

# Royal Ulster Constabulary

For Police Use Only

HQ Ref: F2/1 PT II

Force Order No 14/99

Date: 4 October 1999

Part II

---

## 1999 PAY AWARD AND INCREASES IN ALLOWANCES

The Police Authority has advised that the Northern Ireland Office has approved the implementation of the provisions contained in PNB advisory circular 99/8 and as it applies to the RUC, with effect from 1 September 1999.

To summarise, the implications to the Force are:

(1) **Increase in salary for constable to chief inspector rank**

Appendix 'A' details the new salaries payable to constables with effect from 1 September 1999.

Appendix 'B' details the new salaries payable to sergeants with effect from 1 September 1999.

Appendix 'C' details the new salaries payable to inspectors and chief inspectors with effect from 1 September 1999.

Appendix 'D' converts the constables', sergeants', inspectors' and chief inspectors' salaries to monthly and hourly rates where appropriate.

(2) **Increase in salary for RUC reserve full-time**

Appendix 'E' details the new salaries payable with effect from 1 September 1999.

(3) **Increase in remuneration for RUC reserve part-time**

Appendix 'F' details the new rate payable with effect from 1 September 1999.

(4) **RUC Allowance**

Increased from £2202 to £2280 per annum with effect from 1 September 1999 for RUC regular and full-time RUC reserve members.

(5) **Inspectors' supplement**

Increased from £3636 to £3768 per annum with effect from 1 September 1999.

**Distribution/**

**All chief officers, superintendents,  
departments, stations and offices**

## CONSTABLES' PAY

Completed years of service in the rank	Annual salary with effect from 1 September 1996 £	Annual salary with effect from 1 September 1997 £
On commencing service	14,916	15,438
On completion of initial training period	16,689	17,274
	17,103 (a)	17,703 (a)
	17,295 (b)	17,901 (b)
2	17,679 (c)	18,297 (c)
3	18,147	18,783
4	18,777	19,434
5	19,380	20,058
6	20,013	20,712
7	20,589	21,309
8	21,111 (d)	21,849 (d)
9	21,111	21,849
10	21,795	22,557
11	21,795	22,557
12	22,593	23,385
13	22,593	23,385
14	23,607 (e)	24,432 (e)
Single performance payments		
	24,297 (f)	25,143 (f)
	24,984	25,854

- (a) Any probationer who was appointed after 31 August 1994 but before 30 September 1994 and was aged 22 or over on appointment. The probationer is a protected member and:
- (i) is undergoing initial training; or
  - (ii) has completed initial training and has not been assigned to (b).
- (b) Any probationer currently in receipt of a salary of 17,295 (17,901 from 1 September 1997) will retain that salary until completion of 2 years service.

## APPENDIX 'E'

**SALARY SCALE FOR RUC RESERVE (FULL TIME)  
WITH EFFECT FROM 1 SEPTEMBER 1997**

	<b>Previous Scale</b>	<b>New Scale</b>
	<b>£pa</b>	<b>£pa</b>
Before completing one year of service	14,916	15,438
After 1 year of service	16,689	17,274
After 2 years of service	17,679	18,297
After 3 years of service	18,147	18,783
After 6 years of service	18,777	19,434
After 9 years of service	19,380	20,058
After 12 years of service	20,013	20,712
After 15 years of service	20,589	21,309
After 18 years of service	21,111	21,849
After 21 years of service	21,795	22,557
After 24 years of service	22,593	23,385

**RUC RESERVE (FULL-TIME) PAY**  
**WITH EFFECT FROM 1 SEPTEMBER 1999**

CONTRACT	SERVICE IN RANK	ANNUAL	MONTHLY	HOURLY
First Contract	1 <sup>st</sup> year	£16,635.00	£1,386.25	£ 7.9721
	2 <sup>nd</sup> year	£18,612.00	£1,551.00	£ 8.9196
	3 <sup>rd</sup> year	£19,713.00	£1,642.75	£ 9.4472
Second Contract	3 years @	£20,235.00	£1,686.25	£ 9.6974
Third Contract	3 years @	£20,940.00	£1,745.00	£10.0353
Fourth Contract	3 years @	£21,609.00	£1,800.75	£10.3559
Fifth Contract	3 years @	£22,314.00	£1,859.50	£10.6937
Sixth Contract	3 years @	£22,959.00	£1,913.25	£11.0029
Seventh Contract	3 years @	£23,541.00	£1,961.75	£11.2818
Eighth Contract	3 years @	£24,306.00	£2,025.50	£11.6484
Ninth Contract	3 years @	£25,197.00	£2,099.75	£12.0754
Tenth Contract	3 years @	£26,325.00	£2,193.75	£12.6160