

Hi

Best wishes



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**From:**

**Sent:** 20 March 2024 10:23

**To:**

**Cc**

**Subject:** CONFIDENTIAL: Senior salaries

**Sensitivity:** Confidential

Following conversations earlier in the week, have just met to discuss his salary.

**In short I have agreed to increase his gross salary to £120,000 from 1<sup>st</sup> June 2024.**

The reasons for the increase are:

- To recognise the real likelihood of a valued member of the team taking an opportunity elsewhere at a significantly higher salary. This is different from the argument previous posed about the more theoretical market median.
- From 1<sup>st</sup> June the new Chief Constable pay bands will come into Force. The Senior Salary Review Board recommended (although the Home Office have not yet implemented) that PCC pay be linked to CCs and so using these bands is a logical extension for senior staff.

The timing of the implementation recognises:

- The timing of the introduction of new Chief Constable pay bands (as above).
- The conclusion of work on the OPCC restructure, allowing the implementation to be aligned with recommendations on restructuring.
  - This MAY reduce any disparity between the most senior salaries and other members of SMG.
  - This would also fit with any introduction of a new tier of management that MAY be recommended.

- This will allow decisions on other senior salaries resulting from the restructuring to take this increase into account.
- Will allow time to review as Chief of Staff.

Decision making:

- I am of the view that no formal decision paper is required to be published for individual salaries and that the financial impact on the office is below the threshold for any publication.
- This exchange of emails should suffice in confirming my decision and, hopefully, your agreement as
- The new salary will of course be public once implemented in June on the OPCC website.

Can you please:

- (a) Confirm that you are content with this decision and the financial implications of it as**
- (b)**
- (c) Request People Services to draft an appropriate contractual letter to inform formally of the planned change?**
- (d) Confirm as that you are content with the decision making process and that there is no need to publish at this stage outside of the restructuring?**

As mentioned above, this will necessitate a review of salary which we will discuss in the coming weeks, with the anticipation of commencement of any change at the same time.