



Ministry  
of Defence

Daniel Applegate  
Head of HR Policy and Reward  
Ministry of Defence  
Main Building (06/1/25)  
Whitehall  
London SW1A 2HB  
United Kingdom

Telephone +44 (0)207 80 78098  
Mil: 9621 78098  
Dii: People-CivHR-PolReward Hd  
E-mail: Daniel.Applegate608@mod.uk

Eamon Keating  
National Chairman  
Defence Police Federation

16 November 2015

Dear Eamon,

**MINISTRY OF DEFENCE POLICE TERMS AND CONDITIONS OF SERVICE REVIEW – REVISED OFFER**

1. Your letter dated 10 August 2015 advised that following a ballot of your members, the Defence Police Federation (DPF) were unable to accept the Department's offer on changes to MDP Terms and Conditions of Service (TACOS) set out in my letter of 8 July 2015.
2. We have subsequently discussed the issues of your concern to your members. As you know, MOD faces significant pressure on resources, and there are stringent savings targets against the MDP. Any TACOS package must be affordable in the context of available resources. Against this background there is very limited room to improve on the offer set in my previous letter. Nevertheless, we have looked again at the terms on offer and have been able to make improvements in some areas.
3. Accordingly, this letter sets out a revised proposition on MDP TACOS. It supersedes the proposals that were contained in my letter of 8 July 2015 and represents the Department's full and final offer on changes to MDP TACOS. As stated previously, the individual elements of this letter form a mutually dependent package, and cannot be accepted in isolation.

**EFFECTIVE PENSION AGE**

4. The then Minister(DPWV) wrote to you before the General Election setting out the Government's position on effective pension age for the MDP. The Secretary of State has confirmed that the terms offered in that letter remain extant. To recap, the Government is offering an effective pension age which will be a maximum three year actuarial reduction from State pension age. This means that on a State pension age of 68, the normal MOD pension age, for those who do not have protected rights to an earlier pension age, will be 65. This will be funded in full by the Department provided that it forms part

of an overall agreement on revised Terms and Conditions of Service for the MDP. I should emphasize that this will not affect officers who protected rights to an earlier pension age. Such officers will retain their protected rights in full.

### **MDP OCCUPATIONAL FITNESS STANDARD**

5. All MDP officers will be required, as a condition of service, to meet an MDP Occupational Fitness Standard that has been determined by the Institute of Naval Medicine (INM Report 2015.008 refers) and agreed by the College of Policing. All officers will be required to pass an annual fitness test that equates to Level 5.7 on the 15 metre version of the Multistage Fitness Test (INM Report 2015.009 refers). Implementation of the new MDP Occupational Fitness Standard will commence during 2015/16 through a 12 month programme of “no consequence” fitness testing. “With consequence” fitness testing will begin during 2016/17. Implementation of fitness testing in the MDP will be based on the policy and process that has supported the introduction of job related fitness testing within Home Office Forces.

6. Detailed policy guidance on the implementation of the new MDP Occupational Fitness Standard (including the supporting annual fitness testing process) will be the subject of separate consultation. This will draw upon the recommendations made by the Institute of Naval Medicine and will detail the remedial support, advice and training that will be provided to officers who are unable to meet the agreed MDP Occupational Fitness Standard. The policy guidance will also detail the process for managing officers who are unable to meet the MDP Occupational Fitness Standard after remedial support, advice and training has been provided. This will be in accordance with the MDP Unsatisfactory Performance Procedures.

### **MANAGEMENT OF OFFICERS ON LIMITED DUTIES**

7. Home Office Circular 10/2015 introduced changes to Police Regulations in regard to the management of officers on limited duties. We propose to implement these changes within the MDP through revised Force policy. The Police Advisory Board for England and Wales Officers has produced guidance to support the changes to the management of officers on limited duties and we intend to use this as the basis for developing MDP policy that will be the subject of separate consultation.

8. Under the changes to the management of officers on limited duties that were introduced by Home Office Forces in April 2015, officers who have been placed on Adjusted Duties for more than 12 months may be subject to the loss of the deployability element of the X-factor payment following a formal management review. This constitutes a deduction of pay to the value of 8%. In this context the term Adjusted Duties relates to officers who cannot be deployed on full duties, but who are able to attend for duty in a substantive policing role following a formal workplace adjustment (including a reasonable adjustment under the Equality Act 2010).

