

**ANNEX F**

**DETERMINATION  
FOR REGULATION 24**

**PAY**

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**Part 1.**

**GAIN FROM PROMOTION**

- 1 When a member is promoted to a higher rank, the rate of pay payable to the member in the higher rank shall always be higher than the rate of pay the member would have received had he not been promoted and shall be set at a rate which is not less than the rate appropriate to the pay point which, in the higher rank, is immediately above the rate of pay the member would have been receiving but for his promotion.
- 2 For so long as the member continues to serve in the higher rank, he shall be paid at the rate identified in paragraph (1) until, in accordance with the terms of service appropriate to the member's new rank, a higher pay point becomes applicable.

**Part 1A.**

**SUSPENSION OF INCREMENTAL PROGRESSION FOR  
CONSTABLES, SERGEANTS, INSPECTORS AND CHIEF  
INSPECTORS**

- 1 Save as set out in the remaining paragraphs of this Part, no member in the rank of constable, sergeant, inspector or chief inspector shall move to a higher pay point in the relevant period.
- 2 A member who completes initial training in the relevant period shall move to the relevant pay point in the table in Part 2 (constables' pay with effect from 1st September 2010).
- 3 A member who completes two years' service as a constable in the relevant period shall move to pay point 2 in that table.
- 4 A constable on pay point 2 in that table who completes a further year's service in the relevant period shall move to the next pay point on doing so.
- 5 In this part "the relevant period" means the period from 1st April 2012 to 31st March 2014.

**Part 2.**

**CONSTABLES' PAY**

Pay point	With effect from 1 April 2003 £	With effect from 1 September 2003 £
On commencing service	18,666	19,227
On completion of initial training	20,838	21,462
2	22,047(a)	22,707 (a)
3	22,620	23,298
4	23,394	24,096
5	24,129	24,852
6	24,903	25,650
7	25,615	26,382
8	26,250	27,039
9	27,090	27,903
10	28,071	28,914
11	28,728	29,589
12	29,307 (b)	30,186 (b)

- (a) All members move to this salary point on completion of two years' service as a constable.
- (b) Members who have been on this point for a year will have access to the competence related threshold payment .

**New Pay Scales for Constables' with effect from 1st April 2004.**

The pay point 3 on the constables' scale will be removed, to create a new 12-point pay scale. With effect from 1 April 2004, members should move sideways from the current scale in the second column to the fourth column in the table below. If there is a blank space, then members should move directly onto the next highest point. In practice, this will affect all members on the current pay point 3 (£23,298), who will move on to the new pay point 3 (£24,096).

Pay point	With effect from 1 September 2003 £	Pay point	With effect from 1 April 2004 £
On commencing service	19,227	On commencing service	19,227
On completion of initial training	21,462	On completion of initial training	21,462
2	22,707 (a)	2	22,707 (a)
3	23,298		
4	24,096	3	24,096
5	24,852	4	24,852
6	25,650	5	25,650
7	26,382	6	26,382
8	27,039	7	27,039
9	27,903	8	27,903
10	28,914	9	28,914
11	29,589	10	29,589
12	30,186 (b)	11	30,186 (b)

(a) All members move to this salary point on completion of two years' service as a constable.

(b) Members who have been on this point for a year will have access to the competence related threshold payment .

**Anomalies**

To counteract the anomalies arising from both assimilation to the above new pay scale, and that implemented with effect from 1 April 2003, the incremental dates of members listed below will, for pay purposes only, change where indicated in the following table:

<b>Member's start date</b>	<b>Incremental date</b>
On or before 1 October 1991	No change
Between 2 October 1991 and 30 September 1992:	Change to 1 October from 2003
Between 2 October 1992 and 30 September 1993:	no change
Between 2 October 1993 and 30 September 1994:	change to 1 October from 2003
Between 2 October 1994 and 30 September 1999	no change
Between 2 October 1999 and 30 September 2000:	change to 1 October from 2004

Post 2 October 2000:                      no change

Any member with a 1st October start date does not change. The above changes to incremental dates will need to remain in place until members reach the top of the constables' scale, in order to avoid yet further anomalies arising.

All other members move on to the next point in the scale in accordance with their normal incremental dates.

**CONSTABLES' PAY with effect from 1st September 2004**

Pay Point	Annual salary
On commencing service	19,803
On completion of initial training	22,107
2 (*)	23,388
3	24,819
4	25,599
5	26,421
6	27,174
7	27,849
8	28,740
9	29,781
10	30,477
11	31,092 **

\* All members move to this salary point on completion of two years' service as a constable.

\*\* Members who have been on this point for a year will have access to the competence related threshold payment.

**CONSTABLES' PAY with effect from 1st April 2005 and 1 September 2005**

Pay Point	Annual salary	
	With effect from 1 April 05	With effect from 1 Sept 05
On commencing service	19,803	20,397
On completion of initial training	22,107	22,770
2	23,388 (a)	24,090(a)
3	24,819	25,563
4	25,599	26,367
5	26,421	27,213
6	27,174	27,990
7	27,849	28,683
8	28,740	29,601
9	30,477	31,392
10	31,092 (b)	32,025 (b)

(a) All members move to this salary point on completion of two years' service as a constable.

(b) Members who have been on this point for a year will have access to the competence related threshold payment

**CONSTABLES' PAY with effect from 1st September 2005 and 1 September 2006**

Pay point	With effect from 1 September 2005	With effect from 1 September 2006
On commencing Service	20,397	21,009
On Completion of initial training	22,770	23,454
2	24,090(a)	24,813(a)
3	25,563	26,331
4	26,367	27,159
5	27,213	28,029
6	27,990	28,830
7	28,683	29,544
8	29,601	30,489
9	31,392	32,334
10	32,025	32,985 (b)

- (a) All officers move to this salary point on completion of two years' service as a constable.
- (b) Officers who have been on this point for a year will have access to competence related threshold payment.

**CONSTABLES' PAY with effect from 1st December 2007**

Pay Point	Annual salary
On commencing service	21,534
On completion of initial training	24,039
2	25,434 (a)
3	26,988
4	27,837
5	28,731
6	29,550
7	30,282
8	31,251
9	33,141
10	33,810 (b)

- (a) All officers move to this salary point on completion of two years' service as a constable.
- (b) Officers who have been on this point for a year will have access to competence related threshold payment.

### **CONSTABLES' PAY with effect from 1st September 2008**

Pay Point	Annual salary
On commencing service	22,104
On completion of initial training	24,675
2	26,109 (a)
3	27,702
4	28,575
5	29,493
6	30,333
7	31,083
8	32,079
9	34,020
10	34,707 (b)

- (a) All officers move to this salary point on completion of two years' service as a constable.
- (b) Officers who have been on this point for a year will have access to competence related threshold payment.

### **CONSTABLES' PAY with effect from 1st September 2009**

Pay Point	Annual salary
On commencing service	22,680
On completion of initial training	25,317
2	25,787 (a)
3	28,422
4	29,319
5	30,261
6	31,122
7	31,890
8	32,913
9	34,905
10	35,610 (b)

- (a) All officers move to this salary point on completion of two years' service as a constable.
- (b) Officers who have been on this point for a year will have access to competence related threshold payment.



**CONSTABLES' PAY** with effect from *1st September 2010*

Pay Point	Annual salary
On commencing service	23,259
On completion of initial training	25,962
2	27,471 (a)
3	29,148
4	30,066
5	31,032
6	31,917
7	32,703
8	33,753
9	35,796
10	36,519 (b)

- (a) All officers move to this salary point on completion of two years' service as a constable.
- (b) Officers who have been on this point for a year will have access to competence related threshold payment.

## **CONSTABLES' PAY SCALE – ASSIMILATION PROCEDURE**

1. The former constables' pay scale of fifteen points has been reduced by four points over two years from April 2003.
2. With effect from 1 April 2003 two points were removed, namely, the former 8 and 10 years' service points, to create a new 13-point pay scale.
3. With effect from 1 April 2004, the 3 years' service point on the constables' scale was removed, to create a new 12-point pay scale.
4. With effect from 1 April 2005 the 9 years' service point as at 31 March 2004 has been removed to create a new 11-point pay scale, the top point of which will be reached in ten years.
5. With effect from 1 April 2005, members who were on the former 9 years service point should be placed on the new 9 years service point and those on the former 10 years service point should be placed on the new 10 years service point. Members on the former 11 years service point should be placed on the new 10 years service point.

