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David Lebrecht
Chair of the NCA Remuneration Review Body
Office of Manpower Economics
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Dear Mr Lebrecht

NATIONAL CRIME AGENCY REMUNERATION REVIEW BODY REMIT 2016/17

Further to the letter you received from the Chief Secretary to the Treasury dated 19 August, confirming the Government's approach to the 2016/17 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 2016. You will want to also consider the Chief Secretary to the Treasury's comments outlined in his letter when developing your recommendations.

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 be engaged in this and where necessary provide additional information.

The Government has announced that it will fund public sector workforces for a pay award of an average 1% a year for four years from 2016/17 and that pay awards should be applied in a targeted manner to support the delivery of public services, and to address recruitment and retention pressures. I would like you to have regard to the following in particular:

- a) The need to ensure that the proposals reflect the Government's public sector pay policy in 2016/17 as above;
- b) The need to recruit, retain and motivate suitably able and qualified officers in high priority areas;
- 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 those without.

Matters for consideration


I would also welcome your views and, where appropriate recommendations on the following areas:

- What adjustments should be made to the pay ranges and allowances for NCA officers designated with operational powers?
- The NCA's proposals for annualised hours;
- Arrangements for the assimilation of NCA officers (including Border Investigators) from precursor agencies to NCA terms and conditions.

I note from the Review Body's 2015 Report your view that strike restrictions and the crime fighting role of NCA officers designated with operational powers confer a unique status on this workforce which might require a less restrictive interpretation of public sector pay policy. In contrast, pay awards for NCA officers not designated with powers are subject to the wider Civil Service pay guidance. You are aware of my view that, insofar as possible, the workforce as a whole should retain parity of pay, I am pleased we were able to achieve this in the last pay round.

In order to allow adequate time for consultation before any changes are applied from 1 August 2016 your report should be with me on or before 20 May 2016.

Thank you once again for your continued work in this important area and I look forward to your recommendations in due course.

Yours sincerely

Rt Hon Theresa May MP