
STATUTORY INSTRUMENTS

1994 No. 2331

POLICE

The Police (Amendment) (No. 3) Regulations 1994

Made - - - - *6th September 1994*
Laid before Parliament *9th September 1994*
Coming into force - - *30th September 1994*

In exercise of the powers conferred on me by section 33 of the Police Act 1964⁽¹⁾, after taking into consideration the recommendations made by the Police Negotiating Board for the United Kingdom and furnishing the said Board with a draft of the Regulations in accordance with section 2(1) of the Police Negotiating Board Act 1980⁽²⁾, I hereby make the following Regulations:

Citation, commencement and interpretation

1.—(1) These Regulations may be cited as the Police (Amendment) (No. 3) Regulations 1994 and shall come into force on 30th September 1994, but regulations 2 to 4 shall have effect as from 1st September 1994.

(2) In these Regulations “the principal Regulations” means the Police Regulations 1987⁽³⁾.

Rate of pay and reckoning of service

2.—(1) Regulation 37 of the principal Regulations is amended—

(a) by substituting for paragraph (1)—

“(1) Schedule 5 shall have effect for determining the pay of members of police forces.”;

and

(b) in paragraph (2) by deleting the words “any of the aforesaid scales of”.

(2) Regulation 40(2) of the principal Regulations is amended by deleting the words “the scale of”.

(3) Regulation 41(1) of the principal Regulations is amended by deleting the words “the scale of”.

(4) Regulation 43(1) of the principal Regulations is amended by deleting the words “the scale of”.

(1) 1964 c. 48; section 33 was amended by the Police and Magistrates' Courts Act 1994 (c. 29), section 18, and those amendments (except new section 33(3)) have been brought into force by S.I. 1994/2025.

(2) 1980 c. 10.

(3) S.I. 1987/851; relevant amendments were made by S.I. 1989/895, 1993/2527.

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Determination of pay

3.—(1) Paragraph 1 of Schedule 5 to the principal Regulations is amended—

(a) by substituting for sub-paragraph (1)—

“(1) Subject to sub-paragraphs (2) to (10), the annual pay of a member of a police force is the amount specified below at the pay point for his pay category.

(1A) The pay points for superintendents and chief superintendents are the following:

Pay category	Pay point	Amount
		£
A	1	37,596
B	2	38,523
C	3	39,450
D	4	40,377
E	5	41,304
F	6	42,231
G	7	43,158
H	8	44,085
I	9	45,012

(1B) The pay categories for superintendents and chief superintendents are the following:

Category	Description
A	The member is a superintendent in any force and— (a) was appointed in that rank after 31st August 1994, (b) immediately before his appointment was an inspector or chief inspector in pay category F or a lower category, and (c) has not completed one year’s service in the rank of superintendent.
B	The member is a superintendent— (a) except in a London force, who was appointed in that rank before 1st September 1994 and has not completed one year’s service in it, or (b) in any force, who was appointed in that rank after 31st August 1994 and has not completed one year’s service in it but, immediately before his appointment, was a chief inspector in pay category G or a higher category, or (c) in any force, who was appointed in that rank after 31st August 1994 at pay

Category	Description
	category A and has completed one year's service in it.
C	<p>The member is a superintendent—</p> <ul style="list-style-type: none">(a) in a London force, who was appointed in that rank before 1st September 1994 and has not completed one year's service in it, or(b) except in a London force, who was appointed in that rank before 1st September 1994 and has completed one year's service in it, or(c) in any force, who was appointed in that rank after 31st August 1994 and has completed one year's service in it at pay category B.
D	<p>The member is a superintendent—</p> <ul style="list-style-type: none">(a) in a London force, who was appointed in that rank before 1st September 1994 and has completed one year's service in it, or(b) except in a London force, who was appointed in that rank before 1st September 1994 and has completed 2 years' service in it, or(c) in any force, who was appointed in that rank after 31st August 1994 and has completed one year's service in it at pay category C.
E	<p>The member is a superintendent—</p> <ul style="list-style-type: none">(a) in a London force, who was appointed in that rank before 1st September 1994 and has completed 2 or more years' service in it, or(b) except in a London force, who was appointed in that rank before 1st September 1994 and has completed 3 or more years' service in it, or(c) in any force, who was appointed in that rank after 31st August 1994 and has completed one year's service in it at pay category D, or(d) whose pay category would otherwise be C but who has been assigned by the chief officer of police to this category.
F	<p>The member—</p> <ul style="list-style-type: none">(a) is a superintendent whose pay category would otherwise be C, D or E, but who has been assigned by the chief officer of police to this category, or

