

Stewardship Report

2022/23

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# Foreword by the Director, Office of Manpower Economics (OME)

This report summarises the work of the OME during 2022/23 in support of the eight independent public sector Pay Review Bodies.

In addition, OME continued to commission and publish its own research, which provides valuable insight to the Review Bodies.

In February 2023, OME moved into the newly created Department of Business and Trade. This did not impact on the work of the review bodies since they operate independently.

For this pay round, the Review Bodies settled on a mix of virtual and face-to-face meetings. This helped minimise travel and costs but also allowed for in-person sessions to ensure high-quality discussions and decision-making.

As always, I am particularly grateful to the Chairs, Review Body members, and to all those who provided evidence to the Review Bodies for their contributions over the last year. I would also like to thank colleagues at OME.

**David Fry**

Director, OME

December 2023

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| The Office of Manpower Economics (OME) The Office of Manpower Economics provides an independent secretariat to eight Pay Review Bodies which make recommendations impacting some 2.3 million workers – around 40% of public sector staff – and a pay bill of £122 billion.[[1]](#footnote-2)  The OME’s 22/23 aim remained unchanged from previous years:  *“Through the quality, timeliness, efficiency and rigour of its work, to support the Pay Review Bodies in offering evidence-based independent advice on public sector pay and conditions, in accordance with their terms of reference, and in making a positive contribution to public sector reform and delivery.”*  The OME sought to do this by:   * Providing expert and evidence-based support to Review Bodies to aid their decision-making processes and underpin their recommendations. * Drafting reports for the Review bodies, ensuring they are relevant, accurate and clearly represent the Review Bodies’ recommendations. * Working flexibly and proactively to enable the Review Bodies to deliver their reports in a timely manner and in accordance with their terms of reference and remits. * Providing high-quality secretariat services by being open to new and innovative ways of working, and developing OME capacity and capabilities, in line with civil service good practice. * Managing relationships with stakeholders and engaging with all those involved in the process constructively, to help the process run as smoothly as possible year-on-year.   The OME is an independent non-statutory public body, free from Government direction in terms of its policy and operational activities. The staff are drawn mainly from DBT. Its director is responsible to the DBT Accounting Officer for resource and staff issues.  Details of staffing and the organisational structure of the OME are given in Chapter 1 and in Annex A. |

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| The Public Sector Pay Review Bodies There are currently eight independent Public Sector Pay Review Bodies serviced by the OME. The Review Bodies advise the Prime Minister, relevant Secretaries of State, and the devolved administrations where required, on remuneration matters referred to them, including annual recommendations about pay levels.  Although the Review Bodies operate independently of one another, and each has different terms of reference, their procedures are broadly similar. Once issued with a remit, they receive written and oral evidence from the Government, employers, and representative organisations, such as trade unions and staff associations, about pay issues for the relevant workgroups. Other interested parties may also submit evidence. The Review Bodies then consider the evidence and their own independent research to formulate recommendations on the remuneration of their remit groups. Following this they submit their recommendations to Government.  In addition to the annual pay round described above, the Review Bodies are often asked to look at other issues affecting the pay and other terms and conditions of their respective workforces.  The work undertaken by each Review Body is set out fully in their published reports which are available on the OME pages of GOV.UK. This report summarises their work. |

# Chapter 1: About OME

1. The purpose of OME is to provide the eight Pay Review Bodies with the support they require in order to fulfil their respective terms of reference in making pay and related recommendations for public sector workers. Similar to other Government departments, it receives public funds to carry out this function. Its purpose is predominantly a secretariat role in support of the annual activity and process that is described in Chapter 2.
2. This report covers the period from 1 September 2022 to 31 August 2023, reflecting the Review Bodies’ customary reporting cycle. It provides an account of the OME’s use of public funds in terms of its budget and the work for which it pays.
3. OME’s total expenditure in 2022/23 was £2.8. million.[[2]](#endnote-2) This includes the costs of OME staff, the fees paid to Review Body members, the costs associated with running meetings and visits, and the costs of commissioning research and analysis.

## Staff

1. Staffing numbers (both headcount and full-time equivalent) by grade are given in Annex A.

Senior Leadership Team, as at 31st August 2023.

The OME senior management team:

* David Fry (OME Director)
* Abbie Lloyd (NHSPRB, DDRB, NCARRB and PRRB)
* Robin Webb (STRB and SSRB)
* Vacancy (Chief Analyst, AFPRB and PSPRB)

## Values and behaviours

1. The OME’s values and behaviours, which are shown below, help staff to ensure their work for the Pay Review Bodies is independent, professional, collaborative, and evidence-based.

Figure 2: The OME’s values and behaviours.

**Evidence-based**

We provide analysis of evidence

We Influence and persuade stakeholders to provide timely, high-quality evidence

We address weaknesses in our evidence base

**Collaborative**

We work flexibly to improve both performance and work/life balance

We recognise and share good practice

We seek and encourage views and ideas from others

We encourage learning and development

We are inclusive

**Professional**

We product accurate, high-quality work

We optimise our use of resources

We communicate clearly and unambiguously

We take responsibility and empower others

We challenge unacceptable behaviours

We seek continuous improvement

**Independent**

We are balanced and objective

We are sensitive to the concerns of our stakeholders

We are aware of wider issues and context

**Values and Behaviours**

## Learning and development

1. The OME’s training and development activities continue to focus on:
   * Promoting best practice across teams to ensure they offer the best possible support to the Pay Review Bodies.
   * Developing individuals to improve their performance, enabling them to operate flexibly across the OME and DBT, and assisting them to achieve future career aspirations.
   * Encouraging individuals to develop key civil service competencies. In addition, OME ensures that analysts (who comprise a third of OME’s staff) satisfy Continuous Professional Development requirements for their professions.
2. During 2022/23, staff undertook a variety of training opportunities alongside other learning and development activities including specialist conferences. OME’s Learning and Development Group champions the benefits of development and training, supporting staff to access individual and group training, such as a successful *Coaching for Line Managers*course, and connecting OME with central DBT L&D activities.
3. The OME’s 2022 People Survey results (part of the wider Civil Service People Survey) were slightly higher than in the previous year. Our overall engagement index rose to 60% in 2022, from 59% in 2021.

