

Constables' pay assimilation chart

The following examples use the assimilation chart from PNB Circular 2014/02. The assimilation process is also detailed in PNB Circular 2013/14 (Revised).

Points to note when using the chart:

- There is no accrual of reckonable service for pay purposes from 1 April 2012 to 31 March 2014 (the “incremental progression freeze”)
- Officers young in service can progress as far as pay point 3 during the freeze. However, they cannot start accruing reckonable service on pp3 until the progression freeze ends on 1 April 2014 and therefore do not move to pp4 until 1 April 2015. These officers' incremental date then becomes 1 April
- Officers who are on a pay point when it is removed (e.g. pp6 from 1 April 2014) do not automatically move to the next highest pay point as the pay point is removed only for the purposes of movement onto that point. Officers in this situation do not move to the next highest pay point until their incremental date

Points to note when using the chart *continued*:

- 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). You will note that:
 - Some officers will see no change to their incremental date;
 - Some officers will have their incremental date changed from October 2015;
 - Some officers will see no change to their incremental date until 1 October 2015. In this case an officer will move twice in 2015 - once on their current incremental date and once on their new incremental date of 1 October; and
 - 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
- The chart is colour-coded:
 - Yellow = where an officer moves up the pay scale
 - Orange = where an officer remains on a pay point
 - Blue = where an officer remains on their pay point, but the pay point itself is re-numbered, due to changes to the pay scale
 - Green = where an officer remains on a pay point after that pay point has been removed

Officer who joined the service on 1 December 2004

- See chart on the next slide
- The officer will have been on pp7 since December 2011
- The officer remained on pp7 during the progression freeze (so no incremental progression in December 2012 or December 2013)
- On 1 April 2014 current pp7 is re-numbered pp6 due to the reduction in the number of pay points in the scale. The officer remains on this pay point as s/he has not yet accrued one year's reckonable service
- On 1 December 2014 the officer will move up to current pp 8 (new pp7) after accruing one year's reckonable service
- On 1 April 2015 current pp8 is re-numbered pp6 due to the reduction in the number of pay points in the scale. The officer remains on this pay point as s/he has not yet accrued one year's reckonable service
- The officer's incremental date changes to 1 October from 2015
- On 1 October 2015 the officer moves to current pp9 (new pp7) in line with his/her new incremental date. S/he remains on this pay point even when it is removed on 1 April 2016, as s/he has not yet accrued one year's reckonable service on the pay point
- On 1 October 2016 the officer will reach current pp10 (new pp7) i.e. the top of the pay scale, after accruing one year's reckonable service

Pay point	With effect from 1 Sept 2013 £	Pay point	With effect from 1 April 2014 £	Pay point	With effect from 1 April 2015 £	Pay point	With effect from 1 April 2016 £
0 1 Dec 04	23,493	0	23,493	0	23,493	0	23,493
1	26,223	1	26,223	1	26,223	1	26,223
2 1 Dec 06	27,747	2	27,747	2	27,747	2	27,747
3 1 Dec 07	29,439	3	29,439	3	29,439	3	29,439
4 1 Dec 08	30,366	4	30,366	4	30,366	4	30,366
5 1 Dec 09	31,341	5	31,341	5	31,341	5	31,341
6 1 Dec 10	32,235						
7 1 Dec 11	33,030	6	33,030 1 April '14				
8	34,092	7	34,092 1 Dec '14	6	34,092 1 April '15	6	34,092
9	36,153	8	36,153	7	36,153 1 Oct '15		(36,153) 1 April '16
10	36,885	9	36,885	8	36,885	7	36,885 1 Oct '16

Officer who joined the service on 25 April 2005

- See chart on the next slide
- The officer will have been on pp6 since April 2011
- The officer remained on pp6 during the progression freeze (so no incremental progression in April 2012 or April 2013) and will stay on pp6 even when it is removed on 1 April 2014, as s/he has not yet accrued one year's reckonable service on the pay point
- The officer will move to current pp 7 (new pp6) on 25 April 2014 after accruing one year's reckonable service. S/he will remain on that pay point even when it is removed on 1 April 2015 as s/he has not yet accrued one year's reckonable service on the pay point
- The officer sees no change to his/her incremental date until 1 October 2015 so the officer moves twice in 2015:
 - s/he moves to current pp8 (new pp6) on 25 April 2015 (after accruing one year's reckonable service); and then
 - s/he moves to current pp9 (new pp7) on 1 October 2015 in line with the change to his/her incremental date. The officer remains on this pay point even when it is removed on 1 April 2016, as s/he has not yet accrued one year's reckonable service on the pay point
- The officer moves to current pp 10 (new pp7) i.e. top of scale, on 1 October 2016 after accruing one year's reckonable service

