



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

7 December 2017

Dear David

Police Remuneration Review Body Remit 2018/19

I am writing to ask you to conduct the annual review of police officer pay. In order to promote consistency as we move towards a new pay structure, this year I would ask that this includes chief police officers. This will ensure a consistent approach is taken across all ranks during the transition to a new framework.

The Chief Secretary to the Treasury wrote to you in September setting out the Government's overall approach to pay. That letter confirmed that the Government has adopted a more flexible approach to public sector pay, to address any areas of skills shortages and in return for improvements to public sector productivity. The last Spending Review budgeted for one per cent average basic pay awards, in addition to progression pay for specific workforces, and there will still be a need for pay discipline over the coming years to ensure the affordability of the public service and the sustainability of public sector employment; review bodies should continue to consider affordability when making their recommendations.

For this pay round, I see PRRB continuing to play a key role in reviewing the next stage of NPCC's plans for a new reward structure work and providing observations on the first tranche of proposals put forward by NPCC, who will provide the bulk of the evidence this year.

In light of this, I refer to the PRRB the following matters for recommendation for 2018/19:

- 1. how to apply the pay award for 2018/19 for police officers of all ranks, including chief officers, in accordance with the Chief Secretary's letter and in the context of how it will support overarching NPCC proposals and timetable for a new pay structure;**
- 2. NPCC proposals for police officer apprenticeship pay, which will need to be considered outside of the usual reporting timetable - as you are aware, apprenticeships will be introduced in forces next year and we are expecting sector agreement on linked pay proposals early in the New Year. NPCC have committed to circulate proposals to partners in good time so that you are able to consider them alongside the main body of written evidence. To allow adequate time for consultation before any changes are applied, it will be important to obtain PRRB's observations by the end of April 2018 in advance of your main report;**
- 3. to review final NPCC proposals for time-limited, targeted payments to address specific recruitment and retention pressures; and**
- 4. to provide observations on NPCC reform proposals, including the timetable.**

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 and to consider each matter for recommendation in the context of future reform plans.

Thank you for your continued hard work in this important area and I look forward to receiving your recommendations no later than 31 May 2018.

A handwritten signature in black ink, appearing to read 'Amber Rudd', written in a cursive style.

The Rt Hon Amber Rudd MP