



Ministry of Defence Police

Freedom of Information Manager

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Our Ref: eCase: FOI 2021/08303

RFI: 232/21

Date: 19 August 2021

Dear Ms Rostron,

FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE: POLICE PAY SCALES.

We refer to your email dated 29 July 2021 to the Ministry of Defence Police which was acknowledged on the same date.

We are treating your email as a request for information in accordance with the Freedom of Information Act 2000 (FOIA 2000).

In your email you requested the following information:

Please provide the pay scales for MDP Uniformed Officers for the following years together with the date from which any pay award was implemented and, if relevant, the date to which the award was backdated.

2016/2017

2017/2018

2018/2019

2019/2020

2020/2021

Please state if, in any of the above years, there was no pay increase awarded.

A search for information has now been completed by the Ministry of Defence Police and I can confirm that we do hold information in scope of your request.

Please see attached document.

If you have any queries regarding the content of this letter, please contact this office in the first instance.

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights

Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.gov.uk).

Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely

MDP Secretariat and Freedom of Information Office

CONSTABLES PAY – FOR THOSE WHO JOINED THE MDP BEFORE 1 APRIL 2013		(A)	(B)
Pay Point - Wef 1 September 2020		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
On Commencing Service		26,199	24,889
On Completion of Initial Training		29,241	27,779
	2	30,933	29,386
	3	32,826	31,185
	4	33,861	32,168
	5	34,950	33,203
	6	38,022	36,121
	7	41,130	39,074

CONSTABLES' PAY – FOR THOSE WHO JOINED THE MDP ON OR AFTER 1 APRIL 2013		(A)	(B)
Pay Point - Wef 1 September 2020		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
On Commencing Service	0	21,402	20,332
On Completion of Initial Training	1	24,780	23,541
	2	25,902	24,607
	3	27,030	25,679
	4	28,158	26,750
	5	30,411	28, 890
	6	34,950	33,203
	7	41,130	39,074

SERGEANTS' PAY		(A)	(B)
Pay Point - Wef 1 September 2020		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers promoted from Constable	1	Removed 01/09/2020	Removed 01/09/2020
	2	43,965	41,767
	3	44,901	42,656
	4	46,227	43,916

INSPECTORS' PAY	(A)	(B)
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Pay Point - Wef 1 September 2020		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank	0	52,698	50,063
	1	54,186	51,477
	2	55,671	52,887
	3	57,162	54,304

CHIEF INSPECTORS' PAY		(A)	(B)
Pay Point - Wef 1 September 2020		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank	1	58,332	55,415
	2	59,502	56,527
	3	60,732	57,695
In Post 31 August 1994		61,725	58,639

SUPERINTENDENTS PAY (PROMOTED BEFORE 1 SEPTEMBER 2015)		(A)	(B)
Pay Point - Wef 1 September 2020		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank	1	70,173	66,664
	2	73,065	69,412
	3	75,957	72,159
	4	78,855	74,912
	5	81,753	77,665

SUPERINTENDENTS PAY (PROMOTED ON OR AFTER 1 SEPTEMBER 2015)		(A)	(B)
Pay Point - Wef 1 September 2020		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank	1	70,173	66,664
	2	73,833	70,141
	3	77,691	73,806
	4	82,881	78,737

CHIEF SUPERINTENDENTS	(A)	(B)
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Pay Point - Wef 1 September 2020		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank	1	86,970	82,622
	2	89,910	85,415
	3	91,749	87,162

ASSISTANT CHIEF CONSTABLES		(A)	(B)
Pay Point - Wef 1 September 2020		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank	1	105,600	100,320
	2	112,404	106,784
	3	119,220	113,259

Sergeants' Pay – Removal of Pay Point 1 with effect from 1 September 2020, and transition arrangements

1. The first pay point on the sergeants' pay scale will be removed with effect from 1 September 2020. There will be no reduction in pay for sergeants as a result of this change.
2. On 1 September 2020, sergeants on pay point 1 will transition to pay point 2, following the transition arrangements set out below:
 - (a) All sergeants currently on pay point 1 will be moved to pay point 2 of the pay scale on 1 September 2020.
 - (b) Sergeants who move from pay point 1 to pay point 2 on 1 September 2020 will have a new incremental date of 1 September 2020, in respect of future progression to pay points 3 and 4.
 - (c) New sergeants joining the rank on or after 1 September 2020 will join at pay point 2 and move up to the next pay point annually, depending on the date of joining the rank and subject to satisfactory performance, in accordance with current practice.
 - (d) There will be no change to progression in respect of sergeants already on pay points 2, 3 or 4.

