Extraordinary CCC Meeting – 13 January 2026: Approval of 2026 Submission to Pay Review Bodies

Overview

- Purpose for the meeting is to get Chiefs' steer on a direction of travel for grant delegated authority of Pay Review body submissions.
- Still uncertainty over annual settlement details.
- An overview was provided showing a challenging year for policing with affordability and trade-offs being discussed.
- Unlikely to receive additional funding from Home Office so Chiefs must assume full responsibility for any pay award.

Submission Outline

Submission Approach:

- Need to ensure workforce are renumerated properly - employers of staff with unique roles, including putting themselves in danger.
- Well-being focused on during the discussion – downtime required to ensure employee safety and productivity.
- The need to ensure employer agility to maximise operational capability was the focus and key theme for discussion.
- The submission should be aligned to capability and affordability for all forces.

Submission Details discussed with all chiefs:

- Submission confirmed as missing key information as we have not received previous SSRB decision and full financial settlement for 2026/27.
- Partial settlement shows the amount received will not be enough.
- Submission needs to be based on affordability. We are unlikely to receive further funding from Home Office.
- Difficult balance to strike between renumerating officers and keeping pay up with inflation.
- There is an expectation from government that service keeps up with changing crime demands despite reduction in real terms funding. This is detrimental to morale and staff well-being.

Pay Award:

- Plan is to incrementally rectify pay structure due to inconsistency in the market position and retention/rewarding points across ranks.
- Removal of point 0 for Inspectors and Chief Inspectors and increase pay in Chief Inspector bands 2 and 3

    - £7 million cost to service which is a minimal cost when shared across forces
- 3% pay award
    - Biggest cost to service
    - Advised pay award of 2.4-2.8%
    - Large gap to find savings for award. This will impact forces' service delivery.

Additional Hours:

- Significant number of hours not compensated, especially Rest Days in Lieu (RDIL). Often taken at end of careers resulting in backfilling at a cost.
- Introduction of cap on number of days held before they're paid.
- Would require focus on resource planning
    - No cost 26/27, £7 million in 27/28 – minimal cost to service.
- Costing work is still being finalised before submission.

Financial Considerations and Affordability:

- Treasury guidance to the pay review bodies shows:
    - Day-to-day budgets will be tight;
    - No additional funding for pay beyond that already provided in the CSR;
    - Pay awards higher than budgeted will require savings from elsewhere;
    - Pay recommendations won't be accepted if unaffordable.
- Home Office previously bridged gap between settlement and award – Chiefs must assume full responsibility for any award paid.
- £0.4 billion short next year – service will need to save this and pay award amount.
- Proposal figures will create challenges but fit within affordability envelope.

Chiefs Discussion

Overview:

- Support was given for the proposed submission.
- Agreed to support affordability.
- Chiefs want opportunity to pitch to government for appropriate staff renumeration.

General Points:

- Staff retention is good, but officer numbers have dropped despite increased Neighbourhood Guarantee.
- P Factor gap was questioned and whether it remains up to date.
- CPOSA believe differential between Chief/Super/ACC has become too narrow - suggest removal of ACC pay point 1.

- Met proposing pay reform trial ahead of White Paper:
    - Align pay to performance – like competency related threshold;
    - Remove P/X factor elements from officers on adjusted duties;
    - Support and link pay progression standards to end of year review outcomes.
- Looking for a small, medium and large sized force to trial this with Met
    - Interest expressed by various forces.

Staff Renumeration vs Affordability:

- Data shows many in the service only have £125 to live off after bills each month.
- Chiefs agreed that limited funding settlement requires focus on affordability.
- £7m cost to service not much statistically but could result in losing two police staff roles in a force, something Chiefs want to avoid.
- Ignoring affordability would:
    - Reduce numbers of police staff - increasing workload on already exhausted officers.
    - Negatively impact morale and retention.
- Staff renumeration is limited by government settlement.
    - Could result in staff feeling undervalued and unsupported by leadership.
- Chiefs want to express to government displeasure over funding and stand up for adequate compensation for the role of staff and officers.

Actions and Decisions

Decision: Chiefs approved the direction and delegated authority for the 2026 Police Remuneration Review Body (PRRB) and Senior Salaries Review Body (SSRB) submissions to Phil Wells, Gavin Stephens, Paul Sanford and Jason Hogg.

Decision: NPCC National Reward Team Rewards to finalise drafting of the submission, reflecting the steer given on tone, the balance between what officers "deserve" and affordability, and an indicative rise in police officer base pay increase in the range of 2.4% – 2.8%

Action: Recirculate the detailed Rest Day in Lieu (RDIL) capping paper for Chiefs' further consideration.

