

**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 2016	With effect from 1 September 2017
0	£19,578 (a), (b)	£19,774 (a), (b)
1	£22,896 (c)	£23,124 (c)
2	£23,931 (d)	£24,171 (d)
3	£24,975	£25,224
4	£26,016	£26,277
5	£28,098	£28,380
6	£32,292	£32,616
7	£38,001	£38,382

(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 £19,383 and £22,668 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.