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*GTN 211 8165*

*Web site* [*OME GOV.UK*](https://www.gov.uk/government/organisations/office-of-manpower-economics)

*Email: steven.mokogwu@bis.gsi.gov.uk*

10 October 2016

**Ref No: OMERB/10-16/01**

Dear,

Thank you for your email of 12th September 2016 where you requested the following information:

1. ***Please provide:***
2. ***The minutes of all meetings held by public sector pay review bodies from January 1st 2015 to date.***
3. ***A list of all documents received by attendees of these pay review body meetings.***
4. ***A list of persons who attended these meetings of the pay review body meetings.***

***Please provide information for the following pay review bodies:***

1. ***Armed Forces’ Pay Review Body***
2. ***Review Body on Doctors’ and Dentists’ Remuneration***
3. ***National Crime Agency Remuneration Review Body***
4. ***National Health Service Pay Review Body***
5. ***Police Remuneration Review Body***
6. ***Prison Service Pay Review Body***
7. ***Review Body on Senior Salaries***
8. ***School Teachers’ Review Body***

Under the Freedom of Information Act 2000 ('the Act'), you have the right to:

* know whether we hold the information you require
* be provided with that information (subject to any exemptions under the Act which may apply).

1. A copy of the information for request 1b and 1c is attached (see below).

1a) As the qualified person for the purposes of the Freedom of Information Act 2000, I can confirm that the OME holds minutes of the meetings held by the Pay Review Bodies. However, it is my opinion that the information you have requested (1a) should not be disclosed as doing so would, or would be likely to, inhibit a free and frank exchange of views, and thereby prejudice the effective conduct of public affairs. I therefore consider the information falls under exemptions 36 (2) b ii and 36(2) (c) of the Freedom of Information Act and should be withheld. In applying these exemptions I have had to balance the public interest in withholding the information against the public interest in disclosing the information.

The minutes of Review Body meetings are the record of discussions that lead ultimately to the publication of their independent reports. In these reports, the Review Bodies fully summarise the evidence, oral and written, that has led them to their conclusions and the advice and recommendations which they are offering to government. The reports are published and available on the OME website on gov.uk, and each provides a transparent account of the Review Body’s thinking.

In the information that we have provided to you in the attached document, we have also provided links to the large quantity of written evidence that is supplied to the different Review Bodies each year, and on which they draw in formulating their reports and recommendations. However, in my opinion, the disclosure of the Review Body minutes would be likely to inhibit the free and frank provision of advice and exchange of views with the parties, which is essential for the Review Bodies’ deliberations in preparing their independent reports. This in turn would produce less useful reports, which would prejudice the effective conduct of public affairs.

Please note that this information will be published on our Freedom of Information disclosure log

Your personal details will be removed from the published response.

**Appeals Procedure**

If you are unhappy with the way the Office of Manpower Economicshas handled your request you may ask for an internal review. You should contact Steven Mokogwu (steven.mokogwu@bis.gsi.gov.uk) at the Office of Manpower Economicsif you wish to complain.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. Please remember to quote the reference number above in any future communications.

The Information Commissioner can be contacted at:

            Information Commissioner’s Office

            Wycliffe House

            Water Lane

            Wilmslow

            Cheshire

Yours sincerely,



Martin Williams

Director of The Office of Manpower Economics

Fleet Bank House

2-6 Salisbury Square

London EC4 8JX

**School Teachers’ Review Body**

**1. Background information**

Further details on the operation of this Review Body and its membership and annual reports can be found at: <https://www.gov.uk/government/organisations/school-teachers-review-body>

**2. Written evidence**

Written evidence submissions from STRB consultees are published by the following individual parties. Links for the 2015/16 and 2016/17 submissions are included below.

*Department for Education (DfE)*

<https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/370590/141027_DfE_Evidence_to_STRB.pdf>

<https://www.gov.uk/government/publications/strb-government-evidence-on-the-2016-pay-award-for-school-staff>

*Welsh Government*

<http://gov.wales/docs/dcells/consultation/141103-submission-of-evidence-to-the-chair-of-the-schools-teachers-review-body-october-2014-en.pdf>

<http://gov.wales/docs/dcells/consultation/141128-supplementary-submission-on-the-remit-november-2014-en.pdf>

<http://gov.wales/docs/dcells/consultation/160304-comment-on-the-written-statement-en.pdf>

<http://gov.wales/docs/dcells/consultation/160304-submission-of-evidence.pdf>

*Association of School and College Leaders (ASCL)*

<http://www.ascl.org.uk/utilities/document-summary.html?id=A1F696EE-8EF1-404B-A28D5471C5131A5C>

<http://www.ascl.org.uk/utilities/document-summary.html?id=E0688152-772C-4751-B91F65A30FED4F10>

<http://www.ascl.org.uk/utilities/document-summary.html?id=A6457C54-D80D-48E7-BADDCDB33721615B>

<http://www.ascl.org.uk/utilities/document-summary.html?id=450D1544-C9C9-47C6-A178C8A017B577DB>

*Association of Teachers and Lecturers (ATL)*

[2015/16 evidence submission and supplementary evidence submission were originally published on the ATL website but are no longer available]

<http://www.atl.org.uk/Images/ATL_evidence_to_STRB_November_2015.pdf>

<http://www.atl.org.uk/Images/atl-response-strb-26-remit.pdf>

*National Association of Head Teachers (NAHT)*

<http://www.naht.org.uk/welcome/news-and-media/key-topics/pay-and-conditions/naht-submits-evidence-to-the-school-teachers-review-body/>

<http://www.naht.org.uk/welcome/news-and-media/key-topics/pay-and-conditions/naht-submits-evidence-to-the-strb-on-teachers-pay-and-condition/>

<http://www.naht.org.uk/welcome/news-and-media/key-topics/pay-and-conditions/naht-submits-more-evidence-on-pay-to-the-school-teachers-review/>

*NASUWT*

<http://www.nasuwt.org.uk/consum/groups/public/@press/documents/nas_download/nasuwt_013263.pdf>

<http://www.nasuwt.org.uk/consum/groups/public/@press/documents/nas_download/nasuwt_013264.pdf>

<http://www.nasuwt.org.uk/consum/groups/public/@press/documents/nas_download/nasuwt_015108.pdf>

<http://www.nasuwt.org.uk/consum/groups/public/@press/documents/nas_download/nasuwt_015109.pdf>

*National Union of Teachers (NUT)*

<http://www.teachers.org.uk/files/nut-strb-submission-october-2014-final.pdf>

[2015/16 supplementary evidence submission was originally published on the NUT website but is no longer available]

<http://www.teachers.org.uk/sites/default/files2014/nut-submission-to-the-strb-november-2015-final.pdf>

<http://www.teachers.org.uk/sites/default/files2014/nut-supplementary-submission-to-the-strb-january-2016-final.pdf>

*Undeb Cenedlaethol Athrawon Cymru (UCAC)*

<http://www.athrawon.com/images/Ymatebion/1411_STRB_2014-15_Pay_Award.pdf>

<http://www.athrawon.com/images/Ymatebion/1411_STRB_Consultation_Responses_25thRemit.pdf>

<https://www.ucac.cymru/images/Ymatebion/1511_STRB_26th_Report.pdf>

<https://www.ucac.cymru/images/Ymatebion/1601_STRB.pdf>

*Voice*

<http://www.voicetheunion.org.uk/files/pdfs/STRBNov2014.pdf>

<http://www.voicetheunion.org.uk/files/pdfs/STRBNov2015.pdf>

*National Employers’ Organisation for School Teachers (NEOST)*

<http://www.local.gov.uk/documents/10180/11921/NEOST+STRB+evidence+Oct+2014+FINAL+pdf.pdf/2a5e50cc-65ee-4983-a509-7a64586f92e9>

<http://www.local.gov.uk/documents/10180/11309/NEOST+evidence+to+STRB+Nov2015+FINAL.PDF/9eb52f87-713d-49d1-b241-01c3314133f9>

*National Governors’ Association (NGA)*

<http://www.nga.org.uk/About-Us/Campaigning/Consultations/2015-consultations/Evidencesubmitted-to-the-STRB-by-the-National-Gov.aspx>

*Joint trade union submissions and statements*

<http://www.voicetheunion.org.uk/files/pdfs/STRB25JointSubmissionOct2014.pdf>

<http://www.ascl.org.uk/filemanager/root/site_assets/help_and_advice/employment/joint_unions_statement_to_the_strb_-_january_2016_-_final.pdf>

**3. A list of all documents received by attendees of these pay review body meetings.**

Agendas and meeting minutes for the following meetings listed below.

| **2015** | **2016** |
| --- | --- |
| 9, 23, 30 January 2015 | 15, 22 January 2016 |
| 6, 13 February 2015 | 9, 11, 16, 19, 26 February 2016 |
| 17 April 2015 | 4, 11, 18 March 2016 |
| 15, 29 April 2015 | 1, 15 April 2016 |
| 26 June 2015 | 20 May 2016 |
| 6, 20 November 2015 |  |
| 11, 18 December 2015 |  |

See attached lists of documents circulated to Review Body members for these meetings.

**4. A list of persons who attended these meetings of the pay review body meetings. Since 1 January 2015**

*STRB members* (biographies on the website – link above)

Dr Patricia Rice (chair)

Peter Batley

Daniel Flint

Michael Redhouse

Ken Clark

Jeanne Watson (from September 2015)

Sir Robert Burgess (from November 2015)

Philippa Hird (from November 2015)

Jill Pullen (until November 2015)

Debbie Meech (until October 2015)

Jonathan Crossley-Holland (until October 2015)

*Office of Manpower Economics Secretariat*

OME Director, STRB Secretariat Director, Secretary, Analyst and Assistant Secretary, and OME Chief Economist, Remuneration Specialist and Head of Statistics

*Organisations attending to present oral evidence*

Department for Education: Secretary of State for Education and officials

Welsh Government: Group Director (School Standards and Workforce Group) and officials

Association of School and College Leaders (ASCL): Interim General Secretary and officials

Association of Teachers and Lecturers (ATL): General Secretary and officials

National Association of Head Teachers (NAHT): General Secretary and officials

NASUWT: General Secretary and officials

National Union of Teachers (NUT): President and officials

Undeb Cenedlaethol Athrawon Cymru (UCAC): National President and officials

Voice: General Secretary and officials

National Employers’ Organisation for School Teachers (NEOST): Vice-Chair and officials

National Governors’ Association (NGA): Chief Executive and Deputy Chief Executive

*Other attendees at STRB meetings:*

In additional to those listed above, one official from the Department of Education, three officials from the National College for Teaching & Leadership, three head teachers and four national leaders of governance have attended review body meetings since 1 January 2015.

ATTACHMENT – List of papers circulated to STRB meetings since 1 January 2015

**2014/15 pay round**

| **STRB paper number** | **Title** |
| --- | --- |
| **(14)126** | Note of ASCL oral evidence |
| **(14)127** | Note of ATL oral evidence |
| **(14)128** | Note of UCAC oral evidence |
| **(14)129** | Note of NAHT oral evidence |
| **(14)130** | Note of NUT oral evidence |
| **(14)131** | Note of NEOST oral evidence |
| **(14)132** | Note of NASUWT oral evidence |
| **(14)133** | Note of Secretary of State /DfE oral evidence |
| **(14)134** | Note of Voice oral evidence |
| **(14)135** | Note of Welsh Government’s oral evidence |
| **(15)01** | Public-Private Sector Pay Differentials: new estimates from IFS and ONS |
| **(15)02** | Labour Market Analysis |
| **(15)03** | Review of evidence and framework for decisions |
| **(15)04** | Proposed structure for the 25th Report |
| **(15)05** | Economic update (RAG) |
| **(15)06** | Cover to NASUWT/IDS Report |
| **(15)07** | Options for decision on a pay award for September 2015 |
| **(15)08** | Review of UK Consumer Price Statistics (Johnson inflation review) (RAG) |
| **(15)09** | Teacher union survey responses |
| **(15)10** | UCAC paper on workload issues |
| **(15)11** | Cover paper for draft chapters 1,2 and 3 |
| **(15)12** | Responses to stats queries |
| **(15)13** | Briefing note on the Budget 2015 |

