



Home Office



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Thank you for your letter dated 13 September to the Prime Minister regarding the police pay award. Your letter has been passed to the Home Office and I am replying as the Minister for Policing and the Fire Service. I am sorry for the delay in my response.

As you know, we announced on 12 September our intention to award police officers in the Police Remuneration Review Body (PRRB) remit group a pay award worth a total of 2%, consisting of a 1% consolidated increase in basic pay and an additional one-off 1% non-consolidated payment.

This respected the recommendations of the independent pay review body, and marks a shift from the position of a 1% pay cap. Despite the continued strain on public finances, we felt that it was important to respect the recommendation, not least to show recognition of the impressive work by police officers up and down the country in a very challenging year. We also recognise that through the period of pay freeze and then cap, police officers, alongside other public servants, have made a significant contribution to the tough but necessary task of reducing the national deficit.

In making our decision, we were very aware that police budget holders, who had budgeted for 1%, might have concerns about affordability. So we have structured the award in a way that helps with affordability within the current police funding settlement, balancing fairness while recognising that:

- The extra costs of paying an additional 1% to police officers are around £50 million, under 0.5% of total annual police force funding.

- 2017 accounts show that Police and Crime Commissioners (PCCs) are holding resource reserves of around £1.6 billion, an increase of £200 million since 2011.
- There continue to be significant opportunities for forces to become more efficient and productive as highlighted by both the PRRB and Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services.

We are listening to messages coming from the police sector about stretch and strain. As you know, we are working towards the 2018/19 settlement. I have made it clear that our decisions should be based on good evidence, not assertion. I wrote to PCCs and Chief Constables (CCs) on Monday 4 September setting out the programme of work I am leading on the nature of demand on policing and the continued scope for efficiency savings and increased productivity. I would like to offer my thanks for the warm welcome I received in Cleveland as well as the first hand picture of the issues you are facing. I am aiming to speak to every force by early November.

I am committed to listening to the views and solutions provided by forces to tackle changing demand pressures, and treat the concerns of forces about their resilience to these pressures seriously. I am available to any PCC or CC who wishes to speak to me with concerns or ideas.



Nick Hurd MP