9. MDP officers who are currently in a post that has been the subject of a formal workplace assessment (including reasonable adjustments under the Equality Act 2010) will not have their salary reduced by 8% with immediate effect. If an officer is placed on Adjusted Duties as defined in the new policy on managing officers on limited duties their situation will be formally reviewed by management after 12 months. Any decision to remove the X-factor component of pay will be made on a case-by-case basis, and will be informed by the outcome of the formal management review process.

## **PAY AND ALLOWANCES**

### **Net Pay Deduction**

10. The Department has applied a Net Pay Deduction (NPD) since 1982 to take account of the differences between the Civil Service Pension Scheme (CSPS) and the Police Pension Scheme (PPS) and to ensure that MDP take home pay remained at a relativity of 95%. However, we recognise the impact of the changes to member contributions in both the CSPS and PPS that have been introduced since the NPD was last reviewed and that a further review is required. This would need to take account of the fact that MDP and Home Department Police Forces (HDPF) officers are now on a range of different pension schemes. While differential rates could be calculated, this would introduce considerable additional complexity at a time when we are seeking to simplify pay. If agreement can be reached on the overall TACOS package the Department will abolish the NPD altogether from 1 April 2016.

### **Annual Salary**

11. Subject to agreement of the overall TACOS package the Department proposes to implement the pay scales that are attached at Annex A and Annex B, which reflect the 2014 and 2015 police pay awards and represent an average pay increase of 1% for each year. These include new pay scales for existing Constables and new entrants, and changes to the pay scales for Superintending ranks and Assistant Chief Constables. The removal of pay points 6, 7 and 9 on the pay scale for Constables' in service before 1 April 2013 will commence on 1 April 2016. The 2014 pay award will be backdated to 1 September 2014, with the 2015 pay award backdated to 1 September 2015. Both pay awards will be implemented at the earliest opportunity.

### **Freeze on automatic pay scale progression**

12. Following Winsor, HDPFs introduced a two year freeze on automatic progression up the pay scale between 1 April 2012 and 31 March 2014 for those officers below the top of their pay scale (this excluded the first three increments on the Constables' pay scale). MOD delayed doing the same pending the outcome of the TACOS Review and we now intend to follow suit. Accordingly, we will implement a two year freeze on automatic pay scale progression within the MDP for officers who joined the Force before April 2012 and who are not on the top of their pay scale on 1 April 2016. For clarity, it will not apply to officers who have been promoted since 31 March

2014 when the two year freeze in HDPFs ended. Officers at the top of their pay scale will not be affected. We estimate that this is likely to affect no more than 300 serving MDP officers. If we did not introduce this measure, these officers would be two incremental points higher up the pay scale than their HDPF counterparts, which would mean that their salary would exceed the agreed 95% pay relativity. At the end of the two year suspension period the affected officers would move onto the new process for linking pay scale progression with performance that is detailed below.

### **Linking Pay Scale Progression to Performance**

13. Winsor recommended that pay progression for officers in the Federated ranks should be subject to a Satisfactory box marking in their annual appraisal. We propose to introduce this for all officers in the MDP. With effect from 1 April 2016, pay scale progression will be linked to the conclusion of the annual PDR process (rather than the anniversary of joining the MDP as at present). Officers not on the maximum of their pay scale will progress to the next increment on the scale provided they achieve a PDR marking of Satisfactory. Those who do not achieve a marking of Satisfactory will remain on the same point on the pay scale until a marking of Satisfactory is achieved. The criteria for achieving a marking of Satisfactory will include:

- Remaining fully qualified for the officer's designated role by passing all mandatory qualification and requalification training required, including firearms.
- Meeting the agreed MDP Occupational Fitness Standard (and passing the associated annual fitness test).
- Being assessed as having reached acceptable levels of professional conduct.
- Sickness absence of no more than 8 days in one year.

The policy guidance required to implement linking pay scale progression to performance within the MDP will now be developed by the Force and consulted upon.

