



Rt Hon Steve Barclay MP  
Chancellor of the Duchy of Lancaster, Minister for the Cabinet Office  
Cabinet Office  
70 Whitehall  
London  
SW1A 2AS

30 September 2021

Dear Minister

Firstly, we wish to congratulate you on your appointment as Chancellor of the Duchy of Lancaster and Minister for the Cabinet Office

We are the largest union in the civil service representing managers, specialists and professionals. Across the public and the private sectors, we are proud of the contribution our members make. Many work in areas which pose the greatest challenges for the UK, both nationally and internationally. From defence and climate change, to supporting effective safety regulation to dealing with the pandemic, our members help defend, protect, support, and enhance the lives of citizens.

Sir Patrick Vallance recently spoke at our Public Services Conference in relation to our long-term campaign for STEM and data skills to be central to government policy and delivery. Brexit and the pandemic underlined the importance of these skills across the public and private sectors.

Prospect has engaged positively with the Cabinet Office and employers across the civil service, whilst holding employers to account. We are proud to champion the professionalism of our members and the contribution they and their organisations make.

The recently published reform agenda for the civil service highlighted a number of areas of common interest and concern and we are keen to work with you and officials on the delivery of the far-reaching reforms needed. Too often the civil service has been treated as a political football by all administrations. A strong economy and society needs a robust and properly resourced public sector with the skills, capacity and confidence needed to meet the challenges of our age.

You will know that pay is a key concern amongst members. For more than a decade pay levels and pay increases have lagged increasingly behind both inflation and private sector comparators with the gap widening by specialism and seniority. We have been advocates of the reform of pay systems enabling and supporting the acquisition of knowledge, skills and experience to help build capacity, capability and resilience.

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Despite this being a key aim of the government's reform agenda, progress with officials has been frustratingly slow. We would welcome an early meeting to agree the ending of the pay freeze for our members who have contributed so much and discuss options for positive reform including the potential for a pay review body covering the work of our members in the civil service.

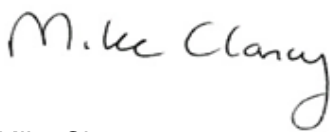
In addition to the above, we are seeking a constructive dialogue on other elements of the government's reform agenda including:

- The need to be better at retaining and growing deep subject expertise.
- Capability based pay
- Highlighting environmental issues and their policy and delivery importance
- For the Civil Service to be less London centric and provide career paths and talent pathways across the UK.
- Highlighting the importance of engineering, science, digital and data and harnessing them for the public good
- Encouraging secondment and interchange.
- Investing in training for Civil Servants and Ministers
- Encouraging mixed disciplinary teams and avoiding unnecessary hierarchies
- The setting of new standards for diversity and inclusion

The government has set a potentially far reaching and powerful agenda. Our members believe that their skills and contributions have been neglected and taken for granted over the past number of years. We believe this is an opportunity to reset that relationship so we can work together on a positive agenda that delivers for staff as well as citizens.

We look forward to meeting with you.

Yours sincerely

A handwritten signature in black ink that reads "Mike Clancy". The signature is written in a cursive, slightly slanted style.

Mike Clancy  
General Secretary