

PAY

The following determination “Annex F - Pay” is made by the Secretary of State under regulation 24 of the Police Regulations 2003 (S.I. 2003/527), following consultation in accordance with regulation 46 of those Regulations. This determination is made on 5 June 2021 and replaces the determination “Annex F – Pay” which was in force immediately before that date. This determination comes into force on 1 September 2020.

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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 they 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 their promotion.
- 2) For so long as the member continues to serve in the higher rank, they 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 1B¹

INCREMENTAL PROGRESSION THROUGH THE PAY SCALE (CONSTABLES, SERGEANTS, INSPECTORS AND CHIEF INSPECTORS)

- 1) Incremental progression through the pay scale is dependent upon a member receiving a grade of ‘achieved performance’ (or the equivalent grade in a police force’s own grading system, as determined by the Chief Constable) or above in their performance development review (“PDR”) or alternative process relating to the preceding period of 12 months’ of their service from the anniversary of a member’s end of year assessment.
- 2) For the purposes of this determination, “PDR or alternative process” means an annual performance assessment process which meets minimum national performance standards and national standards of assessment set by the College of Policing, including an appeals process.
- 3) In the absence of a PDR or alternative process, a member will be assumed to have received a grade of ‘achieved performance’ (or the equivalent grade in a police force’s own grading system, as determined by the Chief Constable).
- 4) Members will be reassessed for pay progression annually. Members will progress through the pay scale at the anniversary of their appointment or promotion (subject to the other provisions of this Annex), if they receive (or are assumed to receive) a grade of ‘achieved performance’ or above (or the equivalent grade in a police force’s own grading system, as determined by the Chief Constable) in their PDR or alternative process.
- 5) Increments will not be paid until formal completion, or assumed formal completion (pursuant to paragraph 3), of the PDR or alternative process. Assumed formal completion will be considered to have occurred on the anniversary of their appointment or promotion (subject to the other provisions of this Annex). Following such completion of the PDR or alternative process, the member’s pay will progress to the next pay point backdated to the date of the due increment.
- 6) Incremental progression will only be denied if the officer:
 - (a) is graded as ‘not achieved’ (or the equivalent grade in a police force’s own grading system, as determined by the Chief Constable) in their PDR or alternative process, and
 - (b) is also subject to formal action within Stages 1, 2 or 3 of Unsatisfactory Performance Procedures under the Police (Performance) Regulations 2012 or the Police (Performance) Regulations 2020 at the end of the 12-month period being assessed.

¹ There was previously a Part 1A, but it has been deleted. To ensure cross-references in other documents remain correct, however, this Part has not been renumbered to 1A.

- 7) Where the member meets the conditions in paragraph 6 above, but only starts to be subject to the formal action referred to in paragraph 6(b) in the period of six weeks immediately prior to the end of the 12 month period being assessed, the Chief Constable has the discretion to permit incremental progression in the case of that member if the Chief Constable is of the view that the last six weeks of the PDR or alternative process year is not representative of the preceding 12 months' performance by the member.
- 8) Where a member's appeal against their final PDR or alternative process grading is upheld, which means that the condition in paragraph 6(a) is no longer met, pay will be reinstated at the higher rate, backdated to the date of the due increment.

PART 1C

ASSESSMENT AND RECOGNITION OF COMPETENCE

(WITH EFFECT FROM 1 JANUARY 2017 FOR CONSTABLES BEING ASSESSED AT FOUNDATION LEVEL OF THE COLLEGE OF POLICING'S ASSESSMENT AND RECOGNITION OF COMPETENCE PROCESS)

