



# CIVIL NUCLEAR CONSTABULARY

## Email

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### **The Executive Office**

Civil Nuclear Constabulary

Building F6 Culham Science Centre

Abingdon

Oxon

OX14 3DB

Tel: 01235 466428

Website: <https://www.gov.uk/cnc>

Dear ██████████

I am writing in response to your request for information regarding the below. Your request has been handled under Section 1(1) of the Freedom of Information Act 2000. In accordance with Section 1(1) (a) of the Act I hereby confirm that the CNC/CNPA does hold information of the type specified.

**I would like to have these rates of pay for each year (and any changes in between) from 2015 to present day. Can you also include details of pay at each step of the constables' pay spine e.g. from new recruits to officers at the top rate of constable pay.**

**For example:**

**1 Sept 2015 Annual Basic pay**

**New Recruits £x**

**Pay point 1 £y**

**Pay point 2 £z**

Please find enclosed in this letter the payscales for all of our Police Officers from 2015 to present day.

The Civil Nuclear Constabulary is a specialist armed police service dedicated to the civil nuclear industry, with Operational Policing Units based at 10 civil nuclear sites in England and Scotland and over 1400 police officers and staff. The Constabulary headquarters is at Culham in Oxfordshire. The civil nuclear industry forms part of the UK's critical national infrastructure and the role of the Constabulary contribute to the overall framework of national security.

The purpose of the Constabulary is to protect licensed civil nuclear sites and to safeguard nuclear material in transit. The Constabulary works in partnership with the appropriate Home Office Police Force or Police Scotland at each site. Policing services required at each site are agreed with nuclear operators in accordance with the Nuclear Industries Security Regulations 2003 and ratified by the UK regulator, the Office for Nuclear Regulation (ONR). Armed policing services are required at most civil nuclear sites in the United Kingdom. The majority of officers in the Constabulary are Authorised Firearms Officers.

The Constabulary is recognised by the National Police Chiefs' Council (NPCC) and the Association of Chief Police Officers in Scotland (ACPOS). Through the National Coordinated

Policing Protocol, the Constabulary has established memorandums of understanding with the local police forces at all 10 Operational Policing Units. Mutual support and assistance enable the Constabulary to maintain focus on its core role.

We take our responsibilities under the Freedom of Information Act seriously but, if you feel your request has not been properly handled or you are otherwise dissatisfied with the outcome of your request, you have the right to complain. We will investigate the matter and endeavour to reply within 3 – 6 weeks. You should write in the first instance to:

Kristina Keefe  
Disclosures Officer  
CNC  
Culham Science Centre  
Abingdon  
Oxfordshire  
OX14 3DB

E-mail: [FOI@cnc.pnn.police.uk](mailto:FOI@cnc.pnn.police.uk)

If you are still dissatisfied following our internal review, you have the right, under section 50 of the Act, to complain directly to the Information Commissioner. Before considering your complaint, the Information Commissioner would normally expect you to have exhausted the complaints procedures provided by the CNPA.

The Information Commissioner can be contacted at:

FOI Compliance Team (complaints)  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

If you require any further assistance in connection with this request please contact us at our address below:

Kristina Keefe  
Disclosures Officer  
CNC  
Culham Science Centre  
Abingdon  
Oxfordshire  
OX14 3DB  
E-mail: [FOI@cnc.pnn.police.uk](mailto:FOI@cnc.pnn.police.uk)

Yours sincerely  
Kristina Keefe  
Disclosures Officer

**CIVIL NUCLEAR CONSTABULARY**

Constable

REVISED 1.09.15					
Completed Years of Service in the Rank	Payroll Point	1% Applied to 95% HO Pay	Unenhanced for overtime TDA etc	Enhanced	Net Pay Deduction
		£ p.a		£ p.a	£ p.a
On commencing Service	1	22,766	22,767	23,723	839
On completion of initial training	2	25,411	25,412	26,479	936
2 (a)	5	26,888	26,889	28,018	992
3	7	28,529	28,529	29,728	1,051
4	8	29,427	29,427	30,663	1,084
5	9	30,371	30,372	31,647	1,118
6	10	31,237	31,238	32,550	1,151
7	12	32,009	32,009	33,354	976
8*	14	33,039	33,040	34,428	1,008
9*	16	35,037	35,038	36,509	1,069
10* (b)	17	35,745	35,746	37,247	1,092

