

**DETERMINATIONS OF THE SECRETARY OF STATE UNDER THE POLICE
REGULATIONS 2003**

The Secretary of State, in exercise of the powers conferred by regulations 24 of the Police Regulations 2003 (SI 2003/527), as amended, makes the following determination.

In accordance with the requirements of regulation 46(1A) of the Police Regulations 2003, the Secretary of State has referred the matter to the Police Remuneration Review Body and considered that body's report on the matter. The Secretary of State has also supplied a draft of this determination to those persons referred to in regulation 46(1C) and taken into account any representations made by them.

The Secretary of State has determined that, with effect from 1 September 2018, except where otherwise stated:—

In the determination under regulation 24 of the Police Regulations 2003 (Annex F – Pay), in Part 2, for the section with the heading “CONSTABLES’ PAY” for those joining on or after 1st April 2013’, there shall be substituted the following:

CONSTABLES’ PAY
(for those who joined on or after 1st April 2013)
with effect from 1st September 2017 and 1st September 2018

Pay point	With effect from 1 September 2017	With effect from 1 September 2018
0	£19,971 (a), (b)	£20,370 (a), (b)
1	£23,124 (c)	£23,586 (c)
2	£24,171 (d)	£24,654 (d)
3	£25,224	£25,728
4	£26,277 (e)	£26,802 (e)
5	£28,380	£28,947
6	£32,616	£33,267
7	£38,382	£39,150

(a) Entry point for a member appointed in the rank of constable unless either of sub paragraphs (i) or (ii) applies:

- (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 has served a minimum of 18 months in the role.

(b) The salary paid to a member at pay point 0 shall be between £20,370 and £23,585 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 with the exception of pay point 4 which is subject to Part 1C of this determination.

(e) As set out in Part 1C of this determination, with effect from 1 January 2017, members at pay point 3 will only progress to pay point 4 if they have at least 12 months reckonable service and have successfully completed a Foundation Level ARC assessment, or re-assessment.

In the determination under regulation 24 of the Police Regulations 2003 (Annex F – Pay), in Part 2, below the section with the heading ‘TRANSITIONAL ARRANGEMENTS IN RELATION TO INTRODUCTION OF NEW CONSTABLES’ PAY SCALE’, there shall be inserted the following:

CONSTABLES’ PAY SCALE
with effect from 1st September 2014, 1st April 2014,
1st September 2015, 1st April 2016 and 1st September 2016
(for those in service before 1 April 2013)

The constables’ pay scale was reduced by 3 points over two years from 1 April 2014. When a pay point is removed a member will not automatically move to the next highest pay point but will move instead in line with their incremental date and the assimilation procedure detailed below.

Pay point	With effect from 1 September 2014	With effect from 1 April 2015	With effect from 1 September 2015	With effect from 1 April 2016	With effect from 1 September 2016
On commencing service	£23,727	£23,727	£23,964	£23,964	£24,204
On completion of initial training	£26,484	£26,484	£26,748	£26,748	£27,015
2	£28,023 (a)	£28,023 (a)	£28,302 (a)	£28,302 (a)	£28,584 (a)
3	£29,733	£29,733	£30,030	£30,030	£30,330
4	£30,669	£30,669	£30,975	£30,975	£31,284 (f)
5	£31,653	£31,653	£31,971	£31,971	£32,292
6	(£32,556) (c)	-	-	-	-
7	£33,360	(33,360)(d)	(£33,693) (d)	-	-
8	£34,434	£34,434	£34,779	£34,779	£35,127
9	£36,516	£36,516	£36,882 (e)	(£36,882)(e)	-
10	£37,254 (b)	£37,254 (b)	£37,626	£37,626	£38,001