### **Overtime**

14. Following Winsor, the HDPFs have introduced changes in the entitlements to compensation for overtime working via Home Office Circular 010/2012. MOD proposes to introduce the same rules, which will be incorporated into Force policy:

<b>Type of overtime</b>	<b>Eligibility</b>	<b>Rate per hour</b>
Casual	Remaining on duty after a tour of duty ends	<b>Time and a third</b> (but there is no payment for the first 15 or 30 minutes worked depending on the notice given)

	Working on a Z day	<b>Time and a third</b>
	Recalled between two rostered tours of duty	<b>Time and a third</b> plus travelling time (the minimum of four hours' pay is abolished)
Planned	Rest Day	<b>Time and a half</b> when fewer than 15 days' notice of a requirement to work is given. Existing policy on managing requirements to work on a rest day when more than 15 days notice is given remains unchanged.
	Public Holiday	<b>Double time applies to 25 December and seven other days chosen by the officer</b> to be treated as public holidays

### **Maternity Pay**

15. Following Winsor, HDPF officers' maternity pay was increased to 18 weeks at full pay. We propose similarly to increase MDP officers' maternity pay to 18 weeks with effect from 1 April 2016.

### **Extension of the principles contained within the Children and Families Act 2014 to police officers**

16. Home Office Circular 11/2015 advised on likely changes to Police Regulations to ensure that police officers benefit from the same entitlements as other workers in the context of the Children and Families Act 2014. These changes are summarised as follows:

- Prospective fathers/partners and/or intended parents in a surrogacy situation may be granted unpaid time off to attend up to two antenatal appointments with a pregnant woman.
- Mothers, fathers and adopters may choose to share parental leave around their child's birth or placement
- Unpaid parental leave will be extended to cover children up to age 18 from the current five years of age
- Shared parental leave and pay will also be available to adopters, prospective parents in the 'fostering for adoption' system, and intended parents in a surrogacy arrangement
- Statutory adoption leave and pay will reflect entitlements available to birth parents
- Intended parents in surrogacy and 'foster to adopt' arrangements will be entitled to adoption leave and pay and paternity leave and pay

Subject to confirmation from the Home Office on the above provisions, we propose to introduce the interim arrangements that are now being implemented by Home Office Forces. The associated changes to existing MDP policy will be the subject of separate consultation.

### **Competency Related Threshold Payment (CRTP)**

17. CRTP was introduced into the MDP following a decision by the HDPFs to introduce a similar payment. Following the Winsor report, the HDPFs began phasing CRTP out in April 2013 and will withdraw it altogether in April 2016. MOD similarly proposes to withdraw CRTP within the MDP with effect from 1 April 2016.

### **Special Priority Payment (SPP)**

18. Following the Winsor report, HDPFs have abolished Special Priority Payments. MOD similarly proposes to abolish the MDP SPP Scheme and no further payments will be made beyond those already agreed for 2014.

19. The Chief Constable is now considering the introduction of a new MDP Priority Post Allowance that would provide additional financial reward to officers who take up posts that are particularly difficult to fill, or who have particular skills and training. The associated policy for an MDP Priority Post Allowance will be the subject of separate consultation.

## **ALLOWANCES**

### **Unsocial Hours Allowance**

20. Following Winsor, the Home Office introduced an Unsocial Hours Allowance for hours worked between 20.00 and 06.00 hours. At this stage, the introduction of an Unsocial Hours Allowance within the MDP would not be affordable within the Force's budget allocation. However, as the majority of MDP officers are routinely required to work between 20:00 and 06:00 the Chief Constable would like to introduce an Unsocial Hours Allowance if it becomes affordable to do so. An assessment of the affordability of introducing an Unsocial Hours Allowance within the MDP will therefore be undertaken annually by the Force (starting in 2016/17) who will seek input from the DPF National Chairman. The affordability assessment will be undertaken before the start of each Financial Year and will take account of the MDP ABC settlement. The outcome of this assessment will be shared with the DPF in the interests of openness and transparency.

### **On-Call Allowance**

21. Following Winsor, an On-Call Allowance of £15 for each daily occasion was introduced within Home Office Police Forces for federated ranks. We propose to introduce an On-Call Allowance within the MDP for officers between the ranks of Constable and Chief Inspector. The associated policy for this allowance will be the subject of separate consultation.

