



Home Office

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Mr D Lebrecht  
Chair, National Crime Agency Remuneration Review Body  
Fleetbank House  
2-6 Salisbury Square  
London  
EC4Y 8JX

10 October 2016

Dear Mr Lebrecht,

**NATIONAL CRIME AGENCY REMUNERATION REVIEW BODY REMIT  
2017/18**

Further to the letter you received from the Chief Secretary to the Treasury dated 13 July, I am writing to ask for your recommendations on how to apply the pay award for NCA officers designated with operational powers in 2017. 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.

I would like you to have regard to the following in particular:

- a) The need to ensure that the proposals respond to the Government's public sector pay policy in 2017/18, including the 1% average pay award;
- 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;
- d) The effects of any pay divergence between NCA officers designated with operational powers and those without; and
- e) My strategic priorities set for the NCA published the NCA's 2016-17 annual plan.

In your last report the Body was clear that you considered the NCA pay structure required significant reform. I am pleased to note that the NCA has been developing proposals for that reform and intend to bring forward their proposals to you as part of this pay round. I would therefore welcome your observations on those proposals for this and future pay rounds.

In so far as possible, I would like to continue to see the workforce as a whole retain parity of pay, whether officers are designated with operational powers or not.

In order to allow adequate time for consultation before any changes are applied your report should be with me on or before 28 April 2017.

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 'Amber Rudd', is centered on the page.

**The Rt Hon Amber Rudd MP**