

PAY SCALES AND ALLOWANCES FROM 1 SEPTEMBER 2022

Salary scales

The salary scales for the Federated ranks in effect from 1 September 2021 are set out below along with the recommendations of the Police Remuneration Review Body (PRRB) for effect from 1 September 2022.

Rank	Pay point	With effect from 1 September 2021	Recommended for effect from 1 September 2022	Notes
Constable (appointed on or after 1 April 2013)	0 and PCDA minimum	£21,654	£23,556	a - g
	1	£24,780	£26,682	h
	2	£25,902	£27,804	i
	3	£27,030	£28,932	
	4	£28,158	£30,060	
	5	£30,411	£32,313	
	6	£34,950	£36,852	
	7	£41,130	£43,032	
Constable (appointed before 1 April 2013)	On commencing service	£26,199	£28,101	
	On completion of initial training	£29,241	£31,143	
	2	£30,933	£32,835	j
	3	£32,826	£34,728	
	4	£33,861	£35,763	
	5	£34,950	£36,852	

	6	£38,022	£39,924	
	7	£41,130	£43,032	
Sergeant	1	Removed	Removed	
	2	£43,965	£45,867	
	3	£44,901	£46,803	
	4	£46,227	£48,129	
Inspector	0	£52,698	£54,600	
	1	£54,186	£56,088	
	2	£55,671	£57,573	
	3	£57,162	£59,064	
Inspector (London)	0	£55,005	£56,907	
	1	£56,496	£58,398	
	2	£57,993	£59,895	
	3	£59,490	£61,392	
Chief inspector	1	£58,332	£60,234	k
	2	£59,502	£61,404	
	3	£60,732	£62,634	
	In post 31 August 1994	£61,725	£63,627	
Chief inspector (London)	1	£60,654	£62,556	k
	2	£61,824	£63,726	
	3	£63,048	£64,950	

	In post 31 August 1994	£64,032	£65,934	

Notes:

a. Subject to note (b), 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 the starting salary of a PCDA constable must be an amount from £23,556 to pay point 1 on the constables' pay scale.

b. 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 constables' scale where that PCDA constable:

- possesses a Policing Qualification as defined by the chief officer after consultation with the local policing body;
- 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;
- 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 chief officer of police must take into account, in making their determination under note (a):

- the views of the local policing body;
- local recruitment needs; and
- whether the PCDA constable holds a policing qualification or relevant experience other than those specified in note (b) above.

d. 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:

- For PCDA constables being paid an amount equal to pay point 1 on the prevailing constable pay scale during their first 12 months of service, they will be moved to pay point 2.
- For all other PCDA constables, they will be moved to pay point 1.

e. 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.

f. Entry point for an officer 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 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.

g. The salary paid to an officer at pay point 0 shall be between £23,556 and £26,682 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 (f) above.

h. On completion of initial training, an officer who entered at pay point 0 will move to pay point 1.

i. 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 with the exception of pay point 4 which is subject to note (j) below.

j. All officers move to this salary point on completion of two years' service as a constable.

k. 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. In the absence of a PDR, an officer's performance will be assumed to have been 'satisfactory'.