

## 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 1<sup>st</sup> April 2014 pay point 6 will be removed to create a new 10 point pay scale.
- From 1<sup>st</sup> April 2015 pay point 7 will be removed to create a new 9 point pay scale.
- From 1<sup>st</sup> 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

\* pay awards applicable to 2014/15 and 2015/16 have not yet been determined – these are indicative figures only in order to show how the removal of pay points will happen.

### Assimilation Procedure

The following rules will apply to the assimilation procedure:

- You cannot accrue reckonable service for pay purposes from 1<sup>st</sup> April 2012 to 31<sup>st</sup> 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 1<sup>st</sup> April 2014 to 31<sup>st</sup> 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 1<sup>st</sup> April 2012 and 31<sup>st</sup> March 2014) then you'll move to pay point 4 on 1<sup>st</sup> April 2015 and normal incremental progression will apply thereafter, based on an incremental date of 1<sup>st</sup> 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									
<b>Group 1</b>	Started before 1 <sup>st</sup> October 2004	Incremental date remains unchanged									
<p><b>Example for Group 1</b></p> <p><b>Start date 1<sup>st</sup> September 2004 currently on Scale Point (SCP) 7 £33,030</b></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
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Increment date 1.9.2015	SCP 9	£36,153									
Increment date 1.9.2016	SCP 10	£36,885									
<b>Group 2</b>	Started between 2 <sup>nd</sup> October 2004 and 31 <sup>st</sup> December 2004	<p>No change to incremental date between 1<sup>st</sup> April 2014 and 31<sup>st</sup> March 2015</p> <p>From 1<sup>st</sup> April 2015 incremental date changes to 1<sup>st</sup> October</p>									
<p><b>Example for Group 2</b></p> <p><b>Start date 3<sup>rd</sup> October 2004 currently on SCP 7 £33,030</b></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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<b>Group 3</b>	<p>3(a): Started between 1<sup>st</sup> January 2005 and 31<sup>st</sup> March 2005</p> <p>3(b): Started between 1<sup>st</sup> April 2005 and 30<sup>th</sup> September 2005</p>	<p>Both Group 3(a) and 3(b):</p> <p>No change to incremental date between 1<sup>st</sup> April 2014 and 30<sup>th</sup> September 2015</p> <p>From 1<sup>st</sup> October 2015 move to pay point 9</p>									
<p><b>Example for Group 3(a)</b></p> <p><b>Start date 2<sup>nd</sup> January 2005 currently on SCP 7 £33,030</b></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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**Example for Group 3(b)****Start date 2<sup>nd</sup> 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 1<sup>st</sup> January 2005 and 30<sup>th</sup> September 2005 move twice in 2015: firstly on their current incremental date and again on 1<sup>st</sup> October, which will become their new incremental date.*

**Group 4**

Started between 2<sup>nd</sup> October 2005 and 31<sup>st</sup> December 2005

No change to incremental date between 1<sup>st</sup> April 2014 and 31<sup>st</sup> March 2015

From 1<sup>st</sup> April 2015 incremental date changes to 1<sup>st</sup> October

**Example for Group 4****Start date 3<sup>rd</sup> 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 1<sup>st</sup> January 2006 and 31<sup>st</sup> March 2006

No change to incremental date between 1<sup>st</sup> April 2014 and 31<sup>st</sup> March 2015

From 1<sup>st</sup> October 2015 move to pay point 8

**Example for Group 5****Start date 2<sup>nd</sup> 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 1<sup>st</sup> January 2006 and 31<sup>st</sup> March 2006 move twice in 2015: firstly on their current incremental date and again on 1<sup>st</sup> October, which will become their new incremental date.*

**Group 6**

Started between 1<sup>st</sup> April 2006 and 30<sup>th</sup> September 2006

No change to incremental date between 1<sup>st</sup> April 2014 and 31<sup>st</sup> March 2015

