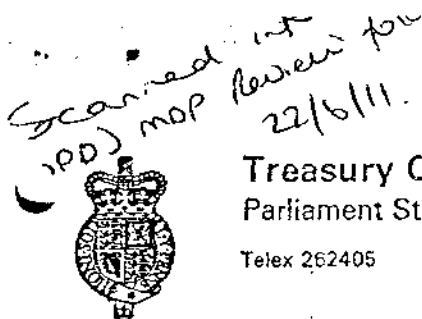


Enclosed are copies of:

- A letter from the Treasury to the then Chairman of the DPF dated 22 Nov 82 that relates to the 1982 MDP pay settlement that introduced the Net Pay Deduction (NPD).
- A letter from the Chairman of the DPF to the Treasury dated 6 Dec 82 that confirms agreement to the introduction of the NPD as part of the 1982 pay award.
- A Loose Minute dated 5 Oct 87 that confirms an adjustment to the rate of NPD following a reduction to the basic rate of income tax.
- A Loose Minute dated 30 Sep 88 that confirms a further adjustment to the rate of NPD following a further reduction to the basic rate of income tax.
- A letter from the Head of CM(MDP) to the then General Secretary of the DPF dated 8 Oct 96 that relates to the 1996 MDP pay award that included an increase to the rate of NPD.
- A letter from the General Secretary of the DPF to the Head of CM(MDP) dated 11 Oct 96 that confirms agreement to the increase to the rate of NPD as part of the 1996 MDP pay award.

Since 1982, the rate of NPD has formed part of the MDP annual pay award offer that is agreed with the DPF before implementation.



Treasury Chambers
Parliament Street London SW1P 3AG

Telex 262405

Telephone Direct Line 01-233 }
GTN 233 } 3435

Switchboard 01-233 3000

M Jones Esq
Chairman
Defence Police Federation
Room 607, Turnstile House
Ministry of Defence
High Holborn
LONDON WC1V 6LL

Your reference

Our reference

Date

22 November 1982

Dear Mr Jones,

MDP PAY SETTLEMENT 1982

You wrote to Jim Tuson on 12 November 1982 responding to the proposals exchanged between the DPF and the Treasury at recent discussions on the pay of the MDP with effect from 1 September 1982.

We have discussed with MOD the two points raised in your letter and I can now confirm that we can agree that the adjustment of tax for Superintendents and Chief Superintendents should be at the 40% rate (and not at the standard rate of 30%) and that overtime should be calculated on the 10.3% rate. The way now seems clear therefore to conclude our agreement and a summary of our proposals is as follows.

With effect from 1 September 1982 the federated ranks of the MDP will be awarded a 10.3% increase in pensionable pay in line with their Home Department counterparts. Since however the Home Department forces have had an additional increase in pension contributions of 4%, which makes the net value of the award about 5.6%, Ministers have agreed that the MOD police should have the same net pay increase of 5.6%. The intention in all this being that both the pensionable pay and the net taxable pay should maintain the 95% relativity recommended by the Wright Committee.

We propose to achieve this reduction between the pensionable pay and the net pay by means of a net pay deduction of 4.26% which will represent the average difference between the 10.3% increase in pensionable pay and a 5.6% increase in net pay. As this deduction will, unlike a pensions contribution, itself be taxable, it will be reduced to take account of the tax liability (30% for the rank of Constable to Chief Inspector, 40% for Superintendent and Chief Superintendent). The results of this arithmetic are set out in the Annex and from this you will see that although the published rates of pay will be as shown in Column B a deduction from pay will be as shown in Column E. This deduction will be in addition to any other deductions currently being made from pay and will be subject to any future changes in the rates of income tax. Overtime will be calculated on the rate of pay set out in Column B.

)
If I can have your agreement to all of this and to the removal of the "Without Prejudice" labels from this correspondence, authority can be given to the MOD to proceed with payment as soon as they are able. Additionally these changes will necessitate amendments to some of the wording in the Memorandum of Agreement but this can be taken in slower time .

