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Ms Zoë Billingham.

Chair of NCA Remuneration Review Body.

9<sup>th</sup> February 2022

Dear Ms Zoë Billingham,

**Re: Eighth Submission to the NCARRB from the National Crime Officers Association, dated 9<sup>th</sup> February 2022**

The NCOA welcome you as the new Chair of the NCA Remuneration Review Body (NCARRB). Attached to this letter is the NCOA's eighth submission to the NCARRB.

The majority of NCA officers continue to be NCOA Members. The NCOA represents officers at all grades, roles and workplaces and it is on behalf of our members that we make this submission.

Following a year of a HM Treasury initiated 'Pay Pause' which saw the majority of our members receiving no pay uplift and in cognisance of the current cost of living crisis affecting our members. We consider there is a strong case for a 10% uplift in the base pay of NCA Officers in 2022/23.

The NCOA were recently provided with a copy of the NCA submission on an embargoed basis. For that reason, we have not provided specific feedback on that submission in our document. We hope that there will be sufficient time during our oral evidence session on the 16<sup>th</sup> March to provide our analysis of the NCA proposal.

It is clear though, that all parties agree that the NCA is critically reliant on recruiting and retaining high calibre officers, to maintain its position as the lead agency in combatting the threat of serious and organised crime. The pay and benefits available to NCA officers are pivotal to how attractive an employer the Agency remains.

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Thankyou for the conscientious way in which the NCARRB considers all the evidence provided to it and the NCOA look forward to receiving your recommendations.

Yours sincerely,

*Steve Bond*

Steve Bond

NCOA National Officer

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