From 1<sup>st</sup> April 2015 incremental date changes to 1<sup>st</sup> October

**Example for Group 6****Start date 2<sup>nd</sup> 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

<b>Group 7</b>	Started between 2 <sup>nd</sup> October 2006 and 31 <sup>st</sup> December 2006	No change to incremental date between the period 1 <sup>st</sup> April 2014 and 31 <sup>st</sup> March 2015  From 1 <sup>st</sup> April 2015 incremental date changes to 1 <sup>st</sup> October									
<p><b>Example for Group 7</b></p> <p><b>Start date of 3<sup>rd</sup> October 2006 currently on SCP 5 £31,341</b></p> <table data-bbox="204 517 898 618"> <tr> <td>Increment date 3.10.2014</td> <td>SCP 7</td> <td>£33,030</td> </tr> <tr> <td>Increment date 1.10.2015</td> <td>SCP 8</td> <td>£34,092</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 7	£33,030	Increment date 1.10.2015	SCP 8	£34,092	Increment date 1.10.2016	SCP 10	£36,885
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Increment date 1.10.2015	SCP 8	£34,092									
Increment date 1.10.2016	SCP 10	£36,885									
<b>Group 8</b>	Started between 1 <sup>st</sup> January 2007 and 31 <sup>st</sup> March 2007	No change to incremental date between 1 <sup>st</sup> April 2014 and 30 <sup>th</sup> September 2015  From 1 <sup>st</sup> October 2015 move to pay point 8									
<p><b>Example for Group 8</b></p> <p><b>Start date 2<sup>nd</sup> January 2007 currently on SCP 5 £31,341</b></p> <table data-bbox="204 1106 863 1207"> <tr> <td>Increment date 2.01.2015</td> <td>SCP 7</td> <td>£33,030</td> </tr> <tr> <td>Increment date 1.10.2015</td> <td>SCP 8</td> <td>£34,092</td> </tr> <tr> <td>Increment date 1.10.2016</td> <td>SCP 10</td> <td>£36,885</td> </tr> </table> <p><i>N.B Officers who joined between 1<sup>st</sup> January 2007 and 31<sup>st</sup> March 2007 move twice in 2015: firstly on their current incremental date and again on 1<sup>st</sup> October, which will become their new incremental date.</i></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
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Increment date 1.10.2015	SCP 8	£34,092									
Increment date 1.10.2016	SCP 10	£36,885									
<b>Group 9</b>	Started between 1 <sup>st</sup> April 2007 and 30 <sup>th</sup> September 2007	No change to incremental date between 1 <sup>st</sup> April 2014 and 31 <sup>st</sup> March 2015  From 1 <sup>st</sup> April 2015 incremental date changes to 1 <sup>st</sup> October									
<p><b>Example for Group 9</b></p> <p><b>Start date 2<sup>nd</sup> April 2007 currently on SCP 4 £30,366</b></p> <table data-bbox="204 1868 871 1968"> <tr> <td>Increment date 2.04.2014</td> <td>SCP 5</td> <td>£31,341</td> </tr> <tr> <td>Increment date 1.10.2015</td> <td>SCP 8</td> <td>£34,092</td> </tr> <tr> <td>Increment date 1.10.2016</td> <td>SCP 10</td> <td>£36,885</td> </tr> </table>			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
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<b>Group 10</b>	Started after 1 <sup>st</sup> October 2007	No change to incremental date
<p><b>Example for Group 10</b></p> <p><b>Start date 27<sup>th</sup> May 2008 currently on SCP 3 £29,439</b></p> <p>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</p>		
<b>Group 11</b>	Officers who progressed to pay point 3 during suspension of incremental progression i.e during the period 1 <sup>st</sup> April 2012 to 31 <sup>st</sup> March 2014	Move to pay point 4 on 1 <sup>st</sup> April 2015  Normal incremental progression applies thereafter
<p><b>Example for Group 11</b></p> <p>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</p>		