



Prison Service Pay Review Body

PRISON SERVICE PAY REVIEW BODY
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<https://www.gov.uk/government/organisations/prison-services-pay-review-body>

Lord Timpson
Minister of State for Justice
Ministry of Justice
102 Petty France
London
SW1H 9AJ

31 October 2025

Dear Lord Timpson,

PRISON SERVICE PAY REVIEW BODY – 2026 REPORT

Thank you for the written evidence from His Majesty's Prison and Probation Service for our 2026 Report, which was submitted on 30 October.

In your remit letter dated 22nd July 2025 you rightly stated that “public sector workers delivering our vital public services deserve timely pay” and that Government is committed to bringing 2026-27 pay announcements forward. Indeed, receiving their pay award on the 1st of April is very important to our remit group. We hear from them every year, especially on our visits, that delayed payment, even with the appropriate back-pay, can cause unnecessary hardship.

We therefore welcomed that you launched this pay round two months earlier than the last one. In your remit letter you asked if we could support an early pay announcement by submitting our report at “the earliest point that allows you to give due consideration to the relevant evidence”.

As you will be aware we are fully committed to working towards this objective, but it is very disappointing that, yet again, the Government's evidence is late, by a month. This undermines commitment to the remit group, the other parties, and the integrity of the Review Body process. All the other parties have again submitted their evidence on time. It is frustrating that, after committing to getting the process back on to its regular timetable, Government has chosen to submit its written evidence long after the deadline. We believe that the evidence was ready on time, yet we received it with unnecessary delays.

I understand that part of the driver of the delay is the desire to publish the written submissions to all the Pay Review Bodies at the same time. This appears to be a case where communication preferences are taking precedence over the core

purpose of the pay review process, which undermines our collective commitment to bringing the 2026-27 pay announcements forward. We, and the other parties, would have expected and respected an embargoed copy of the evidence to allow the process to stay on track.

As you might recall, in his letter of 29th July my predecessor noted that for us to submit our 2026 Report at the end of February, allowing the remit group to receive their award much closer to when it is due to be paid, we would need written submissions by 30th September. We take our role very seriously and have an established process to follow once we have received the written evidence from all parties. This process ensures that all parties can make their case to us, have the opportunity to comment on evidence submitted by others, and that we have the necessary time to collate and scrutinise the available evidence to inform our recommendations. Therefore, delivering our report by the end of February 2026 was dependent on receiving all written evidence by the end of September 2025.

We have done what we can to bring the process forward and make our own deliberations as efficient as possible to deliver timely recommendations. Even so, a delay of one month in receiving the evidence does not simply equate to a delay of one month in submitting our report. The delay in receiving evidence has a compounding effect, impacting scheduling, preparation time, and ultimately the timeliness of our recommendations. Our secretariat is working with your officials, and trade union representatives, to arrange the oral evidence sessions, with shorter notice and less time for all parties to prepare than should ideally be the case.

Once the oral evidence sessions have been completed, I will write again to let you know when we will be able to submit our 2026 Report. We hope that Government will do everything it can to act swiftly in responding to our recommendations, so we can deliver against our joint objective to bring the pay announcements forward.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Tijs Broeke', with a stylized, cursive script.

Tijs Broeke
Chair, Prison Service Pay Review Body