(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 £1201 a year ((this is 95% of the HDPF payment of £1264 (enhanced) which maintains the Home Office Police Force and MDP pay comparability). The payment is also subject to Net Pay Deduction, is pensionable and taxable.

\* Net pay deduction rate changed due to unenhanced salary falling above the £32k threshold.

**CIVIL NUCLEAR CONSTABULARY**

Sergeant

REVISED 1.09.15					
Completed Years of Service in the Rank	Payroll Point	1% Applied to 95% of HO Pay	Unenhanced for overtime TDA etc	Enhanced	Net Pay Deduction
			£ p.a	£ p.a	£ p.a
0 (a)	2	35745	35,746	37,248	1,092
1 (b)	3	36966	36,966	38,519	1,128
2	4	38206	38,207	39,812	1,165
3	5	39021	39,021	40,660	1,191
4 (c)	6	40169	40,170	41,858	1,225

- (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 £1,201 a year (this is 95% of the HDPF payment of £1264 (enhanced) which maintains the Home Office Police Force and MDP pay comparability). The payment is also subject to Net Pay Deduction, is pensionable and taxable.

**CIVIL NUCLEAR CONSTABULARY**

Inspectors

<b>REVISED 1.09.15</b>					
<b>Completed Years of Service in the Rank</b>	<b>Payroll Point</b>	<b>1% Applied to 95% of HO Pay</b>	<b>Unenhanced for overtime TDA etc</b>	<b>Enhanced</b>	<b>Net Pay Deduction</b>
			<b>£ p.a</b>	<b>£ p.a</b>	<b>£ p.a</b>
0	2	45797	45,797	47,721	1,398
1	3	47087	47,087	49,065	1,437
2	4	48379	48,379	50,411	1,478
3 (a)	5	49674	49,675	51,762	1,517

(a) Officers who have been on this point for a year will have access to the competence related threshold payment of £1,201 a year (this is 95% of the HDPF payment of £1264 (enhanced) which maintains the Home Office Police Force and MDP pay comparability). The payment is also subject to Net Pay Deduction, is pensionable and taxable.

**CIVIL NUCLEAR CONSTABULARY**

Chief Inspectors

<b>REVISED 1.09.15</b>					
<b>Completed Years of Service in the Rank</b>	<b>Payroll Point</b>	<b>1% Applied to 95% of HO Pay</b>	<b>Unenhanced for overtime TDA etc</b>	<b>Enhanced</b>	<b>Net Pay Deduction</b>
			<b>£ p.a</b>	<b>£ p.a</b>	<b>£ p.a</b>
<b>1(a)</b>	<b>6</b>	<b>50690</b>	<b>50,691</b>	<b>52,821</b>	<b>1,547</b>
<b>2</b>	<b>7</b>	<b>51709</b>	<b>51,710</b>	<b>53,882</b>	<b>1,578</b>
<b>3(b)</b>		<b>52777</b>	<b>52,778</b>	<b>54,995</b>	<b>1,612</b>

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

(b) Officers who have been on this point for a year will have access to the competence related threshold payment of £1,201 a year (this is 95% of the HDPF payment of £1264 (enhanced) which maintains the Home Office Police Force and MDP pay comparability). The payment is also subject to Net Pay Deduction, is pensionable and taxable.