1. Before moving to pay point 4, members must:
 - (a) Complete at least 12 months' reckonable service at pay point 3; and
 - (b) Successfully complete an assessment at the Foundation Level of the Assessment and Recognition of Competence process ("a Foundation Level ARC assessment") by meeting the standards set by the College of Policing.
2. Subject to the satisfaction of the conditions in paragraph 1, pay point 4 will be applied from the member's due increment date.
3. Where a member is unable to be assessed until after their due increment date due to a period of absence from work, following the successful completion of a Foundation Level ARC assessment, after their return to work, pay at pay point 4 will be back-dated to the member's due increment date.
4. Where a member's appeal against the unsuccessful outcome of a Foundation Level ARC assessment is upheld, pay at pay point 4 will be applied from the member's due increment date save that where a member's appeal against an unsuccessful assessment to which paragraph 3 applies is upheld, pay at pay point 4 will be back-dated to the member's due increment date.
5. If a member fails to complete a Foundation Level ARC Assessment successfully, that member must, before they can receive pay at pay point 4, and in accordance with standards set by the College of Policing:
 - (a) Complete and submit a timed development plan (a "TDP"); and
 - (b) Successfully complete a Foundation Level ARC re-assessment.
6. Where paragraph 5 applies:
 - (a) "Foundation Level ARC re-assessment date" means the date on which the member is confirmed by the force as having successfully completed a Foundation Level ARC re-assessment (by the member being confirmed by the force as having met the standards set by the College of Policing in the ARC re-assessment and following submission and completion of the TDP). Subject to paragraph 6c below, pay at pay point 4 will be applied from the Foundation Level ARC re-assessment date and this date will become the member's new increment date.

(b) “Assumed date of re-assessment” means the date one calendar month after the original agreed date for the TDP, if—

(i) owing to the exigencies of duty, there is slippage by one calendar month or more beyond the agreed date for submission of the TDP (the “original agreed date for the TDP”); and

(ii) having completed and submitted a TDP later than the original agreed date for the TDP, the member successfully completes a Foundation Level ARC reassessment.

Subject to paragraph 6(c) below, pay at pay point 4 will be applied from the Assumed date of re-assessment and this date will become the member’s new increment date.

(c) where either of the Foundation Level ARC re-assessment date, or the Assumed date of re-assessment, are earlier than the member’s original due increment date, the member’s original due increment date will continue to apply. The Foundation Level ARC re-assessment date, or the Assumed date of re-assessment, (as appropriate), will become the member’s new increment date only where either falls later than the member’s original due increment date.

7. Where a member’s appeal against the unsuccessful outcome of a Foundation Level ARC assessment or re-assessment is upheld, pay point 4 will be applied, back-dated either to the Foundation Level ARC assessment date, or to the Foundation Level ARC re-assessment date, as appropriate. That date will become the member’s new increment date. The new increment date must be set no earlier than the member’s original due increment date.

PART 2
CONSTABLES' PAY

1) For those who joined on or after 1 April 2013

Pay point	With effect from 1 September 2020
0	£21,402 (a), (b)
1	£24,780 (c)
2	£25,902 (d)
3	£27,030
4	£28,158 (e)
5	£30,411
6	£34,950
7	£41,130

Notes:

- (a) Entry point for a member appointed in the rank of constable unless either of sub-paragraphs (i) or (ii) applies:
- (i) the chief officer of police may, after consultation with the local policing body, assign any member to pay point 1 on the basis of local recruitment needs or the possession of a policing qualification or relevant experience other than those specified in sub-paragraph (ii) of this note;
 - (ii) the chief officer of police shall assign to pay point 1 any member who:
 - (a) possesses a Policing Qualification as defined by the chief officer, after consultation with the local policing body;
 - (b) was, prior to appointment, serving as a Special Constable who has been assessed and has achieved 'Safe and Lawful' attainment to National Standards, or the equivalent as specified by the chief officer;
 - (c) was, prior to appointment, serving as a Police Community Support Officer who has been signed off as competent to perform independent patrol and who has served a minimum of 18 months in the role.

- (b) The salary paid to a member at pay point 0 shall be between £21,402 and £24,779 as determined by the chief officer of police, after consultation with the local policing body, based on local recruitment needs or the possession of a policing qualification or relevant experience other than those specified in sub-paragraph (ii) of note (a) above.
- (c) On completion of initial training, a member who entered at pay point 0 will move to pay point 1.
- (d) All members will move to pay point 2 after 12 months at pay point 1, and progression will continue to be at a rate of one pay point per 12 months of service thereafter, with the exception of pay point 4, which is subject to Part 1C of this determination.
- (e) As set out in Part 1C of this determination, members at pay point 3 will only progress to pay point 4 if they have at least 12 months' reckonable service (at pay point 3) and have successfully completed a Foundation Level ARC assessment, or re-assessment.

