

PNB Circular 2014/3 (Amendment No 2)

POLICE NEGOTIATING BOARD

Independent Secretary:
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POLICE NEGOTIATING BOARD AGREEMENT

1. The PNB Superintendents' Committee has reached an agreement on introducing revised pay scales for the ranks of both Superintendent and Chief Superintendent. Details are set out in the attached memorandum.
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 Minister 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 ☎ 01189 844005. Enquiries to the Independent Secretariat relating to the interpretation of this circular should be made in writing.

20 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

The PNB Superintendents' Committee has reached agreement on introducing revised pay scales for the ranks of both Superintendent and Chief Superintendent to be effective from 1 April 2014.

Performance-Related Bonus Payments (PRBs), Double Increments and, in the case of Chief Superintendents, Post-Related Allowances (PRAs) have been incorporated into the revised pay scales.

This circular also provides guidance on the process of assimilation.

For the purposes of this Circular, 'reckonable service' should be taken to mean the period an officer has spent on a particular pay point outside the two year freeze on incremental progression in place between 1 April 2012 and 31 March 2014.

Superintendents

Superintendent Pay Scales

The pay scale to be introduced from 1 April 2014, which has been reduced from five pay points to four, is shown in the table below:

<u>Pay point</u>	<u>Existing</u>	<u>New</u> <u>(w.e.f from 1</u> <u>April 2014)</u>
1	£62,922	£62,922
2	£65,517	£66,210
3	£68,111	£69,670
4	£70,714	£74,321
5	£73,311	

Superintendents promoted on or after 1 April 2014

- Officers promoted either temporarily or substantively to the rank of Superintendent on or after 1 April 2014 will join the new 4 point pay scale on the date of their promotion.
- Incremental progression will follow upon completion of twelve months reckonable service on each pay point (usually the anniversary of an officer's promotion).

Superintendents promoted on or before 31 March 2014

All Superintendents who were promoted either temporarily or substantively on or before 31 March 2014 will remain on the existing pay scale. They will transfer across to pay point 4 of the new pay scale (top of scale) no later than the point at which their increment becomes payable during the twelve month period commencing 1 April 2016. The following assimilation arrangements will apply to their transition to the new pay scale:

(1) Superintendents currently on pay points 1 to 4 of the existing pay scale

- Officers will progress to the next point on the existing pay scale upon completion of twelve months reckonable service at a specific pay point. For example, an officer who attained pay point 3 of the existing pay scale on 1 September 2011 will move to pay point 4 of the same scale on 1 September 2014 and pay point 5 on 1 September 2015. The officer will then move to pay point 4 of the new scale (top of scale) on 1 September 2016.
- Officers who attained pay point 4 of the existing pay scale prior to the commencement of the freeze on incremental progression will move to pay point 5 of the same scale on completion of twelve months reckonable service at that pay point. Upon completion of twelve months reckonable service on pay point 5, such officers will move to pay point 4 of the new scale (top of scale). For example, an officer who attained pay point 4 of the existing scale on 1 May 2011 will progress to pay point 5 of the same scale on 1 May 2014 and pay point 4 of the new scale on 1 May 2015.
- All officers who remain on the existing pay scale will, regardless of their length of service in the rank, transfer to pay point 4 of the new pay scale (top of scale) no later than the date upon which their increment becomes payable during the twelve month period commencing on 1 April 2016. For some officers, this will result in them by-passing one or more of the intermediate pay points of both the existing and the new pay scales. For example, an officer promoted on 1 April 2012 will progress to pay point 2 of the existing scale on 1 April 2015 and pay point 4 of the new scale (top of scale) on 1 April 2016.

(2) Superintendents currently on pay point 5 of the existing scale

- Officers will progress to pay point 4 of the new pay scale (top of scale) on 1 April 2014, provided they have already completed twelve months reckonable service at their current pay point.
- Officers who, on 1 April 2014, have yet to complete twelve months reckonable service at their current pay point will progress to pay point 4 of the new scale (top of scale) once they have done so. For example, an officer who attained pay point 5 of the existing pay scale on 1

September 2011 will progress to pay point 4 of the new pay scale (top of scale) on 1 September 2014.

It is recognised that the introduction of this new pay scale for Superintendents, and the foregoing assimilation arrangements, will result in 'leap-frogging' in some cases. This will be particularly apparent, although time limited, for those officers who were promoted to the rank during the period of the two year freeze on incremental progression.

Chief Superintendents

Chief Superintendent Pay Scales

The pay scale to be introduced from 1 April 2014 is shown in the table below:

<u>Pay point</u>	<u>Existing</u>	<u>New</u> <u>(w.e.f. 1 April 2014)</u>
1.	£75,138	£77,988
2.	£77,274	£80,628
3.	£79,422	£82,272

Chief Superintendents promoted on or after 1 April 2014

- Officers promoted either temporarily or substantively to the rank of Chief Superintendent on or after 1 April 2014 will join the new pay scale on their date of promotion.
- Incremental progression will follow upon completion of twelve months reckonable service on each pay point (usually the anniversary of an officer's promotion).

Chief Superintendents promoted on or before 31 March 2014

All Chief Superintendents who were promoted either temporarily or substantively on or before 31 March 2014 will move to the new pay scale on 1 April 2014 at their current pay point. The following assimilation arrangements will apply:

- For those officers who have not already attained pay point 3 (top of scale), their date for future incremental progression will become 1 April, regardless of their date of promotion to the rank. For some officers, this will result in them spending longer than twelve months on their current pay point. For example, if an officer was due to move from pay point 2 to pay point 3 on 5 April 2014, that officer will receive an initial increase in pay on 1 April 2014 due to the introduction of the new pay scale, but will not then progress to pay point 3 until 1 April 2015.

- For the avoidance of doubt if, by virtue of having completed twelve months reckonable service on their current pay point, an officer's next increment falls due on 1 April 2014, that officer will progress to the next pay point of the new scale on this date. This will prevent such officers inadvertently experiencing an additional twelve months 'freeze' on incremental progression.
- Although PRBs and Double Increments were suspended for all Superintending ranks for a two year period commencing 1 April 2012, PRAs remained payable to eligible Chief Superintendents throughout this period. Forces are advised that, in order to avoid imposing an unnecessary financial penalty on officers in receipt of a PRA, that the abolition of PRAs and the implementation of the new pay scale must take place on 1 April 2014.

Temporary Service in a Higher Rank

- Where an officer is promoted either temporarily or substantively on or after 1 February 2012, any previous temporary service in the higher rank within the preceding five years will count as reckonable service for the purposes of incremental progression. Up until the point at which HO Circular 018/2013 became effective, if an officer had been temporarily promoted but had then reverted to their substantive rank prior to being promoted once again, they would have reverted to the start of pay point 1 for the purposes of accruing reckonable service.
- Temporary service in the higher rank, which qualifies for the purposes of reckonable service, will need to be taken into account when determining pay progression under the foregoing assimilation arrangements for both Superintendents and Chief Superintendents.