



# Home Office

## HOME SECRETARY

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### **National Crime Agency Remuneration Review Body Remit 2014/15**

I am writing as a follow up to the letter you received from the Chief Secretary to the Treasury, Danny Alexander, on 22 January 2014 confirming the Government's approach to the 2014/15 pay round.

Firstly, I am grateful to you and your colleagues for taking on the important role provided for by the NCARRB. As you know, the National Crime Agency (NCA) was launched on 7 October 2013 to lead the UK's fight to cut serious and organised crime. The NCA workforce, comprised of NCA officers who may or may not be designated with operational powers, is absolutely crucial in ensuring that the Agency achieves its aim.

As you are aware, once the Police Remuneration Review Body has been established in 2014, pending Parliamentary approval, your role will be extended to also cover police officers. The PRRB will be able to take as holistic a view of police remuneration as possible, acting in a strategic, forward-looking manner, not constrained by the inefficiencies and time delays of the current system of collective bargaining. It marks a significant step in making the police pay determination system more efficient and transparent.

I would now like to ask for your recommendations on how to apply the pay award for NCA officers designated with operational powers in 2014. You will

also have received the CST's letter and will want to consider his comments when developing your recommendations.

The NCA is a Department in its own right, albeit a non-Ministerial one. Therefore they will provide you with evidence based on their workforce assessments and the NCARRB's Terms of Reference. The Home Office will maintain oversight of this and where necessary provide additional information to ensure that it meets the needs of the NCARRB.

### **Considerations to which the NCARRB should have regard**

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

- a) The need to ensure that the proposals reflect the Government's policy that public sector pay awards in 2014/15 average 1 per cent in each Departmental remit;
- b) The need to recruit, retain and motivate suitably able and qualified officers;
- c) The affordability of any recommendations within the existing budget of the NCA; and
- d) The effects of any pay divergence between NCA officers designated with operational powers and NCA officers who are not designated with operational powers.

It might be helpful for me to clarify further what I mean by point (d). The remit of the NCARRB is to consider NCA officers who are designated with operational powers. The NCA workforce, however, is a 'single workforce' where officers designated with operational powers are, to some extent, interchangeable with officers who are not designated with these powers.

Pay awards for NCA officers not designated with powers will be subject to the Civil Service pay guidance. I would like to encourage the NCARRB to take this into consideration when recommending awards for operational staff.

The Government's policy for pay in the Civil Service requires the NCA to ensure average pay awards across the organisation do not exceed 1 per cent. Pay policy for NCA officers covered by the NCARRB will be an important factor in determining the awards that are possible within the 1 per cent policy for the remainder of the workforce. It will also be important for managing any equal pay risks from divergences in pay rates between the two groups of staff.

It is my view that, insofar as possible, the workforce as a whole should retain parity of pay if the evidence supports this.

### **Matters for recommendation**


I refer to the NCARRB the following matters for recommendation:

- a) What adjustments should be made to the pay grades and allowances for NCA officers designated with operational powers;

b) What adjustments should be made to salaries and allowances in payment.

In order to allow adequate time for consultation before any changes are applied from 1 August 2014 your report should be with me on or before **23 May 2014**.

I look forward to your recommendations.

Yours sincerely  


**The Rt Hon Theresa May MP**