## Working with DBT (Department for Business and Trade)

1. The OME is a small organisation and DBT provides the IT, accommodation, HR, and financial services. Consequently, staff are considered to be part of the DBT “family” for pay purposes and logistical issues. However, the OME maintains policy and operational independence, and the Pay Review Bodies have no direct relationship with DBT.
2. In 2022/23 OME staff were involved in a range of the Department’s activity, including:
   * Participating in the annual People Survey.
   * Participating in the DBT professional networks for Economists and Statisticians.
   * Participating in many DBT staff events and DBT training programmes, including Learning and Development Network meetings and Fast Stream Programme.
   * Continuing the use of Twitter for OME and promoting the work of the Pay Review Bodies.
   * Managing OME’s recruitment by fully engaging with DBT Recruitment Team and Policy colleagues and by adhering to the procedures in place.

## The Freedom of Information (FOI) Act 2000

1. OME has received and responded to 38 FOIA requests between 1 September 22 and 31 October 23.

# Chapter 2: The Work of the Teams

## Overview

1. The work of OME staff is directed by the requirements of the Pay Review Bodies that it supports. The Review Bodies normally receive annual remits from Government to make recommendations on pay for the groups they represent, but may also receive “special remits”, such as the SSRB’s Review of the fees of non-legal members of tribunals.
2. The secretariats’ work falls into several areas:
   * Commissioning research and collecting data or analyses that the Review Body requests. These can include information about the remit group and more general information about the economy drawn from a variety of sources.
   * Liaising with the parties (such as Government departments, employers, and unions) to ensure that written evidence is provided to the Review Bodies on time and that subsequent oral hearings with the major parties are arranged and supported.
   * Scheduling, arranging, and supporting all meetings.
   * Preparing briefing and technical papers on the written evidence from both the Government and the other parties and on pay options, to assist the Review Bodies in their consideration of their remits from Government.
   * Drafting the reports following the evidence sessions and the Review Body decision-making process. This involves a considerable amount of background briefing and clearance of technical detail.
   * Organising and supporting members across an extensive visits programme.
   * Informal discussions with the parties about the outcome of the last round and likely pointers for the future.
3. The exact nature of the work varies between secretariats. Timetables and submission dates depend on when remit letters and evidence are provided. Historically they have varied to take account of when the annual pay increases are applied (for example, changes to police officers’ and teachers’ pay apply from 1 September but most other groups, including the Armed Forces and NHS staff, have awards and changes applying from 1 April each year). The Review Bodies are independent of one another, as well as from Government.
4. See Table 1 for more detailed information about the Review Bodies.

Table 1: Information on the Review Bodies supported by the OME.