### **Anomalies**

6. Anomalies will arise with this assimilation method whereby some officers will be overtaken in the pay scales by other officers recruited up to a year later, due to the inter-relationship between individuals' incremental dates and the effective dates of implementation of the new pay scales.
7. To counteract these anomalies arising from both assimilation to the above new pay scale, and that implemented with effect from 1 April 2003, the following changes to certain members' incremental dates will apply. The incremental dates of members listed below will, for pay purposes only, change in accordance with the following table:

Officer's start date	Incremental date
Pre-1 October 1991	no change
Between 2 October 1991 and 30 September 1992:	change to 1 October from 2003
Between 2 October 1992 and 30 September 1993:	no change
Between 2 October 1993 and 30 September 1994:	change to 1 October from 2003
Between 2 October 1994 and 30 September 1999:	no change
Between 2 October 1999 and 30 September 2000:	change to 1 October from 2004
Post-2 October 2000:	no change

8. A member with a 1st October start date does not change. The above changes to incremental dates will need to remain in place until members reach the top of the constables' scale, in order to avoid yet further anomalies arising.
9. All other members move on to the next point in the scale in accordance with their normal incremental dates.

**Part 3**

**SERGEANTS' PAY with effect from 1st April 2003**

Pay point	With effect from 1 April 2003
	£
0	29,307(a)
1	30,312(b)
2	31,329
3	31,998
4	32,940(c)

**SERGEANTS' PAY with effect from 1st September 2003**

Pay point	With effect from 1 September 2003
	£
0	30,186 (a)
1	31,221(b)
2	32,268
3	32,958
4	33,927 (c)

- (a) Entry point for members promoted from constables' pay point 10 or less.
- (b) Entry point for members promoted from constables' pay point 11.
- (c) Members who have been on this point for a year will have access to the competence related threshold payment.

**Anomalies**

To counteract these anomalies arising from assimilation onto the new pay scale implemented with effect from 1 April 2003, the incremental dates of members listed below were for pay purposes only, changed as indicated below:

Entry date to rank	Incremental date
Pre-1 October 2001	No change
Between 2 October 2001	Changed to 1 October 2003
and 30 September 2002:	no change
Post-2 October 2002	

These changes to remain in place until members reached the top of the sergeants' scale.

Anomalies did not in fact arise for those members promoted to the rank between 2 October 2001 and 30 September 2002 who had 12 or more years' reckonable service as a constable. Therefore, such members promoted to the rank between 1 April 2002 and 30 September 2002 shall, with retrospective effect, have their previous increment dates reinstated.

**SERGEANTS' PAY with effect from 1st September 2004**

Pay Point	Annual salary
0	31,092 (a)
1	32,157 (b)
2	33,237
3	33,948
4	34,944 (c)

- (a) Entry point for members promoted from constable's pay point 10 or less
- (b) Entry point for members promoted from constable's pay point 11.
- (c) Members who have been on this point for a year will have access to the competence related threshold payment

**SERGEANTS' PAY with effect from 1 April 2005 and 1 September 2005**

Pay Point	Annual salary with effect from 1 April 2005	Annual salary with effect from 1 September 2005
0	31,092 (a)	32,025(a)
1	32,157 (b)	33,123 (b)
2	33,237	34,233
3	33,948	34,965
4	34,944 (c)	35,991 (c)

- (a) Entry point for members promoted from constable's pay point 9 or less
- (b) Entry point for members promoted from constable's pay point 10.
- (c) Members who have been on this point for a year will have access to the competence related threshold payment

**Part 3****SERGEANTS' PAY with effect from 1st September 2005 and 1st September 2006**

Pay Point	With effect from 1 September 2005	With effect from 1 September 2006
0	32,025 (a)	32,985 (a)
1	33,123 (b)	34,116 (b)
2	34,233	35,259
3	34,965	36,015
4	35,991 (c)	37,071 (c)

- (a) Entry point for members promoted from constables' pay point 9 or less.
- (b) Entry point for members promoted from constables' pay point 10.

- (c) Members who have been on this point for a year will have access to the competence related threshold payment.

### **SERGEANTS' PAY with effect from 1st December 2007**

Pay point	Annual Salary £
0	33,810 (a)
1	34,968 (b)
2	36,141
3	36,915
4	37,998 (c)

- a) Entry point for members promoted from constables' pay point 9 or less.
- (b) Entry point for members promoted from constables' pay point 10.
- (c) Members who have been on this point for a year will have access to the competence related threshold payment.

### **SERGEANTS' PAY with effect from 1st September 2008**

Pay point	Annual Salary £
0	34,707 (a)
1	35,895 (b)
2	37,098
3	37,893
4	39,006 (c)

- a) Entry point for members promoted from constables' pay point 9 or less.
- (b) Entry point for members promoted from constables' pay point 10.
- (c) Members who have been on this point for a year will have access to the competence related threshold payment.

### **SERGEANTS' PAY with effect from 1st September 2009**

Pay point	Annual Salary £
0	35,610 (a)
1	36,828 (b)
2	38,064
3	38,877
4	40,020 (c)

- a) Entry point for members promoted from constables' pay point 9 or less.
- (b) Entry point for members promoted from constables' pay point 10.
- (c) Members who have been on this point for a year will have access to the competence related threshold payment.

\* The salary for 2009 at pay point 2 of the sergeants' pay scale have been amended from the figures shown in PNB 08/5 in order to correct a rounding error.

**SERGEANTS' PAY with effect from 1st September 2010**

Pay point	Annual Salary £
0	36,519 (a)
1	37,767 (b)
2	39,036
3	39,867
4	41,040 (c)

- a) Entry point for members promoted from constables' pay point 9 or less.
- (b) Entry point for members promoted from constables' pay point 10.
- (c) Members who have been on this point for a year will have access to the competence related threshold payment.

\* The salary for 2010 at pay point 2 of sergeants' pay scale have been amended from the figures shown in PNB 08/5 in order to correct a rounding error.

**Part 4**

**INSPECTORS' PAY** (London salaries in brackets)

Pay point	Annual salary with effect from 1 April 2003 £	Annual salary with effect from 1 September 2003 £
0	37,551 (39,198)	38,679 (40,374)
1	38,610 (40,257)	39,768 (41,466)
2	39,669 (41,322)	40,860 (42,561)
3	40,731 (a) (42,287) (a)	41,952 (a) 43,659 (a)

- (a) Members who have been on this point for a year will have access to the competence related threshold payment

**INSPECTORS' PAY with effect from 1st September 2004**

Pay Point	Annual salary (London salaries in brackets)
0	39,840 (41,586)
1	40,962 (42,711)
2	42,087 (43,839)
3	43,212 (a) (44,970) (a)

NB. London salaries apply only to members in the Metropolitan and City of London police forces

- (a) Members who have been on this point for a year will have access to the competence related threshold payment.

**INSPECTORS' PAY with effect from 1 September 2005**

Pay Point	Annual salary (London salaries in brackets) £
0	41,034 (43,834)
1	42,192 (43,992)
2	43,350 (45,153)
3	44,508 (a) (46,320)

NB. London salaries apply only to members in the Metropolitan and City of London police forces

- (a) Members who have been on this point for a year will have access to the competence related threshold payment

**INSPECTORS' PAY with effect from 1 September 2006**

Pay point	Annual salary (London salaries in brackets) £
0	42,264 (44,118)
1	43,458 (45,312)
2	44,649 (46,509)
3	45,843 (a) (47,709) (a)

NB. London salaries apply only to members in the Metropolitan and City of London police forces

- (a) Officers who have been on this point for a year will have access to the competence related threshold payment.

**INSPECTORS' PAY with effect from 1 December 2007**

Pay point	Annual salary (London salaries in brackets) £
0	43,320 (45,222)
1	44,544 (46,446)
2	45,765 (47,673)
3	46,986 (a) (48,903) (a)

NB. London salaries apply only to members in the Metropolitan and City of London police forces

- (a) Officers who have been on this point for a year will have access to the competence related threshold payment.

**INSPECTORS' PAY with effect from 1 September 2008**

Pay point	Annual salary (London salaries in brackets) £
0	44,469 (46,419)
1	45,723 (47,676)
2	46,977 (48,936)
3	48,234 (a) (50,199) (a)

NB. London salaries apply only to members in the Metropolitan and City of London police forces

- (a) Officers who have been on this point for a year will have access to the competence related threshold payment.



**INSPECTORS' PAY with effect from 1 September 2009**

Pay point	Annual salary (London salaries in brackets) £
0	45,624 (47,625)
1	46,911 (48,915)
2	48,198 (50,208)
3	49,488 (a) (51,504) (a)

NB. London salaries apply only to members in the Metropolitan and City of London police forces

- (a) Officers who have been on this point for a year will have access to the competence related threshold payment.

**INSPECTORS' PAY with effect from 1 September 2010**

Pay point	Annual salary (London salaries in brackets) £
0	46,788 (48,840)
1	48,108 (50,163)
2	49,428 (51,489)
3	50,751 (a) (52,818) (a)

NB. London salaries apply only to members in the Metropolitan and City of London police forces

- (a) Officers who have been on this point for a year will have access to the competence related threshold payment.

