



The Rt Hon Jeremy Quin MP
Minister for the Cabinet Office and Paymaster General
Cabinet Office
70 Whitehall
London
SW1A 2AS

By email

31 July 2023

Dear Minister

Civil Service pay

As you know, whilst we have welcomed your increased engagement with us since the beginning of the year about Civil Service pay, the last few months have been difficult, and shown beyond doubt that the current Civil Service pay system is broken beyond repair.

In your letter of 2 June 2023, you extended an offer of dialogue with the trade unions about the longer-term strategy for Civil Service pay.

The Civil Service pay structures have remained largely unreformed for three decades. The remit process not only prevents individual employers developing a strategic approach to their pay and reward, but it also prevents any sort of strategic approach at the centre and is actively hindering other workforce strategies you want to progress for the whole of the Civil Service.

The damage caused by the premature publication of the pay remit in April was mitigated by the addendum, as this uplifted the delegated award in the Civil Service to be more comparable to the wider public sector.

However, we need to be clear with you, that we and our members viewed that as a start. The value of Civil Service pay has plummeted over the past decade, and this is having a devastating impact on the morale and motivation of civil servants and causing intense recruitment and retention pressures for employers. There is far more to be done to address the fall in real terms value of Civil Service pay and fundamental reform of the system for pay setting is urgently needed.

We want to see a pay structure that rewards talent, knowledge and expertise so that the Civil Service can recruit and retain skilled staff that can address the major challenges faced by our vital public services.

We now want to engage with you directly on your offer of talks and to establish a dialogue to remedy the problems we describe above. Therefore, we request a meeting at the earliest convenience.

Given the importance of this issue, we will be publishing this letter to members.

Yours sincerely,

A handwritten signature in black ink that reads "Mike Clancy".

Mike Clancy
Prospect General Secretary

A handwritten signature in black ink that reads "Dave Penman".

Dave Penman
FDA General Secretary