

Police staff earnings survey 2023

Research Report

May to September 2023



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Summary

Background

The survey was sent to police forces in England and Wales in order to inform on-going national negotiations by providing accurate and up to date information about the composition of the workforce and provide a means for costing claims, offers and their consequences. Information was also collected on pay and grading which is related to part two of the PSC Pay and Reward Review. The survey was supported by the NPCC, the APCC, the Police Staff Trade Unions and the Home Office. It updates the previous survey, conducted in 2018.

The survey collected information on an individual basis for all police staff on both the PSC pay spine and on locally agreed pay rates in each police force in England and Wales, excluding the Metropolitan and City of London Police Forces. It was conducted from May to September 2023.

A total of 38 of the 41 police forces responded (93 per cent), although not every force completed all parts of the survey. More information can be found in the technical notes section at the end of the report. Unless otherwise stated, all figures in this report have been grossed to the equivalent of a 100 per cent response.

Key findings

- An estimated 73,348 police staff (headcount) were employed by the 41 forces covered by the survey, equivalent to 67,488 full-time staff; 76 per cent were full-time and 24 per cent part-time;
- 63 per cent of staff were female, 88 per cent were white, 67 per cent were aged 25-54, and 8 per cent were reported as having a disability;
- 91 per cent of staff were paid on the PSC spine, most commonly on points 17 (15 per cent) or 21 (11 per cent);
- The average annual FTE basic salary was £30,007, slightly higher among full-time staff (£30,552) than part-time staff (£27,514), and among male staff (£31,273) than female staff (£29,228);
- Around 45 per cent of full-time staff and 37 per cent of part-time staff received pay for unsocial/irregular hours or shift work during the pay period, and around a quarter received additional hours pay;
- The total basic paybill was £2,037m, additional pay added a further £258m (11 per cent), giving a total gross paybill of £2,295m.

Introduction

The survey was sent to police forces in England and Wales in order to inform on-going national negotiations by providing accurate and up to date information about the composition of the workforce and provide a means for costing claims, offers and their consequences. Information was also collected on pay and grading which is related to part two of the PSC Pay and Reward Review. The survey was supported by the NPCC, the APCC, the Police Staff Trade Unions and the Home Office. It updates the previous survey, conducted in 2018.

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A total of 38 of the 41 police forces responded (93 per cent), although not every force completed all parts of the survey.

Methodology

The survey was sent out as part of Police Staff Council Joint Circular No. 132 which was emailed to Chief Constables and Force Personnel/HR Managers /Payroll Managers in all 41 forces in England and Wales, excluding the City of London and Metropolitan Police Forces. The survey form collected the following information:

- Numbers of staff paid on each PSC pay point by sex and full-time/part-time;
- Numbers of staff paid on locally agreed pay rates or above point 45 by sex and full-time/part-time, and total pay in the pay period;
- Numbers of staff receiving additional pay in the pay period by sex and full-time/part-time, and the amount received;
- Numbers of staff paid on each PSC pay point by ethnic origin;
- Numbers of staff by ethnic origin, age group and whether disabled by full-time/part-time.

Data relates to the pay period including 1st April 2023, and included all staff covered by the Police Staff Council Pay and Conditions of Service Handbook i.e., all staff contractually covered by PSC terms and conditions, including those paid on locally agreed rates or those employees who are being paid above SCP 45. Five of the 41 forces do not use the PSC pay spine - three of these responded to the survey and two did not. All 36 forces which use the PSC pay spine responded to the survey.

Previous surveys were based on an individual employee approach whereby forces provided a line on the survey form for each person. The 2023 form used a tabular approach so that forces were asked to provide aggregated figures for a variety of

cross-tabulations, e.g., numbers of full-time staff and part-time staff by male and female. The change in method may have affected some comparisons between 2018 and 2023.

Grossing

Data in this report have been grossed to the equivalent of a 100 per cent response in order to present estimates the police staff workforce as a whole. This was done by observing, across respondent forces, the ratio of staff numbers reported in this survey to numbers reported in the latest Home Office release (Police workforce, England and Wales, 31 March 2023), and applying this ratio to the Home Office total covering all forces. The distribution of staff by spinal column point did not require grossing as none of the three forces which did not respond used the PSC pay spine.