**2015/16 pay round**

| **STRB paper number** | **Title** |
| --- | --- |
| **(15)14** | School visits |
| **(15)15** | Preparation for a Strategy day in October 2015 |
| **(15)16** | Leaders seconded to schools in challenging circumstances |
| **(15)17** | Wales GTC Fee allowance |
| **(15)18** | Visit to Greenwich |
| **(15)19** | Visit to Sheffield |
| **(15)20** | Diagram of STRB environment |
| **(15)21** | Headlines from post-publication meetings with consultees on 25th STRB Report |
| **(15)22** | Implementation of the 2015 pay awards and issues for consideration ahead of a 2016 remit |
| **(15)23** | RAG briefing on IPSA and MPs pay July 2015 |
| **(15)24** | Request from the National Headteacher Support Organisation to become a formal consultee |
| **(15)25** | Presentation on teacher supply from DfE/NCTL |
| **(15)26** | Remit for the 26th Report |
| **(15)27** | Notes of seminar *future of the teaching workforce* |
| **(15)28** | Briefing note on the effects of reforms to tax credits |
| **(15)29** | Briefing note: The end of contracting out of National Insurance contributions |
| **(15)30** | Note of visit to Kent schools and LA |
| **(15)31** | Background on the graduate labour market |
| **(15)32** | Education Workforce Council fee allowance |
| **(15)33** | Salary Sacrifice scheme |
| **(15)34** | Economic update |
| **(15)35** | Non-consolidated payments |
| **(15)36** | Teacher wastage |
| **(15)37** | Context for the STRB round |
| **(15)38** | STRB recent recommendations |
| **(15)39** | 2015 STRB visit headlines |
| **(15)40** | Submission of evidence from the Welsh Government |
| **(15)41** | Submission of evidence from NEOST |
| **(15)42** | Submission of evidence from NAHT |
| **(15)43** | Submission of evidence from ASCL |
| **(15)44** | Submission of evidence from ATL |
| **(15)45** | Submission of evidence from Voice |
| **(15)46** | Submission of evidence from the NGA |
| **(15)47** | Autumn Statement Briefing |
| **(15)48** | Submission of evidence from the NUT |
| **(15)49** | Submission of evidence from UCAC |
| **(15)50** | Submission of evidence from BATOD |
| **(15)51** | Submission of evidence from NASUWT |
| **(15)52** | Submission of evidence from DfE |
| **(15)53** | Main and upper pay ranges, TLRs and “stepping down” |
| **(15)54** | Clarification on Welsh Government’s proposals on the EWC fee arrangements |
| **(15)55** | Draft Oral Evidence Questions – Secretary of State |
| **(15)56** | Draft Oral Evidence Questions – all consultees |
| **(15)57** | Draft Oral Evidence Questions – consultee specific |
| **(15)58** | Impact of 1% increase vs flat cash increases on paybill and pay ranges |
| **(15)59** | School Budget data |
| **(16)01** | 2nd Draft Oral Evidence Questions – Secretary of State |
| **(16)02** | 2nd Draft Oral Evidence Questions – all consultees |
| **(15)62** | Submission of Supplementary Evidence from NASUWT |
| **(15)63** | Report for NASUWT : Review of School Teachers’ Pay |
| **(16)03** | 2nd Draft Oral Evidence Questions – consultee-specific |
| **(16)04** | Draft oral evidence questions for the Welsh Government |
| **(16)05** | Proposals for the structure of the 26th STRB report |
| **(16)06** | Key points from submissions to the Education Select Committee inquiry into recruitment and retention of teachers |
| **(16)07** | Submission of Supplementary Evidence from ASCL |
| **(16)08** | Submission of Supplementary Evidence from Welsh Government |
| **(16)09** | Submission of Supplementary Evidence from ATL |
| **(16)10** | Submission of Supplementary Evidence from NUT |
| **(16)11** | Joint Statement from ASCL, ATL NAHT, NUT, UCAC, Voice |
| **(16)12** | Supplementary submission from UCAC |
| **(16)13** | Supplementary submissions Cover Note |
| **(16)14** | Proposals for visits Summer term 2016 |
| **(16)15** | DfE response to STRB queries |
| **(16)16** | Objectives and operating principles for the 2016 round |
| **(16)17** | Oral evidence questions for the NUT |
| **(16)18** | Oral evidence questions for the Welsh Government |
| **(16)19** | Oral evidence questions for the Secretary of State, DfE |
| **(16)20** | Oral evidence questions for the NGA |
| **(16)21** | Oral evidence questions for ATL |
| **(16)22** | Oral evidence questions for NEOST |
| **(16)23** | Oral evidence questions for Voice |
| **(16)24** | Oral evidence questions for the NAHT |
| **(16)25** | Oral evidence questions for ASCL |
| **(16)26** | Oral evidence questions for NASUWT |
| **(16)27** | Oral evidence questions for UCAC |
| **(16)28** | Final questions for NUT |
| **(16)29** | Final questions for the Welsh Government |
| **(16)30** | Final questions for ATL |
| **(16)31** | Final questions for the Secretary of State |
| **(16)32** | Final questions for NGA |
| **(16)33** | Final questions for NEOST |
| **(16)34** | Final questions for Voice |
| **(16)35** | Final questions for NAHT |
| **(16)36** | Final questions for ASCL |
| **(16)37** | Final questions for NASUWT |
| **(16)38** | Final questions for UCAC |
| **(16)39** | Note of oral representations from NUT |
| **(16)40** | Note of oral representations from Voice |
| **(16)41** | Note of oral representations from NGA |
| **(16)42** | Note of oral representations from Secretary of State |
| **(16)43** | Note of oral representations from Welsh Government |
| **(16)44** | Note of oral representations from ATL |
| **(16)45** | Note of oral representations from NEOST |
| **(16)46** | Note of oral representations from NAHT |
| **(16)47** | Note of oral representations from ASCL |
| **(16)48** | Note of oral representations from NASUWT |
| **(16)49** | Note of oral representations from UCAC |
| **(16)50** | Options for decision on the EWC fee allowance |
| **(16)51** | Options for decision on a rental deposit scheme |
| **(16)52** | Options for decision on “stepping down” |
| **(16)53** | Options for decision on non-consolidated payments |
| **(16)54** | Options for the headline pay award in September 2016 |
| **(16)55** | Contextual background on consultees |
| **(16)56** | Economic update (RAG) |
| **(16)57** | Summary of key points from recent visits |
| **(16)58** | Possible future review of teachers’ pay |
| **(16)59** | Research update |
| **(16)60** | STRB visits programme 2016 |
| **(16)61** | Proposals for STRB Strategy day |

**2016/17 [No papers circulated to STRB by time request received]**

**Armed Forces’ Pay Review Body**

**1. Background information**

The Armed Forces’ Pay Review Body (AFPRB)’s internet page gives details of its operation, membership and annual reports, and can be found at:

<https://www.gov.uk/government/organisations/armed-forces-pay-review-body>

**2. Written evidence**

In a long standing arrangement, the papers of evidence that MOD submits to the AFPRB are not published as the information contained within them discloses military capabilities.  However, this evidence is referenced by the AFPRB in their annual reports which are publicly available.

AFPRB also receives written evidence from the British Medical Association/British Dental Association for Defence Medical and Dental Services staff. The 2015 submission available from the BMA’s website:

<https://www.bma.org.uk/>

**3. A list of all documents received by attendees of these pay review body meetings.**

Agendas and meeting minutes for the following meetings listed below.

| **2015** | **2016** |
| --- | --- |
| 14 January 2015 | 13, 20 January 2016 |
| 4, 11 February 2015 | 3, 10 February 2016 |
| 4, 11 March 2015 | 2, 9 March 2016 |
| 15 July 2015 | 6, 13, 27 April 2016 |
| 16, 23, 30 September 2015 | 13 July 2016 |
| 7, 14 October 2015 |  |
| 4, 18, 25 November 2015 |  |
| 2, 9, 16 December 2015 |  |

AFPRB(15)01 Second draft of 2015 Report

AFPRB(15)02 Pay comparability – PwC draft report

AFPRB(15)04 BMA & BDA evidence

AFPRB(15)05 MOD Medical & Dental Officers evidence

AFPRB(15)06 Draft questions for MOD & BMA/BDA

AFPRB(15)07 Draft structure of Report

AFPRB(15)08 Pay comparability information note

AFPRB(15)09 MOD Surgeon General oral evidence session

AFPRB(15)10 DMS Pay comparability

AFPRB(15)11 Draft DMS Report

AFPRB(15)13 Update on economic indicators

AFPRB(15)14 High-level themes from visits

AFPRB(15)15 Discussion on pay comparability

AFPRB(15)16 2015-16 work programme

AFPRB(15)17 Economic indicators and forecasts for 2015 and 2016

AFPRB(15)18 Approach to the 2015-16 round

AFPRB(15)19 Statistical evidence: staffing

AFPRB(15)20 Statistical evidence: Continuous Attitude Survey

AFPRB(15)21 Accommodation

AFPRB(15)22 Continuous Working Patterns survey

AFPRB(15)23 Leave data

AFPRB(15)24 Staffing – Single Service commentaries

AFPRB(15)25 Draft Service Families’ Federations questions

AFPRB(15)26 Draft PPO questions

AFPRB(15)27 RRP(Flying) information paper

AFPRB(15)28 Service Families Federations oral evidence session

AFPRB(15)29 Principal Personal Officers oral evidence

AFPRB(15)30 Pay As You Dine – core meal price

AFPRB(15)31 Draft Defence Infrastructure Organisation questions

AFPRB(15)32 Recruitment and Retention Pay review

AFPRB(15)33 Defence Infrastructure oral evidence

AFPRB(15)34 Discussion of DIO oral evidence session and SFA charges

AFPRB(15)35 Reserves Annual Training Bounty

AFPRB(15)36 Daily Food Charge

AFPRB(15)42 Strategic Management

AFPRB(15)37 Inflation measures information

AFPRB(15)38 Diversity and inclusion

AFPRB(15)39 Draft questions for DIO session on PAYD Core Meal

AFPRB(15)40 Pay comparability

AFPRB(15)41 PwC pay comparability draft report

AFPRB(15)44 Draft structure for 2016 Report

AFPRB(15)45 Impact of Tax Credits

AFPRB(15)46 DIO oral evidence session on PAYD – Core Meal Price

AFPRB(15)47 Inflation, earnings and settlement update

AFPRB(15)48 Draft Secretary of State questions

AFPRB(15)49 Secretary of State’s oral evidence session

AFPRB(15)50 Evidence review and issues for consideration

AFPRB(15)51 Service staffing evidence update

AFPRB(15)52 First draft of 2016 Report

AFPRB(15)53 2016 meeting dates

AFPRB(15)54 2016 research plan

AFPRB(15)55 Army Air Corps Pilots Financial Retention Incentive

AFPRB(16)01 Economic indicators and forecasts update

AFPRB(16)02 NEM pay

AFPRB(16)03 Second draft of 2016 Report

AFPRB(16)04 Final draft of the 2016 Report

AFPRB(16)05 BMA/BDA evidence

AFPRB(16)06 MOD Medical and Dental Officers evidence

AFPRB(16)07 Draft questions for MOD and BMA/BDA

AFPRB(16)08 Draft structure of Report

AFPRB(16)09 Pay comparability information note

AFPRB(16)10 2016 visit programme

AFPRB(16)11 BMA/BDA and Surgeon General oral evidence sessions

AFPRB(16)12 DMS pay comparability

AFPRB(16)13 Royal Navy General Service Engineering Technicians Financial Retention Incentive

AFPRB(16)14 Draft DMS Report

AFPRB(16)15 Army Reserves Commitment Bonus

AFPRB916)16 FI for DMS Reserves

AFPRB(16)18 Update on economic indicators

AFPRB(16)19 High-level themes from visits

**4. A list of persons who attended these meetings of the pay review body meetings. Since 1 January 2015**

AFPRB members (biographies on the website – links above)

John Steele (Chair)

Brendan Connor (since March 2015)

Tim Flesher CB

Paul Kernaghan CBE QPM

Judy McKnight CBE (until March 2015)

Professor Ken Mayhew

Lesley Mercer (since March 2016)

Vilma Patterson MBE

Rear Admiral (Ret’d) Jon Westbrook CBE

Office of Manpower Economics Secretariat – OME Director, Secretariat Director, Secretary, Analyst, Remuneration Specialist, Assistant Secretary and Statistical Officer

Organisations attending to present oral evidence and update on developments:

Secretary of State for Defence, MOD officials and HM Treasury officials

MOD Director of Service Personnel Policy and MOD officials

MOD Surgeon General and MOD officials

MOD Defence Engineering Champion Team officials

MOD Chief of Defence People, Principal Personnel Officers for the Services and MOD officials

Chief Executive of Defence Infrastructure Organisation and officials

Defence Infrastructure Organisation Service Delivery Manager

Defence Infrastructure Organisation, Catering, Retail and Leisure officials

Representatives from the Services Families Federations and MOD officials

BMA and BDA Armed Forces Committee members and officials

Director and officials from the Development, Concepts and Doctrine Centre

Dr Stuart Griffin, King’s College, London

**NHS Pay Review Body**

**1. Background information**

Further details on the operation of the NHS Pay Review Body, membership and annual reports can be found at:

<https://www.gov.uk/government/organisations/nhs-pay-review-body>

**2. Written evidence and Remit letters**

Written evidence submissions and remit letters are published by the following individual parties including links to 2015/16 and 2016/17 submissions.

<https://www.gov.uk/government/news/remit-letters-links-to-evidence-and-timetable-for-nhsprbs-2016-pay-round>

<https://www.gov.uk/government/publications/remit-letters-links-to-evidence-and-timetable-for-nhsprbs-2017-pay-round>

Written evidence for the 2015 report ‘Enabling the delivery of healthcare services every day of the week’ can be emailed on request. Evidence and reference numbers for 2015 and 2016 reports are listed at the end of this document.