**Part 5**

**CHIEF INSPECTORS' PAY wef 1 April 2003**

Pay Point	Annual salary
1	41,562 (43,221)
2	42,399 (44,052)

**CHIEF INSPECTORS' PAY with effect from 1 September 2003**

Chief Inspectors' Pay (London salaries in brackets)

Pay point	Annual salary with effect from 1 September 2003
	£
1	42,810 (a) (44,517) (a)
2	43,671 (45,375)
3	44,571 (b) (46,275) (b)

- (a) Entry point for a member appointed to the rank, unless the chief officer of police assigns the member to a higher point.
- (b) Members who have been on this point for a year will have access to the competence related threshold payment

NB. London salaries apply only to members in the Metropolitan and City of London police forces.

**ASSIMILATION PROCEDURE**

- i. All chief inspectors who, as at 1 September 2003 had been on pay point 2 for a year or more, will move onto the new pay point 3 with effect from 1 September 2003.
- ii. Chief inspectors who have completed a year or more at pay point 2 since 1 September 2003 will move onto the new pay point 3 with effect from the date they completed a year at pay point 2.

**COMPETENCE-RELATED THRESHOLD PAY**

- i. All chief inspectors in receipt of CRTP as at 1 September 2003 will retain their CRT payment on moving to new pay point 3.
- ii. All chief inspectors not in receipt of CRTP who move onto the new pay point 3 will be eligible to apply for the payment one year after the effective date of their move onto pay point 3.

**Chief Inspectors in post as chief inspectors at 31 August 1994** (London salaries in brackets)

Annual salary with effect from 1 April 2003	Annual salary with effect from 1 September 2003
£	£
43,980 (a) (45, 630) (a)	45,300 (a) (46,998) (a)

- (a) Members on this point will have access to the competence related threshold payment.

### **CHIEF INSPECTORS' PAY with effect from 1 September.04**

Pay Point	Annual salary (London salaries in brackets)
1	44,094 (a) (45,852) (a)
2	44,982 (46,737)
3	45,909 (b) (47,664) (b)

NB. London salaries apply only to members in the Metropolitan and City of London police forces

- (a) Entry point for a member appointed to the rank, unless the chief officer of police assigns the member to the higher point.
- (b) Members who have been on this point for a year will have access to the competence related threshold payment

### **CHIEF INSPECTORS IN POST AT AUGUST 1994**

Annual salary with effect from 1 September 2004 (London salaries in brackets)

46,659 (a) (48,408) (a)

- (a) Members on this point will have access to the competence related threshold payment. .

### **CHIEF INSPECTORS' PAY with effect from 1 September.05**

Pay Point	Annual salary (London salaries in brackets) £
1	45,417 (a) (47,229) (a)
2	46,332 (48,138)
3	47,286 (b) (49,095)

NB. London salaries apply only to members in the Metropolitan and City of London police forces

- (c) Entry point for a member appointed to the rank, unless the chief officer of police assigns the member to the higher point.
- (d) Members who have been on this point for a year will have access to the competence related threshold payment

### **CHIEF INSPECTORS IN POST AT AUGUST 1994**

Annual salary with effect from 1 September 2005 (London salaries in brackets)

48,060 (a) (49,860) (a)

- (a) Members on this point will have access to the competence related threshold payment

### **CHIEF INSPECTORS' PAY with effect from 1st September 2006**

Pay point	Annual salary (London salaries in brackets) £
1	46,779 (a) (48,645) (a)
2	47,721 (49,581)
3	48,705 (b) (50,568) (b)

NB. London salaries apply only to members in the Metropolitan and City of London police forces

- (a) Entry point for an officer appointed to the rank, unless the chief officer of police assigns the officer to the higher point.
- (b) Officers who have been on this point for a year will have access to the competence related threshold payment.

### **CHIEF INSPECTORS IN POST AT AUGUST 1994**

Annual salary with effect from 1 September 2006 (London salaries in brackets)

49,503 (a) (51,357) (a)

- (a) Officers on this point will have access to the competence related threshold payment.

### **CHIEF INSPECTORS' PAY with effect from 1st December 2007**

Pay point	Annual salary (London salaries in brackets) £
1	47,949 (a) (49,863) (a)
2	48,915 (50,820)
3	49,923 (b) (51,831) (b)

NB. London salaries apply only to members in the Metropolitan and City of London police forces

- (a) Entry point for an officer appointed to the rank, unless the chief officer of police assigns the member to a higher point.
- (b) Officers who have been on this point for a year will have access to the competence related threshold payment.

### **CHIEF INSPECTORS IN POST AT AUGUST 1994**

Annual salary with effect from 1 September 2007 (London salaries in brackets)

50,742 (a) (52,641) (a)

- (a) Officers on this point will have access to the competence related threshold payment.

### **CHIEF INSPECTORS' PAY with effect from 1st September 2008**

Pay point	Annual salary (London salaries in brackets) £
1	49,221 (a) (51,183) (a)
2	50,211 (52,167)
3	51,246 (b) (53,205) (b)

NB. London salaries apply only to members in the Metropolitan and City of London police forces

- (a) Entry point for an officer appointed to the rank, unless the chief officer of police assigns the member to a higher point.
- (b) Officers who have been on this point for a year will have access to the competence related threshold payment.

### **CHIEF INSPECTORS IN POST AT AUGUST 1994**

Annual salary with effect from 1 September 2008 (London salaries in brackets)

52,086 (a) (54,036) (a)

- (a) Officers on this point will have access to the competence related threshold payment.

### **CHIEF INSPECTORS' PAY with effect from 1st September 2009**

Pay point	Annual salary (London salaries in brackets) £
1	50,502 (a) (52,515) (a)
2	51,516 (53,523)
3	52,578 (b) (54,588) (b)

NB. London salaries apply only to members in the Metropolitan and City of London police forces

- (a) Entry point for an officer appointed to the rank, unless the chief officer of police assigns the member to a higher point.
- (b) Officers who have been on this point for a year will have access to the competence related threshold payment.

### **CHIEF INSPECTORS IN POST AT AUGUST 1994**

Annual salary with effect from 1 September 2009 (London salaries in brackets)

53,439 (a) (55,440) (a)

- (a) Officers on this point will have access to the competence related threshold payment.

### **CHIEF INSPECTORS' PAY with effect from 1st September 2010**

Pay point	Annual salary (London salaries in brackets) £
1	51,789 (a) (53,853) (a)
2	52,830 (54,888)
3	53,919 (b) (55,980) (b)

NB. London salaries apply only to members in the Metropolitan and City of London police forces

- (a) Entry point for an officer appointed to the rank, unless the chief officer of police assigns the member to a higher point.
- (b) Officers who have been on this point for a year will have access to the competence related threshold payment.

### **CHIEF INSPECTORS IN POST AT AUGUST 1994**

Annual salary with effect from 1 September 2010 (London salaries in brackets)

54,801 (a) (56,853) (a)

- (a) Officers on this point will have access to the competence related threshold payment.

**Part 6 (i)**

**SUPERINTENDENTS' PAY with effect from 1 September 2003**

Pay point	Salary
1	£51,501
2	£53,625
3	£55,749
4	£57,876
5	£60,000

**SUPERINTENDENTS' PAY with effect from 1 September 2004**

Pay point	Salary
1	£53,046
2	£55,233
3	£57,420
4	£59,613
5	£61,800

**SUPERINTENDENTS' PAY with effect from 1 September 2005**

Pay point	Salary p.a.
1.	£54,636
2.	£56,889
3.	£59,142
4.	£61,401
5.	£63,654

**SUPERINTENDENTS' PAY with effect from 1 September 2006**

Pay point	Salary p.a.
1	£56,274
2	£58,596
3	£60,915
4	£63,243
5	£65,565

**SUPERINTENDENTS' PAY with effect from 1st December 2007**

Pay point	Salary p.a.
1	£57,681
2	£60,060
3	£62,439
4	£64,824
5	£67,203

### **SUPERINTENDENTS' PAY with effect from 1st September 2008**

Pay point	Salary p.a.
1	£59,211
2	£61,653
3	£64,095
4	£66,543
5	£68,985

### **SUPERINTENDENTS' PAY with effect from 1st September 2009**

Pay point	Salary p.a.
1	£60,750
2	£63,255
3	£65,760
4	£68,274
5	£70,779

### **SUPERINTENDENTS' PAY with effect from 1st September 2010**

Pay point	Salary p.a.
1	£62,298
2	£64,869
3	£67,437
4	£70,014
5	£72,585

#### **Incremental Progression**

Incremental progression through the scales will be according to the individual's PDR rating. Those rated as competent will receive one increment. Those rated as exceptional will receive a double increment. Those rated as not yet competent will receive no increment.

Those on the penultimate point of their scale who are rated as exceptional will receive a one-off non-pensionable payment equivalent to the second increment in addition to proceeding to the top of the pay scale. This payment will be paid as a single lump sum.