The pay bill estimates were calculated by multiplying the average salaries from the respondents by the estimated full-time equivalent totals. The figures relating to workforce characteristics, such as gender or ethnic background are also grossed.

Police staff earnings survey 2023

This section contains analysis of the full results from the survey.

Workforce numbers and characteristics

The survey found a total of 73,348 police staff, equivalent to 67,488 full-time staff (FTEs). The total number consisted of 55,709 full-time (76 per cent) and 17,639 part-time (24 per cent) employees. There were 46,374 females (63 per cent) and 26,975 males (37 per cent). See Table 1.

The total FTE figure represents a 4 per cent increase in employment since 2018, although while the proportion of staff who were female increased by 8 per cent, the proportion who were male fell by 2 per cent. The number of full-time staff increased by 4 per cent and the number of part-time staff by 3 per cent.

Table 1: Numbers of staff

	Full-time (headcount)	Part-time (headcount)	Total (headcount)	Total (FTE)
Male	23,378	3,597	26,975	25,756
Female	32,331	14,043	46,374	41,733
All	55,709	17,639	73,348	67,488

Four out of five (80 per cent) of part-time staff were female compared with 58 per cent of full-time staff. See Table 2. The proportions are broadly in line with those recorded by the 2018 survey.

Table 2: Gender breakdown

	Full-time (headcount)	Part-time (headcount)	Total (headcount)
Male	42%	20%	37%
Female	58%	80%	63%
All	100%	100%	100%

Overall, 88 per cent of staff were white, 5 per cent were from black and minority ethnic backgrounds, and information was not available for 7 per cent of staff. These proportions varied little by full-time/part-time. See Table 3.

Table 3: Ethnic origin breakdown

	Full-time (headcount)	Part-time (headcount)	Total (headcount)
White	88%	89%	88%
Mixed or multiple	1%	1%	1%
Asian/Asian British	3%	2%	3%
Black/Black British/Caribbean/African	1%	1%	1%
Other ethnic group	0%	0%	0%
No information	7%	7%	7%
Total	100%	100%	100%

In terms of staff paid on the PSC pay spine, there was no major variation by spinal column point. Recalculating to exclude staff for whom information was not available, the proportion of staff who were white varied between 91 per cent (point 44) and 98 per cent (point 7).

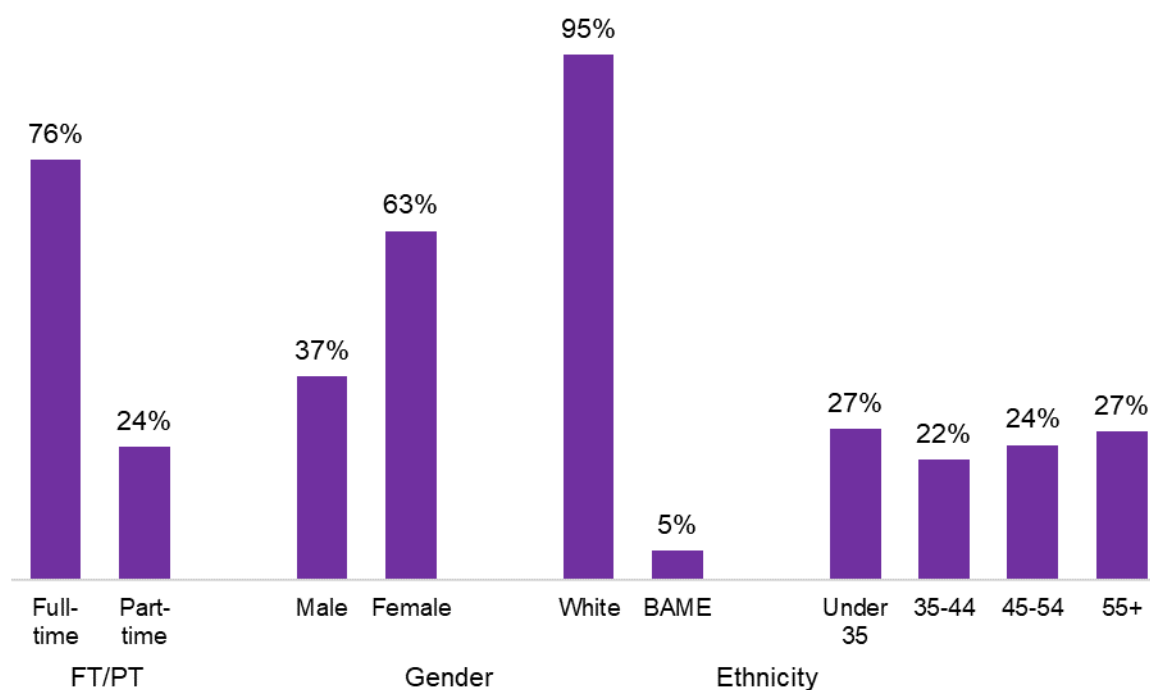
Just over a quarter of staff (27 per cent) were aged 55 or over, with slightly smaller proportions in the 45-54 (24 per cent), 35-44 (22 per cent) and 25-34 (21 per cent) age; 6 per cent were aged under 25. Part-time staff tended to be older with only 1 per cent aged under 25 and 39 per cent aged 55 or over See Table 4.

