



Home Office

Home Office evidence to the Senior Salaries Review Body

Police and Crime Commissioners

2025/26 pay round

February 2025

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I. Executive summary

1. The role of the Police and Crime Commissioner (PCC) is to be the voice of the public and victims in policing, setting the police and crime objectives for their area, holding the chief constable to account and leading local partnerships to prevent crime and anti-social behaviour. PCCs are for securing an effective and efficient police service within their locality.
2. PCCs were first elected in England and Wales in 2012, following the introduction of the Police Reform and Social Responsibility Act in 2011. The PCC model has evolved since its introduction, with more functions added to their remit. The partnership convening role of PCCs has also grown over the last few years with PCCs now playing a central or lead role in many local partnerships bringing together agencies to tackle the issues that most affect their communities.
3. The Home Secretary's remit letter asks the Senior Salaries Review Body (SSRB) to make recommendations on the remuneration of PCCs.

II. The PCC role

4. The role of the PCC is to be the voice of the public and victims in policing, setting the police and crime objectives for their area, holding the chief constable to account and leading local partnerships to prevent crime and anti-social behaviour. PCCs are responsible for securing an effective and efficient police service within their locality. They are funded for their police functions through a Government grant and the locally raised police precept element of council tax. In 2025/26, PCCs will oversee a provisional budget for policing of up to £17.5 billion plus additional funding from the Ministry of Justice for the provision of victim support services.
5. PCCs are elected for each territorial police force in England and Wales except in London, Greater Manchester, West Yorkshire, South Yorkshire and York and North Yorkshire, where the respective Mayors exercise PCC functions, and the City of London, where there is a Police Authority.
6. PCCs were first elected in England and Wales in 2012, following the introduction of the Police Reform and Social Responsibility Act in 2011. Under the terms of the Act, PCCs were initially responsible for:
 - Securing the maintenance, efficiency, and effectiveness of the police force in their area.
 - Appointing the chief constable, holding them to account and if necessary, dismissing them.
 - Setting the police and crime objectives for their area.
 - Working with partners, including commissioning services, to tackle crime and disorder.
 - Setting the police force budget and determining the precept.
 - Contributing to the national and international policing capabilities set out by the Home Secretary in the Strategic Policing Requirement.
 - Contributing to an efficient and effective criminal justice system in the police area.
7. The PCC model has evolved since its introduction, with more functions added to their remit. In 2014, PCCs were given the powers and budget to determine most local victims' services and in 2017, the Policing and Crime Act enabled PCCs (in England) to take on the governance of fire and rescue services, bringing the same directly elected accountability to fire as exists for policing. Certain Mayors were also enabled to take on PCC and fire governance functions, creating one directly elected leader accountable for these functions and wider services. Currently, PCCs in Essex, Northamptonshire,

Staffordshire and Cumbria, and Mayors in London, Greater Manchester and York and North Yorkshire, have responsibility for both policing and fire governance.

8. The partnership convening role of PCCs has also grown over the last few years with PCCs now playing a central or lead role in many local partnerships bringing together agencies to tackle the issues that most affect their communities. These include boards tackling serious violence (underpinned by the Serious Violence Duty which commenced on 31 January 2023), Combating Drugs Partnerships, Community Safety Partnerships, Integrated Care Partnerships and Local Criminal Justice Boards.
9. At the same time, PCCs are increasingly more involved in policing and criminal justice matters at the national level. They are now represented on a number of national boards including the Police Digital Service, Bluelight Commercial, the College of Policing and the National Criminal Justice Board. They also routinely lead on innovative national projects to prevent and reduce crime, such as the Retail Crime Action Plan.
10. In 2020, a two-part PCC Review was launched to evaluate the model and make recommendations for further improvement. Changes were implemented to improve transparency and enhance the public's ability to hold their PCC to account for their record on reducing crime. The review also sought to ensure PCCs have the necessary tools and levers to cut crime in their areas and improve criminal justice outcomes for victims.
11. In 2024, the Victims and Prisoners Act gained Royal Assent, which when implemented will further extend the role that PCCs play in ensuring the criminal justice system works effectively for victims. For example, the Act will require PCCs to collaborate with local authorities and integrated care boards when commissioning support services for victims of domestic abuse, sexual abuse, and serious violence; and PCCs will also convene local reviews of Victims' Code compliance, bringing local criminal justice agencies together to monitor Code compliance data and drive improvements for victims.
12. The Home Secretary set out her roadmap for police reform at the Association of Police and Crime Commissioners and National Police Chiefs' Council Partnership Summit on 19 November 2024¹. This is a joint programme of work between Government and policing and includes a Neighbourhood Policing Guarantee, the development of a National Centre of Policing and a new Police Performance Unit. As part of this work, consideration is being given to how the role of PCCs can be strengthened and further focused on local issues to support delivery of the Safer Streets Mission and efforts to prevent crime, anti-social behaviour and serious violence in communities. Measures being explored which would impact and potentially expand the role of PCCs include:
 - Formalising and strengthening the role that PCCs play in local partnerships.

