

PAY

The following determination “Annex F (Amendment) – Pay” is made by the Secretary of State under regulation 24 of the Police Regulations 2003 (S.I. 2003/527), following consultation in accordance with regulation 46 of those Regulations. This determination was made on 25 November 2022, and amends the determination “Annex F – Pay” (“Annex F”). The amendment come into force on 1 September 2022.

1. For Annex F (Pay), substitute—

“ANNEX F

REGULATION 24

PAY

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PART 1

GAIN FROM PROMOTION

- 1) When a member is promoted to a higher rank, the rate of pay payable to the member in the higher rank shall always be higher than the rate of pay the member would have received had they not been promoted and shall be set at a rate which is not less than the rate appropriate to the pay point which, in the higher rank, is immediately above the rate of pay the member would have been receiving but for their promotion.
- 2) For so long as the member continues to serve in the higher rank, they shall be paid at the rate identified in paragraph (1) until, in accordance with the terms of service appropriate to the member's new rank, a higher pay point becomes applicable.

PART 1B¹

INCREMENTAL PROGRESSION THROUGH THE PAY SCALE (CONSTABLES, SERGEANTS, INSPECTORS AND CHIEF INSPECTORS)

- 1) Incremental progression through the pay scale is dependent upon a member receiving a grade of ‘achieved performance’ (or the equivalent grade in a police force’s own grading system, as determined by the Chief Constable) or above in their performance development review (“PDR”) or alternative process relating to the preceding period of 12 months’ of their service from the anniversary of a member’s end of year assessment.
- 2) For the purposes of this determination, “PDR or alternative process” means an annual performance assessment process which meets minimum national performance standards and national standards of assessment set by the College of Policing, including an appeals process.
- 3) In the absence of a PDR or alternative process, a member will be assumed to have received a grade of ‘achieved performance’ (or the equivalent grade in a police force’s own grading system, as determined by the Chief Constable).
- 4) Members will be reassessed for pay progression annually. Members will progress through the pay scale at the anniversary of their appointment or promotion (subject to the other provisions of this Annex), if they receive (or are assumed to receive) a grade of ‘achieved performance’ or above (or the equivalent grade in a police force’s own grading system, as determined by the Chief Constable) in their PDR or alternative process.
- 5) Increments will not be paid until formal completion or assumed formal completion (pursuant to paragraph 3), of the PDR or alternative process. Assumed formal completion will be considered to have occurred on the anniversary of their appointment or promotion (subject to the other provisions of this Annex). Following such completion of the PDR or alternative process, the member’s pay will progress to the next pay point backdated to the date of the due increment.
- 6) Incremental progression will only be denied if the officer:
 - (a) is graded as ‘not achieved’ (or the equivalent grade in a police force’s own grading system, as determined by the Chief Constable) in their PDR or alternative process, and
 - (b) is also subject to formal action within Stages 1, 2 or 3 of Unsatisfactory Performance Procedures under the Police (Performance) Regulations 2012 or the Police (Performance) Regulations 2020 at the end of the 12-month period being assessed.

¹ There was previously a Part 1A, but it has been deleted. To ensure cross-references in other documents remain correct, however, this Part has not been renumbered to 1A.

- 7) Where the member meets the conditions in paragraph 6 above, but only starts to be subject to the formal action referred to in paragraph 6(b) in the period of six weeks immediately prior to the end of the 12 month period being assessed, the Chief Constable has the discretion to permit incremental progression in the case of that member if the Chief Constable is of the view that the last six weeks of the PDR or alternative process year is not representative of the preceding 12 months' performance by the member.
- 8) Where a member's appeal against their final PDR or alternative process grading is upheld, which means that the condition in paragraph 6(a) is no longer met, pay will be reinstated at the higher rate, backdated to the date of the due increment.
- 9) This part ceases to have effect on 1 April 2023.

PART 1BA

INCREMENTAL PROGRESSION THROUGH THE PAY SCALE

(VALID FOR FEDERATED RANKS, SUPERINTENDING RANKS, ASSISTANT CHIEF CONSTABLES AND COMMANDERS)

- 1) Save for paragraph (16), the provisions of this part come into force on 1 April 2023.
Paragraph (16) comes into force on 1 April 2022.

Incremental progression

- 2) Subject to the other provisions of this Annex:
 - a) a member of a police force is to progress through the pay scale on the anniversary of their appointment or promotion;
 - b) incremental progression through the pay scale is dependent upon confirmation that a member meets the pay progression standard (“PPS”);
 - c) a member is assessed for pay progression annually;
 - d) a member’s annual PPS confirmation date is to be determined on the basis of the increment date and the requirements of a police force’s assessment processes;
 - e) the assessment period for the purposes of the PPS, is the 12-month period preceding a member’s PPS’s confirmation date.
- 3) When a member is promoted prior to their PPS confirmation date, the PPS confirmation date is reset in line with the member’s new increment date, and no in-year PPS assessment is required, provided that, temporary promotions do not reset a member’s PPS confirmation date and due increment date.
- 4) A member can appeal against any decision concerning incremental progression through the pay scale, PPS assessment, or PPS confirmation, by making formal representations to the appropriate person, who must be independent of the original decision maker. If an appeal is upheld, progression through the pay scale is to be granted, and the higher pay is backdated to the date of the due increment.
- 5) A member who does not meet the PPS on their PPS confirmation date may progress through the pay scale if the PPS is met at any point before the next PPS confirmation date. Provided that, the higher pay will not be backdated to the due increment date, unless paragraph (4) applies. Police forces must have in place reasonable PPS assessment and confirmation processes for the purposes of ensuring progression through the pay scale pursuant to this paragraph.
- 6) A member’s due increment date and the PPS confirmation date are not reset on the basis of a pay increment pursuant to paragraphs (4) or (5).