2) For those in service before 1 April 2013

Pay point	With effect from 1 September 2020
0	£26,199
1	£29,241 (a)
2	£30,933 (b)
3	£32,826
4	£33,861 (c)
5	£34,950
6	£38,022
7	£41,130

Notes:

- (a) On completion of initial training, members will move to pay point 1.
- (b) All members move to this salary point on completion of two years' service as a constable.
- (c) As set out in Part 1C of this determination, members at pay point 3 will only progress to pay point 4 if they have at least 12 months' reckonable service (at pay point 3) and have successfully completed a Foundation Level ARC assessment, or re-assessment.

PART 2B

POLICE CONSTABLES APPOINTED ON A POLICE CONSTABLE DEGREE APPRENTICESHIP SCHEME

- 1) Subject to paragraph (2), the chief officer of police must determine the starting salary of any member of their police force who is appointed on a police constable degree apprenticeship scheme (a “PCDA constable”), and with effect from 1 September 2020 the starting salary of a PCDA constable must be an amount from £18,912 to pay point 1 on the Constables’ pay scale.
- 2) The chief officer of police must determine the starting salary of any member of their police force who is a PCDA constable as pay point 1 on the Constable’s scale where that PCDA constable:
 - (a) possesses a Policing Qualification as defined by the chief officer after consultation with the local policing body;
 - (b) was, prior to appointment, serving as a Special Constable who has been assessed and has achieved ‘Safe and Lawful’ attainment to National Standards, or the equivalent as specified by the chief officer;
 - (c) was, prior to appointment, serving as a Police Community Support Officer who has been signed off as competent to perform independent patrol and who has served a minimum of 18 months in the role.
- 3) The chief officer of police must take into account, in making their determination under paragraph (1)-
 - (a) the views of the local policing body;
 - (b) local recruitment needs, and
 - (c) whether the PCDA constable holds a policing qualification or relevant experience other than those specified in paragraph (2) above.
- 4) The PCDA constable will continue to receive their starting salary for the subsequent 12 months of their service from the date of their appointment as a PCDA constable. After 12 months service, and subject to satisfactory completion of Year 1 of their apprenticeship, the PCDA constable’s salary is to be calculated in accordance with the prevailing police constable pay scale, the relevant pay point being determined as follows:
 - (a) for PCDA constables being paid an amount equal to pay point 1 on the prevailing constable pay scales during their first 12 months of service, they will be moved to pay point 2;
 - (b) for all other PCDA constables, they will be moved to pay point 1.

- 5) Where a PCDA constable's first 12 months of service has not been satisfactory, they will remain on the same salary as applied when they entered service as a PCDA constable.
- 6) For the purposes of this determination, a "PCDA constable" is a constable who is studying a degree course in Professional Policing Practice.

PART 3
SERGEANTS' PAY

Pay point	With effect from 1 September 2020
2	£43,965
3	£44,901
4	£46,227

Note:

On 1 September 2020, pay point 1 was removed. All sergeants on pay point 1 at that date were moved to pay point 2 (with a new increment date of 1 September). Sergeants on pay points 2, 3 or 4 at that date were not affected. Members appointed to the rank on or after 1 September 2020 join at pay point 2 and move up to the next pay point annually, depending on the date of becoming a sergeant, in accordance with normal practice.

PART 4
INSPECTORS' PAY

1) Members in the Metropolitan Police Service or City of London Police:

Pay point	With effect from 1 September 2020
0	£55,005
1	£56,496
2	£57,993
3	£59,490

2) Members in other police forces:

Pay point	With effect from 1 September 2020
0	£52,698
1	£54,186
2	£55,671
3	£57,162

PART 5

CHIEF INSPECTORS' PAY

1) Members in the Metropolitan Police Service or City of London Police (subject to paragraph 3)

Pay point	With effect from 1 September 2020
1	£60,654 (a)
2	£61,824
3	£63,048

Note:

- (a) Entry point for a member appointed to the rank, unless the chief officer of police assigns the member to the higher point.

2) Members in other police forces (subject to paragraph 4):

Pay point	With effect from 1 September 2020
1	£58,332 (a)
2	£59,502
3	£60,732

Note:

- (a) Entry point for a member appointed to the rank, unless the chief officer of police assigns the member to the higher point.

