



Dr Martin Read CBE
Chair
Senior Salaries Review Body
Office of Manpower Economics
Fleetbank House
2-6 Salisbury Square
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18 October 2016

Dear Mr Read CBE,

Senior Salaries Review Body 2017/18 Remit (Senior Police Officers)

I write following the previous Chief Secretary to the Treasury's letter of 13 July, which set out the context for the police pay round for 2017/18.

The Government's position is that we are keen to support police leaders by giving them the tools they need to increase flexibility; allow movement in and out of policing; increase and introduce skills; and achieve a more diverse workforce mix as well as growing a culture of innovation and challenge. I will be particularly interested to see further police-led proposals on how a fair and sustainable reward structure can be achieved in future.

The expertise of SSRB's members will be vital in addressing workforce pressures in 2017/18. They will also be able to provide a valuable independent view on the progress being made on longer term reforms and how the risks and challenges of a new reward structure are being addressed.

As in previous years, in considering the appropriate level of pay for senior police officers, I would ask you to have regard to the standing terms of reference as set out in previous remit letters.

I refer to the SSRB the following matters for recommendation for 2017/18:

1. how to apply the pay award for 2017/18 for senior police officers, in accordance with CST's letter;
2. this includes how best to apply short-term, targeted measures to address any recruitment and retention pressures, pending a full review of the chief officer pay and benefits package in the next pay round.

I have limited these matters to the most immediate short-term issues to be addressed in the 2017/18 pay year in light of the fact that proposals for a broader review of the chief police officer pay structure will be put forward in 2018/19. These wider proposals, which are for the longer term, will build on workforce reform work currently being led by the College of Policing and chief constables that takes forward the recommendations of the Leadership Review and other policy work. In particular, this includes:

- work by the College of Policing to better understand the barriers to chief officer applications and to design the new Police Professional Framework and the Policing Education, Standards and Qualifications Framework;
- plans being developed by chief constables to implement a new five-level organisational structure to improve decision making;
- the potential for some forces to adopt a single employer model for policing and fire after 2018;
- development of the direct entry programme and the effect on the pipeline of chief officer candidates for the future, which builds on the efforts to offer PCCs more choice by allowing overseas appointments for chief constable posts.

This body of work will help to inform the further development of the longer-term pay strategy, as outlined to the SSRB in the previous evidence round. Consequently, I would ask the SSRB to consider the matters for recommendation listed above in the context of this emerging workforce reform picture. We expect the detail of these sector-led initiatives to be developed further in the coming months and I am sure that police partners will keep you informed of their progress.

I place great value on the independent advice of both police pay review bodies and look forward to receiving your recommendations no later than 19 May 2017.



The Rt Hon Amber Rudd MP