



Office for the Pay
Review Bodies

Stewardship Report

2023/24



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Foreword by the Director, Office for the Pay Review Bodies

This report summarises the work of the Office for the Pay Review Bodies (OPRB) during 2023/24 in support of the eight independent public sector Pay Review Bodies.

All of the Pay Review Bodies were remitted to provide reports and recommendations during this period. In some cases, this was just from the UK government, and in others for some or all the devolved nations.

The Pay Review Bodies made their recommendations, and, by the end of the 2024 calendar year, all recommendations had been responded to and reports published. Most recommendations were accepted by the respective governments.

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

The Pay Review Bodies continued with a combination of virtual and face-to-face meetings. The in-person sessions enabled high-quality discussions and decision-making, whilst the use of virtual meetings helped minimise travel and costs and allowed the Pay Review Bodies to hear evidence from a wide range of stakeholders across the four nations.

On 1 October 2024 the name of our organisation was changed to the Office for the Pay Review Bodies. Previously known as the Office of Manpower Economics, it had been established in 1971. The name change was made to reflect better the role of the organisation.

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 OPRB.

David Fry
Director, OPRB
January 2025

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The Office for the Pay Review Bodies (OPRB)

The Office for the Pay Review Bodies provides an independent secretariat to eight Pay Review Bodies which make recommendations impacting 2.5 million workers – around 45% of public sector staff – and a pay bill of over £100 billion.¹

The OPRB's 2023/24 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 OPRB sought to do this by:

- Providing expert and evidence-based policy and analytical 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 OPRB 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 OPRB 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 OPRB are given in Chapter 1 and in Annex A.

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.

The Public Sector Pay Review Bodies

There are eight independent Public Sector Pay Review Bodies supported by the OPRB. 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 may be asked to look at other issues affecting the pay and other terms and conditions of their respective workforces.

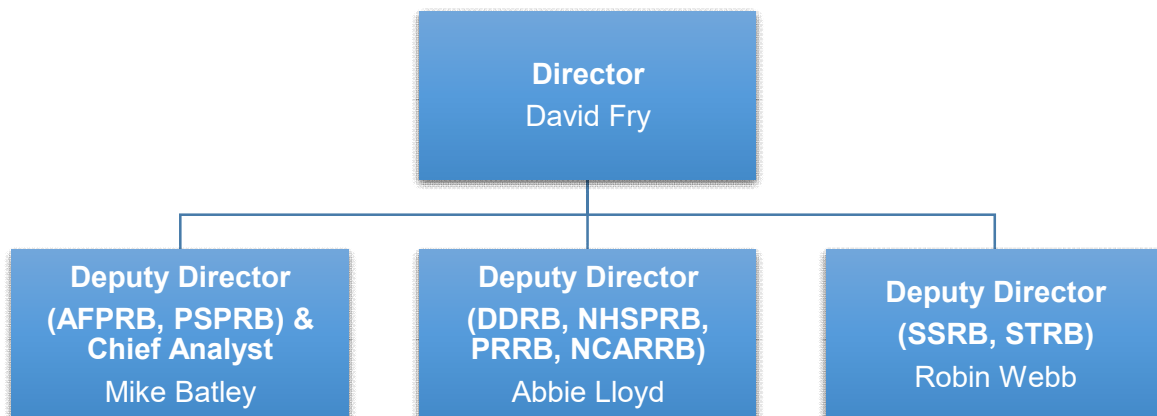
The work undertaken by each Review Body is set out fully in their published reports which are available on the OPRB pages of GOV.UK. This report summarises the work of OPRB in support of the operation of the Pay Review Bodies.

Chapter 1: About OPRB

- 1.1 The purpose of OPRB 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.
- 1.2 This report covers the period from 1 September 2023 to 31 August 2024, reflecting the Review Bodies' customary reporting cycle. It provides an account of the OPRB's use of public funds in terms of its budget and the work for which it pays.
- 1.3 OPRB's total expenditure in 2023/24 was £2.7million. This includes the costs of OPRB staff, the fees paid to Review Body members, the costs associated with running meetings and visits, and the costs of commissioning research and analysis.

Staffing numbers (both headcount and full-time equivalent) by grade are given in Annex A. See for the OPRB's organisational chart.

