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David Lebrecht
Chair of the NCA Remuneration Review Body
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25 September 2014

Dear David

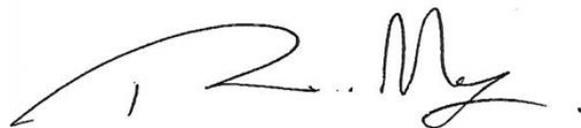
**NATIONAL CRIME AGENCY REMUNERATION REVIEW BODY REMIT
2014/15**

1. Further to the letter you received from the Chief Secretary to the Treasury on 29 July, confirming the Government's approach to the 2015/16 pay round, I am writing to ask for your recommendations on how to apply the pay award for NCA officers designated with operational powers in 2015. As last year, you will also want to consider the Chief Secretary to the Treasury's comments outlined in his letter when developing your recommendations.
2. As the NCA is a non-ministerial department, it will provide you with its own evidence based on its workforce assessments and the review body's Terms of Reference. The Home Office will maintain oversight of this and where necessary provide additional information.
3. You will be aware that Government policy on public sector pay remains consistent with last year, therefore you should have regard to the aspects I outlined in my previous remit letter; most notably:
 - a) The need to ensure that the proposals reflect the Government's policy that public sector pay awards in 2015/16 average up to 1 per cent.
 - b) The need to recruit, retain and motivate suitably able and qualified officers;
 - c) The affordability of any recommendations within the existing budget of the NCA; and
 - d) The effects of any pay divergence between NCA officers designated with operational powers and NCA officers who are not designated with operational powers.

4. You will be aware from my last remit letter what I mean by point (d), however for completeness, I shall reiterate the point here. Although the remit of your review body is to consider NCA officers who are designated with operational powers, the NCA operates a 'single workforce' ethos where officers designated with operational powers are, to some extent, interchangeable with officers who are not designated with these powers.
5. Pay awards for NCA officers not designated with powers will be subject to the Civil Service pay guidance. I would like to encourage your review body to take this into consideration when recommending awards for operational staff.
6. You are aware of my view that, insofar as possible, the workforce as a whole should retain parity of pay if the evidence supports this. I am pleased that following the conclusion of the last pay round, we were able to achieve this.

Matters for recommendation

7. I refer to the NCA Remuneration Review Body the following matters for recommendation:
 - a) What adjustments should be made to the pay ranges and allowances for NCA officers designated with operational powers;
 - b) What adjustments should be made to salaries and allowances in payment?
8. In order to allow adequate time for consultation before any changes are applied from 1 August 2015 your report should be with me on or before 22 May 2015.
9. Thank you once again for your continued work in this important area and I look forward to your recommendations in due course.

A handwritten signature in black ink, appearing to read 'Theresa May', with a large, sweeping flourish at the end.

The Rt Hon Theresa May MP