



Lord Agnew Kt
Minister of State
HM Treasury and Cabinet Office
1 Horse Guards Road London SW1A 2HQ

Dr. Martin Read CBE
Senior Salaries Review Body
3rd Floor, Windsor House
50 Victoria Street
London SW1H 0TL

21 December 2021

Dear Martin,

Senior Salaries Review Body (SSRB) 2022/23 Remit (Senior Civil Service)

I am writing to confirm the SSRB's remit in relation to the SCS during the upcoming pay round for 2022/23 and ask that the SSRB conducts its usual annual review process and make recommendations to the Government on the pay of the SCS remit group from April 2022.

I would like to state how grateful I am to the SSRB for setting out so clearly its focus and priorities through its annual report in recent years. It is pleasing that these closely align with the Government's plans for SCS reward in the short to medium term.

Our Declaration on Reform set out our ambitions for the future of public service, including:

- having the best people leading and working in government to deliver better outcomes for our citizens;
- improving the way we recruit and manage moves into and out of government, looking to all corners of the UK;
- attracting an even wider diversity of talent and investing in training; and
- rewarding people for being exceptional in what they deliver to the public.

This year the Government evidence is planned to primarily focus on the following areas:

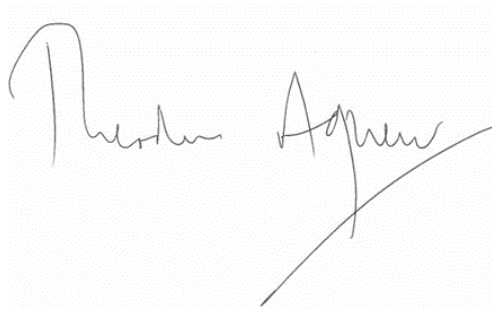
- Setting out progress and making proposals for a credible capability based salary progression model which supports productivity;
- Reviewing again the SCS pay ranges, following the public sector pay pause, and considering the appropriate level of pay for SCS at each grade;
- Setting out how we plan to deliver reform through our five year SCS Strategic Plan; and
- Setting out our progress in reviewing the SCS performance management system in order to make well evidenced changes for the performance year 2022/23.

Recent times have been challenging. The Government must balance the need to ensure fair pay for public sector workers with protecting funding for frontline services and ensuring affordability for taxpayers. We must ensure that the affordability of a pay award is taken into consideration. Delivering on our Reform agenda will be key to developing the leadership capability in the Civil Service that gives the public trust and confidence in the operation of government at all levels.

As confirmed in recent years' Government evidence to the SSRB, employees of the Government Commercial Organisation who are members of the SCS or are SCS equivalents fall within the remit of the SSRB, and information about this group as well as proposals on their remuneration, subject to the recommendations of the GCO RemCo, will be shared with the SSRB this year. Any specific proposals for the Permanent Secretary group will also be shared with the SSRB.

I value the independent advice of the SSRB highly and look forward to receiving your recommendations for the SCS in May 2022. In the meantime, under the direction of the Cabinet Secretary and the Civil Service Chief Operating Officer, officials will be working closely with the SSRB and officials within the Office for Manpower Economics to inform your discussions.

It may be helpful for us to meet in person ahead of oral evidence and I will arrange for my office to be in touch.

A handwritten signature in black ink, appearing to read 'Theresa Agnew', with a long, sweeping flourish extending from the end of the name.

Lord Agnew Kt