



Office for the Pay
Review Bodies

Stewardship Report

2024/25



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Foreword by the Director, Office for the Pay Review Bodies

I am pleased to present this summary of the Office for the Pay Review Bodies' work during 2024/25.

This year has been marked by significant progress in improving the timeliness of pay awards for public sector remit groups. Following the Chancellor's call in July 2024 to accelerate the review timetable, all eight Pay Review Bodies rose to the challenge, delivering recommendations around two months earlier than in previous rounds.

Most reports were published in July, and the majority of recommendations were accepted by the respective governments—a testament to the commitment and collaboration across the system.

Alongside this, OPRB continued to commission and publish research that provides valuable insight to inform the Review Bodies' decisions. We also embraced a hybrid approach to evidence gathering, combining virtual and face-to-face meetings. This enabled high quality discussion and decision making while ensuring cost efficiency and broad engagement across the four nations.

I am grateful to the Chairs, Review Body members, and all those who contributed evidence. Their efforts have been instrumental in achieving more timely pay awards. I also extend my thanks to colleagues at OPRB for their professionalism. Together, we have taken an important step forward, and I look forward to building on this progress in the year ahead.

David Fry
Director, OPRB
November 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 2024/25 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 be invited to 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.

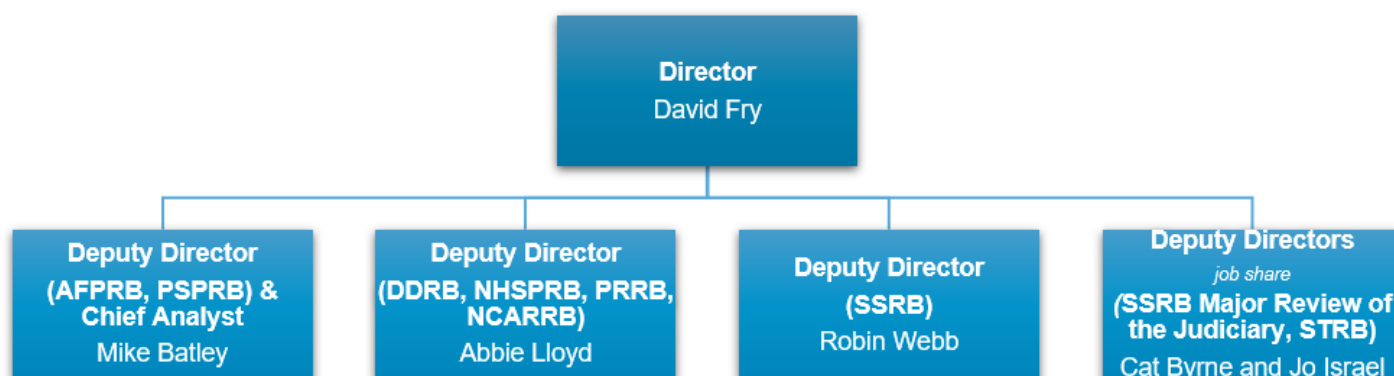
The work undertaken by each Review Body is set out fully in their published reports which are available on the OPRB pages of GOV.UK. This report summarises the work of OPRB in support of the operation of the Pay Review Bodies.

Chapter 1: About OPRB

- 1.1 The purpose of the 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 2024 to 31 August 2025, 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 The OPRB's total expenditure in 2024/25 was £2.9million. 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.