*as nearly
long as*

)
T Spiers
Pay 3 (SOA)

WITHOUT PREJUDICE

ANNEX B

to date of July 1973

PAY OF THE FEDERATED RANKS OF THE MOD POLICE

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CONSTABLE

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6,618	6,287	6,019	268	188	80
7,389	7,020	6,720	299	209	90
7,563	7,185	6,880	306	214	92
7,815	7,424	7,109	316	221	95
8,082	7,678	7,350	327	229	98
8,340	7,923	7,584	338	237	101
8,598	8,168	7,819	348	244	104
8,853	8,410	8,051	358	251	107
9,369	8,901	8,520	379	265	114
9,798	9,308	8,912	397	278	119

SERGEANT

9,369	8,901	8,520	379	265	114
9,798	9,308	8,912	397	278	119
10,140	9,633	9,221	410	287	123
10,482	9,958	9,535	424	297	127
10,749	10,212	9,775	435	305	130

INSPECTOR

SUPERINTENDENT	16,848	16,005	15,325	682	409	273
	17,277	16,411	15,743	699	419	280
	17,706	16,821	16,104	717	430	287
	18,132	17,225	16,493	734	440	294
CHIEF SUPERINTENDENT	18,564	17,636	16,884	751	451	300
	18,993	18,043	17,275	769	461	308
	19,422	18,451	17,664	786	472	314
	19,857	18,864	18,061	804	482	322

NOTES

A Pay of corresponding ranks in Home Department Forces from 1 September 1982.

B MOD Police pay from 1 September 1982 to count for pension and overtime purposes.

C 95% of 1 September 1981 Home Department Forces rates increased by 5.6%.

D Gross pay deduction of 4.26% of the rates in column B.

E The net annual pay deduction which assessed on a monthly basis will appear in the pay statement. This allows for tax at the standard rate for Constables up to Chief Inspector and at 40% for Superintendents and Chief Superintendents. Because of the calculation process there may in practice be some small variations in the deductions actually made compared to the figures shown.

F Notional compensatory grant to cover tax liability.

10001 11/10/38

1/11 (MDP) 3/9/38

20 Sept 38

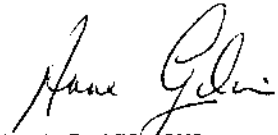
CR(P&S) - C Charnock

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ACS (CP)NI(ADP)1
GF1f1
DMA(C)
DNMA
DA1A
CC:MDP
Sec (MDP) Fin
UKAEA

MOD POLICE - FEDERATED RANKS PAY AWARDED 1938

1. We have been advised by the Treasury that we may now implement, with effect from 1 September 1938 the revised pay scales for the Ministry of Defence Police. A copy of their letter is attached.
2. Also attached at Annex A are the revised salary scales and the net pay deductions to be made. As you are no doubt aware income tax was reduced to 25% in the last budget and therefore a small change to the computer programme will be required to deduct 3.195% from net pay rather than the existing 3.1098% at 27% tax. However no change is required for those officers of Superintendent rank and above who remain in the 40% tax bracket.
3. I would be grateful if you would raise a pay instruction allowing the revised rates to be implemented possibly for the October salaries?
4. Finally those MDP officers remaining in the UKAEA pension scheme will have their pay adjusted on the same basis as before. It is assumed that terminations since the effective date will be dealt with automatically.


ANNE M C GILMOUR
CR.(AD)
ES 425a 3526 ES

Encl.