Table 4: Ethnic origin breakdown

	Full-time (headcount)	Part-time (headcount)	Total (headcount)
Under 25	8%	1%	6%
25-34	24%	11%	21%
35-44	21%	25%	22%
45-54	24%	24%	24%
55+	23%	39%	27%
No information	0%	0%	0%
Total	100%	100%	100%

The results above are summarised in Figure 1. Note that the ethnicity figures have been recalculated to exclude 'not knows' and hence differ from those reported in the body of the report.

Figure 1. Workforce characteristics



Overall, 8 per cent of staff were reported to have disclosed a disability, with little difference between full-time and part-time staff. Note that this may understate the true figure due to incomplete response. See Table 5.

Table 5: Disability breakdown

	Full-time (headcount)	Part-time (headcount)	Total (headcount)
Disabled	8%	8%	8%
Not disabled	58%	53%	57%
No information	35%	39%	36%
All	100%	100%	100%

Pay and paybills

Overall numbers by national/local pay

Overall, 91 per cent of staff were paid on the PSC pay spine and 9 per cent were paid on locally agreed pay rates or above point 45. There was little difference in this distribution between full-time and part-time staff. See Table 6 and Table 7.

Table 6: National and local pay, numbers

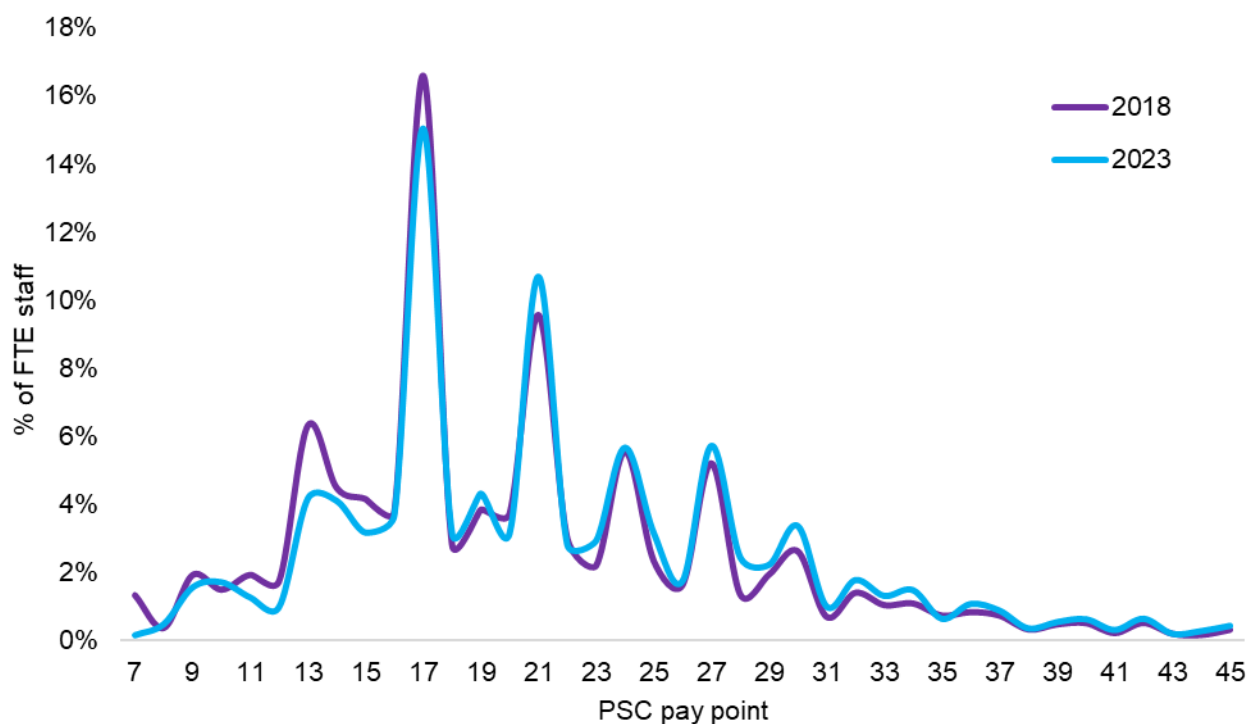
	Full-time (headcount)	Part-time (headcount)	Total (headcount)	Total (FTE)
PSC pay spine	50,685	16,403	67,088	61,639
Local pay	5,024	1,236	6,260	5,849
All	55,709	17,639	73,348	67,488

Table 7: National and local pay, percentages