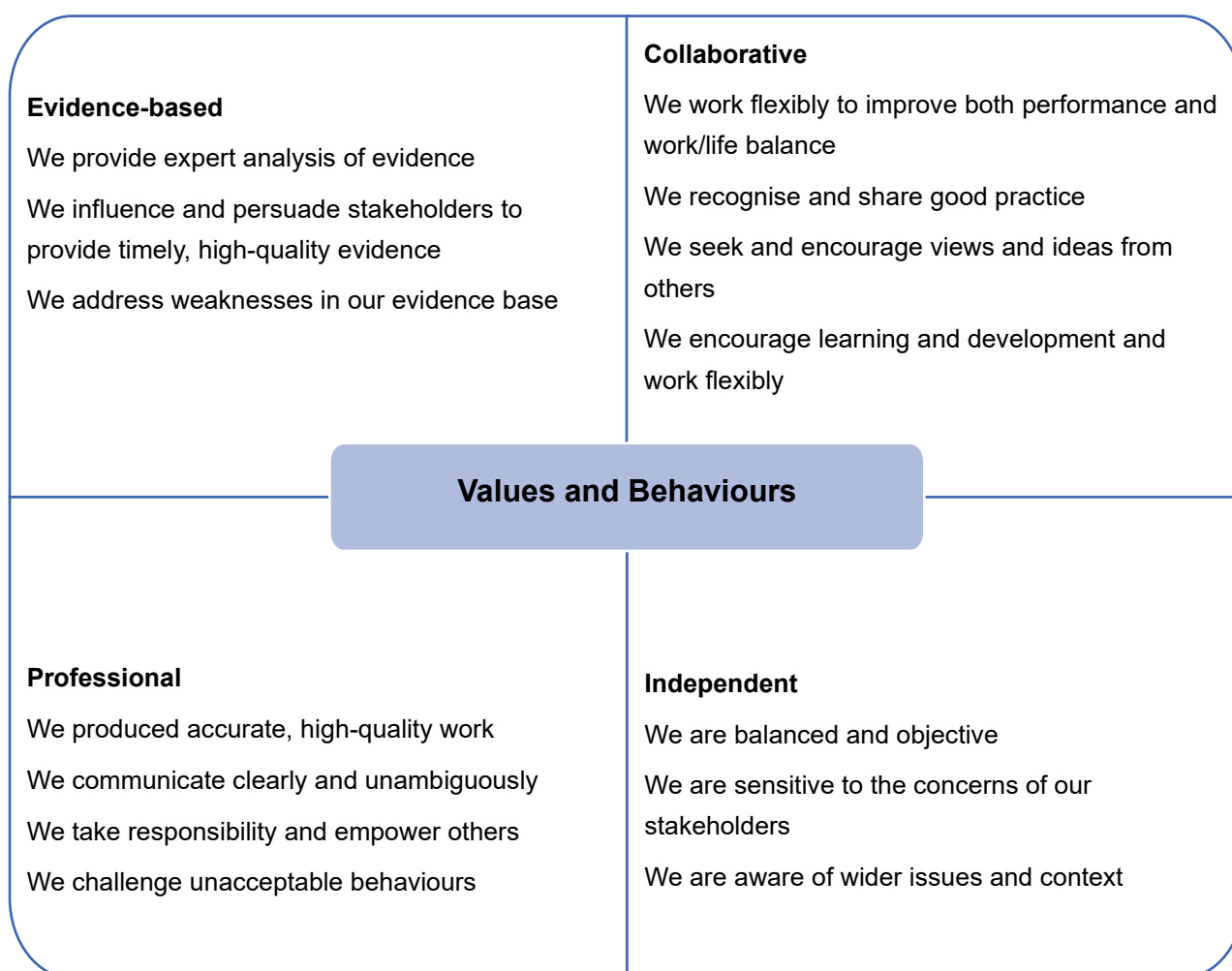
Figure 1: Senior Leadership Team, as at 31st August 2025.



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 and to ensure continuous improvement in the service provided to the PRBs.
- 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 2024/25, 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 2024 People Survey results (part of the wider Civil Service People Survey) improved from the previous year. Our overall engagement index went up by 4% to 63% in 2024, from 59% in 2023.

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 2024/25 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

- 1.10 OPRB has received and responded to 22 FOIA requests between 1 September 2024 and 31 August 2025.

