



Home Office

Home Secretary

2 Marsham Street  
London SW1P 4DF  
[www.gov.uk/home-office](http://www.gov.uk/home-office)

Mr D Lebrecht  
Chair - Police Remuneration Review Body  
Office of Manpower Economics  
Fleetbank House  
2-6 Salisbury Square  
London  
EC4Y 8JX

9 November 2015

Dear Mr. Lebrecht,

**Police Remuneration Review Body Remit 2016-17**

I write following the Chief Secretary to the Treasury's letter of 19 August confirming the Government's approach to public sector pay for 2016/17. There remains a need for continued pay restraint across the public sector, with an expectation that pay awards will be targeted within workforces to better reflect those whose skills are most in demand and support the delivery of public services. In addition, the Government's paper on the Comprehensive Spending Review, '*A country that lives within its means*', published in July, described the need further to modernise terms and conditions in the public sector, especially unreformed areas of progression pay.

We have achieved a great deal over the last few years in policing and I have been clear that I want to build on this to finish the job of police reform. We need a police force that is flexible, professional and able to deal with the changing face of crime over the coming years. Workforce reform is a critical part of this and your independent recommendations will be of prime importance in ensuring that police officer pay reflects the competence, skills and professional development of officers in a way that is fair and sustainable.

I am particularly keen to support police leaders by giving them the tools they need to increase flexibility; allow movement in and out of policing; increase and introduce skills; and achieve a more diverse workforce mix as well as growing a culture of innovation and challenge. I remain committed to the programme of work that is being undertaken by the College of Policing in this respect. As you will be aware, the recent Review of Police Leadership has made recommendations on matters including the extension of direct entry, a

review of ranks, roles and standards and linking skills and competence more strongly to pay. I would emphasise that this work is being driven forward by the police themselves, rather than from the top down.

**In considering the appropriate level of pay for police officers I would ask you to have regard to:**

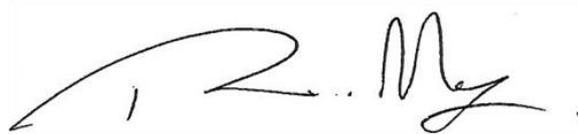
- The need to ensure that the proposals reflect the Government's policy on public sector pay as outlined in the Chief Secretary to the Treasury's letter – in particular, that there will be funding for pay awards up to an average of 1% a year, with the expectation that these will be applied in a targeted manner;
- The Government's continued commitment to maximising flexibility for chief constables and Police and Crime Commissioners to manage their workforce in the most efficient way possible at a local level;
- The role and nature of the office of constable in British policing;
- The prohibition on police officers being members of a trade union or withdrawing their labour;
- The need to recruit, promote, retain and motivate suitably able and qualified officers that reflect the communities they serve;
- The affordability of any recommendations, particularly in light of the forthcoming Comprehensive Spending Review; and
- The work of the College of Policing and chief constables in taking forward recommendations from the Review of Police Leadership.

**I refer to the PRRB the following matters for recommendation for 2016-17:**

1. How to apply the pay award for 2016-17, in accordance with CST's letter, including the consideration of parties' evidence on the targeting of particular groups;
2. Whether any adjustments should be made to London and South East allowances in light of further evidence put forward by employers;
3. To be included as part of your rolling review of payments and allowances:
  - a. Overtime rates for bank holiday working;
  - b. Motor vehicle allowance rates; and
  - c. The Away from Home Allowance.

Finally, these matters for recommendation should be considered in the broader context of the work currently being undertaken by the College with policing partners to take forward the recommendations of the leadership review. This includes a review of rank structures and will look at the way in which skills are rewarded. This work will inform the development of longer-term pay strategy.

I place great value on the independent advice of both police pay review bodies and look forward to receiving your recommendations no later than 17 June 2016.

A handwritten signature in black ink, appearing to read 'T. May', with a large, sweeping initial stroke.

**The Rt Hon Theresa May MP**