

DETERMINATIONS OF THE SECRETARY OF STATE UNDER THE POLICE REGULATIONS 2003

The Secretary of State, in exercise of the powers conferred by regulations 24 and 34 of the Police Regulations 2003 (SI 2003/537), as amended, makes the following determination.

In accordance with the requirements of regulation 46 of the Police Regulations 2003, the Secretary of State has taken into consideration the recommendations made by the Police Negotiating Board and supplied that Board with a draft of this determination.

The Secretary of State has determined that with effect from 1 April 2013—

a) In the determination under regulation 24 of the Police Regulations 2003 (Annex F – Pay), in Part 2, below ‘CONSTABLES’ PAY with effect from 1 September 2010’ there shall be inserted the following:

CONSTABLES’ PAY for those joining on or after 1 April 2013

ANNEX F (Part 2) –

Regulation 24

Pay point /year	Salary (£)
0	19,000 (a), (b)
1	22,000 (c)
2	23,000 (d)
3	24,000
4	25,000
5	27,000
6	31,032
7	36,519

(a) Entry point for a member appointed in the rank of constable, however:

(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; and

(ii) the chief officer of police shall assign to pay point 1 any member who:

1. Possesses a Policing Qualification as defined by the chief officer after consultation with the local policing body;

2. 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;

3. Was, prior to appointment, serving as a Police Community Support Officer who has been signed off as competent to perform independent patrol and who have served a minimum of 18 months in the role.

(b) The salary paid to a member at pay point 0 shall be between £19,000 and £21,999 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.

TRANSITIONAL ARRANGEMENTS IN RELATION TO INTRODUCTION OF NEW CONSTABLES' PAY SCALE

The chief officer of police may decide, after consultation with the local policing body, that the pay scale set out under the heading 'Constables' pay with effect from 1 September 2010' shall apply to a constable appointed in the period from 1 April 2013 to 31 August 2013.

b) In the determination under regulation 24 of the Police Regulations 2003 (Annex F – Pay), Part 9A (SUSPENSION OF AWARD OF COMPETENCE RELATED THRESHOLD PAYMENT) shall be replaced with the following:

PHASING OUT OF AWARD OF COMPETENCE RELATED THRESHOLD PAYMENT

1) Part 9 (Competence Related Threshold Payment for Constables, Sergeants, Inspectors and Chief Inspectors) shall have effect with the following modifications:

a) Paragraph (12) shall have effect as if it read: "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 as defined in paragraph (15).".

b) In paragraph (15), the definition of "appropriate rate shall have effect as if it read:

““appropriate rate” means:

From 1 April 2013	£900 per annum
From 1 April 2014	£600 per annum
From 1 April 2015	£300 per annum
From 1 April 2016	£0”.

- 2) No new applications for a competence related threshold payment shall be entertained.
- 3) For the avoidance of doubt, a re-application by an officer who was in receipt of a competence related threshold payment prior to 31st March 2013 is not a new application.

c) In the determination under regulation 34 of the Police Regulations 2003 (Annex U – Allowances), below Part 12 (Hardship Allowance), there shall be inserted the following:

“13) On Call Allowance

“(1) A member of the rank of Constable, Sergeant, Inspector or Chief Inspector shall receive an allowance of £15 in respect of each day on which he spends any time on-call.

(2) In paragraph (1) “day” means a period of 24 hours commencing at such time or times as the chief officer shall fix after consultation with the joint branch board, and the chief officer may fix different times in relation to different groups of members.”

d) In the determination under regulation 34 of the Police Regulations 2003 (Annex U – Allowances), Part 3 (London Allowance), 4 (London Transitional Supplement), 5 (South East England Allowance) and 6 (South East England Transitional Supplement) shall be replaced with the following:

3) LONDON ALLOWANCE

- a) A member of the City of London or metropolitan police force shall be paid a London allowance at a rate determined by the Commissioner of the relevant force with regard to location and retention needs, following consultation with the joint branch board or Joint Executive Committee, and not exceeding the maximum rates set out in subparagraph (b) below.