	Full-time (headcount)	Part-time (headcount)	Total (headcount)	Total (FTE)
PSC pay spine	91%	93%	91%	91%
Local pay	9%	7%	9%	9%
All	100%	100%	100%	100%

The distribution of staff by pay point for those on the PSC pay spine showed that the highest proportion of staff were on points 17 (15 per cent of FTEs) and 21 (11 per cent) The 2018 and 2023 distributions are illustrated in Figure 2. A more detailed breakdown is given in Annex B.

Figure 2. Distribution of staff by pay point



The total basic paybill was £2,037 million and additional pay added a further £258 million giving a total paybill of £2,295 million.

Average basic salaries

On average, the overall FTE annual basic salary was £30,007, slightly higher for males (£31,273) than females (£29,228). It was also higher among full-time staff (£30,552) than part-timers (£27,514).

Basic pay is pay before deductions for PAYE, National Insurance, pension schemes and voluntary deductions; it excludes all pay that relates to a different pay period, travel and subsistence expenses, and any local allowances, weekend/night pay, shift pay, standby/on-call duty pay, overtime, or any other additional payments.

The average figure for staff paid on local rates (£40,181) was 37 per cent higher than the figure for those paid on the PSC spine (£29,241). See Table 8.

Just considering staff paid on the PSC spine, the overall average (headcount terms) was slightly higher among white staff (£29,131) than ethnic minority staff (£28,882).