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 the UK Government and/or devolved administrations to recommend on pay for the groups they represent, but may also receive “special remits”, such as the SSRB’s Major Review of the Judiciary.
- 2.2 The secretariats’ work falls into several areas:
- Commissioning research and collecting data or analysis 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 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(s)	Parties	Remit Group Size	Annual Paybill	National Coverage
AFPRB	Non-Statutory	Ministry of Defence	Members of the Armed Forces up to and including the rank of Brigadier (one-star) and equivalents ² .	Ministry of Defence, Service Families' Federations, British Medical Association (BMA) and British Dental Association (BDA) ³ .	185,000 (headcount)	£13.7 billion ⁴	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; Welsh Government; Scottish Government; Department of Health, Northern Ireland Executive; NHS Employers; NHS Providers; British Medical Association; British Dental Association; Hospital Consultants and Specialists Association.	276,000 (headcount)	£33.5 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)	£155 million	United Kingdom
NHSPRB	Non-Statutory	Department of Health and Social Care	All staff employed in the NHS/HSC and paid under Agenda for Change. This covers all staff employed by	Department for Health and Social Care, England; Welsh Government's Health and Social Services Group; Department of Health, Northern Ireland; NHS England; NHS Employers; NHS Providers; the Joint Staff Side and its individual staff	1,500,000 (headcount) 1,400,000 (FTE)	£71 billion	England, Wales and Northern Ireland

² On 15 June 2025 the Chancellor of the Duchy of Lancaster approved the transfer of Senior Military Officers from the SSRB to the AFPRB with this to take effect in the pay round to deliver recommendations for pay from 1 April 2026. This change will be reflected in next year's OPRB Stewardship Report.

³ The AFPRB invites evidence from the BMA and BDA when considering the pay of medical and dental officers in the Armed Forces.

⁴ The AFPRB annual paybill figure also takes account of pay, allowances, incentive payments and bounty payments.

Review Body	Status	Sponsoring Department	Remit Group(s)	Parties	Remit Group Size	Annual Paybill	National Coverage
			NHS/HSC Trusts and Health Boards with the exception of doctors, dentists, and very senior managers.	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.	156,000 (headcount) 153,900 (FTE)	£10.5 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.	30,733 (headcount) 29,221 (FTE)	£1.66 billion	England & Wales
PSPRB	Statutory	Department of Justice (Northern Ireland)	Governor grades, officers, support grades and Prisoner Escorting and Court Custody Service	Northern Ireland Prison Service, the POA (Northern Ireland) and the Prison Governors' Association (Northern Ireland).	1,386 (headcount), 1,351 (FTE)	£84.5 million	Northern Ireland

Review Body	Status	Sponsoring Department	Remit Group(s)	Parties	Remit Group Size	Annual Paybill	National Coverage
			staff in the Northern Ireland Prison Service.				
SSRB	Non-Statutory	Cabinet Office	Senior Civil Servants (SCS)	<i>For the SCS:</i> Cabinet Office, Civil Service Commission (CSC), FDA and Prospect	SCS:6,685 (headcount) 6,515 (FTE);	SCS: £933 million	SCS: England, Wales & Scotland
			Senior Officers of the Armed Forces	<i>For Senior Officers of the Armed Forces:</i> Ministry of Defence (MoD)	Senior Military: 134	Senior Military: £38.8 million	Senior Military: UK
			Salaried judicial officeholders	<i>For salaried judicial officeholders:</i> Ministry of Justice (MoJ), President of the Supreme Court of the United Kingdom, 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, various judicial associations	Judiciary: 2,320	Salaried judicial officeholders:(salaried) £530 million ⁶	Salaried judicial officeholders: UK
			Senior Leaders in the NHS (Executive and Senior Managers and Very Senior Managers)	<i>For Senior Leaders in the NHS:</i> Department of Health and Social Care (DHSC), NHS England, NHS	Senior Leaders in the NHS: 3,951(England and	Senior Leaders in the NHS: £797million ⁷ (England and DHSC ALBs only)	Senior Health Leaders in the NHS:

⁶ This figure is for 2024-25.

