



Home Office

Home Secretary

2 Marsham Street
London SW1P 4DF
www.gov.uk/home-office

BY EMAIL ONLY

Ms Anita Bharucha
Chair
Police Remuneration Review Body
Fleetbank House, 2-6 Salisbury Square
London
EC4Y 8JX

July 2021

RECOMMENDATIONS OF THE POLICE REMUNERATION REVIEW BODY ON POLICE OFFICER PAY IN ENGLAND AND WALES

Thank you for your letter dated 21 June introducing the Police Remuneration Review Body's (PRRB) 2021 report on police officer pay.

I have accepted in full your recommendation that the minimum rates for Police Constable Degree Apprenticeship starting pay and pay point 0 of the constable scale are uplifted by £250, and that all officers with a basic salary above these minima but below £24,000 (on a full-time equivalent basis) should receive a consolidated pay award of £250.

I welcome your comments on the National Police Chiefs' Council's (NPCC) proposals for a 'pay progression standard' and timetable for implementation. I am pleased that many of the issues you have raised that require resolution are already being progressed by the NPCC with support from my officials. This work will continue over the coming months.

I am grateful for your updated commentary and observations on benchmarking and valuation of the P-factor. It is important that its overall purpose is defined, and the methodologies are clear, transparent and robust. I agree that the principles, a timetable and completion date for the benchmarking process, along with a plan for how the outputs of this work will be used, should be set out in detail by the NPCC as soon as possible.

I offer my thanks to you and the members of the PRRB for your detailed consideration and observations of the matters raised in relation to police pay.

I would also like to take this opportunity to thank you for your valuable contribution as both a member and Chair of the Review Body. I wish you every success for your future plans.

A handwritten signature in blue ink, consisting of a large, stylized 'P' followed by 'Patel' in a cursive script.

Rt Hon Priti Patel MP