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/s September 2021

Thank you for your letter of 23 August about police staff pay.

I stand by my words in my letter of last November and repeat my thanks to all police staff. Police staff across the country have made an exceptional contribution to support the response to Covid-19 and I am incredibly grateful for the professionalism and dedication they have shown, and continue to show, in their work.

Turning to remuneration, the Chancellor set out at the last Spending Review that Covid-19 is significantly impacting the economy, labour market and the fiscal position. Of course, none of us would have chosen to be in this position, but a pause on public sector pay increases this year will help to protect jobs and ensure fairness. I recognise that this is difficult and that it is not what our police workforce and those in the wider public sector would have wanted. However, it's important to give the full context. Officers who have not yet reached the top of their pay scale will receive a pay increase that equates to at least 2% basic pay, and often 4-6%. The Government is protecting those who most need it, and we have accepted the recommendations of the Police Remuneration Review Body, ensuring those earning less than £24,000 will receive a consolidated pay award of £250. Furthermore, the PRRB report that median total earnings a full-time police constable outside London are £41,300.

You comment on recent data published by the ONS on wage growth. The ONS has made clear that there is a lot of uncertainty about this figure which suggests it is likely to be a temporary trend.

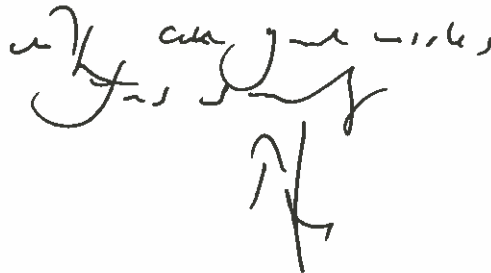
While police officer pay is set nationally and is reviewed annually by the independent Police Remuneration Review Body (PRRB), the Government has no statutory role in determining the pay and conditions of police staff.

In determining the pay offer I understand that Chief Constables and Police and Crime Commissioners have taken account of the recommendations of the PRRB. This is clearly a difficult decision and one that is rightly for Chief Constables and Police and Crime Commissioners given their responsibilities for determining police staff pay.

However, I do consider that it is reasonable for them to take into account the outcome on police officer pay in reaching their decision. I recognise that this is a challenging position to be in, and that it is not what our police workforce would have wanted.

You comment on pay increases for NHS staff and firefighters. The Chancellor set out at the Spending Review that NHS staff are exempt from the pay pause. The Government has no statutory role in determining the pay of firefighters, which is negotiated between employers and Fire Brigade's Union through the National Joint Council.

Thank you for writing to me. I am proud of our entire police workforce, and the commitment and resilience they have shown in the most challenging of times. I look forward to continuing a constructive dialogue with policing as we focus on supporting both officers and staff, and delivering the safer streets and communities the public deserves.

A handwritten signature in black ink, appearing to read 'Priti Patel', with a stylized flourish below it.

**Rt Hon Priti Patel MP**