

ANNEX A**CONSTABLES' PAY FOLLOWING 1 SEPTEMBER 2013 PAY AWARD**

PAY POINT	A HOME OFFICE RATE £	B MOD RATE FOR OVERTIME & PENSION PURPOSES (95% OF A) £	C ACTUAL RATE OF PAY (91.5% OF A) £	D NET PAY DEDUCTION (B-C) £
On Commencing Service	23,493	22,318	21,496	822
On Completion of Initial Training (33 weeks)	26,223	24,912	23,994	918
2 (a)	27,747	26,360	25,389	971
3	29,439	27,967	26,937	1,030
4	30,366	28,848	27,785	1,063
5	31,341	29,774	28,677	1,097
6	32,235	30,623	29,495	1,128
7	33,030	31,379	30,222	1,157
8	34,092	32,387	31,194	1,193
9	36,153	34,345	33,080	1,265
10 (b)	36,885	35,041	33,750	1,291

(a) All officers move to this salary point on completion of two years' service as a constable.

(b) Officers who have been on this point for a year will have access to the Competence Related Threshold Payment of £1,152 a year (this is 95% of the previous HDPF payment of £1,212).

The payment is also subject to the MDP NPD.

SERGEANTS' PAY FOLLOWING 1 SEPTEMBER 2013 PAY AWARD

PAY POINT	A HOME OFFICE RATE £	B MOD RATE FOR OVERTIME & PENSION PURPOSES (95% OF A) £	C ACTUAL RATE OF PAY (91.5% OF A) £	D NET PAY DEDUCTION (B-C) £
0 (a)	36,885	35,041	33,750	1,291
1(b)	38,145	36,238	34,903	1,335
2	39,426	37,455	36,075	1,380
3	40,266	38,253	36,843	1,410
4 (c)	41,451	39,378	37,928	1,450

(a) Entry point for officers promoted from constables' pay point 9 or less

(b) Entry point for officers promoted from constables' pay Point 10

(c) Officers who have been on this point for a year will have access to the Competence Related Threshold Payment of £1,152 a year (this is 95% of the previous HDPF payment of £1,212).

The payment is also subject to the MDP NPD.

INSPECTORS' PAY FOLLOWING THE 1 SEPTEMBER 2013 PAY AWARD

PAY POINT	A HOME OFFICE RATE	B MOD RATE FOR PENSION PURPOSES (95% OF A)	C ACTUAL RATE OF PAY (92.1% OF A)	D NET PAY DEDUCTION (B-C)
	£	£	£	£
0	47,256	44,893	43,523	1,370
1	48,588	46,159	44,750	1,409
2	49,923	47,427	45,979	1,448
3 (a)	51,258	48,695	47,209	1,486

(a) Officers who have been on this point for a year will have access to the Competence Related Threshold Payment of £1,152 a year (this is 95% of the previous HDPF payment of £1,212).

The payment is also subject to the MDP NPD.