CONSTABLES PAY – FOR THOSE WHO JOINED THE MDP BEFORE 1 APRIL 2013	(A)	(B)
Pay Point - Wef 1 September 2019	Home Office Rate	MOD Rate for Overtime & Pensions Purposes (95% of A)
	£	£
On Commencing Service	25,560	24,282
On Completion of Initial Training	28,527	27,101
2	30,180	28,671
3	32,025	30,424
4	33,036	31,384
5	34,098	32,393
6	37,095	35,240
7	40,128	38,122

CONSTABLES' PAY – FOR THOSE WHO JOINED THE MDP ON OR AFTER 1 APRIL 2013	(A)	(B)
Pay Point - Wef 1 September 2019	Home Office Rate	MOD Rate for Overtime & Pensions Purposes (95% of A)
	£	£
On Commencing Service 0	20,880	19,836
On Completion of Initial Training 1	24,177	22,968
2	25,269	24,006
3	26,370	25,052
4	27,471	26,097
5	29,670	28,187
6	34,098	32,393
7	40,128	38,122

SERGEANTS' PAY	(A)	(B)
Pay Point - Wef 1 September 2019	Home Office Rate	MOD Rate for Overtime & Pensions Purposes (95% of A)
	£	£
Entry point for officers promoted from Constable 1	41,499	39,424
2	42,894	40,749

3	43,806	41,616
4	45,099	42,844

INSPECTORS' PAY		(A)	(B)
Pay Point - Wef 1 September 2019		Home Office Rate	MOD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank 0		51,414	48,843
1		52,863	50,220
2		54,312	51,596
3		55,767	52,979

CHIEF INSPECTORS' PAY		(A)	(B)
Pay Point - Wef 1 September 2019		Home Office Rate	MOD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank 1		56,910	54,065
2		58,050	55,148
3		59,250	56,288
In Post 31 August 1994		60,219	57,208

SUPERINTENDENTS PAY (PROMOTED BEFORE 1 SEPTEMBER 2015)		(A)	(B)
Pay Point - Wef 1 September 2019		Home Office Rate	MOD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank 1		68,460	65,037
2		71,283	67,719
3		74,103	70,398
4		76,932	73,085
5		79,758	75,770
SUPERINTENDENTS PAY (PROMOTED ON OR AFTER 1 SEPTEMBER 2015)		(A)	(B)

Pay Point - Wef 1 September 2019	Home Office Rate	MOD Rate for Overtime & Pensions Purposes (95% of A)
	£	£
Entry point for officers appointed to the rank 1	68,460	65,037
2	72,033	68,431
3	75,795	72,005
4	80,859	76,816

CHIEF SUPERINTENDENTS	(A)	(B)
Pay Point - Wef 1 September 2019	Home Office Rate	MOD Rate for Overtime & Pensions Purposes (95% of A)
	£	£
Entry point for officers appointed to the rank 1	84,849	80,607
2	87,717	83,331
3	89,511	85,035

ASSISTANT CHIEF CONSTABLES	(A)	(B)
Pay Point - Wef 1 September 2019	Home Office Rate	MOD Rate for Overtime & Pensions Purposes (95% of A)
	£	£
Entry point for officers appointed to the rank 1	103,023	97,872
2	109,662	104,179
3	116,313	110,497