| **Review Body** | **Status** | **Sponsoring Department** | **Remit Group** | **Consultees** | **Remit Group Number** | **Annual Paybill** | **National Coverage** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **AFPRB** | Non-Statutory | Ministry of Defence (MOD) | Members of the Armed Forces up to and including the rank of Brigadier (one-star) and equivalents. | Ministry of Defence, Service Families’ Federations, British Medical Association and British Dental Association. | 192,000 (headcount) | £11.9 billion[[3]](#footnote-3) | United Kingdom |
| **DDRB** | Non- Statutory | Department of Health and Social Care | Hospital doctors and dentists; general medical practitioners; general dental practitioners; and doctors and dentists in public health, community health, and salaried primary dental care services. | Department of Health and Social Care, England; Department of Health and Social Services, Welsh Government; Department for NHS Recovery, Health and Social Care, Scottish Government; Department of Health, Northern Ireland Executive; NHS Employers; NHS England; NHS Providers; British Medical Association; British Dental Association; Hospital Consultants and Specialists Association. | 254,000 (headcount) | £26.2 billion | United Kingdom |
| **NCARRB** | Statutory | Home Office | National Crime Agency officers designated with operational powers. | Home Office, National Crime Agency, Public and Commercial Services Union, National Crime Officers’ Association, FDA. | 2,100 (FTE) | £92 million | United Kingdom |
| **NHSPRB** | Non- Statutory | Department of Health and Social Care | All staff employed in the NHS and paid under Agenda for Change. This covers all NHS staff, with the exception of doctors, dentists, and very senior managers. | Department of Health and Social Care, England; Welsh Government’s Health and Social Services Group; Department of Health, Northern Ireland; NHS England; NHS Employers; NHS Providers; the Joint Staff Side and its individual staff bodies, which are: Royal College of Nursing; Royal College of Midwives; Chartered Society of Physiotherapists; Society of Radiographers; UNISON; GMB; Unite; Royal College of Podiatrists | 1,380,000 (headcount)  1,218,000 (FTE) | £56.5 billion | United Kingdom |
| **PRRB** | Statutory | Home Office, Department of Justice for Northern Ireland. | Federated ranks of police officers and superintending ranks in England and Wales, and Northern Ireland. Chief police officers (2018/19-2022/23). | Home Office; Police Federation of England and Wales; Police Superintendents’ Association; National Police Chiefs’ Council; Metropolitan Police Service; Association of Police and Crime Commissioners; Chief Police Officers’ Staff Association; Police Service of Northern Ireland; Department of Justice Northern Ireland; Northern Ireland Policing Board; Police Federation for Northern Ireland; Superintendents’ Association of Northern Ireland. | 149,600 (headcount)  147,200 (FTE) | £7.8 billion | England, Wales &  Northern Ireland |
| **PSPRB** | Statutory | Ministry of Justice (England & Wales) | Governing governors, other operational managers, officers and support grades in the England and Wales Prison Service. | His Majesty’s Prison and Probation Service, the POA, the Prison Governors’ Association and the Public and Commercial Services Union. | 29,300 (headcount)  28,600 (FTE) | £1.3 billion | England & Wales |
| **PSPRB** | Statutory | Department of Justice (Northern Ireland) | Governor grades, officers, support grades and Prisoner Escorting and Court Custody Service staff in the Northern Ireland Prison Service. | Northern Ireland Prison Service, the POA (Northern Ireland) and the Prison Governors’ Association (Northern Ireland). | 1,300 (headcount & FTE) | £64.7 million | Northern Ireland |
| **SSRB** | Non- Statutory | Cabinet Office, Ministry of Defence,  Ministry of Justice, Department of Health and Social Care, Home Office. | Senior Civil Servants, Senior Military Officers, the Judiciary, Senior Leaders in the NHS (Executive and Senior Managers and Very Senior Managers ; Chief Police Officers, and Police and Crime Commissioners . | Cabinet Office, Ministry of Defence, Ministry of Justice, Department of Health and Social Care, NHS England, Home Office, , Association of Police and Crime Commissioners, Civil Service Commission, FDA, Prospect, NHS Providers, the British Medical Association, Managers in Partnership, Lady Chief Justice of England & Wales, Lord President of the Court of Session (Scotland), Lady Chief Justice of Northern Ireland, Judicial Appointments Commission (England and Wales), Judicial Appointments Board for Scotland, Northern Ireland Judicial Appointments Commission, Scottish Courts and Tribunals Service, Northern Ireland Courts and Tribunals Service, judicial associations, members of the remit groups. | SCS 6,500;  Senior Military 120;  Judiciary 1,900;  Senior Leaders in the NHS 3,300;  PCCs 39  (All headcount figures) | SCS  £825.7 million;  Senior Military £31.1 million;  Judiciary  (salaried)  £472 million  Senior Leaders in the NHS  £372 million;  PCCs £3 million | SCS: England, Wales & Scotland;  Senior Military: UK  Judiciary: UK  Senior Health Leaders in the NHS):  England; PCCs:  England & Wales. |
| **STRB** | Statutory | Department for Education | Teachers, including head teachers, in local authority maintained schools and services in England | Department for Education, National Employers’ Organisation for School Teachers, National Governance Association, Association of School and College Leaders, British Association of Teachers of the Deaf, National Association of Head Teachers,  NASUWT, National Education Union, Community | 218,000 (headcount)  195,000 (FTE) | £12.0billion | England |

**Notes:**

1. The figures above are OME estimates relating to 2022-23 and mostly made in November 2023. They give a general indication of orders of magnitude but have not been compiled on a wholly consistent basis due to the different nature of the data sources, timing, and methodological approaches.
2. DDRB figures include GMPs and GDPs as well as salaried staff.
3. The remuneration of chief police officers has been covered by the Police Remuneration Review Body since 2017-18.
4. The STRB’s figures relate to maintained schools in England for 2022-23. Academy schools are not formally part of the STRB’s remit group but, in practice, many choose to use the national teachers’ pay and conditions framework. The combined annual paybill for all state-funded schools in England (local authority-maintained schools and academies) is £28.7 billion, and the number of teachers is 514,000 (headcount) / 468,000 (FTE).

## The financial year 2022/23: Context and Government pay policy

## The 2022 Autumn Statement set the context for the pay round. In it, the Government noted that:

*Public sector pay is a significant proportion of Government departments’ resource DEL budgets. It is important that pay awards deliver value for the taxpayer whilst also recognising the vital importance of public sector workers. For 2022-23, the Government accepted the pay recommendations of the independent Pay Review Bodies for the NHS, teachers, police and the armed forces. This delivered the highest uplifts in nearly twenty years, with most awards targeted towards the lower paid. The Government is seeking recommendations from Pay Review Bodies where applicable for pay awards for 2023-24.*

1. Individual remits were given to the pay review bodies. They typically noted that pay awards must strike a careful balance – recognising the vital importance of public sector workers, whilst delivering value for the taxpayer, considering private sector pay levels, not increasing the country’s debt further, and being careful not to drive prices even higher in the future.
2. In January 2023 the Government announced that the relevant Secretaries of State were going to invite trade unions to discuss their departmental evidence to the respective RBs over the next few weeks. This had the effect of delaying the Government evidence.
3. Pay negotiations then took place for some remit groups. Following pay deals with the NHS in England and Wales the NHS PRB remits were subsequently amended to ask for observations rather than pay recommendations. Other pay review body work continued as usual, leading to reports and recommendations described in more detail below.
4. The following pages set out the main work of each secretariat, including the Review Body reports produced in the year and their main recommendations. The total number of visits, meetings, and reports for each Review Body is presented in Annex B.
5. The final part of this chapter covers the research and analysis as well as the Review Body appointments processes.