Incremental progression and the award of non-pensionable payments under the preceding paragraphs is suspended in the period from 1 April 2012 to 31 March 2014, save as follows. Those paragraphs continue to apply in relation to a PDR rating awarded in respect of a reporting year ending before 1 April 2012 which has not yet resulted in any increment or payment being awarded by that date.

Protected pay arrangements with effect from 1 January 2002 for superintendents appointed to range 2 posts prior to 1st January 2002 and not promoted to Chief Superintendent are set out at Part 6(ii).



### **Central Service Posts**

Those members of temporary Chief Superintendent rank on central service prior to 1st September 1994, and still on central service after that date should, in common with those appointed onto central service from 1st September 1994, suffer no worsening in their pay when they return to their parent force.

### **Performance-related Bonus**

Those who have been at the top of their pay scale for at least twelve months will be eligible for a performance-related bonus, if they are rated as exceptional performers in their PDR. This bonus will amount to 5% of pensionable pay at the time of the performance review. It will be non-pensionable. It will be paid as a single lump sum.

The award of performance-related bonuses under the preceding paragraph is suspended in the period from 1 April 2012 to 31 March 2014, save as follows:

- a) That paragraph continues to apply in relation to a PDR rating awarded in respect of a reporting year ending before 1 April 2012 which has not yet resulted in any bonus being awarded by that date. In this circumstance the member will be entitled to the full bonus under the preceding paragraph.
- b) That paragraph continues to apply in relation to a PDR rating awarded in respect of a reporting year beginning before 1 April 2012 and ending after that date. In this circumstance the member will be entitled to a sum calculated by multiplying the full bonus under the preceding paragraph by  $N/12$ , where  $N$  is the number of full months in the period beginning with the start of the reporting year and ending on 31 March 2012.

**Part 6(ii)**

**SUPERINTENDENTS' PAY with effect from 1st September 2003**

Range 2 protected pay scale\* for  
Superintendents appointed to range 2  
posts prior to 1st January 2002

Pay Point	Salary
1	£58,965
2	£59,988
3	£61,305
4	£62,751

**\*Note:**

Range 2 Superintendents who were not given the rank of Chief Superintendent on its re-introduction receive full protection of their Range 2 salary. Members promoted to Range 2 Superintendent prior to 1st January 2002 progress to point 9 by annual increments on completing each year of reckonable service in the rank of Superintendent. They will remain on the Range 2 salary scale uprated as above. The scale will continue to be uprated to reflect annual pay awards.

**SUPERINTENDENTS' PAY with effect from 1st September 2004**

Range 2 protected pay scale\* for  
Superintendents appointed to range 2  
posts prior to 1st January 2002

Pay Point	Salary
1	£60,735
2	£61,788
3	£63,144
4	£64,635

**\*Note:**

Range 2 Superintendents who were not given the rank of Chief Superintendent on its re-introduction receive full protection of their Range 2 salary. They will remain on the Range 2 salary scale uprated as above. The scale will continue to be uprated to reflect annual pay awards.

**SUPERINTENDENTS' PAY with effect from 1 September 2005**

Range 2 protected pay scale\* for  
Superintendents appointed to range 2

Pay point	Salary p.a.
1	£62,556
2	£63,642
3	£65,037
4	£66,573

**\*Note:**

Range 2 Superintendents who were not given the rank of Chief Superintendent on its re-introduction receive full protection of their Range 2 salary. They will remain on the Range 2 salary scale uprated as above. The scale will continue to be uprated to reflect annual pay awards.

**SUPERINTENDENTS' PAY with effect from 1 September 2006**

Range 2 protected pay scale\* for  
Superintendents appointed to range 2

Pay point	Salary p.a.
1	64,434
2	65,550
3	66,987
4	68,571

**\*Note:**

Range 2 Superintendents who were not given the rank of Chief Superintendent on its re-introduction receive full protection of their Range 2 salary. They will remain on the Range 2 salary scale uprated as above. The scale will continue to be uprated to reflect annual pay awards.

**SUPERINTENDENTS' PAY with effect from 1st December 2007**

Range 2 protected pay scale\* for  
Superintendents appointed to range 2

Pay point	Salary p.a.
1	66,045
2	67,188
3	68,661
4	70,284

**\*Note:**

Range 2 Superintendents who were not given the rank of Chief Superintendent on its re-introduction receive full protection of their Range 2 salary. They will remain on the Range 2 salary scale uprated as above. The scale will continue to be uprated to reflect annual pay awards.

**SUPERINTENDENTS' PAY with effect from 1st September 2008**

Range 2 protected pay scale\* for  
Superintendents appointed to range 2

Pay point	Salary p.a.
1	67,794
2	68,967
3	70,482
4	72,147

**\*Note:**

Range 2 Superintendents who were not given the rank of Chief Superintendent on its re-introduction receive full protection of their Range 2 salary. They will remain on the Range 2 salary scale uprated as above. The scale will continue to be uprated to reflect annual pay awards.

### **SUPERINTENDENTS' PAY with effect from 1 September 2009**

Range 2 protected pay scale\* for  
Superintendents appointed to range 2

Pay point	Salary p.a.
1	69,558
2	70,761
3	72,315
4	74,022

**\*Note:**

Range 2 Superintendents who were not given the rank of Chief Superintendent on its re-introduction receive full protection of their Range 2 salary. They will remain on the Range 2 salary scale uprated as above. The scale will continue to be uprated to reflect annual pay awards.

### **SUPERINTENDENTS' PAY with effect from 1 September 2010**

Range 2 protected pay scale\* for  
Superintendents appointed to range 2

Pay point	Salary p.a.
1	71,331
2	72,564
3	74,160
4	75,909

**\*Note:**

Range 2 Superintendents who were not given the rank of Chief Superintendent on its re-introduction receive full protection of their Range 2 salary. They will remain on the Range 2 salary scale uprated as above. The scale will continue to be uprated to reflect annual pay awards.

### **Incremental Progression**

Incremental progression through the scales will be according to the individual's PDR rating. Those rated as competent will receive one increment. Those rated as exceptional will receive a double increment. Those rated as not yet competent will receive no increment.

Those on the penultimate point of their scale who are rated as exceptional will receive a one-off non-pensionable payment equivalent to the second increment in addition to proceeding to the top of the pay scale. This payment will be paid as a single lump sum.

Incremental progression and the award of non-pensionable payments under the preceding paragraphs is suspended in the period from 1 April 2012 to 31 March 2014, save as follows. Those paragraphs continue to apply in relation to a PDR rating awarded in respect of a reporting year ending before 1 April 2012 which has not yet resulted in any increment or payment being awarded by that date.

### **Central Service Posts**

Those members of temporary Chief Superintendent rank on central service prior to 1st September 1994, and still on central service after that date should, in common with those appointed onto central service from 1st September 1994, suffer no worsening in their pay when they return to their parent force.

### **Performance-related Bonus**

Those who have been at the top of their pay scale for at least twelve months will be eligible for a performance-related bonus, if they are rated as exceptional performers in their PDR. This bonus will amount to 5% of pensionable pay at the time of the performance review. It will be non-pensionable. It will be paid as a single lump sum.

Former Superintendent Range 2s not promoted to Chief Superintendent, who have been at the maximum of the protected scale for at least twelve months, will also be eligible for this payment

The award of performance-related bonuses under the preceding paragraph is suspended in the period from 1 April 2012 to 31 March 2014, save as follows:

- a) That paragraph continues to apply in relation to a PDR rating awarded in respect of a reporting year ending before 1 April 2012 which has not yet resulted in any bonus being awarded by that date. In this circumstance the member will be entitled to the full bonus under the preceding paragraph.
- b) That paragraph continues to apply in relation to a PDR rating awarded in respect of a reporting year beginning before 1 April 2012 and ending after that date. In this circumstance the member will be entitled to a sum calculated by multiplying the full bonus under the preceding paragraph by  $N/12$ , where  $N$  is the number of full months in the period beginning with the start of the reporting year and ending on 31 March 2012.

**CHIEF SUPERINTENDENTS' PAY with effect from 1 September 2003**

Pay Point	Salary
1	£61,500
2	£63,249
3	£65,001

**CHIEF SUPERINTENDENTS' PAY with effect from 1 September 2004**

Pay Point	Salary
1	£63,345
2	£65,145
3	£66,951

**CHIEF SUPERINTENDENTS' PAY with effect from 1 September 2005**

Pay Point	Salary
1	£65,244
2	£67,098
3	£68,961

**CHIEF SUPERINTENDENTS' PAY with effect from 1 September 2006**

Pay point	Salary p.a.
1	67,200
2	69,111
3	71,031

**CHIEF SUPERINTENDENTS' PAY with effect from 1 December 2007**

Pay point	Salary p.a.
1	68,880
2	70,839
3	72,807

**CHIEF SUPERINTENDENTS' PAY with effect from 1 September 2008**

Pay point	Salary p.a.
1	70,704
2	72,717
3	74,736

### **CHIEF SUPERINTENDENTS' PAY with effect from 1 September 2009**

Pay point	Salary p.a.
1	72,543
2	74,607
3	76,680

### **CHIEF SUPERINTENDENTS' PAY with effect from 1 September 2010**

Pay point	Salary p.a.
1	74,394
2	76,509
3	78,636

Superintendents promoted from the maximum of their pay scale will start on the second point of the Chief Superintendents' scale, if in receipt of the performance related bonus at their most recent PDR while on the maximum of the Superintendents' scale.

