

Police staff earnings survey 2018



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 2013.

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 June 2018 to March 2019.

A total of 37 of the 41 police forces responded (90 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.

Key findings

- An estimated 70,782 police staff were employed by the 41 forces covered by the survey, equivalent to 64,903 full-time staff; 76 per cent were full-time and 24 per cent part-time;
- 61 per cent of staff were female, 94 per cent were white, and their average age was 45;
- 91 per cent of staff were paid on the PSC spine, most commonly on points 17 (17 per cent) or 21 (10 per cent);
- The average annual basic salary was £24,978, higher among those on local pay rates (£27,805) than the PSC spine (£24,666);
- 55 per cent of full-time staff and 63 per cent of part-time staff received some form of additional pay in the relevant pay period, most commonly for unsocial hours/irregular hours /shift work;
- The average annual gross pay was £28,236;
- The total basic paybill was £1,625m, additional pay added a further £213m (13 per cent), giving a total gross paybill of £1,838m;
- Around 90 per cent of police staff were members of the Local Government Pension Scheme;
- On average, both police community support officers and custody & detention officers were paid on a scale from £19,719 to £21,837.

Workforce numbers and characteristics

The survey found a total of 70,782 police staff, equivalent to 64,903 full-time staff (FTEs). The total number consisted of 53,674 full-time (76 per cent) and 17,108 part-time (24 per cent) employees. There were 43,360 females (61 per cent) and 27,422 males (39 per cent). See Table 1.

The total FTE figure represents a 4 per cent fall in employment since 2013. The number of full-time staff has fallen by 6 per cent while the number of part-time staff has increased by 2 per cent.

Table 1: numbers of staff

	Full-time	Part-time (nos)	Total (nos)	Total FTE
Male	24,355	3,067	27,422	26,371
Female	29,319	14,041	43,360	38,532
All	53,674	17,108	70,782	64,903

Three-fifths (61 per cent) of police staff were female, a proportion that was higher among part-time staff (82 per cent) than full-timers (55 per cent). See Table 2.

The proportions are broadly in line with those recorded by the 2013 survey.

Table 2: gender

	Full-time	Part-time (nos)	Total (nos)
Male	45%	18%	39%
Female	55%	82%	61%
All	100%	100%	100%

Overall, 94 per cent of staff were white and 6 per cent were from black and minority ethnic (BAME) backgrounds. This proportion varied little by full-time/part-time. See Table 3.

The proportions are broadly in line with those recorded by the 2013 survey (97 per cent white).

Table 3: ethnic origin

	Full-time	Part-time (nos)	Total (nos)
White	94%	95%	94%
BAME	6%	5%	6%
All	100%	100%	100%

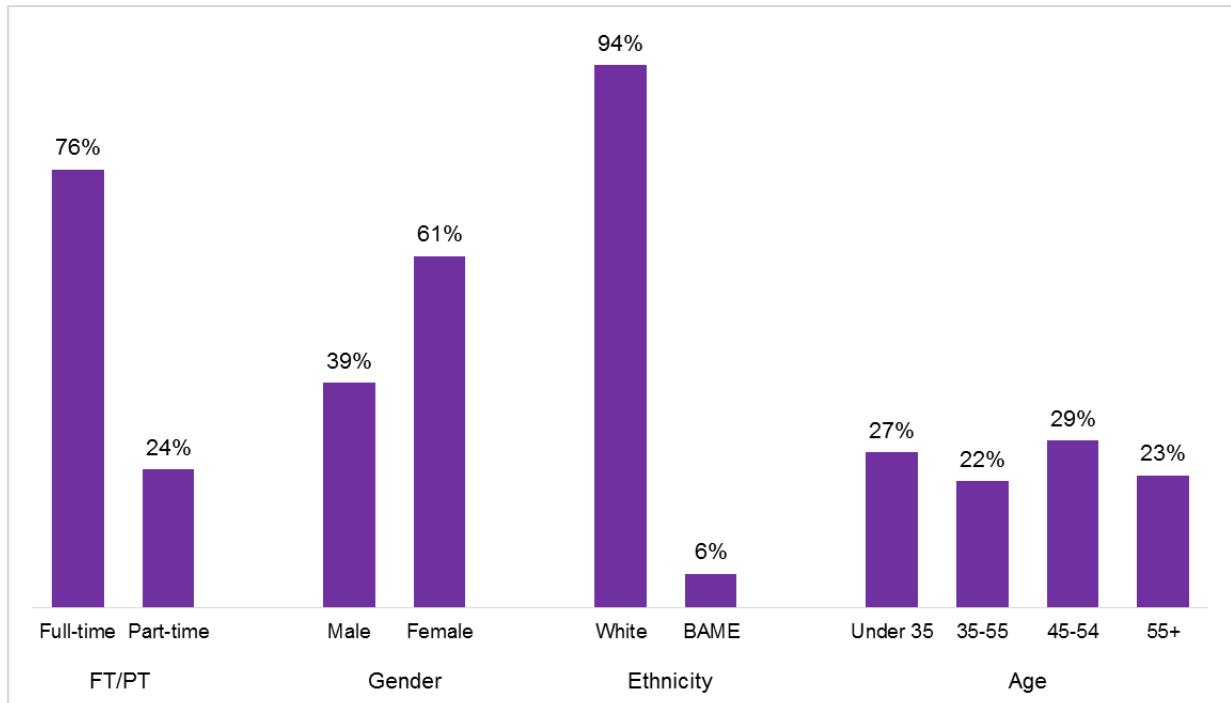
Overall, around three in ten staff (29 per cent) were aged 45-54, with roughly 20 per cent in each of the 25-34, 35-44, and 55+ groups; 6 per cent were aged under 25. The average age was 45 for all staff, slightly higher for part-timers (48 years), whose distribution was correspondingly slightly skewed towards the higher age groups. See Table 4.