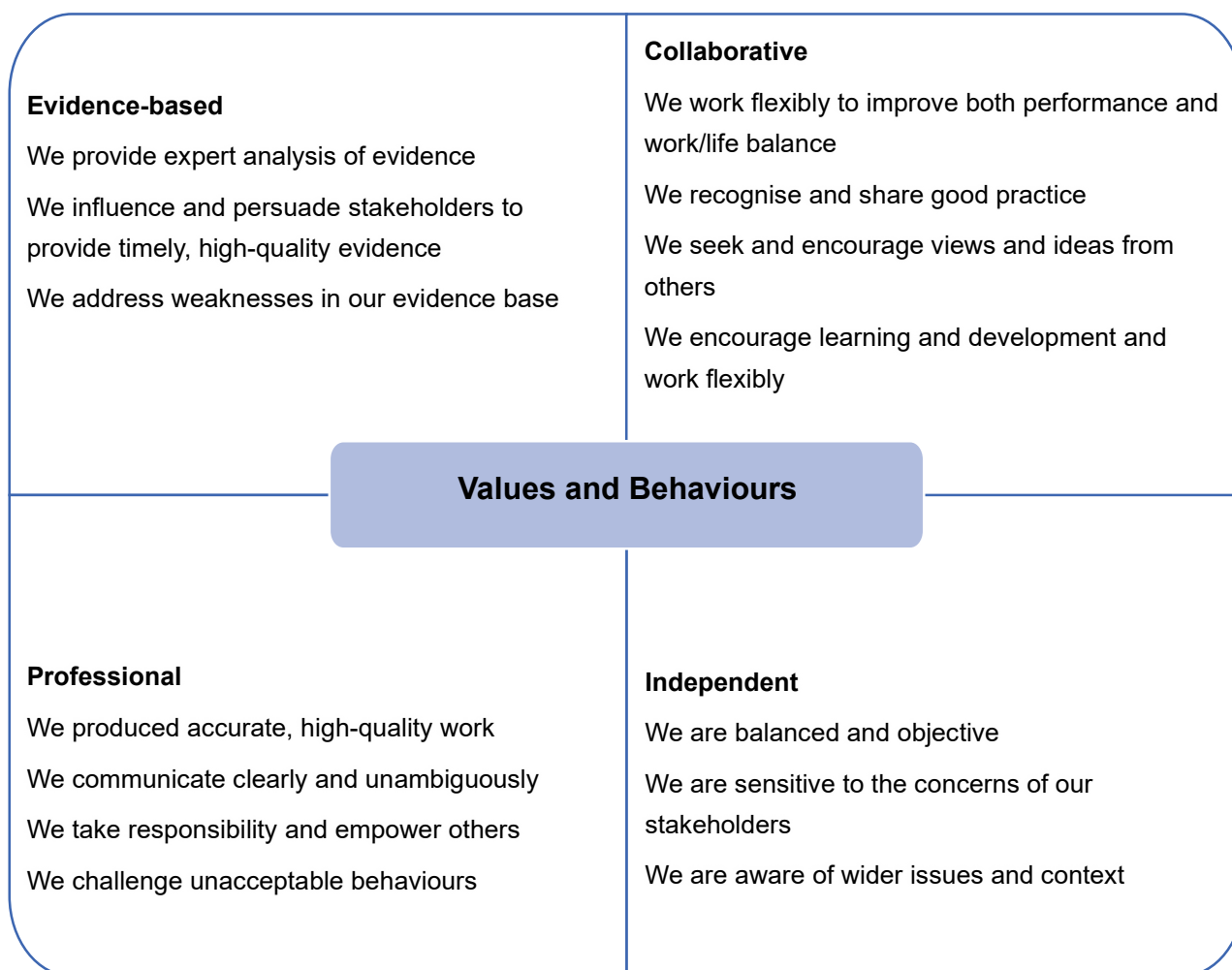
Figure 1: Senior Leadership Team, as at 31st August 2024.



Values and behaviours

- 1.4 The OPRB'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 OPRB's values and behaviours.



Learning and development

1.5 The OPRB's training and development activities continue to focus on:

- Promoting best practice and shared learning across teams to ensure OPRB continues to offer the best possible support to the Pay Review Bodies.
- Developing individuals to improve their skills, knowledge and performance through access to training or development opportunities as required, enabling them to operate flexibly across the OPRB and DBT.
- Encouraging individuals to develop key Civil Service competencies, assisting them to achieve future career aspirations. In addition, OPRB ensures that analysts (who comprise a third of OPRB's staff) satisfy Continuous Professional Development requirements for their professions.

1.6 During 2023/24, staff undertook a variety of training opportunities alongside other learning and development activities including specialist conferences. OPRB's Learning and Development Group champions the benefits of

development and training, supporting staff to access individual and group training, and connecting OPRB with central DBT L&D activities.

- 1.7 The OPRB's 2023 People Survey results (part of the wider Civil Service People Survey) were slightly down from the previous year. Our overall engagement index went down by 1% to 59% in 2023, from 60% in 2022.

Working with DBT (Department for Business and Trade)

- 1.8 The OPRB 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 OPRB maintains policy and operational independence, and the Pay Review Bodies have no direct relationship with DBT.

- 1.9 In 2023/24 OPRB 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 X (formerly known as Twitter) for OPRB and promoting the work of the Pay Review Bodies.
- Managing OPRB'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

OPRB has received and responded to 23 FOIA requests between 1 September 2023 and 31 August 2024.

