

**POLICE NEGOTIATING BOARD**

Independent Secretary:  
Bill Blase  
Office of Manpower Economics  
Victoria House  
Southampton Row  
LONDON WC1B 4AD

**POLICE NEGOTIATING BOARD AGREEMENT**

1. The Official and Staff Sides of PNB have reached an agreement at the PNB meeting on 1 May 2014 on the pay of federated ranks police officers.

Details are set out in the attached memorandum and annexes.

2. This PNB agreement has been approved by the Secretary of State for the Home Department. Local policing bodies now have the authority to implement this agreement\*. This award will be promulgated in a Home Office circular. In due course, the Secretary of State will make formal determinations.
3. Any enquiries about this circular should be addressed to the Independent Secretariat at the Office of Manpower Economics ☎ 020 7271 0472, to the Official Side Secretary ☎ 020 7187 7341 or the Staff Side Secretary ☎ 01372 3521003/4. Enquiries to the Independent Secretariat relating to the interpretation of this circular should be made in writing.

25 June 2014

\* PNB Circulars form a single numerical series. Those which in themselves provide authority to implement an agreement carry the serial number alone, while those which are advisory are designated as such after the serial number.

## MEMORANDUM

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The Official and Staff Sides of PNB have reached agreement on a pay award for police officers as follows:

To increase the salary rates for the federated ranks by 1% with effect from 1 September 2014 as set out in Annexes A, B, C and D.

**CONSTABLES' PAY**

Pay point	With effect from 1 April 2014	With effect from 1 September 2014	
On commencing Service	£23,493	£23,727	
On completion Of initial training	£26,223	£26,484	
2	£27,747 (a)	£28,023 (a)	
3	£29,439	£29,733	
4	£30,366	£30,669	
5	£31,341	£31,653	
	(£32,235)	(£32,556)	(pay point removed on 1 April 2014)
6	£33,030	£33,360	
7	£34,092	£34,434	
8	£36,153	£36,516	
9	£36,885(b)	£37,254 (b)	

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

(b) Officers on this point in England and Wales who are in receipt of competence related threshold payment will continue to receive the payment in accordance with Regulation 24, Annex F, Part 9A

**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 2013	With effect from 1 September 2014
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0	£19,191	£19,383 (a), (b)
1	£22,221	£22,443 (c)
2	£23,229	£23,460 (d)
3	£24,240	£24,483
4	£25,251	£25,503
5	£27,270	£27,543
6	£31,341	£31,653
7	£36,885	£37,254

(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 £22,442 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.

**SERGEANTS' PAY**

Pay point	With effect from 1 April 2014	With effect from 1 September 2014	
	(£36,885)	(£37,254)	(pay point removed 1 April 2014)
1	£38,145 (a)	£38,526 (a)	
2	£39,426	£39,819	
3	£40,266	£40,668	
4	£41,451(b)	£41,865(b)	

(a) Entry point for officers promoted from constable

(b) Officers on this point in England and Wales who are in receipt of competence related threshold payment will continue to receive the payment in accordance with Regulation 24, Annex F, Part 9A

**INSPECTORS' PAY**  
(London salaries in brackets)

Pay point	With effect from 1 September 2013	With effect from 1 September 2014
0	£47,256 (£49,329)	£47,730 (£49,821)
1	£48,588 (£50,664)	£49,074 (£51,171)
2	£49,923 (£52,005)	£50,421 (£52,524)
3	£51,258 (£53,346)	£51,771 (a) (£53,880)(a)

(a) Officers on this point in England and Wales who are in receipt of competence related threshold payment will continue to receive the payment in accordance with Regulation 24, Annex F, Part 9A

**CHIEF INSPECTORS' PAY**  
(London salaries in brackets)

Pay point	With effect from 1 September 2013	With effect from 1 September 2014
1	£52,308 (a) (£54,393 (a))	£52,830 (a) (£54,936) (a)
2	£53,358 (£55,437)	£53,892 (£55,992)
3	£54,459 (£56,541)	£55,005 (b) (£57,105)(b)

- (a) Entry point for an officer appointed to the rank, unless the chief officer of police assigns the officer to a higher point.
- (b) Officers on this point in England and Wales who are in receipt of competence related threshold payment will continue to receive the payment in accordance with Regulation 24, Annex F, Part 9A

**CHIEF INSPECTORS IN POST AT 31 AUGUST 1994**  
(London salaries in brackets)

Annual salary with effect from 1 September 2013	Annual salary with effect from 1 September 2014
£55,350 (£57,423)	£55,905 (a) (£57,996)(a)

- (a) Officers on this point in England and Wales who are in receipt of competence related threshold payment will continue to receive the payment in accordance with Regulation 24, Annex F, Part 9A