<b>REVISED 1.09.14*</b>					
<b>Completed Years of Service in the Rank</b>	<b>Payroll Point</b>	<b>1% Applied to 95% of HO Pay</b>	<b>Unenhanced for overtime TDA etc</b>	<b>Enhanced</b>	<b>Net Pay Deduction</b>
			<b>£ p.a</b>	<b>£ p.a</b>	<b>£ p.a</b>
<b>(a)</b>	<b>11</b>	<b>53641</b>	<b>53,641</b>	<b>55,894</b>	<b>1,638</b>

(a) Officers who have been on this point for a year will have access to the competence related threshold payment of £1,201 a year (this is 95% of the HDPF payment of £1264 (enhanced) which maintains the Home Office Police Force and MDP pay comparability). The payment is also subject to Net Pay Deduction, is pensionable and taxable.

\* To be eligible for this pay scale, Chief Inspectors must meet the criteria as specified in the 2004 pay award.

**CIVIL NUCLEAR AUTHORITY**

Superintendent

<b>REVISED 1.09.15</b>					
<b>Pay Point Superintendent</b>	<b>Payroll Point</b>	<b>1% Applied</b>	<b>Unenhanced for overtime TDA etc</b>	<b>Enhanced</b>	<b>Net Pay Deduction</b>
			<b>£ p.a</b>	<b>£ p.a</b>	<b>£ p.a</b>
1	1	60979	60,979	63,541	1,861
2	2	63494	63,494	66,161	1,938
3	3	66009	66,009	68,782	2,015
4	4	68529	68,529	71,408	2,092
5	6	71046	71,047	74,031	2,169

Chief Superintendent

<b>REVISED 1.09.15</b>					
<b>Pay Point Chief Superintendent</b>	<b>Payroll Point</b>	<b>1% Applied</b>	<b>Unenhanced for overtime TDA etc</b>	<b>Enhanced</b>	<b>Net Pay Deduction</b>
			<b>£ p.a</b>	<b>£ p.a</b>	<b>£ p.a</b>
1	8	72817	72,817	75,876	2,223
2	10	74886	74,887	78,033	2,286
3	12	76968	76,969	80,202	2,350

## OFFICIAL

## CIVIL NUCLEAR CONSTABULARY

## Constables

REVISED 1.09.16				
Completed Years of Service in the Rank	Payroll Point	Unenhanced for overtime TDA etc	Enhanced	Net Pay Deduction
			£ p.a	£ p.a
On commencing Service	1	22,994	23,960	848
On completion of initial training	2	25,666	26,744	946
2 (a)	5	27,157	28,298	1,001
3	7	28,815	30,025	1,062
4	8	29,722	30,970	1,095
5	9	30,675	31,964	1,130
6	10	31,550	32,875	1,163
7*	12	32,330	33,687	986
8*	14	33,370	34,772	1,018
9*	16	35,388	36,874	1,079
10* (b)	17	36,103	37,619	1,102

(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 £1201 a year (this is 95% of the HDPF payment of £1264\*\* (enhanced) which maintains the Home Office Police Force and MDP pay comparability). The payment is also subject to Net Pay Deduction is pensionable and taxable

\* Net pay deduction rate changed due to unenhanced salary falling above the £32k threshold.

\*\*2010 rate held



OFFICIAL

CIVIL NUCLEAR CONSTABULARY

Sergeants

REVISED 1.09.16				
Completed Years of Service in the Rank	Payroll Point	Unenhanced for overtime TDA etc	Enhanced	Net Pay Deduction
		£ p.a	£ p.a	£ p.a
0 (a)	2	36,103	37,619	1,102
1 (b)	3	37,336	38,905	1,139
2	4	38,590	40,211	1,177
3	5	39,412	41,068	1,203
4 (c)	6	40,572	42,277	1,238

(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 £1,201 a year (this is 95% of the HDPF payment of £1264\*\* (enhanced) which maintains the Home Office Police Force and MDP pay comparability). The payment is also subject to Net Pay Deduction, is pensionable and taxable.

\*2010 rate held.