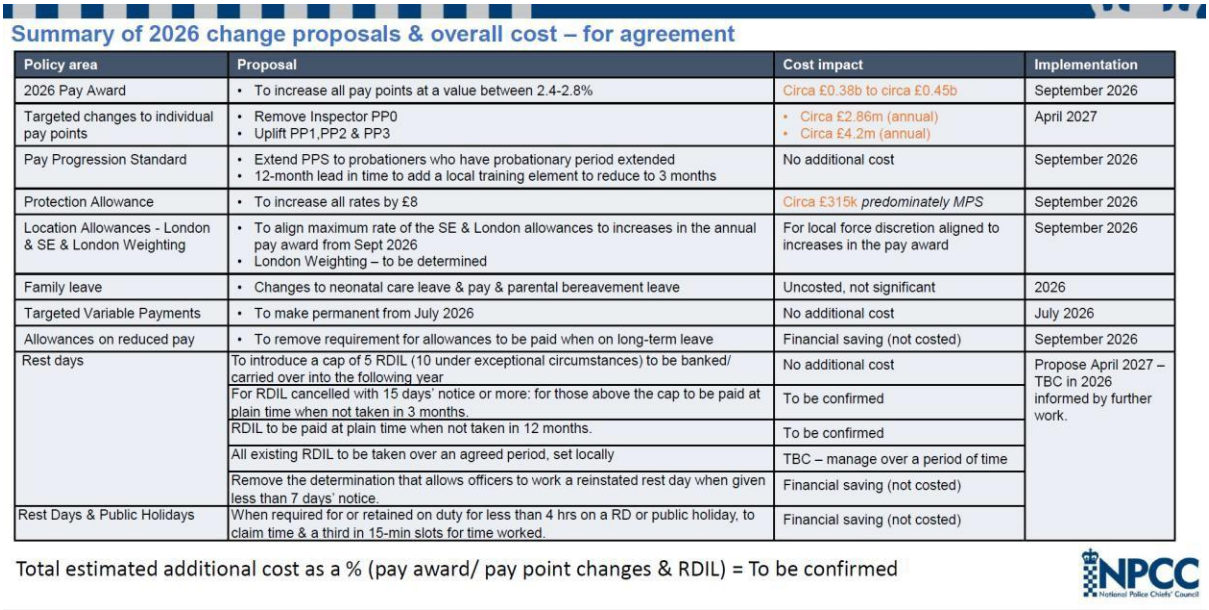
Decision: Continue engagement with MPS Pathfinder Proposal for reform; interested forces to contact the MPS team.

Decision: In order to allow finalisation of the submissions, leads to continue pressing Home Office for:

- full finance settlement clarity

- remit letter for PRRB & SSRB
- White Paper publication for Reform

Noting - Summary of 2026 change proposals & overall cost – agreed at Council is below:



Summary of 2026 change proposals & overall cost – for agreement

Policy area	Proposal	Cost impact	Implementation
2026 Pay Award	• To increase all pay points at a value between 2.4-2.8%	Circa £0.38b to circa £0.45b	September 2026
Targeted changes to individual pay points	• Remove Inspector PP0 • Uplift PP1,PP2 & PP3	• Circa £2.86m (annual) • Circa £4.2m (annual)	April 2027
Pay Progression Standard	• Extend PPS to probationers who have probationary period extended • 12-month lead in time to add a local training element to reduce to 3 months	No additional cost	September 2026
Protection Allowance	• To increase all rates by £8	Circa £315k *predominately MPS*	September 2026
Location Allowances - London & SE & London Weighting	• To align maximum rate of the SE & London allowances to increases in the annual pay award from Sept 2026 • London Weighting – to be determined	For local force discretion aligned to increases in the pay award	September 2026
Family leave	• Changes to neonatal care leave & pay & parental bereavement leave	Uncosted, not significant	2026
Targeted Variable Payments	• To make permanent from July 2026	No additional cost	July 2026
Allowances on reduced pay	• To remove requirement for allowances to be paid when on long-term leave	Financial saving (not costed)	September 2026
Rest days	To introduce a cap of 5 RDIL (10 under exceptional circumstances) to be banked/ carried over into the following year	No additional cost	Propose April 2027 – TBC in 2026 informed by further work.
	For RDIL cancelled with 15 days' notice or more: for those above the cap to be paid at plain time when not taken in 3 months.	To be confirmed	
	RDIL to be paid at plain time when not taken in 12 months.	To be confirmed	
	All existing RDIL to be taken over an agreed period, set locally	TBC – manage over a period of time	
	Remove the determination that allows officers to work a reinstated rest day when given less than 7 days' notice.	Financial saving (not costed)	
Rest Days & Public Holidays	When required for or retained on duty for less than 4 hrs on a RD or public holiday, to claim time & a third in 15-min slots for time worked.	Financial saving (not costed)	

Total estimated additional cost as a % (pay award/ pay point changes & RDIL) = To be confirmed

NPCC National Police Chiefs' Council