



Home Office

Home Secretary

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BY EMAIL ONLY

Anita Bharucha
NCA Remuneration Review Body
Fleetbank House
2-6 Salisbury Square
London
EC4Y 8AE

04 November 2019

Dear Anita,

NATIONAL CRIME AGENCY REMUNERATION REVIEW BODY REMIT 2020/21

I would first of all like to offer my thanks for the NCARRB's work over the last year. I would now like to ask for your recommendations on the pay award for NCA officers with operational powers in 2020/21.

The NCA is an essential part of the UK's National Security Apparatus, tackling the highest harm crimes in the country including child sexual abuse and exploitation, drugs trafficking and modern slavery.

The NCARRB continues to play an important role in providing an independent view and advising the Government on its approach to pay and, in the case of the NCA specifically, I ask that you consider the pay proposals in the context of the reforms they have achieved to date.

It is through properly targeted pay awards that the NCA has been able to reduce inequalities and implement skills-based pay in the areas where this is most needed, to support the Agency's strategy and transformation programme.

I would, therefore, ask the Review Body to make recommendations for 2020/21 on the application of the pay award for NCA officers with operational powers in either the standard pay ranges, or the Spot Rate pay framework.

The Government has adopted a flexible approach to public sector pay, to address areas of skills shortage and in return for improvements to public sector productivity. The costs of the pay award will be met from within the NCA's existing budgets and affordability envelope. Therefore, in reaching your recommendations for the 2020/21 pay award, I ask that you ensure they are affordable and sustainable. I also request that you describe in your report what steps you have taken to ensure affordability has been given due consideration when reaching your recommendations.

In considering your recommendations, you should have regard to the following:

1. The affordability of any proposals;
2. Evidence of recruitment, retention and vacancy rates within the NCA and its ability to maintain competitiveness with its key comparator markets; and
3. Evidence of the Agency's improvements to productivity and workforce efficiencies.

As the NCA is a Non-Ministerial Department, the Agency will provide you with its own evidence on points 1 to 3 above, based on its workforce assessments and the Review Body's terms of reference. The Home Office will be engaged in this and, where necessary, provide additional information.

As part of the context to its evidence submission, the NCA will set out its operational context, pay strategy and longer-term plans for its workforce, which I expect to be submitted to you in good time.

To allow adequate time for consultation before any changes are applied I would be grateful if you could aim to provide a report on this matter by the end of April 2020.

I look forward to receiving your report.



Rt Hon Priti Patel MP

Home Secretary