Chapter 2: The Work of OPRB Teams

Overview

- 2.1 The work of OPRB staff is directed by the requirements of the Pay Review Bodies that they support. The Review Bodies normally receive annual remits from Government to recommend 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.
- 2.2 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.
- 2.3 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.
- 2.4 See Table 1 for more detailed information about the Review Bodies.

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

Review Body	Status	Sponsoring Department	Remit Group	Parties	Remit Group Size	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.	186,000 (headcount)	£13 billion ²	United Kingdom
DDRB	Non-Statutory	Department of Health and Social Care	Hospital doctors and dentists; general medical practitioners; general dental practitioners; and salaried primary dental care services.	Department of Health and Social Care, England; Department for Health and Social Care, Welsh Government; Department for 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.	265,000 (headcount)	£29.2 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.	2,200 (headcount)	£139 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,	Department for Health and Social Care, England; Welsh Government's Health and Social Services Group; Department of Health, Northern Ireland; NHS England; NHS	1,510,000 (headcount) 1,340,000 (FTE)	£69.0 billion	England, Wales and Northern Ireland

² The AFPRB annual paybill figure also takes account of pay, allowances, incentive payments and bounty payments.

Review Body	Status	Sponsoring Department	Remit Group	Parties	Remit Group Size	Annual Paybill	National Coverage
			with the exception of doctors, dentists, and very senior managers.	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			
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.	Home Office; Police Federation of England and Wales; Police Superintendents' Association; National Police Chiefs' Council; Metropolitan Police Service; Association of Police and Crime Commissioners; Police Service of Northern Ireland; Department of Justice Northern Ireland; Northern Ireland Policing Board; Police Federation for Northern Ireland; Superintendents' Association of Northern Ireland.	156,100 (headcount) 153,900 (FTE)	£8.3 billion	England, Wales & Northern Ireland
PSPRB	Statutory	Ministry of Justice (England & Wales)	Governing governors, other operational managers, officers and support grades in His Majesty's Prison and Probation Service.	His Majesty's Prison and Probation Service, the POA, the Prison Governors' Association and the Public and Commercial Services Union.	31,734 (headcount) 30,269 (FTE)	£1.4 billion	England & Wales
PSPRB	Statutory	Department of Justice	Governor grades, officers, support grades and Prisoner	Northern Ireland Prison Service, the POA (Northern Ireland) and the	1,373 (headcount), 1,344 (FTE)	£72.2 million	Northern Ireland

Review Body	Status	Sponsoring Department	Remit Group	Parties	Remit Group Size	Annual Paybill	National Coverage
		(Northern Ireland)	Escorting and Court Custody Service staff in the Northern Ireland Prison Service.	Prison Governors' Association (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, National Police Chiefs Council, Chief Police Officers Staff Association, 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 128; Judiciary 2,200; Senior Leaders in the NHS 3,700; Chief Police Officers 243 PCCs 37 (All headcount figures)	SCS £873 million Senior Military £34 million Judiciary (salaried) £490 million Senior Leaders in the NHS £700 million Chief Police Officers £45 million PCCs £3 million	SCS: England, Wales & Scotland Senior Military: UK Judiciary: UK Senior Health Leaders in the NHS): England CPOs: England, Wales & NI PCCs: England & Wales.

Review Body	Status	Sponsoring Department	Remit Group	Parties	Remit Group Size	Annual Paybill	National Coverage
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	210,000 (headcount) 187,000 (FTE)	£12.5 billion	England

Notes:

1. The figures above are OPRB estimates relating to 2023-24 and mostly made in November 2024. 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 STRB's figures relate to maintained schools in England for 2023-24. 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 £31.3 billion, and the number of teachers is 514,000 (headcount) / 469,000 (FTE).

Context and Government remits during 2023/24

- 2.5 The UK Government provided remits for 2024/25 pay to the individual pay review bodies in December 2023, with remit letters from devolved administrations following where appropriate.
- 2.6 This was much later in the calendar year than in previous rounds. The HM Treasury economic evidence to the pay review bodies was published on 29 February 2024, alongside most UK Government departmental evidence.

The work of the Pay Review Body Secretariats

- 2.7 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.

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 2023/24, the AFPRB Secretariat supported the Review Body through its annual remit, covering pay, compensatory 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 increasing international tension and an uncertain economic situation.