¹ <https://www.gov.uk/government/news/home-secretary-announces-major-policing-reforms>

- Strengthening the role that PCCs play in crime prevention.
- Measures to strengthen the accountability and transparency of PCCs.

13. As well as their policing functions, PCCs with Fire and Rescue Authority (FRA) functions, have additional responsibility for:

- Putting in place arrangements for an efficient and effective fire and rescue service.
- Setting the fire and rescue objectives for their area through a fire and rescue plan.
- Appointing the Chief Fire Officer, holding them to account for delivery of objectives and if necessary, dismissing them (as long as the relevant legal requirements are met).
- Setting the service budget for fire and determining the precept.

14. The Government has also set out an approach to devolution by default across England in the Devolution White Paper², published on 16 December 2024. This included an intent to establish more mayoral areas, and where possible, to transfer PCC and/or FRA functions to the Mayor. However, this may not be suitable for all areas and in these scenarios standalone PCCs and PFCCs will retain the P(F)CC functions. Therefore, they will continue to serve as the single elected individual who is responsible for effective service provision in their area, and will remain accountable to the public for the execution of their functions at the ballot box.

² [English Devolution White Paper - GOV.UK](#)

III. The remit group

15. There are 37 PCCs in England and Wales. This includes four PCCs (in Essex, Staffordshire, Northamptonshire and Cumbria) who have additional responsibility for fire governance.
16. There are now five Mayors who exercise PCC functions (London, Greater Manchester, West Yorkshire, South Yorkshire, York and North Yorkshire). The Mayors of London, Greater Manchester and York and North Yorkshire also have additional responsibility for fire governance.
17. On 2 May 2024, the fourth cycle of PCC elections took place across England and Wales. Overall turnout was 24.2%³, a 9.9% decrease from 2021 where turnout was 34.1%, and 3.1% lower than in 2016 where turnout was 27.4%. Turnout at the first PCC elections in 2012 was 15.1%.
18. The political makeup of PCCs and Mayors with PCC functions is now 22 Labour, 19 Conservatives and 1 Plaid Cymru. The cohort includes 13 females, up from 9 in 2021, and 4 individuals from a black or minority ethnic background, up from 1 in 2021. The working background of those taking up the position is diverse, with many having public sector experience.
19. Women, and those from black or minority ethnic backgrounds remain under-represented amongst those standing and subsequently elected as PCCs. However, it is for political parties to select candidates to stand for election and for the local electorate to choose their PCC.
20. There were a total of 160 candidates standing for election as PCC or Mayor with PCC functions in 2024, compared to 187 in 2021. Of those elected, 16 were new and 26 were incumbent PCCs or Mayors with PCC functions.
21. PCCs, as with all elected officials, must be able to carry out their roles without the fear of threats to their personal security. The Association of Police and Commissioners (APCC) provided evidence to the Home Office in 2023 which set out the scale and nature of the threats faced by PCCs. Subsequently, the following measures have been taken to improve the support available:
 - HM Revenue and Customs approved an exemption for all PCCs from paying tax on employer provided security assets under Section 377 of the Income Tax (Earnings and Pensions) Act 2003, backdated to 6 April 2023.

³ 2024 PCC election results are provisional awaiting confirmation by the Electoral Commission.

- In February 2024, an additional £31 million was allocated to strengthen protective security measures for MPs and locally elected representatives, including PCCs.
- The Home Office continues to work with the police to operationalise Operation Ford which provides elected representatives (Councillors, PCCs and Mayors) with a dedicated police officer within their local force to contact on security matters.
- The APCC produced guidance for PCCs on personal safety and security, setting out the measures available to PCCs.

22. The Home Office and the APCC continue to work on this issue to see what further steps can be taken to improve PCC safety.

