

## CONSTABLES' PAY

Pay point	With effect from 1 September 2007	With effect from 1 September 2008	With effect from 1 September 2009	With effect from 1 September 2010
On commencing Service	£21,534	£22,104	£22,680	£23,259
On completion Of initial training	£24,039	£24,675	£25,317	£25,962
2	£25,434(a)	£26,109 (a)	£26,787 (a)	£27,471 (a)
3	£26,988	£27,702	£28,422	£29,148
4	£27,837	£28,575	£29,319	£30,066
5	£28,731	£29,493	£30,261	£31,032
6	£29,550	£30,333	£31,122	£31,917
7	£30,282	£31,083	£31,890	£32,703
8	£31,251	£32,079	£32,913	£33,753
9	£33,141	£34,020	£34,905	£35,796
10	£33,810 (b)	£34,707 (b)	£35,610 (b)	£36,519 (b)

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

(b) Officers who have been on this point for a year will have access to the competence related threshold payment.

**SERGEANTS' PAY**

Pay point	With effect from 1 September 2007	With effect from 1 September 2008	With effect from 1 September 2009	With effect from 1 September 2010
0	£33,810 (a)	£34,707 (a)	£35,610 (a)	£36,519 (a)
1	£34,968 (b)	£35,895 (b)	£36,828 (b)	£37,767 (b)
2	£36,141	£37,098	£38,061	£39,033
3	£36,915	£37,893	£38,877	£39,867
4	£37,998 (c)	£39,006 (c)	£40,020 (c)	£41,040 (c)

- (a) Entry point for officers promoted from constables' pay point 9 or less.
- (b) Entry point for officers promoted from constables' pay point 10.
- (c) Officers who have been on this point for a year will have access to the competence related threshold payment.

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

Pay point	With effect from 1 September 2007	With effect from 1 September 2008	With effect from 1 September 2009	With effect from 1 September 2010
0	£43,320 (£45,222)	£44,469 (£46,419)	£45,624 (£47,625)	£46,788 (£48,840)
1	£44,544 (£46,446)	£45,723 (£47,676)	£46,911 (£48,915)	£48,108 (£50,163)
2	£45,765 (£47,673)	£46,977 (£48,936)	£48,198 (£50,208)	£49,428 (£51,489)
3	£46,989 (a) (£48,903) (a)	£48,234 (a) (£50,199) (a)	£49,488 (a) (£51,504) (a)	£50,751 (£52,818)

(a) Officers who have been on this point for a year will have access to the competence related threshold payment.

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

Pay point	With effect from 1 September 2007	With effect from 1 September 2008	With effect from 1 September 2009	With effect from 1 September 2010
1	£47,949 (a) (£49,863) (a)	£49,221 (a) (£51,183) (a)	£50,502 (£52,515)	£51,789 (£53,853)
2	£48,915 (£50,820)	£50,211 (£52,167)	£51,516 (£53,523)	£52,830 (£54,888)
3	£49,923 (b) (£51,831) (b)	£51,246 (b) (£53,205) (b)	£52,578 (£54,588)	£53,919 (£55,980)

- (a) Entry point for an officer appointed to the rank, unless the chief officer of police assigns the officer to the higher point.
- (b) Officers who have been on this point for a year will have access to the competence related threshold payment.

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

Annual salary with effect from 1 September 2007	Annual salary with effect from 1 September 2008	Annual salary with effect from 1 September 2009	Annual salary with effect from 1 September 2010
£50,742 (a) (£52,641) (a)	£52,086 (a) (£54,036) (a)	£53,439 (a) (£55,440) (a)	£54,801 (a) (£56,853) (a)

- (a) Officers on this point will have access to the competence related threshold payment.

## PAY

1. To increase the pay ranges of Chief Superintendents, Superintendents and Superintendents who have protected Range 2 status (PNB Circular 01/24 refers) from 1 September 2008 as shown below:

### Superintendent

Pay point	<u>With effect from 1 September 2007</u>	<u>With effect from 1 September 2008</u>	<u>With effect from 1 September 2009</u>	<u>With effect from 1 September 2010</u>
1.	£57,681	£59,211	£60,750	£62,298
2.	£60,060	£61,653	£63,255	£64,869
3.	£62,439	£64,095	£65,760	£67,437
4.	£64,824	£66,543	£68,274	£70,014
5.	£67,203	£68,985	£70,779	£72,585

### Chief Superintendent

<u>Pay point</u>	<u>With effect from 1 September 2007</u>	<u>With effect from 1 September 2008</u>	<u>With effect from 1 September 2009</u>	<u>With effect from 1 September 2010</u>
1.	<u>£68,880</u>	£70,704	£72,543	£74,394
2.	<u>£70,839</u>	£72,717	£74,607	£76,509
3.	<u>£72,807</u>	£74,736	£76,680	£78,636

## Superintendent Range 2 not promoted to Chief Superintendent

<u>Pay point</u>	<u>With effect from 1 September 2007</u>	<u>With effect from 1 September 2008</u>	<u>With effect from 1 September 2009</u>	<u>With effect from 1 September 2010</u>
1.	£66,045	£67,794	£69,558	£71,331
2.	£67,188	£68,967	£70,761	£72,564
3.	£68,661	£70,482	£72,315	£74,160
4.	£70,284	£72,147	£74,022	£75,909