

PNB Circular 07/ 4 (ADVISORY)

POLICE NEGOTIATING BOARD

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

AGREEMENT REACHED IN THE POLICE NEGOTIATING BOARD

1. There has been a Police Arbitration Tribunal (PAT) award on the 2007 federated ranks' pay increase. The PAT award has the effect of an agreement reached in PNB. Their award is that from 1 September 2007 there should be a 2.5% uplift in the following pay and allowances:
 - (i) the pay of federated ranks;
 - (ii) dog handler's allowance
 - (iii) Competence Related Threshold Payment
 - (iv) Northern Ireland Transitional Allowance

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 and the Secretary of State for Northern Ireland have been given and does not confer authority* to implement the agreement. Once a decision on the award has been taken, it will be promulgated in Home Office and Northern Ireland Office circulars. In due course, the relevant Secretaries of State will make formal determinations.
3. However, the PAT award has been agreed by the Scottish Ministers and a Scottish Government circular will follow shortly however, it has been agreed on this occasion that police authorities/forces in Scotland should act on this circular with immediate effect.
4. The attached agreement will require amendments to the relevant determinations made under the Police Regulations.
5. 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.

6 December 2007

* 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

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 £1,926 to £1,974 with effect from 1 September 2007.

3. Competence Related Threshold Payment

To increase the annual rate of this allowance from £1,095 to £1,122 from 1 September 2007.

4. Northern Ireland Transitional Allowance (was PSNI Allowance)

To increase the annual rate of this allowance from £2,817 to £2,529 with effect from 1 September 2007.

Annex A

CONSTABLES' PAY

Pay point	With effect from 1 September 2006	With effect from 1 September 2007
On commencing Service	£21,009	£21,534
On completion Of initial training	£23,454	£24,039
2	£24,813(a)	£25,434 (a)
3	£26,331	£26,988
4	£27,159	£27,837
5	£28,029	£28,731
6	£28,830	£29,550
7	£29,544	£30,282
8	£30,489	£31,251
9	£32,334	£33,141
10	£32,985	£33,810 (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 £1,122 a year.

SERGEANTS' PAY

Pay point	With effect from 1 September 2006	With effect from 1 September 2007
0	£32,985 (a)	£33,810 (a)
1	£34,116 (b)	£34,968 (b)
2	£35,259	£36,141
3	£36,015	£36,915
4	£37,071 (c)	£37,998 (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 of £1,122 a year.

Annex C

INSPECTORS' PAY (London salaries in brackets)

Pay point	With effect from 1 September 2006	With effect from 1 September 2007
0	£42,264 (£44,118)	£43,320 (£45,222)
1	£43,458 (£45,312)	£44,544 (£46,446)
2	£44,649 (£46,509)	£45,765 (£47,673)
3	£45,843 (a) (£47,709) (a)	£46,989 (a) (£48,903) (a)

(a) Officers who have been on this point for a year will have access to the competence related threshold payment of £1,122 a year.

CHIEF INSPECTORS' PAY
(London salaries in brackets)

Pay point	With effect from 1 September 2006	With effect from 1 September 2007
1	£46,779 (a) (£48,645) (a)	£47,949 (a) (£49,863) (a)
2	£47,721 (£49,581)	£48,915 (£50,820)
3	£48,705 (b) (£50,568) (b)	£49,923 (b) (£51,831) (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 £1,122 a year.

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

Annual salary with effect From 1 September 2006	Annual salary with effect from 1 September 2007
£49,503 (a) (£51,357) (a)	£50,742 (a) (£52,641) (a)

- (a) Officers on this point will have access to the competence related threshold payment of £1,122 a year.