⁷ OPRB estimate of 2024-25 paybill

Review Body	Status	Sponsoring Department	Remit Group(s)	Parties	Remit Group Size	Annual Paybill	National Coverage
			<p>Chief Police Officers (CPOs) in England, Wales and Northern Ireland</p> <p>Police and Crime Commissioners (PCCs)</p>	<p>Providers, Managers in Partnership (MiP)</p> <p><i>For CPOs:</i> Home Office, Association of Police and Crime Commissioners, National Police Chiefs Council, Chief Police Officers Staff Association, Northern Ireland Department of Justice, Northern Ireland Policing Board</p> <p><i>For PCCs:</i> Home Office, Association of Police and Crime Commissioners, National Police Chiefs Council, Chief Police Officers Staff Association</p>	<p><i>DHSC ALBs only)</i></p> <p>Chief Police Officers: 251 (FTE)⁵</p> <p>PCCs: 37</p> <p><i>(All headcount figures)</i></p>	<p>Chief Police Officers: £55 million⁸</p> <p>PCCs: £3 million</p>	<p>England and DHSC ALBs <i>(For 2024/25 report – standing remit is UK-wide)</i></p> <p>CPOs: England, Wales & Northern Ireland</p> <p>PCCs: England & Wales.</p>

⁵ March 2024 figure

⁸ OPRB estimate of paybill at 1st June 2025

Review Body	Status	Sponsoring Department	Remit Group(s)	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	198,000 (headcount) 177,000 (FTE)	£12.9 billion	England

Notes:

1. The figures above are OPRB estimates relating to 2024-25 and mostly made in November 2025. 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 GPs and GDPs as well as salaried staff.
3. The STRB's figures relate to maintained schools in England for 2024-25. 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 £34.0 billion, and the number of teachers is 513,000 (headcount) / 468,000 (FTE).

Context and Government remits during 2024/25

- 2.5 In July 2024 the Chancellor signaled the government's intention to announce pay awards as close to the start of the pay year of 1 April as possible for 2025/26.
- 2.6 In September 2024 the UK Government provided remits for 2025/26 pay to the individual pay review bodies with remit letters from devolved administrations following where appropriate.
- 2.7 This was much earlier in the calendar year than in previous rounds. The HM Treasury economic evidence to the pay review bodies was published on 10 December 2024, alongside most UK Government departmental evidence.

The work of the Pay Review Body Secretariats

- 2.8 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 2024/25, 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 international turbulence unprecedented in recent years.

The AFPRB submitted its fifty-fourth annual report in April 2025. Its main recommendations were⁹:

- Rates of base pay to increase by 4.5% for all members of our remit group from 1 April 2025.
- Recommendations for Medical and Dental Officers (MODO), including:
 - Some amendments to MODO pay scales for MODOs at OF5 and OF6.
 - The value of the Golden Hello should increase to £100,000 from 1 April 2025 for payment to consultants and registrars (specialist training year three upwards) in specialisms with a declared delivery workforce capability gap.
 - The value of Defence Clinical Impact Awards should increase by 4.5% from 1 April 2025.
 - Rates of Trainer Pay should increase by 4.5% from 1 April 2025.
- All rates of Recruitment and Retention Payments (RRPs) should increase by 4.5% from 1 April 2025.
- All rates of the Cyber Skills Payment and all rates of the Engineer Supplement Payment should increase by 4.5% from 1 April 2025.
- To agree to the introduction of two retention payments for RN catering services' personnel.
- An increase of 4.5% from 1 April 2025 to the Volunteer Reserves Training Bounty.
- An increase of 4.5% from 1 April 2025 to the rates of all compensatory allowances.
- The introduction of the Afloat Environmental Allowance.
- Recommendations on Accommodation, including:
 - Service Family Accommodation (SFA) Band A-F charges should increase by 7.6% and not be subject to any backdating. There should be no increase to the rates of charges for SFA at Band G and below.
 - No increase in the rates of furniture charges.
 - Single Living Accommodation (SLA) rental charges for Grade 1 should increase by 7.6% and increases of 5.1% to Grade 2, 2.5% to Grade 3 and no increase to Grade 4 accommodation and not be subject to any backdating.

