



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: SUB125930

22nd July 2025

Dear Tim,

THE PRISON SERVICE PAY REVIEW BODY (PSPRB) REMIT 2026/27

I am grateful to you and the other Prison Service Pay Review Body (PSPRB) members for your continued hard work and dedication to Prison Service Pay for our valued staff and for your commitment to accelerate the timetable.

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 2025/26 pay round. This represented an increase of at least 4% for all operational prison staff, delivering another real-terms pay rise on top of the one provided last summer. However, since it came in above the figures we set out as affordable within our evidence, the pay award required difficult decisions on spending and reprioritisation of budgets.

As the Spending Review confirmed, all pay must be funded from departmental budgets and there will be no additional funding available for pay settlements. My department's evidence will set out the funds available to MoJ/HMPPS for 2026/27, following the Spending Review last month. It will also set out the recruitment and retention context alongside earnings data. This will need to be balanced against other departmental priorities including improving prison capacity through an increase to prison places and deliver reforms recommended through the Independent Sentencing Review.

I am writing to commence formally the 2026/27 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.

We know that public sector workers delivering our vital public services deserve timely pay awards. We announced 2025/26 pay awards two months earlier than last year, and remain committed to bringing 2026/27 pay announcements forwards further. That is why we are launching this pay round two months earlier than the previous round, and five months before the

previous government commenced the 2024/25 round. I would be grateful if you could support an early pay announcement by submitting your report at the earliest point that allows you to give due consideration to the relevant evidence.

I recognise that changing the timeline from recent years will present challenges for you, but I am sure you also share the government's belief in the importance of returning to a timelier annual pay process. To enable you to submit your report earlier, my department will aim to cooperate with all your deadlines and bring the evidence process forward.

In closing, I would like to thank you personally for your work over your tenure as Chair of the PSPRB and to wish you well for the future. I look forward to working with your successor and the PSPRB during the upcoming pay round.

Yours sincerely,

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

Lord Timpson
Minister for Prisons, Probation and Reducing Reoffending