OFFICIAL

CIVIL NUCLEAR CONSTABULARY

Inspectors

<b>REVISED 1.09.16</b>				
<b>Completed Years of Service in the Rank</b>	<b>Payroll Point</b>	<b>Unenhanced for overtime TDA etc</b>	<b>Enhanced</b>	<b>Net Pay Deduction</b>
		<b>£ p.a</b>	<b>£ p.a</b>	<b>£ p.a</b>
<b>0</b>	<b>2</b>	<b>46,255</b>	<b>48,198</b>	<b>1,412</b>
<b>1</b>	<b>3</b>	<b>47,558</b>	<b>49,556</b>	<b>1,451</b>
<b>2</b>	<b>4</b>	<b>48,863</b>	<b>50,916</b>	<b>1,493</b>
<b>3 (a)</b>	<b>5</b>	<b>50,172</b>	<b>52,280</b>	<b>1,532</b>

(a) Officers who have been on this point for a year will have access to the competence related threshold payment of £1,201 a year (this is 95% of the HDPF payment of £1264\* (enhanced) which maintains the Home Office Police Force and MDP pay comparability). The payment is also subject to Net Pay Deduction, is pensionable and taxable.

\*2010 rate held.

OFFICIAL

CIVIL NUCLEAR CONSTABULARY

Chief Inspectors

<b>REVISED 1.09.16</b>				
<b>Completed Years of Service in the Rank</b>	<b>Payroll Point</b>	<b>Unenhanced for overtime TDA etc</b>	<b>Enhanced</b>	<b>Net Pay Deduction</b>
		<b>£ p.a</b>	<b>£ p.a</b>	<b>£ p.a</b>
<b>1(a)</b>	<b>6</b>	<b>51,198</b>	<b>53,349</b>	<b>1,563</b>
<b>2</b>	<b>7</b>	<b>52,228</b>	<b>54,422</b>	<b>1,594</b>
<b>3(b)</b>		<b>53,306</b>	<b>55,545</b>	<b>1,628</b>

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

(b) Officers who have been on this point for a year will have access to the competence related threshold payment of £1,201 a year (this is 95% of the HDPF payment of £1264\*\* (enhanced) which maintains the Home Office Police Force and MDP pay comparability). The payment is also subject to Net Pay Deduction, is pensionable and taxable.

\*\*2010 rate held

<b>REVISED 1.09.16*</b>				
<b>Completed Years of Service in the Rank</b>	<b>Payroll Point</b>	<b>Unenhanced for overtime TDA etc</b>	<b>Enhanced</b>	<b>Net Pay Deduction</b>
		<b>£ p.a</b>	<b>£ p.a</b>	<b>£ p.a</b>
<b>(a)</b>	<b>11</b>	<b>54,178</b>	<b>56,454</b>	<b>1,654</b>

(a) Officers who have been on this point for a year will have access to the competence related threshold payment of £1,201 a year (this is 95% of the HDPF payment of £1264\*\* (enhanced) which maintains the Home Office Police Force and MDP pay comparability). The payment is also subject to Net Pay Deduction, is pensionable and taxable.

\* To be eligible for this pay scale, Chief Inspectors must meet the criteria as specified in the 2004 pay award.

\*\*2010 rate held

OFFICIAL

CIVIL NUCLEAR CONSTABULARY

Superintendent

<b>REVISED 1.09.16</b>				
<b>Pay Point Superintendent</b>	<b>Payroll Point</b>	<b>Unenhanced for overtime TDA etc</b>	<b>Enhanced</b>	<b>Net Pay Deduction</b>
		<b>£ p.a</b>	<b>£ p.a</b>	<b>£ p.a</b>
1	1	61,589	64,176	1,880
2	2	64,129	66,823	1,958
3	3	66,670	69,471	2,035
4	4	69,215	72,123	2,113
5	6	71,758	74,772	2,190

