

Constables' Pay Scale and Assimilation Procedure

The current constables' pay scale of 11 points will be reduced by 3 points over a 2 year period to create a new 8 point pay scale by April 2016.

- From 1st April 2014 pay point 6 will be removed to create a new 10 point pay scale.
- From 1st April 2015 pay point 7 will be removed to create a new 9 point pay scale.
- From 1st April 2016 pay point 9 will be removed to create a new 8 point pay scale.

The removal of the above pay points and its impact on the current constables' pay scale is detailed below.

Constables' Pay

Scale Point	Current Pay Scale	April 2014	April 2015	April 2016
0	£23,493	£23,493	£23,493	£23,493
1	£26,223	£26,223	£26,223	£26,223
2	£27,747	£27,747	£27,747	£27,747
3	£29,439	£29,439	£29,439	£29,439
4	£30,366	£30,366	£30,366	£30,366
5	£31,341	£31,341	£31,341	£31,341
6	£32,235			
7	£33,030	£33,030		
8	£34,092	£34,092	£34,092	£34,092
9	£36,153	£36,153	£36,153	
10	£36,885	£36,885	£36,885	£36,885

Assimilation Procedure

The following rules will apply to the assimilation procedure:

- You cannot accrue reckonable service for pay purposes from 1st April 2012 to 31st March 2014 (the "suspension of incremental progression").
- There will be no change to your incremental progression date in 2014. Your normal incremental date will apply for the period 1st April 2014 to 31st March 2015.
- In order to prevent leapfrogging, whereby an officer with less service reaches the top of scale ahead of an officer with longer service, there will be some changes to incremental dates. These are detailed in PNB Circular 2013/14 (Revised). Because of these changes some officers will move between pay points either with less than or more than one year's reckonable service in 2015.
- When a pay point is removed, you **will not** automatically move to the next highest pay point. You'll move to the next pay point in line with your incremental date, which is usually after a year's reckonable service.
- If you continued to progress to pay point 3 during the suspension of incremental progression (i.e. between 1st April 2012 and 31st March 2014) then you'll move to pay point 4 on 1st April 2015 and normal incremental progression will apply thereafter, based on an incremental date of 1st April.
- HOC 10/2012, PNB Circular 2013/14 (Revised) and PNB Circular 2014/02 refer.

Changes to incremental progression date

Changes to your incremental progression date will be determined by your start date and service which is reckonable for pay purposes.

Please note the scale point numbering in the table below refers to the **current** pay scale (i.e. before removal of any scale points during the assimilation process).

Group	Officer's Start date	Change to Incremental date									
Group 1	Started before 1 st October 2004	Incremental date remains unchanged									
<p>Example for Group 1</p> <p>Start date 1st September 2004 currently on Scale Point (SCP) 7 £33,030</p> <table> <tr> <td>Increment date 1.9.2014</td> <td>SCP 8</td> <td>£34,092</td> </tr> <tr> <td>Increment date 1.9.2015</td> <td>SCP 9</td> <td>£36,153</td> </tr> <tr> <td>Increment date 1.9.2016</td> <td>SCP 10</td> <td>£36,885</td> </tr> </table>			Increment date 1.9.2014	SCP 8	£34,092	Increment date 1.9.2015	SCP 9	£36,153	Increment date 1.9.2016	SCP 10	£36,885
Increment date 1.9.2014	SCP 8	£34,092									
Increment date 1.9.2015	SCP 9	£36,153									
Increment date 1.9.2016	SCP 10	£36,885									
Group 2	Started between 2 nd October 2004 and 31 st December 2004	<p>No change to incremental date between 1st April 2014 and 31st March 2015</p> <p>From 1st April 2015 incremental date changes to 1st October</p>									
<p>Example for Group 2</p> <p>Start date 3rd October 2004 currently on SCP 7 £33,030</p> <table> <tr> <td>Increment date 3.10.2014</td> <td>SCP 8</td> <td>£34,092</td> </tr> <tr> <td>Increment date 1.10.2015</td> <td>SCP 9</td> <td>£36,153</td> </tr> <tr> <td>Increment date 1.10.2016</td> <td>SCP 10</td> <td>£36,885</td> </tr> </table>			Increment date 3.10.2014	SCP 8	£34,092	Increment date 1.10.2015	SCP 9	£36,153	Increment date 1.10.2016	SCP 10	£36,885
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Increment date 1.10.2016	SCP 10	£36,885									
Group 3	<p>3(a): Started between 1st January 2005 and 31st March 2005</p> <p>3(b): Started between 1st April 2005 and 30th September 2005</p>	<p>Both Group 3(a) and 3(b):</p> <p>No change to incremental date between 1st April 2014 and 30th September 2015</p> <p>From 1st October 2015 move to pay point 9</p>									
<p>Example for Group 3(a)</p> <p>Start date 2nd January 2005 currently on SCP 7 £33,030</p> <table> <tr> <td>Increment date 2.01.2015</td> <td>SCP 8</td> <td>£34,092</td> </tr> <tr> <td>Increment date 1.10.2015</td> <td>SCP 9</td> <td>£36,153</td> </tr> <tr> <td>Increment date 1.10.2016</td> <td>SCP 10</td> <td>£36,885</td> </tr> </table>			Increment date 2.01.2015	SCP 8	£34,092	Increment date 1.10.2015	SCP 9	£36,153	Increment date 1.10.2016	SCP 10	£36,885
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Increment date 1.10.2016	SCP 10	£36,885									

