

PAY

The following determination “Annex F (Amendment) – 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 was made on 19 February 2024, and amends the determination “Annex F – Pay” (“Annex F”). The amendment comes into force on 1 September 2023.

1. For Annex F (Pay), substitute—

“ANNEX F

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 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 1BA¹

INCREMENTAL PROGRESSION THROUGH THE PAY SCALE

(VALID FOR FEDERATED RANKS, SUPERINTENDING RANKS, ASSISTANT CHIEF CONSTABLES AND COMMANDERS)

- 1) Save for paragraph (16), the provisions of this part come into force on 1 April 2023. Paragraph (16) comes into force on 1 April 2022.

Incremental progression

- 2) Subject to the other provisions of this Annex:
 - a) a member of a police force is to progress through the pay scale on the anniversary of their appointment or promotion;
 - b) incremental progression through the pay scale is dependent upon confirmation that a member meets the pay progression standard (“PPS”);
 - c) a member is assessed for pay progression annually;
 - d) a member’s annual PPS confirmation date is to be determined on the basis of the increment date and the requirements of a police force’s assessment processes;
 - e) the assessment period for the purposes of the PPS, is the 12-month period preceding a member’s PPS’s confirmation date.
- 3) When a member is promoted prior to their PPS confirmation date, the PPS confirmation date is reset in line with the member’s new increment date, and no in-year PPS assessment is required, provided that, temporary promotions do not reset a member’s PPS confirmation date and due increment date.
- 4) A member can appeal against any decision concerning incremental progression through the pay scale, PPS assessment, or PPS confirmation, by making formal representations to the appropriate person, who must be independent of the original decision maker. If an appeal is upheld, progression through the pay scale is to be granted, and the higher pay is backdated to the date of the due increment.
- 5) A member who does not meet the PPS on their PPS confirmation date may progress through the pay scale if the PPS is met at any point before the next PPS confirmation date. Provided that, the higher pay will not be backdated to the due increment date, unless paragraph (4) applies. Police forces must have in place reasonable PPS assessment and confirmation processes for the purposes of ensuring progression through the pay scale pursuant to this paragraph.
- 6) A member’s due increment date and the PPS confirmation date are not reset on the basis of a pay increment pursuant to paragraphs (4) or (5).

¹ There were previously a Part 1A and a Part 1B, but they have been deleted. To ensure cross-references in other documents remain correct, however, this Part has not been renumbered.

- 7) Professional development reviews (“PDR”) and training completed to meet the PPS in respect of a previous assessment period are disregarded for the purposes of the ongoing PPS assessment period.

Pay progression standard

- 8) Subject to the other provisions of this Annex, a member meets the PPS if the following conditions are met:
 - a) the member has completed an annual PDR; and
 - b) on the PPS confirmation date, the member is not subject to ongoing formal action within Stages 1, 2 or 3 of the Unsatisfactory Performance or Attendance Procedures under the Police (Performance) Regulations 2020; and
 - c) the member has successfully completed training required for the purposes of the PPS; and
 - d) if a member (“the managing member”) has direct responsibility for the completion of other members’ PDRs and for the confirmation of other members’ PPSs, that managing member must have completed the PDRs and made the PPS decisions which were due to be completed, or made, during the managing member’s own assessment period.
- 9) PDR means an annual performance assessment, in line with the processes in place within the member’s own force, including an appeals process.
- 10) Training required for the purposes of the PPS means no more than two training priorities, which the chief officer may mandate, in consideration of the local priorities of a police force, or the requirements of an individual role.
- 11) A member must be notified of the training requirements they are required to comply with:
 - a) no less than 12 months before their PPS confirmation date, or
 - b) within one month of promotion.
- 12) Paragraph 8(d) also applies in respect of members who are performing the duties normally performed by a member of the force of a higher rank than their own in accordance with Annexes I, J and UU (whether on temporary promotion or acting up), if the duties entail direct responsibility to carry out PDRs or make PPS decisions in respect of other members.

Exceptions and exemptions

- 13) Members who are on probation, pursuant to the provisions of Regulation 12 of the Police Regulations 2003 and Annex C are not required to meet the PPS in order to progress through the pay-scale.
- 14) The conditions prescribed by paragraph 8(b) do not apply to Assistant Chief Constables and Commanders.

