

**DETERMINATION UNDER THE POLICE SERVICE OF SCOTLAND
REGULATIONS 2013**

“This is Annex 6 referred to in the foregoing determination by the Scottish Ministers under regulation 16 of the Police Service of Scotland Regulations 2013

Annex 6

Regulation 16

PAY

SECTIONS:

- 1 GAIN FROM PROMOTION**
- 2 CONSTABLES’ PAY**
- 3 SERGEANTS’ PAY**
- 4 INSPECTORS’ PAY & PART TIME INSPECTORS’ PAY**
- 5 CHIEF INSPECTORS’ PAY & PART TIME CHIEF INSPECTORS’ PAY**
- 6 SUPERINTENDENTS’ PAY**
- 7 SENIOR OFFICERS’ PAY**
- 8 PAY OF DEPUTY CHIEF CONSTABLES OF 1967 ACT FORCES
TRANSFERRED OR APPOINTED TO THE POLICE SERVICE OF SCOTLAND
IN THE RANK OF ASSISTANT CHIEF CONSTABLE**
- 9 COMPETENCE RELATED THRESHOLD PAYMENT FOR CONSTABLES,
SERGEANTS, INSPECTORS AND CHIEF INSPECTORS**
- 10 PART-TIME CONSTABLES**

Section 1

GAIN FROM PROMOTION

- 1) When a constable is promoted to a higher rank, the rate of pay payable to the constable in that higher rank must be higher than the rate of pay the constable would have received had they not been promoted and must be set at a rate which is not less than the rate appropriate to the pay point which, in the higher rank, is immediately above the rate of pay the constable would have received but for their promotion.
- 2) Constables promoted from the rank of constable and inspector to sergeant and chief inspector respectively, and who were in receipt of a competence related threshold payment when promoted to the higher rank, will receive a guaranteed minimum increase in salary on promotion of £450 per annum.
- 3) For so long as the constable continues to serve in the higher rank, they must be paid at the rate identified in paragraphs (1) and (2) until, in accordance with the terms of service appropriate to the constable's new rank, a higher pay point becomes applicable.

Section 2

CONSTABLES' PAY

Pay point	With effect from 1 September 2017
On commencing service	£24,447
On completion of initial training	£27,285
2	£28,869 (a)
3	£30,633
4	£31,596
5	£32,616
6	£33,546
7	£34,371
8	£35,478
9	£37,623
10	£38,382 (b)

- (a) All officers move to this salary point on completion of two years' service as a constable.
- (b) Officers who have been on this point for a year will have access to the competence related threshold payment.

Section 3

SERGEANTS' PAY

Pay point	With effect from 1 September 2017
0	£38,382 (a)
1	£39,693 (b)
2	£41,028
3	£41,901
4	£43,137 (c)

- (a) Entry point for officers promoted from constables' pay point 9 or less.
- (b) Entry point for officers promoted from constables' pay point 10.
- (c) Officers who have been on this point for a year will have access to the competence related threshold payment.

Section 4

INSPECTORS' PAY

Pay point	With effect from 1 September 2017
0	£49,176
1	£50,562
2	£51,951
3	£53,340 (a)

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

A part-time Inspector who works additional hours shall be paid at plain time for all hours worked in addition to their determined hours up to 40 hours a week. Determined hours and additional hours so worked are pensionable.

Section 5

CHIEF INSPECTORS' PAY

Pay point	With effect from 1 September 2017
1	£54,432 (a)
2.	£55,524
3	£56,670 (b)

- (a) Entry point for an officer appointed to the rank, unless the chief officer of police assigns the officer to the higher point.
- (b) Officers who have been on this point for a year will have access to the competence related threshold payment.

A part-time Chief Inspector who works additional hours shall be paid at plain time for all hours worked in addition to their determined hours up to 40 hours a week. Determined hours and additional hours so worked are pensionable.

CHIEF INSPECTORS IN POST AT 31 AUGUST 1994

Annual salary with effect from 1 September 2017
£57,597 (a)

- (a) Officers on this point will have access to the competence related threshold payment of £1,272 a year.

Section 6

SUPERINTENDENTS' PAY

SUPERINTENDENT

Pay point	With effect from 1 September 2017
1	£65,478
2	£68,901
3	£72,498
4	£77,340

CHIEF SUPERINTENDENT

Pay point	With effect from 1 September 2017
1	£81,156
2	£83,901
3	£85,614

Section 7

SENIOR OFFICERS' PAY

This Section does not apply to any constable mentioned in Section 8.

