



Ministry  
of Justice

**Lord Timpson**  
Minister of State for Justice

Tim Flesher  
Chair, Prison Service Pay Review Body  
Level 3  
Windsor House  
50 Victoria Street  
London  
SW1H 0TL

**MoJ ref:** SUB117704

30 September 2024

Dear Mr Flesher,

### **THE PRISON SERVICE PAY REVIEW BODY (PSPRB) REMIT 2025/26**

I would like to thank the Prison Service Pay Review Body (PSPRB) for their continued hard work and dedication to Prison Service pay for our valued staff. I was pleased to have the opportunity to meet with you in August to discuss pay for the Prison Service, and the upcoming 2025/26 pay round.

The Government values the vital contribution made by the almost 6 million public sector workers across the UK, who deliver the public services we all rely upon. This includes the excellent work of our Prison Service staff, often in challenging circumstances. The Government accepted all recommendations from the PSPRB for the 2024/25 pay round. This delivered a further substantial pay increase, of at least 5%, to Prison Service staff, in recognition of their dedication to rehabilitating prisoners and keeping the public safe.

I am writing to commence formally the 2025/26 pay round and set out how the Government intends to work with the PSPRB over the coming year. I am asking you to provide recommendations in line with your terms of reference, with particular regard for this government's objective of providing mission-led public services that are equipped to efficiently deliver the vital, high quality public services we all rely on, whilst ensuring value for money for taxpayers.

During this pay round, you will receive evidence from my department, HM Treasury and key stakeholders including trade unions. My department's evidence will, as usual, cover the recruitment and retention context for the Prison Service, alongside pay and earnings data, as well as our workforce strategy, and the expected position following the implementation of the 2024/25 pay award. It will also set out the funds available to MoJ/HMPPS for 2025/26, which will be finalised through the Spending Review and announced at the Autumn Budget on 30 October. This comes against the backdrop of the challenging financial position this government has inherited, including a £22 billion pressure against the spending plans set out for departments at Spring Budget 2024.

As discussed when we met, conducting the pay round to an accelerated timeline compared to previous years is a key priority. I know this is a shared ambition of the PSPRB and our Trade Unions, which would provide improved outcomes for Prison Service staff by way of more timely

pay awards. As the Chancellor said in her July Statement, the Government's intention is to announce pay awards as close to the start of the pay year of 1 April as possible for 2025/26. It is unfortunate that, given the knock-on effects from the previous government's delays to the 2024/25 round, it is unlikely that workforces will receive pay increases by April, but by bringing the pay round forwards this year, we can more fully reset the timeline in 2026/27.

To this end, where possible I would be grateful if you can deliver recommendations to the Government on the 2025/26 pay award for the Prison Service at the earliest point that allows you to give due consideration to the relevant evidence. To support with this, the Government will publish its written evidence as soon as possible after the Spending Review is finalised and 2025/26 budgets are set on 30 October, including budgets relating to pay. I recognise that changing the timeline from recent years will present challenges for the PSPRB, but I am sure you also share the Government's belief in the importance of returning to more timely annual pay processes, so I hope you will understand the necessity of doing so.

Thank you again for the valuable contribution and commitment of the PSPRB to Prison Service pay.



**Lord Timpson**  
**Minister for Prisons, Probation and Reducing Reoffending**