IV. Remuneration

23. PCCs are currently placed into five salary groups, aligned to the 12 force weightings that previously governed chief constables' pay. These groups currently attract a spot rate salary ranging from £68,200 to £101,900. Increases of 2% were applied to the lowest four groups in 2018; and a £1,900 uplift to all groups was applied in 2022. Further details on current salaries are provided in Annex B. PCCs taking on responsibility for the governance of fire and rescue services receive an additional consolidated award of £3,000.
24. The total basic pay bill for PCCs is around £3 million a year, excluding employer national insurance contributions. Employer pension contributions are published in PCCs' annual accounts.
25. PCCs may be paid authorised allowances in respect of expenses incurred in the exercise of their functions. The kinds and amounts are determined by the Home Secretary and at present include travel expenses, subsistence expenses and exceptional expenses. PCCs are required to publish full details of expenses claimed and reimbursed every quarter. Current rates and eligibility are available at <https://www.gov.uk/government/publications/expenses--2/expenses>.
26. PCCs were given access to the Local Government Pension Scheme (LGPS) in November 2012, as part of an agreed package of remuneration. Member contributions are tiered based on earnings. Based on current PCC salaries, members contribute between 8.5% and 9.9%% of their salary.
27. The LGPS is administered locally and employer contribution rates vary between funds and employers. Employer contribution rates are set every three years during a valuation process. On average, employers pay roughly three quarters of the scheme's costs, with employees paying a quarter⁴.
28. There is not a benefits package for PCCs that extends beyond the PCC salary. By law, PCCs are required to declare any paid or unpaid interests that may conflict with their role or affect the amount of time they have to devote to it.

⁴ [Your contributions :: LGPS \(lgpsmember.org\)](https://www.lgpsmember.org/)

V. Pay proposals

29. The Government recognises that the SSRB has previously reviewed and made a number of recommendations on PCC remuneration, including in response to the points raised below.
30. When reviewing PCC remuneration, the SSRB should have regard to HM Treasury's economic evidence to the Pay Review Bodies⁵. It highlights that the rate of UK economic growth since the global financial crisis (GFC) of 2008 has been substantially lower than in previous decades. Annual real productivity growth (GDP per hour worked) fell by around 1.5%, from an average of 2.1% in the decade prior to the GFC, to 0.6% between 2010 and 2019. Higher productivity enables higher wages and living standards. Only sustained productivity growth over the medium-term can deliver sustainable long-run economic growth and real-terms wage rises.
31. The Government is fixing the foundations of the economy and beginning a decade of national renewal. Through the growth mission, the Government is restoring stability, increasing investment, and reforming the economy to drive up prosperity and living standards across the UK.
32. The UK economy has faced unprecedented shocks, including the pandemic and Russia's illegal invasion of Ukraine, which contributed to the largest increase in inflation in almost 50 years. Low and stable price inflation is an essential element of a stable macroeconomic environment, and a pre-requisite for sustainable economic growth and improving living standards. Inflation is normalising after these shocks and is expected to remain close to the 2% target throughout the Office for Budget Responsibility's (OBR) forecast period, and average 2.6% across 2025/26.
33. The UK economy is exposed to risks from geopolitical tensions, shifts in global trade, global spillovers from declining demand in China, and any sudden increases in financial market volatility which could tighten financial conditions. Overall, risks are elevated and skewed to the downside.
34. PCCs should receive appropriate remuneration that reflects the demands of the role and levels of responsibility and accountability. As elected representatives, their remuneration must also be seen as fair and reasonable to taxpayers and the police workforce. We ask that the SSRB takes these factors into consideration when making its recommendations.
35. PCC pay is currently weighted by force area in the same way as that of chief police officers. Following recommendations made by the Police Remuneration Review Body, a new pay structure for chief constables is currently being implemented. The current 12

⁵ [Economic Evidence to the Pay Review Bodies: 2025-26 Pay Round - GOV.UK](#)

salary groups will be reduced to three, over a period of two-years, that began on 1 June 2024. The revised salary groupings are attached at Annex C. **We welcome views from the SSRB on whether PCC pay groupings should be reduced from five to three, to align to those for chief constables.**

