

FAQs on the non-consolidated police pay award for 2017/18

1. What is the police pay award for 2017/18?

Backdated to 1 September 2017:

- A 1% consolidated increase in basic pay for all ranks;
- An additional non-consolidated payment to the value of 1% of basic pay (using 2016/17 pay rates);
- A 1% increase to London Weighting;
- A 1% increase to the Dog Handlers' Allowance.

2. How will the non-consolidated award be paid?

The non-consolidated award should be paid in monthly instalments alongside normal salary, rather than as a one-off lump sum.

The payment should be backdated to 1 September, and end on 31 August 2018.

3. Is the 1% non-consolidated award calculated before or after the 1% consolidated pay increase?

The 1% non-consolidated award is calculated using the 2016/17 pay rates.

The value of the non-consolidated award for each pay point for eligible ranks is attached at Annex A.

4. Is the 1% non-consolidated award treated as an allowance or pay?

The non-consolidated award is treated as an allowance, paid in addition to basic salary. It is non-pensionable and is not included in the calculations for other payments that are based on basic salary, such as overtime.

5. What will part-time officers get?

The award will be pro-rated for part-time officers.

6. What happens to the additional non-consolidated payment if an officer's employment terminates mid year?

The monthly instalments will terminate with salary. There will be no payment on termination of employment to make the total value of the monthly instalments equal to one percent of annual basic pay.

7. What happens if an officer moves up a pay point during the year?

The non-consolidated award will be based on their new salary from the date of the incremental rise.

8. What happens if an officer is promoted mid year?

The non-consolidated award will be based on their new salary from the date of their promotion.

The non-consolidated award should also be included in any calculations for Temporary Salary and Temporary Promotion payments made under Regulation 27, Annexes I and J.

9. Will the non-consolidated award be paid to new joiners?

Yes. The award should be pro-rated from their date of joining,

10. What is the impact of the non-consolidated element on pensionable pay?

None. The non-consolidated award is not pensionable.

11. What is the impact of the non-consolidated element on sick pay?

The non-consolidated award should continue to be paid during periods of sickness absence. The award should be pro-rated during periods of reduced pay.

12. What is the impact of the non-consolidated element on maternity pay, shared parental pay and adoption pay?

The non-consolidated award should be included in the calculations for these entitlements.

13. Will overtime and other allowances which are linked to basic pay, be based on calculations which include the non-consolidated award?

No. These payments will continue to be based on basic salary.

14. Will the award be included in the calculations for payments for accrued but untaken leave, if an officer leaves before 31 August 2018?

Yes. The award should be included in the calculations for payments for accrued but untaken leave.

15. Will a non-consolidated award be added to the South East England Allowance?

No, this allowance will continue to be based on the rates published on 1 September 2016.

Annex A – value of non-consolidated pay award for each pay point

Rank	Pay point	Non-consolidated award
Constable (appointed on or after 1 April 2013)	0	£198
	1	£228
	2	£240
	3	£249
	4	£261
	5	£282
	6	£324
	7	£381
Constable (appointed before 1 April 2013)	On commencing service	£243
	On completion of initial training	£270
	2	£285
	3	£303
	4	£312
	5	£324
	6	£351
	7	£381
Sergeant	1	£393
	2	£405
	3	£414
	4	£426
Inspector	0	£486
	1	£501
	2	£513
	3	£528

Inspector (London)	0	£507
	1	£522
	2	£537
	3	£549
Chief Inspector	1	£540
	2	£549
	3	£561
	In post 31 August 1994	£570
Chief Inspector (London)	1	£561
	2	£570
	3	£582
	In post 31 August 1994	£591
Superintendent (promoted to rank on or after 1 April 2014)	1	£648
	2	£681
	3	£717
	4	£765
Superintendent (promoted to rank before 1 April 2014)	1	£648
	2	£675
	3	£702
	4	£729
	5	£756
Chief Superintendent	1	£804
	2	£831
	3	£849