



Home Office

Home Secretary

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Zoë Billingham CBE  
Chair, Police Remuneration Review Body  
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**BY EMAIL ONLY**

13 July 2023

Dear Zoë

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

Thank you for your letter dated 31 May introducing the Police Remuneration Review Body's (PRRB) ninth report. The Government values the Review Body's independent and expert advice and is grateful for your detailed considerations on the matters raised in relation to police officer pay.

I have very carefully considered the Review Body's recommendations and observations.

I have accepted in full your recommendations to: award a consolidated increase of 7% to all ranks up to and including assistant chief constables and commanders, with a corresponding increase to London Weighting and the Dog Handlers' Allowance; remove point 0 of the constables' pay scale; and increase to pay point 3 of the chief superintendents' pay scale by £2,838 from 1 September 2023 and £2,837 from 1 September 2024.

I have accepted the recommendation to implement a new pay structure for chief constables and deputy chief constables in principle, subject to the development of a full and coherent implementation plan. My officials will work closely with the Association of Police and Crime Commissioners and National Police Chiefs' Council (NPCC) to support the development of the plan. In the interim, all chief constables and deputy chief constables, and ranks above commander in the Metropolitan Police Service and City of London Police, will receive a pay award of 7% in line with that for all other ranks.

I have also accepted in principle the recommendation that the relocation allowance for chief officers is amended as proposed by the chief officer remuneration review; and that the impact of the scheme is reviewed within three years of implementation. However,

further detail on the proposals is needed to inform the relevant amendments to the Police Regulations 2003.

The PRRB also asked policing parties to bring forward proposals for a review of the existing power of Police and Crime Commissioners (PCCs) to increase and decrease base pay of chief constables by plus or minus 10% on appointment. While I am content to receive proposals on this matter, I have not accepted the recommendation that the Home Office issues guidance to PCCs advising them against exercising their power to vary starting salaries on appointment until the review is concluded. It is right that PCCs continue to use their discretion while this matter is considered.

I welcome the PRRB's recommendations that: policing parties should bring forward proposals to improve the independence, transparency, and consistency of determining and reporting on chief officer pay and allowances, including proposals on how to place in the public domain on an annual basis a consistent set of data on the total pay and allowances received by each chief officer in each force; and that the NPCC should provide an interim report by 30 November 2023 on its progress to develop a long term pay and reward strategy, which should include an update on the work on constable base pay and a back to first principles review of the P-Factor. I look forward to receiving further detail on these matters in due course.

As you will be aware, the recommendations significantly exceed the affordability assumptions submitted to you in evidence. Police officers across England and Wales play a critical role in reducing crime and keeping the public safe. The Government is committed to maintaining the additional 20,000 police officers recruited under the Police Uplift Programme, and therefore the Home Office will provide additional funding to forces over the Spending Review period of £330m in 2023/24 and £515m in 2024/25.

Yours



**Rt Hon. Suella Braverman KC MP**

**Home Secretary**