- (a) All members move to this salary point on completion of two years’ service as a constable.
- ~~(b) — Members on this point who are in receipt of competence related threshold payment will continue to receive the payment in accordance with Regulation 24, Annex F, Part 9A.~~
- (c) When this pay point was removed on 1 April 2014, members on this point moved in line with their incremental date and the assimilation procedure detailed below.
- (d) When this pay point was removed on 1 April 2015, members on this point moved in line with their incremental date and the assimilation procedure below.
- (e) When this pay point was removed on 1 April 2016, members on this point moved in line with their incremental date and the assimilation procedure detailed below.
- (f) As set out in Part 1C of this determination, with effect from 1 January 2017, members at pay point 3 will only progress to pay point 4 if they have at least 12 months reckonable service and have successfully completed a Foundation Level ARC assessment, or re-assessment.

**CONSTABLES' PAY ASSIMILATION PROCEDURE
WITH EFFECT FROM 1 APRIL 2014**

- a) To counteract the anomalies which would have arisen from assimilation to the above new pay scale, implemented with effect from 1 April 2014, the incremental dates of members listed below will, *for pay purposes only*, change where indicated in the following table:

<u>Members start date</u>	<u>Incremental date</u>
Pre- 1 October 2004 starters:	no change
Starters between 2 October 2004	change to 1 October from 2015 and 31 December 2004:
Starters between 1 January 2005 and 30 September 2005:	no change to incremental date until 1 October 2015. Members then move to pay point 9 ¹ (as at 1 September 2013)
Starters between 2 October 2005 and 31 December 2005:	change to 1 October from 2015
Starters between 1 January 2006 and 31 March 2006:	no change to incremental date until 1 October 2015. Members then move to pay point 8 ¹ (as at 1 September 2013)
Starters between 1 April 2006 and 30 September 2006:	change to 1 October from 2015
Starters between 2 October 2006 and 31 December 2006:	change to 1 October from 2015
Starters between 1 January 2007 and 31 March 2007:	no change to incremental date until 1 October 2015. Members then move to pay point 8 ¹ (as at 1 September 2013)
Starters between 1 April 2007 and 30 September 2007:	change to 1 October from 2015
Post- 1 October 2007 starters	no change

- b) There will be no change to incremental dates for any member with a 1st October start date (of any year).

- c) The changes to incremental dates listed above in the table at paragraph a) will need to remain in place until members reach the top of the constables' scale, in order to avoid yet further anomalies arising.

- d) All other members move on to the next point in the scale in accordance with their normal incremental dates.

¹ This means that those who joined between 1 January and 30 September 2005 will move twice in 2015: firstly on their current incremental date and again on 1 October, which will become their new incremental date. This also applies to members who joined between 1 January and 31 March 2006 and 1 January and 31 March 2007.

e) Members who were eligible to progress to pay point 3 during the suspension of incremental progression could not accrue reckonable service on that pay point during the suspension period. Consequently, these members moved to pay point 4 on 1 April 2015 and this will be their new incremental date.

In the determination under regulation 24 of the Police Regulations 2003 (Annex F – Pay), in Part 2, below the section with the heading ‘CONSTABLES’ PAY ASSIMILATION PROCEDURE WITH EFFECT FROM 1 APRIL 2014’, there shall be inserted the following:

CONSTABLES’ PAY SCALE
(for those in service before 1 April 2013)

with effect from 1st September 2017 and 1st September 2018

Pay point	With effect from 1 September 2017	With effect from 1 September 2018
0	£24,447	£24,936
1	£27,285	£27,831
2	£28,869 (a)	£29,445 (a)
3	£30,633	£31,245
4	£31,596 (b)	£32,229 (b)
5	£32,616	£33,267
6	£35,478	£36,189
7	£38,382	£39,150

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

(b) As set out in Part 1C of this determination, with effect from 1 January 2017, members at pay point 3 will only progress to pay point 4 if they have at least 12 months reckonable service and have successfully completed a Foundation Level ARC assessment, or re-assessment.

