

ANNEX F (AMENDMENTS)**REGULATION 24****PAY**

The following determination “Annex F (Amendments) – Pay” is made by the Secretary of State under regulation 24 of the Police Regulations 2003 (S.I. 2003/527). This determination was made on 2 May 2024 and amends the determination “Annex F - Pay”. The amendments come into force on 1 June 2024.

1. For Part 8(1) of Annex F, substitute:

“(1) Chief Constables’ Pay

Current force weighting	Force	With effect from 1 September 2023	With effect from 1 June 2024	With effect from 1 September 2024*	With effect from 1 June 2025*
	GROUP 1	£220,713	£220,713	£220,713	£220,713
10.0	Greater Manchester	£220,713	£220,713	£220,713	£220,713
10.0	West Midlands	£220,713	£220,713	£220,713	£220,713
8.5	West Yorkshire	£206,139	£213,426	£213,426	£220,713
6.5	Thames Valley	£195,207	£207,960	£207,960	£220,713
	GROUP 2	£191,553	£191,553	£191,553	£191,553
6.0	Merseyside	£191,553	£191,553	£191,553	£191,553
6.0	Northumbria	£191,553	£191,553	£191,553	£191,553
5.5	Hampshire	£187,908	£189,731	£189,731	£191,553
5.0	Devon and Cornwall	£184,272	£187,913	£187,913	£191,553
5.0	Kent	£184,272	£187,913	£187,913	£191,553
5.0	Lancashire	£184,272	£187,913	£187,913	£191,553
4.5	Avon and Somerset	£180,630	£186,092	£186,092	£191,553
4.5	Essex	£180,630	£186,092	£186,092	£191,553
4.5	South Wales	£180,630	£186,092	£186,092	£191,553
4.5	South Yorkshire	£180,630	£186,092	£186,092	£191,553
4.5	Sussex	£180,630	£186,092	£186,092	£191,553
	GROUP 3	£173,340	£173,340	£173,340	£173,340
3.5	Nottinghamshire	£173,340	£173,340	£173,340	£173,340
3.0	Cheshire	£169,698	£171,519	£171,519	£173,340
3.0	Derbyshire	£169,698	£171,519	£171,519	£173,340
3.0	Hertfordshire	£169,698	£171,519	£171,519	£173,340
3.0	Humberside	£169,698	£171,519	£171,519	£173,340
3.0	Leicestershire	£169,698	£171,519	£171,519	£173,340
3.0	Staffordshire	£169,698	£171,519	£171,519	£173,340
3.0	West Mercia	£169,698	£171,519	£171,519	£173,340
2.5	Norfolk	£166,047	£169,694	£169,694	£173,340
2.5	Surrey	£166,047	£169,694	£169,694	£173,340
2.0	Bedfordshire	£162,411	£167,876	£167,876	£173,340

2.0	Cambridgeshire	£162,411	£167,876	£167,876	£173,340
2.0	Cleveland	£162,411	£167,876	£167,876	£173,340
2.0	Dorset	£162,411	£167,876	£167,876	£173,340
2.0	Durham	£162,411	£167,876	£167,876	£173,340
2.0	Gwent	£162,411	£167,876	£167,876	£173,340
2.0	North Yorkshire	£162,411	£167,876	£167,876	£173,340
2.0	North Wales	£162,411	£167,876	£167,876	£173,340
2.0	Northamptonshire	£162,411	£167,876	£167,876	£173,340
2.0	Suffolk	£162,411	£167,876	£167,876	£173,340
2.0	Wiltshire	£162,411	£167,876	£167,876	£173,340
1.5	Cumbria	£158,757	£166,049	£166,049	£173,340
1.5	Dyfed-Powys	£158,757	£166,049	£166,049	£173,340
1.5	Gloucestershire	£158,757	£166,049	£166,049	£173,340
1.5	Lincolnshire	£158,757	£166,049	£166,049	£173,340
1.5	Warwickshire	£158,757	£166,049	£166,049	£173,340

*To be uplifted and adjusted following the application of any pay award, where such an award is to be made.

