

Police Pay Review

Police pay is negotiated by the police Staff Associations and is reviewed on an annual basis with police pay scales and police officer salaries being set for that year.

It should be noted that overall police pay and police salaries are affected by 'regional' and 'competence' police pay allowances.

A multi-year pay settlement reached by the Police Negotiating Board for police officers in England & Wales has an effect on police pay as follows;

Useful links in this section...

- If you are a serving police officer, PCSO or member of the Police Staff, police job opportunities and police transfer opportunities, including on promotion, can be found on the [Police Vacancies](#) website.
- If you want career progression, you will find assistance with our [Police Promotion](#) books.
- If you are looking for information on How To Join The UK Police Service, click on [Police Recruitment](#).
- If you would like to join the police, we have plenty of [police recruitment guides](#).

Pay

The pay of all officers, that is, the federated ranks, superintendents, chief officers and police cadets is increased by:

- 2.65% with effect from 1st September 2008
- 2.6 % with effect from 1st September 2009
- 2.55% with effect from 1st September 2010

London Weighting

The rate of London Weighting is also subject to the same percentage increase as set out above with effect as follows:

- An increase from £2,106 to £2,163 with effect from 1 July 2008
- An increase from £2,163 to £2,220 with effect from 1 July 2009
- An increase from £2,220 to £2,277 with effect from 1 July 2010

Dog Handler's Allowance

The rate of Dog Handler's Allowance is also subject to the same percentage increase as set out above with effect as follows:

- An increase from £1,974 to £2,025 with effect from 1st September 2008
- An increase from £2,025 to £2,079 with effect from 1st September 2009
- An increase from £2,079 to £2,133 with effect from 1st September 2010

Competence Related Threshold Payment

The rate of Competence Related Threshold Payment is also subject to the same percentage increase as set out above with effect as follows:

- An increase from £1,122 to £1,152 with effect from 1st September 2008
- An increase from £1,152 to £1,182 with effect from 1st September 2009
- An increase from £1,182 to £1,212 with effect from 1st September 2010

These increases take police pay rates to the following levels;

Constables' Pay

Pay point	With effect from 1st September 2007	With effect from 1st September 2008	With effect from 1st September 2009	With effect from 1st September 2010
On commencing Service	£21,534	£22,104	£22,680	£23,259
1	£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 1st September 2007	With effect from 1st September 2008	With effect from 1st September 2009	With effect from 1st 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 1st September 2007	With effect from 1st September 2008	With effect from 1st September 2009	With effect from 1st 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 1st September 2007	With effect from 1st September 2008	With effect from 1st September 2009	With effect from 1st 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 1st September 2007	Annual salary with effect from 1st September 2008	Annual salary with effect from 1st September 2009	Annual salary with effect from 1st 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.

Superintendent's Pay

Pay point	With effect from 1st September 2007	With effect from 1st September 2008	With effect from 1st September 2009	With effect from 1st September 2010
1.	£57,681	£59,211	£60,750	£62,298
2.	£60,060	£61,653	£63,255	£64,869
3.	£62,439	£64,095	£65,760	£67,437
4.	£64,824	£66,543	£68,274	£70,014
5.	£67,203	£68,985	£70,779	£72,585

Chief Superintendent's Pay

Pay point	With effect from 1st September 2007	With effect from 1st September 2008	With effect from 1st September 2009	With effect from 1st September 2010
1.	£68,880	£70,704	£72,543	£74,394
2.	£70,839	£72,717	£74,607	£76,509
3.	£72,807	£74,736	£76,680	£78,636

Superintendent Range 2 not promoted to Chief Superintendent

Pay point	With effect from 1st September 2007	With effect from 1st September 2008	With effect from 1st September 2009	With effect from 1st September 2010
1.	£66,045	£67,794	£69,558	£71,331
2.	£67,188	£68,967	£70,761	£72,564
3.	£68,661	£70,482	£72,315	£74,160
4.	£70,284	£72,147	£74,022	£75,909

Chief Officer's Pay 2008

Pay Structure from 1st September 2008

Forces	C C Salary	D C C Salary
MPS (4XACs) West Midlands Greater Manchester	£172,458	£132,222 (MPS 8xDACs)
Strathclyde	£169,584	£132,222
West Yorkshire	£160,962	£128,772
Thames Valley	£152,343	£125,682
Merseyside Northumbria	£149,466	£123,312
Hampshire	£146,589	£120,939
Kent Lancashire Devon & Cornwall	£143,718	£118,563
South Yorkshire Essex Avon & Somerset Sussex South Wales	£140,847	£116,196
Nottinghamshire Lothian & Borders	£135,096	£111,450
Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£132,222	£109,083
Surrey Norfolk	£129,345	£106,710
Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent Grampian Northamptonshire	£126,471	£104,340

