



PROTECTING THOSE WHO PROTECT THE PUBLIC

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Ms Anita Bharucha.

Chair of NCA Remuneration Review Body.

25th February 2021

Dear Ms Bharucha,

Re: Seventh Submission to the NCARRB from the National Crime Officers Association, dated 26th February 2021

Attached is the NCOA's seventh submission to the NCA Remuneration Review Body. During the last 12 months, the membership of the NCOA has continued to grow and is in excess of 3000 NCA Officers. The majority of NCA officers are NCOA members and the NCOA represents officers at all NCA grades, roles and workplaces. This submission is made on behalf of these members.

The NCOA members are not insensitive to the suffering caused by the pandemic to the health, wellbeing and education of the public. Neither are NCOA members without an understanding of the financial impact of COVID-19. Like many others, NCOA members have been impacted by it. NCOA Members are keyworkers and our members, often under difficult circumstances; have continued to attend work throughout the crisis, maintaining the fight against serious and organised crime.

It is clear to the NCOA that the government directive of a pause on pay awards across the public sector will have only a marginal impact on dealing with the current economic situation. As we make clear in this submission, there are real risks that a pay pause at this stage will not only stifle but also undermine the progress made in reforming the pay of NCA officers.

We know that you will review the evidence from all parties and independently come to your recommendations. We consider there is a strong case for a 3% uplift in the base pay of NCA officers in 2021/22.

The NCOA have only recently seen a copy of the joint NCA/HO submission and not in sufficient time to provide feedback in our document. This is disappointing, as in previous years the NCOA have been given access to an embargoed copy of the NCA submission and in time to provide commentary on its contents as part of our report to you. We hope to have sufficient time to provide our analysis of the NCA/HO proposals in our oral evidence session with the NCARRB.

Thank you for the conscientious way in which the NCARRB considers all the evidence provided to it and we look forward to the recommendations.

Yours sincerely,

Steve Bond

Steve Bond

NCOA National Officer
