

**CONSTABLES' PAY FROM 1 SEPTEMBER 2014 FOR THOSE WHO JOINED ON OR  
AFTER 1 APRIL 2013 IN ENGLAND AND WALES**

Pay point	With effect from 1 September 2018	With effect from 1 September 2019
0	£20370 (a), (b)	£20,880 (a), (b)
1	£23586 (c)	£24,177 (c)
2	£24654 (d)	£25,269 (d)
3	£25,728	£26,370
4	£26,802	£27,471
5	£28,947	£29,670
6	£33,267	£34,098
7	£39,150	£40,128

(a) Entry point for a member appointed in the rank of constable, however:

(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; and

(ii) The chief officer of police shall assign to pay point 1 any member 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.

(b) The salary paid to a member at pay point 0 shall be between £20,370 and £23,585 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.

## CONSTABLES' PAY

Pay point	With effect from 1 September 2018	With effect from 1 September 2019
On commencing Service	£24,936	£25,560
On completion Of initial training	£27,831	£28,527
2	£29,445 (a)	£30,180 (a)
3	£31,245	£32,025
4	£32,229	£33,036
5	£33,267	£34,098
6	£36,189	£37,095
7	£39,150	£40,128

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

### **SERGEANTS' PAY**

Pay point	With effect from 1 September 2018	With effect from 1 September 2019
1	£40,488 (a)	£41,499 (a)
2	£41,847	£42,894
3	£42,738	£43,806
4	£43,998	£45,099

(a) Entry point for officers promoted from constable

### **INSPECTORS' PAY**

Pay point	With effect from 1 September 2018	With effect from 1 September 2019
0	£50,160	£51,414
1	£51,573	£52,863
2	£52,986	£54,312
3	£54,408	£55,767

### **CHIEF INSPECTORS' PAY**

Pay point	With effect from 1 September 2018	With effect from 1 September 2019
1	£55,521 (a)	£56,910 (a)
2	£56,563	£58,050
3	£57,804	£59,250

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