

Home Secretary

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24 July 18

Mr David Lebrecht Fleetbank House 2-6 Salisbury Square London EC4Y 8JX

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RECOMMENDATIONS OF THE POLICE REMUNERATION REVIEW BODY ON POLICE OFFICER PAY IN ENGLAND AND WALES

Thank you for your letter of 25 May introducing Police Remuneration Review Body (PRRB) 2018 report on police officer pay.

The Government respects the independent recommendations of the PRRB and had given them very careful consideration. These recommendations need to be affordable in the context of the overall fiscal position and must be balanced against wider public sector pressures.

Last year, unlike other public sector workforces, the police received in response to your recommendations a pay award in excess of the 1% Government pay policy, comprising a 1% consolidated increase and a 1% one-off bonus to recognise their extraordinary contribution. The Government was clear that last year's non-consolidated 1% award was a one-off payment that would cease at the end of the pay year. The Government have therefore this year decided to award a 2% consolidated pay increase.

In deciding the award, the Government has sought to strike a balance between overall affordability to forces and fairness to the taxpayer, recognising the importance of continuing to reduce debt as a share of the economy whilst investing in vital public services. Both the National Police Chiefs' Council (NPCC) and the Association of Police and Crime Commissioners (APCC) recommended that the maximum affordable pay award would be a 2% increase.

The Government is accepting your recommendations on a 2% increase in London Weighting and 2% increase in Dog Handlers' Allowance.

I would also like to thank you for providing recommendations on the starting salaries for apprentice police constables ahead of your main report. The new Police Constable Degree Apprenticeship reflects the demands placed on the modern officer. It will include a significant practical and work-based component, be professionally and vocationally focused, and enable the PC to be more effectively prepared for the new and complex challenges of 21st century policing.

The Government has decided to accept your recommendations in full relating to the starting salary for apprentice police constables and that detailed proposals for apprentice pay and progression should be developed for beyond the first year of the schemes. I note your concerns about the level of detail within the apprentice pay proposals as they stand and my officials will work closely with the National Police Chiefs Council (NPCC) to ensure that they are fully addressed.

I also note the observations you have made about the police workforce and pay reform work that is being led by the NPCC. The Home Office will work closely with the College of Policing and the NPCC to ensure an integrated timetable is developed that enables this work to continue at pace.

I am grateful to you and the members of the Body for your detailed consideration of the issues and your timely and helpful response.

I intend to publish this letter alongside your report on GOV.UK

The Rt Hon Said Javid MP