

FAQs – Home Office circular 006/2014

Relating to the amendments to determinations under the Police Regulations 2003 published on 1 April 2014

Updated August 2014

What happens to reckonable service accrued before the suspension of incremental progression?

Reckonable service accrued before the suspension period will count towards progression afterwards.

What about constables on pay points 0, 1 or 2?

The first three increments for officers on the constables' scale were exempt from the two-year suspension of incremental progression from 1 April 2012 to 31 March 2014. This means that an officer could progress to point three of the constables' pay scale during this two-year period but no further.

On resumption of pay progression on 1 April 2014, officers who progressed to pay point 3 during the freeze will move to pay point 4 on 1 April 15 and this becomes their new incremental date.

What happens to Inspectors/Chief Inspectors who were in rank before the pay freeze?

The 2013/14 pay award will be applied to Inspectors, and they will receive a 1% cost of living pay increase. There will be no change to the structure of the Inspectors' pay scale, nor any changes to incremental dates.

What happens to Inspectors/Chief Inspectors who were promoted to that rank during the pay freeze?

Those promoted to the rank of Inspector or Chief Inspector during the freeze will have been unable to accrue reckonable service during that time. These officers will begin to accrue reckonable service again once pay progression resumes on 1 April.

Therefore, all those promoted to Inspector or Chief Inspector during the pay freeze who do not have reckonable service accrued before the freeze (e.g. on temporary promotion) will progress to the next pay point on 1 April 2015 after 12 months and will have a new incremental date of 1 April thereafter.

Reckonable service accrued before the freeze counts toward progression afterwards, even if the officer is substantively promoted during the freeze. Therefore, some officers may progress to the next pay point before 1 April 2015.

What happens to ACCs and Commanders currently on pay point 1 when it is removed on 1 June 2014?

ACCs and Commanders currently on pay point 1 will move to pay point 2 on 1 June 2014 when pay point 1 is removed. They will progress to the next pay point on 1 June 2015.

What date did pay progression resume for ACCs?

1 June 2014.

An incorrect date of 1 April 2014 was published on 8 May in PNB Circular 2014/10 and subsequently in determinations via Home Office circular 006/2014. This has been corrected in [PNB Circular 2014/10\(revised\)](#), published on 19 May and will be corrected in determinations in a forthcoming Home Office circular.

The original Home Office Circular publishing details of the suspension of incremental progression for ACCs was published on 21 May 2012 ([012/12](#)).

I'm not clear what should happen to Sergeants frozen at point 1, 2 or 3 during the suspension of pay progression

Sergeants frozen at pay points 1, 2 and 3 for the duration of the pay freeze (i.e. those who were already Sergeants before the freeze and have some reckonable service banked) do not automatically progress to the next pay point on 1st April, but retain their existing incremental date.

Those promoted to Sgt during the freeze on to pay point 1 must accrue 12 months' reckonable service before they progress to a higher pay point, so their progression date and new incremental date is 1 April 2015.

All those on point 0 at 31 March 2014 progress to point 1 on 1 April 2014.