



Home Office

Rt Hon Nick Hurd MP
Minister of State for Policing and the Fire
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To: All Police and Crime Commissioners in England & Wales
By: Email
On: SSRB's Recommendations

13 September 2018

RECOMMENDATIONS OF THE SENIOR SALARIES REVIEW BODY ON POLICE AND CRIME COMMISSIONER REMUNERATION

The Government has today announced its response to the recommendations of the Senior Salaries Review Body (SSRB) on the remuneration of Police and Crime Commissioners (PCCs). I would like to take this opportunity to thank you for taking part in the pay review process.

The Government respects the independent SSRB and has given very careful consideration to their recommendations. You will understand that it is important that any increases to your remuneration are seen to be reasonable and fair by those working within the police forces you maintain, as well as those working within the wider public sector.

The Government has decided that with effect from 1 May 2018, the bottom four PCC salary pay bands will be increased by 2%. PCCs taking on responsibility for the governance of fire and rescue services will also receive an additional consolidated allowance of £3,000. The revised salary bands are enclosed.

The Government has accepted the SSRB's recommendation that PCC pay should be reviewed again in 2020/21 to enable a full assessment of the role, particularly in light of the additional responsibilities for fire and rescue services; thereafter, full reviews will be conducted on a four-yearly basis. However, we would like future reviews to be aligned to the PCC electoral cycle. A further review will therefore take place to set PCC pay ahead of the 2024 elections. The timings for the 2020/21 review will be discussed with the SSRB and I will share the details with you once they have been confirmed.

The Government has not accepted the SSRB's recommendation that from May 2019, PCC salaries should be increased by 2% in line with the pay award for local authority staff and that this link should continue annually until the next formal review of PCC pay. The role of PCCs continues to evolve and the Government is of the view that automatic pay increases are not appropriate while change is ongoing. We also seek to avoid creating a disparity between PCCs and police officers whose pay increases are not automatic. The Government will consider the arrangements for determining PCC remuneration in the 2019/20 pay round and we will inform you of our decision in due course.

The SSRB recommended that a review of the pay structures for PCCs should be conducted in advance of the next formal review of PCC pay. The Government has not accepted this recommendation. You will be aware that PCC pay structures are currently aligned to those of chief police officers, and that their pay is currently under review as part of sector-led reforms to deliver a new pay and reward framework. PCC pay structures will be reviewed following the completion of the on-going review of chief officer pay.

The SSRB have also recommended that PCCs who lose their seat at election should be entitled to a loss of office payment. The Government will give further consideration to this issue.

In addition to the above, we have also written to all Police and Crime Panel Chairs advising them of the Government's decision to offer panels which take on scrutiny of fire and rescue functions an uplift of grant, capped at 20% of the administrative element of the allocation (£10,660 per area), to meet the actual additional costs of fire scrutiny. The funding uplift is a transitional offer to recognise that these are new arrangements, and will be available to panels taking on scrutiny of fire and rescue functions for one year from the point of transfer. In order to assess the effectiveness of the uplift in enabling scrutiny of fire functions, we will work closely with panels and host authorities, as part of a wider exercise due to take place this autumn, to understand how areas resource effective scrutiny and use their Home Office grant.

I thank you for your ongoing commitment to the vital role of PCC and, as ever, my door is open to you.

A handwritten signature in blue ink that reads "Nick Hurd".

RT HON NICK HURD MP
Minister of State for Policing and the Fire Service

PCC SALARIES WITH EFFECT FROM 1 MAY 2018

Police force area	Salary
West Midlands West Yorkshire	£100,000
Thames Valley Merseyside Northumbria Hampshire Kent Lancashire Devon and Cornwall South Yorkshire Essex Avon and Somerset Sussex South Wales	£86,700
Nottinghamshire Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£76,500
Surrey Norfolk Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent Northamptonshire Suffolk Dorset Wiltshire Bedfordshire	£71,400
Gloucestershire Lincolnshire Cumbria Warwickshire Dyfed-Powys	£66,300

PCCs taking on responsibility for the governance of fire and rescue services will receive an additional consolidated allowance of £3,000.