The AFPRB submitted its fifty-third annual report in May 2024. Its main recommendations were³:

- Rates of base pay to increase by 6% for members of our remit group at pay point OR2-04 and above from 1 April 2024.
- Rates of base pay for members of our remit group at pay point OR2-01 to remain at £25,200 as implemented from 1 April 2024, a 7.25% increase on the 1 April 2023 rates⁴.
- Rates of base pay for members of our remit group at pay points OR2-02 and OR2-03 to increase to £25,864 from 1 April 2024. This equates to a 6% uplift on the 1 April 2023 rates.
- The rate of Initial Pay to increase to £25,200 from 1 April 2024.
- Recommendations for Medical and Dental Officers (MODO), including:
 - Some adjustments to MODO pay scales.
 - Rates of base pay should increase by 6% for all ranks within the MODO cadre from 1 April 2024.
 - The value of Defence Clinical Impact Awards should increase by 6% from 1 April 2024.
 - Rates of Trainer Pay should increase by 6% from 1 April 2024.
- Endorsement of revised pay arrangements for UK Special Forces, submariners, aircrew and those transitioning to Unified Career Management (UCM) structures for the delivery of Special Intelligence.
- All rates of Recruitment and Retention Pay (RRPs), except RRP (Special Intelligence), should increase by 6% from 1 April 2024. The rates of RRP (Special Intelligence) remain unchanged.
- An increase of 6% from 1 April 2024 to the Volunteer Reserves Training Bounty.
- An increase of 6% from 1 April 2024 to the rates of all compensatory allowances.
- Recommendations on Accommodation, including:
 - Service Family Accommodation (SFA) Band A charges should increase by 6% from 1 April 2024. This recommendation will affect the rents of lower bands differently, as they are set in descending increments of 10% of the Band A rate.

- Furniture charges (for all SFA types) should increase by 2.4% (in line with the CPI furniture and furnishing element as of November 2023) from 1 April 2024.
- Single Living Accommodation (SLA) rental charges for Grade 1 should increase by 6% from 1 April 2024, and increases of 4% to Grade 2, 2% to Grade 3 and no increase to Grade 4 accommodation.
- From 1 April 2024, charges for standard garages and carports should increase by 6%, with no increase for substandard garages and substandard carports.

The Government published the report in July and accepted the pay recommendations in full. The recommended rises and changes to other targeted forms of remuneration, and increases to accommodation charges, have all been accepted.⁵

³ Full details of the AFPRB's recommendations can be found at <https://www.gov.uk/government/publications/armed-forces-pay-review-body-fifty-third-report-2024>

⁴ MOD took action to increase this rate from 1 April 2024 in line with the increase in the National Living Wage.

⁵ The Government's response to the recommendations is available here: <https://questions-statements.parliament.uk/written-statements/detail/2024-07-29/hcws37>

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 2023 to June 2024. DDRB was asked to recommend on pay and allowances for all its remit groups in all four countries except doctors and dentists in training in Scotland.

The DDRB submitted its fifty-second annual report in June 2024. The central recommendations in the reports were:

- Pay for consultants, specialty, specialist and associate specialist (SAS) doctors and dentists, salaried dentists, contractor general medical practitioners, salaried GP pay ranges and the pay element of dental contracts, should be uplifted by 6 per cent.
- Pay points for doctors and dentists in training should be uplifted by 6 per cent plus £1,000.
- 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 and Wales, both Governments accepted all the DDRB recommendations⁶⁷.

At the time of writing, the Scottish Government and Northern Ireland Executive had not formally responded to the recommendations, although pay offers have been made to all parts of the remit group by the Scottish Government, and talks are ongoing in Northern Ireland.

⁶ The UK Government's response to the report is available here: <https://questions-statements.parliament.uk/written-statements/detail/2024-07-29/hcws40#:~:text=Commons-Statement,backdated%20to%201%20April%202024>.

⁷ The Welsh Government's response to the report is available here: <https://www.gov.wales/written-statement-public-sector-pay-response-pay-review-bodies-recommendations-2024-25>

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 Ninth Report 2023/24

The 2023 NCARRB report was submitted to the Home Secretary in December 2023. It contained the following recommendations from 1 August 2023:

1. A consolidated pay award of 7% for all NCA officers within our remit group. 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 7%.
2. An increase of 7% to the London Weighting Allowance and South East Allowance for all NCA officers within our remit group.

The report was published by the Government on 7 February 2024. On that date, the Home Secretary accepted the recommendations in full⁸.

NCARRB Tenth Report 2024/25

The 2024 NCARRB report was submitted to the Home Secretary in June 2024. It contained the following recommendations from 1 August 2024:

1. The NCA should redesign its job architecture and evaluate all roles to consider which grades and posts are comparable to police officers and which are comparable to the civil service, police staff or the private sector.
2. A consolidated pay award of 5% for all NCA officers within our remit group. 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 5%.
3. An increase of 5% to the London Weighting Allowance and South East Allowance for all NCA officers within our remit group.
4. The allowances of NCA officers in Northern Ireland should be reviewed by the NCA with a view to those NCA officers who are subject to similar risks to Police Service of Northern Ireland (PSNI) officers receiving the same allowance as PSNI officers.