**3. A list of all documents received by attendees of these pay review body meetings.**

Agendas and meeting minutes for the following meetings listed below.

| **2015** | **2016** |
| --- | --- |
| 13 January | 12 January |
| 27 January | 26 January |
| 17 February | 9 February |
| 24 February | 23 February |
| 3 March | 15 March |
| 17 March | 6 September |
| 31 March |  |
| 14 April |  |
| 28 April |  |
| 19 May |  |
| 2 June |  |
| 8 September |  |
| 29 September |  |
| 20 October |  |
| 10 November |  |
| 17 November |  |
| 1 December |  |
| 15 December |  |

See attached lists of documents covering pay rounds 2014/15, 2015/16 and 2016/17 (to date)

**4. A list of persons who attended these meetings of the pay review body meetings. Since 1 January 2015**

NHS Pay Review Body members (biographies on the website – links above)

Jerry Cope (Chair)

David Blackaby (until August 2015)

Bronwen Curtis (from August 2015)

Joan Ingram

Graham Jagger (until August 2015)

Colin Kennedy (until August 2015)

Shamaila Qureshi (from August 2015)

David Ulph CBE (from August 2015)

Janet Rubin (until August 2015)

Jonathan Wadsworth (from March 2016)

Anna Vignoles (until March 2016)

Lorraine Zuleta (from August 2015)

Office of Manpower Economics Secretariat – OME Director, Secretariat Director, Secretary, Analyst, Remuneration Specialist, Assistant Secretary and Statistical Officer

**Representatives from non-stakeholder organisations attending NHS Pay Review Body meetings:**

|  |  |
| --- | --- |
| **Organisation** | **Representative title (where known)** |
| Incomes Data Services | Head of Pay and Research Services and Pay Researcher, Kings Fund, Fellow on Policy |
| Department of Business, Innovation and Skills | Professional Facilitator |

**Organisations and their representatives attending to present oral evidence**

|  |  |
| --- | --- |
| **Organisation** | **Representatives title (where known)** |
| Association of Ambulance Chief Executives | Chief Executive lead for the National Ambulance Strategic Partnership Forum (NASPF) |
| Chartered Society of Physiotherapy | Assistant Director of the CSP Employment Relations |
| Department of Health | Minister for Health  Parliamentary Under Secretary of State for NHS Productivity, with DH and HMT officials |
| GMB | Public Services Lead Officer |
| Health Education England | Medical Director/Director of Education and Quality  Head of HR and OD  Head of Workforce Planning |
| HM Treasury | Economist |
| Joint Staff Side | Staff Side Secretary |
| NHS Employers | Business Manager  Assistant Director – Agenda for Change and Employment Relations  Director of Employment Relations and Reward |
| NHS England | National Medical Director  Seven Day Services Medical Directorate  Director of Strategic Finance |
| NHS Providers | Chief Executive  Head of Analysis  Policy Advisor |
| Northern Ireland Executive | HR Director,  Deputy HR Director  Head of Financial Planning  Assistant HR Director |
| Royal College of Midwives | Director of Policy, Employment Relations and Communications  Employment Relations Advisor |
| Royal College of Nursing | Snr Research Lead  Head Of Employment Relations |
| Scottish Government | Cabinet Secretary for Health, Wellbeing and Sport and Scottish Government Officials |
| Society of Radiographers | Director of Industrial Relations |
| Unison | UNISON Deputy Head of Health  Researcher |
| Unite the Union | National Officer |
| Welsh Government | Chief Medical Officer  Deputy Chief Medical Officer,  Deputy Chief Executive  Director NHS Employers  Chief Nursing Officer  Director of Workforce  Head of Pay and Reward  Deputy Head of Pay and Reward |
| Birmingham Children’s Hospital NHS Foundation Trust | Chief Officer for Workforce Development |
| Royal United Hospitals Bath NHS Foundation Trust | Director of HR |
| Pennine Acute Hospitals NHS Trust | Director of HR |
| Kent Community Health NHS Foundation Trust | Director of Workforce,  Organisational Development & Communications |
| Gloucestershire Hospitals NHS Foundation Trust | Director of HR and Organisational Development |
| Aintree University Hospital NHS Foundation Trust | Acting Chief Executive |
| South Western Ambulance Service Foundation Trust | Executive Director of HR and OD |
| West Midlands Ambulance Service NHS Foundation Trust | Executive Director of Workforce and Organisational Development |
| Cwm Taf University Health Board | Workforce Director |
| Abertawe Bro Morgannwg UHB | Workforce Director |

**Papers issued by the NHS Pay Review Body for 2015**

| **NHS PAY REVIEW BODY NUMBERED PAPERS 2015** | | |
| --- | --- | --- |
| **Paper number** | **Dispatch date** | **Title (& brief description if necessary)**  ***List any appendices*** |
| NHSPRB (2015) 1 | 8 January | Trends in economic indicators and forecasts for 2015 – update |
| NHSPRB (2015) 2 | 8 January | Earnings in Scotland |
| NHSPRB (2015) 3 | 8 January | Scotland Report: First Draft |
| NHSPRB (2015) 4 | 8 January | Summary table of the issues the parties have asked NHSPRB to address |
| NHSPRB (2015) 5 | 8 January | NHSPRB Seven-day remit- Supplementary questions and oral evidence questions |
| NHSPRB (2015) 6 | 8 January | Parties to see at NHSPRB oral evidence |
| NHSPRB (2015) 7 | 8 January | NHSPRB Seven-day remit – Final supplementary questions |
| NHSPRB (2015) 8 | 22 January | Scotland Report: Second (Final) Draft |
| NHSPRB (2015) 9 | 22 January | Seven-day remit Draft Supplementary questions to the Welsh Government |
| NHSPRB (2015) 10 | 27 January | Welsh Government evidence for Seven-day services remit: Final Version |
| NHSPRB (2015) 11 | 29 January | Revised Meeting Schedule Cover Paper |
| NHSPRB (2015) 12 | 29 January | Details of Department of Health pay offer to Unions |
| NHSPRB (2015) 13 | February | February Fact finding visits to seven-day services trusts |
| NHSPRB (2015) 14 | 3 February | Research on the health effects of shift work on staff |
| NHSPRB (2015) 15 | 12 February | 2015/16 Provisional NHSPRB Meetings Schedule |
| NHSPRB (2015) 16 | 12 February | IFS – Challenges for Health Spending in England |
| NHSPRB (2015) 17 | 12 February | The Kings Fund – The NHS under the coalition government |
| NHSPRB (2015) 18 | 12 February | Reform – Expert Patients |
| NHSPRB (2015) 19 | 12 February | Suggested 2015 visits Programme |
| NHSPRB (2015) 20 | 12 February | Future Research Needs |
| NHSPRB (2015) 21 | 12 February | Seven-day services remit – outline report structure and oral evidence question areas |
| NHSPRB (2015) 22 | 19 February | Seven-day services remit – supplementary evidence |
| NHSPRB (2015) 23 | 19 February | Unsocial hours comparisons between Agenda for Change and Medical staff |
| NHSPRB (2015) 24 | 19 February | Seven-day services remit – oral evidence questions |
| NHSPRB (2015) 25 | 19 February | Department of Health evidence to DDRB for seven-day services remit |
| NHSPRB (2015) 26 | 26 February | The impact of changing unsocial hours and their rates on an individual |
| NHSPRB (2015) 27 | 26 February | Oral evidence session with the Northern Ireland Executive |
| NHSPRB (2015) 28 | 26 February | Oral evidence session with Health Education England |
| NHSPRB (2015) 29 | 26 February | Oral evidence session with NHS England |
| NHSPRB (2015) 30 | 26 February | Oral evidence session with NHS Employers |
| NHSPRB (2015) 31 | 26 February | Oral evidence session with NHS Providers |
| NHSPRB (2015) 32 | 26 February | Seven-day services remit – latest supplementary evidence |
| NHSPRB (2015) 33 | 26 February | Scotland Report |
| NHSPRB (2015) 34 | 27 February | MAC Report |
| NHSPRB (2015) 35 | 6 March | IDS Report on Seven-Day Working |
| NHSPRB (2015) 36 | 12 March | Pilot Trusts’ cost implications for 7 day urgent care |
| NHSPRB (2015) 37 | 12 March | Scottish Government’s seven day sustainability taskforce – Interim report |
| NHSPRB (2015) 38 | 12 March | Oral evidence session with Department of Health |
| NHSPRB (2015) 39 | 12 March | Oral evidence session with the Welsh Government |
| NHSPRB (2015) 40 | 12 March | Oral evidence session with the Joint Staff Side |
| NHSPRB (2015) 41 | 20 March | Briefing note on Budget 2015 |
| NHSPRB (2015) 42 | 26 March | Department of Health Data on Agency Spend |
| NHSPRB (2015) 43 | 26 March | Agenda for Change Terms and conditions of service handbook – Annex K and Annex X |
| NHSPRB (2015) 44 | 26 March | Pay for ambulance service staff |
| NHSPRB (2015) 45 | 26 March | Seven Day Services Remit Discussion paper |
| NHSPRB (2015) 46 | 26 March | Slides from East Midlands Collaborative Project – seven-day services |
| NHSPRB (2015) 47 | 30 March | The Kings Fund – The NHS under the coalition government: Part two of the report |
| NHSPRB (2015) 48 | 30 March | Wales Workforce Commission |
| NHSPRB (2015) 49 | 2 April | Public Sector Pension changes |
| NHSPRB (2015) 50 | 9 April | International Comparisons |
| NHSPRB (2015) 51 | 9 April | Seven-Day Services Outline Conclusions and Observations |
| NHSPRB (2015) 52 | 23 April | Manifesto Commitments – General overview |
| NHSPRB (2015) 53 | 23 April | Manifesto Commitments – Polices on Health |
| NHSPRB (2015) 54 | 23 April | Note from DH on NHS Agency Spend 2009-2014 |
| NHSPRB (2015) 55 | 23 April | Responses from NHS Employers - AfC Contracts |
| NHSPRB (2015) 56 | 23 April | HEE – Workforce Plan for England |
| NHSPRB (2015) 57 | 23 April | Additional Questions to Employers and Joint Staff Side on ambulance staff |
| NHSPRB (2015) 58 | 23 April | First draft seven-day services report |
| NHSPRB (2015) 59 | 28 April | NI Examples of Integrated Services running over 7 days |
| NHSPRB (2015) 60 | 28 April | Graphical representation of information from the IDS report |
| NHSPRB (2015) 61 | 1 May | RCN report on cost of Agency Nurses |
| NHSPRB (2015) 62 | 1 May | The King’s Fund Quarterly Monitoring report on the NHS |
| NHSPRB (2015) 63 | 1 May | The King’s Fund report on Workforce planning in the NHS |
| NHSPRB (2015) 64 | 14 May | Second draft seven-day services report |
| NHSPRB (2015) 65 | 14 May | Pay bill costs for increasing levels of unsocial hours |
| NHSPRB (2015) 66 | 19 May | Health ministers in the new Conservative Government |
| NHSPRB (2015) 67 | 28 May | Final draft seven-day services report |
| NHSPRB (2015) 68 | 2 June | Reduction in total earnings under alternative unsocial hours payment systems |
| NHSPRB (2015) 69 | 2 June | Letters to Minister and Secretary of State |
| NHSPRB (2015) 70 | 2 June | CSP Manager’s survey on seven-day working |
| NHSPRB (2015) 71 | 4 June | Financial controls letter issued to NHS employers |
| NHSPRB (2015) 72 | 10 June | Seven-Day Service Report – Revised Executive Summary |
| NHSPRB (2015) 73 | 16 June | NHSPRB Report 2015: Enabling the delivery of healthcare services every day of the week – the implications for Agenda for Change |
| NHSPRB (2015) 74 | 29 June | NHSPRB visit to Greenwich and Lewisham Health NHS Trust |
| NHSPRB (2015) 75 | 2 July | Lord Carter Review – Interim Report |
| NHSPRB (2015) 76 | 2 July | Reform Report: *How to run a Country: Health and social care* |
| NHSPRB (2015) 77 | 16 July | NHSPRB visit to Leeds and York Partnerships NHS Foundation Trust – 30 June 2015 |
| NHSPRB (2015) 78 | 10 July | Budget July 2015 and new economic forecasts |
| NHSPRB (2015) 79 | 15 July | Revised NHSPRB 2015/16 Meeting Schedule |
| NHSPRB (2015) 80 | 7 August | RAG Briefing paper on IPSA and MPs’ pay |
| NHSPRB (2015) 81 | 21 August | NHSPRB visit to Cornwall Partnership NHS Foundation Trust – 31July 2015 |
| NHSPRB (2015) 82 | 24 August | Remit letter from Chief Secretary to the Treasury to the Review Body Chairs |
| NHSPRB (2015) 83 | 3 September | NHSPRB 2015 Strategy Day: Background Briefing |
| NHSPRB (2015) 84 | 3 September | Summary of NHSPRB Wash-up meetings (up to August 31) – Seven-day services report |
| NHSPRB (2015) 84 Rev 1 | 15 September | Summary of NHSPRB Wash-up meetings – Seven-day services report |
| NHSPRB (2015) 85 | 24 September | NHS Staff Survey (England) |
| NHSPRB (2015) 86 | 24 September | NHS non-medical workforce |
| NHSPRB (2015) 87 | 24 September | Trends in economic indicators and forecasts for  2015/16 |
| NHSPRB (2015) 88 | 25 September | NHSPRB visit to NHS Greater Glasgow and  Clyde Health board |
| NHSPRB (2015) 89 | 2 October | Briefing note on Tax Credits |
| NHSPRB (2015) 90 | 9 October | List of Evidence received |
| NHSPRB (2015) 91 | 12 October | NHSPRB visit to Shrewsbury and Telford Hospital  NHS Trust |
| NHSPRB (2015) 92 | 15 October | Reflections on NHSPRB Visits Programme 2015 |
| NHSPRB (2015) 93 | 15 October | Pay Metrics and Pay Drift (England) |
| NHSPRB (2015) 94 | 15 October | NHS Vacancies and Sickness Absence |
| NHSPRB (2015) 95 | 15 October | Evidence for the 29th Report |
| NHSPRB (2015) 96 | 15 October | Supplementary Questions to the Parties |
| NHSPRB (2015) 97 | 15 October | Oral Evidence sessions |
| NHSPRB (2015) 98 | 5 November | Recent Pay Awards and HCAS |
| NHSPRB (2015) 99 | 5 November | Bank staff |
| NHSPRB (2015) 100 | 5 November | Overtime, unsocial hours and on call payments |
| NHSPRB (2015) 101 | 5 November | National Tariff Strategy Day 2014 Presentation |
| NHSPRB (2015) 102 | 5 November | The Boorman report |
| NHSPRB (2015) 103 | 5 November | HEE Workforce plan |
| NHSPRB (2015) 104 | 5 November | Draft Oral Evidence Questions – 17 November |
| NHSPRB (2015) 105 | 5 November | Latest earnings settlements and inflation figures |
| NHSPRB (2015) 106 | 10 November | Remit Letter from Parliamentary under Secretary of State for NHS Productivity |
| NHSPRB (2015) 107 | 10 November | Supplementary evidence from the Parties |
| NHSPRB (2015) 108 | 12 November | Turnover in UK and reasons for leaving in England |
| NHSPRB (2015) 109 | 12 November | HEE Oral evidence session 17 November |
| NHSPRB (2015) 110 | 12 November | NHS Providers Oral evidence session 17 November |
| NHSPRB (2015) 111 | 12 November | NHS Employers Oral evidence session 17 November |
| NHSPRB (2015) 112 | 12 November | Draft Oral evidence questions 1 December |
| NHSPRB (2015) 113 | 12 November | Handling Plan - National RRP for Ambulance staff |
| NHSPRB (2015) 114 | 26 November | Draft Oral evidence questions 15 December |
| NHSPRB (2015) 115 | 26 November | Joint Staff Side oral evidence session 1 December |
| NHSPRB (2015) 116 | 26 November | Comprehensive Spending Review – Health Spending |
| NHSPRB (2015) 117 | 1 December | Qualified ambulance staff by grade |
| NHSPRB (2015) 118 | 1 December | Staff at the Top of Agenda for Change Pay Bands |
| NHSPRB (2015) 119 | 1 December | Autumn Statement November 2015 |
| NHSPRB (2015) 120 | 10 December | Paramedic Roles and Entry Level Qualifications |
| NHSPRB (2015) 121 | 10 December | PEEP Report |
| NHSPRB (2015) 122 | 10 December | Paramedic RRP – Unison, Unite and GMB oral evidence session |
| NHSPRB (2015) 123 | 10 December | Paramedic RRP – Association of Ambulance Chief Executives oral evidence session |
| NHSPRB (2015) 124 | 10 December | Draft Oral Evidence Questions Scottish Government and Northern Ireland Executive |
| NHSPRB (2015) 125 | 10 December | Audit Scotland Report – NHS in Scotland 2015 |
| NHSPRB (2015) 126 | 10 December | Revised meeting timetable |
| NHSPRB (2015) 127 | 10 December | Suggested outline for Twenty-ninth NHSPRB report 2016 |
| NHSPRB (2015) 128 | 10 December | Health Spending in the UK |
| NHSPRB (2015) 129 | 10 December | End of Contracting out |
| NHSPRB (2015) 130 | 15 December | NHS Scotland Staff survey |
| NHSPRB (2015) 131 | 22 December | Monthly Pay Indicators |