#### **Incremental Progression**

Incremental progression through the scales will be according to the individual's PDR rating. Those rated as competent will receive one increment. Those rated as exceptional will receive a double increment. Those rated as not yet competent will receive no increment.

Those on the penultimate point of their scale who are rated as exceptional will receive a one-off non-pensionable payment equivalent to the second increment in addition to proceeding to the top of the pay scale. This payment will be paid as a single lump sum.

Incremental progression and the award of non-pensionable payments under the preceding paragraphs is suspended in the period from 1 April 2012 to 31 March 2014, save as follows. Those paragraphs continue to apply in relation to a PDR rating in respect of a reporting year ending before 1 April 2012 which has not yet resulted in any increment or payment being awarded by that date.

#### **Central Service Posts**

Those members of temporary Chief Superintendent rank on central service prior to 1st September 1994, and still on central service after that date should, in common with those appointed onto central service from 1st September 1994, suffer no worsening in their pay when they return to their parent force.

#### **Performance-related Bonus**

Those who have been at the top of their pay scale for at least twelve months will be eligible for a performance-related bonus, if they are rated as exceptional performers in their PDR. This bonus will amount to 5% of pensionable pay at the time of the performance review. It will be non-pensionable. It will be paid as a single lump sum.

The award of performance-related bonuses under the preceding paragraph is suspended in the period from 1 April 2012 to 31 March 2014, save as follows:

- a) That paragraph continues to apply in relation to a PDR rating awarded in respect

of a reporting year ending before 1 April 2012 which has not yet resulted in any bonus being awarded by that date. In this circumstance the member will be entitled to the full bonus under the preceding paragraph.

- b) That paragraph continues to apply in relation to a PDR rating awarded in respect of a reporting year beginning before 1 April 2012 and ending after that date. In this circumstance the member will be entitled to a sum calculated by multiplying the full bonus under the preceding paragraph by  $N/12$ , where N is the number of full months in the period beginning with the start of the reporting year and ending on 31 March 2012.



**Part 8(i)****Chief Officer Ranks' Pay with effect from 1st September 2003**

Chief Constables, Deputy Chief Constables and equivalent London ranks in post on 1.4.04 have a choice between (a) continuing with their existing FTA (whether or not it is their original FTA or an extension to it) but on rates of pay as set out in table A below and without access to bonus payments as in this agreement; or (b) accepting the benefits of this agreement, as set out in table B below, in return for a new FTA of the lesser of the unexpired duration of their existing FTA and five years. This choice needs to be exercised within six months of 1 April 2004.

<b>Table A</b>	<b>Officers Appointed for a Fixed Term £pa</b>
Deputy Chief Constables	80% of the basic salary of their chief or £83,736, whichever is higher
Chief Constables by population band:	
1 – up to 500,000	87,426 – 99,984
2 – 500,001 – 1,000,000	91,896 – 108,069
3 – 1,000,001 – 2,000,000	99,984 – 116,151
4 – More than 2,000,000	110,646 – 124,866
Chief Constables of Greater Manchester and West Midlands	114,648 – 129,390
Metropolitan Police:	
Assistant Commissioner	116,151 – 130,020
Deputy Commissioner	136,638 – 146,853
Commissioner	168,198 – 180,777
City of London Commissioner	99,984 – 116,151
City of London Assistant Commissioner	80% of the basic salary of the commissioner or £83,736, whichever is higher

**Table B.**

<b>Force Weighting*</b>	<b>Forces</b>	<b>CC Salary</b>	<b>DCC Salary</b>
10.0	MPS (4x ACs) West Midlands Greater Manchester	£150,000	£115,002 (MPS- 8xDACs)
8.0	West Yorkshire	£140,001	£112,002
6.5	Thames Valley	£132,501	£109,314
6.0	Merseyside Northumbria	£130,002	£107,250
5.5	Hampshire	£127,500	£105,189
5.0	Kent Lancashire Devon & Cornwall	£125,001	£103,125
4.5	South Yorkshire Essex Avon & Somerset Sussex South Wales	£122,502	£101,064
3.5	Nottinghamshire	£117,501	£96,939
3.0	Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£115,002	£94,875
2.5	Surrey Norfolk	£112,500	£92,814
2.0	Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent Northamptonshire Suffolk Dorset Wiltshire Bedfordshire	£110,001	£90,750
1.5	Gloucestershire Lincolnshire Cumbria Warwickshire Dyfed-Powys	£107,502	£90,000

\*Force weightings reflect measures relating to:

- (i) call management
- (ii) crime management
- (iii) traffic management
- (iv) public order management/public reassurance
- (v) community policing management
- (vi) patrol management
- (vii) security-related expenditure

(viii) population sparsity

**Note**

1. *The salaries of certain chief officers in service at 1 April 2004 are personally protected in accordance with the provisions set out in part 8(ii)*

**ASSISTANT CHIEF CONSTABLES AND COMMANDERS**

- 1) £75,000
- 2) £77,502
- 3) £80,001
- 4) £82,500
- 5) £85,002
- 6) £87,501

**Part 8(ii)**

**CHIEF OFFICER RANKS' PAY ARRANGEMENTS**

**Summary**

Allocation to a pay range for chief constables is no longer determined by the population of the force area alone. The basic pay of chief constables is now related to a range of policing measures.

**Protection Arrangements**

**Pay Rates with effect from 1 September 2003**

The following chief officers will receive protected salaries while in post as shown below, with their successors being paid in accordance with the new pay structure set out above:

Chief Constables -

Hertfordshire	£117,546
West Mercia	£117,546
Staffordshire	£117,546
Surrey	£117,546
Gloucestershire	£110,001
Lincolnshire	£110,001
Cumbria	£110,001
Warwickshire	£110,001
Dyfed-Powys	£110,001

Deputy Chief Constable -

Surrey	£94,038
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These protected salaries will be adjusted in line with the pay indexation arrangements.

**Assimilation**

Assimilation of ACCs and Commanders to their new pay scale will be to the point on the new scale which is immediately above the individual's existing basic pay, except that ACCs and Commanders who have been in that rank for three years or more as at 1 September 2003 will be assimilated to £87,501; and that those for whom such an increase would be less than 1.2% then the assimilation will be to the next point above the point immediately above their existing pay.

Those promoted to the rank of ACC or Commander on or after 1 April 2004 will start at £75,000; unless promoted from the maximum of the Chief Superintendent's scale, in which case they will start at £77,502.

**Part 8(i)****Chief Officers Ranks Pay****Pay Structure with effect from 1st September 2004**

Chief Constables, Deputy Chief Constables and equivalent London ranks in post on 1.4.04 have a choice between (a) continuing with their existing FTA (whether or not it is their original FTA or an extension to it) but on rates of pay as set out in table A below and without access to bonus payments as in this agreement; or (b) to accept the benefits of this agreement, as set out in table B below, in return for a new FTA of the lesser of the unexpired duration of their existing FTA and five years. This choice needs to be exercised within six months of 1 April 2004.

