

**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 2017	With effect from 1 September 2018
0	£19,771 (a), (b)	£20,370 (a), (b)
1	£23,124 (c)	£23,586 (c)
2	£24,171 (d)	£24,654 (d)
3	£25,224	£25,728
4	£26,277	£26,802
5	£28,380	£28,947
6	£32,616	£33,267
7	£38,382	£39,150

(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 2017	With effect from 1 September 2018
On commencing Service	£24,447	£24,936
On completion Of initial training	£27,285	£27,831
2	£28,869 (a)	£29,445 (a)
3	£30,633	£31,245
4	£31,596	£32,229
5	£32,616	£33,267
6	£35,478	£36,189
7	£38,382	£39,150

(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 2017	With effect from 1 September 2018
1	£39,693 (a)	£40,488 (a)
2	£41,025	£41,847
3	£41,901	£42,738
4	£43,134	£43,998

(a) Entry point for officers promoted from constable

### **INSPECTORS' PAY**

Pay point	With effect from 1 September 2017	With effect from 1 September 2018
0	£49,176	£50,160
1	£50,562	£51,573
2	£51,948	£52,986
3	£53,340	£54,408

### **CHIEF INSPECTORS' PAY**

Pay point	With effect from 1 September 2017	With effect from 1 September 2018
1	£54,432 (a)	£55,521 (a)
2	£55,524	£56,634
3	£56,670	£57,804

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