Chief Superintendent

<b>REVISED 1.09.16</b>				
<b>Pay Point Chief Superintendent</b>	<b>Payroll Point</b>	<b>Unenhanced for overtime TDA etc</b>	<b>Enhanced</b>	<b>Net Pay Deduction</b>
		<b>£ p.a</b>	<b>£ p.a</b>	<b>£ p.a</b>
1	8	73,546	76,635	2,245
2	10	75,636	78,813	2,309
3	12	77,739	81,005	2,373

OFFICIAL

CIVIL NUCLEAR CONSTABULARY

Constables

REVISED 1.09.17				
Completed Years of Service in the Rank	Payroll Point	Unenhanced for overtime TDA etc	Enhanced	Net Pay Deduction
		£ p.a	£ p.a	£ p.a
On commencing Service	1	23,224	24,200	856
On completion of initial training	2	25,923	27,011	955
2 (a)	5	27,429	28,581	1,011
3	7	29,103	30,325	1,073
4	8	30,019	31,280	1,106
5	9	30,982	32,283	1,141
6	10	31,866	33,204	1,174
7*	12	32,653	34,024	996
8*	14	33,704	35,120	1,028
9*	16	35,742	37,243	1,090
10* (b)	17	36,466	37,998	1,113

(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 £1201 a year (this is 95% of the HDPF payment of £1264\*\* (enhanced) which maintains the Home Office Police Force and MDP pay comparability). The payment is also subject to Net Pay Deduction is pensionable and taxable

\* Net pay deduction rate changed due to unenhanced salary falling above the £32k threshold.

\*\*2010 rate held

OFFICIAL

CIVIL NUCLEAR CONSTABULARY

Sergeants

REVISED 1.09.17				
Completed Years of Service in the Rank	Payroll Point	Unenhanced for overtime TDA etc	Enhanced	Net Pay Deduction
		£ p.a	£ p.a	£ p.a
0 (a)	2	36,466	37,998	1,113
1 (b)	3	37,710	39,294	1,151
2	4	38,976	40,613	1,189
3	5	39,807	41,479	1,215
4 (c)	6	40,978	42,700	1,250

(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 £1,201 a year (this is 95% of the HDPF payment of £1264\*\* (enhanced) which maintains the Home Office Police Force and MDP pay comparability). The payment is also subject to Net Pay Deduction, is pensionable and taxable.

\*2010 rate held.

OFFICIAL

CIVIL NUCLEAR CONSTABULARY

Inspectors

REVISED 1.09.17				
Completed Years of Service in the Rank	Payroll Point	Unenhanced for overtime TDA etc	Enhanced	Net Pay Deduction
		£ p.a	£ p.a	£ p.a
0	2	46,718	48,681	1,426
1	3	48,034	50,052	1,466
2	4	49,352	51,425	1,508
3 (a)	5	50,674	52,803	1,547

(a) Officers who have been on this point for a year will have access to the competence related threshold payment of £1,201 a year (this is 95% of the HDPF payment of £1264\* (enhanced) which maintains the Home Office Police Force and MDP pay comparability). The payment is also subject to Net Pay Deduction, is pensionable and taxable.

\*2010 rate held.

OFFICIAL

CIVIL NUCLEAR CONSTABULARY

Chief Inspectors

REVISED 1.09.17				
Completed Years of Service in the Rank	Payroll Point	Unenhanced for overtime TDA etc	Enhanced	Net Pay Deduction
		£ p.a	£ p.a	£ p.a
1(a)	6	51,710	53,882	1,578
2	7	52,751	54,967	1,609
3(b)		53,840	56,102	1,644

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

(b) Officers who have been on this point for a year will have access to the competence related threshold payment of £1,201 a year (this is 95% of the HDPF payment of £1264\*\* (enhanced) which maintains the Home Office Police Force and MDP pay comparability). The payment is also subject to Net Pay Deduction, is pensionable and taxable.

