

Payroll have recently received a number of queries regarding potential leapfrogging within the Constable pay scale. The below outlines the explanation for this.

All new appointments from September 2013 will be paid on the new Constable's pay scale. The Chief Constable of each force has discretion to choose the entry point. NWP's Chief Constable has stated the entry point will be point 1. Increments are awarded annually on the anniversary of joining. On the 6th anniversary of service the officer will attain the top of the pay scale.

Prior to September 2013 new Constables were paid on the old pay scale. The entry point for all officers was point 0. Increment onto point 1 was made upon attaining independent patrol status. The next increment was awarded on the 2nd anniversary of service and annually thereafter. On the 7th anniversary of service the officer will attain the top of the pay scale.

Officers who were appointed shortly after September 2013 will attain the top of the pay scale before those appointed just before September 2013.

Pay point	Old pay scale	New pay scale
0	£24,936	£20,370
1	£27,831	£23,586
2	£29,445	£24,654
3	£31,245	£25,728
4	£32,229	£26,802
5	£33,267	£28,947
6	£36,189	£33,267
7	£39,150	£39,150

Constables pay scales effective from September 2018

North Wales Police Payroll Manager, 28-5-2019.