

Rank Pay Scales

Provisions relating to pay can be found in Regulation 24 and Annex F of Police Regulations 2003.

Uplift

Pay is usually updated annually from 1 September.

Holiday pay

JBB Circular 39/2015 notes that an agreement was reached in December 2015 with regards to the calculation of holiday pay. It details that officers are entitled to holiday pay that includes their regular overtime pay and several other regular payments.

Constables

Constables appointed before 1 April 2013

Constable (appointed before 1st April 2013) 1st Sept 2019 1st Sept 2020

On commencing service	£25,560	£26,199
On completion of initial training	£28,527	£29,241
2	£30,180	£30,933
3	£32,025	£32,826
4	£33,036	£33,861
5	£34,098	£34,950
6	£37,095	£38,022
7	£40,128	£41,130

Constables appointed on or after 1 April 2013

Constable (appointed on or after 1st April 2013) 1st Sept 2019 1st Sept 2020

PCDA minimum	£18,450	£18,912
0	£20,880	£21,402
1	£24,177	£24,780
2	£25,269	£25,902
3	£26,370	£27,030
4	£27,471	£28,158
5	£29,670	£30,411
6	£34,098	£34,950
7	£40,128	£41,130

Sergeants

Sergeant	1 st Sept 2019	1 st Sept 2020
1	£41,499	Removed/ceases to exist
2	£42,894	£43,965 (a)
3	£43,806	£44,901
4	£45,099	£46,227

(a) Entry point for officers promoted from constable.

Inspectors

Inspector	1 st Sept 2019	1 st Sept 2020
0	£51,414	£52,698
1	£52,863	£54,186
2	£54,312	£55,671
3	£55,767	£57,162

Chief Inspectors

Chief Inspector	1 st Sept 2019	1 st Sept 2020
1	£56,910	£58,332 (a)
2	£58,050	£59,502
3	£59,250	£60,732
In post 31 August 1994	£60,219	£61,725

(a) Entry point for an officer appointed to the rank, unless the chief officer of police assigns the officer to a higher point.