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| Armed Forces’ Pay Review Body (AFPRB) Secretariat |
| The AFPRB secretariat supports its Review Body in providing independent advice on the remuneration and charges for members of the Naval, Military and Air Forces of the Crown.    In 2022/23, the AFPRB Secretariat supported the Review Body through its annual remit, covering pay, allowances and accommodation charges. During this pay review year, the AFPRB’s recommendations were developed against a wide range of evidence and in the context of exceptional economic circumstances.  The AFPRB submitted its fifty-second annual report in May 2023. Its main recommendations were:   * A consolidated pay uplift of 5% for all Service personnel and a further consolidated increase of £1,000 for all full-time UK Regular personnel with a pro-rata increase for other cohorts in the remit group. * The implementation of MOD’s proposals for pay for Officers Commissioned from the Ranks for implementation from 1 April 2024. * The introduction of competence-based cyber payments from 1 April 2023 at the following levels: Level 2 £6,000, Level 3 £15,000 and Level 4 £25,000. * Recommendations on Recruitment and Retention Payments (RRPs), including:   + An increase of 5.8% from 1 April 2023 to the following rates of RRP: RRP (Flying), RRP (Flying Crew), RRP (Diving), RRP (Submarine) (including Submarine Supplement and Engineer Officers Supplement), RRP (Nuclear Propulsion), RRP (Special Forces), RRP (Special Forces Communication), RRP (Special Reconnaissance), RRP (Special Intelligence), RRP (Special Communications), RRP (Parachute) (including RRP(High Altitude Parachute)), RRP (Parachute Jump Instructor), RRP (Explosive Ordnance Disposal), RRP (Weapons Engineer Submariner), RRP (Naval Service Engineer) and RRP (Nursing).   + Endorsement of the MOD’s proposals for RRP (Mountain Leader) from 1 April 2023.   + Endorsement of the MOD’s proposal to increase the lower three rates of RRP (Hydrographic) from 1 April 2023 and support of the intention to bring forward the next review of RRP (Hydrographic). * An increase of 5.8% from 1 April 2023 to the Volunteer Reserves Training Bounty. * An increase of 5.8% from 1 April 2023 to the rates of all compensatory allowances. * Recommendations to the rate of X-Factor, including:   + No change to the rate of X-Factor at 14.5%   + No change to the rate of X-Factor for Service personnel of OF-5 and OF-6 rank, Regular personnel on Flexible Service, FTRS of all commitments, PTVR and MPGS.   + The rates of X-Factor for the Royal Gibraltar Regiment Regulars should increase from 6.5% to 11.5%.   + The rates of X-Factor for the Royal Gibraltar Regiment Reserves should increase from 3.35% to 5%. * Recommendations for Defence Medical Services, including:   + Agreement in principle to the introduction of a bespoke pay spine for Allied Health Professionals in the initial UCM group (degree and diploma qualified), for implementation in January 2024, in conjunction with changes to terms and conditions.   + The rates of base pay should increase by consolidated uplift of 5% for all ranks within the MODO cadre, with a consolidated increase of £1,000 for all full-time UK Regular personnel and a pro-rata increase for other cohorts from 1 April 2023.   + An increase of 5.8% from 1 April 2023 to the value of Clinical Excellence Awards.   + An increase of 5.8% from 1 April 2023 to the rates of Trainer Pay. * Recommendations on Accommodation, including:   + An increase of 4.5% from 1 April 2023 to SFA CAAS Band A charges, affecting the lower bands differently as they are set in descending increments of 10% of the Band A rate.   + An increase of 4.5% from 1 April 2023 to furniture charges (for all SFA types).   + An increase of 4.5% from 1 April 2023 to SLA rental charges for Grate 1, 3% increase to Grade 2, 1.5% increase to Grade 3, and no increase to Grade 4.   + A 4.5% increase from 1 April 2023 to charges for standard garages and carports, with no increase for substandard garages and substandard carports.   The Government published the report in July and accepted the pay recommendations in full. The Government partially accepted the AFPRB’s recommendations on charges for accommodation in that it accepted the AFPRB’s recommendation for SLA charges but agreed that SFA charges should remain fixed at the 2022 rates throughout FY23/24 and not be increased in line with the rental element of CPI as expected[[4]](#footnote-4). |

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| Review Body on Doctors’ and Dentists’ Remuneration (DDRB) Secretariat |
| The DDRB secretariat supports its Review Body in providing independent advice on remuneration for doctors and dentists in England, Scotland, Wales, and Northern Ireland.    The DDRB’s latest pay round took place from November 2022 to May 2023. DDRB was asked to recommend on pay and allowances for all its remit groups in all four countries not covered by an existing multi-year pay deal. As such, recommendations were not sought for independent contractor general medical practitioners in England, and SAS doctors and dentists who moved onto the newly introduced contracts in England, Wales and Northern Ireland.    The DDRB submitted its fifty-first annual report in May 2023. The central recommendations in the reports were:   * Pay for consultants, SAS doctors and dentists on pre-2021 contracts, general dental practitioners, as well as the pay range for GMPs, should be uplifted by 6 per cent. * Pay points for junior doctors should be uplifted by 6 per cent plus £1,250. This amounted to increases of between 8.1 and 10.3 per cent in England, depending on the nodal point. * Pay scales for the 2021 SAS contracts be increased by 3 per cent, in addition to the uplifts included as part of the multi-year deal agreed between the BMA and the Government. * Pay for contractor GMPs should be uplifted by 6 per cent except for England which is in a multi-year deal and DHSC did not ask for a recommendation. * A recommendation was not given for an uplift to the value of Clinical Excellence Awards, Commitment Awards, Distinction Awards or Discretionary Points this year.     For England, the Government accepted all the DDRB recommendations[[5]](#footnote-5).    For Scotland, the Government response was a 6% uplift in pay for NHS Scotland consultants, SAS doctors and dentists, general medical practitioners and general dental practitioners 2023. Doctors and dentists in training were offered a 12.4% uplift. The value of Distinction Awards and Discretionary Points were not uplifted[[6]](#footnote-6).  For Wales, the Government response was a 5% uplift in pay for NHS Wales medical and dental staff covered by the remit except SAS doctors and dentists who moved onto the newly introduced contracts who received an additional uplift of 1.5% in addition to the existing multi-year deal[[7]](#footnote-7).    At the time of writing, the Northern Ireland Executive had not implemented the recommendations. |

