



Home Office

Home Secretary

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Zoë Billingham CBE
Chair, National Crime Agency Remuneration Review Body

[BY EMAIL ONLY]

23 February 2023

NCA REMUNERATION REVIEW BODY REPORT 2022

Dear Zoë,

Thank you for your letter of 31 May 2022 and for enclosing the Review Body's report. I am grateful to you and members of the Review Body for your detailed consideration and appreciate the patience you have shown whilst awaiting my response which was unfortunate but necessary, to allow your recommendations to apply to the whole NCA workforce.

The Covid-19 pandemic brought extraordinary challenges over the past couple of years, and I am grateful for your insights following last year's pay pause. The restrictions imposed when responding to the pandemic disrupted serious and organised crime (SOC) business models in some cases, and provided new opportunities in others, with adaptations seen in the earlier stages of the pandemic likely becoming par for the course. The National Strategic Assessment concluded the threat to the UK from SOC has in all likelihood increased compared to 2020. That is why I am determined that the Agency continues to focus on the highest harm offenders and groups, and that it has a workforce equipped with the technological skills to meet evolving threats. The Agency is tackling some of the most serious issues we face today. It is, therefore, vital that the NCA is funded sufficiently to meet the challenges it faces, here and now, and that it has a strategy in place to meet the dynamic and unpredictable trends of the future.

I was troubled to hear your concerns about the slow pace of pay reform within the Agency, and that you have ongoing reservations about a perceived lack of fairness and equality within the pay structures. The delayed settlement will ensure we do not exacerbate these issues. I recognise there is more to be done here and I understand the NCA has taken its first steps by providing you with an option outline in November last year. My officials will continue to work closely with the Agency to ensure a coherent strategy that delivers real reform is developed, and that it may be implemented expediently.

I recognise your comments around this being an extraordinary year. Unforeseen events such as the war in Ukraine, and greater than envisaged inflationary pressures has meant a squeeze in living costs for officers, and the wider public. It is, therefore, particularly important

that those with the lowest salaries are suitably compensated. It is also, vital that the Agency can continue its strategy of expanding spot rates so that it can keep pace with its key comparators. I am clear, therefore, that the award helps achieve both these aims.

I intend to make a written statement to Parliament on 23 February highlighting the publication of your report.

Yours sincerely,

A handwritten signature in blue ink that reads "Suella Braverman". The signature is written in a cursive, flowing style.

Rt Hon Suella Braverman KC MP

Home Secretary