

**TOM PURSGLOVE MP**  
CORBY & EAST NORTHAMPTONSHIRE



HOUSE OF COMMONS

LONDON SW1A 0AA

11<sup>th</sup> July 2018

*Jean Constant,*

**RE: CIVIL SERVICE PAY GUIDANCE.**

Thank you for contacting me recently about the Civil Service pay guidance; your comments upon which I read with great interest.

I appreciate the hard work civil servants have undertaken in recent years to deliver more for less, which has made a significant contribution to consolidate Britain's finances. The public sector pay cap was never intended to be a permanent or long-term solution, and I am pleased that it is no longer a requirement that public sector pay rises be limited to one percent, if departments are able to find efficiency savings.

It is pleasing to tell you that, in 2018 to 2019, departments will be able to make average pay awards within the new range of 1 to 1.5 percent. I would like to assure you that this is not a cap, and individuals may receive a higher or lower award than this. As each workforce is different, departments will now be able to determine pay awards for their workforces according to their needs and resources. I recognise the need to meet rising demand for the incredible services public sector workers offer, and I am pleased that departments can offer higher pay awards, where this can be afforded.

All civil servants deserve to be rewarded for the work they do, so that the public sector can continue to attract the brightest and best. Though I appreciate that difficult decisions were made on pay restraint, the pay cap, which formed part of the Government's long-term economic plan, helped to get this country's finances back under control at a time when the UK had the largest deficit in peacetime history.

My colleagues in the Department for Business, Energy and Industrial Strategy have also introduced the National Living Wage, which over the last two years has delivered pay rises to millions of workers, many of whom were our lowest-paid civil servants. I am pleased that any increases in pay due to the National Living Wage will be in addition to average awards higher than the 1 to 1.5 percent range.

Once again, thank you for having taken the time to contact me and if I can ever be of any further assistance to you then please do not hesitate to contact me again.

*With best wishes,*

*Tom*

**TOM PURSGLOVE MP**  
**MEMBER OF PARLIAMENT**  
**CORBY & EAST NORTHAMPTONSHIRE**