

PART 4

Table (a)

INSPECTORS' PAY with effect from 1.9.96

Pay category	Annual salary with effect from 1 September 1995	Annual salary with effect from 1 September 1996
A	28,470	29,466
B	29,310	30,336
C	30,147	31,203
D	30,984	32,067
E	31,824	32,937

- 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 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.

Table (b)

INSPECTORS' PAY with effect from 1.9.97

Pay category	Annual salary with effect from 1 September 1996	Annual salary with effect from 1 September 1997
A	29,466	30,498
B	30,336	31,398
C	31,203	32,295
D	32,067	33,189
E	32,937	34,089

- 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 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.

Table (c)

INSPECTORS' PAY with effect from 1.9.98

Pay category	Annual salary with effect from 1 September 1997	Annual salary with effect from 1 September 1998
A	30,498	31,719
B	31,398	32,655
C	32,295	33,588
D	33,189	34,518
E	34,089	35,454

- 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 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.

Table (d)**INSPECTORS' PAY with effect from 1.9.99**

Pay category	Annual salary with effect from 1 September 1998	Annual salary with effect from 1 September 1999
A	31,719	32,862
B	32,655	33,831
C	33,588	34,797
D	34,518	35,760
E	35,454	36,729

- 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 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.

Table (e)**INSPECTORS' PAY with effect from 1.9.2000**

Pay category	Annual salary with effect from 1 September 1999	Annual salary with effect from 1 September 2000
A	32,862	33,849
B	33,831	34,845
C	34,797	35,841
D	35,760	36,834
E	36,729	37,830

- 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 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.

Table (f)

INSPECTORS' PAY with effect from 1.9.2001

Pay category	Annual salary with effect from 1 September 2000	Annual salary with effect from 1 September 2001
A	33,849	35,034
B	34,845	36,066
C	35,841	37,095
D	36,834	38,124
E	37,830	39,153

- 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 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.

Table (g)

INSPECTORS' PAY with effect from 1.9.2002

Pay category	Annual salary with effect from 1 September 2001	Annual salary with effect from 1 September 2002
A	35,034	36,084
B	36,066	37,149
C	37,095	38,208
D	38,124	39,267
E	39,153	40,329

- 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 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.

Table (h)

INSPECTORS' PAY with effect from 1.4.2003

Pay Point	Annual salary
0	37,551
1	38,610
2	39,669
3	40,731

Table (i)

Assimilation procedure for inspectors in post as at 31 March 2003

Annual salary as at 31 March 2003	Annual salary wef 1 April 2003
36,084	37,551
37,149	37,551
38,208	38,610
39,267	39,669
40,329	40,731

1. With effect from 1 April 2003, members should move sideways from the previous scale in the first column of table (i) to the new scale in the second column of the table.
2. Anomalies will arise with this assimilation method whereby some members will be overtaken in the pay scales by other members with entry dates up to a year later, due to the inter-relationship between individuals' incremental dates and the effective dates of implementation of the new pay scales.
3. To counteract the anomalies, the following exception to the above procedure will apply. The incremental dates of members listed below will, *for pay purposes only*, change where indicated in the following table:

<u>Entry date to rank</u>	<u>Incremental date</u>
Pre-1 October 2001	no change
Between 2 October 2001 and 30 September 2002	change to 1 October from 2003
Post-1 October 2002	no change

The above changes to incremental dates will need to remain in place until members reach the top of the inspectors' pay scale, in order to avoid yet further anomalies arising.

4. Table (i) is to be used only for assimilation purposes. Once the appropriate rate of pay is identified from table (i), members will move from that rate of pay up the scale in table (h) by annual increments on the anniversary of the date of their entry to the rank, adjusted as need be according to the table in paragraph (3). Members with an incremental date of 1 April will move up on table (h) immediately after applying the assimilation table (i).

Table (j)

INSPECTORS' PAY with effect from 1.9.2003

INSPECTORS' PAY

Pay point	Annual salary as at 1 April 2003 £	Annual salary with effect from 1 September 2003 £
0	37,551	38,679
1	38,610	39,768
2	39,669	40,860
3	40,731 (a)	41,952 (a)

(a) Officers who have been on this point for a year will have access to the competence related threshold payment of £1,002 a year.