## **Away From Home Overnight Allowance and Hardship Allowance while on Mutual Aid**

22. In line with the policy introduced within Home Office Forces following Winsor, we propose to introduce a new “Mutual Aid Away From Home Overnight” allowance for MDP officers who are deployed away from their normal duty station under mutual aid arrangements in support of another Force, and who are not able to return home while being held in reserve. In addition, MDP officers deployed under mutual aid arrangements who are not provided with “proper accommodation” (as defined within Home Office policy) will be paid a new Hardship Allowance. The associated policy for these allowances will be the subject of separate consultation.

## **VARIABLE SHIFT ARRANGEMENTS**

23. Winsor recommended that Chief Officers be required to consult, rather than agree, with the Police Federation and individual officers on changes to variable shift rosters. This change was implemented by Home Office Circular 010/2012. In this light, the MOD proposes that the Chief Constable of the MDP should also be able to consult with the DPF and individual officers on changes to existing variable shift arrangements. The procedures to be followed for such consultation are set out in the protocol attached at Annex C. It is the Force’s intention to remove Z days as soon as is reasonably practicable.

## **DRUG AND ALCOHOL TESTING**

24. The MDP, by virtue of its exceptional role and consequent widespread carriage of firearms, is in a unique position of risk in respect of impaired judgment or performance of an armed officer. The very highest professional standards are expected of all officers who are required to bear firearms.

25. We wish to extend the power to conduct tests for alcohol or drugs with cause to all officers in the MDP. All MDP officers will also be liable to random testing for alcohol or drugs whilst on duty. For officers deployed in firearms roles random testing may be undertaken prior to the issue of firearms during that duty, or at any time when the officer has firearms issued to them.

26. The penalty for refusal to take a test for alcohol or drugs will be no less than the penalty for failing a test. Any officer who fails or refuses a test will be referred to the Professional Standards Department for further action.

## **IMPLEMENTATION**

27. Subject to agreement of the overall TACOS package, it is proposed that all elements of the package with a financial effect will come into force on 1 April 2016.

## **VALIDITY**

28. The terms set out in the above letter are only valid in the context of an overall TACOS package. If agreement is not reached on an overall TACOS package the individual elements of this letter become invalid.

Yours sincerely

(signed on dii)

Daniel Applegate



**MDP PAY SCALES – AS AT 1 SEPTEMBER 2014****CONSTABLES WHO JOINED THE MDP PRIOR TO 1 APRIL 2013**

	(A)	(B)	(C)	(D)
Pay Point	Home Office Rate	MDP Rate for Overtime & Pensions Purposes (95% of A)	Actual Rate of Pay (91.5% of A)	MDP Net Pay Deduction (B-C)
	£	£	£	£
On commencing service	23,727	22,541	21,710	831
On completion of initial training	26,484	25,160	24,233	927
2	28,023	26,622	25,641	981
3	29,733	28,246	27,206	1,040
4	30,669	29,136	28,062	1,074
5	31,653	30,070	28,962	1,108
6	32,557	30,929	29,790	1,139
7	33,360	31,692	30,524	1,168
8	34,434	32,712	31,507	1,205
9	36,516	34,690	33,412	1,278
10 (a)	37,254	35,391	34,087	1,304

- (a) Officers who have been on this pay point for a year will have access to the MDP Competence Related Threshold Payment of £1,152 as year, which will be removed with effect from 1 April 2016.

**CONSTABLES WHO JOINED THE MDP ON OR AFTER 1 APRIL 2013**

	(A)	(B)	(C)	(D)
Pay Point	Home Office Rate	MDP Rate for Overtime & Pensions Purposes (95% of A)	Actual Rate of Pay (91.5% of A)	MDP Net Pay Deduction (B-C)
	£	£	£	£
0 (a) (b)	19,383	18,414	17,735	678
1 (c)	22,443	21,321	20,535	786
2 (d)	23,460	22,287	21,466	821
3	24,483	23,259	22,402	857
4	25,503	24,228	23,335	893
5	27,543	26,166	25,202	964
6	31,653	30,070	28,962	1,108
7	37,254	35,391	34,087	1,304

(a) Entry point for a member appointed in the rank of constable, however:

