



# Office of Manpower Economics

Providing professional, independent, evidence-based support for the Pay Review Bodies

## About the OME

The Office of Manpower Economics provides support for the independent Pay Review Bodies, School Support Staff Negotiating Body and Police Boards. For the six Pay Review Bodies, School Support Staff Negotiating Body and two Police Boards the total annual pay bill for the 1.8 million public sector employees covered is in excess of £56 billion.

The independent Review Bodies advise the Prime Minister and relevant Secretaries of State on matters referred to them, primarily making annual recommendations about pay levels. Following devolution, Reports may also be sent to the First Ministers of the Scottish Parliament and The National Assembly for Wales, the Presiding Officer of the Northern Ireland Assembly and the Mayor of London on pay related matters affecting the devolved bodies. Chairs are appointed by the Prime Minister. Members are appointed by the Prime Minister or the relevant Secretary of State.

## Independent Review Bodies

Although the Review Bodies operate independently of each other, their procedures are broadly similar. During the autumn, each body receives written and oral evidence from both the Government and representative organisations covering its remit groups. Other interested parties may also submit evidence. The Review Bodies weigh the evidence and their own independent research to formulate recommendations on the remuneration of their remit groups. Their recommendations are submitted to the Prime Minister and Secretaries of State, and where appropriate the devolved administrations, early in each new year. The Government's response to the Pay Review Bodies' reports is usually announced in January or February each year, often with extensive media coverage.

During the spring and summer, Review Body members undertake a series of visits within Great Britain, Northern Ireland and abroad to meet members of their remit groups. These visits enable Review Body members to gain first hand knowledge of the pay and other issues facing their remit groups.

## Research and Analysis

The OME's aim is to provide high quality analytical, administrative and technical support. Part of that aim is to develop and maintain good quality relationships with a wide range of Government Departments and Executive Agencies as well as Staff Associations, Trade Unions and other organisations.

The secretariat teams within OME regularly commission specific research projects on behalf of the individual pay bodies they support. Details of these projects can be found by accessing the respective body's home page from the [OME website](#). OME, in the guise of its Research and Analysis Group (RAG), also

commissions cross-cutting research projects that may be of interest to several pay bodies and external organisations.

RAG was constituted in 2003 and is led by OME's Chief Economist and Deputy Director, Margaret McEvoy, who is supported by Grant Whitfield, Head of Statistics and Nicola Allison, Remuneration Specialist.

[www.ome.uk.com](http://www.ome.uk.com)