

OFFICIAL



Home Office

# HOME OFFICE EVIDENCE TO THE NATIONAL CRIME AGENCY REMUNERATION REVIEW BODY

## 2016-2017 PAY ROUND

DECEMBER 2015

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## 1. Introduction

1.1 The purpose of this document is to supplement, and provide additional context from a Home Office perspective, the evidence provided separately to the NCA Remuneration Review Body (NCARRB) by the National Crime Agency (NCA) with regard to pay and allowances of NCA Officers designated with operational powers.

1.2 The NCA is a Non-Ministerial Department (NMD). It is operationally independent of the Home Office and was established to fight serious and organised crime. The NCA has separately submitted detailed evidence and proposals to the Review Body for consideration.

## 2. The National Crime Agency

2.1 The National Crime Agency was created to lead the UK's fight to cut serious and organised crime. The NCA brings together a single strategic intelligence picture of serious and organised crime threats to the UK, equipping the whole law enforcement community to better identify, and respond to, threats and vulnerabilities.

2.2 The NCA has a stronger mandate to tackle serious and organised crime nationally than any organisation has had before it. This includes the power to direct Chief Constables in England and Wales and the British Transport Police as well as coordinating the collective response of UK law enforcement to the most dangerous individuals and criminal groups.

2.3 The NCA leads, coordinates and supports operations across five main areas: organised crime; cyber; economic crime; child sexual exploitation; and serious and organised crime at our borders.

2.4 The NCA's reach is extensive: it offers support to local organisations when they need a national response or specialist capabilities; it brings greater coordination and more focused targeting to investigations at our borders; and it has officers stationed in key locations around the world so the NCA can be sure that its international partners are working alongside them.

2.5 The National Crime Agency (NCA) is accountable to the Home Secretary and through the Home Secretary to Parliament. The NCA is also subject to the scrutiny of the Scottish Parliament, Northern Ireland Assembly and the Northern Ireland Policing Board.

### 3. The NCA's proposals

3.1 The NCA has provided evidence to the Review Body as a separate submission. The evidence outlines the Agency's proposals for the use of the average 1 per cent pay award available for 2016/17.

3.2 It is imperative that the NCA has a pay and allowances structure that enables it to effectively recruit, maintain and motivate its workforce to deliver on the Agency's primary mission to cut serious and organised crime. It is also vital that the Agency is able to recruit and retain individuals with the specialist expertise which will continue to support the Agency in developing its investigative techniques and methodology, in line with the changing face of criminal activity, for example cyber specialists.

3.3 Each and every member of the NCA's workforce plays an important part in fighting serious and organised crime. It is the view of the Home Office that in considering its recommendations, the Review Body should have regard to the effects of any pay divergence between NCA officers designated with operational powers and NCA officers who are not designated with operational powers. The NCA workforce is a single workforce: all NCA officers have the potential to be designated with operational powers, and the majority of NCA officers are classified by the Agency as being in an operational role regardless of the powers available to them.

### 4. The Home Office View on the NCA Proposal

4.1 The NCA has stated that its proposals for the pay and allowances of NCA Officers designated with operational powers are affordable within the limits set by the Government's policy on public sector pay for 2016/17. The Home Office accepts that position and welcome the NCA proposal for 2016/17. The Home Office considers the essence of proposals to be a reasonable and well considered response to the recommendations of the NCA Remuneration Review Body last year and that they take reasonable account of the relative position of the different NCA grades against both the internal (Whitehall) and external (other law enforcement bodies) markets. The proposals are also appropriately targeted at junior grades (grades 6 and 5) to address recruitment and retention issues. The Home Office also notes NCA's intention to introduce annualised hours working with allowances and considers them to be sound.

4.2 NCA's pay proposals align with the 2015 budget statement that public sector pay would also be limited to an average 1 per cent a year for four years from 2016/17 and that pay awards should be applied in a targeted manner to support the delivery of public services, and to address recruitment and retention pressures.

4.3 The NCA has made a submission to the 2015 Spending Review led by HM Treasury and continues to engage in the process. The settlement was published on 25 November 2015. The detail of the NCA Budget for 2016/17 will be made available to NCARRB members when finalised.

## 5. NCA's progress

5.1 The NCA, now in its third year continues to align the UK's collective response against the most serious organised criminals and groups. The NCA improves partnership working across law enforcement. It strengthens international collaboration and continues to demonstrate that no-one is beyond the reach of the law.

5.2 During the financial year until March 2015, the NCA led and coordinated operational activity resulting in over 900 disruptions against some of the most serious and organised criminals and groups. The work of the NCA also resulted in the arrest of nearly 3,400 people in the UK and overseas. The NCA has secured the conviction of 475 people in the UK as well as seizing over 238 tonnes of illegal drugs and retrieving 900 firearms (including 138 guns). Its work also resulted in the recovery of more than £24 million in assets and the safeguarding or protection of 1,781 children.

5.3 Alongside NCA's established transformation programme the NCA has progressed a number of staffing initiatives over the last year as part of its people strategy. For example the NCA has introduced a good conduct and also a long service medal for eligible staff and has invested in leadership training for managers at all levels. This investment in people will strengthen the overall package of pay and benefits and enable the NCA to better articulate the overall pay and reward package to its officers.

5.4 The NCA recognises the need to invest in staff with specialist skills and capabilities for example in cyber and specialist investigations. To bolster these areas the NCA has developed an apprenticeships programme to enable the development of specific skills within the agency, the second group of apprenticeships begins shortly. The NCA is also a major stakeholder in the development of a government wide Digital Forensics Apprenticeship, this will enable the Agency to invest in specialist skills needed separately from wider work on pay and allowances.

## 6. Conclusions

6.1 The NCA has taken note of the recommendations made by the Remuneration Review Body in late 2014, and HM Treasury general advice, proposing this year to use funds in a targeted manner, applying most to the junior grades where there has been a lag between NCA rates and similar sized roles in similar organisations. This is considered to address

immediate issues as well as setting foundations for a reward structure consistent with their articulated People Strategy.

6.2 The NCA must continue to get ahead of the threat using all tools available to disrupt and prosecute organised criminals. The NCA will invest further in skills and capabilities to ensure that it continues to develop into an agency fit to tackle the evolving and future threat from serious and organised crime.

6.3 Whilst the Agency should have the necessary resources available to deliver its functions, since it is a non-Ministerial Department, and its officers are civil servants, the pay and allowances for NCA officers should be consistent with the wider approaches to public sector pay. The NCA's proposals for 2016/17 are consistent with the wider limits set for public sector pay and are judged by the NCA (and Home Office) to be affordable within the agency's pay settlement. The Home Office expresses its support for the NCA proposals.