



FREEDOM OF INFORMATION REQUEST



Request Number: F-2015-01311

Keyword: Human Resources

Subject: PSNI Police Officer Pay Scales

Request and Answer:

Question

I would be grateful if under Freedom of Information you could provide me with up-to-date pay scales for full time Constables and Sergeants within the PSNI?

Answer

This is to inform you that the Police Service of Northern Ireland (PSNI) has now completed its search for the information you requested. The decision has been taken to disclose the located information to you in full.

Please find below current PSNI full time Constable and Sergeant pay scales.

PSNI CONSTABLE/TRAINEE PAY SCALE

Pay point	With effect from 1.9.2013	With effect from 1.9.2014
On commencing service as PSNI trainee	£23,493	£23,727
On commencing service as probationary PSNI constable	£26,223	£26,484
2	£27,747 (a)	£28,023 (a)
3	£29,439	£29,733
4	£30,366	£30,669
5	£31,341	£31,653
6	£32,235	£32,556
7	£33,030	£33,360
8	£34,092	£34,434
9	£36,153	£36,516
10	£36,885 (b)	£37,254 (b)

(a) All officers move to this salary point on completion of two years' satisfactory service as a constable.

(b) Officers in the PSNI who have been on this point for a year will have access to the competence related threshold payment

PAY SCALE FOR TRAINEES/CONSTABLES RECRUITED AFTER 1 SEPTEMBER 2014

Pay point	With effect from 1.9.2014
On commencing service as a PSNI trainee	£19,191 (a)
On commencing service as a probationary PSNI constable	£22,443 (b)
2	£23,460
3	£24,483
4	£25,503
5	£27,543
6	£31,653
7	£37,254

(a) All trainees enter at point 0 and remain on point 0 until attestation/graduation.

(b) At attestation/graduation trainees become constables and move on to point 1.

PSNI SERGEANT PAY SCALE

Pay point	With effect from 1.9.2013	With effect from 1.9.2014	With effect from 1.4.2015
0	£36,885 (a)	£37,254	
1	£38,145 (b)	£38,526 (b)	£38,526 (d)
2	£39,426	£39,819	£39,819
3	£40,266	£40,668	£40,668
4	£41,451 (c)	£41,865 (c)	£41,865 (e)

(a) Current entry point for officers promoted from constables' pay point 9 or less.

(b) Current entry point for officers promoted from constables' pay point 10.

(c) Sergeants in the PSNI who have been on this point for a year will have access to the competence related threshold payment

(d) New entry point for officers promoted from constable from 1 April 2015

(e) Sergeants in the PSNI who have been on this point for a year will have access to the competence related threshold payment.

If you have any queries regarding your request or the decision please do not hesitate to contact me on 028 9070 0164. When contacting the Freedom of Information Team, please quote the reference number listed at the beginning of this letter.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible or in any case within two months of the date of issue of this letter. In the event that you require a review to be undertaken, you can do so by writing to the Head of Freedom of Information, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing foi@psni.pnn.police.uk.

If following an internal review, carried out by an independent decision maker, you were to remain dissatisfied in any way with the handling of the request you may make a complaint, under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the PSNI has complied with the terms of the Freedom of Information Act. You

can write to the Information Commissioner at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out, however the Commissioner has the option to investigate the matter at his discretion.

Please be advised that PSNI replies under Freedom of Information may be released into the public domain via our website @ www.psni.police.uk

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.