**Table A**

	Officers Appointed for a Fixed Term £pa
Deputy Chief Constables	80% of the basic salary of their chief or £83,736, whichever is higher
Chief Constables by population band:	
1 – up to 500,000	87,426 – 99,984
2 – 500,001 – 1,000,000	91,896 – 108,069
3 – 1,000,001 – 2,000,000	99,984 – 116,151
4 – More than 2,000,000	110,646 – 124,866
Chief Constables of Greater Manchester and West Midlands	114,648 – 129,390
Metropolitan Police:	
Assistant Commissioner	116,151 – 130,020
Deputy Commissioner	136,638 – 146,853
Commissioner	168,198 – 180,777
City of London Commissioner	99,984 – 116,151
City of London Assistant Commissioner	80% of the basic salary of the commissioner or £83,736, whichever is higher

**Table B.**

<b>Force Weighting</b>	<b>Forces</b>	<b>CC Salary</b>	<b>DCC Salary</b>
10.0	MPS (4x ACs) West Midlands Greater Manchester	£154,000	£118,452 (MPS- 8xDACs)
8.0	West Yorkshire	£144,201	£115,362
6.5	Thames Valley	£136,476	£112,593
6.0	Merseyside Northumbria	£133,902	£110,469
5.5	Hampshire	£131,325	£108,345
5.0	Kent Lancashire Devon & Cornwall	£128,751	£106,218
4.5	South Yorkshire Essex Avon & Somerset Sussex South Wales	£126,177	£104,097
3.5	Nottinghamshire	£121,026	£99,846
3.0	Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£118,452	£97,722
2.5	Surrey Norfolk	£115,875	£95,598
2.0	Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent Northamptonshire Suffolk Dorset Wiltshire Bedfordshire	£113,301	£93,474
1.5	Gloucestershire Lincolnshire Cumbria Warwickshire Dyfed-Powys	£110,727	£92,700

**Metropolitan Police Service**

Commissioner - £221,451

Deputy Commissioner - £182,826

### **National Crime Squad**

Deputy General - £154,000

Deputy Director General - £118,452

### **City of London Commissioner and Assistant Commissioner**

Commissioner - £137,000

Assistant Commissioner - £113,000

### **Assistant Chief Constables and Commanders**

1) £77,250

2) £79,827

3) £82,401

4) £84,975

5) £87,552

6) £90,126

*Those promoted to the rank of ACC or Commander on or after 1 April 2004 will start at £77,250; unless promoted from the maximum of the Chief Superintendent's scale, in which case they will start at £79,827*

### **Incremental Pay Progression following assimilation/promotion to ACC/Commander Scale**

Until 31st March 2005, incremental progression through the ACCs' and Commanders' scale will be according to length of service in the rank. Thereafter, it will be according to the individual's PDR rating. Those rated as competent in the rank will receive one increment. Those rated as exceptional in the rank will receive a double increment. Those rated as unsatisfactory in the rank will receive no increment. Where increments are paid, they will be paid on the anniversary of promotion to the rank.

**Part 8(ii)**

**Chief Officer Ranks' Pay Arrangements**

**Protection Arrangements**

**Pay Rates with effect from 1 September 2004**

The following chief officers will receive protected salaries while in post as shown below, with their successors being paid in accordance with the new pay structure set out above:

Chief Constables -

Hertfordshire	£121,071
West Mercia	£121,071
Staffordshire	£121,071
Surrey	£121,071
Gloucestershire	£113,301
Lincolnshire	£113,301
Cumbria	£113,301
Warwickshire	£113,301
Dyfed-Powys	£113,301

Deputy Chief Constable -

Surrey	£96,858
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**Part 8(i)****Chief Officers Ranks Pay****Pay Structure with effect from 1 September 2005**

<b>Force Weighting</b>	<b>Forces</b>	<b>CC Salary</b>	<b>DCC Salary</b>
10.0	MPS (4XACs) West Midlands Greater Manchester	£159,135	£122,007 (MPS 8xDACs)
8.0	West Yorkshire	£148,527	£118,824
6.5	Thames Valley	£140,571	£115,971
6.0	Merseyside Northumbria	£137,919	£113,784
5.5	Hampshire	£135,264	£111,594
5.0	Kent Lancashire Devon & Cornwall	£132,615	£109,404
4.5	South Yorkshire Essex Avon & Somerset Sussex South Wales	£129,963	£107,220
3.5	Nottinghamshire	£124,656	£102,840
3.0	Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£122,007	£100,653
2.5	Surrey Norfolk	£119,352	£98,466
2.0	Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent Northamptonshire Suffolk Dorset Wiltshire Bedfordshire	£116,700	£96,279
1.5	Gloucestershire Lincolnshire Cumbria Warwickshire Dyfed-Powys	£114,048	£95,481

**Metropolitan Police Service**

Commissioner - £228,096

Deputy Commissioner - £188,310

**National Crime Squad**

Director General - £159,135

Deputy Director General - £122,007

**Assistant Chief Constables and Commanders**

1. £79,566

2. £82,221

3. £84,873

4. £87,525

5. £90,180

6. £92,829

**City of London Commissioner and Assistant Commissioner**

Commissioner - £141,111

Assistant Commissioner - £116,391

**Part 8(ii)**

**Chief Officer Ranks' Pay Arrangements**

**Protection Arrangements  
Pay Rates with effect from 1 September 2005**

The protection only applies while the Chief Officer is in post as shown below, with their successors being paid in accordance with the new pay structure shown in part 8(i).

Chief Constables	
Hertfordshire	£124,704
West Mercia	£124,704
Staffordshire	£124,704
Surrey	£124,704
Gloucestershire	£116,700
Lincolnshire	£116,700
Cumbria	£116,700
Warwickshire	£116,700
Dyfed-Powys	£116,700
Deputy Chief Constable	
Surrey	£99,765

**Part 8(i)****Chief Officers Ranks Pay****Pay Structure with effect 1 September 2006**

<b>Force Weighting</b>	<b>Forces</b>	<b>CC Salary</b>	<b>DCC Salary</b>
10.0	MPS (4xACs)	£163,908	£125,667 (MPS 8xDACs)
	West Midlands		
	Greater Manchester		
8.0	West Yorkshire	£152,982	£122,388
6.5	Thames Valley	£144,789	£119,451
6.0	Merseyside	£142,056	£117,198
	Northumbria		
5.5	Hampshire	£139,323	£114,942
5.0	Kent	£136,593	£112,686
	Lancashire		
	Devon & Cornwall		
4.5	South Yorkshire	£133,863	£110,436
	Essex		
	Avon & Somerset		
	Sussex		
	South Wales		
3.5	Nottinghamshire	£128,397	£105,924
3.0	Hertfordshire	£125,667	£103,674
	West Mercia		
	Cheshire		
	Humberside		
	Staffordshire		
	Leicestershire		
	Derbyshire		
2.5	Surrey	£122,934	£101,421
	Norfolk		
2.0	Cleveland		
	Durham		
	Cambridgeshire		
	North Wales		
	North Yorkshire		
	Gwent		
	Northamptonshire		
	Suffolk		
	Dorset		
	Wiltshire		
	Bedfordshire	£120,201	£99,198
1.5	Gloucestershire		
	Lincolnshire		
	Cumbria		
	Warwickshire		
	Dyfed-Powys	£117,468	£98,346

**Metropolitan Police Service**

Commissioner - £234,939

Deputy Commissioner - £193,959

**National Crime Squad**

Director General - £163,908

Deputy Director General - £125,667

**Assistant Chief Constables and Commanders**

1. £81,954

2. £84,687

3. £87,420

4. £90,150

5. £92,886

6. £95,613

**City of London Commissioner and Assistant Commissioner**

Commissioner - £145,344

Assistant Commissioner - £119,883

**Part 8(ii)**

**Chief Officers on protected pay rates**

**Pay Rates with effect from 1 September 2006**

The protection only applies while the Chief Officer is in post as shown below, with their successors being paid in accordance with the new pay structure shown in the main body of this circular.

**Chief Constables**

Hertfordshire	£128,445
West Mercia	£128,445
Staffordshire	£128,445
Surrey	£128,445
Gloucestershire	£120,201
Lincolnshire	£120,201
Cumbria	£120,201
Warwickshire	£120,201
Dyfed-Powys	£120,201

**Deputy Chief Constable**

Surrey	£102,759
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**Part 8(i)****Chief Officers Ranks Pay****Pay Structure with effect 1st December 2007**

<b>Force Weighting</b>	<b>Forces</b>	<b>CC Salary</b>	<b>DCC Salary</b>
10.0	MPS (4xACs)	£168,006	£128,808 (MPS 8xDACs)
	West Midlands		
	Greater Manchester		
8.0	West Yorkshire	£156,807	£125,448
6.5	Thames Valley	£148,410	£122,436
6.0	Merseyside	£145,608	£120,129
	Northumbria		
5.5	Hampshire	£142,806	£117,816
5.0	Kent	£140,007	£115,503
	Lancashire		
	Devon & Cornwall		
4.5	South Yorkshire	£137,211	£113,196
	Essex		
	Avon & Somerset		
	Sussex		
	South Wales		
3.5	Nottinghamshire	£131,607	£108,573
3.0	Hertfordshire	£128,808	£106,266
	West Mercia		
	Cheshire		
	Humberside		
	Staffordshire		
	Leicestershire		
	Derbyshire		
2.5	Surrey	£126,006	£103,956
	Norfolk		
2.0	Cleveland	£123,207	£101,646
	Durham		
	Cambridgeshire		
	North Wales		
	North Yorkshire		
	Gwent		
	Northamptonshire		
	Suffolk		
	Dorset		
	Wiltshire		
	Bedfordshire		
1.5	Gloucestershire	£120,405	£100,806
	Lincolnshire		
	Cumbria		
	Warwickshire		
	Dyfed-Powys		

**Metropolitan Police Service**

Commissioner - £240,813

Deputy Commissioner - £198,807

**Assistant Chief Constables and Commanders**

1.	£84,003
2.	£86,805
3.	£89,607
4.	£92,403
5.	£95,208
6.	£98,004

**City of London Commissioner and Assistant Commissioner**

Commissioner - £148,977  
Assistant Commissioner - £122,880



**Part 8(ii)**

**Chief Officer Ranks' Pay Arrangements**

**Protection Arrangements**

**Pay Rates with effect from 1st December 2007**

The protection only applies while the Chief Officer is in post as shown below with their successors being paid in accordance with the new pay structure shown in Annex F (Part 8) (i).