- Charges for standard garages and carports should increase by 7.6% and not be subject to any backdating. No increase for substandard garages and substandard carports.

The Government published the report in May 2025 and accepted all the recommendations in full.¹⁰

⁹ Full details of the AFPRB's recommendations can be found at: <https://www.gov.uk/government/publications/armed-forces-pay-review-body-fifty-fourth-report-2025>

¹⁰ The Government's response to the recommendations is available here: [Written statements - Written questions, answers and statements - UK Parliament](#)

Review Body on Doctors' and Dentists' Remuneration (DDRB) Secretariat

The DDRB secretariat supports the review body to provide independent advice on remuneration for doctors and dentists in England, Scotland, Wales, and Northern Ireland.

The DDRB's latest pay round took place from September 2024 to April 2025. DDRB was asked to recommend on pay and allowances for all its remit groups in all four nations except resident doctors and dentists in Scotland.

The DDRB submitted its fifty-third annual report in April 2025. 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 4 per cent.
- Pay points for doctors and dentists in training should be uplifted by 4 per cent plus £750.
- That governments consider a separate pay framework for locally employed doctors.
- The government reviews flexible pay premia in England to assess their value for money and effectiveness.
- An increase in the value of national clinical impact awards in England and Wales from 1 April 2025. The level 0 award to be increased from £10,000 to £10,500. The level 1 award to be increased from £20,000 to £21,000. The level 2 award to be increased from £30,000 to £31,500. The level 3 award to be increased from £40,000 to £42,000.
- That the four governments work with GPs' and dentists' representatives to develop an index of general practice costs and an index of dental costs. These indices should then be used to determine the expenses element of the GP and dental contract uplifts in each nation.
- That each government should undertake a review of pay and progression for salaried dentists working in Community and Public Dental Services to assess whether the reward structure is appropriate to support recruitment, retention and service delivery.

Governments in all four nations accepted the DDRB recommendations on pay.¹¹ Formal responses have not been made on all the additional recommendations.

¹¹ <https://questions-statements.parliament.uk/written-statements/detail/2025-05-22/hcws663>
<https://www.gov.wales/written-statement-responding-38th-nhs-pay-review-body-and-53rd-doctors-and-dentists-review-body>
https://www.niassembly.gov.uk/globalassets/documents/official-reports/written-ministerial-statements/2022---2027/bv177_doh_280525.pdf

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.

The 2025 (Eleventh) NCARRB report was submitted to the Home Secretary in June 2025. It contained the following recommendations from 1 August 2025:

1. A consolidated pay award of 4.4% from 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 to be raised by 4.4%.
2. An increase of 4.4% to the London Weighting Allowance and South East Allowance for all NCA officers within our remit group.
3. The allowances of International Liaison Officers in the NCA to be reviewed.

The report was published by the Government on 22 July 2025. On that date, the Home Secretary accepted the NCARRB's recommendations in full¹².

¹² [National Crime Agency Remuneration Review Body report: 2025 - 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 October 2024 to April 2025. The Secretary of State for Health and Social Care, the Northern Ireland Minister of Health and the Cabinet Secretary for Health and Social Care 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 April 2024. The NHSPRB made a recommendation of:

1. A consolidated 3.6% increase with effect from 1 April 2025 for all AfC staff.
2. A restatement of their recommendation from 2024 that 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^{13 14}.

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

¹³[Written Statement: Public Sector Pay: Response to Pay Review Bodies' Recommendations 2024-25 \(10 September 2024\) | GOV.WALES](#)

¹⁴[NHS workers awarded real terms pay rises for second year in row - GOV.UK](#)

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 PRRB produced two reports in 2025: one for England and Wales and one for Northern Ireland.

