



Home Office

Home Secretary

2 Marsham Street London
SW1P 4DF

www.gov.uk/home-office

Anita Bharucha
8th Floor, Fleetbank House
2-6 Salisbury Square
London
EC4Y 8JX

1 February 2019

Dear Anita

NATIONAL CRIME AGENCY REMUNERATION REVIEW BODY REMIT 2019/20

I am writing to ask you to conduct your annual review of pay for NCA officers with operational powers.

I would like to recognise the flexibility that the NCARRB demonstrated in providing recommendations in time for the NCA to be able to implement its ambitious pay reform in the 2017/18 and 2018/19 pay years.

I envisage the NCARRB continuing to have an important role in providing an independent view and advising the Government on its approach to pay and, in the case of the NCA specifically, ensuring that we can build on the reform achieved to date. I also welcome your work with the NCA returning to a normal process this year and following a timeline similar to those of the other pay review bodies.

I would, therefore, ask the Review Body to make recommendations for 2019/20 on:

1. the application of the pay award for NCA officers in the standard pay ranges;
2. the application of the pay award for those NCA officers who have opted into the new pay structures effective from August 2017; and
3. NCA's proposals on its wider pay strategy and responses to the recommendations in your last report.

In making your recommendations, I ask you to recognise that the Government must balance the need to ensure fair pay for public sector workers with protecting funding for front-line services and ensuring affordability for taxpayers. The NCA must fit its pay award within existing budgets and affordability envelope and recognise that 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 also ask that you make affordability and sustainability a major consideration when making your recommendations, and request that you describe in your final report what steps you have taken to reflect this.

I would also like you to reflect on the NCA's developing pay strategy in your recommendations. It is through properly targeted pay awards that the Agency has been able to reduce inequalities and develop its ability to implement skills-based pay in the areas where this is most needed to support the NCA's strategy and transformation programme.

As the NCA is a non-ministerial department, it will provide you with its own evidence based on its workforce assessments and the Review Body's terms of reference. The Home Office will be engaged in this and, where necessary, provide additional information.

To allow adequate time for consultation before any changes are applied I would appreciate if your report could be with me by the **end of June 2019**.

I should like to congratulate you on your recent appointment to the Chair of the Review Body; I look forward to receiving your report.

A handwritten signature in black ink, appearing to read 'S. Javid', followed by a comma.

The Rt. Hon. Sajid Javid MP