



Lea Paterson
Chair, Senior Salaries Review Body
1st Floor, Caxton House
Tothill Street
London
SW1H 9NA

19 February 2026

Dear Lea

**RECOMMENDATIONS OF THE SENIOR SALARIES REVIEW BODY
(SSRB) ON CHIEF POLICE OFFICER PAY AND POLICE AND CRIME
COMMISSIONER PAY IN ENGLAND AND WALES FOR 2025-26**

Thank you for submission of the Supplement to the Forty-Seventh Annual Report on Senior Salaries, which made recommendations on remuneration for the chief police officer ranks and Police and Crime Commissioners (PCCs) in England and Wales. I would like to take this opportunity to thank you and the members of the Review Body for the work you have undertaken in considering the pay and allowances for these remit groups.

I have written to the Chair of the Home Affairs Select Committee today to confirm the government's response to the recommendations.

Chief police officers

The government has accepted in full your recommendations to: award a consolidated increase of 3.9% to the chief officer ranks; increase London Weighting by 4.2%; and to introduce a single Motor Vehicle Allowance of £1,239, irrespective of engine size. These increases will take effect from 1 September 2025.

PCCs

The government has considered the SSRB's recommendations for PCCs in the context of our police reform proposals, which were confirmed in our White Paper, 'From local to national: a new model for policing' published on 26 January.

The government has not accepted the SSRB's recommendation to reduce the current five salary bands to three, in two phases from 1 May 2025 and 1 May 2026; or the recommendation that PCCs who hold responsibility for fire and rescue governance should receive an additional pay supplement of 7.5% on top of their base salary. Instead, a consolidated uplift of 4.2% will be awarded to each of the current pay groups, with effect from 1 May 2025.

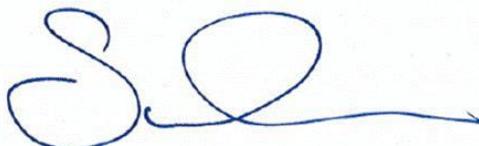
The government has accepted the SSRB's recommendation that in each year that the Home Secretary does not remit it to formally review PCC pay and reward, PCC base pay is increased by the same percentage as the annual base pay increase for chief police officers in the territorial police forces of England and Wales.

The SSRB's recommendations for the introduction of a loss-of-office payment and the establishment of parental leave entitlements for PCCs will be explored further as part of our governance reforms and wider programme of police reform set out in our White Paper.

The Home Office has already provided additional funding of £120m to police forces to support with the increased costs of the pay award for the federated and superintending ranks announced on 1 August 2025. We are content that the awards for chief police officers and PCCs are affordable from within existing budgets and in view of the additional funding already provided.

I would like to thank the SSRB for your valuable advice and response to the evidence provided by the policing sector and the Home Office.

Very best wishes,

A handwritten signature in blue ink, appearing to read "S. Jones".

Sarah Jones MP
Minister of State for Policing and Crime