SERGEANTS' PAY

In the determination under regulation 24 of the Police Regulations 2003 (Annex F – Pay), in Part 3, below the section entitled 'SERGEANTS' PAY with effect from 1st September 2016 and 1st September 2017 there shall be inserted the following:

SERGEANTS' PAY with effect from 1st September 2017 and 1st September 2018

Pay point	With effect from 1 September 2017	With effect from 1 September 2018
1	£39,693	£40,488
2	£41,025	£41,847
3	£41,901	£42,738
4	£43,134	£43,998

(a) — ~~Members on this point who are in receipt of competence related threshold payment will continue to receive the payment in accordance with Regulation 24, Annex F, Part 9A²~~

INSPECTORS' PAY
(London salaries in brackets)

In the determination under regulation 24 of the Police Regulations 2003 (Annex F – Pay), in Part 4, below the section entitled ‘INSPECTORS’ PAY with effect from 1st September 2016 and 1st September 2017’ there shall be inserted the following:

**INSPECTORS’ PAY with effect from
1st September 2017 and 1st September 2018**

Pay point		With effect from 1 September 2017	With effect from 1 September 2018
0		£49,176 (£51,330)	£50,160 (52,356)
1		£50,562 (£52,722)	£51,573 (£53,775)
2		£51,948 (£54,117)	£52,986 (£55,200)
3		£53,340 (£55,512)	£54,408 (£56,622)

N.B London salaries apply only to members in the Metropolitan and City of London police forces

~~(a) — Members on this point who are in receipt of competence related threshold payment will continue to receive the payment in accordance with Annex F, Part 9A of the determination made under Regulation 24.~~

CHIEF INSPECTORS' PAY
(London salaries in brackets)

In the determination under regulation 24 of the Police Regulations 2003 (Annex F – Pay), in Part 5, below the section entitled ‘CHIEF INSPECTORS’ PAY with effect from 1 September 2016 and 1 September 2017 (including the section entitled ‘Chief Inspectors in post at August 1994), there shall be inserted the following:

CHIEF INSPECTORS' PAY
(London salaries in brackets)

with effect from 1st September 2017 and 1st September 2018

Pay point	With effect from 1 September 2017	With effect from 1 September 2018
1	£54,432 (a) (£56,601)	£55,521 (£57,732)
2	£55,524 (£57,690)	£56,634 (£58,845)
3	£56,670 (£58,833)	£57,804 (£60,009)

N.B London salaries apply only to members in the Metropolitan and City of London police forces

(a) Entry point for a member appointed to the rank, unless the chief officer of police assigns the member to the higher point.

~~(b) — Members on this point who are in receipt of competence related threshold payment will continue to receive the payment in accordance with Regulation 24, Annex F, Part 9A.~~

CHIEF INSPECTORS IN POST AT 31 AUGUST 1994

(London salaries in brackets)

with effect from 1st September 2017 and 1st September 2018

Annual salary with effect from 1 September 2017	Annual salary with effect from 1 September 2018
£57,597 (£59,751)	£58,749 (£60,945)

~~Members who are in receipt of competence related threshold payment will continue to receive the payment in accordance with the determination made under Regulation 24, Annex F, Part 9A.~~

SUPERINTENDENTS' PAY

In the determination under regulation 24 of the Police Regulations 2003 (Annex F – Pay), in Part 6(i), below the section entitled ‘SUPERINTENDENTS’ PAY with effect from 1st September 2015 and 1st September 2016’ there shall be inserted the following:

SUPERINTENDENTS' PAY

with effect from 1st September 2015 and 1st September 2016

Pay point		Five point pay scale, with effect from 1 September 2015	Five point pay scale, with effect from 1 September 2016		New four point pay scale, with effect from 1 September 2015	New four point pay scale, with effect from 1 September 2016
1		£64,188	£64,830		£64,188	£64,830
2		£66,834	£67,503		£67,542	£68,217
3		£69,480	£70,176		£71,070	£71,781
4		£72,135	£72,855		£75,816	£76,575
5		£74,784	£75,531		-	-

Incremental progression was suspended for two-years from 1 April 2012 to 31 March 2014 under a determination made under Regulation 24 and inserted in Annex F – Part 6 (i) under the heading ‘Incremental Progression’. Members could not accrue reckonable service for the purposes of pay during the suspension period. The meaning of ‘reckonable service’ for the purposes of pay is set out under Police Regulations 2003.

