

**POLICE NEGOTIATING BOARD**

Independent Secretary:  
Bill Blase  
Office of Manpower Economics  
Kingsgate House  
66-74 Victoria Street  
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**AGREEMENT REACHED IN THE FEDERATED RANKS COMMITTEE**

1. At the meeting of the Federated Ranks Committee on 28 July 2010 agreement was reached on the payment of the second point on the constables' pay scale. Details are set out in the attached memorandum.
2. This agreement requires no amendment to police regulations or determinations or specific authorisation by Home Department circular.
2. Any enquiries about this circular should be addressed to the Independent Secretariat at the Office of Manpower Economics ☎ 020 7215 8101, to the Official Side Secretary ☎ 020 7187 7341 or the Staff Side Secretary ☎ 01372 352101. Enquiries to the Independent Secretariat relating to the interpretation of this circular should be made in writing.

10 August 2010

## MEMORANDUM

The agreement on the payment of the second point of the constables' pay scale is attached.

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Regulation 24 of the Police Regulations of England and Wales 2003 and the accompanying Determination provides that student officers move to the second pay point of the constables' pay scale on completion of initial training.

It has been brought to the attention of PNB that since the introduction of the Initial Police Learning and Development Programme (IPLDP) there is a wide variation in the timing of when the first increment on the constables' pay scale is paid to student officers. Both Sides of the PNB wish to clarify their interpretation of the phrase 'on completion of initial training'.

The Central Authority for IPLDP asked the NPIA to undertake a review (stock take) of current practices on the operation of IPLDP at the local level. The stock take confirmed the differences in application of IPLDP by Police Authorities/forces across England and Wales with the result that there is such a variance in the timing of when the first increment on the constables' pay scale is paid, between 28 and 42 weeks.

In January 2009 the IPLDP Improvement Strategy was published. The method by which IPLDP is assessed will be revised and will concentrate on a reduced number of core competencies. The new framework will include a minimum qualification defining independent patrol and competence in the role.

The PNB expects Police Authorities/forces when developing their new initial policing qualification framework to take the following into account:

- The PNB defines 'on completion of initial training' as meaning that the first increment on the constables' pay scale will be paid to student officers on achieving competence and the student officer is signed off fit for independent patrol, having attained the national standard;
- The PNB expects that all student officers will be signed off fit for independent patrol at the earliest opportunity;
- The PNB accepts that there will continue to be variances when student officers achieve competence and the first increment is paid.