Example for Group 3(b)**Start date 2nd April 2005 currently on SCP 6 £32,235**

Increment date 2.04.2014	SCP 7	£33,030
Increment date 2.04.2015	SCP 8	£34,092
Increment date 1.10.2015	SCP 9	£36,153
Increment date 1.10.2016	SCP 10	£36,885

N.B Officers who joined between 1st January 2005 and 30th September 2005 move twice in 2015: firstly on their current incremental date and again on 1st October, which will become their new incremental date.

Group 4

Started between 2nd October 2005 and 31st December 2005

No change to incremental date between 1st April 2014 and 31st March 2015

From 1st April 2015 incremental date changes to 1st October

Example for Group 4**Start date 3rd October 2005 currently on SCP 6 £32,235**

Increment date 3.10.2014	SCP 7	£33,030
Increment date 1.10.2015	SCP 8	£34,092
Increment date 1.10.2016	SCP 10	£36,885

Group 5

Started between 1st January 2006 and 31st March 2006

No change to incremental date between 1st April 2014 and 31st March 2015

From 1st October 2015 move to pay point 8

Example for Group 5**Start date 2nd January 2006 currently on SCP 6 £32,235**

Increment date 2.01.2015	SCP 7	£33,030
Increment date 1.10.2015	SCP 8	£34,092
Increment date 1.10.2016	SCP 10	£36,885

N.B Officers who joined between 1st January 2006 and 31st March 2006 move twice in 2015: firstly on their current incremental date and again on 1st October, which will become their new incremental date.

Group 6

Started between 1st April 2006 and 30th September 2006

No change to incremental date between 1st April 2014 and 31st March 2015

From 1st April 2015 incremental date changes to 1st October

Example for Group 6**Start date 2nd April 2006 currently on SCP 5 £31,341**

Increment date 2.04.2014	SCP7	£33,030
Increment date 1.10.2015	SCP8	£34,092
Increment date 1.10.2016	SCP10	£36,885

Group 7

Started between 2nd October

No change to incremental date

	2006 and 31 st December 2006	between the period 1 st April 2014 and 31 st March 2015 From 1 st April 2015 incremental date changes to 1 st October
<p>Example for Group 7</p> <p>Start date of 3rd October 2006 currently on SCP 5 £31,341</p> <p>Increment date 3.10.2014 SCP 7 £33,030 Increment date 1.10.2015 SCP 8 £34,092 Increment date 1.10.2016 SCP 10 £36,885</p>		
Group 8	Started between 1 st January 2007 and 31 st March 2007	No change to incremental date between 1 st April 2014 and 30 th September 2015 From 1 st October 2015 move to pay point 8
<p>Example for Group 8</p> <p>Start date 2nd January 2007 currently on SCP 5 £31,341</p> <p>Increment date 2.01.2015 SCP 7 £33,030 Increment date 1.10.2015 SCP 8 £34,092 Increment date 1.10.2016 SCP 10 £36,885</p> <p><i>N.B Officers who joined between 1st January 2007 and 31st March 2007 move twice in 2015: firstly on their current incremental date and again on 1st October, which will become their new incremental date.</i></p>		
Group 9	Started between 1 st April 2007 and 30 th September 2007	No change to incremental date between 1 st April 2014 and 31 st March 2015 From 1 st April 2015 incremental date changes to 1 st October
<p>Example for Group 9</p> <p>Start date 2nd April 2007 currently on SCP 4 £30,366</p> <p>Increment date 2.04.2014 SCP 5 £31,341 Increment date 1.10.2015 SCP 8 £34,092 Increment date 1.10.2016 SCP 10 £36,885</p>		
Group 10	Started after 1 st October 2007	No change to incremental date

Example for Group 10

Start date 27th May 2008 currently on SCP 3 £29,439

Increment date 27.5.2014	SCP 4	£30,366
Increment date 27.5.2015	SCP 5	£31,341
Increment date 27.5.2016	SCP 8	£34,092
Increment date 27.5.2017	SCP 10	£36,885

Group 11

Officers who progressed to pay point 3 during suspension of incremental progression i.e during the period 1st April 2012 to 31st March 2014

Move to pay point 4 on 1st April 2015

Normal incremental progression applies thereafter

Example for Group 11

Increment date 1.04.15	SCP4	£30,366
Increment date 1.04.16	SCP5	£31,341
Increment date 1.04.17	SCP 8	£34,092
Increment date 1.04.18	SCP 10	£36,885