The report was published by the Government in July 2024. On that date, the Home Secretary fully accepted recommendations 2 and 3. The Home Secretary also partially accept recommendations 1 and 4 and said: 'Whilst I am supportive of the central premise of these recommendations, namely reform of the existing pay structure within the NCA, measures are already underway to develop a set of comprehensive proposals which the government will seek to implement in a timely fashion'⁹.

⁸ [National Crime Agency Remuneration Review Body report: 2023 - GOV.UK](#)

⁹ [National Crime Agency Remuneration Review Body Report: 2024 - GOV.UK](#)

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 2023 to June 2024. The Secretary of State for Health and Social Care, the Permanent Secretary of the Department of Health Northern Ireland and the Minister for Health and Social Services in Wales asked the NHSPRB in their respective remit letters to make a recommendation for a pay award for Agenda for Change (AfC) staff.

The NHSPRB submitted its thirty-seventh annual report in June 2024. The NHSPRB made a recommendation of:

1. A consolidated 5.5% increase with effect from 1 April 2024 for all AfC staff.
2. Intermediate pay points to be added at Bands 8a and above.
3. For the UK Government to issue the NHS Staff Council with a funded mandate to begin to resolve outstanding concerns within the AfC pay structure and for the Northern Ireland Executive and the Welsh Government to support the issuance of this mandate and to work with the Staff Council, their social partners and with the UK Government on this matter.

For England and Wales, both Governments accepted all the NHSPRB recommendations^{10 11}.

At the time of writing, the Northern Ireland Executive had not formally responded to the recommendations, although talks are ongoing.

¹⁰[Written Statement: Public Sector Pay: Response to Pay Review Bodies' Recommendations 2024-25 \(10 September 2024\) | GOV.WALES](#)

¹¹ [NHS Pay Review Recommendations: England - Hansard - UK Parliament](#)

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 2023 Northern Ireland report was submitted to the Minister of Justice for Northern Ireland on 20 June 2023. However, a response was not received until 27 March 2024, hence it is included in this Stewardship Report.

PRRB Northern Ireland Ninth Report 2023/24

The PRRB's Northern Ireland Ninth Report contained the following recommendations on Northern Ireland police officer pay and allowances:

1. A consolidated increase of 7% to all police officer pay points for all ranks up to and including assistant chief constable.
2. The introduction of a police regulation in Northern Ireland on police officer increments to ensure that they are paid on time.
3. The removal of pay point 0 of the constable pay scale.
4. All constables to move to pay point 2 after twelve months at pay point 1, as in England and Wales.
5. 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.

In line with recommendations on chief constable and deputy chief constable pay in the PRRB England and Wales Ninth Report:

6. A consolidated increase of 5% to the PSNI chief constable pay point from 1 September 2023.
7. A consolidated increase of 6.4% to the PSNI deputy chief constable pay point from 1 September 2023 to set it at 82.5% of the chief constable pay point.

Allowances:

8. An increase of 7% in the current level of the Northern Ireland Transitional Allowance (NITA) from 1 September 2023.
9. Dog Handlers' Allowance to be uprated by 7%.
10. That the current level of the Competence Related Threshold Payment (CRTP) does not increase and that, by 30 November 2023, the DOJ submits a full proposal with a firm timeline for the removal of CRTP and convergence with allowances in England and Wales, in the context of parity.

The Minister of Justice responded to the report on 27 March 2024 and accepted recommendations 1 and 3-9 in full but deferred for further consideration a response to recommendations 2 and 10.

The PRRB produced two reports in 2024: one for England and Wales and one for Northern Ireland.

PRRB England and Wales and Northern Ireland Tenth Reports 2024/25

England and Wales

The 2024 PRRB report for England and Wales recommended (from 1 September 2024):

1. The Home Office, NPCC and APCC to work together as a matter of urgency to undertake a review of police remuneration focused on examining pay and the mechanics of the coherence of pay scales, allowances, rewarding performance and the mechanism for progression, in order to produce a costed plan in preparation for the next Comprehensive Spending Review. As part of the review, the police service should ask itself some fundamental questions regarding the skills and capabilities it requires to deliver the best outcomes for the public, and how it can attract and retain those skills. We invite the Home Office, NPCC and APCC to provide a plan we can consider by January 2025.
2. A consolidated increase of 4.75% to all police officer pay points for all ranks up to and including chief superintendent.
3. The chief officer of police in each force be given the discretion to set the starting salary for new constables at either pay point 1 or pay point 2 on the constable pay scale.
4. The Commissioners of the Metropolitan Police Service and City of London Police be given further discretion to set the starting salaries of new constables at pay point 3 on the constable pay scale. This additional flexibility should be limited to a period of two years, and be reviewed after one year.
5. The allowances set out in the NPCC's schedule for the review of police allowances be reviewed in their entirety in 2024/25 as part of the Comprehensive Review of police remuneration. A coherent and equitable package of proposals for changes to those allowances should be presented to us in the next pay round for implementation in 2025/26.
6. On-call Allowance be increased from £20 to £25 as an interim measure pending the outcome of the NPCC's review of allowances in 2024/25.
7. London Weighting be uprated by 4.75%.
8. Dog Handlers' Allowance be uprated by 4.75% and the additional rate for officers with more than one dog be raised from 25% to 50% of the rate for the first dog.
9. The time it takes the federated ranks to reach the maximum annual leave entitlement of 30 days be reduced from 20 to 10 years. Implementation of this change to be in line with the proposals put forward by the NPCC. In advance of that, from September 2024 the annual leave for new entrants also be increased from 22 to 25 days.