CHIEF CONSTABLE AND DEPUTY CHIEF CONSTABLE

	With effect from 1 September 2017
Chief Constable	£216,549
Deputy Chief Constable	£176,490

ASSISTANT CHIEF CONSTABLES APPOINTED TO THE POLICE SCOTLAND EXECUTIVE TEAM STRUCTURE

	With effect from 1 September 2017(a)
Assistant Chief Constable	£119,670

(a) With effect from 1st September 2013 all those ACCs appointed to the Police Scotland executive team structure will be on a single pay point.

ASSISTANT CHIEF CONSTABLES NOT APPOINTED TO THE POLICE SCOTLAND EXECUTIVE TEAM STRUCTURE

Pay point	With effect from 1 September 2017(a)
1	£96,407
2	£97,563
3	£100,710
4	£103,851
5	£107,004
6	£110,148

(a) Those ACCs appointed to Police Scotland, but outside the executive team structure, will retain their current terms and conditions, including access to the discretionary bonus provision.

Section 8

PAY OF SENIOR OFFICERS AND THE DIRECTOR GENERAL OF THE SCOTTISH CRIME AND DRUG ENFORCEMENT AGENCY TRANSFERRED OR APPOINTED TO THE POLICE SERVICE OF SCOTLAND WITH AN ENTITLEMENT TO PRESERVED PAY

A constable who transfers to the Police Service by virtue of paragraph 5(2) (chief constables) or 5(4) (deputy chief constables) of schedule 5 to the Police and Fire Reform (Scotland) Act 2012, or who was appointed to the Police Service of Scotland before 1 April 2013 in a rank lower than that which they held in their former police force, will be paid the following rates:

PAY OF CHIEF CONSTABLES OF POLICE FORCES TRANSFERRED OR APPOINTED TO THE POLICE SERVICE IN THE RANK OF DEPUTY CHIEF CONSTABLE

Constable's former police force	Salary
Strathclyde	£185,679
Lothian and Borders	£147,915
Grampian	£138,471
Tayside	£135,324
Central Scotland	£130,866
Dumfries and Galloway	£130,866
Fife	£130,866
Northern	£130,866

PAY OF DEPUTY CHIEF CONSTABLES OF POLICE FORCES TRANSFERRED OR APPOINTED TO THE POLICE SERVICE IN THE RANK OF ASSISTANT CHIEF CONSTABLE

Constable's former police force	Salary
Strathclyde	£144,768
Lothian and Borders	£122,028
Grampian	£114,240
Tayside	£113,295
Central Scotland	£113,295
Dumfries and Galloway	£113,295
Fife	£113,295
Northern	£113,295

The pay of the former Director General of the Scottish Crime and Drug Enforcement Agency, who transfers to the Police Service of Scotland under paragraph 7(1) of schedule 5 to the Police and Fire Reform (Scotland) Act 2012 in the rank of assistant chief constable (by virtue of paragraph 5(4) of schedule 5 to that Act) is: **£127,224**.

In this Section, "police force" means a police force which was, until 1 April 2013, maintained under the Police (Scotland) Act 1967 (c. 77).

Section 9

COMPETENCE RELATED THRESHOLD PAYMENT FOR CONSTABLES, SERGEANTS, INSPECTORS AND CHIEF INSPECTORS

- 1) A constable in the rank of constable, sergeant, inspector or chief inspector whose service as reckoned under Part 7 of the Regulations, has entitled the constable for at least one year to be at the top of the scale applied to that constable's rank as shown in Sections 2, 3, 4 and 5 of this determination, and who makes an application in accordance with paragraph (3), is to receive a competence related threshold payment at the appropriate rate, provided that the determining officer has determined that a high professional competence has been demonstrated by that constable under each of the following national standards:
 - Professional competence and results;
 - Commitment to the job;
 - Relations with the public and colleagues;
 - Willingness to learn and adjust to new circumstances.

- 2) High professional competence is reached under a national standard by demonstrating competence against each of the following criteria listed under the standard to which they are related-
 - Professional competence and results
 - effective organisation of work to meet the demands of the applicant's role;
 - commitment to Police Service values;
 - commitment to health and safety requirements; and
 - compliance with the Code of Conduct.
 - Commitment to the job
 - commitment to achieving Police Service objectives;
 - commitment to personal and professional development; and
 - commitment to achieving high levels of attendance.
 - Relations with the public and colleagues
 - promoting equality, diversity and human rights in working practices;
 - contributing to the Police Service's response, recognising the needs of all relevant communities; and
 - working as part of a team.
 - Willingness to learn and adjust to new circumstances
 - making best use of available technology; and
 - demonstrating an openness to change.

- 3) The constable, in the application, except as provided in paragraph (12) or (13), must include examples relating to performance over the two years prior to the date of the

application. The completed form must be submitted to the constable's assessing officer. The assessing officer must complete in the relevant sections of the form an assessment as to whether or not the examples contained in the application are indicative of high professional competence against each of the four national standards. The assessing officer must then submit the form to the constable's determining officer.

