
MoD Police Pay Rates

From 1st September 2000

	Completed Years of Service In rank	MoD rate for Overtime and Pension purposes £	Net Pay Deduction £
CONSTABLE	On commencing service	16,276	599
	On completion of training	18,212	671
	2(a)	19,289	711
	3	19,799	729
	4	20,489	755
	5	21,144	779
	6	21,834	805
	7	22,467	828
	8	23,034	849
	9	23,034	849
	10	23,783	876
	11	23,783	876
	12	24,655	908
	13	24,655	908
14(b)	25,758	949	

(a) All officers move to this salary point on completion of two years service as a constable subject to satisfactory appraisal. Progression thereafter is also dependent on satisfactory appraisal.

(b) Maximum pensionable salary.

Performance related pay will be introduced when an appraisal system has been developed.

	Completed Years of Service In rank	MoD rate for Overtime and Pension purposes £	Net Pay Deduction £
SERGEANT	0(a)	24,861	916
	1(b)	25,758	949
	2(c)	26,656	982
	3	27,562	1,015
	4	28,155	1,037
	5(d)	28,996	1,068

(a) Entry point for officers promoted with less than 12 years reckonable service as a constable. Progression to subsequent points dependent upon satisfactory annual appraisal.

(b) Entry point for officers promoted with 12 or more (but less than 14) years reckonable service as a constable. Progression to subsequent points dependent upon satisfactory annual appraisal.

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, or, more, 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.”

(c) Entry point for officers promoted with 14 or more years reckonable service as a constable. Progression to subsequent points dependent upon satisfactory annual appraisal.

(d) Maximum pensionable salary.

Performance related pay will be introduced when an appraisal system has been developed.

	Completed Years of Service In rank	MoD rate for Pension purposes £	Net Pay Deduction £
INSPECTORS' & CHIEF INSPECTORS'	0	32,157	982
	1	33,103	1,011
	2	34,049	1,039
	3(a)	34,992	1,068
	4	35,939	1,098
	5	36,680	1,120
	6	37,423	1,142
	(b)	38,167	1,165
	(c)	38,834	1,185

Base salary is point 0 to 4 of the above scale. Progression to point 4 is subject to satisfactory annual appraisal. Regardless of any above average responsibility payments made to an officer at point 3, base salary will be increased to point 4 on satisfactory annual appraisal.

(a) From this point an officer with above average responsibility will be appointed to the rank of Chief Inspector and will be awarded up to two extra increments. Subject to satisfactory appraisal these increments will be consolidated into pensionable pay and will be retained. Increments may be awarded on more than one occasion to reflect increasing responsibilities up to a maximum of £37,423.00.

(b) Where an officer held the rank of Chief Inspector on 31 August 1994 and i) who had completed 3 years service in that rank or; ii) who had completed 2 but not 3 years service in that rank. (MDP Pay Instruction 1/95 (Amendment) refers)

(c) Where an officer held the rank of Chief Inspector on 31 August 1994 and i) who had completed 4 or more years service in that rank, or ii) who had completed 3, but not 4 years service in that rank. (MDP Pay Instruction 1/95 (Amendments) refers)

Performance related pay will be introduced when an appraisal system has been developed.

	Pay Point Range	MoD rate for Pension purposes £	Net Pay Deduction £
SUPERINTENDENT'S	Range 1	1	43,736
		2	45,104
		3	46,478
		4	47,849
		5	49,373
		6	51,015
Range 2	6	6	51,015
		7	51,904
		8	53,041
	9	54,293	1,658