PH/24

MOB POLICE
 FEDERATED RANKS - PAY 1988

RANK	EXISTING SALARY	REVISED SALARY		NET PAY DEDUCTIONS 25% @ 3.195%	
		8610+	7934*		
CONSTABLE ON APPOINTMENT	7934	8610+	7934*	275.09	253.49*
AFTER 1 YEAR	8484	9206		294.13	
AFTER 2 YEARS	8986	10836	9986**	346.21	319.05**
AFTER 3 YEARS	10223	11092		354.39	
AFTER 4 YEARS	10562	11460		356.15	
AFTER 5 YEARS	10924	11853		378.70	
AFTER 6 YEARS	11275	12232		390.61	
AFTER 7 YEARS	11622	12611		402.92	
AFTER 8 YEARS	11967	12985		414.87	
AFTER 12 YEARS	12666	13743		439.09	
AFTER 15 YEARS	13241	14367		459.02	
SERGEANT ON PROMOTION	12666	13743		439.09	
AFTER 1 YEAR	13241	14367		459.02	
AFTER 2 YEARS	13706	14871		475.13	
AFTER 3 YEARS	14162	15364		490.88	
AFTER 4 YEARS	14529	15763		503.63	
INSPECTOR ON PROMOTION	14529	15763		503.63	
AFTER 1 YEAR	14982	16256		519.38	
AFTER 2 YEARS	15572	16895		539.79	
AFTER 3 YEARS	16031	17394		555.74	
AFTER 4 YEARS	16496	17898		571.84	
CHIEF INSPECTOR ON PROMOTION	16496	17898		571.84	
AFTER 1 YEAR	16956	18400		587.88	
AFTER 2 YEARS	17419	18901		603.39	
AFTER 3 YEARS	17884	19403		619.92	
AFTER 4 YEARS	18351	19910		636.12	
				@ 2.556%	
SUPERINTENDENT ON PROMOTION	22441	24348		622.33	
AFTER 1 YEAR	23014	24969		638.21	
AFTER 2 YEARS	23564	25587		654.00	
AFTER 3 YEARS	24368	26439		675.76	
CHIEF SUPERINTENDENT ON PROMOTION	24368	27069		691.83	
AFTER 1 YEAR	25305	27457		701.80	
AFTER 2 YEARS	25872	28073		717.54	
AFTER 3 YEARS	26491	28742		734.64	

+ Only payable to those appointed prior to 1 Sep 1988.

* Minimum for recruits appointed from 1 Sep 1988.

** Entry point for those aged 22 or over appointed from 1 Sep 1988

*** These rates will cease to apply from 1 Sep 1989 when * will move onto the 'constable on appointment' point on the main scale and will remain there until one year's service has been completed ** will move onto the 'after 2 years' point on the main scale and remain there until a total of 3 years service has been completed.



DEFENCE
POLICE
FEDERATION

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22/6/11.

Room 607, Turnstile House
Ministry of Defence
High Holborn
LONDON WC1V 6LL

ES4

Tel: Chairman 01-430 5345
Secretary 01-430 5222

Mr J Tuson
Pay 3
HM Treasury
Parliament Street
LONDON
SW1P 3AG

Your Reference

Our Reference

Date

6th December 1982

Dear Mr Tuson,

no spirit

1982 PAY SETTLEMENT

I think we can accept this. I take the necessary for many other 20M cost, CD - the continuing deficit

Your letter of 22nd November contained an explanatory schedule.

In your letter of 26th you asked me to confirm that for our part it was accepted that the net deduction in Column E of that schedule will be made from Column B after pension, tax and other statutory deductions have been made.

On behalf of the Federation I confirm that that is our understanding of the terms of your "Without Prejudice" letter of the 22nd.

1/11

Yours sincerely

To Perkins

Mick Jones.

We spoke. Please take this as authority to proceed with the payment of the new rates as offered in Treasury letter of 22 November 1982

Mick Jones
Chairman

*copy
by 3 Treasury
8-12-82.*

MDP PAY 1987 3/9/32
15
LOOSE MINUTE

D/CM(MDP) 3/9/32


5 Oct 87

CM(P&S)1 - C Charnock

Copy to:
Acs(CP)NI(ADP)1
GF1f2
DMA(C)
DNMA
DAMA
Fl(Air)
CFS Co-ord (N)
CCMDP
UKAEA