The Home Secretary responded in July 2024¹² by:

- accepting in full recommendations 2 and 6 to 8;
- accepting recommendation 3 but making implementation subject to detailed proposals from the NPCC and the APCC on the circumstances in which the discretion should be used, along with transition arrangements for constables on pay point 1, to inform amendments to Police Regulations 2003;
- not accepting recommendation 4 but instead increasing London Allowance for officers appointed on or after 1 September 1994 by £1,250;
- accepting recommendation 9, subject to the submission of a satisfactory Equality Impact Assessment by the NPCC to the Home Office and implementing the increase in the annual leave entitlement for new entrants from 22 to 25 days from 1 April 2025 rather than 1 September 2024; and
- welcoming recommendations 1 and 5 but requiring them to be aligned to a police workforce strategy and making them subject to further discussions.

Northern Ireland

The PRRB report for Northern Ireland was submitted to the Department of Justice for Northern Ireland on 26 June 2024. It contained the following recommendations:

1. A consolidated increase of 4.75% to all police officer pay points for all ranks up to and including chief superintendent.
2. The Chief Constable of Northern Ireland be given the discretion to set the starting salary for new constables in the PSNI at either pay point 1 or pay point 2 on the constable pay scale.
3. The introduction of a police regulation in Northern Ireland on police officer increments to ensure that they are paid on time.
4. That all constables receive their first pay increment exactly twelve months from when they first join the service.
5. An increase of 4.75% in the current level of the Northern Ireland Transitional Allowance (NITA).
6. Dog Handlers' Allowance be uprated by 4.75% and the additional rate for officers with more than one dog be raised from 25% to 50% of the rate for the first dog.
7. The DOJ plans for convergence on allowances with England and Wales alongside the phased removal of the Competence Related Threshold Payment (CRTP) in a way that mitigates the impact on overall pay for officers currently receiving CRTP. We ask that the DOJ submits by 30 November

¹² [Police Remuneration Review Body Report: 2024 England and Wales - GOV.UK](#)

2024 a full proposal, with a firm timeline, for delivering this. We recommend that the current level of the CRTP does not increase.

8. The On-call Allowance for evenings and weekends in the PSNI be increased from £20 to £25 as an interim measure pending the outcome of the National Police Chiefs' Council's review of allowances in 2024/25.
9. The time it takes the federated ranks in the PSNI to reach the maximum annual leave entitlement of 30 days be reduced from 20 to 10 years. Implementation of this change to be in line with the proposals put forward for England and Wales by the National Police Chiefs' Council. In advance of that, we also recommend that from September 2024 the annual leave for probationary officers in the PSNI is increased from 22 to 25 days.

The Minister of Justice for Northern Ireland responded on 17 December 2024¹³ by accepting in full recommendations 1,2 4-6 and 8 but deferring for further consideration her response to recommendations 3, 7 and 9.

¹³ [Northern Ireland Police Remuneration Review Body 10th report: 2024 - GOV.UK](#)

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.

2023 Northern Ireland report

The 2023 PSPRB report on Northern Ireland was submitted to the Permanent Secretary of the Department of Justice on 31 January 2024. The 1 April 2023 recommendations for Northern Ireland were:

1. Pay scales for Operational Support Grades, Night Custody Officers, and Prisoners Custody Officers to be increased by 7%. Pay scales for Custody Prison Officers, post-2002 Main Grade Officers, Prisoner Escorting and Court Custody Service Managers, Senior Officers and all governor grades, including the Director of Prisons to be increased by 5%.
2. Pay scales to remain unchanged for pre-2002 Main Grade Officers but to receive a non-consolidated payment equivalent to 5% of base pay.
3. The two lowest pay points of the Custody Prison Officer scale to be removed.
4. The Supplementary Risk Allowance should be aligned with the Police Service of Northern Ireland Transitional Allowance from 1 September 2023.
5. Dirty protest payments to increase from £8.00 to £10.00 for periods of up to four hours and from £16.00 to £20.00 for periods of four hours or more.