- 15) Where a member fails to meet the PPS, the chief officer has discretion to permit progression through the pay scale, where the chief officer is reasonably satisfied that:
- a) a member does not meet one, or more, of the PPS's conditions as a consequence of:
 - i) sickness, or non-sickness, related absence, and the timing and duration of the absence are sufficient to prevent an officer from meeting the PPS; or
 - ii) maternity, adoption, or parental leave pursuant to Regulation 33(8) of the Police Regulations 2003 and Annexes R and S; or
 - b) a member does not meet the PPS due to ongoing Unsatisfactory Performance or Attendance Procedures, and:
 - i) that member can be reasonably considered to have a disability as defined by the Equality Act 2010, and the unsatisfactory performance, or non-attendance, subject of ongoing procedures, is motivated by reasons linked with the member's disability; or
 - ii) the member only starts to be subject to Unsatisfactory Performance or Attendance Procedures in the period of six weeks immediately prior to the PPS's confirmation date, and those six weeks are not representative of the preceding 12 months' performance by the member; or
 - c) other circumstances have prevented a member from meeting one, or more, of the PPS's conditions, and preventing the member from progressing through the pay scale would be manifestly unfair in light of those circumstances.

Transitory provision

- 16) Police forces must take reasonable steps to have in place PPS assessment and confirmation processes for the purposes of ensuring that on or after 1 April 2023 progression through the pay scale takes place in accordance with the provisions of this part.

PART 2
CONSTABLES' PAY

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

Pay point	With effect from 1 September 2023
1	£28,551 (a)
2	£29,751
3	£30,957
4	£32,163
5	£34,575
6	£39,432
7	£46,044

Notes:

- (a) With effect from 1 September 2023, pay point 0 is removed. All constables on pay point 0 at that date are moved to pay point 1 (with a new increment date of 1 September). Constables on pay points 1 or above at that date are not affected. Members appointed on or after 1 September 2023 join at pay point 1 and move up to the next pay point annually in accordance with the provisions set out in Part 1BA .

2) For those in service before 1 April 2013

Pay point	With effect from 1 September 2023
0	£30,069
1	£33,324 (a)
2	£35,133 (b)
3	£37,158
4	£38,265
5	£39,432
6	£42,720

7	£46,044
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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.

PART 3
SERGEANTS' PAY

Pay point	With effect from 1 September 2023
2	£49,077
3	£50,079
4	£51,498

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 the provisions set out in Part 1BA.

PART 4
INSPECTORS' PAY

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

Pay point	With effect from 1 September 2023
0	£60,891
1	£62,487
2	£64,089
3	£65,688

2) Members in other police forces:

Pay point	With effect from 1 September 2023
0	£58,422
1	£60,015
2	£61,602
3	£63,198

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 2023
1	£66,936 (a)
2	£68,187
3	£69,498

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 2023
1	£64,449 (a)
2	£65,703
3	£67,017

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 2023
£70,548

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

With effect from 1
September 2023

£68,082

PART 6
SUPERINTENDENTS' PAY

Pay point	With effect from 1 September 2023
1	£77,121
2	£81,036
3	£85,164
4	£90,717

PART 7

CHIEF SUPERINTENDENTS' PAY

Pay point	With effect from 1 September 2023
1	£95,094
2	£98,238
3	£103,242 (a)

Note:

(a) With effect from 1 September 2024, pay point 3 increases to £106,079. This increase will apply before the application of any pay award, where such an award is to be made.

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 2023 (a)	Deputy Chief Constable: with effect from 1 September 2023
10.0	West Midlands Greater Manchester	£220,713	£169,698
8.0	West Yorkshire	£206,139	£165,318
6.5	Thames Valley	£195,207	£161,403
6.0	Merseyside Northumbria	£191,553	£158,394
5.5	Hampshire	£187,908	£155,385
5.0	Kent Lancashire Devon & Cornwall	£184,272	£152,373
4.5	South Yorkshire Essex Avon & Somerset Sussex South Wales	£180,630	£149,376
3.5	Nottinghamshire	£173,340	£143,361
3.0	Hertfordshire West Mercia Cheshire Humberside Staffordshire	£169,698	£140,349

	Leicestershire Derbyshire		
2.5	Surrey Norfolk	£166,047	£137,346
2.0	Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent Northamptonshire Suffolk Dorset Wiltshire Bedfordshire	£162,441	£134,340
1.5	Gloucestershire Lincolnshire Cumbria Warwickshire Dyfed-Powys	£158,757	£133,248

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 2023	Deputy Commissioner: with effect from 1 September 2023	Assistant Commissioner: with effect from 1 September 2023	Deputy Assistant Commissioner: with effect from 1 September 2023
Metropolitan	£315,480	£260,805	£220,713	£169,698
City of London	£195,942		£161,973	

3) Assistant Chief Constables' and Commanders' Pay

Pay Point	With effect from 1 September 2023
1	£115,026
2	£122,307
3	£129,600

PART 10²

LONDON WEIGHTING

(WITH EFFECT FROM 1 SEPTEMBER 2022)

- 1) The annual pay of a member of the City of London or Metropolitan police force shall be increased by £2,886, 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 £2,886.

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)."