(1A) Deputy Chief Constables' Pay

Current force weighting	Force	With effect from 1 September 2023	With effect from 1 June 2024	With effect from 1 September 2024*	With effect from 1 June 2025*
	GROUP 1	£182,088	£182,088	£182,088	£182,088
10.0	Greater Manchester	£169,698	£175,893	£175,893	£182,088
10.0	West Midlands	£169,698	£175,893	£175,893	£182,088
8.5	West Yorkshire	£165,318	£173,703	£173,703	£182,088
6.5	Thames Valley	£161,403	£171,746	£171,746	£182,088
	GROUP 2	£158,031	£158,031	£158,031	£158,031
6.0	Merseyside ^[1]	£158,394	£158,031	£158,031	£158,031
6.0	Northumbria ^[1]	£158,394	£158,031	£158,031	£158,031
5.5	Hampshire	£155,385	£156,708	£156,708	£158,031
5.0	Devon and Cornwall	£ 152,373	£155,202	£155,202	£158,031
5.0	Kent	£ 152,373	£155,202	£155,202	£158,031
5.0	Lancashire	£ 152,373	£155,202	£155,202	£158,031
4.5	Avon and Somerset	£149,376	£153,704	£153,704	£158,031
4.5	Essex	£149,376	£153,704	£153,704	£158,031
4.5	South Wales	£149,376	£153,704	£153,704	£158,031
4.5	South Yorkshire	£149,376	£153,704	£153,704	£158,031
4.5	Sussex	£149,376	£153,704	£153,704	£158,031
	GROUP 3	£143,006	£143,006	£143,006	£143,006
3.5	Nottinghamshire ^[2]	£143,361	£143,006	£143,006	£143,006
3.0	Cheshire	£140,349	£141,678	£141,678	£143,006
3.0	Derbyshire	£140,349	£141,678	£141,678	£143,006
3.0	Hertfordshire	£140,349	£141,678	£141,678	£143,006
3.0	Humberside	£140,349	£141,678	£141,678	£143,006

3.0	Leicestershire	£140,349	£141,678	£141,678	£143,006
3.0	Staffordshire	£140,349	£141,678	£141,678	£143,006
3.0	West Mercia	£140,349	£141,678	£141,678	£143,006
2.5	Norfolk	£137,346	£140,176	£140,176	£143,006
2.5	Surrey	£137,346	£140,176	£140,176	£143,006
2.0	Bedfordshire	£134,340	£138,673	£138,673	£143,006
2.0	Cambridgeshire	£134,340	£138,673	£138,673	£143,006
2.0	Cleveland	£134,340	£138,673	£138,673	£143,006
2.0	Dorset	£134,340	£138,673	£138,673	£143,006
2.0	Durham	£134,340	£138,673	£138,673	£143,006
2.0	Gwent	£134,340	£138,673	£138,673	£143,006
2.0	North Yorkshire	£134,340	£138,673	£138,673	£143,006
2.0	North Wales	£134,340	£138,673	£138,673	£143,006
2.0	Northamptonshire	£134,340	£138,673	£138,673	£143,006
2.0	Suffolk	£134,340	£138,673	£138,673	£143,006
2.0	Wiltshire	£134,340	£138,673	£138,673	£143,006
1.5	Cumbria	£133,248	£138,127	£138,127	£143,006
1.5	Dyfed-Powys	£133,248	£138,127	£138,127	£143,006
1.5	Gloucestershire	£133,248	£138,127	£138,127	£143,006
1.5	Lincolnshire	£133,248	£138,127	£138,127	£143,006
1.5	Warwickshire	£133,248	£138,127	£138,127	£143,006

*To be uplifted and adjusted following the application of any pay award, where such an award is to be made.

^[1] Those appointed before 1 June 2024 will continue to receive 86.2% of the Chief Constable salary; the new rates apply to those appointed on or after 1 June 2024

^[2] Those appointed before 1 June 2024 will continue to receive 82.7% of the Chief Constable salary; the new rates apply to those appointed on or after 1 June 2024

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. For Part 8(2) of Annex F, substitute:

“(2) Commissioners’, Deputy Commissioners’, Assistant Commissioners’ and Deputy Assistant Commissioners’ Pay

- (a) Ranks subject to 2-year transitional uplift:

Force	Rank	With effect from 1 September 2023	With effect from 1 June 2024	With effect from 1 September 2024*	With effect from 1 June 2025*
Metropolitan	Assistant Commissioner	£220,713	£220,713	£220,713	£220,713
Metropolitan	Deputy Assistant Commissioner	£169,698	£175,893	£175,893	£182,088

*To be uplifted and adjusted following the application of any pay award, where such an award is to be made.

(b) Ranks not subject to 2-year transitional uplift:

Force	Rank	With effect from 1 September 2023
Metropolitan	Commissioner	£315,480
City of London	Commissioner	£195,942
Metropolitan	Deputy Commissioner	£260,805
City of London	Assistant Commissioner	£161,973

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