

POLICE NEGOTIATING BOARD

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

POLICE NEGOTIATING BOARD AGREEMENT

1. The Police Negotiating Board has previously reached agreement on the implementation of changes to the pay scales for constables who joined the service prior to the 1 April 2013 and for sergeants (see also PNB circular 2013/14 revised). It was agreed that changes to the constables' pay scale would take place in three stages over two years from the 1 April 2014. Pay points 6, 7 and 9 will be removed in April 2014, 2015 and 2016 respectively. It was also agreed that pay point 0 on the sergeants' pay scale would be removed from the 1 April 2014. The purpose of this circular is to set out the changes which will come into effect from the 1 April 2014.

The new pay scales, alongside existing scales, are detailed in the attached memorandum.

2. This agreement will require amendment to the Determination at annex F made under the Police Regulations 2003 but specific approval of the agreement by the Home Office has previously been given.
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 352003/4. Enquiries to the Independent Secretariat relating to the interpretation of this circular should be made in writing.

7 March 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

Agreement has been reached in PNB on changes to the constables' and sergeants' pay scales with effect from 1 April 2014. Details of the changes to the constables' and sergeants' pay scales are set out below together with the existing scales:

Pay point	Annual salary with effect from 1 September 2013 £	Pay point	With effect from 1 April 2014 £	Pay point	With effect from 1 April 2015 £	Pay point	With effect from 1 April 2016 £
On commencing service	£23,493		£23,493		£23,493		£23,493
On completion of initial training	£26,223		£26,223		£26,223		£26,223
2	£27,747(a)	2	£27,747(a)	2	£27,747(a)	2	£27,747(a)
3	£29,439	3	£29,439	3	£29,439	3	£29,439
4	£30,366	4	£30,366	4	£30,366	4	£30,366
5	£31,341	5	£31,341	5	£31,341	5	£31,341
6	£32,235						
7	£33,030	6	£33,030				
8	£34,092	7	£34,092	6	£34,092	6	£34,092
9	£36,153	8	£36,153	7	£36,153		
10	£36,885(b)	9	£36,885(b)	8	£36,885(b)	7	£36,885(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

The constables' pay scale of 11 points will be reduced by 3 points over 2 years from 1 April 2014. When a pay point is removed officers will not automatically move to the next highest pay point but will move instead in line with their incremental date. Further details of the assimilation procedure and changes to incremental dates are set out in PNB Circular 2013/14 (revised) – which should be read in conjunction with this circular.

SERGEANTS' PAY

<u>Pay point</u>	<u>With effect from 1 September 2013</u>	<u>With effect from 1 April 2014</u>
<u>0</u>	£36,885(a)	
<u>1</u>	£38,145(b)	£38,145(a)
<u>2</u>	£39,426	£39,426
<u>3</u>	£40,266	£40,266
<u>4</u>	£41,451(c)	£41,451(b)

With effect from 1 September 2013

- (a) Entry point for members promoted from constables' pay point 9 or less
- (b) Entry point for members promoted from constables pay point 10
- (c) Officers on this point in England and Wales who are in receipt of a competence related threshold payment will continue to receive the payment in accordance with Regulation 24, Annex F, Part 9A

With effect from 1 April 2014

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

As detailed in PNB circular 2013/14 (revised) pay point 0 of the current sergeants' pay scale will be removed from 1 April 2014 to ensure that sergeants are always paid more than constables, consistent with the greater responsibilities of the job. Sergeants on pay point 0 will move to pay point 1 of the pay scale on 1 April 2014. Those sergeants who move from pay point 0 to pay point 1 on 1 April 2014 will have a new incremental date of 1 April. They will therefore move to pay point 2 on 1 April 2015.