**Chief Constables**

Hertfordshire	£131,655
West Mercia	£131,655
Staffordshire	£131,655
Surrey	£131,655
Gloucestershire	£123,207
Lincolnshire	£123,207
Cumbria	£123,207
Warwickshire	£123,207

**Deputy Chief Constable**

Surrey	£105,327
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**Part 8(i)****Chief Officers Ranks Pay****Pay Structure with effect 1 September 2008**

<b>Force Weighting</b>	<b>Forces</b>	<b>CC Salary</b>	<b>DCC Salary</b>
10.0	MPS (4xACs)	£172,458	£132,222 (MPS 8xDACs)
	West Midlands		
	Greater Manchester		
8.0	West Yorkshire	£160,962	£128,772
6.5	Thames Valley	£152,343	£125,682
6.0	Merseyside	£149,466	£123,312
	Northumbria		
5.5	Hampshire	£146,589	£120,939
5.0	Kent	£143,718	£118,563
	Lancashire		
	Devon & Cornwall		
4.5	South Yorkshire	£140,847	£116,196
	Essex		
	Avon & Somerset		
	Sussex		
	South Wales		
3.5	Nottinghamshire	£135,096	£111,450
3.0	Hertfordshire	£132,222	£109,083
	West Mercia		
	Cheshire		
	Humberside		
	Staffordshire		
	Leicestershire		
	Derbyshire		
2.5	Surrey	£129,345	£106,710
	Norfolk		
2.0	Cleveland	£126,471	£104,340
	Durham		
	Cambridgeshire		
	North Wales		
	North Yorkshire		
	Gwent		
	Northamptonshire		
	Suffolk		
	Dorset		
	Wiltshire		
	Bedfordshire		
1.5	Gloucestershire	£123,597	£103,476
	Lincolnshire		
	Cumbria		
	Warwickshire		
	Dyfed-Powys		

**Metropolitan Police Service**

Commissioner - £247,194

Deputy Commissioner - £204,075

**Assistant Chief Constables and Commanders**

1.	£86,229
2.	£89,106
3.	£91,983
4.	£94,851
5.	£97,731
6.	£100,602

**City of London Commissioner and Assistant Commissioner**

Commissioner - £152,925

Assistant Commissioner - £126,135

**Part 8(ii)**

**Chief Officers ranks' pay arrangements**

**Protection Arrangements**

**Pay Rates with effect from 1st September 2008.**

The protection only applies while the Chief Officer is in post as shown below, with their successors being paid in accordance with the new pay structure shown in Annex F (Part 8) (i).

<b>Chief Constables</b>	<b>2008</b>
Hertfordshire	£135,144
West Mercia	£135,144
Gloucestershire	£126,471
Lincolnshire	£126,471

**Part 8(i)****Chief Officers Ranks Pay****Pay Structure with effect 1st September 2009**

<b>Force Weighting</b>	<b>Forces</b>	<b>CC Salary</b>	<b>DCC Salary</b>
10.0	MPS (4xACs)	£176,943	£135,660 (MPS 8xDACs)
	West Midlands		
	Greater Manchester		
8.0	West Yorkshire	£165,147	£132,120
6.5	Thames Valley	£156,303	£128,949
6.0	Merseyside	£153,351	£126,519
	Northumbria		
5.5	Hampshire	£150,399	£124,083
5.0	Kent	£147,456	£121,647
	Lancashire		
	Devon & Cornwall		
4.5	South Yorkshire	£144,510	£119,217
	Essex		
	Avon & Somerset		
	Sussex		
	South Wales		
3.5	Nottinghamshire	£138,609	£114,348
3.0	Hertfordshire	£135,660	£111,918
	West Mercia		
	Cheshire		
	Humberside		
	Staffordshire		
	Leicestershire		
	Derbyshire		
2.5	Surrey	£132,708	£109,485
	Norfolk		
2.0	Cleveland	£129,759	£107,052
	Durham		
	Cambridgeshire		
	North Wales		
	North Yorkshire		
	Gwent		
	Northamptonshire		
	Suffolk		
	Dorset		
	Wiltshire		
	Bedfordshire		
1.5	Gloucestershire	£126,810	£106,167
	Lincolnshire		
	Cumbria		
	Warwickshire		
	Dyfed-Powys		

**Metropolitan Police Service**

Commissioner - £253,620

Deputy Commissioner - £209,382

**Assistant Chief Constables and Commanders**

1.	£88,470
2.	£91,422
3.	£94,374
4.	£97,317
5.	£100,272
6.	£103,218

**City of London Commissioner and Assistant Commissioner**

Commissioner - £156,900  
Assistant Commissioner - £129,414

**Part 8(ii)**

**Chief Officers ranks' pay arrangements**

**Protection Arrangements**

**Pay Rates with effect from 1st September 2009.**

The protection only applies while the Chief Officer is in post as shown below, with their successors being paid in accordance with the new pay structure shown in Annex F (Part 8) (i).

<b>Chief Constables</b>	<b>2009</b>
Hertfordshire	£138,657
West Mercia	£138,657
Gloucestershire	£129,759

**Part 8(i)****Chief Officers Ranks Pay****Pay Structure with effect 1st September 2010**

<b>Force Weighting</b>	<b>Forces</b>	<b>CC Salary</b>	<b>DCC Salary</b>
10.0	MPS (4xACs)	£181,455	£139,119 (MPS 8xDACs)
	West Midlands		
	Greater Manchester		
8.0	West Yorkshire	£169,359	£135,489
6.5	Thames Valley	£160,290	£132,237
6.0	Merseyside	£157,260	£129,744
	Northumbria		
5.5	Hampshire	£154,233	£127,248
5.0	Kent	£151,215	£124,749
	Lancashire		
	Devon & Cornwall		
4.5	South Yorkshire	£148,194	£122,256
	Essex		
	Avon & Somerset		
	Sussex		
	South Wales		
3.5	Nottinghamshire	£142,143	£117,264
3.0	Hertfordshire	£139,119	£114,771
	West Mercia		
	Cheshire		
	Humberside		
	Staffordshire		
	Leicestershire		
	Derbyshire		
2.5	Surrey	£136,092	£112,278
	Norfolk		
2.0	Cleveland	£133,068	£109,782
	Durham		
	Cambridgeshire		
	North Wales		
	North Yorkshire		
	Gwent		
	Northamptonshire		
	Suffolk		
	Dorset		
	Wiltshire		
	Bedfordshire		
1.5	Gloucestershire	£130,044	£108,873
	Lincolnshire		
	Cumbria		
	Warwickshire		
	Dyfed-Powys		

**Metropolitan Police Service**

Commissioner - £260,088

Deputy Commissioner - £214,722



### **Assistant Chief Constables and Commanders**

1.	£90,726
2.	£93,753
3.	£96,780
4.	£99,798
5.	£102,828
6.	£105,849

Incremental progression for assistant chief constables and commanders is suspended in the period from 1 June 2012 to 31 May 2014, save as follows. Incremental progression will continue to apply in relation to a PDR rating awarded in respect of a reporting year ending before 1 June 2012 which has not yet resulted in any increment being awarded by that date.

### **City of London Commissioner and Assistant Commissioner**

Commissioner -	£160,902
Assistant Commissioner -	£132,714

### **Part 8 (ii)**

#### **Chief Officers ranks' pay arrangements**

#### **Protection Arrangements**

#### **Pay Rates with effect from 1st September 2010.**

The protection only applies while the Chief Officer is in post as shown below, with their successors being paid in accordance with the new pay structure shown in Annex F (Part 8) (i).

<b>Chief Constables</b>	<b>2010</b>
Hertfordshire	£142,194
West Mercia	£142,194

**Part 9**

**COMPETENCE RELATED THRESHOLD PAYMENT  
FOR CONSTABLES, SERGEANTS,  
INSPECTORS AND CHIEF INSPECTORS**

- 1) With effect from 1 April 2003, a member in the rank of constable, sergeant, inspector or chief inspector whose service as reckoned under regulation 24 or, where applicable, section 97(3) of the Police Act, has entitled him for at least one year to be at the top of the scale applied to his rank as shown in Parts 2, 3, 4 and 5, and who makes an application in accordance with paragraph (3), shall receive a competence related threshold payment at the appropriate rate a year, provided that his determining officer has determined that he has demonstrated high professional competence under each of the following national standards:
  - Professional competence and results
  - Commitment to the job
  - Relations with the public and colleagues
  - Willingness to learn and adjust to new circumstances.
  