- 4) The constable's determining officer must consider the assessing officer's assessments and determine whether or not payment should be made under this Section of this determination.
- 5) The assessment and the determination must be completed, and the applicant notified in writing of the decision, by no later than 21 days after receipt of the completed application by the assessing officer. In exceptional cases, this period may be extended to 30 days if either the assessing officer or determining officer requires more information.
- 6) Successful applicants, including those who are successful on appeal, must receive the payment with effect from the date at which they become eligible or the date of application, whichever is the later. Unsuccessful applicants are entitled to receive written feedback on their application from their determining officer and oral feedback from their assessing officer, and are entitled to appeal the decision not to award the payment. If appealing, the constable must explain in writing the reasons for disputing the decision. The constable's appeals officer must undertake the review of the decision.

Grounds for appeal are restricted to one or both of the following:

- the assessing officer or determining officer did not properly take account of the material presented;
- the assessing officer or determining officer took account of irrelevant or inaccurate factors.

The appeals officer must reconsider the decision in the light of the information provided. The outcome of the appeal is final. If necessary, the appeals officer may seek additional information from any party to the process. The applicant must be notified of the decision in writing within 21 days of submitting the appeal.

- 7) Where the Police Service of Scotland identifies, under any formal management procedures, including any performance assessment process operated by the Police Service of Scotland, concerns with respect to the maintenance of high professional standards by a constable in receipt of the payment, the constable's entitlement to the payment must be re-assessed. In these circumstances, the constable, having been notified in writing of the causes for concern, may resubmit an application as outlined in paragraph (3) for consideration as outlined in paragraphs (4) and (5), and the right of appeal as outlined in paragraph (6) applies.
- 8)
 - a) When a constable in receipt of the payment is promoted to a higher rank, the payment must be discontinued with effect from the date the promotion takes effect.
 - b) A constable who is reduced in rank otherwise than as mentioned in sub-paragraph (c) is to receive the payment from the date at which the constable returns to the lower rank

- c) A constable who was in receipt of the payment before promotion to a higher rank and has been reduced in rank as a result of formal action under, the Police Service of Scotland (Conduct) Regulations 2013 or the Police Service of Scotland (Conduct) Regulations 2014, is not entitled to the payment when returned to the lower rank, but may resubmit an application as outlined in paragraph (3) for consideration as outlined in paragraphs (4) and (5) and the right of appeal as outlined in paragraph (6) applies.
- 9) When a constable in receipt of the payment is temporarily promoted to a higher rank, the payment will be discontinued with effect from the date the temporary promotion takes effect until the period of temporary promotion ends.
- 10) Subject to paragraph (7), where a constable in receipt of the payment goes on temporary service outwith the Police Service under arrangements made under section 15 of the Police and Fire Reform (Scotland) Act 2012, the constable will receive the payment from the date of return to the Police Service.
- 11) The hourly rate of pay of a part-time constable entitled to this payment is to be increased by a sum obtained by multiplying by 6/12520 the appropriate rate.
- 12) A constable who, at the time of application, is on maternity leave in accordance with regulation 25(7) of the Regulations and any determination thereunder, must in her application cite examples relating to performance from the two year period ending with the start of her maternity leave.
- 13) A constable who, at the time of application, is absent from duty on account of injury or illness in accordance with regulation 25(5) of the Regulations and any determination thereunder, must in the application cite examples relating to performance from the two year period ending with the start of the absence under that regulation.
- 14) In this Annex-
- “appropriate rate” means £1,272 per annum from 1 September 2017;
- “assessing officer” means the individual who has the immediate supervisory responsibility for the constable concerned;
- “determining officer” means an individual who has supervisory responsibility within the Police Service and who is senior in rank or grade to the assessing officer;
- “appeals officer” means the individual who has, for the time being, supervisory responsibility for the determining officer.
- 15) Where none of the assessing officer, the determining officer or the appeals officer as defined in paragraph (14) is a constable, then the chief constable must appoint a suitable constable to be the appeals officer for the constable concerned.

Section 10

PART-TIME CONSTABLES

- 1) The hourly rate of pay of a part-time constable is to be calculated by multiplying by 6/12520 the appropriate annual rate of pay.
- 2) A part-time constable's pay for days of annual leave is 8 times the rate of pay as in (1) above, reduced in proportion that the number of determined hours bears to 40 times the number of weeks in the relevant period.
- 3) In this Section, "determined hours" and "relevant period" have the meaning given in paragraph 5(b) of Annex 5 of these determinations."

1. This determination is subscribed as follows:–

Signed by

a member of staff of the Scottish Ministers, at Edinburgh

at St Andrew's House

on