



Mr David Lebrecht
Fleetbank House
2-6 Salisbury Square
London
EC4Y 8JX

12 September 2017

Dear David,

POLICE REMUNERATION REVIEW BODY: THIRD REPORT 2017

Thank you for your letter of 19 May and for enclosing your third report, making pay recommendations for police officers up to and including the chief superintendent rank in England and Wales.

In coming to a decision on your main recommendation, I have fully taken into account your independent conclusions. I also recognise the extraordinary contribution of police officers in responding to some of the most challenging situations our country has faced for a very long time.

At the same time, I am mindful that these factors must be balanced with the need for any pay award to be affordable for forces, and for the nation as a whole. In addition, I am also aware that police officer recruitment and retention remain at healthy levels overall and that police pay retains a 41% lead over the wider economy and 6% over other professionals

I have therefore decided to award officers in the Police Remuneration Review Body remit group a pay award worth a total of two per cent to each officer in 2017/18, consisting of a one per cent consolidated pay increase in addition to a one-off one per cent non-consolidated and non-pensionable payment to officers in that remit group.

I believe that this award strikes the right balance between fairness to officers and to the taxpayer and will support sector led pay reforms. As you highlight in your report, HMIC has been clear that the police can go further on efficiency. Each force must continue to become more productive so that it can resource new priorities and meet future demand. We agree that it is fair that the police challenge themselves to deliver good value for money, but that some of the benefit is used to give officers a pay rise.

The police pay award will be implemented with effect from 1 September 2017 as follows:

- a one per cent increase to base pay for all ranks.
- an additional one-off non-consolidated, non-pensionable payment to officers at federated and superintending ranks.
- a one per cent increase to the London Weighting payment in line with the main pay award.
- a one per cent increase to the Dog Handlers' Allowance in line with the main pay award.

I would also like to respond formally to the other recommendations you made in your report.

On the introduction of arrangements for locally targeted payments, I welcome your recommendation, and the detailed guidance to the sector which you set out as part of that. I would reiterate that if, following consultation with staff associations, chief constables and PCCs agree to take forward such a proposal, it must take into account the elements described in your report prior to implementation in secondary legislation. Chief constables and PCCs must also ensure that payments are affordable within existing budgets where forces choose to use them.

On the publication of an integrated workforce and pay plan, work to reform the police workforce, largely led by the College of Policing and National Policing Leads, is already underway and complements the police-led pay reforms. These reforms should result in fairer pay structures linked to competence and skills. While it is right that the strands of reform to the police workforce are integrated and implemented effectively, it is important that this work remains led by policing itself. I would therefore look to the College to work with the NPCC to develop the overarching programme of reform and accompanying narrative, but stand ready to support them in this and, as necessary, use the levers at the Home Office's disposal.

I am grateful to you and the members of the Body for your detailed consideration of the available evidence and the comprehensive nature of your report.

A written statement will be made to Parliament to reflect this decision and to highlight the publication of your report.

A handwritten signature in black ink, appearing to read 'Amber Rudd', is centered on the page.

The Rt Hon Amber Rudd MP