

APPENDIX E – RECOMMENDED CHANGES TO POLICE OFFICER PAY SCALES AND ALLOWANCES FROM 1 SEPTEMBER 2016

Salary Scales

The salary scales in effect from 1 September 2015 are set out below along with our recommendations for effect from 1 September 2016.

Rank	Pay point	With effect from 1 September 2015	Recommended for effect from 1 September 2016	Notes
Constable (appointed before 1 April 2013)	On commencing service	£23,964	£24,204	
	On completion of initial training	£26,748	£27,015	
	2	£28,302	£28,584	a
	3	£30,030	£30,330	
	4	£30,975	£31,284	
	5	£31,971	£32,292	
	(point removed on 1 April 2015)	(£33,693)	–	
	6	£34,779	£35,127	
Constable (appointed on or after 1 April 2013)	(point removed on 1 April 2016)	(£36,882)	(£37,251)	
	7	£37,626	£38,001	
	0	£19,578	£19,773	b,c
	1	£22,668	£22,896	d
	2	£23,694	£23,931	e
	3	£24,729	£24,975	
	4	£25,758	£26,016	
	5	£27,819	£28,098	
6	£31,971	£32,292		
Sergeant	7	£37,626	£38,001	
	1	£38,910	£39,300	
	2	£40,218	£40,620	
	3	£41,076	£41,487	
	4	£42,285	£42,708	

Rank	Pay point	With effect from 1 September 2015	Recommended for effect from 1 September 2016	Notes
Inspector	0	£48,207	£48,690	
	1	£49,566	£50,061	
	2	£50,925	£51,435	
	3	£52,290	£52,812	
Inspector (London)	0	£50,319	£50,823	
	1	£51,684	£52,200	
	2	£53,049	£53,580	
	3	£54,420	£54,963	
Chief Inspector	1	£53,358	£53,892	f
	2	£54,432	£54,975	
	3	£55,554	£56,109	
	In post 31 August 1994	£56,463	£57,027	
Chief Inspector (London)	1	£55,485	£56,040	f
	2	£56,553	£57,120	
	3	£57,675	£58,251	
	In post 31 August 1994	£58,575	£59,160	
Superintendent (promoted to rank before 1 April 2014)	1	£64,188	£64,830	
	2	£66,834	£67,503	
	3	£69,480	£70,176	
	4	£72,135	£72,855	
	5	£74,784	£75,531	
Superintendent (promoted to rank on or after 1 April 2014)	1	£64,188	£64,830	
	2	£67,542	£68,217	
	3	£71,070	£71,781	
	4	£75,816	£76,575	
Chief Superintendent	1	£79,557	£80,352	
	2	£82,248	£83,070	
	3	£83,925	£84,765	

Notes:

- a. All officers move to this salary point on completion of two years' service as a constable.
- b. Entry point for an officer appointed in the rank of constable, however:
 - (i) The chief officer of police may, after consultation with the local policing body, assign any officer 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 officer 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.
- c. The salary paid to an officer at pay point 0 shall be between £19,773 and £22,896 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 (c) above.
- d. On completion of initial training, an officer who entered at pay point 0 will move to pay point 1.
- e. All officers 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.
- f. Entry point for an officer appointed to the rank, unless the chief officer of police assigns the officer to a higher point.

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.

Allowances

The recommended revised values of allowances from 1 September 2016 are set out below:

London Weighting	£2,373
South East Allowance Maxima	
– Essex, Hertfordshire, Kent, Surrey, and Thames Valley	£3,000
– Bedfordshire, Hampshire, Sussex	£2,000
Dog Handlers' Allowance	£2,217
Motor Vehicle Allowance:	
– Essential Users' Lump Sum:	
– 451-999cc	£846
– 1000-1199cc	£963
– 1200-1450cc	£1,239
– Per mile (all users)	HMRC approved rate ¹²

The values of all other allowances and payments remain unchanged.

¹²<https://www.gov.uk/expenses-and-benefits-business-travel-mileage/rules-for-tax>