Following the restoration of the Northern Ireland Assembly and Executive, the Northern Ireland Justice Minister responded and accepted all recommendations on 20 March 2024.¹⁴

2024 England and Wales report

The 2024 PSPRB report on England and Wales was submitted to Government on 6 June 2024. The 1 April 2024 recommendations for England and Wales were:

1. The Fair and Sustainable Bands 3 and 5 base pay and Band 4 base pay spot rate be increased by 5%.
2. The Fair and Sustainable Band 2 base pay spot rate be increased by 5% and this to be in addition to the National Living Wage increase received in April 2024.

¹⁴ The response from the Northern Ireland Justice Minister is available here: <https://www.gov.uk/government/publications/psprb-fourteenth-report-on-northern-ireland-2023>

3. Fair and Sustainable Bands 8 to 11 pay ranges be reduced in length from 20% to 10% by increasing the minima.
4. The Fair and Sustainable Bands 7 to 12 base pay minima and maxima, and spot rates be increased by 5%.
5. Those closed grade staff not able to financially benefit from opting in to their equivalent Fair and Sustainable grade to receive a non-consolidated payment of 5% of base pay.
6. All closed grade pay rates to at least match the National Living Wage.
7. All closed grade staff who 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.
8. All staff (except those on formal poor performance procedures) in Bands 3 and 5 who are in post on 31 March 2024 progress by one pay point effective from 1 April 2023.
9. All staff (except those on formal poor performance procedures) in Bands 8 to 11 who are in post on 31 March 2024 progress by 3⅓% capped at the 1 April 2024 band maximum.
10. The fixed cash pay differentials for the Fair and Sustainable Inner and Outer London zones be increased by 5% and continue to be applied consistently across all bands.
11. The Operation Tornado rate for officers be increased from £24.86 to £40 an hour and from £19 to £30 an hour for Operational Support Grades.
12. The dirty protest payment to increase from £10 to £15 for periods of four hours or less per day and from £20 to £30 for over four hours per day.
13. The Care and Maintenance of Dogs allowance be increased by 5% for a single dog. The multiple rate to continue to be set at 25% above the single dog allowance rate.
14. Prior to the end of October 2024, His Majesty's Prison and Probation Service to provide an overview of its pilot and new schemes to reduce the use of Payment Plus and Operational Support Grade overtime. Along with data on hours being worked unsocially by Operational Support Grades and information in its written evidence on discussions with the trade unions on Payment Plus and Operational Support Grade overtime.

The Government responded to the report in Parliament and accepted all recommendations.¹⁵

¹⁵ The Government's response to the report is available here: <https://questions-statements.parliament.uk/written-statements/detail/2024-07-29/hcws38>

2024 Northern Ireland round

On 27 March 2024 the Northern Ireland Justice Minister sent the PSPRB activation letter in order to commence the Northern Ireland pay round for pay from 1 April 2024. The Northern Ireland Prison Service and recognise trade unions presented agreed proposals to the PSPRB, which were endorsed and published on 16 December. The recommendations effective 1 April 2024 were:

1. Full alignment of the Custody Prison Officer and post-2002 Main Grade Officer maxima to the pre-2002 Main Grade Officer rate of pay.
2. Higher revalorisation for Prisoner Custody Officer and Night Custody Officer grades to allow the Northern Ireland Prison Service to begin delivery of the 'one officer' strategy.
3. A new higher pay scale for Operational Support Grades.
4. A 4.5% pay uplift for all governor grades and the Director of Prisons.
5. Reducing the Custody Prison Officer pay scale to five points by removing the band minimum each year following implementation of the pay award.
6. Taking the same approach this year with the Supplementary Risk Allowance as in the past number of years, including 2023-24, in that it should be aligned with the Police Service of Northern Ireland Transitional Allowance, effective 1 September 2024.
7. The introduction of the Supplementary Risk Allowance for all governor grades including the Director of Prisons at one third of the full rate.
8. Introducing an overtime (and public holiday) payments, which will take a phased approach from this year.
9. Deferring the range of allowances parties were asked to provide evidence on by the PSPRB until the above priorities are delivered.

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;
- chief police officers (CPOs) in England, Wales and Northern Ireland; and
- Police and Crime Commissioners (PCCs) in England and Wales.

For the 2024-25 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, senior leaders in the NHS in England and chief police officers. It was not requested to carry out a review of PCC remuneration. For this round, the SSRB had the chief police officers returned to its remit for the first time following six years when it had been covered by the Police Remuneration Review Body while the review of chief police officer pay was taking place.

