



Dr Martin Read CBE  
Chair  
Senior Salaries Review Body  
Office of Manpower Economics  
Fleetbank House  
2-6 Salisbury Square  
London  
EC4Y 8JX

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Dear Dr Read

**SENIOR SALARIES REVIEW BODY (POLICE AND CRIME COMMISSIONERS) REMIT 2018/19**

I am writing to ask you to conduct a review of Police and Crime Commissioner (PCC) remuneration.

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 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; review bodies should continue to consider affordability when making their recommendations.

The role and remit of PCCs is clearly set out in primary legislation and informed the Senior Salaries Review Body's (SSRB) initial recommendations on PCC pay in its 2011 report. Legislation enabling PCCs to make a case to assume additional responsibility for the governance of fire and rescue services took effect in April 2017.

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

- a) Whether the level of PCC pay remains set at an appropriate level, given how the role has evolved and the additional statutory functions taken on by PCCs;
- b) If there is evidence that an uplift is required, whether that should be applied consistently across police force areas or whether it should be applied differently according to local factors;
- c) The timing and frequency of future reviews.

I place great value on the independent advice of the review body and look forward to receiving your recommendations in due course.

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

**The Rt Hon Amber Rudd MP**