

**POLICE NEGOTIATING BOARD**

Independent Secretary:  
Bill Blase  
Office of Manpower Economics  
Kingsgate House  
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LONDON SW1E 6SW

**AGREEMENT REACHED IN THE POLICE NEGOTIATING BOARD**

1. The Official and Staff Sides of PNB have reached an agreement out of Committee on the pay of chief police officers. Details are set out in the attached memorandum and annex.
2. This PNB agreement has been approved by the Secretary of State for the Home Department, Scottish Ministers and the Secretary of State for Northern Ireland. Forces and Authorities now have the authority\* to implement this agreement. The award will be promulgated in Home Office, Scottish Government and Northern Ireland Government circulars.
3. The attached agreement will require amendments to the relevant determinations made under the Police Regulations.
4. 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 7027 8982. Enquiries to the Independent Secretariat relating to the interpretation of this circular should be made in writing.

August 2010

\* 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

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The Official and Staff Sides of PNB have reached agreement on a multi year pay settlement for police officers as follows:

Police officer pay scales will increase by:

- 2.65% effective from 1 September 2008
- 2.6% effective from 1 September 2009
- 2.55% effective from 1 September 2010

The agreement includes the following re-opener clause:

The PNB three year pay settlement entered into by the Staff and Official Sides commencing on 1 September 2008 includes a mechanism to reopen negotiations. The mechanism is that if at 31 August 2009, or 31 August 2010, either Side of the PNB produces new evidence of a substantial and material change in wider economic and labour market conditions and a significant material change to police officer recruitment and retention over the previous twelve month period, then both sides will enter into discussions relating to the pay award due the 1 September immediately following.

The re-opening mechanism is as follows:

That if Staff Side consider that the reopening criteria have been met but have been unsuccessful in reopening negotiations with the Official Side, Staff Side can register a failure to agree and make application to the Police Arbitration Tribunal. Any finding by the PAT that the reopening criteria have been met will be binding on both the Official and Staff Sides.

| Force Weighting | Forces   | C C Salary | D C C Salary            |
|-----------------|--|------------|-------------------------|
| 10.0            | MPS (4XACs)<br>West Midlands<br>Greater Manchester   | £181,455   | £139,119 (MPS 8 x DACs) |
| 9.5             | Strathclyde  | £178,431   | £139,119                |
| 8.0             | West Yorkshire   | £169,359   | £135,489                |
| 6.5             | Thames Valley  | £160,290   | £132,237                |
| 6.0             | Merseyside<br>Northumbria  | £157,260   | £129,744                |
| 5.5             | Hampshire  | £154,233   | £127,248                |
| 5.0             | Kent<br>Lancashire<br>Devon & Cornwall   | £151,215   | £124,749                |
| 4.5             | South Yorkshire<br>Essex<br>Avon & Somerset<br>Sussex<br>South Wales   | £148,194   | £122,256                |
| 3.5             | Nottinghamshire<br>Lothian & Borders   | £142,143   | £117,264                |
| 3.0             | Hertfordshire<br>West Mercia<br>Cheshire<br>Humberside<br>Staffordshire<br>Leicestershire<br>Derbyshire  | £139,119   | £114,771                |
| 2.5             | Surrey<br>Norfolk  | £136,092   | £112,278                |
| 2.0             | Cleveland<br>Durham<br>Cambridgeshire<br>North Wales<br>North Yorkshire<br>Gwent<br>Grampian<br>Northamptonshire<br>Suffolk<br>Dorset<br>Wiltshire<br>Bedfordshire | £133,068   | £109,782                |
| 1.5             | Gloucestershire<br>Lincolnshire<br>Cumbria<br>Warwickshire<br>Dyfed-Powys<br>Tayside   | £130,044   | £108,873                |
| 1.0             | Central Scotland   | £127,017   | £108,873                |

|  |   |  |  |
|--|---|--|--|
|  | Dumfries & Galloway<br>Fife<br>Northern |  |  |
|--|---|--|--|

### **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 in PNB Circular 04/05 are shown in Annex A.

## **ANNEX A**

The April 2003 PNB Agreement on the pay and conditions of Chief Police Officers outlined in PNB Circular 04/05 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 in the main body of this circular.

**Pay rates w.e.f. 1 September 2010**

|                  |                    |
|------------------|--------------------|
| Chief Constables | <b><u>2010</u></b> |
| Hertfordshire    | £142,194           |
| West Mercia      | £142,194           |
| Northern         | £133,068           |