



# Home Office

**DIRECTOR GENERAL**

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Tom Winsor  
Independent Review of Police Officers' &  
Staff Remuneration & Conditions  
5 Old Broad Street  
London  
EC2N 1DW

Our Ref

Your Ref

Date

6<sup>th</sup> May 2011

Dear Tom,

Thank you for your letter, received on 8 April, asking for an extension to the timetable for part 2 of your review and seeking clarification on the scope of your second report in relation to pensions issues.

2. The Home Secretary has given careful consideration to all your points raised and has agreed your proposed revised deadline of January 2012 for providing your part 2 report.

3. Your letter also sought clarification on the scope and timing of your part 2 report in relation to police pensions issues. The terms of reference for your review set out that you must have regard to Lord Hutton's review. As you are aware Lord Hutton published his final report on 10 March and the Government has agreed that Lord Hutton's recommendations should form the basis of consultation with workforces and others going forward. It will be important that your review can demonstrate that it has reflected on these developments in its consideration of pay, and the wider remuneration and conditions of service package, particularly where Lord Hutton made specific reference to considering different treatment for the uniformed services.

4. It would therefore be helpful if your part 2 report could examine specifically Lord Hutton's recommendation that police officers (as a "uniformed service") should have a Normal Pension Age to reflect the unique characteristics of their work (recommendation 14 of the Independent Public Service Pension Commission: Final report, published 10 March 2011). We will be in touch with you shortly to discuss the implications of the revised timing for your part 2 report, in relation to this. It would also be helpful if the report could reflect on any other pension or retirement issues that you consider relevant to inform your overall conclusions.

5. I hope this is helpful and I have asked my team to liaise with your team on the arrangements for communicating this.

Yours

**Stephen Rimmer**  
**Director General**