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| National Crime Agency Remuneration Review Body (NCARRB) Secretariat |
| The NCARRB secretariat supports its Review Body in providing independent recommendations on pay and allowances for NCA officers designated with operational powers below the level of Deputy Director.    **NCARRB Eighth Report 2022/23**  The 2022 NCARRB report was submitted to the Home Secretary in June 2022. It contained the following recommendations:   * By 30 November 2022, the NCA should provide a plan outlining the next steps in its reform strategy to NCARRB. This should set out the workforce component of its transformation programme, and in particular the relationship between the NCA’s expenditure priorities, organisational priorities and strategy, its HR strategy and its reward strategy. It should also provide an update on discussions with HM Treasury regarding a multi-year pay agreement. * All officers in our remit group should receive a consolidated increase of £1,900 to their full-time equivalent annual salary from 1 August 2022. The spot rates for Grades 1 to 5 and the minima and maxima of the standard pay ranges for Grades 1 to 6 should be raised by £1,900. * London Weighting and South East Allowances for 2022/23 for NCA officers designated with operational powers should increase by 5%.   The NCA submitted the requested plan on 30 November 2022. However, the NCARRB Report was not published by the Government until 23 February 2023. On that date, the Home Secretary accepted the recommendations in full[[8]](#footnote-8).  **NCARRB Ninth Report 2023/24[[9]](#footnote-9)**  The Home Secretary’s remit letter of 15 August 2023 asked the NCARRB for recommendations on the pay award for NCA officers with operational powers in 2023/24. It asked the Review Body, when considering its recommendations, to have regard to the following:   * The affordability of any proposals. * Evidence of NCA recruitment, retention and vacancy rates and its ability to maintain competitiveness with its key comparator markets. * Evidence of the Agency’s improvements to productivity and workforce efficiencies. * The Agency’s ‘One NCA’ policy and the implications of any recommendations for the whole NCA workforce. * Headline pay awards recommended by other Pay Review Bodies for 2023/24. * Civil Service Pay Guidance for 2023/24, including its Addendum giving departments flexibility to award a £1,500 non-consolidated payment per full-time employee. |

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| National Health Service Pay Review Body (NHSPRB) Secretariat |
| The NHSPRB secretariat supports its Review Body in its role to provide independent recommendations on the remuneration of all staff paid under the Agenda for Change (AfC) and employed in the National Health Service in England and Wales and the Health and Social Care service in Northern Ireland.    The NHSPRB’s latest pay round took place from November 2022 to June 2023. Originally the NHSPRB was asked to make a recommendation on a pay award for Agenda for Change (AfC) staff in England, Wales and Northern Ireland. Following a pay deal the UK Government made with the NHS Staff Council in England finalised in early May, the UK Government and the Department of Health Northern Ireland amended the remit and asked the NHSPRB to make observations on the deal and any insights and learning gained during this year’s pay review process, rather than to make recommendations on pay. In June, the Welsh Government also asked for observations, following a deal with the NHS Trade Unions in Wales.  The NHSPRB submitted its thirty-sixth annual report in June 2023. The NHSPRB made observations having regard to their standing terms of reference. |