**Papers issued by the NHS Pay Review Body for 2016**

| **NHS PAY REVIEW BODY NUMBERED PAPERS 2016** | | |
| --- | --- | --- |
| **Paper number** | **Dispatch date** | **Title (& brief description if necessary)**  ***List any appendices*** |
| NHSPRB (2016) 1 | 7 January | Earnings of the remit group |
| NHSPRB (2016) 2 | 7 January | Entrants into the NHS |
| NHSPRB (2016) 3 | 7 January | HEE data on workforce numbers |
| NHSPRB (2016) 4 | 7 January | Early report draft |
| NHSPRB (2016) 5 | 7 January | Scottish Government oral evidence session |
| NHSPRB (2016) 6 | 7 January | Welsh Government oral evidence session |
| NHSPRB (2016) 7 | 7 January | Spending Review Report |
| NHSPRB (2016) 8 | 7 January | Economic Update |
| NHSPRB (2016) 9 | 7 January | Living Wage Foundation Living Wage and the new National Living Wage |
| NHSPRB (2016) 10 | 12 January | NHS Employers submission to the Migration Advisory Committee on the shortage of nurses |
| NHSPRB (2016) 11 | 21 January | Revised Meeting Schedule - 2016 dates |
| NHSPRB (2016) 12 | 21 January | 29th NHSPRB Report – First Draft |
| NHSPRB (2016) 13 | 21 January | Department of Health oral evidence session |
| NHSPRB (2016) 3 REV1 | 21 January | HEE data on workforce numbers |
| NHSPRB (2016) 14 | 21 January | Letter from NHSPRB Chair to NI Health Minister |
| *NHSPRB (2016) 15* | *21 January* | *Kings Fund Blog: How will services access the new Sustainability and Transformation Fund* |
| NHSPRB (2016) 16 | 21 January | National Audit Office report on Sustainability and financial performance of acute hospital trusts |
| NHSPRB (2016) 17 | 4 February | Hypothetical Student Loan Repayment rates for AfC Staff |
| NHSPRB (2016) 18 | 4 February | AfC Paybill modelling |
| NHSPRB (2016) 19 | 4 February | NHSPRB 29th Report: Second draft |
| NHSPRB (2016) 20 | 4 February | Answers from Department of Health on members follow up questions from 26th January oral evidence session |
| NHSPRB (2016) 21 | 9 February | Scottish Government responses to follow up questions |
| NHSPRB (2016) 22 | 9 February | NHSPRB 29th Report: Executive Summary and concluding paragraph |
| NHSPRB (2016) 23 | 9 February | Lord Carter report – executive summary |
| NHSPRB (2016) 24 | 9 February | NAO report on managing the clinical workforce supply in England: Report Summary |
| NHSPRB (2016) 25 | 9 February | HEE commissioning and investment plan 2016/17 |
| NHSPRB (2016) 26 | 18 February | NHSPRB 29th Report: Final draft |
| NHSPRB (2016) 27 | 18 February | Public sector pay award in Northern Ireland - UPDATE |
| NHSPRB (2016) 28 | 10 March | Review of the pay round |
| NHSPRB (2016) 29 | 10 March | Summer visits programme |
| NHSPRB (2016) 30 | 10 March | Options for strategy day |
| NHSPRB (2016) 31 | 10 March | 2016/17 provisional NHSPRB meetings schedule |
| NHSPRB (2016) 32 | 10 March | Reaction from the parties to the 29th NHSPRB Report 2016 |
| NHSPRB (2016) 33 | 18 March | Briefing note on March Budget 2016 |
| NHSPRB (2016) 34 | 4 April | Key pay indicators: pay settlements, earnings growth and inflation – March 2016 |
| NHSPRB (2016) 35 | 4 April | Fit for Purpose: Workforce Policy on the NHS |
| NHSPRB (2016) 36 |  | Statistics based on minimum workforce dataset |
| NHSPRB (2016) 37 | 6 May | Key pay indicators: pay settlements, earnings growth and inflation – April 2016 |
| NHSPRB (2016) 38 | 12 May | Details of elections results and manifesto commitments of parties in Scotland, Wales and Northern Ireland |
| NHSPRB (2016) 39 | 7 June | NHSPRB visit to Luton and Dunstable University Hospital NHS Foundation Trust |
| NHSPRB (2016) 40 | 27 June | NHSPRB visit to Northern Health and Social Care Trust, Northern Ireland |
| NHSPRB (2016) 41 | 30 June | NHSPRB visit to South West Yorkshire Partnership NHS Foundation Trust |
| NHSPRB (2016) 42 | 5 July | NHSPRB visit to Walsall Healthcare NHS Trust |
| NHSPRB (2016) 43 | 6 July | Key pay indicators: pay settlements, earnings growth and inflation |
| NHSPRB (2016) 44 | 7 July | Details of Health Ministers in Scotland, Wales and Northern Ireland |
| NHSPRB (2016) 45 | 20 July | NHSPRB visit to Northumbria Healthcare NHS Foundation Trust |
| NHSPRB (2016) 46 | 11 July | IES Report on labour market for nurses in the UK and its relationship to the demand for, and supply of, international nurses in the NHS |
| NHSPRB (2016) 47 | 13 July | NHSPRB visit report to NHS Dumfries and Galloway |
| NHSPRB (2016) 48 | 1 September | Summary of NHSPRB Wash-up meetings for the 29th NHSPRB Report 2016 |
| NHSPRB (2016) 49 | 26 July | OME cross-cutting research update to NHSPRB |
| NHSPRB (2016) 50 | 9 August | NHSPRB visit to Abertawe Bro Morgannwg University Health Board |
| NHSPRB (2016) 51 | 1 September | Reflections on NHSPRB Visits Programme 2016 |
| NHSPRB (2016) 52 | 1 September | Key Recruitment and retention indicators Q1 2016 |
| NHSPRB (2016) 53 | 1 September | Pay details and AfC Comparison rates for UK Countries |

**Evidence Papers for 2015 NHSPRB Report – ‘Enabling the delivery of healthcare services every day of the week – the implications for Agenda for Change’**

|  |  |
| --- | --- |
| **Party** | **Evidence reference** |
| Royal College of Midwives | SD EV1 |
| Society of Radiographers | SD EV2 |
| NHS Employers | SD EV3, SD EV3A |
| Chartered Society of Physiotherapy | SD EV4, SD EV4A |
| Unite the Union | SD EV5, SD EV5A |
| Federation of Clinical Scientists | SD EV6 |
| Joint Staff Side | SD EV7, SD EV7A |
| Royal College of Nursing | SD EV8 |
| NHS England | SD EV9, SD EV9A |
| Unison | SD EV10 |
| NHS Providers | SD EV11, SD EV11A |
| Health Education England | SD EV12, SD EV12A |
| Department of Health | SD EV 13, SD EV13A |
| Welsh Government | SD EV14 |
| Northern Ireland Executive | SD EV15 |

**Evidence Papers for 29th NHSPRB Report 2016**

|  |  |
| --- | --- |
| **Party** | **Evidence reference** |
| Chartered Society of Physiotherapy | EV1 |
| NHS England | EV2, EV2A |
| Royal College of Midwives | EV3, EV3A |
| Joint Staff Side | EV4, EV4A |
| Royal College of Nursing | EV5, EV5A |
| Unison | EV6 |
| NHS Providers | EV7 |
| Unite | EV8 |
| Health Education England | EV9 |
| NHS Employers | EV10 |
| Unison/Unite/GMB | EV11, EV11A (Paramedic RRP) |
| Scotland | EV12 |
| Association of Ambulance Chief Executives | EV13, EV13A (Paramedic RRP) |
| Welsh Government | EV14 |
| Department of Health | EV15 |

**Police and NCA Remuneration Review Bodies**

**1. Background information**

The Police Remuneration Review Body (PRRB) and the National Crime Agency Remuneration Review Body (NCARRB) have a common chair, membership and meeting arrangements.

Further details on the operation of these Review Bodies, membership and annual reports can be found at:

For PRRB <https://www.gov.uk/government/organisations/police-remuneration-review-body>

For NCARRB <https://www.gov.uk/government/organisations/national-crime-agency-remuneration-review-body>

**2. Written evidence**

Written evidence submissions are published by the following individual parties including links to 2015/16 and 2016/17 submissions.

