



PROTECTING THOSE WHO PROTECT THE PUBLIC

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Name

National Crime Agency
1-6 Citadel Place,
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11th August 2021

Dear **Name**,

Re: 2021/22 NCA Pay Award – Collective Bargaining matters

This of course will be a very disappointing year for the majority of NCOA Members. Whilst we understood the HM Treasury restrictions placed upon most public sector organisations (including the NCA) which prevented the NCARRB from making any recommendations; when I wrote to Agency on the 14th July 2021 it was in the hope that Agency would work with us and reward its officers by way of tangible non-pay awards this year.

Given that the Agency had the ability to deliver these to all staff, we are surprised, following the significant Agency successes of the last 18 months in particular that it had no desire to do so.

On behalf of our members, we consider the Agency's response to our proposed non-pay awards dispiriting. However, we are prepared to be surprised if the Agency delivers some tangible action on the commitments it has chosen to make.

With the conclusion of our discussions on non-powered officers pay, we understand the NCA will now:

- Provide a consolidated pay uplift of £250 to officers earning less than £24,000 (FTE) per annum, and smaller additional payments to avoid 'leapfrogging' for those who earn above £24,000. This will be applied to 356 individuals.
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- Deliver on your commitment to completing the work on Minimum Staffing Levels (MSLs), to include principles around approving and managing A/L.
- To work with your Trade Unions to consider how we ensure that Officers have dedicated time, as part of their day job, to focus on wellbeing and development activities.
- To work with your Trade Unions on a proposal for the future of exceeded bonuses, as part of the ongoing PDS review.
- Deliver on your commitment to working as transparently as possible with your Trade Unions as we develop pay proposals for NCARRB submission in 22/23.

Therefore, the NCOA now invite the Agency to implement the 2021/22 pay award for officers to ensure payment from August 2020 pay onwards.

Moving forward, it is clear that the Agency needs to break the cycle of differential pay settlements. We estimate that the Agency will award in the region of £2 million by way of SR uplifts to around just 20% of its workforce this year. In stark contrast it felt disinclined and unable to convince HM Treasury to allow it to allocate a paltry £11,000, so that the lowest paid officers at G6 all received the £250 uplift. Whilst there has been much focus on SR pay, in 2022/23 if the Agency is unable to transition the majority of its officers to SR pay, then it must develop a mechanism whereby officers can progress along the standard pay ranges.

We have also recently raised our concerns on transparency for SCS pay. We believe that the Agency must ensure that the principles by which pay is decided, is consistent across the Agency in all grades rather than treating its most senior staff as a special case which is exempt from 'normal' NCA recruitment standards.

Once the Agency has shared its draft pay communications, the NCOA will communicate with its members on this year's pay award, as well as our disappointment that the Agency chose to vary the RRA allocation after the specific engagement meetings we attended.

Regards,

Steve BOND

Steve BOND

National Officer

NCOA