Pay point	With effect from 1 Sept 2013 £	Pay point	With effect from 1 April 2014 £	Pay point	With effect from 1 April 2015 £	Pay point	With effect from 1 April 2016 £
0 25 April 2005	23,493	0	23,493	0	23,493	0	23,493
1	26,223	1	26,223	1	26,223	1	26,223
2 April 07	27,747	2	27,747	2	27,747	2	27,747
3 April 08	29,439	3	29,439	3	29,439	3	29,439
4 April 09	30,366	4	30,366	4	30,366	4	30,366
5 April 10	31,341	5	31,341	5	31,341	5	31,341
6 April 11	32,235		(32,235) 1 April '14				
7	33,030	6	33,030 25 April '14		(33,030) 1 April '15		
8	34,092	7	34,092	6	34,092 25 April '15	6	34,092
9	36,153	8	36,153	7	36,153 1 Oct '15		(36,153) 1 April '16
10	36,885	9	36,885	8	36,885	7	36,885 1 Oct '16

Officer who joined the service on 1 August 2006

- See chart on slide 9
- The officer will have been on pp5 since August 2011
- The officer remained on pp5 during the progression freeze (so no incremental progression in August 2012 or August 2013)
- On 1 April 2014 the officer remains on pp5, but the pay scale itself has changed; it has reduced by one point with the removal of current pp6. The officer does not move up the pay scale at this point as s/he has not yet accrued one year's reckonable service
- On 1 August 2014 the officer will move up to current pp7 (new pp6) after accruing one year's reckonable service. The officer remains on this pay point even when it is removed on 1 April 2015, as the officer has not yet accrued one year's reckonable service on the pay point
- The officer's incremental date changes to 1 October from 2015

- On 1 October 2015 the officer moves to current pp 8 (new pp6) in line with his/her new incremental date
- On 1 April 2016 the officer remains on current pp8 (new pp6). The pay scale itself has changed; it has been reduced by one point with the removal of current pp9; but the officer does not move up the pay scale at this point as s/he has not yet accrued one year's reckonable service
- On 1 October 2016 the officer will reach current pp10 (new pp7) i.e. the top of the pay scale, after accruing one year's reckonable service

Pay point	With effect from 1 Sept 2013 £	Pay point	With effect from 1 April 2014 £	Pay point	With effect from 1 April 2015 £	Pay point	With effect from 1 April 2016 £
0 1 Aug 06	23,493	0	23,493	0	23,493	0	23,493
1	26,223	1	26,223	1	26,223	1	26,223
2 Aug 08	27,747	2	27,747	2	27,747	2	27,747
3 Aug 09	29,439	3	29,439	3	29,439	3	29,439
4 Aug 10	30,366	4	30,366	4	30,366	4	30,366
5 Aug 11	31,341	5	31,341 1 April '14	5	31,341	5	31,341
6	32,235						
7	33,030	6	33,030 1 Aug '14		(33,030) 1 April '15		
8	34,092	7	34,092	6	34,092 1 Oct '15	6	34,092 1 April 16
9	36,153	8	36,153	7	36,153		
10	36,885	9	36,885	8	36,885	7	36,885 1 Oct 16

Additional information

Sergeants

- On 1 April pay point 0 of the sergeants' pay scale will be removed
- To ensure that officers promoted to pp0 before and during the progression freeze are not overtaken by those promoted from 1 April (when pp0 is removed), the following procedure has been agreed:
 - Sergeants who are on pp0 when it is removed will move directly to pp1 on 1 April 2014
 - These officers will have a new incremental date of 1 April and will therefore move to pp2 on 1 April 2015, after completing one year's reckonable service
 - All constables promoted from 1 April 2014 will join the sergeants' pay scale at pp1, irrespective of their length of service as a constable

Inspectors

- There are no changes to the pay scales of the inspecting ranks and therefore issues of overtaking on promotion do not arise

Further information

Further information can be found in:

- Home Office Circular 10/2012;
- PNB Circular 2013/14 (Revised);
- PNB Circular 2014/02; and
- JBB Circular 08/2014