



Home Office

Rt Hon Yvette Cooper MP
Home Secretary
2 Marsham Street
London SW1P 4DF
www.homeoffice.gov.uk

Donna Jones,
Chair of the APCC

06 August 2024

Dear Donna,

Following the publication of the tenth report of the Police Remuneration Review Body (PRRB) and 46th report of the Senior Salaries Review Body (SSRB), I am writing to confirm the details of the police pay award for 2024-25.

Police pay award for 2024-25

Police officers have a crucial role to play in delivering the Government's manifesto commitments to make Britain's streets safe and increase public visibility through neighbourhood policing.

The Government has accepted the PRRB and SSRB's recommendation for a consolidated increase of 4.75% to all police officer ranks and pay points with effect from 1 September 2024.

The PRRB also recommended that London Weighting should increase by 4.75%; that the On-call Allowance should be increased from £20 to £25; and that the Dog Handlers' Allowance should be updated by 4.75% and the additional rate for officers with more than one dog be raised from 25% to 50% of the rate for the first dog. The SSRB recommended that the power of Police and Crime Commissioners (PCCs) to vary a Chief Constable's starting pay should be withdrawn. The Government is accepting these recommendations in full and they will take effect on 1 September 2024.

The PRRB recommended that the chief officer of police in each force should be given the discretion to set the starting salary for new constables at either pay point 1 or pay point 2 on the constables' pay scale. While this recommendation has been accepted, implementation will be subject to detailed proposals from the National Police Chiefs' Council (NPCC) and Association of Police and Crime Commissioners (APCC) on the circumstances in which this discretion should be used, along with transition arrangements for those constables on pay point 1, to inform amendments to the Police Regulations 2003. I am confident your teams will engage constructively with my officials to ensure this work is progressed.

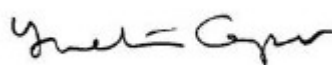
The PRRB further recommended the Commissioners of the Metropolitan Police Service and City of London Police be given further discretion to set the starting salaries of new constables at pay point 3 on the constables' pay scale; and that this additional flexibility should be limited to a period of two years and be reviewed after one year. This recommendation has not been accepted. Instead, the maximum rate of London Allowance for officers appointed on or after 1 September 1994 will be increased by £1,250. Implementation of this increase will be synchronised alongside the wider changes to constable starting salaries.

The PRRB considered annual leave entitlements for officers in the federated ranks and recommended the time it takes to reach the maximum entitlement of 30 days should be reduced from 20 to 10 years, with effect from 1 April 2025 and phased in over three years. This recommendation has been accepted, subject to the submission of a satisfactory Equality Impact Assessment by the NPCC to the Home Office. My officials stand ready to provide support with this. The PRRB further recommended that from September 2024, annual leave entitlement for new entrants should be increased from 22 to 25 days. This recommendation has been accepted but with implementation taking effect on 1 April 2025. This will provide forces with time to make necessary changes.

Funding

While the recommendation for a consolidated award of 4.75% is significantly above what had been budgeted for in the 2021 Spending Review, it is right that we accept it in full. In recognition of the funding pressures facing police forces, the Home Office will provide £175m of additional funding in 2024-25 to support forces with the cost of the pay increase. This additional funding is expected to cover the costs of the pay award above 2.5%. I expect that forces can also absorb the cost of the other recommendations which I do not expect will have a significant financial impact upon police force budgets. My officials will send further details about how this will be allocated shortly and would welcome any views you have on that process.

I am aware that accepting these recommendations creates a funding pressure in the next financial year, but all future funding decisions will be subject to the next Spending Review. The Chancellor confirmed that the Government will carry out a multi-year spending review in two parts. Final budgets for this year and next year will be set alongside the Budget on 30 October and at least the next two years' spending after that will be set in Spring 2025. My officials will work closely with you throughout the Spending Review to maximise efficiency and productivity in policing and to ensure that police forces have the resources they need to tackle crime and boost neighbourhood policing.



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Home Secretary