



Home Secretary
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The Rt Hon Dame Karen Bradley DBE MP
Chair, Home Affairs Select Committee
House of Commons
London
SW1A 4AA

By email

22 July 2025

Dear Karen,

Report of the National Crime Agency Remuneration Review Body 2025

The report of the National Crime Agency Remuneration Review Body (NCARRB) for 2025 is being published today.

In line with my letter setting the Pay Review Body's remit, NCARRB has made recommendations on pay and allowances for NCA officers designated with operational powers at grades lower than Deputy Director; the report from the Senior Salaries Review Body will be published later in the year. I would like to thank the Chair and members of the Review Body for their work on gathering evidence from the NCA, the Home Office, HM Treasury, and the Trade Unions, resulting in their detailed, comprehensive report.

The NCARRB has recommended a consolidated pay award of 4.4% for all NCA officers under the Review Body's remit. The NCARRB has also recommended a 4.4% increase in the London Weighting and South East Allowance, in addition to a review into the allowances of International Liaison Officers in the NCA.

After careful consideration, I have decided to accept the NCARRB's recommendations in full. In reaching this decision, I have given due consideration to several factors, including the impact of inflation on officer pay, the measures that the NCA will take to boost efficiency and productivity, therefore ensuring the award is affordable from within its existing budget, and the need to deliver value for money for the taxpaying public.

This Government is committed to supporting the NCA in its fight against serious and organised crime (SOC) and recognises the Agency's crucial role as leader of the SOC Law Enforcement System in supporting this Government in delivering its missions to

strengthen our borders, create safer streets, and tackle violence against women and girls. A strong and competitive pay framework is vital to the NCA being able to deliver this role and maintaining its operational performance, whilst also strengthening the Agency's ability to recruit and retain the skilled workforce necessary to tackle evolving and complex SOC threats.

Copies of the NCA Remuneration Review Body's report are available in the Parliamentary Vote Office and at GOV.UK.

A copy of this letter will be placed in the Libraries of both Houses.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Yvette Cooper', is centered on the page.

**The Rt Hon Yvette Cooper MP
Home Secretary**