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| Police Remuneration Review Body (PRRB) Secretariat |
| The PRRB secretariat supports its Review Body in providing independent advice on the pay and allowances for all police officers up to and including the rank of chief superintendent in England, Wales, and Northern Ireland. The PRRB produced two reports in 2023: one for England and Wales and one for Northern Ireland.    **PRRB Northern Ireland Eighth Report 2022/23**  The PRRB’s Northern Ireland Eighth Report contained the following recommendations on Northern Ireland police officer pay and allowances:   * A consolidated increase of £1,900 to all police officer pay points for all ranks. * An increase of 5% in the current level of the Northern Ireland Transitional Allowance (NITA). * An increase of 5% in the Dog Handlers’ Allowance. * That the current level of the Competence Related Threshold Payment (CRTP) does not increase and that in evidence next year the parties present a clear process and timetable for its abolition. * That the payment of officers providing mutual aid is brought in line with England and Wales, including the Away from Home Overnight Allowance.   While the report had been submitted to the Department of Justice for Northern Ireland on 29 June 2022, it did not respond until 3 February 2023, when it accepted all the recommendations in full.  **PRRB England and Wales and Northern Ireland Ninth Reports 2023/24**  At the request of the Home Secretary and the Department of Justice for Northern Ireland, chief police officers were included in the PRRB remit for 2023/24 for the sixth consecutive year.    England and Wales  The 2023 PRRB report for England and Wales recommended (from 1 September 2023):   1. A consolidated increase of 7% to all police officer pay points for all ranks up to and including assistant chief constable and commander. 2. The removal of pay point 0 of the constable pay scale. 3. Point 3 of the chief superintendent pay scale to be uplifted by £2,838 from 1 September 2023 and £2,837 from 1 September 2024. These uplifts are to be made before the application of the respective pay awards for these years. 4. London Weighting to be uprated by 7%. 5. Dog Handlers’ Allowance to be uprated by 7%. 6. The introduction of a new pay structure for those appointed as a chief constable or deputy chief constable from 1 September 2023 comprising three pay points for chief constables, and with deputy chief constable pay set at 82.5% of equivalent chief constable pay. Any chief constable or deputy chief constable who resigns or retires from the police service, and is subsequently reappointed to the same post within the same force, is to be reappointed on no more than their previous salary. 7. A consolidated increase of 5% to all existing chief constable and deputy chief constable pay points from 1 September 2023. To start the transition between the existing and new structures, where an existing pay point remains below the pay for the same post in the new pay structure, that pay point is to receive an additional consolidated award of up to 2%, such that the overall uplift does not exceed 7%. 8. Policing parties to bring forward proposals to improve the independence, transparency, and consistency of determining and reporting on chief officer pay and allowances. We expect this to include 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. 9. A consolidated increase of 5% to the pay points of all chief officers in the Metropolitan Police Service and the City of London Police above the rank of commander. 10. A consolidated increase of an additional 2% to the Metropolitan Police Service deputy assistant commissioner pay point in order to retain the link with deputy chief constable pay. 11. The Relocation Allowance for chief officers to be amended as proposed by the chief officer remuneration review. The impact of the scheme to be reviewed within three years of implementation. 12. Policing parties to bring forward next year additional proposals for a review of the existing power of Police and Crime Commissioners to increase and decrease base pay of chief constables by plus or minus 10% on appointment. As an interim measure, the Home Office to issue guidance to Police and Crime Commissioners advising them against exercising their power to vary starting salaries on appointment until the review is concluded. 13. The National Police Chiefs’ Council to provide an interim report by 30 November 2023 on its progress to develop a long- term pay and reward strategy. This should include an update on the work on constable base pay and the back-to-first-principles review of the P-factor.     The Home Secretary responded on 13 July 2023[[10]](#footnote-10) by:   * Accepting in full recommendations 1 to 5, 8 and 13. * Accepting recommendation 6 in principle, subject to the development of a full and coherent implementation plan. In the interim, the Home Secretary awarded all chief constables and deputy chief constables, and ranks above commander in the Metropolitan Police Service and City of London Police, a pay uplift of 7% in line with that for all other ranks (instead of recommendations 7, 9 and 10). * Accepting recommendation 11 in principle subject to the development of more detailed proposals to inform the amendments to the Police Regulations 2003. * Saying they were content to receive proposals on recommendation 12 but rejecting the recommendation that the Home Office should issue guidance to PCCs advising them against exercising their power to vary starting salaries on appointment until the review is concluded.   Northern Ireland  The remit letter from the Department of Justice for Northern Ireland of 2 February 2023 asked the PRRB to commence its annual review of the pay of officers of the Police Service of Northern Ireland (PSNI) for 2023/24, in conjunction with that for police officers in England and Wales. It sought PRRB consideration of the following:   * How to apply the pay award for 2023/24 for police officers in the PSNI. * Consideration of the regular elements of the Northern Ireland Transitional Allowance (NITA) and the Dog Handlers’ Allowance.     The PRRB report for Northern Ireland was submitted to the Department of Justice for Northern Ireland on 20 June 2023. A response is awaited. |

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| Prison Service Pay Review Body (PSPRB) Secretariat |
| The PSPRB secretariat supports its Review Body in providing independent advice on the pay of governing governors, operational managers, prison officers, and support grades in HM Prison Service (England and Wales) and equivalent posts in the Northern Ireland Prison Service.    **2022 Northern Ireland report**  The 2022 PSPRB report on Northern Ireland was submitted to the Permanent Secretary of the Department of Justice on 15 December 2022. The 1 April 2022 recommendations for Northern Ireland were:   1. Changes to pay ranges and spot rates for all staff in the post-2002 grades that delivered a consolidated base pay uplift of at least 4%. 2. A consolidated base pay increase of £1,100 for all pre-2002 grades, with additional non-consolidated payments of £500 for pre-2002 Main Grade Officer and £650 for pre-2002 Senior Officer. Bringing total reward to 4%. 3. The Northern Ireland Prison Service to present, for the next pay round, a comprehensive pay strategy to address the structural issues in the pay system. 4. The Supplementary Risk Allowance should be aligned with the Police Service of Northern Ireland Transitional Allowance from 1 September 2022. 5. An increase to all three tiers of the daily, non-pensionable drivers’ allowance for Prisoner Escorting and Court Custody Service staff.   The Permanent Secretary accepted the recommendations in full on 8 March 2023, although slight adjustments were made to the Custody Prison Officer and post-2002 Senior Officer maxima.[[11]](#footnote-11)  **2023 England and Wales report**  The 2023 PSPRB report on England and Wales was submitted to Government on 31 May 2023. The 1 April 2023 recommendations for England and Wales were:     1. The *Fair and Sustainable* Band 2 base pay spot rate to be increased by £2,000. 2. The *Fair and Sustainable* Bands 3 and 5 base pay points and Band 4 spot rate be increased by 7%. 3. Endorse the proposal from His Majesty’s Prison and Probation Service and Prison Governors’ Association that *Fair and Sustainable* Band 7 becomes a spot rate. 4. The *Fair and Sustainable* Bands 7 to 11 base pay minima and maxima, and sport rates be increased by 5%. 5. The *Fair and Sustainable* Band 12 spot rate be increased by 5%. 6. Those closed grade staff not able to financially benefit from opting in to their equivalent *Fair and Sustainable* grade to receive a £1,500 non-consolidated payment. 7. All closed grade pay rates to at least match the National Living Wage. 8. All closed grade staff that chose to opt in this year are moved on to the maximum of their respective *Fair and Sustainable* grade. The opt in process should be expedited and start as close to publication of the report as possible. 9. All staff (except those on formal poor performance procedures) in Bands 3 and 5 who are in post on 31 March 2023 progress by one pay point effective from 1 April 2023. 10. All staff (except those on formal poor performance procedures) in Bands 8 to 11 who are in post on 31 March 2023 progress by 4% capped at the 1 April 2023 band maximum. 11. The fixed cash pay differentials for the *Fair and Sustainable* Inner and Outer London zones be increased by 7% and continue to be applied consistently across all bands. 12. *Fair and Sustainable* Band 12 has the Inner and Outer London cash differentials applied in the same way as for Bands 2 to 11 to create Inner and Outer London Band 12 spot rates, replacing the £5,000 non-consolidated payment. 13. The Care and Maintenance of Dogs allowance be increased by 7% for a single dog. The multiple rate to continue to be set at 25% above the single dog allowance rate.     The Government responded to the report in Parliament and accepted all recommendations.[[12]](#footnote-12)    **2023 Northern Ireland report**  On 4 April 2023 the Permanent Secretary of the Department of Justice sent the PSPRB activation letter in order to commence the Northern Ireland pay round for pay from 1 April 2023. At the time of writing, this pay round was in progress with submission of the report to Government expected towards the end of January 2024. |

