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Anita Bharucha
Chair, NCA Remuneration Review Body
Office of Manpower Economics
Fleetbank House
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20 July 2020

Dear Anita,

Thank you for your letter of 22 June and for enclosing the Review Body's report. I am grateful to you and members of the Review Body for your detailed consideration, particularly during in challenging circumstances presented by the Covid-19 pandemic. The delays in this year's process have been regrettable. Whilst there were unforeseen circumstances that contributed to delays in the 2020 pay process, such as last year's general election, my officials will continue to work with you to minimise the risks to next year's timetable.

Serious and Organised Crime is evolving rapidly in both volume and complexity, and the NCA is integral to ensuring that the UK is fully equipped to tackle the threat. I have been clear that the NCA needs to transform to meet the challenge head on and that pay reform should be a key feature of this by attracting the right level of talent. Your report's recommendations, with which I agree, will help to achieve that goal and I look forward to seeing them take effect.


I am encouraged by the positive increases in diversity in the NCA in respect of sexuality, religion and gender over the past year. However, I recognise there is still further work to do in terms of employees with disabilities, however, and I was concerned to read that the percentage of employees from ethnic minorities have reduced. I know that the Agency recognises the importance of diversity and inclusion to achieving its mission, and I will be looking for reassurance that its pay strategy continues to build as diverse a workforce as possible.

I appreciate your concerns about the pace of pay reform at the NCA, and the impact which this has on the overall reform strategy. In future pay rounds my officials will continue to work closely with the NCA to ensure coherence is not put at risk and that the strategy for delivering reform, alongside the Agency's operational requirements, continues to be effective and provide value for money.

I also noted your comment on how the SOC Review might change the remit of your group, along with the effects of COVID-19 and European Union Exit. I will that ensure my officials pay close attention to the areas of interest to you in future pay rounds.

I intend to make a written statement to Parliament on 21 July, highlighting the publication of your report.

Yours sincerely,

W. K. all your wishes


Rt Hon Priti Patel MP