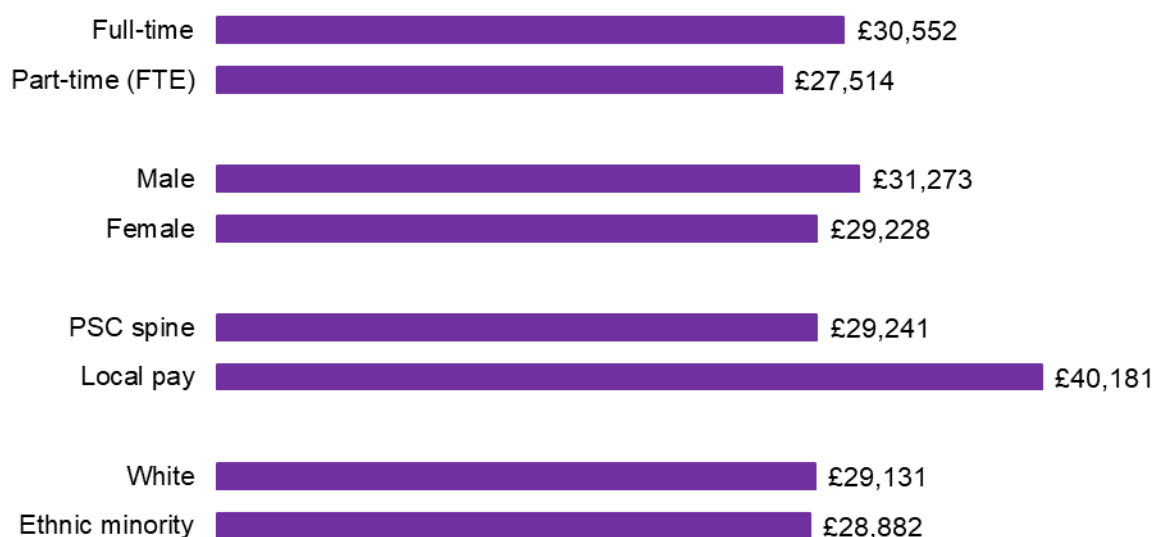
The overall FTE average salary has increased by 20 per cent since 2018, with little difference between males and females, or full-time and part-time staff.

Table 8: Average annual basic salary

	Full-time	Part-time (FTE)	Total (FTE)
Male	£31,592	£28,258	£31,273
Female	£29,800	£27,325	£29,228
All	£30,552	£27,514	£30,007
PSC pay spine	£29,473	£28,169	£29,241
Local pay	£41,440	£32,518	£40,181
All	£30,552	£27,514	£30,007

The data are summarised in Figure 3.

Figure 3. Average basic salaries



Additional pay

The most common type of additional payment received in the pay period was for unsocial/irregular hours or shift working (45 per cent of full-time and 37 per cent of part-time staff) . There was little difference by sex. See Table 9 and Table 10.

Local allowances covers market factor payments, fringe area allowances etc; pay for unsocial/irregular hours covers all enhancements (i.e., excluding flat time rate) for weekend work and night work and payments for working shifts earned during the survey pay period; all payments made during the survey pay period for working additional hours. Additional hours pay includes additional hours worked during unsocial or irregular hours.

Table 9: Average amount of additional pay received, full-time

	Full-time	Part-time (FTE)	Total (FTE)
Local allowances	£1,600	£3,452	£2,449
Pay for unsocial/irregular hours & shift working	£5,778	£5,898	£5,832
Standby duty pay	£2,563	£3,579	£3,179
Additional hours pay	£2,963	£3,143	£3,035

Table 10: Average amount of additional pay received, part-time

	Full-time	Part-time (FTE)	Total (FTE)
Local allowances	£1,178	£1,929	£1,338
Pay for unsocial/irregular hours & shift working	£4,143	£4,070	£4,129
Standby duty pay	£1,594	£2,451	£1,769
Additional hours pay	£2,435	£2,798	£2,498