Home Office

<https://www.gov.uk/government/publications/home-office-evidence-submission-to-the-police-remuneration-review-body-2015-to-2016>

<https://www.gov.uk/government/publications/home-office-evidence-to-the-police-remuneration-review-body-2016-to-2017>

National Police Chiefs’ Council

<http://www.acpo.police.uk/documents/ACPO%20submission%20to%20PRRB%202015%20Final.pdf>

<http://www.npcc.police.uk/Publication/PRRB%20Submission%20by%20NPCC%202016%20.pdf>

Association of Police and Crime Commissioners

<http://apccs.police.uk/wp-content/uploads/2013/08/APCC-PRRB-Submission-2015-Final1.pdf>

<http://apccs.police.uk/wp-content/uploads/2013/08/APCC-PRRB-Submission-2016-Final.pdf>

Metropolitan Police Service

<http://www.met.police.uk/foi/pdfs/other_information/corporate/met_submissions_to_prrb_january2015.pdf>

<http://www.met.police.uk/foi/pdfs/other_information/corporate/met-submissions-to-prrb-jan2016.pdf>

Police Federation of England and Wales and Police Superintendents’ Association of England and Wales

<http://www.polfed.org/documents/PFEW_and_PSAEW_submission_2nd.pdf>

<http://www.polfed.org/documents/PFEW_and_PSAEW_PRRB_submission_FINAL_13-01-2016_v1.pdf>

<http://www.policesupers.com/wp-content/uploads/2016/01/PRRB-FINAL-joint-submission-PSAEW-and-SANI-Jan-2016.pdf>

Department of Justice Northern Ireland

<http://www.dojni.gov.uk/>

Northern Ireland Policing Board

<http://bit.1y/1Cb9sSj>

<http://www.nipolicingboard.org.uk/index/freedom-of-information/publication-scheme/part_3_classes_of_information_/how_we_make_decisions/records_of_important_decisions/police_pay.htm>

Police Service of Northern Ireland

<http://www.psni.police.uk/police_officer_salary_-_submission_-_dec_2014.pdf>

<https://www.psni.police.uk/globalassets/advice--information/our-publications/documents/psni-submission-to-prrb---federated-and-superintending-ranks-2016-17.pdf>

Police Federation for Northern Ireland

<https://www.policefed-ni.org.uk/Media-Centre/Submissions/2014/National-Crime-Agency-Remuneration-Review-Body-Sub.aspx>

<https://www.policefed-ni.org.uk/Submissions/PFNI-Submission.aspx>

Superintendents’ Association of Northern Ireland

<http://policesuperintendentsni.org/>

<http://www.policesupers.com/wp-content/uploads/2016/01/PRRB-FINAL-joint-submission-PSAEW-and-SANI-Jan-2016.pdf>

Home Office (NCA)

<https://www.gov.uk/government/publications/evidence-submissions-to-nca-remuneration-review-body-2015-to-2016>

<https://www.gov.uk/government/publications/evidence-submissions-to-nca-remuneration-review-body-2016-to-2017>

National Crime Agency

<http://www.nationalcrimeagency.gov.uk/publications/443-nca-evidence-into-the-nca-remuneration-review-body/file>

<http://www.nationalcrimeagency.gov.uk/publications/667-nca-evidence-into-the-nca-remuneration-review-body-2016-17-submission/file>

National Crime Officers Association

<http://www.ncoa.org.uk/media/4873/National-Crime-Officers-Association-NCARBB-2015.docx>

<http://www.ncoa.org.uk/media/6088/2016-NCARRB-Final-Submission-Paper.docx>

Public and Commercial Services Union

<http://www.pcs.org.uk/en/NCA/nca-pay-review-body.cfm>

<http://www.pcs.org.uk/download.cfm?docid=9A79FE30-5233-491E-8C1864B0AF6BDE73>

FDA

<http://www.fda.org.uk/home/FDA-evidence-to-NCARRB-2015.aspx>

<http://www.fda.org.uk/nmsruntime/saveasdialog.aspx?lID=10348&sID=476>

**3. A list of all documents received by attendees of these pay review body meetings.**

Agendas and meeting minutes for the following meetings listed below.

| **2015** | **2016** |
| --- | --- |
| 14, 28 January 2015 | 13, 27 January 2016 |
| 4, 11, 18 February 2015 | 10,17 February 2016 |
| 4, 11, 18, 25 March 2015 | 2, 9, 16 March 2016 |
| 15, 29 April 2015 | 6, 13, 27 April 2016 |
| 6, 13, 27 May 2015 | 11, 25 May 2016 |
| 3 June 2015 | 5 October 2016 |
| 7 October 2015 |  |
| 25 November 2015 |  |

See attached lists of documents covering pay rounds 2014/15, 2015/16 and 2016/17 (to date)

**4. A list of persons who attended these meetings of the pay review body meetings. Since 1 January 2015**

PRRB and NCARRB members (biographies on the website – links above)

David Lebrecht (Chair)

Heather Baily

Brian Bell

Elizabeth Bell

Anita Bharucha

Paul Leighton

Christopher Pilgrim

Patrick Stayt

Office of Manpower Economics Secretariat – OME Director, Secretariat Director, Secretary, Analyst, Secretary (Northern Ireland), Remuneration Specialist, Assistant Secretary and Statistical Officer

Organisations attending to present oral evidence

Home Secretary, Minister for Minister for Modern Slavery and Organised Crime and Home Office officials

National Police Chiefs’ Council – NPCC lead on Reward and Recognition (plus College of Policing representatives)

Association of Police and Crime Commissioners – PCCs and officials

Metropolitan Police Service – Deputy Commissioner and officials

Police Federation of England and Wales – General Secretary and officials

Police Superintendents’ Association of England and Wales – General Secretary and officials

Department of Justice Northern Ireland – Minister of Justice and officials

Northern Ireland Policing Board – Officials

Police Service of Northern Ireland – Chief Constable and officials

Police Federation for Northern Ireland – Chairman and Secretary

Superintendents’ Association of Northern Ireland – Secretary and officials

National Crime Agency – Director General, Director of Corporate Services and officials

National Crime Officers Association – National Secretary and National President

Public and Commercial Services Union – National Officer and NCA representatives

FDA – National Officer

ATTACHMENTS

**2014/15**

| **Paper number** | **Title** |
| --- | --- |
| PNCARRB(14/15)45 | Suggested areas for Northern Ireland oral evidence |
| PNCARRB(14/15)46 | NCA oral evidence questions – Minister and Home Office officials |
| PNCARRB(14/15)47 | NCA oral evidence questions – trades unions |
| PNCARRB(14/15)48 | NCA oral evidence questions – NCA management |
| PNCARRB(14/15)49 | Police earnings comparisons |
| PNCARRB(14/15)50 | Economic update January 2015 |
| PNCARRB(14/15)51 | Update on pay bill costings from PSNI |
| PNCARRB(14/15)52 | NCA evidence clarifications |
| PNCARRB(14/15)53 | Review of UK consumer price statistics (inflation) |
| PNCARRB(14/15)54 | Summary of police parties’ written evidence |
| PNCARRB(14/15)55 | Suggested areas for police oral evidence |
| PNCARRB(14/15)56 | Suggested outline of NCARRB 2nd Report |
| PNCARRB(14/15)57 | Suggested outline of PRRB(E&W) 1st Report |
| PNCARRB(14/15)58 | Suggested outline of PRRB 1st Report for Northern Ireland |
| PNCARRB(14/15)59 | Updated 2015 meetings schedule |
| PNCARRB(14/15)60 | Police – summary of options for recommendations |
| PNCARRB(14/15)61 | Police – main themes for five-year work programme |
| PNCARRB(14/15)62 | Revised areas for police oral evidence |
| PNCARRB(14/15)63 | Revised NCA oral evidence questions – Minister, Home Office officials and HM Treasury |
| PNCARRB(14/15)64 | Revised NCA oral evidence questions – NCA trades unions |
| PNCARRB(14/15)65 | Revised NCA oral evidence questions – NCA Director General and NCA management |
| PNCARRB(14/15)66 | NCOA supplementary evidence – shift allowances |
| PNCARRB(14/15)67 | Police staff pay offer |
| PNCARRB(14/15)68 | Comparison of police staff overtime rates and allowances with Police officers’ rates |
| PNCARRB(14-15)69 | Injury on Duty Awards – Northern Ireland |
| PNCARRB(14-15)70 | Oral evidence questions – NCA Director General and NCA management |
| PNCARRB(14-15)71 | Police – comments on others’ written evidence |
| PNCARRB(14-15)72 | Revised police oral evidence questions |
| PNCARRB(14-15)73 | Revised oral evidence questions – Northern Ireland police |
| PNCARRB(14-15)74 | PFEW and PSAEW oral evidence |
| PNCARRB(14-15)75 | NCA oral evidence – FDA |
| PNCARRB(14-15)76 | Economic update February 2015 |
| PNCARRB(14-15)77 | Overview of NCA issues for consideration |
| PNCARRB(14-15)78 | NCA basic pay uplift, assimilation and allowances – issues and options |
| PNCARRB(14-15)79 | Police management organisations – oral evidence |
| PNCARRB(14-15)80 | NCA options – further discussion |
| PNCARRB(14-15)81 | Home Office – oral evidence |
| PNCARRB(14-15)82 | Northern Ireland – oral evidence |
| PNCARRB(14-15)83 | Changes to the value of NITA |
| PNCARRB(14-15)84 | NCA options for uprating pay ranges |
| PNCARRB(14-15)85 | NCA 2015 Report – 1st draft |
| PNCARRB(14-15)86 | Northern Ireland – business interests, etc |
| PNCARRB(14-15)87 | Budget 2015 and new economic forecasts |
| PNCARRB(14-15)88 | College of Policing Leadership Review |
| PNCARRB(14-15)89 | Economic update |
| PNCARRB(14-15)90 | NPCC oral evidence |
| PNCARRB(14-15)91 | Police – overview of considerations |
| PNCARRB(14-15)92 | Police – basic pay uplift |
| PNCARRB(14-15)93 | Police – London inspecting lead |
| PNCARRB(14-15)94 | Police allowances – issues and options |
| PNCARRB(14-15)95 | NCA pay options – supporting arguments |
| PNCARRB(14-15)96 | NCA 2015 Report – 2nd draft |
| PNCARRB(14-15)97 | 2015 meetings schedule – 15 April 2015 onwards |
| PNCARRB(14-15)98 | Overview of Northern Ireland considerations |
| PNCARRB(14-15)99 | Northern Ireland Police Pay and Allowances - options |
| PNCARRB(14-15)100 | Police (NI) 2015 Report – 1st draft |
| PNCARRB(14-15)101 | Meetings schedule 2015/16 |
| PNCARRB(14-15)102 | Winsor analysis of police pay |
| PNCARRB(14-15)103 | Existing regional allowances and local pay |
| PNCARRB(14-15)104 | Police (E&W) 2015 Report – 1st draft |
| PNCARRB(14-15)105 | NCA 2015 Report – 3rd draft |
| PNCARRB(14-15)106 | Summary of costs of NI options |
| PNCARRB(14-15)107 | Police (E&W) 2015 Report – 2nd draft |
| PNCARRB(14-15)108 | Chapter 5 Police (E&W) 2015 Report |
| PNCARRB(14-15)109 | Police NI Report 2015 – 2nd draft |
| PNCARRB(14-15)110 | Police (E&W) 2015 Report – 3rd draft |
| PNCARRB(14-15)111 | Submission of NCA Report |
| PNCARRB(14-15)112 | Police (NI) 2015 Report – 3rd draft |
| PNCARRB(14-15)113 | Visits Programme 2015-16 |
| PNCARRB(14-15)114 | Regional Prices |
| PNCARRB(14-15)115 | OME Research |
| PNCARRB(14-15)116 | 2015/16 meetings schedule |
| PNCARRB(14-15)117 | Police E&W Report |
| PNCARRB(14-15)118 | Police NI Report |
| PNCARRB(14-15)119 | Submission of PRRB Report |

