



Ministry  
of Justice

The Right Honourable  
**David Gauke MP**  
Lord Chancellor & Secretary of  
State for Justice

**Dr Peter Knight**

Prison Service Pay Review Body  
8th Floor, Fleetbank House  
2-6 Salisbury Square  
London  
EC4Y 8JX

24 July 2018

Dear Dr Knight

### **PUBLICATION OF THE PRISON SERVICE PAY REVIEW BODY 2018/19 REPORT**

I am writing to you regarding the publication of the seventeenth report from the Prison Service Pay Review Body (PSPRB) on 24 July. I understand that you will have spoken to policy officials in advance of receiving this letter.

I would like to thank you and other PSPRB members for the hard work you do each year in preparing independent and evidence-based recommendations for the remuneration of prison staff in England and Wales. As you know, I agree with your assessment of the extreme challenges currently facing staff working in our prisons. Having a pay and reward system that fully recognises this fact and helps with recruitment and retention of staff in our prisons is a priority of mine.

Last September the Government announced an end to the policy of one per cent average pay awards for public sector staff. In determining pay awards for this year, the Government has committed to a consistent approach across public sector workforces – to implement awards that are fair whilst maintaining a balanced approach to public spending and long-term affordability. This is the common agreed position of government departments, and it is for this reason that pay review body recommendations across the public sector have not been accepted in full this year. I appreciate that this will be disappointing.

In line with the Government's agreed approach to pay for this year, I intend to accept the spirit of the PSPRB's headline recommendation of a 2.75% award by implementing a mixed 2% consolidated and 0.75% non-consolidated award. I will revalorise the pay bands by 2% to fully implement the 2% consolidated award referenced above. I propose to accept all of the PSPRB's remaining recommendations, including those regarding performance related pay progression for those on modernised terms and conditions.

We will shortly be preparing our evidence submission to the PSPRB for the 19/20 pay round and we hope to hold to the usual early October submission date.

On a personal note, I would like to thank you for the years you have spent chairing the PSPRB since 2011, and we look forward to continuing to work positively with your successor.

Yours sincerely

**RT HON DAVID GAUKE MP**