- (i) The Chief Constable MDP may, after consultation with the MOD Police Committee, assign any member to pay point 1 on the basis of local recruitment needs or the possession of a policing qualification or relevant experience other than those specified in sub-paragraph (ii) below; and
- (ii) The Chief Constable MDP shall assign to pay point 1 any member who:
  1. Possesses a Policing Qualification as defined by the chief officer after consultation with the MOD Police Committee;

2. Was, prior to appointment, serving as a Special Constable who has been assessed and has achieved 'Safe and Lawful' attainment to National Standards, or the equivalent as specified by the Chief Constable MDP;

3. Was, prior to appointment, serving as a Police Community Support Officer who has been signed off as competent to perform independent patrol and who has served a minimum of 18 months in the role.

(b) The salary paid to a member at pay point 0 shall be between £17385 and £20,534 as determined by the Chief Constable MDP, after consultation with the MOD Police Committee, based on local recruitment needs or the possession of a policing qualification or relevant experience other than those specified in sub-paragraph (ii) of note (a) above

(c) On completion of initial training, a member who entered at pay point 0 will move to pay point 1.

(d) All members will move to pay point 2 after 12 months at pay point 1.

## SERGEANTS

	(A)	(B)	(C)	(D)
Pay Point	Home Office Rate	MDP Rate for Overtime & Pensions Purposes (95% of A)	Actual Rate of Pay (91.5% of A)	MDP Net Pay Deduction (B-C)
	£	£	£	£
1(a)	38,526	36,600	35,251	1,349
2	39,819	37,828	36,434	1,394
3	40,668	38,635	37,211	1,424
4 (b)	41,865	39,772	38,306	1,466

- (a) Entry point for officers promoted from Constable.
- (b) Officers who have been on this pay point for a year will have access to the MDP Competence Related Threshold Payment of £1,152 as year, which will be removed with effect from 1 April 2016.

## INSPECTORS

	(A)	(B)	(C)	(D)
Pay Point	Home Office Rate	MDP Rate for Overtime & Pensions Purposes (95% of A)	Actual Rate of Pay (92.1% of A)	Net Pay Deduction (B-C)
	£	£	£	£
0 (a)	47,730	45,344	43,959	1,385
1	49,074	46,620	45,197	1,423
2	50,421	47,900	46,438	1,462
3 (b)	51,771	49,182	47,681	1,501

- (a) Entry point for officers appointed to the rank.
- (b) Officers who have been on this pay point for a year will have access to the MDP Competence Related Threshold Payment of £1,152 as year, which will be removed with effect from 1 April 2016

### CHIEF INSPECTORS

	(A)	(B)	(C)	(D)
Pay Point	Home Office Rate	MDP Rate for Overtime & Pensions Purposes (95% of A)	Actual Rate of Pay (92.1% of A)	Net Pay Deduction (B-C)
	£	£	£	£
1 (a)	52,830	50,189	48,656	1,533
2	53,892	51,197	49,635	1,562
3 (b)	55,005	52,255	50,660	1,595

- (a) Entry point for officers appointed to the rank.  
(b) Officers who have been on this pay point for a year will have access to the MDP Competence Related Threshold Payment of £1,152 as year, which will be removed with effect from 1 April 2016

### CHIEF INSPECTORS IN POST AT 31 AUGUST 1994

	(A)	(B)	(C)	(D)
Pay Point	Home Office Rate	MDP Rate for Overtime & Pensions Purposes (95% of A)	Actual Rate of Pay (92.1% of A)	Net Pay Deduction (B-C)
	£	£	£	£
1	55,905	53,110	51,489	1,621

**SUPERINTENDENTS**

	(A)	(B)	(C)	(D)
<b>Pay Point</b>	<b>Home Office Rate</b>	<b>MDP Rate for Overtime &amp; Pensions Purposes (95% of A)</b>	<b>Actual Rate of Pay (92.1% of A)</b>	<b>Net Pay Deduction (B-C)</b>
	£	£	£	£
1 (a)	63,552	60,374	58,531	1,843
2	66,171	62,862	60,943	1,919
3	68,793	65,353	63,358	1,995
4	71,421	67,850	65,779	2,071
5	74,043	70,341	68,194	2,147

(a) Entry point for officers appointed to the rank.

