

House of Commons: Written Statement (HCWS264)

Home Office

Written Statement made by: **The Secretary of State for the Home Department (Shabana Mahmood)** on 15 Jul 2026.

Police workforce

The twelfth report of the Police Remuneration Review Body (PRRB) is being laid before Parliament and published today. The Body considered the pay and allowances for police officers in the federated and superintending ranks in England and Wales. The supplement to the forty-eighth annual report of the Senior Salaries Review Body (SSRB), which made recommendations on the pay and allowances for the chief police officer ranks in England and Wales, is also being laid before Parliament and published. I would like to thank the Chairs and members for their reports and detailed considerations.

Police officers perform one of the most challenging and important roles in public service. Every day, they put themselves in harm's way to keep our communities safe, protect vulnerable people, and uphold the rule of law. Through our police reform programme, we are committed to ensuring that officers have the support they need to carry out this vital role and to meet the demands of modern policing.

The PRRB recommended a consolidated increase of 3.9% for all ranks and pay points, up to and including chief superintendent. The SSRB recommended a consolidated increase of 3.7% for the chief officer ranks. The Government has given very careful consideration to the recommendations and has decided to award a consolidated increase of 3.5% to all ranks and pay points. This is the highest award that is manageable within existing police force and Home Office budgets, while enabling the continued delivery of the Government's crime and policing priorities, and considering the evidence and findings of the PRRB and SSRB. This increase will take effect from 1 September 2026.

To support forces with the additional costs of the award, the Home Office will provide additional funding of £84m in 2026-27; £144m in 2027-28; and £145m in 2028-29. I have always been clear that I will prioritise crucial frontline services and this funding has been made available through contingency budgets created by rigorous reprioritisation, difficult decisions and savings exercises undertaken during and after the Spending Review 2025. The funding will be allocated using Police Funding Formula shares.

London Weighting will be increased by 3.5% in line with the pay award. The maximum rates of London Allowance and the South East Allowance will also be increased by 3.5%. All Protection Allowance rates will be increased by £8. These increases will take effect from 1 September 2026.

The PRRB recommended that the ten-day qualifying period for Acting Up Allowance should be abolished from 1 September 2026. This recommendation has been accepted but will instead be implemented following consultation on amendments to determinations made under the Police Regulations 2003.

The PRRB further recommended that maternity support leave entitlements should be increased to two weeks with full pay from 1 September 2026. The second week of full pay will be available to those officers meeting the current service requirements to receive statutory paternity pay, as set out in determinations made under the Police Regulations 2003. The recommendation will also be applied to adoption support leave entitlements. Both changes will be implemented following consultation on amendments to the determinations.

The PRRB recommended that rate three of the Protection Allowance should be applied for each day an officer is deployed to a qualifying country. This recommendation will be subject to further discussion with all relevant stakeholders to fully understand the impact.

Further recommendations were also made on how statutory employment rights should be applied in the Police Regulations 2003. The Government notes these recommendations but emphasises that the PRRB and SSRB will continue to have a role in advising on any enhancements beyond statutory minimum employment rights. In addition, the PRRB made recommendations on timescales for implementing outstanding changes required to the Police Regulations 2003 and determinations made under them. The Home Office will work with policing stakeholders to develop a realistic timetable for progressing these amendments.

The SSRB recommended the Home Office and the National Police Chiefs' Council (NPCC) work with policing stakeholders to develop a solution at pace to address chief officer retention through all stages of policing reform. The Home Office will consider how best to take this forward with the NPCC.