Annex A – Distribution of staff on PSC pay spine by sex

Table 11: Distribution of staff on PSC pay spine by sex, full-time

Point	Female No.	Female %	Male No.	Male %	All No.	All %
7	38	0%	34	0%	72	0%
8	163	1%	55	0%	218	0%
9	384	1%	291	1%	675	1%
10	605	2%	290	1%	895	2%
11	434	1%	238	1%	672	1%
12	364	1%	149	1%	513	1%
13	1,212	4%	594	3%	1,806	4%
14	1,412	5%	742	4%	2,154	4%
15	1,133	4%	566	3%	1,699	3%
16	1,265	4%	731	3%	1,996	4%
17	3,991	13%	3,219	15%	7,210	14%
18	1,151	4%	561	3%	1,712	3%
19	1,473	5%	808	4%	2,281	5%
20	1,039	4%	585	3%	1,624	3%
21	3,156	11%	1,786	8%	4,942	10%
22	885	3%	592	3%	1,477	3%
23	942	3%	594	3%	1,536	3%
24	1,642	6%	1,274	6%	2,916	6%
25	896	3%	747	4%	1,643	3%
26	539	2%	421	2%	960	2%
27	1,514	5%	1,420	7%	2,934	6%
28	682	2%	618	3%	1,300	3%
29	691	2%	504	2%	1,195	2%
30	860	3%	921	4%	1,781	4%
31	268	1%	283	1%	551	1%
32	441	1%	519	2%	960	2%
33	339	1%	382	2%	721	1%
34	379	1%	448	2%	827	2%
35	187	1%	171	1%	358	1%
36	289	1%	285	1%	574	1%
37	224	1%	273	1%	497	1%
38	120	0%	95	0%	215	0%
39	149	1%	161	1%	310	1%

40	173	1%	184	1%	357	1%
41	102	0%	76	0%	178	0%
42	192	1%	182	1%	374	1%
43	67	0%	61	0%	128	0%
44	74	0%	94	0%	168	0%
45	118	0%	138	1%	256	1%
Total	29,593	100%	21,092	100%	50,685	100%

Table 12: Distribution of staff on PSC pay spine by sex, part-time (FTE)

Point	Female No.	Female %	Male No.	Male %	All No.	All %
7	26	0%	9	0%	35	0%
8	78	1%	13	1%	90	1%
9	243	3%	56	3%	299	3%
10	133	2%	39	2%	172	2%
11	89	1%	31	1%	119	1%
12	88	1%	16	1%	104	1%
13	670	8%	109	5%	779	7%
14	325	4%	62	3%	387	4%
15	227	3%	39	2%	266	2%
16	240	3%	50	2%	290	3%
17	1,733	20%	342	16%	2,075	19%
18	202	2%	40	2%	242	2%
19	310	4%	81	4%	391	4%
20	270	3%	60	3%	330	3%
21	1,385	16%	274	13%	1,659	15%
22	233	3%	41	2%	274	3%
23	217	2%	61	3%	278	3%
24	427	5%	162	7%	589	5%
25	211	2%	108	5%	318	3%
26	85	1%	43	2%	128	1%
27	421	5%	181	8%	602	5%
28	160	2%	58	3%	219	2%
29	142	2%	43	2%	185	2%
30	222	3%	83	4%	305	3%
31	58	1%	18	1%	76	1%
32	115	1%	32	1%	147	1%
33	73	1%	26	1%	99	1%

34	67	1%	31	1%	98	1%
35	42	0%	6	0%	48	0%
36	73	1%	27	1%	100	1%
37	45	1%	11	0%	56	1%
38	15	0%	2	0%	17	0%
39	31	0%	4	0%	36	0%
40	32	0%	8	0%	40	0%
41	19	0%	5	0%	24	0%
42	25	0%	8	0%	33	0%
43	6	0%	0	0%	6	0%
44	13	0%	1	0%	14	0%
45	19	0%	3	0%	22	0%
Total	8,770	100%	2,184	100%	10,954	100%

Annex B - distribution of staff on PSC pay spine by ethnicity

Table 13: Distribution of staff on PSC pay spine by ethnicity – White, Mixed/multiple and Asian