**CHIEF SUPERINTENDENTS**

	(A)	(B)	(C)	(D)
Pay Point	Equivalent Home Office Rate	MDP Rate for Overtime & Pensions Purposes (95% of A)	Actual Rate of Pay (92.1% of A)	Net Pay Deduction (B-C)
	£	£	£	£
1 (a)	75,889	72,095	69,894	2,201
2	78,047	74,145	71,881	2,264
3	80,216	76,205	73,879	2,326

(a) Entry point for officers appointed to the rank.



**ASSISTANT CHIEF CONSTABLES**

	(A)	(B)	(C)	(D)
<b>Pay Point</b>	<b>Home Office Rate</b>	<b>MDP Rate for Overtime &amp; Pensions Purposes (95% of A)</b>	<b>Actual Rate of Pay (92.1% of A)</b>	<b>Net Pay Deduction (B-C)</b>
	£	£	£	£
1 (a)	95,640	90,858	88,084	2,774
2	98,727	93,791	90,928	2,863
3	101,805	96,715	93,762	2,953
4	104,895	99,650	96,608	3,042
5	107,976	102,577	99,446	3,131

(a) Entry point for officers appointed to the rank.

**MDP PAY SCALES – AS AT 1 SEPTEMBER 2015****CONSTABLES WHO JOINED THE MDP PRIOR TO 1 APRIL 2013**

	(A)	(B)	(C)	(D)
Pay Point	Home Office Rate	MDP Rate for Overtime & Pensions Purposes (95% of A)	Actual Rate of Pay (91.5% of A)	MDP Net Pay Deduction (B-C)
	£	£	£	£
On commencing service	23,964	22,766	21,927	839
On completion of initial training	26,749	25,412	24,475	937
2	28,303	26,888	25,897	991
3	30,030	28,529	27,477	1,052
4	30,976	29,427	28,343	1,084
5	31,970	30,372	29,252	1,120
6 (a)	32,883	31,239	30,088	1,151
7 (a)	33,694	32,009	30,830	1,179
8	34,778	33,039	31,822	1,217
9 (b)	36,881	35,037	33,746	1,291
10	37,627	35,746	34,429	1,317

- (a) Pay point 6 will be removed on 1 April 2016
- (b) Pay point 7 will be removed on 1 October 2016
- (c) Pay point 9 will be removed on 1 April 2017

The assimilation procedure to enable transition to the above pay scale will be the subject of separate consultation with the Defence Police Federation.

**CONSTABLES WHO JOINED THE MDP ON OR AFTER 1 APRIL 2013**

	(A)	(B)	(C)	(D)
Pay Point	Home Office Rate	MDP Rate for Overtime & Pensions Purposes (95% of A)	Actual Rate of Pay (91.5% of A)	MDP Net Pay Deduction (B-C)
	£	£	£	£
0 (a) (b)	19,577	18,598	17,913	685
1 (c)	22,667	21,534	20,740	794
2 (d)	23,695	22,510	21,681	829
3	24,728	23,492	22,626	866
4	25,758	24,470	23,569	901
5	27,818	26,427	25,453	974
6	31,970	30,372	29,252	1,120
7	37,627	35,746	34,429	1,317

(a) Entry point for a member appointed in the rank of constable, however:

(iii) The Chief Constable MDP may, after consultation with the MOD Police Committee, assign any member to pay point 1 on the basis of local recruitment needs or the possession of a policing qualification or relevant experience other than those specified in sub-paragraph (ii) of this note; and

(iv) The Chief Constable MDP shall assign to pay point 1 any member who:

1. Possesses a Policing Qualification as defined by the chief officer after consultation with the MOD Police Committee;

2. Was, prior to appointment, serving as a Special Constable who has been assessed and has achieved 'Safe and Lawful' attainment to National Standards, or the equivalent as specified by the Chief Constable MDP;

3. Was, prior to appointment, serving as a Police Community Support Officer who has been signed off as competent to perform independent patrol and who has served a minimum of 18 months in the role.

(b) The salary paid to a member at pay point 0 shall be between £17385 and £20,534 as determined by the Chief Constable MDP, after consultation with the MOD Police Committee, based on local recruitment needs or the possession of a policing qualification or relevant experience other than those specified in sub-paragraph (ii) of note (a) above

(c) On completion of initial training, a member who entered at pay point 0 will move to pay point 1.

