



Mr D Lebrecht
Chair
Police Remuneration Review Body
Office of Manpower Economics
Fleetbank House
2-6 Salisbury Square
London
EC4Y 8JX

18 October 2016

Dear Mr Lebrecht,

Police Remuneration Review Body Remit 2017/18

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.

I see PRRB continuing to play a key role in the ambitious programme of workforce reform which is currently being taken forward by police partners, including the College of Policing. In particular, the expertise of PRRB's members will be vital not only in addressing the immediate issues for 2017/18, but also in providing an 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 plans develop.

As in previous years, in considering the appropriate level of pay for 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 PRRB the following matters for recommendation for 2017/18:

1. how to apply the pay award for 2017/18, in accordance with the Chief Secretary's letter, including how best to apply short-term, targeted measures to address recruitment and retention pressures; and
2. to provide observations on proposals to introduce police officer apprenticeships in 2018, in relation to setting pay at an appropriate level.

These matters for recommendation should be considered in the broader context of the work currently being undertaken by chief constables and the College of Policing. This work will inform the development of a longer-term pay strategy. It includes the implementation of a new five-level organisational structure, pilots of the Advanced Practitioner model, the new Police Professional Framework and, following these and other elements, a more flexible and sustainable reward structure linked to role, competence and skills.

I understand that police partners will provide information on these reforms later in the round, before the oral evidence sessions, with a view to providing detailed proposals, including transition plans for the 2018/19 round.

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.

A handwritten signature in black ink, appearing to read 'Amber Rudd', is centered on the page.

The Rt Hon Amber Rudd MP