MOD POLICE - FEDERATED RANKS PAY AWARD 1987

1. The Treasury have advised us that we may now implement, with effect from 1 September 1987 the revised pay scales for the Ministry of Defence Police and I attach a copy of their letter. You will see that the authorisation is provisional upon the SI amending the Home Office pay rates being laid and approved.
2. Also attached at Annex A are the revised salary scales and the net pay deductions to be made. As you are aware the deduction is 3.1098% at 27% tax and 2.556% at 40% tax.
3. I would be grateful if you would raise as soon as possible a pay instruction allowing the revised rates to be implemented. Might this possibly be in time for inclusion in the October salaries? If not I would be grateful in Acs(CP)NI(ADP)1 would let me know when it is likely to be implemented.
4. Finally those MDP police officers remaining in the UKAEA pension scheme will have their pay adjusted on the same basis as previously. It is assumed that terminations since the effective date will be dealt with automatically.


ANNE M C GILMOUR
CM(MDP)

ES 425a 3526 ES

SE/23

MOD POLICE
FEDERATED RANKS - PAY 1987

RANK	EXISTING SALARY	REVISED SALARY	NET PAY DEDUCTIONS @ 3.1098%
CONSTABLE ON APPOINTMENT	7364	7934	246.73
AFTER 1 YEAR	7875	8484	263.84
AFTER 2 YEARS	9268	9986	310.54
AFTER 3 YEARS	9488	10223	317.41
AFTER 4 YEARS	9801	10562	328.46
AFTER 5 YEARS	10137	10924	339.71
AFTER 6 YEARS	10462	11275	350.63
AFTER 7 YEARS	10787	11622	361.42
AFTER 8 YEARS	11106	11967	372.15
AFTER 12 YEARS	11753	12665	393.86
AFTER 15 YEARS	12289	13241	411.77
SERGEANT ON PROMOTION	11753	12665	393.86
AFTER 1 YEAR	12289	13241	411.77
AFTER 2 YEARS	12720	13706	426.23
AFTER 3 YEARS	13144	14162	440.41
AFTER 4 YEARS	13483	14529	451.82
INSPECTOR ON PROMOTION	13483	14529	451.82
AFTER 1 YEAR	13905	14982	465.91
AFTER 2 YEARS	14452	15572	484.26
AFTER 3 YEARS	14877	16031	498.53
AFTER 4 YEARS	15310	16496	512.95
CHIEF INSPECTOR ON PROMOTION	15310	16496	512.99
AFTER 1 YEAR	15738	16958	527.34
AFTER 2 YEARS	16165	17419	541.70
AFTER 3 YEARS	16598	17884	556.16
AFTER 4 YEARS	17032	18351	570.68
			@ 2.556%
SUPERINTENDENT ON PROMOTION	20828	22441	573.60
AFTER 1 YEAR	21358	23014	588.24
AFTER 2 YEARS	21888	23584	602.81
AFTER 3 YEARS	22615	24368	622.85
CHIEF SUPERINTENDENT ON PROMOTION	23153	24949	637.70
AFTER 1 YEAR	23484	25305	646.79
AFTER 2 YEARS	24011	25872	661.29
AFTER 3 YEARS	24584	26491	677.11

WITHOUT PREJUDICE

From: Mr G Wick - Hd of CM(MDP)

MINISTRY OF DEFENCE

Headquarters Ministry of Defence Police
MDP Wethersfield Braintree Essex CM7 4AZ
01371-854311

Telephone Direct Dialling
Switchboard 01371-854000
Fax



D King Esq
General Secretary
Defence Police Federation
Room 356
Lacon House
Theobalds Rd
LONDON WC1X 8RY

