

CONSTABLES' PAY SCALE with effect from 1st April 2014, 1st September 2014, 1st April 2015, 1st September 2015 and 1st April 2016

(for those in service before 1 April 2013)

The constables' pay scale was reduced by 3 points over two years from 1 April 2014. When a pay point is removed a member will not automatically move to the next highest pay point but will move instead in line with their incremental date and the assimilation procedure detailed below.

Pay Point	With effect from 1 Apr 2014	With effect from 1 st Sep 2014	With effect from 1 st Apr 2015	With effect from 1 st Sep 2015	With effect from 1 st Apr 2016
On commencing service	£23,493	£23,727	£23,727	£23,964	£23,964
On completion of initial training	£26,223	£26,484	£26,484	£26,748	£26,748
2	£27,747(a)	£28,023 (a)	£28,023 (a)	£28,302 (a)	£28,302 (a)
3	£29,439	£29,733	£29,733	£30,030	£30,030
4	£30,366	£30,669	£30,669	£30,975	£30,975
5	£31,341	£31,653	£31,653	£31,971	£31,971
6	(£32,235)(c)	(£32,556) (c)	-	-	-
7	£33,030	£33,360	(£33,360)(d)	(£33,360)(d)	-
8	£34,092	£34,434	£34,434	£34,779	£34,779
9	£36,153	£36,516	£36,516	£36,882 (e)	(£36,882) (e)
10	£36,885(b)	£37,254 (b)	£37,254 (b)	£37,626	£37,626

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

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

(c) When this pay point was removed on 1 April 2014, members on this point moved in line with their incremental date and the assimilation procedure detailed below.

(d) When this pay point was removed on 1 April 2015, members on this point moved in line with their incremental date and the assimilation procedure below.

(e) When this pay point is removed on 1 April 2016, members on this point will move in line with their incremental date and the assimilation procedure detailed below.