**2015/16**

| **Paper number** | **Title** |
| --- | --- |
| PNCARRB(15/16)01 | Budget July 2015 and new economic forecasts |
| PNCARRB(15/16)02 | PRRB Report – Government announcement |
| PNCARRB(15/16)03 | NCA Report – Government announcement |
| PNCARRB(15/16)04 | Briefing note on IPSA and MP’s pay |
| PNCARRB(15/16)05 | Visits programme |
| PNCARRB(15/16)06 | Chief Secretary to the Treasury letter |
| PNCARRB(15/16)07 | NI 2015 Report publication |
| PNCARRB(15/16)08 | College of Policing/NPCC – Strategy Day |
| PNCARRB(15/16)09 | NCA – Strategy Day |
| PNCARRB(15/16)10 | Police (E&W) – secretariat meetings with the parties |
| PNCARRB(15/16)11 | NCA – secretariat meetings with the parties |
| PNCARRB(15/16)12 | PNCARRB members’ guide |
| PNCARRB(15/16)13 | Note of visit to MPS |
| PNCARRB(15/16)14 | Note of visit to Surrey |
| PNCARRB(15/16)15 | Note of visit to West Midlands |
| PNCARRB(15/16)16 | Note of visit to NCA Bristol |
| PNCARRB(15/16)17 | Note of visit to NCA West Malling |
| PNCARRB(15/16)18 | Note of visit to Durham Police |
| PNCARRB(15/16)19 | Note of visit to Gwent Police |
| PNCARRB(15/16)20 | Economic update |
| PNCARRB(15/16)21 | Summary of PNCARRB visits |
| PNCARRB(15/16)22 | 2016 remit letters – NCA, Police E&W, Police NI |
| PNCARRB(15/16)23 | Approach to the 2016 pay round |
| PNCARRB(15/16)24 | Police workforce statistics and earnings |
| PNCARRB(15/16)25 | 2016 meetings schedule |
| PNCARRB(15/16)26 | Voluntary Exit Schemes |
| PNCARRB(15/16)27 | Spending Review and Autumn Statement 2015 |
| PNCARRB(15/16)28 | Note of visit to PSNI |
| PNCARRB(15/16)29 | Summary of NCA parties’ written evidence |
| PNCARRB(15/16)30 | NCA 2015 Staff Survey results |
| PNCARRB(15/16)31 | NCOA background information from NCA officers in Northern Ireland |
| PNCARRB(15/16)32 | Suggested areas for NCA oral evidence |
| PNCARRB(15/16)33 | Oral evidence options |
| PNCARRB(15/16)34 | Statistical update |
| PNCARRB(15/16)35 | Summary of police parties’ written evidence |
| PNCARRB(15/16)36 | Suggested areas for police oral evidence |
| PNCARRB(15/16)37 | Revised questions for NCA oral evidence |
| PNCARRB(15/16)38 | Suggested outline of the police E&W report |
| PNCARRB(15/16)39 | Suggested outline of the NI report |
| PNCARRB(15/16)40 | Suggested outline of the NCA report |
| PNCARRB(15/16)41 | Economic indicators and forecasts |
| PNCARRB(15/16)42 | MPS – additional information |
| PNCARRB(15/16)43 | Summary of NI police parties’ written evidence |
| PNCARRB(15/16)44 | NCA TUs’ oral evidence |
| PNCARRB(15/16)45 | NCA annual hours – background |
| PNCARRB(15/16)46 | NCA additional information |
| PNCARRB(15/16)47 | Suggested areas for Northern Ireland police oral evidence |
| PNCARRB(15/16)48 | Revise questions for NCA DG and management oral evidence |
| PNCARRB(15/16)49 | Police Consultative Forum – background |
| PNCARRB(15/16)50 | Policing Education and Qualifications Framework – consultation |
| PNCARRB(15/16)51 | NCA – annual hours examples |
| PNCARRB(15/16)52 | NPCC review of rank structure |
| PNCARRB(15/16)53 | Police – comments on others’ written evidence |
| PNCARRB(15/16)54 | Revised questions for police E&W oral evidence |
| PNCARRB(15/16)55 | Revised question for NCA DG and management oral evidence |
| PNCARRB(15/16)56 | College of Policing – update |
| PNCARRB(15/16)57 | Oral evidence – Police Federation |
| PNCARRB(15/16)58 | Questions for police oral evidence |
| PNCARRB(15/16)59 | NCA evidence summaries |
| PNCARRB(15/16)60 | Overview of NCA issues for consideration |
| PNCARRB(15/16)61 | NCA basic pay uplift, revalorisation and assimilation – issues and options |
| PNCARRB(15/16)62 | NCA allowances – issues and options |
| PNCARRB(15/16)63 | Economic update |
| PNCARRB(15/16)64 | NCA confirmation of pay and allowance proposals |
| PNCARRB(15/16)65 | GMP PCC letter and Chair’s reply |
| PNCARRB(15/16)66 | MPS – Bank Holiday working |
| PNCARRB(15/16)67 | Oral evidence – APCC, NPCC, MPS & PSAEW |
| PNCARRB(15/16)68 | Oral evidence – Home Secretary & Home Office/HMT officials |
| PNCARRB(15-16)69 | Revised oral evidence questions – Home Secretary & Home Office/HMT officials |
| PNCARRB(15-16)70 | Oral evidence – Northern Ireland |
| PNCARRB(15-16)71 | NCA – basic pay uplift |
| PNCARRB(15-16)72 | NCA 2016 Report – 1st draft |
| PNCARRB(15-16)73 | Pay Review Bodies’ pay recommendations 2016/17 |
| PNCARRB(15-16)74 | Briefing on Budget March 2016 |
| PNCARRB(15-16)75 | Revised oral evidence questions – NI |
| PNCARRB(14-15)76 | Northern Ireland press cuttings |
| PNCARRB(14-15)77 | Economic update |
| PNCARRB(14-15)78 | Overview of police considerations |
| PNCARRB(14-15)79 | Police basic pay uplift – options |
| PNCARRB(14-15)80 | Police allowances – options |
| PNCARRB(14-15)81 | Police evidence summaries |
| PNCARRB(14-15)82 | NCA 2016 Report – 2nd draft |
| PNCARRB(14-15)83 | Police Federation and PSAEW letter on oral evidence |
| PNCARRB(14-15)84 | Northern Ireland Police Pay and Allowances – Options |
| PNCARRB(14-15)85 | NCA 2016 Report – 3rd draft |
| PNCARRB(14-15)86 | Police Officers Earning Statistics- Northern Ireland |
| PNCARRB(14-15)87 | Police NI – Evidence Summaries |
| PNCARRB(14-15)88 | Overview of Northern Ireland Police Considerations |
| PNCARRB(14-15)89 | Police E&W 2016 Report – 1st draft |
| PNCARRB(14-15)90 | Police NI 2016 Report – 1st draft |
| PNCARRB(14-15)91 | Police E&W 2016 Report – 2nd draft |
| PNCARRB(14-15)92 | NCA 2016 Report – Government announcement |
| PNCARRB(14-15)93 | Police E&W 2016 Report – 3rd draft |
| PNCARRB(14-15)94 | Police NI 2016 Report – 2nd draft |
| PNCARRB(14-15)95 | 2016 visits programme |
| PNCARRB(14-15)96 | 2016-17 meetings schedule |
| PNCARRB(14-15)97 | Evidence and information requirements |
| PNCARRB(14-15)98 | Police E&W 2016 Report – final draft |
| PNCARRB(14-15)99 | Police NI 2016 Report – final draft |
| PNCARRB(14-15)100 | 2014 literature review on performance related pay in the public sector |
| PNCARRB(14-15)101 | College of Policing – Defining and Assessing Competence Pilot |
| PNCARRB(14-15)102 | Revised 2016-17 meetings schedule |
| PNCARRB(14-15)103 | PRRB 2016 Report (E&W) – Government announcement |

**2016/17**

| **Paper number** | **Title** |
| --- | --- |
| PNCARRB(16-17)01 | OME cross-cutting research update |
| PNCARRB(16-17)02 | Chief Secretary to the Treasury’s letter |
| PNCARRB(16-17)03 | NI PRRB Report publication |
| PNCARRB(16-17)04 | Note of visit to North Wales Police 13 September 2016 |
| PNCARRB(16-17)05 | OME pay conference 15 September 2016 |

**DDRB**

**1. Background information**

Details on the operation of DDRB, membership and annual reports can be found at:

<https://www.gov.uk/government/organisations/review-body-on-doctors-and-dentists-remuneration>

**2. Written evidence**

Written evidence submissions are published by the relevant individual parties. For the 2016 Report, all of the remit letters and evidence can be found here:

<https://www.gov.uk/government/news/remit-letters-links-to-evidence-and-timetable-for-ddrbs-2016-pay-round>

**3. A list of all documents received by attendees of these pay review body meetings.**

Agendas and meeting minutes for the following meetings listed below.

| **2015** | **2016** |
| --- | --- |
| 12, 22 January | 11, 25 January |
| 9, 23 February | 8,15 February |
| 9, 23 March | 28 September |
| 1, 15, 29 June |  |
| 7 July |  |
| 29 September |  |
| 26 October |  |
| 2, 16, 30 November |  |
| 15 December |  |

See attached lists of documents covering for meetings held in 2015 and 2016.

**4. A list of persons who attended these meetings of the pay review body meetings. Since 1 January 2015**

DDRB members (biographies on the website – link above)

Professor Sir Paul Curran (Chair)

Lucinda Bolton

Mehrunnisa Lalani

Professor Kevin Lee

Professor James Malcomson

Nigel Turner OBE

John Glennie

Alan Henry

Mark Butler

Steve Thompson

Lisa Tennant (appointed April 2016)

Office of Manpower Economics Secretariat: OME Director: Secretariat Director; Secretary; Analyst; Assistant Secretary.

Organisations attending to present oral evidence:

**British Medical Association:** Chairman of Council; Chairman, Consultants Committee; Deputy Chairman, Consultants Committee; Chairman, Junior Doctors Committee; Chairman, Medical Academic Staff Committee; Head of Research; Policy Analyst; National Secretary, BMA Northern Ireland; Chairman of Northern Ireland Council; Chairman of Scottish Council; Chairman of Welsh Council; Chair of General Practitioners Committee; Chair of Associate Specialists and Specialty Doctors Committee; Head of Terms and Conditions and NHS Secondary Care policy.

**British Dental Association:** Chair, Review Body Evidence Committee; Chair, General Dental Practice Committee; Chair, England Community Dental Services Committee; Chair, Scottish General Dental Practice Committee; Wales General Dental Practice Committee; Chair, Northern Ireland General Practice Committee; Director, BDA Scotland; BDA Secretariat.

**Department of Health:** Parliamentary Under Secretary of State for Health; Branch Head, NHS Pay and Pensions; Analyst; Pay Team Member; Member of HM Treasury Public Sector Pay Team; Parliamentary Under Secretary of State for NHS Productivity; Deputy Director, NHS Pay, Pensions and Employment Services; Policy Manager, Medical Pay; Section Head Pay and Employee Relations Branch; Deputy Director, NHS Commissioning Policy and Sponsorship; Team Leader, Primary Medical Care Commissioning Policy team; Deputy Director, Legislation and NHS Constitution; Section Head (Economic Adviser) – Workforce Analysis; Principal Operational Research Analyst – Workforce Analysis; Deputy Director, Financial Planning, Monitoring and Analysis; Deputy Director, Workforce Capacity and Information.

**Welsh Government:** Director of Workforce & Organisational Development; Head of NHS Workforce Policy & Practice; Finance Programme Lead; Chief Medical Officer; Workforce Director, Cwm Taf University Health Board; Director NHS Wales Employers; Head of General Medical Services; Head of Dental Services; Head of Human Resources; Head of Workforce & Organisational Development; Head of Pay & Reward; Director of Workforce & Organisational Development, Aneurin Bevan University Health Board.

**Scottish Government:** Cabinet Secretary for Health, Wellbeing and Sport; Head of Workforce Policy; Head of NHS Pay and Conditions; Deputy Chief Dental Officer; Head of Financial Accounting and Planning; Head of Primary Care; Head of Dentistry; Medical Workforce Adviser.

**Northern Ireland Executive:** Personnel from: Human Resources; General Dental and Ophthalmic Services Branch; Primary Care Medical Services; Workforce Policy Directorate Officials.

**NHS Employers:** Medical Pay Manager; Assistant Director, Medical Pay and Workforce; Medical and Dental Pay Manager; Director of Employment Relations and Reward; Pay and Negotiations Analyst; Guy’s and St Thomas‘ NHS Foundation Trust; Cambridge University Hospitals NHS Foundation Trust; King‘s College Hospital NHS Foundation Trust; Royal Free London NHS Foundation Trust; Nottingham University Hospitals NHS Foundation Trust; Director of Employment Relations and Workforce; Assistant Director of Employment Relations and Workforce; Director of Workforce Guy’s and St Thomas’; Associate Director Medical Workforce.

**NHS England:** National Medical Director; Director of Strategic Finance; Seven Days A Week Forum Project Manager; Head of Primary Care Contracts and Policy; Assistant Head of Dental Primary Care Policy; Team Leader, Analytical Services (Dental and Eye Care); Senior Finance Lead Primary Care Contracts; Senior Finance Manager, Primary Care Contracts; Programme Director, Practice Infrastructure; Deputy Director Strategy Group; Strategic Finance manager.