PRRB England and Wales and Northern Ireland Eleventh Reports 2025/26

England and Wales

The 2025 PRRB report for England and Wales recommended (from 1 September 2025):

1. A consolidated increase of 4.2% to all police officer pay points for all ranks up to and including chief superintendent.
2. On-call Allowance to be increased from £25 to £35.
3. The current three bands for the Motor Vehicle Allowance essential users' lump sum, linked to engine size of the vehicle, to be replaced with a single allowance of £1,239 irrespective of the engine size.
4. The Away from Home Overnight Allowance to be increased by £10 from £50 to £60.
5. The Hardship Allowance to be increased by £10 from £30 to £40.
6. London Weighting to be uprated by 4.2%.

The Home Secretary responded on 1 August 2025 by accepting the PRRB's recommendations in full¹⁵.

Northern Ireland

The 2025 PRRB report for Northern Ireland was submitted to the Department of Justice for Northern Ireland on 7 July 2025. A response is awaited.

¹⁵ [Police Remuneration Review Body report: 2025 England and Wales - 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.

2025 England and Wales report

The 2025 PSPRB report on England and Wales was submitted to Government on 9 April 2025. The 1 April 2025 recommendations for England and Wales were:

1. A 4% pay increase to all pay points, ranges and spot rates in Fair and Sustainable Bands 2 to 5 and 7 to 12. The award to Band 2 is on top of the National Living Wage increase.
2. Closed grades who would not financially benefit from opting in to Fair and Sustainable receive a 4% non-consolidated payment.
3. All closed grade rates of pay to at least match the National Living Wage.
4. Closed grade staff who chose to opt in to Fair and Sustainable should go on to the maximum of the equivalent Fair and Sustainable pay scale. The opt in process should be expedited to as close as possible to publication of the report.
5. All staff in Bands 3 to 5 to progress one pay point, except those on formal poor performance procedures.
6. All staff in Bands 8 to 11 to progress up the pay ranges by 3⅓%, except those on formal poor performance procedures.
7. The Band 10 maxima in Inner and Outer London to be 10% above that of the Band 9 maxima in Inner and Outer London.
8. The Inner and Outer London cash differentials to increase by 4%.
9. Operational Response and Resilience Unit on-call allowances increased from £6,670 to £8,000 a year.
10. The Unsocial Working Hours payment for Band 2 OSGs to be increased temporarily from 20% to 25% for all contracted hours and to be fully considered in two years in the 2027 Report.
11. A two year, temporary, non-consolidated payment of £1,500 for qualified Physical education Instructors (PEIs) working in a recognised PEI role. To be reviewed in the 2027 Report.
12. The Care and Maintenance of Dogs allowance to increase by 4% to £2,845 for a single dog and £3,419 for multiple dogs.

The Government responded to the report in Parliament and accepted all recommendations on 22 May 2025.¹⁶

¹⁶ The Government's response to the report is available here: <https://questions-statements.parliament.uk/written-statements/detail/2024-07-29/hcws38>

2025 Northern Ireland round

A remit letter for the 2025 report pay round was received from the Northern Ireland Justice Minister on 28 January activating the Review Body to conduct the round. However, for this round, we were informed that the parties were trying to again reach agreement and, if this was reached, the traditional written evidence would not be submitted (although statistical information was provided).

