

**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. There has been a Police Arbitration Tribunal (PAT) award on the 2007 chief officers' pay increase based on indexation. The PAT award has the effect of an agreement reached in PNB. Their award is that from 1 September 2007 there should be a 2.5% uplift in the pay of chief officers. Details are set out in the attached memorandum.
2. This PNB circular remains advisory until specific approval of the Secretary of State for the Home Department and the Secretary of State for Northern Ireland have been given and does not confer authority to implement the agreement. Once a decision on the award has been taken, it will be promulgated in Home Office and Northern Ireland Office circulars. In due course, the relevant Secretaries of State will make formal determinations. .
3. However, the PAT award has been agreed by the Scottish Ministers and a Scottish Government circular will follow shortly however, it has been agreed on this occasion that police authorities/forces in Scotland should act on this circular with immediate effect.
4. The attached agreement will require amendments to the relevant determinations made under the Police Regulations..
5. 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.

17 December 2007

\* 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

### Pay Structure w.e.f. 1 September 2007

Force Weighting	Forces	C C Salary	D C C Salary
10.0	MPS (4XACs) West Midlands Greater Manchester	£168,006	£128,808 (MPS 8xDACs)
9.5	Strathclyde	£165,207	£128,808
8.0	West Yorkshire	£156,807	£125,448
6.5	Thames Valley	£148,410	£122,436
6.0	Merseyside Northumbria	£145,608	£120,129
5.5	Hampshire	£142,806	£117,816
5.0	Kent Lancashire Devon & Cornwall	£140,007	£115,503
4.5	South Yorkshire Essex Avon & Somerset Sussex South Wales	£137,211	£113,196
3.5	Nottinghamshire Lothian & Borders	£131,607	£108,573
3.0	Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£128,808	£106,266
2.5	Surrey Norfolk	£126,006	£103,956
2.0	Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent Grampian Northamptonshire Suffolk Dorset Wiltshire Bedfordshire	£123,207	£101,646
1.5	Gloucestershire	£120,405	£100,806

	Lincolnshire Cumbria Warwickshire Dyfed-Powys Tayside		
1.0	Central Scotland Dumfries & Galloway	£117,603	£100,806
1.0	Fife Northern	£117,603	£100,806

### **Metropolitan Police Service**

Commissioner - £240,813

Deputy Commissioner - £198,807

### **Police Service of Northern Ireland**

Chief Constable - £179,205

Deputy Chief Constable - £145,605

### **Assistant Chief Constables and Commanders**

1. £84,003
2. £86,805
3. £89,607
4. £92,403
5. £95,208
6. £98,004

### **City of London Commissioner and Assistant Commissioner**

Commissioner - £148,977

Assistant Commissioner - £122,880

### **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 2007**

Chief Constables	
Hertfordshire	£131,655
West Mercia	£131,655
Staffordshire	£131,655
Surrey	£131,655
Gloucestershire	£123,207
Lincolnshire	£123,207
Cumbria	£123,207
Warwickshire	£123,207
Tayside	£123,207
Central Scotland	£123,207
Dumfries and Galloway	£123,207
Fife	£123,207
Northern	£123,207
Deputy Chief Constable	
Surrey	£105,327