National Police Chiefs' Council

National Police
Freedom of Information
and Data Protection Unit

c/o PO BOX 481
Fareham
Hampshire
PO14 9FS

Tel: 02380 478922
Email: npcc.foi.request@npfdu.police.uk

20/08/2026

FREEDOM OF INFORMATION REQUEST REFERENCE NUMBER: 3060/2026

Thank you for your request for information regarding 2026 PRRB pay submission, which has now been considered.

Applicant Question:

I am writing to request information under the Freedom of Information Act 2000 regarding the decision-making process behind the NPCC's 2026 submission to the Police Remuneration Review Body (PRRB) advocating for a 3.5% pay rise.

Specifically, I am requesting the following information:

1. **The minutes, agendas, and briefing papers** from the **Chief Constables' Council meeting(s)** where the 2026 PRRB pay submission and the 3.5% figure were debated, decided, or ratified.
2. **The complete attendance list** for these **specific meeting sessions**, explicitly detailing which chief officers or forces were present, and whether they attended physically or virtually.
3. **The record of the decision or vote**, detailing which Chief Constables voted in favour of, voted against, or abstained from the 3.5% proposal. If a formal roll-call vote was not taken, please provide the record showing how consensus was reached and whether any specific forces formally registered dissent.

NPCC Response – re-issued 20/08/2026:

1. The NPCC does hold recorded information in scope of your request.

   There was an extraordinary Chief Constables' Council meeting held on 13 January 2026 to agree pay submission proposals.

   This information is released to you in full.

   Colleagues have provided the following information, outside of the Act, as a gesture of goodwill:

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The attached minutes are the contemporaneous record of the Extraordinary Chief Constables' Council meeting held on 13 January 2026 and are being disclosed as the recorded information held by the NPCC.

The NPCC has advised that references within the minutes to 'renumeration' should be read as 'remuneration'. This reflects as spelling error within the original record; however, the recorded information has not been amended and is disclosed in the form held at the time of the request.

The NPCC has further advised that the decision regarding the final pay award percentage was delegated by Chiefs to designated leads following the meeting, due to an extension of the deadline for submission to the Police Remuneration Review Body (PRRB) and Senior Salaries Review Body (SSRB). The minutes record that Chiefs approved the direction of travel and delegated authority for the submissions. The final submission was subsequently refined to reflect the most up-to-date inflation data available at the point of submission.

In addition, reasonable and proportionate searches were conducted of all other Chief Constables' Council (CCC) minutes and associated records covering the period February 2025 to the date of your request. These searches did not identify any recoded information relating to:

- Any debate, decision, or ratification of a proposed 3.5% pay award submission to the Police Remuneration Review Body (PRRB).
- Attendance information for any meeting session where such a proposal was considered; or
- Any vote, recorded consensus, or formal dissent relating to such a proposal.

In accordance with the duty to provide advice and assistance under Section 16 of the Freedom of Information Act 2000, details of the searches undertaken are provided below:

2. The NPCC does not hold recorded information in scope of your request. The NPCC did not create an attendance list after the event to form part of the minutes. The meeting was held via Teams, and a calendar invite was sent which included email addresses which did not identify rank or force.

   Whilst the NPCC has no obligation under the legislation to create information in order to answer a request, as a gesture of goodwill, we are able to provide the following list of Senior Chief Officer attendees outside of the Act as follows:

Name	**Rank**	**Force**
Tuckley Ashley	Deputy Chief Constable	Northamptonshire Police
Hatchett Sacha	Chief Constable	Lancashire Constabulary
Khan Osman	Deputy Chief Constable	West Yorkshire Police
David Sandall	Chief Constable	Leicestershire Police
Alix Newbold	Chief Operating Officer	City of London Police