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| Review Body on Senior Salaries (SSRB) Secretariat |
| The SSRB secretariat supports its Review Body in providing independent advice on the pay of:   * the senior civil service (the SCS) in England, Wales and Scotland; * the salaried judiciary in the United Kingdom; * senior officers of the Armed Forces of the Crown (stationed both within and outside the United Kingdom); * senior leaders in the NHS (Executive and Senior Managers (ESMs) and Very Senior Managers (VSMs) in England;[[13]](#footnote-13) and * Police and Crime Commissioners (PCCs) in England and Wales; and chief police officers (CPOs) in England, Wales and Northern Ireland.     For the 2022-23 pay round, the SSRB was asked to make recommendations on an annual pay award for members of the SCS, the salaried judiciary, senior  officers in the Armed Forces and senior leaders in the NHS in England. It was not requested to carry out a review of PCC remuneration. For the sixth year running, the SSRB was instructed by the Home Office that the review of chief police officers pay would be covered by the Police Remuneration Review Body.  In June 2023, the SSRB submitted its annual report, which contained the following main pay award recommendations from 1 April 2023:     * An across-the-board pay increase of 5.5 per cent for members of the SCS with a further 1.0 per cent to be directed at progression increases for those lower in the pay band who were delivering in role and demonstrating expertise. * An increase in the pay band minima to £75,000 for SCS pay band 1, £97,000 for SCS pay band 2, £127,00 for SCS pay band 3 and £152,000 for Permanent Secretary tier 3. * A pay increase of 7.0 per cent for all salaried members of the judiciary. * An increase in base pay of 5.5 per cent for all members of the   senior military, including Medical Officers and Dental Officers (MODOs).   * An across-the-board pay increase of 5.0 per cent for all VSMs and ESMs with a further 0.5 per cent to address specific pay anomalies.     The report was published on 13 July 2023. The Government accepted all the SSRB’s recommendations, with the exception of the following:   * The recommendation to increase the Permanent Secretary tier 3 pay band minima to £152,000 was not immediately accepted by the Government but was subsequently accepted by the Permanent Secretary Remuneration Committee. * The recommendation for the Department of Health and Social Care to accept or reject pay cases within four weeks of submission was not accepted.   The SSRB continued to work on the Non-Legal Members Fees Review during 2022-23. The final Report was submitted to the Government on 29 March and it was published on 15 September. The Lord Chancellor said that, while he agreed with some of the principles behind the recommendations, he did not plan to implement them until the MoJ work on additional fees had been completed and any additional funding required had been secured. |

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| School Teachers’ Review Body (STRB) Secretariat |
| The STRB secretariat supports its Review Body in providing independent advice on the pay and statutory conditions of employment of teachers and school leaders in local authority-maintained schools in England.    The STRB received a remit letter from the Secretary of State for Education on 15 November 2022. The letter highlighted the need to strike a balance between recognising the vital importance of teachers and public sector workers and delivering value for the taxpayer, considering private sector wages, the UK’s public sector debt and inflation. The letter also asked the Review Body to carefully consider the impact that a pay award would have on schools’ budgets.    In her letter, the Secretary of State sought recommendations for the 2023/24 pay awards to promote recruitment and retention whilst taking into account the Government’s commitment to uplift starting salaries to £30,000 and the cost pressures facing both the school system as a whole and individual schools.    The STRB submitted its thirty-third Report in May 2023. It recommended the following:   * a 6.5% increase to all pay ranges and advisory points, with higher increases to parts of the Main Pay Range to reach a minimum starting salary of £30,000 outside London, with slight variations to the London pay ranges.   The Government responded to the report on 14 July 2023 and accepted the recommendations in full[[14]](#footnote-14). |

## Research and Analysis

1. The OME’s staffing includes analysts specialising in economics, statistics, and remuneration that provide support to the Review Bodies. During 2022/23, analysts within OME progressed analytical priorities within the office, such as procuring research, carrying out analysis required by the Review Bodies, organising and undertaking quality assurance of analytical inputs to the Review Bodies and working with evidence providers to develop and improve the evidence base.
2. In the year to August 2023, two pieces of externally commissioned research were published: Understanding Ethnicity Pay Gaps in the UK Public Sector’[[15]](#footnote-15) from Swansea University and others; and ‘Review of the X-Factor 2023: Changes to Civilian Life’[[16]](#footnote-16) from Incomes Data Research, which informed AFPRB recommendations in 2023. Research on what nurses do after leaving the NHS from Frontier Economics will be published during 2023/24.
3. The OME continued to operate a flexible junior analyst resource initiative in 2022/23: an assistant economist helped progress strategic cross-cutting research and analysis. They were also made available to support analytical work within secretariat teams.