\*\*2010 rate held



OFFICIAL

CIVIL NUCLEAR CONSTABULARY

Superintendent

REVISED 1.09.17				
Pay Point Superintendent	Payroll Point	Unenhanced for overtime TDA etc	Enhanced	Net Pay Deduction
		£ p.a	£ p.a	£ p.a
1	1	62,205	64,818	1,898
2	2	64,771	67,492	1,977
3	3	67,337	70,166	2,055
4	4	69,908	72,845	2,134
5	6	72,476	75,520	2,212

Chief Superintendent

REVISED 1.09.17				
Pay Point Chief Superintendent	Payroll Point	Unenhanced for overtime TDA etc	Enhanced	Net Pay Deduction
		£ p.a	£ p.a	£ p.a
1	8	74,282	77,402	2,267
2	10	76,393	79,602	2,332
3	12	78,517	81,815	2,397

## 2018/19 Officer Pay Scales

Due to the implementation of TACOS, there are currently two pay scales applicable to Federated and Superintending ranks, depending on officers' date of contracted employment. Officers contracted on or prior to 31 August 2018 will be on the assimilation pay scale, whilst officers contracted on or after 1 September 2018 will be on the National Winsor pay scale. An exception to this is substantively promoted officers; for clarification on the pay on promotion rules visit the PEPs area of the CNC intranet.

The assimilation pay scale and Winsor pay scale share many similar salary bands. As assimilation progresses, pay bands will begin to disappear from the assimilation pay scales. Officers can review their respective journeys through assimilation on the People Programme area of the intranet.

Assimilation Pay Scale			National Winsor Pay Scale			
Rank	Pay Band	2018/19 salary	Rank	Winsor pay point	2018/19 salary	
Probationer PC	1a	£24,936	Probationer PC / IFC	0	£22,440	
IFC	1b	£27,831		1		
Constable	2	£29,446	Constable	2	£24,654	
	3	£31,246		3	£25,728	
	4	£32,228		4	£26,803	
	5	£33,268		5	£28,948	
	6	£34,215		-		
	7	£35,058		-		
	8	£36,188		6	£33,268	
	9	£38,376		-		
Sergeant	10	£39,150	Sergeant	7	£39,150	
	Sergeant	1		£37,998	-	
		2		£40,487	1	£40,487
		3		£41,846	2	£41,846
		4		£42,739	3	£42,739
5		£43,997	4	£43,997		
Inspector	0	£50,160	Inspector	0	£50,160	
	1	£51,573		1	£51,573	
	2	£52,987		2	£52,987	
	3	£54,407		3	£54,407	
Chief Inspector	1	£55,521	Chief Inspector	1	£55,521	
	2	£56,634		2	£56,634	
	3	£57,803		3	£57,803	
	4*	£58,749		-		
Superintendent	1	£66,788	Superintendent	-		
	2	£69,542		1	£66,788	
	3	£72,295		2	£70,276	
	4	£75,055		3	£73,948	
	5	£77,813		4	£78,887	
	Winsor 4**	£78,887				
Chief Superintendent	1	£82,779	Chief Superintendent	1	£82,779	
	2	£85,579		2	£85,579	
	3	£87,326		3	£87,326	

\*In post 31 August 1994

\*\*Subject to length of service

## 2019/20 Officer Pay Scales

Due to the implementation of TACOS in September 2018, there are currently two pay scales applicable to Federated and Superintending ranks, depending on officers' date of contracted employment. Officers contracted on, or prior to, the 31 August 2018 will be on the assimilation pay scale, whilst officers contracted on, or after, the 1 September 2018 will be on the national Winsor pay scale. An exception to this is substantively promotion officers; for any clarification please refer to the PEPs area of the CNC intranet.

The assimilation pay scale and Winsor pay scale share many similar salary bands. As assimilation progresses, pay bands will begin to disappear from the assimilation pay scales. Officers can review their respective journeys through assimilation on the People Programme area of the intranet.