Category	Description
	<ul style="list-style-type: none"> (b) is a chief superintendent and has not completed one year's service in that rank, or (c) is a superintendent who was appointed in that rank after 31st August 1994 and has completed one year's service in it at pay category E.
G	<p>The member—</p> <ul style="list-style-type: none"> (a) is a superintendent whose pay category would otherwise be C, D, E or F or a chief superintendent whose pay category would otherwise be F but who has been assigned by the chief officer of police to this category, or (b) is a chief superintendent and has completed one year's service in that rank, or (c) is a superintendent who has been assigned to pay category F by virtue of a decision under paragraph (a) of the description of that category and who has completed one year's service at that pay category.
H	<p>The member—</p> <ul style="list-style-type: none"> (a) is a superintendent whose pay category would otherwise be C, D, E, F or G or a chief superintendent whose pay category would otherwise be F or G but who has been assigned by the chief officer of police to this category, or (b) is a chief superintendent and has completed 2 years' service in that rank, or (c) is a superintendent or chief superintendent who has been assigned to pay category G by virtue of a decision under paragraph (a) of the description of that category and who has completed one year's service at that pay category.
I	<p>The member—</p> <ul style="list-style-type: none"> (a) is a superintendent or chief superintendent whose pay category would otherwise be H but who has been assigned by the chief officer of police to this category, or (b) is a chief superintendent and has completed 3 years' service in that rank, or (c) is a superintendent or chief superintendent who has been assigned to

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Category	Description
	pay category H by virtue of a decision under paragraph (a) of the description of that category and who has completed one year's service at that pay category.

(1C) The pay points for inspectors and chief inspectors are the following:

Pay category London	Pay point Provinces	Amount	
		£	£
A	1	28,908	27,642
B	2	29,721	28,455
C	3	30,534	29,268
D	4	31,347	30,081
E	5	32,163	30,897
F	6	32,799	31,533
G	7	33,438	32,172
H	8	34,077	32,811
I	9	34,650	33,384

(1D) The pay categories for inspectors and chief inspectors are the following:

Category	Description
A	The member is an inspector who— (a) has not completed one year's service in that rank, and (b) was not on 31st August 1994 an inspector to whom sub-paragraph (8) applied.
B	The member is an inspector who has either— (a) completed one year's service in that rank, or (b) not completed one year's service in it but was on 31st August 1994 an inspector to whom sub-paragraph (8) applied.
C	The member is an inspector who has either— (a) completed 2 years' service in that rank, or (b) not completed 2 years' service in it, but— (i) was on 31st August 1994 an inspector to whom sub-paragraph (8) applied, and (ii) has completed one year's service in that rank.

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Category	Description
D	<p>The member is an inspector who has either—</p> <ul style="list-style-type: none"> (a) completed 3 years' service in that rank, or (b) not completed 3 years' service in it, but— <ul style="list-style-type: none"> (i) was on 31st August 1994 an inspector to whom sub-paragraph (8) applied, and (ii) has completed 2 years' service in that rank.
E	<p>The member is—</p> <ul style="list-style-type: none"> (a) a person appointed in the rank of chief inspector who has not completed one year's service in it and has not been assigned to pay category F, (b) an inspector who, having completed 3 years' service in that rank and having been assigned to this pay category by the chief officer of police, thereby holds the rank of chief inspector, or (c) an inspector who has completed 4 years or more service in that rank, or (d) an inspector who has not completed 4 years' service in that rank and who has not been assigned to the category by virtue of paragraph (b) of this description, but who— <ul style="list-style-type: none"> (i) was on 31st August 1994 an inspector to whom sub-paragraph (8) applied, and (ii) has completed 3 years' service in that rank.
F	<p>The member is—</p> <ul style="list-style-type: none"> (a) a person appointed in or holding the rank of chief inspector who has completed one year's service in it at pay category E, (b) a person who was a chief inspector on 31st August 1994— <ul style="list-style-type: none"> (i) who has completed one year's service in that rank, or (ii) to whom on that date sub-paragraph (8) applied and who has not completed one year's service in that rank, (c) a person appointed in the rank of chief inspector who was assigned to this pay category by the chief officer of police and has not completed one year's service in it,

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Category	Description
	(d) an inspector who, having completed 3 or more years' service in that rank and having been assigned to this pay category by the chief officer of police, thereby holds the rank of chief inspector.
G	The member is a chief inspector— (a) who has completed one year's service in that rank and has been assigned to this pay category by the chief officer of police, or (b) who has completed one year's service in it at pay category F, or (c) who was a chief inspector on 31st August 1994 and— (i) who has completed 2 years' service in that rank, or (ii) to whom on that date sub-paragraph (8) applied and who has completed one year's service, but not 2 years' service, in that rank.
H	The member was a chief inspector on 31st August 1994 and— (a) has completed 2, but not 3, years' service in that rank, but (b) on that date sub-paragraph (8) applied to him.
I	The member was a chief inspector on 31st August 1994 and— (a) has completed 3, but not 4, years' service in that rank, but (b) on that date sub-paragraph (8) applied to him.

(1E) The pay points for sergeants are the following:

Pay category	Pay point	Amount
		£
A	1	21,372
B	2	22,146
C	3	22,917
D	4	23,691
E	5	24,204
F	6	24,927

(1F) The pay categories for sergeants are the following:

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A	The member has not completed one year's service in the rank of sergeant.
B	The member has completed one year's service in that rank.
C	The member has completed 2 years' service in that rank.
D	The member has completed 3 years' service in that rank.
E	The member has completed 4 years' service in that rank.
F	The member has completed 5 years' service in that rank.