Your reference

Our reference **D/CM(MDP)3/9/96**

Date **8 October 1996**

Dear David

MOD POLICE - 1996 PAY AWARD - FEDERATED RANKS

1. Following the successful conclusion of our meeting on 2 October, in which the Terms of Reference for the Working Group set to consider future pay arrangements for the MDP were agreed, I am pleased to forward to you, on a 'without prejudice' basis, our offer in respect of the 1996 pay award. You will note that, in keeping with the agreement made during the 1995 pay round negotiations, the clawback percentage has not been increased from the levels agreed last year - this should assist in enabling the Working Group to start negotiations unfettered by outstanding issues involved in this years negotiations.
2. The offer does not, of course, include any provision for an uprating to the pay of superintendents whose pay, I understand, remains subject to PNB agreement. In addition the offer is subject to the remit being formally agreed by CM(PAS) but I do not anticipate any difficulties from that area.
3. Please let me know as soon as possible if you are able to accept the attached offer.

Yours sincerely
[Signature]

WITHOUT PREJUDICE



Recycled Paper

COASTGUARD PAY FOLLOWING 1 SEPTEMBER 1996 PAY AWARD

ANNEX A

Completed Years of Service in the Rank	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	14916 (a)	14170	13648	522
On completion of initial training	16689 (a)	15855	15270	585
	16197 (b)	15387	14820	567
	17295 (b)	16430	15825	605
2	17679 (c)	16795	16176	619
3	18147	17240	16605	635
4	18777	17838	17181	657
5	19380	18411	17733	678
6	20013	19012	18312	700
7	20589	19559	18839	720
8	21111 (d)	20055	19317	738
9	21111	20055	19317	738
10	21795	20705	19942	763
11	21795	20705	19942	763
12	22593	21463	20673	790
13	22593	21463	20673	790
14	23607 (e)	22427	21600	827
Single Performance Payments	24297 (f) 24984	23082 23735	22232 22860	850 875

NOTES:

(a) Entrants joining on or after 31 May 1996 will commence on a salary of £13691. On 1 September 1996 this will be uprated to £14170 with a further increase to £15855 on completion of their

initial training.

(b) Any probationer who has already received a letter of appointment confirming that they will upon completion of initial training proceed to £15875 or who the force accepts were clearly advised before accepting appointment that they would definitely progress to £15875 should on a personal basis still be placed on £15875 on completion of initial training and this sum should be increased to £16430 from 1 September 1996, regardless of whether they commenced service before or after 31 May 1996.

Probationers in service before 31 May 1996 will continue until 1 January 1997 to be paid under existing arrangements as uprated i.e. upon completion of initial training they will be placed on either £14866 (which from 1 September 1996 should be increased to £15387) or £15875 (which from 1 September 1996 should be increased to £16430). On 1 January 1996 any probationer who entered service before 31 May 1996 and who is in receipt of a salary of £15387 will have that salary increased to £15855. On 1 January 1996 any probationer who entered service before 31 May 1996 and who is in receipt of a salary £16430 will retain that salary until completion of 2 years service.

(c) All officers move to this salary point on completion of two year's service as a constable, subject to satisfactory appraisal. Progression thereafter is also dependent on satisfactory appraisal.

(d) From this point onwards officers appraised as outstanding will earn a one-off non-pensionable performance payment of £653. To retain this payment from year to year the officer must continue to deliver outstanding performance.

(e) Maximum base salary. Officers reaching this point, who are appraised as outstanding, will earn a non-pensionable performance payment of £653. If the officer maintains the same performance level in the succeeding year, he or she will get an additional payment of £653 and the first payment will be consolidated. To retain the non-consolidated payment in subsequent years the officer will need to continue to deliver outstanding performance.

(f) Potential maximum pensionable pay.

Payments linked to outstanding performance will be introduced when the appraisal system has been developed.

Completed Years of Service in the Rank	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	22785 (a)	21646	20848	798
1	23607	22427	21600	827
2	24429 (b)	23208	22353	855
3	25257	23994	23110	884
4	25803	24513	23610	903
5	26574 (c)	25245	24315	930
Single Performance Payments	27339 (d) 28110	25972 26704	25015 25721	957 983

NOTES:

(a) Entry point for officers promoted from point 13 or below of the constable's pay structure. Progression to subsequent points dependent upon satisfactory annual appraisal.