- 7) Professional development reviews (“PDR”) and training completed to meet the PPS in respect of a previous assessment period are disregarded for the purposes of the ongoing PPS assessment period.

Pay progression standard

- 8) Subject to the other provisions of this Annex, a member meets the PPS if the following conditions are met:
 - a) the member has completed an annual PDR; and
 - b) on the PPS confirmation date, the member is not subject to ongoing formal action within Stages 1, 2 or 3 of the Unsatisfactory Performance or Attendance Procedures under the Police (Performance) Regulations 2020; and
 - c) the member has successfully completed training required for the purposes of the PPS; and
 - d) if a member (“the managing member”) has direct responsibility for the completion of other members’ PDRs and for the confirmation of other members’ PPSs, that managing member must have completed the PDRs and made the PPS decisions which were due to be completed, or made, during the managing member’s own assessment period.
- 9) PDR means an annual performance assessment, in line with the processes in place within the member’s own force, including an appeals process.
- 10) Training required for the purposes of the PPS means no more than two training priorities, which the chief officer may mandate, in consideration of the local priorities of a police force, or the requirements of an individual role.
- 11) A member must be notified of the training requirements they are required to comply with:
 - a) no less than 12 months before their PPS confirmation date, or
 - b) within one month of promotion.

12) Paragraph 8(d) also applies in respect of members who are performing the duties normally performed by a member of the force of a higher rank than their own in accordance with Annexes I, J and UU (whether on temporary promotion or acting up), if the duties entail direct responsibility to carry out PDRs or make PPS decisions in respect of other members.

Exceptions and exemptions

- 13) Members who are on probation, pursuant to the provisions of Regulation 12 of the Police Regulations 2003 and Annex C are not required to meet the PPS in order to progress through the pay-scale.
- 14) The conditions prescribed by paragraph 8(b) do not apply to Assistant Chief Constables and Commanders.

- 15) Where a member fails to meet the PPS, the chief officer has discretion to permit progression through the pay scale, where the chief officer is reasonably satisfied that:
- a) a member does not meet one, or more, of the PPS's conditions as a consequence of:
 - i) sickness, or non-sickness, related absence, and the timing and duration of the absence are sufficient to prevent an officer from meeting the PPS; or
 - ii) maternity, adoption, or parental leave pursuant to Regulation 33(8) of the Police Regulations 2003 and Annexes R and S; or
 - b) a member does not meet the PPS due to ongoing Unsatisfactory Performance or Attendance Procedures, and:
 - i) that member can be reasonably considered to have a disability as defined by the Equality Act 2010, and the unsatisfactory performance, or non-attendance, subject of ongoing procedures, is motivated by reasons linked with the member's disability; or
 - ii) the member only starts to be subject to Unsatisfactory Performance or Attendance Procedures in the period of six weeks immediately prior to the PPS's confirmation date, and those six weeks are not representative of the preceding 12 months' performance by the member; or
 - c) other circumstances have prevented a member from meeting one, or more, of the PPS's conditions, and preventing the member from progressing through the pay scale would be manifestly unfair in light of those circumstances.

Transitory provision

- 16) Police forces must take reasonable steps to have in place PPS assessment and confirmation processes for the purposes of ensuring that on or after 1 April 2023 progression through the pay scale takes place in accordance with the provisions of this part.

PART 2
CONSTABLES' PAY

1) For those who joined on or after 1 April 2013

Pay point	With effect from 1 September 2022
0	£23,556 (a), (b)
1	£26,682 (c)
2	£27,804 (d)
3	£28,932
4	£30,060
5	£32,313
6	£36,852
7	£43,032

Notes:

- (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;
 - (ii) the chief officer of police shall assign to pay point 1 any member who:
 - (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.

- (b) The salary paid to a member at pay point 0 shall be between £23,556 and £26,681 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.

2) For those in service before 1 April 2013

Pay point	With effect from 1 September 2022
0	£28,101
1	£31,143 (a)
2	£32,835 (b)
3	£34,728
4	£35,763
5	£36,852
6	£39,924
7	£43,032

Notes:

- (a) On completion of initial training, members will move to pay point 1.
- (b) All members move to this salary point on completion of two years' service as a constable.

PART 2B

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 with effect from 1 September 2022 the starting salary of a PCDA constable must be an amount from pay point 0 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 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.