36. If the same grouping were applied to those for PCCs, the current groups 3, 4 and 5 would merge to become a new group 3. If the highest salary within the current three groups is retained, the total PCC pay bill would potentially increase by around £112,000 a year. Changes to the pay groupings would also lead to large increases in pay for some PCCs. As highlighted in paragraph 34 above, it is important that PCC remuneration is seen as reasonable and fair to taxpayers and the wider police workforce.
37. Four PCCs and two Mayors with PCC functions have responsibility for fire governance. PCCs taking on this responsibility receive an additional consolidated award of £3,000. We recognise that responsibility for fire governance places further demands on PCCs and additional remuneration is therefore appropriate. **We ask the SSRB to consider whether the additional award is set at the right level.**
38. Reviews of PCC remuneration are currently undertaken every four-years, aligned to the electoral cycle. There is currently no mechanism to increase PCC pay awards between formal reviews. **We ask the SSRB to provide views on whether there is an appropriate mechanism to increase PCC pay awards between formal reviews.**

Annex A: Home Secretary's remit letter



Home Secretary

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Senior Salaries Review Body
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30 September 2024

Dear Chair

Senior Salaries Review Body Remit 2025/26 – Police and Crime Commissioners

I understand that the Senior Salaries Review Body (SSRB) last reviewed Police and Crime Commissioner (PCC) remuneration in 2022/23. In line with the established cycle for review, I am writing to you to formally commence the 2025/26 pay round and ask for the SSRB to make recommendations on the remuneration for PCCs.

During this pay round, you will receive evidence from my department, HM Treasury and key stakeholders. It will set out the funds available to the Home Office 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.

My department will continue to strive to deliver mission-led public services to ensure they are equipped to efficiently deliver the vital, high quality public service we rely on, whilst ensuring value for money for taxpayers.

We know that those delivering our vital public services deserve timely pay awards, so 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 as possible for 2025/26. For PCCs, this is May.

To this end, where possible, I would be grateful if the SSRB can deliver recommendations to the Government on the 2025/26 pay award for PCCs at the

earliest point that allows you to give due consideration to the relevant evidence. To support with this, the Government will provide its written evidence as soon as possible after the provisional police funding settlement is published, as this will inform the affordability position.

I look forward to receiving your report in due course.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Yvette Cooper', written in a cursive style.

Rt Hon Yvette Cooper MP
Home Secretary

Accessible version available at [SSRB remit letter from the Home Secretary: 2025 to 2026 \(accessible version\) - GOV.UK \(www.gov.uk\)](#)

Annex B: PCC salaries

Police force area	Salary with effect from 1 May 2022
West Midlands	£101,900
Avon and Somerset Devon and Cornwall Essex Hampshire Kent Lancashire Merseyside Northumbria South Wales Sussex Thames Valley	£88,600
Cheshire Derbyshire Hertfordshire Humberside Leicestershire Nottinghamshire Staffordshire West Mercia	£78,400
Bedfordshire Cambridgeshire Cleveland Dorset Durham Gwent Norfolk North Wales Northamptonshire Suffolk Surrey Wiltshire	£73,300
Cumbria Dyfed-Powys Gloucestershire Lincolnshire Warwickshire	£68,200

PCCs taking on responsibility for the governance of fire and rescue services will receive an additional consolidated award of £3,000.

Annex C: New pay structure for chief police officers

Previous force weighting	Force	New pay group
10.0	Greater Manchester West Midlands	1
8.5	West Yorkshire	
6.5	Thames Valley	
6.0	Merseyside Northumbria	2
5.5	Hampshire	
5.0	Devon and Cornwall Kent	
5.0	Lancashire	
4.5	Avon and Somerset Essex South Wales South Yorkshire Sussex	
3.5	Nottinghamshire	
3.0	Cheshire Derbyshire Hertfordshire Humberside Leicestershire Staffordshire West Mercia	
2.5	Norfolk	3
2.0	Surrey Bedfordshire Cambridgeshire Cleveland Dorset Durham Gwent North Yorkshire North Wales Northamptonshire Suffolk Wiltshire	
1.5	Cumbria Dyfed-Powys Gloucestershire Lincolnshire Warwickshire	

Annex D: Key PCC functions

References in the table are to the Police Reform and Social Responsibility Act 2011 unless otherwise stated.