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Brunning Martin	Assistant Chief Constable	Cambridgeshire Constabulary
Lauren Poultney	Chief Constable	South Yorkshire Police
Nick Adams	Assistant Chief Officer	Avon & Somerset
Clare Davies	Assistant Chief Officer	Metropolitan Police
Rimmer Charley	Assistant Chief Officer	Lincolnshire Police
Rob Griffin	Deputy Chief Constable	Nottinghamshire Police
Jo Noakes	Assistant Chief Officer	College of Policing
Ian Cosh	Assistant Chief Officer	Greater Manchester Police
Mcewan Mark	Deputy Chief Constable	Surrey Police
John Bloomer	Assistant Chief Officer	Staffordshire Police
Ciaron Irvine	Deputy Chief Constable	Durham Constabulary
Mark Cooper	Deputy Chief Constable	Wiltshire Police
Davison Chris	Deputy Chief Constable	Lincolnshire Police
Michael Evans	Deputy Chief Constable	Cheshire Constabulary
Alistair Cook	Chief Finance Officer	City of London Police
Wells Philip	Deputy Chief Officer	Bedfordshire Police
White Paul **Andrew**	Deputy Chief Constable	Merseyside Police
Sanford Paul D	Chief Constable	Norfolk Constabulary
Ben-Julian Harrington	Chief Constable	Essex Police
Craig Guildford	Chief Constable - retired	Nottinghamshire Police
Gemma Stannard	Assistant Chief Officer	NPCC
Shiner Jo	Chief Constable	Sussex Police
Mark Roberts	Chief Constable	Cheshire Constabulary
Swann Rachel	Chief Constable	Derbyshire Constabulary
Jeremy Vaughan	Chief Constable	South Wales Police
Franklin-Smith Alexander	Chief Constable	Warwickshire

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Rachel Kearton	Chief Constable - retired	Suffolk Police
AMANDA J. BLAKEMAN	Chief Constable	North Wales Police
Steven Cooper DCC	Chief Constable	Nottinghamshire Police
Jason Hogg	Chief Constable	Thames Valley Police
Tim Smith	Chief Constable	Kent Police
Gavin Stephens	Chief Constable	NPCC
Tim DeMeyer	Chief Constable	Surrey Police
Catherine Roper	Chief Constable	Wiltshire Police
Jon Boutcher	Chief Constable	PSNI
Richard Cooper	Chief Constable	West Mercia Police
Blyth, Maggie	Chief Constable	Gloucestershire Constabulary
Louisa Rolfe	Assistant Commissioner	Metropolitan Police
Andy Prophet	Chief Constable	Hertfordshire Constabulary
Wendy Gunney	Deputy Chief Constable	South Wales Police
Barrow-Grint, Katy	Deputy Chief Constable	Gloucestershire Constabulary
Todd, Christopher	Chief Constable	Humberside Police
Evans Vicki-DAC - SO COG	Deputy Assistant Commissioner	Metropolitan Police
Alexis Boon	Chief Constable	Hampshire and Isle of Wight Constabulary
Charles Ifan T-CC	Chief Constable	Dyfed Powys
Martland, Darren	Chief Constable	Cumbria Constabulary
FULLER Victoria	Chief Constable	Cleveland Police
Pritchard Kier	Chief Constable	Ministry of Defence Police
James Vaughan	Chief Constable	Devon & Cornwall
Helen Millichap	Deputy Chief Constable	College of Policing

3. The NCPC does not hold recorded information in scope of your request.

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Yours sincerely
Freedom of Information Officer & Decision Maker

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COMPLAINT RIGHTS

Internal Review

Any request for an internal review will be acknowledged and responded to, based on the specific wording of your initial request only.

We ask that any rationale to request an internal review, does not include any requests for new information and ask that these be submitted by separate email. We will acknowledge as a new request and may aggregate to your initial request in compliance with the legislation.

If you are dissatisfied with the response you have been provided with in compliance with the Freedom of Information legislation, you can lodge a complaint with NPCC to have the decision reviewed within 40 working days of the date of this response.

The handling of your request will be looked at by someone independent of the original decision and a fresh response provided.

It would be helpful, if requesting a review, for you to articulate in detail the reasons you are not satisfied with this reply.

If you would like to request a review, please write or send an email to NPCC Freedom of Information, c/o PO Box 481, Fareham, Hampshire, PO14 9FS.

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Annex A

Legislation – Section 16

(1) It shall be the duty of a public authority to provide advice and assistance, so far as it would be reasonable to expect the authority to do so, to persons who propose to make, or have made, requests for information to it.

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