PART 3
SERGEANTS' PAY

Pay point	With effect from 1 September 2022
2	£45,867
3	£46,803
4	£48,129

Note:

On 1 September 2020, pay point 1 was removed. All sergeants on pay point 1 at that date were moved to pay point 2 (with a new increment date of 1 September). Sergeants on pay points 2, 3 or 4 at that date were not affected. Members appointed to the rank on or after 1 September 2020 join at pay point 2 and move up to the next pay point annually, depending on the date of becoming a sergeant, in accordance with normal practice.

PART 4
INSPECTORS' PAY

1) Members in the Metropolitan Police Service or City of London Police:

Pay point	With effect from 1 September 2022
0	£56,907
1	£58,398
2	£59,895
3	£61,392

2) Members in other police forces:

Pay point	With effect from 1 September 2022
0	£54,600
1	£56,088
2	£57,573
3	£59,064

PART 5
CHIEF INSPECTORS' PAY

1) Members in the Metropolitan Police Service or City of London Police (subject to paragraph 3)

Pay point	With effect from 1 September 2022
1	£62,556 (a)
2	£63,726
3	£64,950

Note:

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

2) Members in other police forces (subject to paragraph 4):

Pay point	With effect from 1 September 2022
1	£60,234 (a)
2	£61,404
3	£62,634

Note:

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

3) Members in the Metropolitan Police Service or City of London Police in post at 31 August 1994

With effect from 1 September 2022
£65,934

4) Members in other police forces in post at 31 August 1994

With effect from 1 September 2022
£63,627

PART 6
SUPERINTENDENTS' PAY

Pay point	With effect from 1 September 2022
1	£72,075
2	£75,735
3	£79,593
4	£84,783

Note:

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

PART 7

CHIEF SUPERINTENDENTS' PAY

Pay point	With effect from 1 September 2022
1	£88,872
2	£91,812
3	£93,651

Note:

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

PART 8

CHIEF OFFICER RANKS' PAY

1) Chief Constables' and Deputy Chief Constables' Pay

Force Weighting	Force(s)	Chief Constable: with effect from 1 September 2022 (a)	Deputy Chief Constable: with effect from 1 September 2022
10.0	West Midlands Greater Manchester	£206,274	£158,595
8.0	West Yorkshire	£192,654	£154,503
6.5	Thames Valley	£182,436	£150,843
6.0	Merseyside Northumbria	£179,022	£148,032
5.5	Hampshire	£175,614	£145,221
5.0	Kent Lancashire Devon & Cornwall	£172,218	£142,404
4.5	South Yorkshire Essex Avon & Somerset Sussex South Wales	£168,813	£139,605
3.5	Nottinghamshire	£162,000	£133,983

3.0	Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£158,595	£131,166
2.5	Surrey Norfolk	£155,184	£128,361
2.0	Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent Northamptonshire Suffolk Dorset Wiltshire Bedfordshire	£151,815	£125,550
1.5	Gloucestershire Lincolnshire Cumbria Warwickshire Dyfed-Powys	£148,371	£124,530

Note:

- (a) 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.

2) Commissioners', Deputy Commissioners', Assistant Commissioners' and Deputy Assistant Commissioners' Pay

Force	Commissioner: with effect from 1 September 2022	Deputy Commissioner: with effect from 1 September 2022	Assistant Commissioner: with effect from 1 September 2022	Deputy Assistant Commissioner: with effect from 1 September 2022
Metropolitan	£294,840	£243,744	£206,274	£158,595
City of London	£183,123	£151,377		

3) Assistant Chief Constables' and Commanders' Pay

Pay Point	With effect from 1 September 2022
1	£107,502
2	£114,306
3	£121,122

PART 10²

LONDON WEIGHTING

(WITH EFFECT FROM 1 SEPTEMBER 2022)

- 1) The annual pay of a member of the City of London or Metropolitan police force shall be increased by £2,697, but any allowance under the Police Regulations 2003 calculated by reference to a member's pay shall be calculated as if this Part had not been made.
- 2) The hourly rate of pay payable to a part-time member of the City of London or Metropolitan police force shall be increased by a sum obtained by multiplying by 6/12520 the sum of £2,697.

² There was previously a Part 9 and Part 9A, but they have been deleted. To ensure cross-references in other documents remain correct, however, this Part and subsequent Parts have not been renumbered.

PART 11

PART-TIME MEMBERS

- 1) The hourly rate of pay of a part-time member shall be calculated by multiplying by 6/12520 the appropriate annual rate of pay. Without prejudice to the provisions of Annex G (Overtime) and Annex H (Public Holidays and Rest Days), a part-time member up to and including the rank of Chief Superintendent shall be paid at the hourly rate in respect of each hour of duty, up to a maximum of 40 hours per week.
- 2) A part-time member's pay for days of annual leave shall be 8 times the rate of pay as in paragraph (1) above, reduced in proportion that the number of determined hours bears to 40 times the number of weeks in the relevant period.
- 3) In this Part, "determined hours" and "relevant period" have the meaning given in paragraph 6(b) of the Secretary of State's determination of the normal periods of duty of a member of a police force under regulation 22 (Annex E)."