(d) All members will move to pay point 2 after 12 months at pay point 1.

**SERGEANTS**

	(A)	(B)	(C)	(D)
<b>Pay Point</b>	<b>Home Office Rate</b>	<b>MDP Rate for Overtime &amp; Pensions Purposes (95% of A)</b>	<b>Actual Rate of Pay (91.5% of A)</b>	<b>MDP Net Pay Deduction (B-C)</b>
	£	£	£	£
1(a)	38,911	36,965	35,604	1,361
2	40,217	38,206	36,799	1,407
3	41,075	39,021	37,584	1,437
4	42,284	40,170	38,690	1,480

(a) Entry point for officers promoted from Constable.

## INSPECTORS

	(A)	(B)	(C)	(D)
Pay Point	Home Office Rate	MDP Rate for Overtime & Pensions Purposes (95% of A)	Actual Rate of Pay (92.1% of A)	MDP Net Pay Deduction (B-C)
	£	£	£	£
0	48,207	45,797	44,399	1,398
1	49,565	47,087	45,649	1,438
2	50,925	48,379	46,902	1,477
3	52,289	49,674	48,158	1,516

(a) Entry point for officers appointed to the rank.

**CHIEF INSPECTORS**

	(A)	(B)	(C)	(D)
Pay Point	Home Office Rate	MDP Rate for Overtime & Pensions Purposes (95% of A)	Actual Rate of Pay (92.1% of A)	MDP Net Pay Deduction (B-C)
	£	£	£	£
1 (a)	53,358	50,690	49,143	1,547
2	54,431	51,709	50,131	1,578
3	55,555	52,777	51,166	1,611

(a) Entry point for officers appointed to the rank.

**CHIEF INSPECTORS IN POST AT 31 AUGUST 1994**

	(A)	(B)	(C)	(D)
Pay Point	Home Office Rate	MDP Rate for Overtime & Pensions Purposes (95% of A)	Actual Rate of Pay (92.1% of A)	MDP Net Pay Deduction (B-C)
	£	£	£	£
1	56,464	53,641	52,003	1,638

## SUPERINTENDENTS

Superintendents promoted on or before 1 September 2015

	(A)	(B)	(C)	(D)
Pay Point	Home Office Rate	MDP Rate for Overtime & Pensions Purposes (95% of A)	Actual Rate of Pay (92.1% of A)	MDP Net Pay Deduction (B-C)
	£	£	£	£
1 (a)	64,188	60,979	59,117	1,862
2	66,833	63,491	61,553	1,938
3	69,481	66,006	63,992	2,014
4	72,135	68,528	66,436	2,092
5 (b)	74,783	71,043	68,875	2,168

- (a) Entry point for officers appointed to the rank.
- (b) Superintendents currently on pay point 5 will progress to pay point 4 of the new pay scale (see below) with effect from 1 April 2016 provided they have completed 12 months reckonable service at their current pay point. The detailed assimilation arrangements that will enable transition to the new pay scale will be the subject of separate consultation with the Defence Police Federation.



Superintendents promoted on or after 1 September 2015

	(A)	(B)	(C)	(D)
<b>Pay Point</b>	<b>Home Office Rate</b>	<b>MDP Rate for Overtime &amp; Pensions Purposes (95% of A)</b>	<b>Actual Rate of Pay (92.1% of A)</b>	<b>MDP Net Pay Deduction (B-C)</b>
	£	£	£	£
1 (a)	64,188	60,979	59,117	1,862
2	67,542	64,165	62,206	1,959
3	71,069	67,516	65,455	2,061
4	75,817	72,026	69,827	2,199

(a) Entry point for officers appointed to the rank.

## **CHIEF SUPERINTENDENTS**

Pay scale with effect from 1 September 2015

	(A)	(B)	(C)	(D)
<b>Pay Point</b>	<b>Equivalent Home Office Rate</b>	<b>MDP Rate for Overtime &amp; Pensions Purposes (95% of A)</b>	<b>Actual Rate of Pay (92.1% of A)</b>	<b>MDP Net Pay Deduction (B-C)</b>
	£	£	£	£
1 (a)	76,648	72,816	70,593	2,223
2	78,827	74,886	72,600	2,286
3	81,018	76,967	74,618	2,349

(a) Entry point for officers appointed to the rank.

