

APPENDIX D – RECOMMENDED CHANGES TO POLICE OFFICER PAY SCALES AND ALLOWANCES FROM 1 SEPTEMBER 2020

Salary Scales

The salary scales for the federated and superintending ranks in effect from 1 September 2019 are set out below along with our recommendations for effect from 1 September 2020.

Rank	Pay point	With effect from 1 September 2019	Recommended for effect from 1 September 2020	Notes
Constable (appointed on or after 1 April 2013)	PCDA minimum	£18,450	£18,912	a-e
	0	£20,880	£21,402	f,g
	1	£24,177	£24,780	h
	2	£25,269	£25,902	i
	3	£26,370	£27,030	
	4	£27,471	£28,158	j
	5	£29,670	£30,411	
	6	£34,098	£34,950	
Constable (appointed before 1 April 2013)	On commencing service	£25,560	£26,199	
	On completion of initial training	£28,527	£29,241	
	2	£30,180	£30,933	k
	3	£32,025	£32,826	
	4	£33,036	£33,861	j
	5	£34,098	£34,950	
	6	£37,095	£38,022	
	7	£40,128	£41,130	
Sergeant	1	£41,499	removed	
	2	£42,894	£43,965	
	3	£43,806	£44,901	
	4	£45,099	£46,227	

Rank	Pay point	With effect from 1 September 2019	Recommended for effect from 1 September 2020	Notes
Inspector	0	£51,414	£52,698	
	1	£52,863	£54,186	
	2	£54,312	£55,671	
	3	£55,767	£57,162	
Inspector (London)	0	£53,664	£55,005	
	1	£55,119	£56,496	
	2	£56,580	£57,993	
	3	£58,038	£59,490	
Chief Inspector	1	£56,910	£58,332	I
	2	£58,050	£59,502	
	3	£59,250	£60,732	
	In post 31 August 1994	£60,219	£61,725	
Chief Inspector (London)	1	£59,175	£60,654	I
	2	£60,315	£61,824	
	3	£61,509	£63,048	
	In post 31 August 1994	£62,469	£64,032	
Superintendent (promoted to rank on or after 1 April 2014)	1	£68,460	£70,173	
	2	£72,033	£73,833	
	3	£75,795	£77,691	
	4	£80,859	£82,881	
Superintendent (promoted to rank before 1 April 2014)	1	£68,460	£70,173	
	2	£71,283	£73,065	
	3	£74,103	£75,957	
	4	£76,932	£78,855	
	5	£79,758	£81,753	
Chief Superintendent	1	£84,849	£86,970	
	2	£87,717	£89,910	
	3	£89,511	£91,749	