

ANNEX A

CONSTABLES' PAY wef 1.9.02

Reckonable years of service in the rank	Annual salary wef 1 September 2001	Annual salary wef 1 September 2002
On commencing service	17,733	18,264
On completion of initial training	19,842	20,436
2	21,015 (a)	21,645 (a)
3	21,570	22,218
4	22,323	22,992
5	23,037	23,727
6	23,787	24,501
7	24,477	25,212
8	25,095	25,848
9	25,095	25,848
10	25,911	26,688
11	25,911	26,688
12	26,862	27,669
13	26,862	27,669
14	28,062	28,905

(a) All officers move to this salary point on completion of two years' service as a constable.

ANNEX B

Reminder: In 1988 an agreement (PNB Circular 88/18) was reached in PNB to rectify a pay anomaly. The agreement stated that:

"With effect from 1 September 1988, an officer on promotion, or at anytime during service in the new rank, who otherwise would have received the same rate of pay had he/she not been promoted will be paid at the next incremental point for the new rank held to ensure a financial gain from the promotion; and then remain on that incremental point until length of service in the new rank dictates movement to the next incremental point".

SERGEANTS' PAY wef 1.9.02

Reckonable years of service in the rank	Annual salary wef 1 September 2001	Annual salary wef 1 September 2002
0	27,084 (a)	27,897 (a)
1	28,062 (b)	28,905 (b)
2	29,040 (c)	29,910 (c)
3	30,027	30,927
4	30,675	31,596
5	31,590	32,538

- (a) Entry point for officers promoted with less than 12 years reckonable service as a constable
- (b) Entry point for officers promoted with 12 or more (but less than 14) years' reckonable service as a constable
- (c) Entry point for officers promoted with 14 or more years' reckonable service as a constable

Note: Where a member promoted to or appointed to the rank of sergeant last served before his promotion or appointment in the rank of constable, then his annual pay for the rank of sergeant is to be determined as follows:

- if he had 12 or more (but less than 14) years reckonable service as a constable, as if he has an additional year's service as a sergeant;
- if he had 14 or more years' service as a constable, as if he has an additional 2 years' service as a sergeant.

ANNEX C

INSPECTORS' PAY wef 1.9.02

Pay category	Annual salary with effect from 1 September 2001 (London salaries in brackets)	Annual salary with effect from 1 September 2002 (London salaries in brackets)
A	35,034 (36,636)	36,084 (37,734)
B	36,066 (37,665)	37,149 (38,796)
C	37,095 (38,694)	38,208 (39,855)
D	38,124 (39,729)	39,267 (40,920)
E	39,153 (40,761)	40,329 (41,985)

NB. London salaries apply only to officers in the Metropolitan and City of London police forces

- A. Inspector: starting rate and less than one year as an inspector; and had not on 31 August 1994 served 4 or more years as a sergeant before promotion
- B. Inspector: One complete year in rank or less than one year inspector rank but had on 31 August 1994 served 4 or more years as sergeant before promotion.
- C. Inspector: two complete years in rank or more than one and less than 2 complete years inspector rank but had on 31 August 1994 served 4 or more years as sergeant before promotion.
- D. Inspector: three complete years in rank or more than two and less than three years inspector rank but had on 31 August 1994 served 4 or more years as sergeant before promotion.
- E. Inspector: four complete years in rank or more than three and less than four years inspector rank but had on 31 August 1994 served 4 or more years as sergeant before promotion.

ANNEX D

CHIEF INSPECTORS' PAY wef 1.9.02

Pay category	Annual salary with effect from 1 September 2001 (London salaries in brackets)	Annual salary with effect from 1 September 2002 (London salaries in brackets)
A	39,153 (40,761)	40,329 (41,985)
B	39,960 (41,571)	41,160 (42,819)
C	40,773 (42,378)	41,997 (43,650)
D	41,583 (43,185)	42,831 (44,481)
E	42,309 (43,911)	43,578 (45,228) (d)

NB. London salaries apply only to members of the Metropolitan and City of London police forces.

A. Either

(a) an officer appointed in the rank of chief inspector with less than one year's service in the rank and not assigned to pay category B,

Or

(b) an officer having completed three years in the rank of inspector, assigned to this pay category and thereby promoted to the rank of chief inspector.

B. Either

(a) an officer appointed in the rank of chief inspector who had served for one year as a chief inspector at pay category A

Or:

(b) an officer who was chief inspector on 31 August 1994, had completed one year's service in the rank or had not completed one year's service in the rank but had served four or more years as inspector before promotion.

Or:

(c) a chief inspector who had served less than one year in the rank but had been assigned to this pay category by the chief officer

Or:

(d) an officer having completed three years in the rank of inspector, assigned to this pay category and thereby promoted to the rank of chief inspector.

C. Either

(a) a chief inspector who had served one year in the rank and had been assigned to this pay category by the chief officer

Or:

(b) a chief inspector who had completed one year's service in pay category B

Or:

(c) a chief inspector who had completed one or more year's service in the rank but did not qualify for pay categories D or E; Or

(d) an officer who was a chief inspector on 31 August 1994, had completed two years' service in the rank or had completed one year but not two years' service in the rank but had served 4 or more years as inspector before promotion.

D. Applies only to an officer who was a chief inspector on 31 August 1994 who

- (a) had completed three years' service in the rank; or
- (b) had completed two years but not three years' service in the rank but had served 4 or more years as inspector before promotion.

E. Applies only to an officer who was a chief inspector on 31 August 1994 who

- (a) had completed four years' service in the rank; or
- (b) had completed three years but not four years' service in the rank but had served 4 or more years as inspector before promotion.