

Anita Bharucha
Chair, NCA Remuneration Review Body
Office of Manpower Economics
Fleetbank House
2-6 Salisbury Square
London
EC4Y 8JX

21 July 2021

Dear Anita

NCA REMUNERATION REVIEW BODY REPORT 2021

Thank you for your letter of 2 July and for enclosing the Review Body's report.

This year's pay round was bound to be challenging given the difficulties posed by Covid-19. That is why the Government needed to introduce a public sector pay pause, which in turn meant the Agency had to scale back its ambitions for 2021/22. I understand the difficulty this has caused the Agency and its ongoing efforts to address its recruitment and retention challenges. I also recognise the impact this has had on your ability to make recommendations this year, and I am especially grateful for the review body's flexibility and understanding.

The impact of serious and organised crime is chronic, corrosive and causes significant harm to UK citizens, and the NCA operates on the cutting edge of the fight against it. To tackle serious and organised crime effectively, it is key that the NCA's pay reform strategy attracts and retains the right individuals and remains adaptable in the environment of organised criminality which it operates in. Your report's observations, with which I agree, provides comprehensive insight into the current challenges facing the NCA's pay strategy reform, its progress, and the impact of the pay pause. I note your concerns about the adequacy of the NCA pay reform strategy in the context of the SOC Review and findings of the Integrated Review 2021 and appreciate you highlighting a number of issues in your letter. We have been working closely with the Agency on reforming its funding model, by reducing its reliance on external funding. This work should lead to significant increases in the proportion of funding within the NCA's baseline. I know the Agency intends to continue to build its future pay strategy, with the focus on recruitment and retention and my officials will carefully consider the issues you have helpfully set out with the NCA going forward.

Moving forward we will build on the SOC Strategy 2018 and the findings of the SOC Review to strengthen and reform our response to serious and organised crime as set out in the Integrated Review and our priorities include strengthening the NCA in line with our manifesto commitment, continuing to develop the critical data, intelligence and investigative capabilities needed for the NCA to lead the law enforcement system.

With regard to your suggestion of a review of the role of a Review Body process, my officials will consider this with the NCA and HM Treasury.

Lastly, I am aware that this will be your final pay round as chair of NCARRB. I should like to express my sincere gratitude for your service over the years and I wish you all the best in your next endeavour.

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

With all good wishes
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Rt. Hon. Priti Patel MP