

Police Federation  
of England and Wales



Ffederasiwn Heddlu  
Lloegr a Chymru

Established by Act of Parliament

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NATIONAL SECRETARY'S OFFICE

8 March 2023

Zoë Billingham CBE, Chair, PRRB

Sent via email to: [REDACTED]

Dear Zoë,

**Police Federation of England and Wales (PFEW) – PRRB 2023/24**

We write to apprise you of PFEW's position in respect of the 2023/24 pay review round.

Following our withdrawal from the pay review process in 2021, PFEW have decided against making a submission this year [2023]. We have taken the opportunity to summarise key reasons behind this decision below and hope to resolve these proactively in the interest of police officers across England and Wales.

The decision to withdraw from the pay review process was not solely a reaction to the public sector pay freeze, but a culmination of factors, including the mechanics of the pay review process.

- PFEW recognise that the independence of the PRRB is severely restricted by the pay review mechanism that is ultimately controlled by the Home Office. We feel it is inappropriate that the Home Secretary sets the scope of the annual pay review through the remit letter, and also retains ultimate authority in whether to accept any of the PRRB's recommendations with no recourse.
- Further, the Home Secretary's decision to accept the recommendations is based on instruction from the Treasury and as such, the process is again influenced by other

external decision makers, questioning the independence of the Home Secretary to make the right decisions and the fairness of those decisions.

- Research has demonstrated a substantial degradation of police pay over the last decade and the recent Home Office suggestion of a 3.5% affordable increase against the rising cost of living is further evidence to the continued and wilful degradation to police pay, devaluing the unique and difficult work of police officers.
- PFEW strongly feel that the PRRB could have prevented the increasing gap between the degradation of police pay in comparison to the pay of other public sector/protected services/front line emergency service workers, who are continually offered substantially better pay awards than police officers if the process was, in fact, independent.
- We recognise police officers do not have access to industrial rights due to the importance of their role. The Government's actions over the last decade are indicative of the fact that they do not understand or value the dangers, restrictions, and risks police officers face. Nor does it compensate them for these risks and the limitations placed on them.

The Government are continually failing to understand that their policies on policing are putting members of the public at risk; the public that police officers are there to protect.

Finally, it is worthy of note that following PFEW's withdrawal from the pay review process, there has been no engagement from the Government as to how the process could be improved or made independent.

It is regrettable that despite our repeated efforts, there has been no engagement or discussion to address our concerns around the pay review process. For this reason, PFEW is unable to justify to our membership that there would be any benefit in returning to the pay review process.

As ever, we remain open and willing to engage in meaningful discussion to facilitate a truly independent pay review process which allows the PRRB mechanism to function as it should – and for its recommendations to be given the respect and consideration with which they have been formed.

Yours sincerely



Steve Hartshorn  
National Chair



Calum Macleod  
National Secretary