- 2) High professional competence is reached under a national standard by demonstrating competence against each of the following criteria listed under the standard to which they are related -
  - Professional competence and results
    - effective organisation of work to meet the demands of the applicant's role;
    - commitment to Police Service value;
    - commitment to health and safety requirements; and
    - compliance with the Code of Conduct.
  
  - Commitment to the job
    - commitment to achieving Force objectives;
    - commitment to personal and professional development; and
    - commitment to achieving high levels of attendance.
  
  - Relations with the public and colleagues
    - promoting equality, diversity and human rights in working practices;
    - contributing to the Force's response, recognising the needs of all relevant communities; and
    - working as part of a team.
  
  - Willingness to learn and adjust to new circumstances
    - making best use of available technology; and
    - demonstrating an openness to change.
  
- 3) The member in his application shall use the appended form, or a form to like effect. The member, except as provided in paragraph (12) or (13), shall include examples relating to performance over the two years prior to the date of the application. The completed forms shall be submitted to the member's assessing officer. The assessing officer shall complete in the relevant sections of the form his assessment as to whether or not the examples contained in the application are indicative of high professional competence against each of the four national standards. The assessing officer shall then submit the form to the member's determining officer.
  
- 4) The member's determining officer shall consider the assessing officer's assessments

and determine whether or not payment should be made under this Part of this determination.

- 5) The assessment and the determination shall be completed, and the applicant notified in writing of the decision, by no later than 21 days after receipt of the completed application by the assessing officer. In exceptional cases, this period may be extended to 30 days if either the assessing officer or determining officer requires more information.
- 6) Successful applicants, including those who are successful on appeal, shall receive the payment with effect from the date at which they become eligible or the date of application, whichever is the later. Unsuccessful applicants shall be entitled to receive written feedback on their application from the determining officer and oral feedback from their assessing officer, and shall be entitled to appeal the decision not to award the payment. If appealing, the member shall explain in writing the reasons for disputing the decision. The member's appeals officer shall undertake the review of the decision.

Grounds for appeal shall be restricted to one or both of the following:

- The assessing officer or determining officer did not properly take account of the material presented;
- the assessing officer or determining officer took account of irrelevant or inaccurate factors.

The appeals officer shall reconsider the decision in the light of the information provided. The outcome of the appeal shall be final. If necessary, the appeals officer may seek additional information from any party to the process. The applicant shall be notified of the decision in writing within 21 days of submitting the appeal.

- 7) Where a force identifies, under any formal management procedures, including any performance assessment process operated by the force, concerns with respect to the maintenance of high professional standards by a member in receipt of the payment, the member's entitlement to the payment shall be re-assessed. In these circumstances, the member, having been notified in writing of the causes for concern, may resubmit an application as outlined in paragraph (3) and it shall be considered as outlined in paragraphs (4) and (5), and the right of appeal as outlined in paragraph (6) shall apply.
- 8)
  - a) Subject to (b) and (c), when a member in receipt of the payment is promoted to a higher rank, the payment shall be discontinued with effect from the date the promotion takes effect, except that, where, at any time on or after that date the annual rate of pay of a member in the higher rank is lower than the total of
    - i. the member's annual rate of pay at the lower rank, and
    - ii. the rate of the payment made under this Part, and
    - iii. an annual sum of £450he shall be paid at the same annual rate of pay and rate of payment under this Part as if he had not been promoted, plus an annual sum of £450 per annum.
  - b) A member who is reduced in rank otherwise than as mentioned in subparagraph (c) shall receive the payment from the date at which he returns to the lower rank
  - c) A member who was in receipt of the payment before promotion to a high rank and has been reduced in rank as a result of formal action under the Police

(Efficiency) Regulations 1999 or the Police (Conduct) Regulations 2004 shall not be entitled to the payment when returned to the lower rank, but may resubmit an application as outlined in paragraph (3) and the application shall be considered as outlined in paragraphs (4) and (5) and the right of appeal as outlined in paragraph (6) shall apply.

- 9) When a member in receipt of the payment is temporarily promoted to a higher rank, the payment shall be discontinued with effect from the date the temporary promotion takes effect until the period of temporary promotion ends, except that, where, at any time during the temporary promotion the annual rate of pay of a member in the higher rank is lower than the total of
- a) the member's annual rate of pay at the lower rank, and
  - b) the rate of payment made under this Part, and
  - c) the annual sum of £450
- he shall be paid at the same annual rate of pay and rate of payment under this Part as if he had not been promoted, plus an annual sum of £450 per annum.
- 10) Paragraphs 8 and 9 shall to apply to part-time members with the following modifications:
- a) every reference to "member" shall be read as a reference to "part-time member",
  - b) every reference to "annual rate of pay" shall be read as a reference to "hourly rate of pay",
  - c) the words "rate of the payment under this Part" and "rate of payment under this Part" shall be read as "hourly rate of payment under this Part, calculated in accordance with paragraph 12",
  - d) the words "annual sum of £450" shall be read as "additional hourly rate calculated by multiplying by 6/12520 the sum of £450.
- 11) Subject to paragraph (7), where a member in receipt of the payment is seconded, he shall receive the payment from the date of his return to the seconding force.
- 12) The hourly rate of pay of a part-time member entitled to this payment shall be increased by a sum obtained by multiplying by 6/12520 the appropriate rate.
- 13) A member who, at the time of her application, is on maternity leave in accordance with Regulation 33(4) and any determination thereunder shall in her application cite examples relating to performance from the two year period ending with the start of her maternity leave.
- 14) A member who, at the time of his application, is absent from duty on account of injury or illness in accordance with Regulation 33(2) and any determination thereunder shall in his application cite examples relating to performance from the two year period ending with the start of his absence under that Regulation.
- 15) In this determination -
- "appropriate rate" means:
- |                     |                 |
|---------------------|-----------------|
| From 1st April 2003 | £1002 per annum |
|---------------------|-----------------|

From 1st September 2004	£1032 per annum
From 1st September 2005	£1062 per annum
From 1st September 2006	£1095 per annum
From 1st September 2007	£1122 per annum
From 1st September 2008	£1152 per annum
From 1st September 2009	£1182 per annum
From 1st September 2010	£1212 per annum

“assessing officer” means the person who has the immediate supervisory responsibility for the member concerned;

“determining officer” means a person who has supervisory responsibility within the police force concerned and who is senior in rank or grade to the assessing officer;

“appeals officer” means the person who has, for the time being, supervisory responsibility for the person who is, in relation to the member concerned, the determining officer.

- 16) Where neither the assessing officer nor the determining officer nor the appeals officer as defined in paragraph (14) is a member of a police force, then the chief officer shall appoint a suitable member of the police force to be the appeals officer for the member concerned.

## **Part 9A**

### **SUSPENSION OF AWARD OF COMPETENCE RELATED THRESHOLD PAYMENT**

- 1) Subject to the remaining paragraphs of this Part, no new applications for a competence related threshold payment shall be entertained in the relevant period.
- 2) The only applications made before 1st April 2012 that shall continue to be dealt with in accordance with Part 9 during the relevant period are those in the case of which the member's relevant service had entitled him to be at the top of the pay scale for his rank for at least one year by that date.
- 3) For the avoidance of doubt, a re-application by an officer who was in receipt of a competence related threshold payment as at 31st March 2012 is not a new application for the purposes of paragraph (1).
- 4) In this Part “the relevant period” means the period from 1st April 2012 to 31st March 2014”.

**Part 10**

**LONDON WEIGHTING**

1) The annual pay of a member of the City of London or metropolitan police force shall be increased to £1,827 with effect from 1 July 2002, but any allowance under the Regulations calculated by reference to a member's pay, shall be calculated as if this part of this determination had not been made.

2) PART-TIME MEMBERS

The hourly rate of pay payable to a part-time member of the City of London or metropolitan police force shall be increased by a sum obtained by multiplying by 6/12520 the sum of £1,827.

The above calculations for part-time members will apply to the following years:

**LONDON WEIGHTING**

<b>With Effect From:</b>	<b>London Weighing Rate</b>
1 July 2003	£1,881
1 July 2004	£1,938
1 July 2005	£1,995
1 July 2006	£2,055
1 July 2007	£2,106
1 July 2008	£2,163
1 July 2009	£2,220
1 July 2010	£2,277

**Part 11**

**PART-TIME MEMBERS**

The hourly rate of pay of a part-time member shall be calculated by multiplying by 6/12520 the appropriate annual rate of pay.

A part-time member's pay for days of annual leave shall be 8 times the rate of pay as in (1) above, reduced in proportion that the number of determined hours bears to 40 times the number of weeks in the relevant period.

In this Part, "determined hours" and "relevant period" have the meaning given in paragraph 6(b) of the Secretary of State's determination of the normal periods of duty of a member of a police force under regulation 22.