Point	White No.	White %	Mixed/multiple No.	Mixed/multiple %	Asian No.	Asian %
7	122	0%	1	0%	1	0%
8	319	1%	3	0%	15	1%
9	1,029	2%	11	1%	57	3%
10	1,081	2%	17	2%	47	2%
11	767	1%	14	2%	20	1%
12	577	1%	14	2%	20	1%
13	2,766	5%	18	2%	70	4%
14	2,402	4%	27	4%	76	4%
15	1,911	3%	33	4%	68	4%
16	2,151	4%	43	6%	71	4%
17	9,454	16%	101	13%	271	14%
18	1,840	3%	31	4%	107	6%
19	2,519	4%	27	4%	86	5%
20	1,942	3%	34	4%	63	3%
21	6,823	11%	79	10%	233	12%
22	1,680	3%	28	4%	31	2%
23	1,763	3%	23	3%	61	3%
24	3,504	6%	38	5%	65	3%
25	1,916	3%	26	3%	59	3%
26	1,036	2%	18	2%	24	1%
27	3,519	6%	37	5%	72	4%
28	1,453	2%	28	4%	60	3%
29	1,316	2%	20	3%	50	3%
30	2,031	3%	21	3%	45	2%
31	592	1%	8	1%	21	1%
32	1,069	2%	10	1%	38	2%
33	788	1%	4	1%	17	1%
34	889	1%	6	1%	23	1%
35	392	1%	4	1%	11	1%
36	640	1%	5	1%	20	1%
37	523	1%	8	1%	18	1%

38	210	0%	3	0%	7	0%
39	333	1%	2	0%	9	0%
40	377	1%	5	1%	13	1%
41	194	0%	4	1%	3	0%
42	372	1%	4	1%	15	1%
43	116	0%	3	0%	2	0%
44	154	0%	3	0%	10	1%
45	256	0%	5	1%	10	1%
Total	60,826	100%	766	100%	1,889	100%

Table 14: Distribution of staff on PSC pay spine by ethnicity – Black, Other and No information

Point	Black No.	Black %	Other No.	Other %	No information No.	No information %
7	1	0%	0	0%	11	0%
8	5	1%	4	2%	16	1%
9	10	2%	5	3%	40	1%
10	9	2%	2	1%	49	2%
11	4	1%	1	1%	64	2%
12	6	1%	2	1%	63	2%
13	16	3%	6	4%	155	5%
14	26	5%	4	2%	234	8%
15	18	4%	8	5%	76	3%
16	19	4%	7	4%	141	5%
17	64	13%	32	19%	373	13%
18	16	3%	3	2%	96	3%
19	17	4%	11	7%	202	7%
20	11	2%	7	4%	54	2%
21	65	14%	19	11%	176	6%
22	11	2%	3	2%	137	5%
23	13	3%	4	2%	101	3%
24	17	4%	11	7%	127	4%
25	20	4%	3	2%	81	3%
26	7	1%	2	1%	55	2%
27	19	4%	13	8%	138	5%
28	18	4%	1	1%	68	2%
29	10	2%	2	1%	61	2%

30	17	4%	2	1%	98	3%
31	7	1%	2	1%	27	1%
32	10	2%	2	1%	38	1%
33	4	1%	0	0%	45	2%
34	9	2%	4	2%	35	1%
35	4	1%	1	1%	9	0%
36	10	2%	3	2%	38	1%
37	6	1%	0	0%	21	1%
38	1	0%	3	2%	15	1%
39	0	0%	0	0%	20	1%
40	1	0%	0	0%	16	1%
41	2	0%	0	0%	8	0%
42	1	0%	0	0%	28	1%
43	0	0%	0	0%	17	1%
44	2	0%	0	0%	17	1%
45	2	0%	0	0%	12	0%
Total	478	100%	167	100%	2,962	100%

Annex C – Distribution of staff on PSC pay spine by sex and ethnicity (charts)

