

PNB Circular 04/17 (Advisory)

POLICE NEGOTIATING BOARD

Independent Secretary:
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AGREEMENT REACHED IN THE FEDERATED RANKS COMMITTEE

1. At the meeting of the Federated Ranks Committee on 15 July 2004, agreements were reached on :
 - (i) the pay of federated ranks;
 - (ii) dog handler's allowance
 - (iii) Competence Related Threshold Payment
 - (iv) PSNI Allowance; and
 - (v) Temporary non-pensionable supplement for inspectors and chief inspectors in the PSNI.

Details are set out in the attached memorandum and annexes.

2. This PNB circular remains advisory until specific approval of the Secretary of State for the Home Department, Scottish Ministers and the Secretary of State for Northern Ireland have been given and does not confer authority* to implement the agreement. Once approval has been given, it will be promulgated in Home Office, Scottish Executive Justice Department and Northern Ireland Office circulars. In due course, the relevant Secretaries of State will make formal determinations.
3. Any enquiries about this circular should be addressed to the Independent Secretariat at the Office of Manpower Economics ☎ 020 7467 7218, to the Official Side Secretary ☎ 020 7296 6746 or the Staff Side Secretary ☎ 020 8399 2224. Enquiries to the Independent Secretariat relating to the interpretation of this circular should be made in writing.

28 July 2004

* 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 following agreements reached in the Federated Ranks Committee of the Police Negotiating Board are submitted for the approval of the Secretary of State for the Home Department, the Scottish Ministers and the Secretary of State for Northern Ireland.

1. Pay

To increase salary rates for federated ranks as set out in Annexes A, B, C and D.

2. Dog handler's allowance

To increase the annual rate of this allowance from £1,761 to £1,815 with effect from 1 September 2004.

3. Competence Related Threshold Payment

To increase the annual rate of this allowance from £1,002 to £1,032 from 1 September 2004.

4. PSNI Allowance

To increase the annual rate of this allowance from £2,577 to £2,655 with effect from 1 September 2004.

5. Temporary non-pensionable supplement for inspectors and chief inspectors in the PSNI

To increase the annual rate of this allowance from £4,260 to £4,389 with effect from 1 September 2004.

CONSTABLES' PAY

Pay point	With effect from 1 April 2004	With effect from 1 September 2004
On commencing Service	£19,227	£19,803
On completion Of initial training	£21,462	£22,107
2	£22,707(a)	£23,388 (a)
3	£24,096	£24,819
4	£24,852	£25,599
5	£25,650	£26,421
6	£26,382	£27,174
7	£27,039	£27,849
8	£27,903	£28,740
9	£28,914	£29,781
10	£29,589	£30,477
11	£30,186 (b)	£31,092 (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 of £1,032 a year.

SERGEANTS' PAY

Pay point	With effect from 1 September 2003	With effect from 1 September 2004
0	£30,186 (a)	£31,092 (a)
1	£31,221 (b)	£32,157 (b)
2	£32,268	£33,237
3	£32,958	£33,948
4	£33,927 (c)	£34,944 (c)

- (a) Entry point for officers promoted from constables' pay point 10 or less.
- (b) Entry point for officers promoted from constables' pay point 11.
- (c) Officers who have been on this point for a year will have access to the competence related threshold payment of £1,032 a year.

Annex C

INSPECTORS' PAY (London salaries in brackets)

Pay point	With effect from 1 September 2003	With effect from 1 September 2004
0	£38,679 (£40,374)	£39,840 (£41,586)
1	£39,768 (£41,466)	£40,962 (£42,711)
2	£40,860 (£42,561)	£42,087 (£43,839)
3	£41,952 (a) (£43,659) (a)	£43,212 (a) (£44,970) (a)

(a) Officers who have been on this point for a year will have access to the competence related threshold payment of £1,032 a year.

CHIEF INSPECTORS' PAY
(London salaries in brackets)

Pay point	With effect from 1 September 2003	With effect from 1 September 2004
1	£42,810 (a) (£44,517) (a)	£44,094 (a) (£45,852) (a)
2	£43,671 (£45,375)	£44,982 (£46,737)
3	£44,571 (b) (£46,275) (b)	£45,909 (b) (£47,664) (b)

- (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 of £1,032 a year.

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

Annual salary with effect From 1 September 2003	Annual salary with effect from 1 September 2004
£45,300 (a) (£46,998) (a)	£46,659 (a) (£48,408) (a)

- (a) Officers on this point will have access to the competence related threshold payment of £1,032 a year.