



Home Office

Rt Hon James Cleverly
Secretary of State for the Home
Department

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

Zoë Billingham
Chair of the National Crime Agency Remuneration Review Body

BY EMAIL ONLY

20 December 2023

Dear Zoë,

NATIONAL CRIME AGENCY REMUNERATION REVIEW BODY REMIT 2024/25

I would first like to acknowledge the NCA Remuneration Review Body's (NCARRB) excellent work and express my gratitude for your continued engagement in resolving the 2023/24 pay round. I am grateful for and value the independent and expert advice that the Review Body provides and look forward to receiving the NCARRB's ninth report.

It is a legal requirement that I am provided with independent advice on pay for those NCA officers with operational powers under the provisions of the Crime and Courts Act 2013. I am now writing formally to ask that you commence the 2024/25 pay round. The NCA continues to develop its 'One NCA' policy and regards it of utmost importance that all its staff are compensated equitably. I would, therefore, ask that the NCARRB annual review process of the NCA workforce takes account of both those with and without operational powers, and makes recommendations to the government on the proposed NCA pay award, giving reasonable consideration to the Civil Service Pay Remit Guidance.

It is imperative that pay awards strike a careful balance in recognising the vital importance of public sector workers, whilst ensuring affordability and delivering value for the taxpayer. Whilst we await the outcome of the 2023-24 pay round for the NCA, in general PRBs recommended historically high pay awards for their respective workforces in light of the extraordinary macroeconomic context. Accepting these recommendations, whilst not increasing borrowing, required tough decisions. It is vital that PRBs consider the Government's affordability position that will be set out further in written evidence, and in the case of the NCA, the final outcome of the 2023-24 pay round when known will also need to be considered.

The affordability of the pay award must be carefully considered and taken into consideration so that the NCA remains able to retain its workforce and meet the evolving threat posed by serious and organised crime in this country.

In considering your recommendations, you should therefore have regard to the following:

1. The Proposals for pay reform as set out in the NCA's workforce strategy.
2. the Government's inflation target.
3. the Civil Service remit guidance which will be published in due course.
4. Improvements made within the last year, to the Agency's productivity and workforce efficiencies.

Over the coming months, my officials will continue to support the NCA and work closely with the Office of Manpower Economics, HMT and the Cabinet Office to provide the Agency's written evidence and thereafter oral evidence sessions for your consideration. As part of its evidence, the NCA will set out the operational context, the Agency's updated pay strategy and long-term plans for its workforce.

To further break the present cycle of delays with regards to the NCA's pay awards, I would be grateful if you could submit your report for the 2024/25 pay round by June 2024.

Yours sincerely,



Rt Hon James Cleverly MP

Home Secretary