CONSTABLES PAY – FOR THOSE WHO JOINED THE MDP PRIOR TO 1 APRIL 2013		(A)	(B)
Pay Point - Wef 1 September 2018		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
On Commencing Service	0	24936	23689
On Completion of Initial Training	1	27831	26439
	2	29445	27973
	3	31245	29683
	4	32229	30618
	5	33267	31604
(pay point removed on 1 April 2016)			
(pay point will be removed on 1 October 2016)			
	6	36189	34380
(pay point will be removed on 1 April 2017)			
	7	39150	37193

CONSTABLES' PAY – FOR THOSE WHO JOINED THE MDP ON OR AFTER 1 APRIL 2013	(A)	(B)
Pay Point - Wef 1 September 2018	Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
	£	£
0	20370	19352
1	23586	22407
2	24654	23421
3	25728	24442
4	26802	25462
5	28947	27500
6	33267	31604
7	39150	37193

SERGEANTS' PAY		(A)	(B)
Pay Point - Wef 1 September 2018		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers promoted from Constable	1	40488	38464
	2	41847	39755
	3	42738	40601
	4	43998	41798

INSPECTORS' PAY		(A)	(B)
Pay Point - Wef 1 September 2018		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank	0	50160	47652
	1	51573	48994
	2	52986	50337
	3	54408	51688

CHIEF INSPECTORS' PAY		(A)	(B)
Pay Point - Wef 1 September 2018		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank	1	55521	52745
	2	56634	53802
	3	57804	54914
In Post 31 August 1994		58749	55812

SUPERINTENDENTS PAY (PROMOTED BEFORE 1 SEPTEMBER 2015)		(A)	(B)
Pay Point - Wef 1 September 2018		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank	1	66789	63450
	2	69543	66066
	3	72297	68682

	4	75057	71304
	5	77814	73923

SUPERINTENDENTS PAY (PROMOTED ON OR AFTER 1 SEPTEMBER 2015)		(A)	(B)
Pay Point - Wef 1 September 2018		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank	1	66789	63450
	2	70275	66761
	3	73947	70250
	4	78888	74944

CHIEF SUPERINTENDENTS (replacement scale as from 1 Apr 16)		(A)	(B)
Pay Point - Wef 1 September 2018		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank	1	82779	78640
	2	85578	81299
	3	87327	82961

ASSISTANT CHIEF CONSTABLES (replacement scale as from 1 October 16)		(A)	(B)
Pay Point - Wef 1 September 2018		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank	1	100509	95484
	2	106986	101637
	3	113475	107801

MDP CONSTABLES PAY'		(A)	(B)
Pay Point - Wef 1 September 2017		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
On Commencing Service	0	24447	23225
On Completion of Initial Training	1	27285	25921
	2	28869	27426
	3	30633	29101
	4	31596	30016
	5	32616	30985
(pay point removed on 1 April 2016)	6*		31866
(pay point will be removed on 1 October 2016)	7*		32652
	8	35478	33704
(pay point will be removed on 1 April 2017)	9*		35742
	10	38382	36463

* on removal of a pay point, an officer will not automatically move to the next highest pay point but will move in line with their incremental date

MDP CONSTABLES' PAY FOR THOSE WHO JOINED ON OR AFTER 1 APRIL 2013		(A)	(B)
Pay Point - Wef 1 September 2017		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
	0	19971	18972
	1	23124	21968
	2	24171	22962
	3	25224	23963
	4	26277	24963
	5	28380	26961
	6	32616	30985
	7	38382	36463

MDP SERGEANTS' PAY		(A)	(B)
Pay Point - Wef 1 September 2017		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers promoted from Constable	1	39693	37708
	2	41025	38974
	3	41901	39806
	4	43134	40977

MDP INSPECTORS' PAY		(A)	(B)
Pay Point - Wef 1 September 2017		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank	0	49176	46717
	1	50562	48034
	2	51948	49351
	3	53340	50673

MDP CHIEF INSPECTORS' PAY		(A)	(B)
Pay Point - Wef 1 September 2017		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank	1	54432	51710
	2	55524	52748
	3	56670	53837
In Post 31 August 1994		57597	54717

MDP SUPERINTENDENTS PAY (PROMOTED BEFORE 1 SEPTEMBER 2015)		(A)	(B)
Pay Point - Wef 1 September 2017		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank	1	65478	62204
	2	68178	64769
	3	70878	67334
	4	73584	69905
	5	76287	72473