Suffolk Dorset Wiltshire Bedfordshire		
Gloucestershire Lincolnshire Cumbria Warwickshire Dyfed-Powys Tayside	£123,597	£103,476
Central Scotland Dumfries & Galloway Fife Northern	£120,720	£103,476

Metropolitan Police Service

Commissioner - £247,194

Deputy Commissioner - £204,075

Police Service of Northern Ireland

Chief Constable - £183,954

Deputy Chief Constable - £149,463

Assistant Chief Constables and Commanders

1. £86,229
2. £89,106
3. £91,983
4. £94,851
5. £97,731
6. £100,602

City of London Commissioner and Assistant Commissioner

Commissioner - £152,925

Assistant Commissioner - £126,135

Chief Officer's Pay 2009

Pay Structure from 1st September 2009

Forces	C C Salary	D C C Salary
MPS (4XACs) West Midlands Greater Manchester	£176,943	£135,660 (MPS 8xDACs)
Strathclyde	£173,994	£135,660
West Yorkshire	£165,147	£132,120
Thames Valley	£156,303	£128,949
Merseyside Northumbria	£153,351	£126,519
Hampshire	£150,399	£124,083
Kent Lancashire Devon & Cornwall	£147,456	£121,647
South Yorkshire Essex Avon & Somerset Sussex South Wales	£144,510	£119,217
Nottinghamshire Lothian & Borders	£138,609	£114,348
Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£135,660	£111,918
Surrey Norfolk	£132,708	£109,485
Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent Grampian Northamptonshire Suffolk Dorset Wiltshire Bedfordshire	£129,759	£107,052

Gloucestershire Lincolnshire Cumbria Warwickshire Dyfed-Powys Tayside	£126,810	£106,167
Central Scotland Dumfries & Galloway Fife Northern	£123,858	£106,167

Metropolitan Police Service

Commissioner - £253,620

Deputy Commissioner - £209,382

Police Service of Northern Ireland

Chief Constable - £188,736

Deputy Chief Constable - £153,348

Assistant Chief Constables and Commanders

1. £88,470
2. £91,422
3. £94,374
4. £97,317
5. £100,272
6. £103,218

City of London Commissioner and Assistant Commissioner

Commissioner - £156,900

Assistant Commissioner - £129,414

Cheif Officer's Pay 2010

Pay Structure from 1st September 2010

Forces	C C Salary	D C C Salary
MPS (4XACs) West Midlands Greater Manchester	£181,455	£139,119 (MPS 8xDACs)

Strathclyde	£178,431	£139,119
West Yorkshire	£169,359	£135,489
Thames Valley	£160,290	£132,237
Merseyside Northumbria	£157,260	£129,744
Hampshire	£154,233	£127,248
Kent Lancashire Devon & Cornwall	£151,215	£124,749
South Yorkshire Essex Avon & Somerset Sussex South Wales	£148,194	£122,256
Nottinghamshire Lothian & Borders	£142,143	£117,264
Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£139,119	£114,771
Surrey Norfolk	£136,092	£112,278
Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent Grampian Northamptonshire Suffolk Dorset Wiltshire Bedfordshire	£133,068	£109,782
Gloucestershire Lincolnshire Cumbria Warwickshire Dyfed-Powys Tayside	£130,044	£108,873

Central Scotland Dumfries & Galloway Fife Northern	£127,017	£108,873
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Metropolitan Police Service

Commissioner - £260,088

Deputy Commissioner - £214,722

Police Service of Northern Ireland

Chief Constable - £193,548

Deputy Chief Constable - £157,257

Assistant Chief Constables and Commanders

1. £90,726
2. £93,753
3. £96,780
4. £99,798
5. £102,828
6. £105,849

City of London Commissioner and Assistant Commissioner

Commissioner - £160,902

Assistant Commissioner - £132,714

Chief Officers on protected pay rates

New salaries for those Chief Officers on protected salaries as listed below.

The April 2003 PNB Agreement on the pay and conditions of Chief Police Officers included protected salaries for certain Chief Officers.

The protection only applies while the Chief Officer is in post as shown below, with their successors being paid in accordance with the new pay structure shown above.

Pay rates w.e.f. 1 September 2008, 2009 and 2010

Chief Constables	2008	2009	2010
Hertfordshire	£135,144	£138,657	£142,194

West Mercia	£135,144	£138,657	£142,194
Gloucestershire	£126,471	£129,759	£133,068
Lincolnshire	£126,471	£129,759	£133,068
Northern	£126,471	£129,759	£133,068

More details of individual Police Pay can be found above. The information contained on police pay, police salaries and police pay scales is updated as soon as details of the annual police pay settlement is announced.