



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

19 December 2018

Dear Members

Police Remuneration Review Body Remit 2019/20

I am writing to ask you to conduct the annual review of police officer pay. In order to promote consistency as we move towards new pay structures, I would ask that this continues to include chief police officers.

I see the PRRB continuing to play a key role in the ambitious programme of pay reform that is being led by the National Police Chiefs' Council (NPCC). The expertise of the PRRB in advising Government on the approach to pay is vital in providing an independent view on the detailed proposals that are now emerging and ensuring that implementation of a new pay and reward framework from 2020 can be achieved.

In light of this, I refer to the PRRB the following matters for recommendation for 2019/20:

- 1. How to apply the pay award for 2019/20 for police officers of all ranks, including chief officers, in the context of how it will support overarching NPCC proposals and timetable for a new pay structure.**
- 2. To review the NPCC's design principles, framework and assumptions for pay reform; and to provide views on the extent to which the views of the staff associations have been considered in the development of the design.**
- 3. To review the NPCC's detailed project plan and risk register and provide observations on the timescales for implementation, taking into account the requirement for formal consultation with the staff associations and the need to make legislative changes.**

4. **To review the NPCC's proposals for progression pay for police apprentices.**
5. **To review proposals from the NPCC in relation to making payments to the superintendent ranks for undertaking each 24 hour on-call period.**

The Government must balance the need to ensure fair pay for public sector workers with protecting funding for frontline services and ensuring affordability for taxpayers. There will still be a need for pay discipline over the coming years to ensure the affordability of public services and the sustainability of public sector employment. I would ask that you continue to make affordability a major consideration when making your recommendations. This year, I also request that you describe in your final report what steps you have taken to reflect affordability in reaching your recommendations.

Only by properly targeting pay awards can we ensure we recruit and retain the best public sector workers where they are needed most. I am seeking the PRRB's views on the optimal allocation of additional investment in pay for the police in 2019/20 to ensure recruitment and retention pressures are properly addressed, and ask that you outline the approach you have taken to targeting in your final report.

As in previous years, in considering the appropriate level of pay for police officers I would also 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 hard work in this important area and I look forward to receiving your recommendations in May 2019.

A handwritten signature in black ink, appearing to read 'S. Javid', with a small comma at the end.

Rt Hon Sajid Javid MP