MDP SUPERINTENDENTS PAY (PROMOTED ON OR AFTER 1 SEPTEMBER 2015)		(A)	(B)
Pay Point - Wef 1 September 2017		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank	1	65478	62204
	2	68898	65453
	3	72498	68873
	4	77340	73473

MDP CHIEF SUPERINTENDENTS (replacement scale as from 1 Apr 16)		(A)	(B)
Pay Point - Wef 1 September 2017		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank	1	81156	77098
	2	83901	79706
	3	85614	81333

MDP ASSISTANT CHIEF CONSTABLES (replacement scale as from 1 October 16)		(A)	(B)
Pay Point - Wef 1 September 2017		Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
		£	£
Entry point for officers appointed to the rank	1	98539	93612
	2	104890	99645
	3	111249	105687

MDP Constables Pay 2016

	(A)	(B)
Pay Point - Wef 1 September 2016	Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
	£	£
On Commencing Service 0	24204	22994
On Completion of Initial training 1	27015	25664
2	28584	27155
3	30330	28814
4	31284	29720
5	32292	30677
(pay point removed removed on 1 April 2016) 6		31551
(pay point will be removed removed on 1 October 2016) 7		32329
8	35127	33371
(pay point will be removed removed on 1 April 2017) 9		35387
10	38001	36101

* on removal of a pay point, an officer will not automatically move to the next highest pay point but will move in line with their incremental date

CONSTABLES' PAY FROM 1 SEPTEMBER 2016 FOR THOSE WHO JOINED ON OR AFTER 1 APRIL 2013

	(A)	(B)
Pay Point - Wef 1 September 2016	Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
	£	£
0	19773	18784
1	22896	21751
2	23931	22734
3	24975	23726
4	26016	24715
5	28098	26693
6	32292	30677
7	38001	36101

SERGEANTS' PAY

	(A)	(B)
Pay Point - Wef 1 September 2016	Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
	£	£
Entry point for officers promoted from Constable 1	39300	37335
2	40620	38589
3	41487	39413
4	42708	40573

INSPECTORS' PAY

	(A)	(B)
Pay Point - Wef 1 September 2016	Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
	£	£
Entry point for officers appointed to the rank 0	48690	46256
1	50061	47558
2	51435	48863
3	52812	50171

CHIEF INSPECTORS' PAY

	(A)	(B)
Pay Point - Wef 1 September 2016	Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
	£	£
Entry point for officers appointed to the rank 1	53892	51197
2	54975	52226
3	56109	53304

SUPERINTENDENTS PAY (PROMOTED BEFORE 1 SEPTEMBER 2015)

	(A)	(B)
Pay Point - Wef 1 September 2016	Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
	£	£
Entry point for officers appointed to the rank 1	64830	61589
2	67503	64128
3	70176	66667
4	72855	69212
5	75531	71754

SUPERINTENDENTS PAY (PROMOTED ON OR AFTER 1 SEPTEMBER 2015)

	(A)	(B)
Pay Point - Wef 1 September 2016	Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
	£	£
Entry point for officers appointed to the rank 1	64830	61589
2	68217	64806
3	71781	68192
4	76575	72746

CHIEF SUPERINTENDENTS (replacement scale as from 1 Apr 16)

	(A)	(B)
Pay Point - Wef 1 September 2016	Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
	£	£
Entry point for officers appointed to the rank 1	80352	76334
2	83070	78917
3	84765	80527

ASSISTANT CHIEF CONSTABLES

	(A)	(B)
Pay Point - Wef 1 September 2016	Home Office Rate	MoD Rate for Overtime & Pensions Purposes (95% of A)
	£	£
1		(Removed 1 Sep 14)
Entry point for officers appointed to the rank 2	97563	92685
3		(Removed 1 Apr 16)
4	103851	98658
(pay point will be removed removed on 1 October 2016) 5		101653
6	110148	104641

* on removal of a pay point, an officer will not automatically move to the next highest pay point but will move in line with their incremental date

*