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Home Secretary

2 Marsham Street
London SW1P 4DF
www.gov.uk/home-office

Ms Anita Bharucha
Chair, Police Remuneration Review Body
Fleetbank House, 2-6 Salisbury Square
London
EC4Y 8JX

21 July 2020

Dear Anita,

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

Thank you for your letter dated 22 June introducing the Police Remuneration Review Body's (PRRB) 2020 report on police officer pay.

I have accepted in full your recommendation that a consolidated increase of 2.5% should be awarded to all ranks at all pay points, and a corresponding increase to London Weighting and the Dog Handlers' Allowance, with effect from 1 September 2020.

I have also accepted your recommendations to remove the lowest point on the sergeants' pay scale; and to increase the maximum rate of London Allowance by £1,000 to £5,338 a year, both with effect from 1 September 2020.


I welcome your thoughtful observations on proposals regarding benchmarking and valuation of the 'P factor'. I agree that there must be consensus on the methodologies used to carry out this important work. My officials will support the National Police Chiefs' Council (NPCC) to further progress these proposals.

I also welcome the review body's observations and comments on proposals for targeted variable pay. I intend to consult on amendments to determinations made under Police Regulations 2003 to introduce targeted variable pay and will ensure your comments are addressed before these payments are implemented in forces.

I note your observations on the NPCC's plans for pay and workforce reform. It is important to the Government that work to reform police pay continues to progress and that the police are effective and efficient in the service they provide. However, we also recognise the challenges in delivering pay reform alongside the officer uplift. Officials are working closely

with the NPCC to identify what areas of reform should be prioritised and develop a clear timetable for implementation.

I am grateful to you and the members of the PRRB for your detailed consideration and observations of the matters raised in relation to police pay.

With my good wishes


Rt Hon Priti Patel MP