A letter was received from the Northern Ireland Prison Service on 3 July 2025, which set out the agreement reached with the POA(NI) and PGA(NI). As for the previous year, the Review Body endorsed the agreement, rather than producing a full report. That letter was submitted on 10 July 2025 and was published on 25 July. The recommendations effective 1 April 2025 were:

1. A headline 3% award to all governor grades, SO, CPO and MGOs.
2. A headline 4% award to NCOs and PCOs, which moves these scales closer to the CPO minimum as part of the one officer policy.
3. A 6% increase to the OSG scale to combat low pay and to reduce the gap with the CPO minimum. PECCS Managers to also receive 6% to move closer to the SO minimum as part of the one first line manager policy.
4. Removal of one CPO pay point to create a six point pay scale, with the intention of reducing to five points in 2026-27.
 - a. Those on the minimum of the 2024-25 CPO pay scale progress to pay point two on the new 2025-26 pay scale subject to a satisfactory performance report.
 - b. Those longest serving CPOs, on pay point five, of the 2024-25 CPO pay scale progress to the maximum of the new 2025-26 pay scale, subject to a satisfactory performance report.
5. SRA to increase to the level of the Police Service of Northern Ireland's Transitional Allowance (NITA) and extended in full to governor grades.
6. Non-pensionable premia extended to two more specific public and privilege holidays (six in total) – 17 March and 12 July. Staff working in prison establishments receive on the stipulated date, other business areas receive on the substitute day when the public/bank holiday falls on a weekend.
7. Specialist non-pensionable allowances for: Control and Restraint (C&R) instructors; C&R advanced trained staff; incident negotiator; and Tactical Response Group.
 - a. A £250 payment for passing initial training in one of the four specialisms irrespective of how many trained for. Paid once.
 - b. A £250 per year, paid monthly, retainer payment payable at £250, irrespective of how many specialisms staff work.
8. Governor on-call rates increased to broadly align with the Northern Ireland Civil Service – £21 to £30 for weekends and £40 to £45 for public/bank and privilege holidays.
9. Removal of the bottom pay point on the Head of Function pay scale and an addition of one step at the top.
10. Introduction of a three-hour minimum credit for staff at SO and below coming into work for an emergency if required to stay under three hours.

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 of the United Kingdom;
- senior officers of the Armed Forces (stationed both within and outside the United Kingdom);
- senior leaders in the NHS (Executive and Senior Managers (ESMs) and Very Senior Managers (VSMs);
- chief police officers (CPOs) in the territorial police forces of England and Wales, and in the Police Service of 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, CPOs and PCCs.

In May 2025, the SSRB submitted its annual report, which contained the following main pay award recommendations:

- A consolidated pay increase of 3.25 per cent for all members of the SCS from 1 April 2025, with an additional 0.5 per cent of the paybill to be used to address anomalies.
- The following increases to the SCS pay band minima and maxima from 1 April 2025:
 - An increase of £5,000 to the minimum and £12,200 to the maximum for SCS 1;
 - An increase of £5,000 to the minimum and £1,100 to the maximum for SCS 1A;
 - An increase of £2,000 to the minimum and £500 to the maximum for SCS 2;
 - An increase of £2,000 to the minimum and £900 to the maximum for SCS 3;
 - An increase of £2,000 to the minimum and £20,000 to the maximum for SCS 4;
- The Government should undertake a Fundamental Review of the SCS pay and reward frameworks.
- A consolidated pay increase of 4.75 per cent for all salaried members of the judiciary from 1 April 2025.

- A consolidated increase in base pay of 3.75 per cent for all members of the senior military, including Medical Officers and Dental Officers (MODOs) from 1 April 2025.
- A consolidated pay increase of 3.25 per cent for all Executive and Senior Managers and all Very Senior Managers from 1 April 2025, with an additional 0.5 per cent of the paybill to be used to address pay anomalies.

The Report was published on 22 May 2025. The Government accepted all the SSRB's recommendations, with the exception of the following:

- Increases to the pay band maxima for the SCS pay bands 1 to 3 were deferred for consideration under the Fundamental Review of the SCS pay and reward frameworks.
- The pay award for the judiciary was reduced to 4.0 per cent.
- The 0.5 per cent for anomalies for the senior health leaders was rejected.

In June 2025, the SSRB also submitted a Supplementary Report to the Government containing recommendations on the pay and reward for chief police officers in England, Wales and Northern Ireland and for Police and Crime Commissioners. This Report has not yet been published by the Government.