(1G) The pay points for constables are the following:

Pay category	Pay point	Amount
		£
A	1	13,992
B	2	15,192
C	3	16,224
D	4	16,584
E	5	17,022
F	6	17,613
G	7	18,180
H	8	18,771
I	9	19,314
J	10	19,803
K	11	20,445
L	12	21,192
M	13	22,146

(1H) The pay categories for constables are the following:

Category	Description
A	The member— (a) was appointed before 1st September 1994, was under 22 years of age on appointment and has not completed one year's service, or

Category	Description
	(b) was appointed after 31st August 1994 and is undergoing initial training.
B	The member— (a) was appointed before 1st September 1994, was under 22 years of age on appointment and has completed one year’s service, or (b) was appointed after 31st August 1994, has completed initial training and has been assigned by the chief officer of police to this category.
C	The member was appointed after 31st August 1994, has completed initial training and has been assigned by the chief officer of police to this category.
D	The member— (a) has completed 2 years' service, or (b) was appointed before 1st September 1994 and was of the age of 22 years or over on appointment.
E	The member has completed 3 years' service.
F	The member has completed 4 years' service.
G	The member has completed 5 years' service.
H	The member has completed 6 years' service.
I	The member has completed 7 years' service.
J	The member has completed 8 years' service.
K	The member has completed 10 years' service.
L	The member has completed 12 years' service.
M	The member has completed 14 years' or more service.

(1I) In sub-paragraph (1B) above, “London force” means the City of London police force and the metropolitan police force; in sub-paragraph (1D), “sub-paragraph (8)” means sub-paragraph (8) of this paragraph (which required pay to be determined in certain cases as if the member had an additional year’s service) as it had effect on 31st August 1994; and in sub-paragraph (1H), references to completing service of a specified number of years include service spent on initial training or on probation.”;

- (b) by substituting for the words “Table A”, wherever occurring in sub-paragraphs (2) to (5), the words “sub-paragraphs (1) to (1B)”;
- (c) in sub-paragraph (6) by substituting for the words “Table A” the words “sub-paragraphs (1), (1C) and (1D)”;
- (d) by deleting sub-paragraphs (7), (8) and (9A); and
- (e) in sub-paragraph (10)—

- (i) by substituting for the words “sub-paragraphs (7) to (9A)” the words “sub-paragraph (9)”, and
- (ii) by deleting the words “scale of”.

(2) Paragraph 2 of Schedule 5 to the principal Regulations is hereby revoked.

(3) Paragraph 3 of Schedule 5 to the principal Regulations is amended by deleting the words “scale of” and substituting for the words “Table A in paragraph 1” the words “paragraph 1(1A) to (1F)”.

Dog handler’s allowance

4. Schedule 11 to the principal Regulations is amended by substituting for the figure “£930” the figure “£957” and for the figure “£1,269” the figure “£1,308”.

Revocations

5. Regulation 10 of the Police (Amendment) (No. 2) Regulations 1994⁽⁴⁾ and paragraph 8 of Part II of the Schedule to those Regulations are revoked.

Home Office
6th September 1994

Michael Howard
One of Her Majesty’s Principal Secretaries of
State

(4) S.I. 1994/2195.

EXPLANATORY NOTE

(This note is not part of the Regulations)

These Regulations, which further amend the Police Regulations 1987 (“the principal Regulations”), introduce new pay arrangements for members of police forces.

The former scales of pay for the various ranks, which were set out in Tables in paragraphs 1 and 2 of Schedule 5 to the principal Regulations, were based almost entirely on length of service in the rank. The new paragraph 1(1) to (1I) substituted for paragraph 1(1) by regulation 3(1)(a) of these Regulations provides for the assimilation from the former scales on that basis, but at increased rates, on 1st September 1994 (the effective date of this new provision), of the pay of officers serving in a rank immediately before that date. It also provides for the initial pay of officers appointed in a rank after 31st August 1994, and for the pay progression after that date of both kinds of officer. This new provision retains a basic element of length of service, but in the case of chief superintendents, superintendents, chief inspectors and inspectors the chief officer of police is enabled to assign individual officers to a higher pay category than they would have attained on that basis.

Related amendments are made by regulations 2 and 3(1)(b) to (e) and (3), and the former provision as to constables' pay (paragraph 2 of Schedule 5 to the principal Regulations, replaced by new provision in paragraph 1) is revoked by regulation 3(2).

Regulation 4 increases the rates of dog-handler's allowance.

Regulation 5 revokes regulation 10 of the Police (Amendment) (No. 2) Regulations 1994 (“the No. 2 Regulations”), which failed to take account of a previous amendment to regulation 53 of the principal Regulations and had no effect, and the related saving provision in paragraph 8 of Part II of the Schedule to the No. 2 Regulations which was ineffective for the same reason.

The amendments to the principal Regulations have effect as from 1st September 1994: retrospection is authorised by section 33(4) of the Police Act 1964.