



HOUSE OF COMMONS
LONDON SW1A 0AA

December 2017

Dear Constituent,

Thank you for contacting me about public sector pay.

Like most people I believe public sector workers deserve to have fulfilling jobs that are fairly rewarded.

However, we still need to deal with our country's debts to ensure we have a strong economy to enable us to invest in our public services. Thus the Government will consider each specific workforce to ensure pay is set so that the public sector can continue to both attract and hold on to the excellent staff that support our world-leading public services.

The Government has confirmed that it will be moving away from the 1 per cent public sector pay policy, towards a more flexible approach on pay.

Before Ministers make any further final decisions on pay awards, they will seek the views of the eight independent Pay Review Bodies. These report in 2018, at which point the Government will consider their recommendations and announce public sector pay awards for each of those workforces.

On the issue of funding for pay settlements, it would be wrong to pre-empt the wider process around the Pay Review Bodies by centrally determining public sector pay. Secretaries of State will shortly issue remit letters to the relevant bodies to begin the pay round process for 2018-19. These will be followed by submissions of workforce-specific evidence to the review bodies, which will cover recruitment and retention and scope for productivity. It is right that Pay Review Bodies will consider specific issues within each workforce and make recommendations based on the evidence.

In the interim, several departments have chosen to fund pay rises for those working in front line services. For example, prison officers received an above 1 per cent pay award last year. Due to the unique pressures faced by the NHS this year, a specific



commitment was made in the Autumn Budget of additional funding for the NHS as a whole.

Since 2010 the deficit has been cut by two thirds, helping secure our economy for the future. There is more to be done, but thanks to the actions that have been taken, the Government can now apply greater flexibility to public sector pay. Ministers will continue to ensure that the overall package for public sector workers recognises their vital contribution and ensures that they can deliver world class public services, while also being affordable and fair to taxpayers as a whole.

Once again, many thanks for taking the time to contact me.

Yours faithfully,

A handwritten signature in blue ink, appearing to read 'Chris'.

CHRIS HEATON-HARRIS MP
MEMBER OF PARLIAMENT FOR DAVENTRY