**Health Education England:** Director of Education and Quality and Medical Director; Data Expert.

ATTACHMENTS

**DDRB numbered papers 2015**

* 1. Pay comparability
  2. Questions for officials from Wales and Northern Ireland
  3. DDRB 43rd Report – first draft
  4. Economic indicator and forecasts for 2015: update
  5. Evidence submitted for DDRB’s special remit
  6. Review of UK Consumer Price indices
  7. DDRB 43rd Report – second draft
  8. Summary of evidence on the special remit on contract reform
  9. Supplementary evidence questions for the special remit on contract reform
  10. DDRB special remit on contract reform: report structure and key issues
  11. DDRB 43rd Report – third draft
  12. Institute for Fiscal Studies paper on the challenges facing NHS Funding in England
  13. Future research needs (in OME Pay Review Bodies).
  14. Schedule of meetings for 2015/16 Round
  15. Questions for oral evidence with NHS Employers, Ministers and Health Departments
  16. Unsocial Hours comparisons
  17. Pay level comparisons with Agenda for Change
  18. Questions for oral evidence with NHS England and the BMA
  19. Migration Advisory Committee - Review of Occupational Shortage Lists
  20. IDS Report on Seven Day working
  21. Questions for oral evidence with Health Education England
  22. Special remit: taking stock
  23. DDRB 43rd Report 2015
  24. DDRB 43rd Report 2015: reactions
  25. DDRB visit programme 2015
  26. Additional Comparator Case Studies
  27. Trusts’ cost implications for 7 day urgent care
  28. Scotland: Sustainability and Seven Day Services Taskforce
  29. Budget 2015: briefing note
  30. Junior doctors contract reform: decision paper
  31. Consultant contract reform: decision paper
  32. Election 2015 – Health Policies
  33. Ministerial changes in England and Northern Ireland
  34. Unsocial hours working – international comparisons
  35. Extent and value of consultants’ private practices
  36. The Kings Fund report on workforce planning in the NHS
  37. Consultant career basic earnings
  38. DDRB special remit report: first draft
  39. NHS Pay Review Body report summary
  40. Locums/agency staff
  41. Findings from Welsh Government evidence and from NHSPRB on 7 day services.
  42. DDRB special remit report: second draft
  43. DDRB special remit: final draft
  44. DDRB: briefing note on the Budget
  45. Special remit report, SOS speech to Kings Fund and written and oral Ministerial statements
  46. Special remit report: reactions
  47. Special remit report: further reactions
  48. The future of primary care: Creating teams for tomorrow. Report by the Primary Care Workforce Commission
  49. Special remit report: more reactions
  50. Special remit report: update
  51. Special remit report: further update
  52. Special remit report: new developments
  53. Special remit report: further news
  54. Special remit report: regional meeting of the Junior Doctors Committee
  55. Update on contract negotiations
  56. Visit to NHS Grampian
  57. Pay priorities across the NHS and future remits
  58. Presentation by Health Education England – GMPs and the New Deal
  59. Presentation by Dr Michael Dixon – General practice: past, present and future
  60. Wash-ups with the parties
  61. Visit to Northumbria Healthcare NHS Foundation Trust
  62. Junior doctors – ballot on industrial action
  63. Evidence submitted for DDRB 44th Report 2016
  64. Pay Metrics and Pay Drift (England)
  65. NHS medical and dental workforce
  66. NHS staff survey 2014 (England)
  67. GMP earnings and expenses 2013/14
  68. GDP earnings and expenses 2013/14
  69. Visit to South Devon Healthcare Foundation Trust
  70. Economic indicators and forecasts
  71. DDRB remits for 2016 report and members’ handling of the round
  72. Key issues from the 2015 visit programme
  73. Questions for the BDA, NHS England and Health Education England
  74. Health Education England – Workforce Plan for England – proposed education and training commissions for 2015-16
  75. Summary of evidence for DDRB’s 44th Report 2016
  76. Junior doctors’ contract offer
  77. Questions for the BMA and NHS Employers
  78. GMP earnings and expenses by age band
  79. Questions for Ministers, Health Departments’ officials and NHS Employers
  80. NHS in Scotland – report by Audit Scotland
  81. Health spending in the UK

**DDRB numbered papers 2016**

(2016)1 Pay comparability

(2016)2 Questions for Ministers, officials and the BMA

(2016)3 Migration

(2016)4 Scotland 2015 survey results

(2016)5 Economic indicators and forecasts – update

(2016)6 Targeting

(2016)7 Approach to independent contractor GMPs and GDPs

(2016)8 DDRB 44th Report 2016 – first draft

(2016)9 Migration additional evidence from Australia and Canada

(2016)10 Pay uplift for 2016-17

(2016)11 DDRB 44th Report 2016 – second draft

(2016)12 Median earnings investigation

(2016)13 Visits programme 2016

(2016)14 DDRB 44th Report 2016 – third draft

(2016)15 Provisional meeting schedule for DDRB 45th Report 2017

(2016)16 Covering paper to members for DDRB 44th Report 2016

(2016)17 Workforce minimum data set and other statistical releases

(2016)18 Details of election results and manifesto commitments of parties in the Devolved Administrations

**Prison Service Pay Review Body**

**1. Background information**

The Prison Service Pay Review Body (PSPRB) covers operational staff in HM Prison Service (in England and Wales) and the Northern Ireland Prison Service and both remits have the same chair, membership and meeting arrangements.

Further details on the operation of the Review Body, membership and annual reports can be found at:

<https://www.gov.uk/government/organisations/prison-services-pay-review-body>

**2. Written evidence**

Written evidence submissions are the property of the parties that submit to the Review Body and these are not published by the PSPRB on its website. Only PCS has a version currently on its website, the other parties would need to be contacted in order to obtain their respective evidence (a link to their websites is attached). The POA did not submit evidence this year.

National Offender Management Service

<https://www.gov.uk/government/organisations/national-offender-management-service>

Prison Governors’ Association

<http://prison-governors-association.org.uk/>

Public and Commercial Services Union

<http://www.pcs.org.uk/en/noms/nomsnews/prison-service-news.cfm/prison-service-pay-review-body>

**Note on the Northern Ireland remit:** The Northern Ireland Minister of Justice has not issued an activation letter that covers 2015 to date. Therefore, oral and written evidence has not been received from the Northern Ireland Prison Service, POA (Northern Ireland) or the Prison Governors’ Association (Northern Ireland). The parties have instead engaged in collective bargaining and therefore any information relating to these pay awards would need to be requested from those parties.

**3. A list of all documents received by attendees of these pay review body meetings.**

Agendas and meeting minutes for the following meetings listed below.

| **2015** | **2016** |
| --- | --- |
| 8, 22 January | 7, 21 January |
| 5 February | 4 February |
| 12 March | 10 March |
| 6 July | 22 July |
| 17 September | 29 September |
| 1, 29 October |  |
| 12, 19, 26 November |  |
| 10 December |  |

See attached lists of documents covering 2015 and 2016 (to date)

**4. A list of persons who attended these meetings of the pay review body meetings. Since 1 January 2015**

PSPRB current and former members (biographies on the website only cover current members – link above)

Dr Peter Knight CBE (Chair)

Prof John Beath (until end of March 2016)

Nicholas Caton

Prof Andy Dickerson (since August 2016)

Elaine Hartin (until end of March 2016)

Karen Heaton (until end of July 2016)

Ann Jarvis (until end of March 2015)

Esmond Lindop (until end of July 2016)

Peter Maddison

Leslie Manasseh (since October 2015)

Paul West (since August 2016)

Office of Manpower Economics Secretariat – OME Director, Secretariat Director, Secretary and Statistician (combined post), Remuneration Specialist, Assistant Secretary and Statistical Officer.

Organisations attending to present oral evidence

Parliamentary Under Secretary of State, Minister for Prisons, Probation, Rehabilitation and Sentencing, and private secretary

National Offender Management Service – Chief Executive Officer and officials (including HM Treasury official observer)

Prison Governors’ Association – National President and officials

Public and Commercial Services Union – National Offender Management Service Branch Secretary and officials

ATTACHMENTS

**2015**

| **Paper number** | **Title** |
| --- | --- |
| PSPRB(14)48 – Revised | Revised Proposals, Issues and Decisions: England and Wales |
| PSPRB(14)48 – second revision | Second Revision of Proposals, Issues and Decisions: England and Wales |
| PSPRB(15)01 | Locality pay |
| PSPRB(15)02 | First draft of England and Wales 2015 report: Chapters 1 and 2 |
| PSPRB(15)03 | Public-Private Sector Pay Differentials: new estimates from IFS and ONS |
| PSPRB(15)04 | Economic indicators and forecasts for 2015: update |
| PSPRB(15)05 | England and Wales 2015 Report: second draft of Chapters 1 and 2 and first draft of Chapters 3 and 4 |
| PSPRB(15)06 | Pay Proposed: scales for 2015 |
| PSPRB(15)07 | Review of UK Consumer Price Statistics (Inflation) |
| PSPRB(15)08 | England and Wales 2015 Report: final draft, including Summary and Appendices |
| PSPRB(15)09 | Coherence and Accessibility of Income and Earnings Statistics: UK Statistics Authority Monitoring Review |
| PSPRB(15)10 | NOMS 2014 Staff Survey – results by grade |
| PSPRB(15)11 | Review of the England and Wales 2014-15 round |
| PSPRB(15)12 | Future research needs |
| PSPRB(15)13 | Proposed visits programme 2015 |
| PSPRB(15)14 | Income Data Services - final report |
| PSPRB(15)15 | Budget 2015 and new economic forecasts |
| PSPRB(15)16 | Northern Ireland 2015-16 pay round |
| PSPRB(15)17 | Northern Ireland Pay Proposals: discussions on 6 May 2015 |
| PSPRB(15)18 | Preparation for the 2015-16 round |
| PSPRB(15)19 | Summary: England and Wales 2015 visits to date |
| PSPRB(15)20 | POA(NI): Letter to POA members |
| PSPRB(15)21 | POA(NEC): Letter to PSPRB Chair |
| PSPRB(15)22 | National Offender Management Service: current issues |
| PSPRB(15)23 | Timetable for the 2015-16 round |
| PSPRB(15)24 | Summary: Members’ feedback on England and Wales 2015 visits |
| PSPRB(15)25 | Northern Ireland visit notes – 2015 |
| PSPRB(15)26 | England and Wales visit notes – 2015 |
| PSPRB(15)27 | Locality pay in other public sector areas |
| PSPRB(15)28 | Statistical briefing 2015: England and Wales |
| PSPRB(15)29 | Economic indicators and forecasts |
| PSPRB(15)30 | Changes to the state pension and contracting-out |
| PSPRB(15)31 | National Offender Management Service current recruitment campaign summary |
| PSPRB(15)32 | The effect of reforms to tax credits |
| PSPRB(15)33 | Required Hours Addition and unsocial working hours |
| PSPRB(15)34 | Independent Monitoring Boards written evidence: cover paper |
| PSPRB(15)35 | Staffing by location: England and Wales |
| PSPRB(15)36 | Prison Officer Recruits Survey: England and Wales |
| PSPRB(15)37 | Correspondence on 2015-16 and 2016-17 (NI) |
| PSPRB(15)38 | Letter from the POA(E&W) |
| PSPRB(15)39 | Prison Governors’ Association Survey 2015: Fair and Sustainable? |
| PSPRB(15)40 | Public and Commercial Service Union written evidence: cover paper |
| PSPRB(15)41 | Written evidence from the National Offender Management Service (NOMS) |
| PSPRB(15)42 | Prison Governors' Association evidence: cover paper |
| PSPRB(15)43 | Proposals from the Parties: England and Wales |
| PSPRB(15)44 | Draft questions for the National Offender Management Service (NOMS) |
| PSPRB(15)45 | Draft questions for the Prison Governors’ Association (England and Wales) |
| PSPRB(15)46 | Draft questions for the PCS |
| PSPRB(15)47 | Revised questions for the National Offender Management Service (NOMS) |
| PSPRB(15)48 | Revised questions for the Prison Governors’ Association (England and Wales) |
| PSPRB(15)49 | Revised questions for the PCS |
| PSPRB(15)50 | Revised Proposals from the Parties: England and Wales |
| PSPRB(15)51 | Fair and Sustainable: relevant issues |
| PSPRB(15)52 | Spending Review and Autumn Statement 2015 |
| PSPRB(15)53 | Performance Markings for 2014-15 |
| PSPRB(15)54 | Pay proposals: Bands 2 to 5 / officer and support grades |
| PSPRB(15)55 | Pay proposals: Bands 7 to 11 / operational manager grades |

**2016**

| **Paper number** | **Title** |
| --- | --- |
| PSPRB(16)01 | Initial Decisions - Evidence Grid: England and Wales |
| PSPRB(16)02 | Affordability |
| PSPRB(16)03 | First draft of the England and Wales 2016 report: Chapters 1 and 2 |
| PSPRB(16)04 | Economic indicators and forecasts: update |
| PSPRB(16)05 | NOMS 2015 People Survey – overall results |
| PSPRB(16)06 | England and Wales 2016 report: second draft of Chapters 1 and 2 and first draft of Chapters 3 and 4 |
| PSPRB(16)07 | England and Wales 2015 Report: final draft, including Summary and Appendices |
| PSPRB(16)08 | Proposed visits programme 2016 |
| PSPRB(16)09 | Review of the England and Wales 2015-16 round |
| PSPRB(16)10 | Budget 2016 and new economic forecasts |
| PSPRB(16)11 | England and Wales 2016 summer visits discussion |
| PSPRB(16)12 | Update: pay rounds |
| PSPRB(16)13 | OME cross-cutting research update to PSPRB 22 July 2016 |
| PSPRB(16)14 | Speakers for the Forward Look meeting |
| PSPRB(16)15 | Summary: England and Wales 2016 visits to date |
| PSPRB(16)16 | Pay recommendations for 2016-17 |

**Review Body on Senior Salaries**

**1. Background information**

Details on the operation of the Review Body on Senior Salaries (SSRB) can be found at: <https://www.gov.uk/government/organisations/review-body-on-senior-salaries>

**2. Written evidence**

Written evidence submissions are published by the following individual parties including links to 2014/15 and 2015/16 submissions.