New Pay Scale with effect from 1 April 2016

	(A)	(B)	(C)	(D)
<b>Pay Point</b>	<b>Home Office Rate</b>	<b>MDP Rate for Overtime &amp; Pensions Purposes (95% of A)</b>	<b>Actual Rate of Pay (92.1% of A)</b>	<b>MDP Net Pay Deduction (B-C)</b>
	£	£	£	£
1 (a)	79,556	75,578	73,271	2,307
2	82,249	78,137	75,751	2,386

3	83,925	79,729	77,295	2,434
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(b) Entry point for officers appointed to the rank.

The assimilation arrangements that will enable transition to the above pay scale will be the subject of separate consultation with the Defence Police Federation.

**ASSISTANT CHIEF CONSTABLES**

	(A)	(B)	(C)	(D)
Pay Point	Home Office Rate	MDP Rate for Overtime & Pensions Purposes (95% of A)	Actual Rate of Pay (92.1% of A)	MDP Net Pay Deduction (B-C)
	£	£	£	£
1 (a)	96,596	91,766	88,965	2,801
2 (b)	99,714	94,728	91,837	2,891
3	102,823	97,682	94,700	2,982
4	105,944	100,647	97,574	3,073
5	109,056	103,603	100,441	3,162

(a) Entry point for officers appointed to the rank.

(b) Pay point 2 will be removed on 1 April 2016.

**CONSULTATION PROTOCOL FOR PROPOSED CHANGES TO MDP  
VARIABLE SHIFT ARRANGEMENTS**

1. This Protocol has been agreed by the Chief Constable and the Defence Police Federation (DPF) and will apply to the consultation process for proposed changes to existing MDP Variable Shift Arrangements (VSA). It is a binding document and will be incorporated into the Force policy on Shift Working.

2. The consultation process on any proposals to alter an existing VSA will be meaningful and in accordance with agreed Departmental consultation policy and the law. This requires the need for a change to be set out, for comments and alternatives to be provided and for these to be considered with care before a final decision is taken. Consultation will address the operational needs for change, across the whole Force or by station or group of stations, as needed.

3. When the pattern has been agreed individual officers may ask that their particular circumstances and needs are taken into account, given the potential impact on the officers concerned. This Protocol therefore sets out an overarching consultation framework that will be initiated when proposed changes to an existing VSA are being considered by the Force.

4. If the Chief Constable reasonably believes that an existing VSA is no longer delivering the customer requirement for MDP services and capabilities in the most efficient and/or cost effective way, or does not comply with recognised good practice in the wider UK police service, he may seek change. The following process will then apply:

- **The requirement** – The Force will provide the DPF with the case for change to an existing VSA. This will set out the customer and/or MDP reasons for the proposed change, and in particular why the existing shift pattern is not delivering the operational requirement in the most efficient and cost effective way.
- **The proposed VSA change** – The consultation proposal will include details of the alternative shift pattern that is proposed by the Force, how this would operate in practice and why this would be a better option to meet the operational requirement than the current VSA.
- **Equality and Diversity Impact** – This assessment will provide an assurance that the proposed alternative shift pattern will comply with the relevant Employment legislation and that the circumstances of individual officers have been considered in the specific context of Equality and Diversity concerns.
- **Response** – The DPF will be given the opportunity to address the issues of concern that have been identified by the Force.
- **Consultation approach and timetable** – The DPF will be asked to respond as swiftly as possible, within 30 days, to the Force proposal.

- **Engagement of the Chief Constable** – If the DPF believe that meaningful consultation and due process has not been followed, as detailed above, they may, at any time, engage directly with the Chief Constable
- **Decision** – The Chief Constable will make the decision in the best interests of the force taking account of the operational priorities and needs of the customer.
- **Implementation** – The new arrangements will be brought into operation not less than 30 days after the announcement by the Chief Constable.

4. Individual officers affected by proposed changes to a VSA may, at any time, seek an alternative working pattern. The Force will consider all such cases with due care and will look to accommodate exceptional circumstances where possible.