Figure 4. Distribution of staff on PSC pay spine by sex

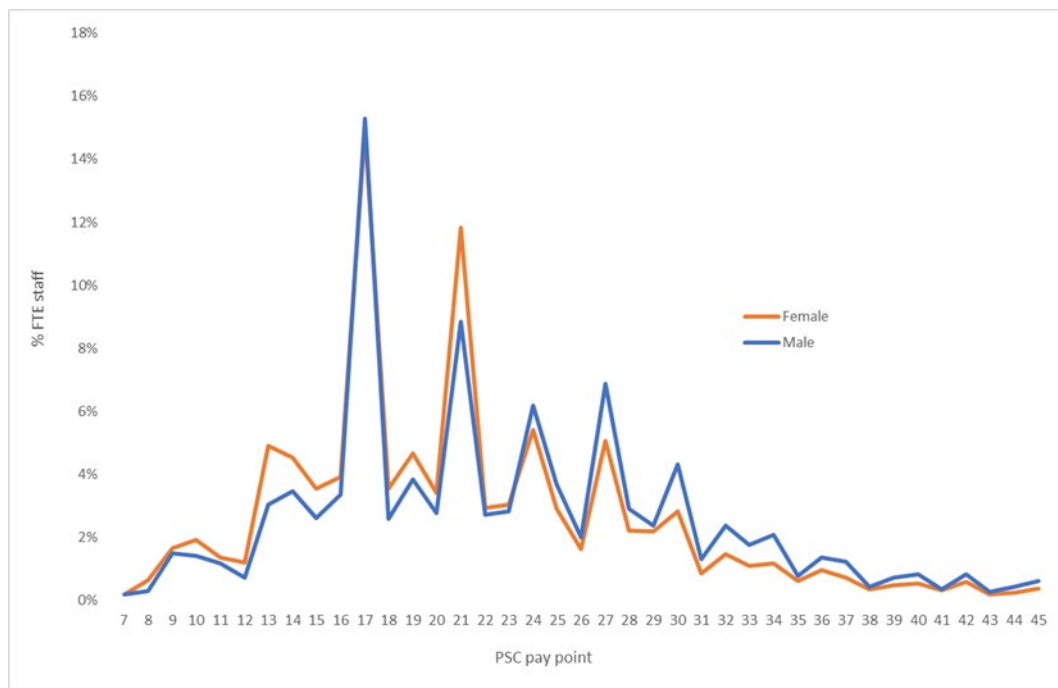
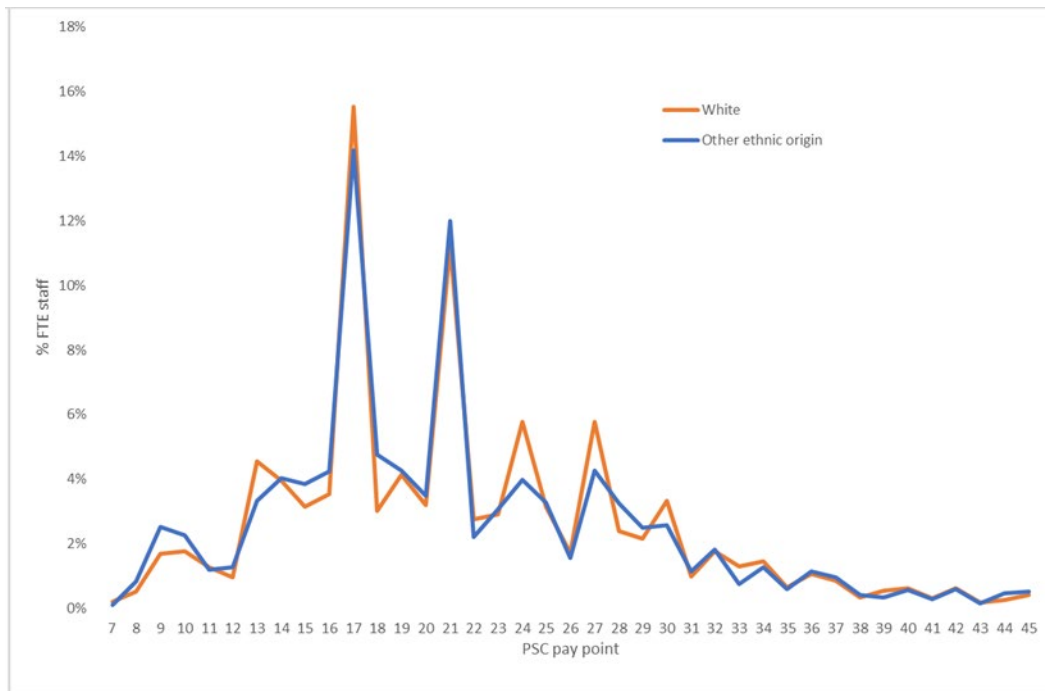


Figure 5. Distribution of staff on PSC pay spine by ethnicity





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