Transition to the new pay scale will take place as follows:

1) Superintendents promoted on or after 1 April 2014

Members promoted either temporarily or substantively to the rank of Superintendent on or after 1 April 2014 will join the new four point pay scale on the date of their promotion. Incremental progression will follow upon completion of twelve months’ reckonable service on each pay point (usually the anniversary of a member’s promotion).

2) Superintendents promoted on or before 31 March 2014

Members promoted either temporarily or substantively to the rank of Superintendent on or before 31 March 2014 will remain on the five point pay scale. They will move to pay point 4 of the new four point pay scale (top of scale) no later than the point at which their increment becomes payable during the twelve month period beginning on 1 April 2016 and ending on 31 March 2017.

The following assimilation arrangements will apply to their transition to the new four point pay scale:

a) Superintendents on pay points 1 to 4 of the five point pay scale at 1 April 2014

- i. Members will progress to the next point on the five point pay scale upon completion of twelve months’ reckonable service at a pay point. For example, a member who attained

pay point 3 of the existing pay scale on 1 September 2011 will move to pay point 4 of the same scale on 1 September 2014 and pay point 5 on 1 September 2015. The member will then move to pay point 4 of the new scale (top of scale) on 1 September 2016.

- ii. Members who attained pay point 4 of the five point pay scale prior to the commencement of the freeze on incremental progression will move to pay point 5 of the same scale on completion of twelve months reckonable service at that pay point. Upon completion of twelve months reckonable service on pay point 5, these members will move to pay point 4 of the new scale (top of scale). For example, a member who attained pay point 4 of the five point scale on 1 May 2011 will progress to pay point 5 of the same scale on 1 May 2014 and pay point 4 of the new scale on 1 May 2015.
- iii. All members promoted either temporarily or substantively to the rank of Superintendent between 1 April 2012 and 31 March 2014 (inclusive) will move to pay point 2 on 1 April 2015, upon completion of twelve months reckonable service. With effect from 1 April 2015, the date for incremental progression for these officers in subsequent years will become 1 April.
- iv. All members who remain on the five point pay scale will, regardless of their length of service in the rank, transfer to pay point 4 of the new pay scale (top of scale) no later than the date upon which their increment becomes payable during the twelve month period from 1 April 2016. As a result of this, some anomalies will arise whereby some members will by-pass one or more of the intermediate pay points of both the five point and the new four point pay scales. For example, a member promoted on 1 April 2012 will progress to pay point 2 of the five point scale on 1 April 2015 and pay point 4 of the new scale (top of scale) on 1 April 2016.

b) Superintendents currently on pay point 5 of the five point scale

- i. Members will progress to pay point 4 of the new pay scale (top of scale) on 1 April 2014, provided they have already completed twelve months reckonable service at their current pay point.
- ii. Members who, on 1 April 2014, have yet to complete twelve months reckonable service at their current pay point will progress to pay point 4 of the new scale (top of scale) once they have done so. For example, a member who attained pay point 5 of the five point pay scale on 1 September 2011 will progress to pay point 4 of the new pay scale (top of scale) on 1 September 2014.

It is recognised that the introduction of this new pay scale and the assimilation procedure outlined above will result in some Superintendents being overtaken by other officers with shorter service in the rank. Such anomalies will be particularly apparent although time limited, for those members who were promoted to the rank during the suspension of incremental progression.

Temporary service in a higher rank which qualifies as reckonable service for the purposes of pay should be taken into account when determining pay progression.

