



PROTECTING THOSE WHO PROTECT THE PUBLIC

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Name

National Crime Agency
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14th July 2021

Dear **Name**,

Re: NCA Pay 2021/22; Collective Bargaining Matters

Following our recent discussions, I understand that the Office of Manpower Economics will shortly publish the NCA Remuneration Review Body (NCARRB) report on NCA officers pay. All indications we have seen to date are that, in line with very strict parameters set by HM Treasury in imposing a pay pause for NCA Officers, it is unlikely that the NCARRB will make any recommendations for NCA Officers pay this year.

Whilst not unexpected, this will be very disappointing for the vast majority of NCA Officers who unless they are able to progress through Spot Rate pay mechanisms or are one of the very limited number of NCA officers who earn less than £24,000 (who are all at G6), they will see no pay uplift in 2021/22. Whilst the NCOA recognise the restrictions placed upon the Agency by HM Treasury, we do not accept that the Agency are unable to reward our members by way of a non-pay reward or in the case of G6's, who are not within scope of the NCARRB all receive a £250 consolidated uplift at this time.

During the forthcoming collective bargaining pay engagement process which will follow publication on the NCARRB report for 2021/22 and in recognition of the exemplary work undertaken by NCA officers during the COVID-19 pandemic and the restrictions placed upon officers as result of a potential No Deal EU Exit. The NCOA are seeking the following non pay rewards are brought in by the Agency for 2021/22:

1. All NCA Officers in Grades 1-6 to receive 1 additional days Annual Leave this year. This will be in line with a reward being adopted by a number of
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Police Forces, some of which work alongside and in shared offices with NCOA Members.

2. All NCA Officers in Grades 1-6, receive 1 hour 'wellbeing' flexi time each week. This will be recorded on resourclink, with the option for officers to accrue and take as a block of 4 hours monthly. This reward has been adopted by some Police Forces and forms part of their wellbeing strategy. Feedback seen by the NCOA shows it to be a very positive step in promoting a healthy lifestyle, with a positive impact on reducing sickness rates.

As the NCARRB will not be making any recommendations on NCA Grade 6 pay. We also ask that the Agency now reflect on its rather convoluted method of awarding the £250 uplifts. Instead we ask that the Agency:

- 3 Accept the NCOA published recommendation and award all NCA G6 Officers a £250 consolidated pay uplift. Owing to the relatively low numbers, we consider this proposal affordable and fair.

I look forward to engaging with you on these 3 NCOA proposals in the coming weeks. We will be informing our members of the outcome of our engagement at the conclusion of our collective bargaining engagement.

Yours sincerely,

SBond

Steve Bond

NCOA National Officer
