



Home Office

Home Secretary

2 Marsham Street
London SW1P 4DF

www.gov.uk/home-office

By email

18 October 2017

Dear Mr Lebrecht,

**NATIONAL CRIME AGENCY REMUNERATION REVIEW BODY REMIT
2017/18 AND 2018/19**

I am writing to ask you for your recommendations on how to apply the pay award in 2017/18 and 2018/19 for NCA officers designated with operational powers and your observations on the NCA's proposals to reform pay arrangements.

As the NCA is a non-ministerial department, it will provide you with its own evidence based on its workforce assessments and the Review Body's Term of Reference. The Home Office will be engaged in this and where necessary provide additional information.

I would like the Review Body to have regard to the following in particular:

- a) The affordability of any recommendations within the existing budget of the NCA;
- b) The need to recruit and retain and motivate suitably able and qualified officers in high priority areas;
- c) The need for the NCA to transform to meet the rapidly evolving threat from serious and organised crime;
- d) The targeting of any pay award to enhance the productivity and efficiency of the NCA workforce;
- e) My strategic priorities set for the NCA published in the NCA's 2017/18 annual plan;
- f) The effects of any pay divergence between NCA officers designated with operational powers and those without.

In your last report the Body was clear that it considered the NCA pay structure required significant reform. I am pleased to note that the NCA has developed proposals for that reform and intend to bring forward their proposals to you as part of this combined 2016/17 and 2017/18 pay round. I would therefore welcome your observations on those proposals for this and future pay rounds.

To allow adequate time for consultation before any changes are applied your report should be with me on or before 31st January 2018.

Thank you for your continued hard work in this important area and I look forward to your recommendations in due course.

A handwritten signature in black ink, appearing to read "Amber Rudd". The signature is written in a cursive style with a large initial 'A'.

The Rt Hon Amber Rudd MP