SUPERINTENDENTS' PAY

with effect from 1st September 2017 and 1st September 2018

Pay point	New four point pay scale, with effect from 1 September 2017	New four point pay scale, with effect from 1 September 2018
1	£65,478	£66,789
2	£68,898	£70,275
3	£72,498	£73,947
4	£77,340	£78,888

Incremental Progression

Incremental progression through the pay scale will be dependent upon an officer's performance having been graded as either 'satisfactory' or above in the relevant PDR. In the absence of a PDR, an officer's performance will be assumed to have been 'satisfactory'.

CHIEF SUPERINTENDENTS' PAY

In the determination made under regulation 24 of the Police Regulations 2003 (Annex F – Pay), in Part 7, below the section entitled ‘CHIEF SUPERINTENDENTS’ PAY with effect from 1st September 2016 and 1st September 2017’ there shall be inserted the following:

CHIEF SUPERINTENDENTS' PAY

with effect from 1st September 2017 and 1st September 2018

Pay point	With effect from 1 September 2017	With effect from 1 September 2018
1.	£81,156	£82,779
2.	£83,901	£85,578
3.	£85,614	£87,327

Incremental Progression

Incremental progression through the pay scale will be dependent upon an officer's performance having been graded as either 'satisfactory' or above in the relevant PDR. In the absence of a PDR, an officer's performance will be assumed to have been 'satisfactory'.

CHIEF OFFICERS

In the determination under regulation 24 of the Police Regulations 2003 (Annex F – Pay), in Part 8 (i) below ‘Pay Structure with effect from 1 September 2017’ there shall be inserted the following:

CHIEF OFFICER RANKS PAY

**CHIEF CONSTABLES’ AND DEPUTY CHIEF CONSTABLES’ PAY
with effect from 1st September 2018**

Force Weighting	Forces	CC Salary	DCC Salary
10.0	MPS (ACs) West Midlands Greater Manchester	£194,523	£149,142 (MPS DACs)
8.0	West Yorkshire	£181,560	£145,248
6.5	Thames Valley	£171,834	£141,765
6.0	Merseyside Northumbria	£168,585	£139,089
5.5	Hampshire	£165,342	£136,413
5.0	Kent Lancashire Devon & Cornwall	£162,108	£133,734
4.5	South Yorkshire Essex Avon & Somerset Sussex South Wales	£158,868	£131,067
3.5	Nottinghamshire	£152,382	£125,715
3.0	Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£149,142	£123,036
2.5	Surrey Norfolk	£145,896	£120,366

2.0	Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent Northamptonshire Suffolk Dorset Wiltshire Bedfordshire	£142,689	£117,690
1.5	Gloucestershire Lincolnshire Cumbria Warwickshire Dyfed-Powys	£139,410	£116,718

A Police and Crime Commissioner may, on appointing a Chief Constable, set the Chief Constable's salary at a rate up to ten *per cent* above or below the rate for the post as set out in the table above.

For the avoidance of doubt, DCC salaries will continue to be as set out in the table, and cannot be varied by the Police and Crime Commissioner.

Metropolitan Police Service

Commissioner - £278,820

Deputy Commissioner - £230,190

City of London Commissioner and Assistant Commissioner

Commissioner - £172,491

Assistant Commissioner - £142,272

ASSISTANT CHIEF CONSTABLES' AND COMMANDERS' PAY with effect from 1 September 2016

With effect from 1 June 2014, the pay scale for ACCs was replaced with a three-point pay scale.

Existing pay points 1, 3 and 5 were removed on 1 June 2014, 1 June 2015 and 1 June 2016 respectively.