- b) The maximum rate is:
- i. £4,338 a year if appointed on or after 1 September 1994 and not receiving a replacement allowance under Schedule 3;
 - ii. £1,011 a year, in other cases (provided that, in respect of any particular member, the total of the London allowance and replacement allowance payable to the member shall not exceed the London allowance that would be payable if the member were not receiving a replacement allowance).
 - iii. A part-time member of the City of London or metropolitan police force shall be paid a London allowance at an hourly rate calculated by multiplying by 6/12520 the allowance that the member would receive if a full-time member.
- c) A member of the City of London or metropolitan police force suspended under the Conduct Regulations, other than a member to whom paragraph 1(1) of Schedule 2 applies, shall be entitled to receive the London allowance.
- d) In this Part and Parts 4 to 6, “location” in relation to a member of a police force means the police establishment in which the member is stationed.

4) LONDON TRANSITIONAL SUPPLEMENT

- a) A member of the City of London or metropolitan police force who joined before 1 September 1994 and receives an allowance being:
- i. at half rate, a replacement allowance equivalent to a housing allowance under regulation 49 of the 1987 Regulations as it had effect before 1 September 1994,
or
 - ii. at flat rate, a replacement allowance equivalent to a transitional rent allowance under regulation 49B of the 1987 Regulations as it had effect before 1 September 1994

shall be paid an allowance at a rate determined by the Commissioner of the relevant

force with regard to location and retention needs, following consultation with the joint branch board or Joint Executive Committee, and not exceeding £1000 a year (provided that, in respect of any particular member, the total of the London transitional supplement, London allowance and replacement allowance payable to the member shall not exceed the London allowance that would be payable if the member were not receiving a replacement allowance).

- b) A part-time member of the City of London or metropolitan police force who joined before 1 September 1994 and receives an allowance as at (a)(i) or (ii) shall be paid an allowance at an hourly rate calculated by multiplying by 6/12520 the allowance that the member would receive if a full-time member.
- c) Payment shall cease if the member moves to the full rate of replacement allowance.

5) SOUTH EAST ENGLAND ALLOWANCE

- a) A member of the Essex, Hertfordshire, Kent, Surrey or Thames Valley constabulary appointed on or after 1 September 1994 and not receiving a replacement allowance under Schedule 3 shall be paid an allowance at a rate determined by the Chief Constable of the relevant force with regard to location and retention needs, following consultation with the joint branch board, and not exceeding £2,000 a year.
- b) A member of the Bedfordshire, Hampshire or Sussex constabulary appointed on or after 1 September 1994 and not receiving a replacement allowance under Schedule 3 shall be paid an allowance at a rate determined by the Chief Constable of the relevant force with regard to location and retention needs, following consultation with the joint branch board, and not exceeding £1,000 a year.
- c) A part-time member of any of the forces mentioned in sub-paragraphs (a) or (b) appointed on or after 1 September 1994 and not receiving a replacement allowance under Schedule 3 shall be paid an allowance at an hourly rate calculated by multiplying by 6/12520 the allowance that the member would receive if a full-time member.

6) SOUTH EAST ENGLAND TRANSITIONAL SUPPLEMENT

- a) A member of the Hertfordshire, Kent or Surrey constabulary who joined the police service before 1 September 1994 and receives an allowance being:
 - i. at half rate, a replacement allowance equivalent to a housing allowance under regulation 49 of the 1987 Regulations as it had effect before 1 September 1994, or
 - ii. at flat rate a replacement allowance equivalent to a transitional rent allowance under regulation 49B of the 1987 Regulations as it had effect before 1 September 1994

payable at a rate less than the rate of the South East England Allowance that the member would receive under paragraph (5) if not in receipt of a replacement allowance, shall be paid a supplementary allowance at the rate of the difference between that South East England Allowance and the replacement allowance that the member is receiving.

- b) A part-time member of the Hertfordshire, Kent or Surrey constabulary who joined before 1 September 1994 and receives an allowance as at (a)(i) or (ii) shall be paid a supplementary allowance at an hourly rate calculated by multiplying by 6/12520 the allowance that the member would receive if a full-time member.
- c) Payment shall cease if the member moves to the full rate of replacement allowance.”