Cabinet Office

<https://www.gov.uk/government/collections/senior-civil-service-performance-management-and-reward>

FDA/Prospect

<http://www.fda.org.uk/Our-work/Pay_and_Reward.aspx>

Ministry of Justice

<https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/492029/senior-salaries-review-reportbody-2016-2017>

Home Office

<https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/397627/2015_16_Home_Office_Evidence_to_the_SSRB-2__Senior_PoliceOfficers_.pdf>

<https://www.gov.uk/government/publications/home-office-evidence-to-the-senior-salaries-review-body-2016-to-2017>

National Police Chiefs’ Council

<http://www.npcc.police.uk/documents/reports?ACPO%20submission%20to%20the%20Senior%20Salaries%20Review%20Body%202015%20Final.pdf>

<http://www.npcc.police.uk/Publication/SSRB%20Submission%20from%20NPCC.pdf>

Association of Police and Crime Commissioners

<http://www.apccs.police.uk/wp-content/uploads/2013/08/APCC-SSRB-CO-Submission-2015-Final.pdf>

<http://www.apccs.police.uk/wp-content/uploads/2013/08/APCC-PRRB-Submission-2016-Final.pdf>

Metropolitan Police Service

<http://www.met.police.uk/foi/pdfs/other_information/corporate/met-submissions-to-ssrb-jan2016.pdf>

Department of Justice Northern Ireland

[http://www.justice-ni.gov.uk/publications publication-categories/pubs-policing-community-safety/policing.htm](http://www.justice-ni.gov.uk/publications%20publication-categories/pubs-policing-community-safety/policing.htm)

Northern Ireland Policing Board

<https://www.nipolicingboard.org.uk/nipb_response_to_the_senior_salaries_review_board.pdf>

<https://www.nipolicingboard.org.uk/police-pay>

Police Service of Northern Ireland

[https://www.psni.police.uk/police\_officer\_senior\_salary\_-\_submission\_-\_dec\_2014.pdf](https://www.psni.police.uk/globalassets/advice--information/our-publications/documents/psni-submission-to-ssrb-2016-17.pdf)

<https://www.psni.police.uk/globalassets/advice--information/our-publications/documents/psni-submission-to-ssrb-2016-17.pdf>

**3. A list of all documents received by attendees of these pay review body meetings.**

Agendas and meeting minutes for the following meetings listed below.

| **2015** | **2016** |
| --- | --- |
| 13, 20, 29 January | 7, 21, 26 January |
| 3 February | 3, 17 March |
| 2, 10 March | 21 April |
| 21 April | 24 May |
| 8, 22 October | 29 September |
| 3 November |  |
| 8, 17 December |  |

See attached lists of documents covering these meetings

**4. A list of persons who attended these meetings of the pay review body meetings. Since 1 January 2015**

SSRB members (biographies for current members are on the website – links above)

Dr Martin Read (Chair) (from January 2015)

Margaret Edwards

Professor Dame Hazel Genn (until September 2015)

Sir Adrian Johns (from December 2015)

David Lebrecht

Professor Sir David Metcalf (until June 2015)

John Steele

Bruce Warman (until June 2015)

Dr Peter Westaway (from December 2015)

Sharon Witherspoon (from May 2016)

Office of Manpower Economics Secretariat – OME Director, Secretariat Director, Secretary, Analyst, Remuneration Specialist, Assistant Secretary

**Organisations attending to present oral evidence**

* Cabinet Secretary and Head of the Home Civil Service, and Cabinet Office officials
* The Lord Chief Justice (England and Wales), The Lord President (Scotland), The Lord Chief Justice (Northern Ireland) and officials from the Judicial Office, the Judicial Office for Scotland, and the Northern Ireland Courts and Tribunals Service
* Home Office (HO) – Director General of Crime and Policing Group and other officials
* Association of Chief Police Officers[[1]](#footnote-1), ACPO lead for Reward and Recognition, and other members of ACPO
* Metropolitan Police Service - Deputy Assistant Commissioner
* Department of Health – Parliamentary Under Secretary of State for NHS Productivity and Department of Health Officials
* Department of Justice Northern Ireland – Officials
* Northern Ireland Policing Board – Officials
* Police Service of Northern Ireland – Deputy Chief Constable
* Chief Police Officer Staff Association – Chair and officials
* Chief of Defence People and other senior members in the Armed Forces
* Chairman of the Judicial Appointments Commission (JAC) and JAC officials
* Managers in Partnership (MiP) - Chief Executive and National Officers
* The Civil Service Commission (CSC) – First Commissioner and CSC officials
* FDA – Assistant General Secretary
* Prospect – Deputy General Secretary
* Ministry of Defence - Secretary of State for Defence, the Chief of the Defence Staff and MoD officials
* Ministry of Justice (MoJ) – Lord Chancellor and MoJ officials
* Association of Police and Crime Commissioners (APCC) – Chair of the APCC Workforce Group and APCC officials ATTACHMENTS

**2014/15**

| **Paper number** | **Title** |
| --- | --- |
| SSRB(14/15)29 | Oral evidence from the Cabinet Office - senior civil service |
| SSRB(14/15)30 | 2015 SSRB Report - draft chapters (1) |
| SSRB(14/15)31 | Supplementary evidence from the FDA |
| SSRB(14/15)32 | Supplementary written evidence from the Ministry of Justice |
| SSRB(14/15)33 | Oral evidence from the Lord Chief Justice (England and Wales), Lord President (Scotland), and Lord Chief Justice (Northern Ireland) |
| SSRB(14/15)34 | 2015 SSRB Report - draft chapters (2) |
| SSRB(14/15)35 | SSRB meeting dates January to June 2015 |
| SSRB(14/15)36 | Home Office written evidence on senior police officers |
| SSRB(14/15)37 | ACPO written evidence on senior police officers |
| SSRB(14/15)38 | CPOSA written evidence on senior police officers |
| SSRB(14/15)39 | APCC written evidence on senior police officers |
| SSRB(14/15)40 | Written evidence on senior police officers in Northern Ireland |
| SSRB(14/15)41 | Senior civil service pay recommendations 1 and 2 - options |
| SSRB(14/15)42 | 2015 SSRB draft report |
| SSRB(14/15)43 | 2015 SSRB draft report |
| SSRB(14/15)44 | Thirty-Seventh Annual Report of the Review Body on Senior Salaries |
| SSRB(14/15)45 | SSRB strategy - questions |
| SSRB(14/15)46 | Revised questions for oral evidence with the Home Office |
| SSRB(14/15)47 | Questions for oral evidence with ACPO |
| SSRB(14/15)48 | ACC and Commander pay scales |
| SSRB(14/15)49 | Revised questions for oral evidence with Northern Ireland parties |
| SSRB(14/15)50 | Revised questions for oral evidence with CPOSA |
| SSRB(14/15)51 | Thirty-Seventh Annual Report of the Review Body on Senior Salaries |
| SSRB(14/15)52 | SSRB report on chief police officers – first draft |
| SSRB(14/15)53 | SSRB strategy |
| SSRB(14/15)54 | SSRB report on chief police officers – second draft |
| SSRB(14/15)55 | SSRB report on chief police officers – final draft |
| SSRB(14/15)56 | Supplement to the thirty-seventh annual report of the Review Body on Senior Salaries |
| SSRB(14/15)57 | Supplement to the thirty-seventh annual report of the Review Body on Senior Salaries |
| SSRB(14/15)58 | Budget July 2015 and new economic forecasts |

**2015/16**

| **Paper number** | **Title** |
| --- | --- |
| SSRB(15/16)1 | SSRB strategy |
| SSRB(15/16)2 | Senior military discussion |
| SSRB(15/16)3 | SSRB meeting timetable |
| SSRB(15/16)4 | Economic indicators and forecasts |
| SSRB(15/16)5 | HMT presentation to pay review body chairs and economists on economy and workforce |
| SSRB(15/16)6 | Written evidence from the Ministry of Defence |
| SSRB(15/16)7 | Evidence from the Lord Chief Justice for England and Wales and the Senior President of Tribunals |
| SSRB(15/16)8 | Evidence from the Lord Justice Clerk |
| SSRB(15/16)9 | Written evidence from the Lord Chief Justice for Northern Ireland and Northern Ireland Judicial Appointments Commission |
| SSRB(15/16)10 | Written evidence from the Judicial Appointments Commission (JAC) for England and Wales |
| SSRB(15/16)11 | Written evidence from the Judicial Appointments Board for Scotland (JABS) |
| SSRB(15/16)12 | Written evidence from the Scottish Government |
| SSRB(15/16)13 | SSRB’s strategy: Approach to the 2015-16 pay round and background on pensions |
| SSRB(15/16)14 | Miscellaneous items of written evidence from judges |
| SSRB(15/16)15 | Judicial evidence grid 2015 |
| SSRB(15/16)16 | Oral evidence with the Judicial Appointments Commission (England and Wales) |
| SSRB(15/16)17 | Oral evidence from the Lord Chief Justice for England and Wales |
| SSRB(15/16)18 | Oral evidence from the Northern Ireland Lord Chief Justice LCJNI) and Northern Ireland Judicial Appointments Commission (NIJAC) |
| SSRB(15/16)19 | Oral evidence with the Lord Justice Clerk |
| SSRB(15/16)20 | Written evidence from Managers in Partnership |
| SSRB(15/16)21 | Written evidence from the FDA and Prospect |
| SSRB(15/16)22 | Written evidence from the Civil Service Commission (CSC) |
| SSRB(15/16)23 | Written evidence from the Ministry of Defence |
| SSRB(15/16)24 | Written evidence from the Ministry of Justice |
| SSRB(15/16)25 | SSRB’s strategy: revised version |
| SSRB(15/16)26 | Proposed visits and discussions for SSRB 20126-2018 |
| SSRB(15/16)27 | Written evidence from the Sheriffs' Association |
| SSRB(15/16)28 | Written evidence from the Cabinet Office |
| SSRB(15/16)29 | Oral evidence themes: senior civil service |
| SSRB(15/16)30 | Updated SSRB timetable (meetings, visits, discussions) 2015-16 |
| SSRB(15/16)31 | Oral evidence with the Lord Chancellor |
| SSRB(15/16)32 | The SSRB’s strategy - latest version |
| SSRB(15/16)33 | SSRB report - draft senior military chapter outline |
| SSRB(15/16)34 | SSRB report - draft SCS chapter outline |
| SSRB(15/16)35 | SSRB report - draft chapters on strategy and the economy, the SCS and the senior military |
| SSRB(15/16)36 | SSRB report - draft judicial chapter outline |
| SSRB(15/16)37 | Home Office written evidence on chief police officers |
| SSRB(15/16)38 | National Police Chiefs' Council written evidence on chief police officers |
| SSRB(15/16)39 | Chief Police Officers' Staff Association written evidence on chief police officers |
| SSRB(15/16)40 | Association of Police and Crime Commissioners written evidence on chief police officers |
| SSRB(15/16)41 | Metropolitan Police Service written evidence on chief police officers |
| SSRB(15/16)42 | Written evidence on chief police officers in Northern Ireland |
| SSRB(15/16)43 | 26 January - discussion groups on the SCS |
| SSRB(15/16)44 | Chief police officers - oral evidence themes |
| SSRB(15/16)45 | Written evidence from the Department of Health |
| SSRB(15/16)46 | SSRB report – second draft of strategy and economic chapters |
| SSRB(15/16)47 | Pension and total reward differentials between the public and private sectors |
| SSRB(15/16)48 | SSRB report – second draft of chapters on the SCS and the senior military |
| SSRB(15/16)49 | Supplementary judicial evidence |
| SSRB(15/16)50 | Data from the Judicial Appointments Commission of England and Wales |
| SSRB(15/16)51 | SSRB report – first draft of judicial chapter |
| SSRB(15/16)52 | Draft chief police officer outline summary |
| SSRB(15/16)53 | Draft SSRB report |
| SSRB(15/16)54 | Draft chapters of report on chief police officers |
| SSRB(15/16)55 | Oral evidence on chief police officers (Northern Ireland) |
| SSRB(15/16)56 | Association of Police and Crime Commissioners – oral evidence on chief police officers |
| SSRB(15/16)57 | Second draft of SSRB report on chief police officers |
| SSRB(15/16)58 | Third draft of SSRB report on chief police officers |

**2016/17**

| **Paper number** | **Title** |
| --- | --- |
| SSRB(16/17)1 | The SSRB annual reports meeting timetable 2016-17 |
| SSRB(16/17)2 | Discussion with members of the senior military remit group |
| SSRB(16/17)3 | Proposed oral evidence sessions, visits and discussions for the SSRB |

1. Renamed the National Police Chiefs’ Council from April 2015 [↑](#footnote-ref-1)