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 30 September 2024. 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 2025/26.
- An assessment of any changes to flexibilities around TLR payments, concerning the existing pro-rata rule.

The letter also sought views on how the current pay framework can best support teachers from all backgrounds and with protected characteristics, including by promoting flexible working.

The STRB submitted its thirty-fourth report in March 2025. It recommended the following:

- a 4% increase to all pay ranges and advisory points.
- changes to the flexibility around TLR payments to reflect the proportion of the responsibility being carried out.

The report also suggested actions in a range of areas to improve the attractiveness of the teaching profession and to ensure taxpayer value for money

The Government responded to the report on 22 May 2025 and accepted the recommendations in full¹⁷.

¹⁷ The Government's response to the report is available here: <https://questions-statements.parliament.uk/written-statements/detail/2025-05-22/hcws664>

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

Research and Analysis

- 2.9 The OPRB's staffing includes analysts specialising in economics, statistics, social research and remuneration, providing bespoke support to the Review Bodies. During 2024/25, 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.
- 2.10 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.
- 2.11 The OPRB continued to operate a flexible junior analyst resource initiative in 2024/25: two junior analyst helped progress strategic cross-cutting research and analysis, and they were also made available to support economics work within secretariat teams.

Review Body appointments

- 2.12 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.
- 2.13 Most of the PRBs consist of 8 members, including one chair. Over the course of 2024/25 OPRB supported the recruitment of 17 new members and the re-appointment of 14 existing members.

2.14 As of the 31st August 2025, there were 6 vacancies on the PRBs.

Secretariat	Members in place	Vacancies on PRB	Appointments made
AFPRB	8	0	0
DDRB	8	0	5
NCARRB	6	2	1
NHSPRB	6	2	2
PRRB	6	2	1
PSPRB	9	0	3
SSRB	8	0	2
STRB	8	0	4

1.15 This table relates to the member appointments made from September 2024 to August 2025. The 'members in place' column depicts the number of members that were in place on the PRB by the end of the September 2024 to August 2025 period.

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

1.17 'Appointments made' refers to the number of member appointments that were made from September 2024 to August 2025.

Annex A: OPRB staff resources 2024 and 2025

Table 2: The OPRB's staff in post as at 31 August in 2024 and 2025, headcount and full-time equivalent (FTE).

Grade	Headcount 2024	FTE 2024	Headcount 2025	FTE 2025
SCS	4	3.5	6	4.7
Grade 6	0	0	0	0
Grade 7	13	12.3	17 ¹⁸	16.3
SEO	1	1.0	1	1.0
Fast stream	1	1.0	1	1.0
HEO	7	7.0	9	9.0
EO	2	2.0	2	2.0
AO	2	2.0	2	2.0
Total	30	28.8	38	36

¹⁸ This includes additional staff to support the Major Review of the Judiciary and a maternity leave cover.

Annex B: Review Body secretariat work volumes from September 1st 2024 to August 31st 2025

Table 3: Review Body Secretariat Work Volumes 2024/25.

Secretariat	Visits¹⁹	Meetings	Reports
AFPRB²⁰	16	18	1
DDRB	6	19	1
NCARRB	2	7	2
NHSPRB	9	16	1
PRRB	6	16	2
PSPRB	19	11	2 ²¹
SSRB	8 ²²	27	2 ²³
STRB	8	16	1
Total	74	130	12

¹⁹ This included both in-person and virtual visits.

²⁰ The data for the AFPRB includes all activity to deliver the 2025 Report, noting that some of this took place ahead of 1 September 2024.

²¹ This includes our formal response by letter to the Northern Ireland 2025-26 joint agreement.

²² The number of SSRB meetings in which discussion groups were held.

²³ The SSRB submitted two Reports to Government during the period, its main 2025 SSRB Report and its 2025 SSRB Supplementary Report. To date only the main 2025 SSRB Report has been published.