## Review Body appointments

1. The OME does not appoint Pay Review Body Chairs and members; this is the responsibility of the sponsoring departments. However, the secretariats support the process; for example, they check that adverts and candidate packs contain up-to-date information about the roles. The OME director usually sits on the interviewing panel.
2. Most of the PRBs consist of 8 members, including one chair. Over the course of 22-23 OME supported the recruitment of 10 new members and the re-appointment of 8 existing members. As of the 31st August 2023, there were 10 vacancies on the PRBs.

**Annex A: OME staff resources 2022 and 2023**

*Table 2: The OME’s staff in post as of 31st August in 2022 and 2023, headcount and full-time equivalent (FTE).*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Grade** | **Headcount 2022** | **FTE**  **2022** | **Headcount 2023** | **FTE**  **2023** |
| SCS | 4 | 3.7 | 3 | 2.5 |
| Grade 6 | 1 | 0.5 | 0 | 0 |
| Grade 7 | 13 | 12.3 | 13 | 12.3 |
| SEO | 1 | 1.0 | 1 | 1.0 |
| Fast stream | 1 | 1.0 | 0 | 0 |
| HEO | 8 | 8.0 | 6 | 6.0 |
| EO | 1 | 1.0 | 1 | 1.0 |
| AO | 3 | 3.0 | 3 | 3.0 |
| **Total** | **32** | **30.5** | **27** | **25.8** |

# Annex B: Review Body secretariat work volumes from 1st September 2022 to 31st August 2023

Table 3: Review Body Secretariat Work Volumes 2022/23.

| **Secretariat** | **Visits[[17]](#footnote-17)** | **Meetings** | **Reports** |
| --- | --- | --- | --- |
| **AFPRB** | 19[[18]](#footnote-18) | 19[[19]](#footnote-19) | 1 |
| **DDRB** | 9 | 16 | 1 |
| **NCARRB** | 2 | 1 | 0 |
| **NHSPRB** | 6 | 19 | 1 |
| **PRRB** | 9 | 22 | 2 |
| **PSPRB** | 18 | 19 | 2 |
| **SSRB** | 8[[20]](#footnote-20) | 19 | 2 |
| **STRB** | 6 | 17 | 1 |
| **Total** | **86** | **119** | **9** |

1. Estimates exclude academy schools which are not strictly part of the STRB remit group but in practice many use national pay and conditions. See Table 1 for more details. [↑](#footnote-ref-2)
2. [↑](#endnote-ref-2)
3. The AFPRB annual paybill figure also takes account of pay, allowances, incentive payments and bounty payments.  [↑](#footnote-ref-3)
4. The Government’s response to the recommendations is available here: https://questions-statements.parliament.uk/written-statements/detail/2023-07-13/hcws943 [↑](#footnote-ref-4)
5. The UK Government’s response to the report is available here: <https://questions-statements.parliament.uk/written-statements/detail/2023-07-13/hcws946> [↑](#footnote-ref-5)
6. The Scottish Government’s response to the report is available here: <https://www.gov.scot/news/record-pay-award-for-nhs-workers/> and <https://www.gov.scot/news/pay-offer-to-junior-doctors-accepted/> [↑](#footnote-ref-6)
7. The Welsh Government’s response to the report is available here: <https://www.gov.wales/written-statement-nhs-pay-award-for-medical-and-dental-staff-2023-2024> [↑](#footnote-ref-7)
8. The response from the Home Secretary is available here: <https://questions-statements.parliament.uk/written-statements/detail/2023-02-23/hcws577> [↑](#footnote-ref-8)
9. The NCARRB Ninth Report 2023/24 was submitted to Government in December 2023, outside the timeframe covered by this Stewardship Report [↑](#footnote-ref-9)
10. The response from the Home Secretary is available here: <https://questions-statements.parliament.uk/written-statements/detail/2023-07-13/hcws945> [↑](#footnote-ref-10)
11. The response from the Permanent Secretary of the Department of Justice is available here: <https://www.gov.uk/government/publications/psprb-thirteenth-report-on-northern-ireland-2022> [↑](#footnote-ref-11)
12. The Government’s response to the report is available here: <https://questions-statements.parliament.uk/written-statements/detail/2023-07-13/hcws941> [↑](#footnote-ref-12)
13. The Government wrote to the SSRB in October 2020 to confirm changes to the SSRB’s terms of reference to reflect the addition of Very Senior Managers (VSMs) working in the NHS to the SSRB’s remit. The remit now includes all senior managers working across the NHS. Executive and Senior Managers (ESMs) working in the Department of Health and Social Care’s (DHSC) Arm’s Length Bodies (ALBs) already fell within the SSRB’s remit.   [↑](#footnote-ref-13)
14. The Government’s response to the report is available here: <https://questions-statements.parliament.uk/written-statements/detail/2023-07-13/hlws933> [↑](#footnote-ref-14)
15. https://www.gov.uk/government/publications/understanding-ethnicity-pay-gaps-in-the-uk-public-sector [↑](#footnote-ref-15)
16. https://www.gov.uk/government/publications/review-of-the-x-factor-2023-changes-to-civilian-life [↑](#footnote-ref-16)
17. This included both in-person and virtual visits. [↑](#footnote-ref-17)
18. These visits took place between June 2022 and January 2023. [↑](#footnote-ref-18)
19. These meetings took place between June 2022 and May 2023. [↑](#footnote-ref-19)
20. Number of visits/meetings where discussion groups with members of our remit groups were held.

    [↑](#footnote-ref-20)