Function	Reference
Secure the maintenance of an efficient and effective police force for that area	s1(6)
To be the Fire and Rescue Authority (where transferred)	s6 Policing & Crime Act 2017
<u>Strategic planning</u>	
Prepare a draft and issue a police and crime plan	s5
Review the police and crime plan, particularly in the light of (i) any report or recommendations made by the police and crime panel; and (ii) any changes in the strategic policing requirement	s5(9)
<u>Holding to account</u>	
Hold the chief constable to account for: <ul style="list-style-type: none"> • The functions of the chief constable, and of persons under the direction and control of the chief constable • The exercise of the duty to have regard to the police and crime plan • The exercise of the duty to have regard to the strategic policing requirement • The exercise of the duty to have regard to codes of practice issued by the Secretary of State • The effectiveness and efficiency of the chief constable's arrangements for co-operating with other persons • The effectiveness and efficiency of the chief constable's arrangements for engagement with local people • The extent to which the chief constable achieves value for money • The exercise of duties relating to equality and diversity • The exercise of duties in relation to the safeguarding of children and the promotion of child welfare 	s1(7) s1(8)(a) s1(8)(b) s1(8)(c) s1(8)(d) s1(8)(e) s1(8)(f) s1(8)(g) s1(8)(h)
<u>Partnership working</u>	
To provide or arrange for the provision of (a) services to secure crime and disorder reduction (b) services to help victims or witnesses of, or other persons affected by, offences and anti-social behaviour (c) services specified by the Secretary of State	s143 Anti-Social Behaviour Crime & Policing Act 2014
Have regard to the relevant priorities of each responsible authority	s10(1)
Act in co-operation with responsible authorities	s10(2) (<i>Crime & Disorder Act 1998 regs</i>)

Make arrangements with criminal justice agencies for the exercise of functions so as to provide an efficient and effective criminal justice system for the area	s10(3)
Prepare a community remedy document for the area	s101 Anti-Social Behaviour Crime & Policing Act 2014
Convene specified authorities and pay grants relating to preventing and reducing serious violence	s14 Police, Crime, Sentencing & Courts Act 2022 (<i>regs</i>)
Review compliance by criminal justice bodies of the victims' code and report into the Secretary of State when required	s8 Victims & Prisoners Act 2024 (<i>not in force yet</i>)
Duty to collaborate in exercise of victim support functions	s13 Victims & Prisoners Act 2024 (<i>not in force yet</i>)
Enter into collaboration agreements	s22A Police Act 96
Keep collaboration agreements under review	s22A Police Act 96
Provide advice and assistance to a body outside the UK	s22A Police Act 96
<u>People</u>	
Appoint, manage complaints regarding, suspend and remove the chief constable	s38 and sch8 (<i>regs</i>)
Appoint a chief executive and chief finance officer (and may appoint other staff, including a deputy PCC)	sch1 para6-8
<u>Information and engagement</u>	
Publish specified information in the time of manner specified	s11 (<i>regs</i>)
Produce an annual report	s12
Provide the police and crime panel with any information which the panel may reasonably require	s13
Make arrangements for obtaining <ul style="list-style-type: none"> The views of people about matters concerning the policing of the area Their co-operation with the police in preventing crime and anti-social behaviour in that area The views of victims of crime in that area about matters concerning the policing of that area The views of <ul style="list-style-type: none"> (a) the people in that police area, and (b) the relevant ratepayers' representatives, on the proposals of the PCC for expenditure before the first precept for a financial year is issued by the PCC 	s96(1) and (2) Police Act 96 (<i>regs</i>) s96 (1B) Police Act 96
<u>Finance</u>	
Enter into agreements for supply of goods and services	s1 Local Authorities (Goods & Services) Act 1970; s15
Keep the police fund	s21 (<i>pension regs</i>)
Receive grants for police purposes	s46 (Police Act 96)
Receive grants for capital expenditure	s47 (Police Act 96)

Receive national security grants	s48 (Police Act 96)
Receive grants from local authorities	s92 (Police Act 96)
Accept gifts or loans	s93 (Police Act 96)
Borrow monies	s94 (Police Act 96)
Issue a precept	s39 Local Govt Finance Act 92 (regs)
Receive emergency financial assistance	s155 Local Govt & Housing Act 89
Do anything calculated to facilitate the exercise of their functions, including: <ul style="list-style-type: none"> • Entering into contracts and other agreements • Acquiring and disposing of property (including land) • Borrowing money 	sch1 para 14
To assess, decide and pay, any valid claim for compensation in respect of property that has been damaged, destroyed or stolen in the course of a riot	s1, Riot Compensation Act 2016

