



Home Office

**Home Secretary**

2 Marsham Street London  
SW1P 4DF

[www.gov.uk/home-office](http://www.gov.uk/home-office)

The Rt Hon Yvette Cooper MP  
Chair, Home Affairs Select Committee  
House of Commons  
London  
SW1V 3JA

8 August 2019

Dear Yvette,

### **Report of the National Crime Agency Remuneration Review Body (NCARRB) 2019**

The report of the National Crime Agency Remuneration Review Body (NCARRB) for 2019 is being published today.

In line with my predecessor's letter setting the Review Body's remit, NCARRB has made recommendations on pay and allowances for NCA officers designated with operational powers. I would like to thank the Chair and members of the Review Body for their careful consideration of the evidence from the NCA, the Home Office, HMT and the Trades Unions.

The Review Body has recommended an average annual award for staff of 2.5%. The Review Body has also recommended a 2.5% increase in the London Weighting Allowance and supported the NCA's proposal to rationalise the payment of the Shift Allowance by revising it from 12.5% to 15%. The Government has accepted the recommendations of the NCARRB in full.

The report made a number of observations on achieving further reform of the NCA's pay structure. The NCA has a well-developed pay reform programme and developed a good proposition. This acknowledges that the Agency must continue to evolve in order to effectively tackle the rapidly changing threat from serious and organised crime (SOC). The NCA needs to be able to recruit, retain and develop the right people to deliver the Government's SOC Strategy published last year. Pay reform is essential to meeting that goal.

Thanks to the government's balanced approach to public finances – getting debt falling as a share of our economy, while investing in our vital services and keeping taxes low – we are able to continue our flexible approach to pay policy, allowing us to attract and retain the best people for the National Crime Agency.

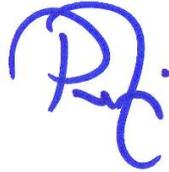
We consider all pay awards in light of wider pressures on public spending. Public sector pay needs to be fair both for public sector workers and the taxpayer. Around a quarter of all public spending is spent on pay and we need to ensure that our public services remain affordable for the future.

It is also vital that our world class public services continue modernising to meet rising demand for the incredible services they provide, which improve our lives and keep us safe.

Copies of the 2019 NCARRB report are available in the Parliamentary Vote Office and at GOV.UK.

A copy of this letter will be placed in the Libraries of both Houses and published on GOV.UK.

Yours sincerely

A handwritten signature in blue ink, appearing to be 'P. Patel', written in a cursive style.

**The Rt. Hon. Priti Patel MP**