



Office of Manpower Economics

PRISON SERVICE PAY REVIEW BODY
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<https://www.gov.uk/government/organisations/prison-services-pay-review-body>

The Rt Hon Dominic Raab MP
Deputy Prime Minister
Lord Chancellor & Secretary of State for Justice
Ministry of Justice
102 Petty France
London
SW1H 9AJ

18 August 2022

Dear Deputy Prime Minister,

PRISON SERVICE PAY REVIEW BODY 2022 ENGLAND AND WALES REPORT

Thank you for your letter dated 19 July 2022 setting out the Government's response to the Prison Service Pay Review Body's (PSPRB) 2022 report.

We are delighted that the Government has decided to accept the majority of the PSPRB's recommendations this year, providing a much needed increase for operational prison staff in England and Wales. However, it is disappointing that the Government rejected our recommendation for a 5% pay increase for Prison Group Directors (Band 12). This is the fourth time that independent recommendations from the PSPRB have not been implemented since 2018.

The Government has committed to the International Labour Organization that it will only depart from the PSPRB's recommendations in "exceptional circumstances" and comply with those recommendations in practice. We have received confirmation from successive Prisons Ministers that the Government continue to stand by this commitment, and this had not been rescinded. We do not consider that aligning Band 12 pay to other senior roles across the public sector is either appropriate or can be deemed as "exceptional circumstances" that would warrant the rejection of this recommendation. As you'll be aware, Band 12 pay is now determined by the PSPRB as these staff opted out of Senior Civil Service pay arrangements, and it is our role to ensure that Band 12 pay is coherent with the rest of the Prison Service pay structure. It is therefore inconsistent with the PSPRB having responsibility for recommendations concerning Band 12 that these have, in effect, been overridden by the recommendations of another Pay Review Body.

We are particularly concerned at the implication this has for the HMPPS pay structure, particularly the potential future overlap between those Band 11s and their Band 12 managers. We intend to raise this matter with HMPPS to discuss and clarify our future remits in relation to Band 12 staff.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Tim Flesher', with a long horizontal stroke extending to the right.

Tim Flesher

Chair, Prison Service Pay Review Body