Assimilation Pay Scale		
Rank	Pay Band	2019/20 salary
Probationer PC	1a	£25,559
IFC	1b	£28,526
Constable	2	£30,183
	3	£32,027
	4	£33,034
	5	£34,098
	6	£35,070
	7	£35,935
	8	£37,092
	9	£39,335
	10	£40,128
Sergeant	1	£38,948
	2	£41,499
	3	£42,894
	4	£43,806
	5	£45,099
Inspector	0	£51,414
	1	£52,863
	2	£54,312
	3	£55,767
Chief Inspector	1	£56,910
	2	£58,050
	3	£59,250
	4*	£60,218
Superintendent	1	£68,460
	2	£71,280
	3	£74,103
	4	£76,932
	5	£79,758
	Winsor 4**	£80,859
Chief Superintendent	1	£84,849
	2	£87,717
	3	£89,511

National Winsor Pay Scale		
Rank	Winsor pay point	2019/20 salary
Probationer PC/IFC	0	£23,001
	1	
Constable	2	£25,269
	3	£26,370
	4	£27,471
	5	£29,670
	-	
	-	
	6	£34,098
	-	
	7	£40,128
Sergeant	-	
	1	£41,499
	2	£42,894
	3	£43,806
	4	£45,099
Inspector	0	£51,414
	1	£52,863
	2	£54,312
	3	£55,767
Chief Inspector	1	£56,910
	2	£58,050
	3	£59,250
	-	
Superintendent	-	
	1	£68,460
	2	£72,033
	3	£75,795
	4	£80,859
Chief Superintendent	1	£84,849
	2	£87,717
	3	£89,511

\*In post 31 August 1994

\*\*Subject to length of service

## 2020/21 Officer Pay Scales

Due to the implementation of TACOS in September 2018, there are currently two pay scales applicable to Federated and Superintending ranks, depending on officers' date of contracted employment. Officers contracted on, or prior to, the 31 August 2018 will be on the assimilation pay scale, whilst officers contracted on, or after, the 1 September 2018 will be on the national Winsor pay scale. An exception to this is substantively promotion officers; for any clarification please refer to the PEPs area of the CNC intranet.

The assimilation pay scale and Winsor pay scale share many similar salary bands. As assimilation progresses, pay bands will begin to disappear from the assimilation pay scales. Officers can review their respective journeys through assimilation on the People Programme area of the intranet.

Assimilation Pay Scale		
Rank	Pay Band	2020/21 salary
Probationer PC	1a	£26,198
IFC	1b	£29,240
Constable	2	£30,938
	3	£32,828
	4	£33,860
	5	£34,950
	6	£35,947
	7	£36,834
	8	£38,020
	9	£40,319
	10	£41,130
Sergeant	-	
	2	£42,537
	3	£43,965
	4	£44,901
	5	£46,227
Inspector	0	£52,698
	1	£54,186
	2	£55,671
	3	£57,162
Chief Inspector	1	£58,332
	2	£59,502
	3	£60,732
	4*	£61,724
Superintendent	1	£70,173
	2	£73,062
	3	£75,956
	4	£78,856
	5	£81,752
	Winsor 4**	£82,881
Chief Superintendent	1	£86,970
	2	£89,910
	3	£91,749

National Winsor Pay Scale		
Rank	Winsor pay point	2020/21 salary
Probationer PC/IFC	0	23,577
	1	
Constable	2	£25,902
	3	£27,030
	4	£28,158
	5	£30,411
	-	
	-	
	6	£34,950
	-	
	7	£41,130
Sergeant	-	
	1	£42,537
	2	£43,965
	3	£44,901
	4	£46,227
Inspector	0	£52,698
	1	£54,186
	2	£55,671
	3	£57,162
Chief Inspector	1	£58,332
	2	£59,502
	3	£60,732
	-	
Superintendent	-	
	1	£70,173
	2	£73,833
	3	£77,691
	4	£82,881
Chief Superintendent	1	£86,970
	2	£89,910
	3	£91,749

\*In post 31 August 1994

\*\*Subject to length of service