

**CONSTABLES' PAY with effect from 1st September 2014 and 1st September 2015**

<i>(for those who joined on or after 1st April 2013)</i> Pay point	With effect from 1 September 2014	With effect from 1 September 2015
0	£19,383 (a), (b)	£19, 578 (a), (b)
1	£22,443 (c)	£22,668 (c)
2	£23,460 (d)	£23,694 (d)
3	£24,483	£24,729
4	£25,503	£25,758
5	£27,543	£27,819
6	£31,653	£31,971
7	£37,254	£37,626

(a) Entry point for a member appointed in the rank of constable unless either of sub paragraphs (i) or (ii) applies:

(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 £19,578 and £22,667 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.