3) Members in the Metropolitan Police Service or City of London Police in post at 31 August 1994

With effect from 1 September 2020
£64,032

4) Members in other police forces in post at 31 August 1994

With effect from 1 September 2020
£61,725

PART 6
SUPERINTENDENTS' PAY

Pay point	With effect from 1 September 2020
1	£70,173
2	£73,833
3	£77,691
4	£82,881

Note:

Incremental progression through the pay scale is dependent upon an officer's performance having been graded as either 'satisfactory' or above in the relevant PDR or alternative process. In the absence of a PDR or alternative process, an officer's performance will be assumed to have been 'satisfactory'.

PART 7

CHIEF SUPERINTENDENTS' PAY

Pay point	With effect from 1 September 2020
1	£86,970
2	£89,910
3	£91,749

Note:

Incremental progression through the pay scale is dependent upon an officer's performance having been graded as either 'satisfactory' or above in the relevant PDR or alternative process. In the absence of a PDR or alternative process, an officer's performance will be assumed to have been 'satisfactory'.

PART 8

CHIEF OFFICER RANKS' PAY

1) Chief Constables' and Deputy Chief Constables' Pay

Force Weighting	Force(s)	Chief Constable: with effect from 1 September 2020 (a)	Deputy Chief Constable: with effect from 1 September 2020
10.0	West Midlands Greater Manchester	£204,372	£156,693
8.0	West Yorkshire	£190,752	£152,601
6.5	Thames Valley	£180,534	£148,941
6.0	Merseyside Northumbria	£177,120	£146,130
5.5	Hampshire	£173,712	£143,319
5.0	Kent Lancashire Devon & Cornwall	£170,316	£140,502
4.5	South Yorkshire Essex Avon & Somerset Sussex South Wales	£166,911	£137,703
3.5	Nottinghamshire	£160,098	£132,081

3.0	Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£156,693	£129,264
2.5	Surrey Norfolk	£153,282	£126,459
2.0	Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent Northamptonshire Suffolk Dorset Wiltshire Bedfordshire	£149,913	£123,648
1.5	Gloucestershire Lincolnshire Cumbria Warwickshire Dyfed-Powys	£146,469	£122,628

Note:

- (a) A Police and Crime Commissioner may, on appointing a Chief Constable, set the Chief Constable's salary at a rate up to ten *per cent* above or below the rate for the post as set out in the table above.

2) Commissioners', Deputy Commissioners', Assistant Commissioners' and Deputy Assistant Commissioners' Pay

Force	Commissioner: with effect from 1 September 2020	Deputy Commissioner: with effect from 1 September 2020	Assistant Commissioner: with effect from 1 September 2020	Deputy Assistant Commissioner: with effect from 1 September 2020
Metropolitan	£292,938	£241,842	£204,372	£156,693
City of London	£181,221	£149,475		

3) Assistant Chief Constables' and Commanders' Pay

Pay Point	With effect from 1 September 2020
1	£105,600
2	£112,404
3	£119,220

PART 10²

LONDON WEIGHTING

(WITH EFFECT FROM 1 SEPTEMBER 2020)

- 1) The annual pay of a member of the City of London or Metropolitan police force shall be increased by £2,568, but any allowance under the Police Regulations 2003 calculated by reference to a member's pay shall be calculated as if this Part had not been made.
- 2) 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 £2,568.

² There was previously a Part 9 and Part 9A, but they have been deleted. To ensure cross-references in other documents remain correct, however, this Part and subsequent Parts have not been renumbered.

PART 11

PART-TIME MEMBERS

- 1) The hourly rate of pay of a part-time member shall be calculated by multiplying by 6/12520 the appropriate annual rate of pay. Without prejudice to the provisions of Annex G (Overtime) and Annex H (Public Holidays and Rest Days), a part-time member up to and including the rank of Chief Superintendent shall be paid at the hourly rate in respect of each hour of duty, up to a maximum of 40 hours per week.
- 2) A part-time member's pay for days of annual leave shall be 8 times the rate of pay as in paragraph (1) above, reduced in proportion that the number of determined hours bears to 40 times the number of weeks in the relevant period.
- 3) 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 (Annex E)."