In June 2024, the SSRB submitted its annual report, which contained the following main pay award recommendations:

- A consolidated pay increase of 5.0 per cent for all members of the SCS from 1 April 2024.
- An increase of £1,000 to all the SCS pay band minima from 1 April 2024.
- A pay increase of 6.0 per cent for all salaried members of the judiciary from 1 April 2024.
- A consolidated increase in base pay of 5.0 per cent for all members of the senior military, including Medical Officers and Dental Officers (MODOs) from 1 April 2024.
- A pay increase of 5.0 per cent for all Executive and Senior Managers and all Very Senior Managers from 1 April 2024.
- A pay increase of 4.75 per cent for all chief police officers in England, Wales and Northern Ireland from 1 September 2024.

The Report was published on 29 July 2024. The Government accepted all the SSRB's recommendations, with the exception of the following:

- 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 Secretary of State for Health and Social Care said that the Government was still considering its approach to this recommendation and therefore could not accept it at this stage.

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 20 December 2023. The letter set out the following matter for recommendation: An assessment of the adjustments that should be made to the salary and allowance ranges for classroom teachers, unqualified teachers, and school leaders in 2024/25. The letter also noted the STRB's observation in its 33rd report on targeted remuneration to address subject-specific recruitment and retention challenges and asked for its further views on the potential benefits, in principle, of targeting remuneration by subject in the future.

The STRB submitted its thirty-third Report in May 2024. It recommended the following:

- a 5.5% increase to all pay ranges and advisory points

The Government responded to the report on 29 July 2024 and accepted the recommendations in full¹⁶.

¹⁶ The Government's response to the report is available here: <https://questions-statements.parliament.uk/written-statements/detail/2024-07-29/hlws34>

The remainder of this chapter covers the research and analysis undertaken by OPRB, as well as the Review Body appointments processes.

Research and Analysis

- 2.8 The OPRB's staffing includes analysts specialising in economics, statistics, social research and remuneration, providing bespoke support to the Review Bodies. During 2023/24, analysts within OPRB progressed a number of analytical priorities, such as procuring research, carrying out detailed analysis requested 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.
- 2.9 In the year to August 2024, the OPRB analyst group critically reviewed each of the most recent PRB reports, identifying areas for potential improvement for individual reports alongside drawing out cross-cutting themes to inform future analytical workplans. Two pieces of research on pay comparators, for people working in the Prison Service, and for Doctors and Dentists, are being commissioned and will be taken forward during 2025.
- 2.10 The OPRB continued to operate a flexible junior analyst resource initiative in 2023/24: two junior economists helped progress strategic cross-cutting research and analysis, and they were also made available to support economics work within secretariat teams.

Review Body appointments

- 2.11 The OPRB 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 OPRB Director usually sits on the interviewing panel.
- 2.12 Most of the PRBs consist of 8 members, including one chair. Over the course of 2023/24 OPRB supported the recruitment of 8 new members and the re-appointment of 15 existing members.

2.13 As of the 31st August 2024, there were 7 vacancies on the PRBs.

Secretariat	Members in place	Vacancies on PRB	Appointments made
AFPRB	8	0	0
DDRB	6	2	0
NCARRB	7	0	1
NHSPRB	6	2	2
PRRB	7	0	1
PSPRB	7	1	0
SSRB	8 ¹	1 ²	3
STRB	7	1	1

¹ There were only 4 SSRB members from 1 September 2023 to February 2024.

² There was a vacancy for a permanent SSRB Chair for the whole period covered by the Stewardship Report.

2.15 This table relates to the member appointments made from September 2023 to August 2024. The 'members in place' column depicts the number of members that were in place on the PRB by the end of the September 2023 to August 2024 period.

2.16 'Vacancies on PRB' refers to the number of vacancies on the pay review body at the start of and throughout the period.

2.17 'Appointments made' refers to the number of member appointments that were made from September 2023 to August 2024.

Annex A: OPRB staff resources 2023 and 2024

Table 2: The OPRB's staff in post as at 31 August in 2023 and 2024, headcount and full-time equivalent (FTE).

Grade	Headcount 2023	FTE 2023	Headcount 2024	FTE 2024
SCS	3	2.5	4	3.5
Grade 6	0	0	0	0
Grade 7	13	12.3	13	12.3
SEO	1	1.0	1	1.0
Fast stream	0	0	1	1.0
HEO	6	6.0	7	7.0
EO	1	1.0	2	2.0
AO	3	3.0	2	2.0
Total	27	25.8	30	28.8

Annex B: Review Body secretariat work volumes from September 1st 2023 to August 31st 2024

Table 3: Review Body Secretariat Work Volumes 2023/24.

Secretariat	Visits¹⁷	Meetings	Reports
AFPRB	13	21	1
DDRB	8	17	1
NCARRB	2	8	2
NHSPRB	5	19	1
PRRB	8	19	2
PSPRB	15	16	3
SSRB	3 ¹⁸	19	1
STRB	6	14	1
Total	60	133	12

¹⁷ This included both in-person and virtual visits.

¹⁸ Number of meetings where discussion groups with members of our remit groups were held.