Pay Point	With effect from 1 September 2013	With effect from 1 June 2014	With effect from 1 September 2014	With effect from 1 June 2015	With effect from 1 September 2015	With effect from 1 June 2016	With effect from 1 September 2016
1	£91,632						
2	£94,692	£94,692	£95,640	£95,640	£96,597	£96,597	£97,563
3	£97,749	£97,749	£98,727				
4	£100,797	£100,797	£101,805	£101,805	£102,822	£102,822	£103,851
5	£103,857	£103,857	£104,895	£104,895	£105,945		(£107,004)

6	£106,908	£106,908	£107,976	£107,976	£109,056	£109,056	£110,148
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- (1) Incremental progression was suspended for two-years from 1 June 2012 to 31 May 2014 under a determination made under Regulation 24 and inserted in Annex F – Part 8 (i) under the heading “Assistant Chief Constables and Commanders”,
- (2) Members could not accrue reckonable service for the purposes of pay during the suspension period. The meaning of ‘reckonable service’ for the purposes of pay is set out under Police Regulations 2003.
- (3) Incremental progression will follow upon completion of twelve months’ reckonable service on each pay point (usually the anniversary of a member’s promotion)
- (4) When a pay point is removed, a member will not automatically move to the next highest pay point but will move instead in line with their incremental date.
- (5) Members promoted to the rank of Assistant Chief Constable or Commander during the suspension of incremental progression will have a new incremental date of 1 June.

**ASSISTANT CHIEF CONSTABLES’ AND COMMANDERS’ PAY
with effect from 1st September 2017 and 1st September 2018**

Pay Point	New three point pay scale, with effect from 1 September 2017	New three point pay scale, with effect from 1 September 2018
1	£98,538	£100,509
2	£104,889	£106,986
3	£111,249	£113,475

LONDON WEIGHTING

In the determination under regulation 24 of the Police Regulations 2003 (to Annex F – Pay), in Part 10 below the section entitled ‘LONDON WEIGHTING’ there shall be inserted in the appropriate place in the table (by chronological order) the following:

With effect from	London Weighting Rate
1 September 2018	£2,445

Annex F

The Secretary of State has determined that, with effect from 1st September 2018, the determination under regulation 24 (Annex F – Pay) is amended as follows.

1) After Part 11, insert-

“ Part 12

POLICE CONSTABLES APPOINTED ON A POLICE CONSTABLE DEGREE APPRENTICESHIP SCHEME

1. Subject to paragraph 2, the chief officer of police must determine the starting salary of any member of their police force who is appointed on a police constable degree apprenticeship scheme (a “PCDA constable”), and the starting salary of a PCDA constable must be an amount from £18,000 to pay point 1 on the Constables’ pay scale.
2. The chief officer of police must determine the starting salary of any member of their police force who is a PCDA constable as pay point 1 on the Constable’s scale where that PCDA constable :
 - a. possesses a Policing Qualification as defined by the chief officer after consultation with the local policing body;
 - b. 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;
 - c. was, prior to appointment, serving as a Police Community Support Officer who has been signed off as competent to perform independent patrol and who has served a minimum of 18 months in the role.
3. The chief officer of police must take into account, in making their determination under paragraph (1)-
 - a. the views of the local policing body;
 - b. local recruitment needs, and
 - c. whether the PCDA constable holds a policing qualification or relevant experience other than those specified in sub – paragraph (2) above.
4. The PCDA constable will continue to receive their starting salary for the subsequent 12 months of their service from the date of their appointment as a PCDA constable. After 12 months service, and subject to satisfactory completion of Year 1 of their apprenticeship, the PCDA constable’s salary is to be calculated in accordance with the prevailing police constable pay scale, the relevant pay point being determined as follows:
 - a. For PCDA constables being paid an amount equal to pay point 1 on the prevailing constable pay scales during their first 12 months of service, they will be moved to pay point 2.
 - b. For all other PCDA constables, they will be moved to pay point 1.

5. Where a PCDA constable's first 12 months of service has not been satisfactory, they will remain on the same salary as applied when they entered service as a PCDA constable.
6. For the purposes of this determination, a "PCDA constable" is a constable who is studying a degree course in Professional Policing Practice."