

**POLICE NEGOTIATING BOARD**

Independent Secretary:  
Bill Blase  
Office of Manpower Economics  
Kingsgate House  
66-74 Victoria Street  
LONDON SW1E 6SW

**POLICE NEGOTIATING BOARD AGREEMENT**

1. The Official and Staff Sides of PNB have reached an agreement out of Committee on the pay of federated ranks police officers.

Details are set out in the attached memorandum and annexes.

2. This PNB agreement has been approved by the Secretary of State for the Home Department, Scottish Ministers and the Secretary of State for Northern Ireland. Forces and Authorities now have the authority\* to implement this agreement. This award will be promulgated in Home Office, Scottish Government and Northern Ireland Office circulars.
3. The attached agreement will require amendments to the relevant determinations made under the Police Regulations.
4. Any enquiries about this circular should be addressed to the Independent Secretariat at the Office of Manpower Economics ☎ 020 7215 8101, to the Official Side Secretary ☎ 020 7187 7341 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.

21 October 2008

\* 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

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The Official and Staff Sides of PNB have reached agreement on a multi year pay settlement for police officers as follows:

Police officer pay scales will increase by:

- 2.65% effective from 1 September 2008
- 2.6% effective from 1 September 2009
- 2.55% effective from 1 September 2010

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

The agreement includes the following re-opener clause:

The PNB three year pay settlement entered into by the Staff and Official Sides commencing on 1 September 2008 includes a mechanism to reopen negotiations. The mechanism is that if at 31 August 2009, or 31 August 2010, either Side of the PNB produces new evidence of a substantial and material change in wider economic and labour market conditions and a significant material change to police officer recruitment and retention over the previous twelve month period, then both sides will enter into discussions relating to the pay award due the 1 September immediately following.

The re-opening mechanism is as follows:

That if Staff Side consider that the reopening criteria have been met but have been unsuccessful in reopening negotiations with the Official Side, Staff Side can register a failure to agree and make application to the Police Arbitration Tribunal. Any finding by the PAT that the reopening criteria have been met will be binding on both the Official and Staff Sides.

**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.