(b) Entry point for officers promoted from point 14 of the constable's pay structure and for officers who have consolidated point (f) on the constable's scale. Progression to subsequent points dependent upon satisfactory annual appraisal.

(c) Maximum base salary. Officers reaching this point who are appraised as outstanding will earn a non-pensionable performance payment of £730. If the officer maintains the same performance level in the succeeding year, he or she will get an additional payment of £730 and the first payment will be consolidated. To retain the non-consolidated payment in subsequent years the officer will need to continue to deliver outstanding performance.

(d) Potential maximum pensionable pay.

Payments linked to outstanding performance will be introduced when the appraisal system has been developed.

INSPECTORS AND CHIEF INSPECTORS PAY FOLLOWING 1 SEPTEMBER 1996 PAY AWARD

Completed Years of Service in the Rank	A	B	C	D
	Home Office Rate	MOD Rate for Overtime & Pension Purposes (95% of A)	Actual Rate of Pay-91.5% of A	Net Pay Deduction (B-C)
	£	£	£	£
0	29466	27993	26961	1032
1	30336	28819	27757	1062
2	31203	29643	28551	1092
3	32067 (a)	30464	29341	1123
4	32937 (b)	31290	30137	1153
	33615 (b)	31934	30758	1176
	34299 (b)	32584	31384	1200
Single Performance Payments	34977 (c)	33228	32004	1224
	35589 (d)	33810	32564	1246

NOTES:

Base salary is point 0 to 4 of the above scale. Progression to point 4 is subject to satisfactory annual appraisal. Regardless of any above average responsibility payments made to an officer at point 3, base salary will be increased to point 4 on satisfactory annual appraisal.

(a) From this point an officer with above average responsibility will be appointed to the rank of chief inspector and will be awarded up to two extra increments. Subject to satisfactory appraisal these increments will be consolidated into pensionable pay and will be retained. Increments may be awarded on more than one occasion to reflect increasing responsibilities up to a maximum of £32584.

(b) From these points an officer appraised as outstanding will receive a non-pensionable payment. If the officer remains on the same salary point and maintains the same performance in the succeeding year, he or she will receive a further payment and the first payment will be consolidated into pensionable pay. To retain the non-consolidated payment in subsequent years the officer will need to continue to deliver outstanding performance. The payments will be £647 except that those awarded a second, unconsolidated appraisal payment at £33228 will receive £581.

(c) Potential maximum pay including consolidated outstanding

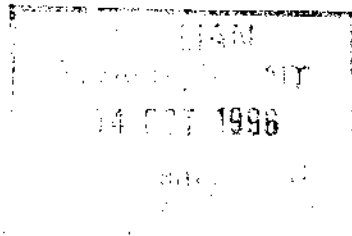
appraisal payments.

(d) Potential maximum pay including non-consolidated, non-pensionable outstanding appraisal payment.

Payments linked to outstanding performance will be introduced when the appraisal system has been developed.

File 3/9/96

cb



DEFENCE POLICE FEDERATION

Third Floor, Lacon House, Theobalds Road, London WC1X 8RV

Telephone: (0171) 305 8177/8176/8066

Facsimile: (0171) 305 8089

Graham Wick
Head of CM(MDP)
HQMDP Wethersfield

Our Ref: GS/1A

11 October 1996

Dear Graham,

MDP PAY AWARD - 1996/97 - FEDERATED RANKS

Thank you for your 'Without Prejudice' offer dated 8 October 1996. On behalf of the Management I am able to confirm acceptance of the pay rates detailed in Annexes A, B and C.

I note that the matter of Superintendents pay remains to be resolved at PNB. In so far as MDP is concerned we shall return to negotiations when we know the outcome at PNB.

Meantime, I hope that arrangements can be made to ensure speedy implementation of the new rates, backdated to 1 September 1996.

Thank you for your assistance in this matter.

Yours sincerely

D King

**D King
General Secretary**