



The Rt Hon Dame Karen Bradley DBE MP Chair
Home Affairs Select Committee
House of Commons
London
SW1A 0AA

By email only

19 February 2026

Dear Karen,

Supplement to the Forty-Seventh Annual Report of the Senior Salaries Review Body

The Supplement to the Forty-Seventh Annual Report of the Senior Salaries Review Body (SSRB) for 2025 is being published today.

The SSRB considered and made recommendations on the pay and allowances for the chief police officer ranks, Police and Crime Commissioners (PCCs) and Police, Fire and Crime Commissioners (PFCCs) in England and Wales.

For the chief police officer ranks, the SSRB recommended a consolidated pay award of 3.9%. It also recommended a 4.2% increase in London Weighting and the replacement of the current Motor Vehicle Allowance structure with a single, standardised allowance of £1,239, regardless of engine size.

The government has accepted the SSRB's recommendations for the chief police officer ranks in full and they will take effect from 1 September 2025.

The government has considered the SSRB's recommendations for PCCs in the context of our police reform proposals, which were confirmed in our White Paper, 'From local to national: a new model for policing' published on 26 January.

The SSRB recommended reducing the current five salary bands to three, in two phases from 1 May 2025 and 1 May 2026. It also recommended that PCCs who hold responsibility for fire and rescue governance should receive an additional pay supplement of 7.5% on top of their base salary. After careful consideration, the government has decided not to accept these recommendations. Instead, a consolidated uplift of 4.2% will be awarded to each of the current pay groups, with effect from 1 May 2025. This is in line with the pay uplift awarded to the federated and superintending ranks for 2025-26.

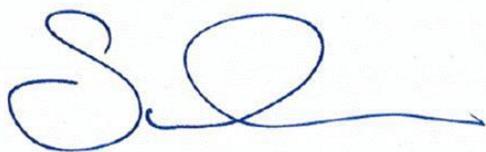
The SSRB also recommended that in each year that the Home Secretary does not remit it to formally review PCC pay and reward, PCC base pay is increased by the same percentage as the annual base pay increase for chief police officers in the territorial police forces of England and Wales. The government has accepted this recommendation.

The SSRB further recommended the introduction of a loss-of-office payment and the establishment of parental leave entitlements for PCCs. These recommendations will be explored further as part of our governance reforms and wider programme of police reform set out in our White Paper.

The SSRB's recommendations exceed the figure the government set out as affordable for policing and for the government. The Home Office has already provided additional funding of £120m to police forces to support with the increased costs of the pay award for the federated and superintending ranks announced on 1 August 2025. We are content that these pay awards are affordable from within existing budgets and in view of the additional funding already provided.

Copies of the Supplement to the SSRB's report are available in the Parliamentary Vote Office and at GOV.UK. A copy of this letter will be placed in the Libraries of both Houses.

Very best wishes,

A handwritten signature in blue ink, appearing to be 'S. Jones', with a long horizontal flourish extending to the right.

Sarah Jones MP
Minister of State for Policing and Crime