

PART 3

Table (a)

SERGEANTS' PAY with effect from 1.9.96

Reckonable years of service in the rank	Annual salary with effect from 1 September 1995 £	Annual salary with effect from 1 September 1996 £
0	22,014 (a)	22,785 (a)
1	22,809	23,607
2	23,604 (b)	24,429 (b)
3	24,402	25,257
4	24,930	25,803
5	25,674	26,574

- (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 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 was to be determined as follows:

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

Table (b)**SERGEANTS' PAY with effect from 1.9.97**

Reckonable years of service in the rank	Annual salary with effect from 1 September 1996 £	Annual salary with effect from 1 September 1997 £
0	22,785 (a)	23,583 (a)
1	23,607	24,432
2	24,429 (b)	25,284 (b)
3	25,257	26,142
4	25,803	26,706
5	26,574	27,504

(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 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 was to be determined as follows:

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

Table (c)**SERGEANTS' PAY with effect from 1.9.98**

Reckonable years of service in the rank	Annual salary with effect from 1 September 1997 £	Annual salary with effect from 1 September 1998 £
0	23,583 (a)	24,525 (a)
1	24,432 (b)	25,410 (b)
2	25,284 (c)	26,295 (c)

Reckonable years of service in the rank	Annual salary with effect from 1 September 1997 £	Annual salary with effect from 1 September 1998 £
3	26,142	27,189
4	26,706	27,774
5	27,504	28,605

- (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 was to be determined as follows:

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

Table (d)

SERGEANTS' PAY with effect from 1.9.99

Reckonable years of service in the rank	Annual salary with effect from 1 September 1998 £	Annual salary with effect from 1 September 1999 £
0	24,525 (a)	25,407 (a)
1	25,410 (b)	26,325 (b)
2	26,295 (c)	27,243 (c)
3	27,189	28,167
4	27,774	28,773

Reckonable years of service in the rank	Annual salary with effect from 1 September 1998 £	Annual salary with effect from 1 September 1999 £
5	28,605	29,634
(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 was to be determined as follows:

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

Table (e)

SERGEANTS' PAY with effect from 1.9.2000

Reckonable years of service in the rank	Annual salary with effect from 1 September 1999	Annual salary with effect from 1 September 2000
0	25,407 (a)	26,169 (a)
1	26,325 (b)	27,114 (b)
2	27,243 (c)	28,059 (c)
3	28,167	29,013
4	28,773	29,637
5	29,634	30,522
(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 was to be determined as follows:

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

Table (f)

SERGEANTS' PAY with effect from 1.9.2001

Reckonable years of service in the rank	Annual salary with effect from 1 September 200	Annual salary with effect from 1 September 2001
0	26,169 (a)	27,084 (a)
1	27,114 (b)	28,062 (b)
2	28,059 (c)	29,040 (c)
3	29,013	30,027
4	29,637	30,675
5	30,522	31,590

- (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.

Table (g)

SERGEANTS' PAY with effect from 1.9.2002

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.

Table (h)

SERGEANTS' PAY with effect from 1.4.2003

Pay Point	Annual salary
0	29,307 (a)
1	30,312 (b)
2	31,329
3	31,998
4	32,940

(a) Entry point for members promoted from constable's pay point 11 or less

(b) Entry point for members promoted from constable's pay point 12.

Table (i)

ASSIMILATION PROCEDURE FOR SERGEANTS in post as at 31 March 2002

Annual salary as at 31 March 2003	Annual salary wef 1 April 2003
27,897)	29,307
28,905)	29,307
29,910	30,312
30,927	31,329
31,596	31,998
32,538	32,940

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 sergeants' 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)

SERGEANTS' PAY with effect from 1.9.2003

SERGEANTS' PAY

Pay point	Annual salary as at 1 April 2003 £	Annual salary wef 1 September 2003 £
0	29,307 (a)	30,186 (a)
1	30,312 (b)	31,221 (b)
2	31,329	32,268
3	31,998	32,958
4	32,940 (c)	33,927 (c)

- (a) Entry point for officers promoted from constables' pay point 11 or less.
 (b) Entry point for officers promoted from constables' pay point 12.
 (c) Officers who have been on this point for a year will have access to the competence related threshold payment of £1,002 a year.