The age distribution has shifted upwards slightly since 2013, mostly among part-time staff. The average age has increased from 42 to 45 for full-timers, 45 to 48 for part-timers, and 43 to 45 overall.

Table 4: age

	Under 25	25-34	35-44	45-54	55+	Average age (yrs)
Full-time	8%	23%	20%	29%	20%	45
Part-time	1%	14%	27%	29%	30%	48
All	6%	21%	22%	29%	23%	45

The results above are summarised in Figure 1.

Figure 1: workforce characteristics

Overall, 5 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 underestimate the true figure due to incomplete response. See Table 5.

Table 5: disability

	Full-time	Part-time	All
Disabled	4%	5%	5%
Not disabled	96%	95%	95%
All	100%	100%	100%

Note: these figures are based on respondents only and hence are not grossed.

Staff had, on average, served for 10 years, slightly higher among part-time staff (12 years), and particularly part-time female staff (13 years). See Table 6.

Table 6: length of service

Average	Full-time	Part-time	All
Male	9 years	9 years	9 years
Female	10 years	13 years	11 years
All	10 years	12 years	10 years

Note: these figures are based on respondents only and hence are not grossed.

Pay and paybills

Overall numbers by national/local pay

Overall, 90 per cent of staff were paid on the PSC pay spine (91 per cent in FTE terms), and 10 per cent were paid on locally agreed pay rates. The latter proportion was higher among part-timers (17 per cent). See Table 7.

This survey recorded a higher proportion of staff paid on the PSC spine than in 2013 (84 per cent overall), although this may in part be due to the composition of the response.

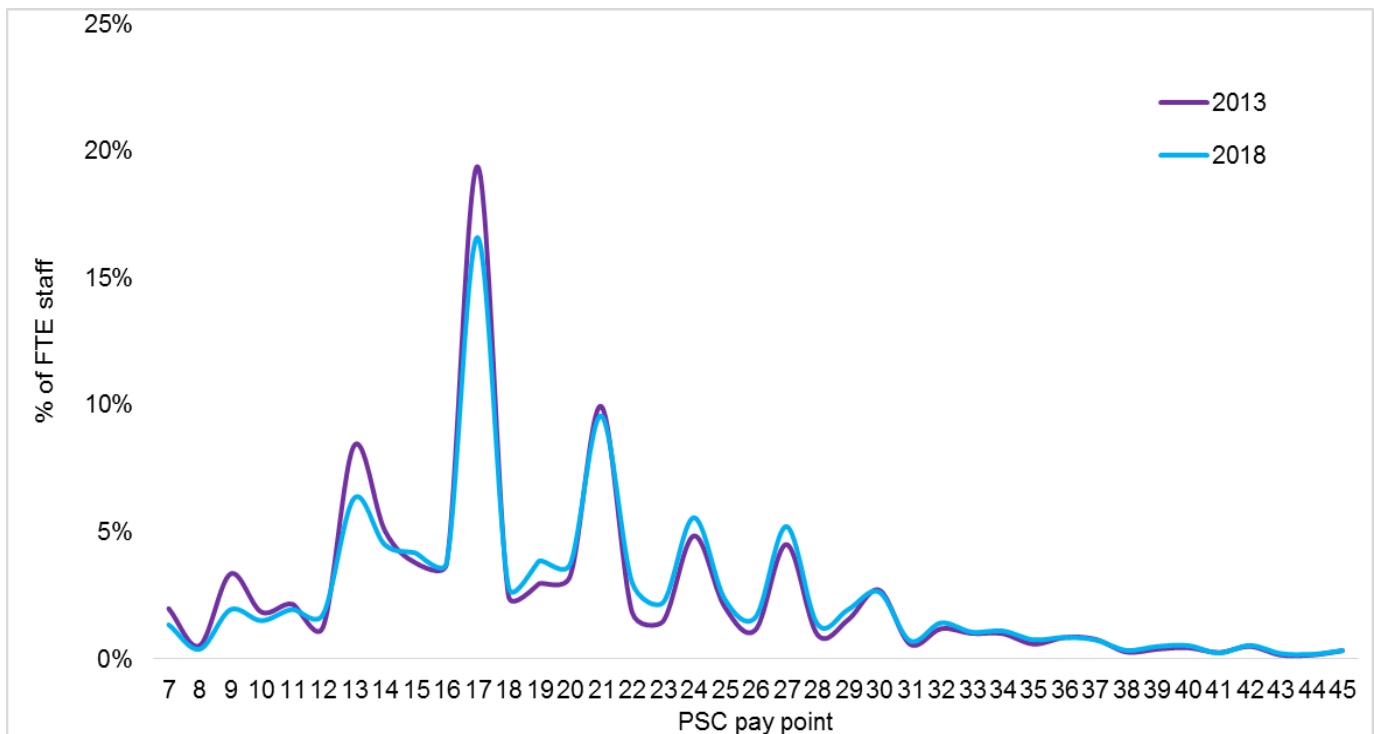
Table 7: national and local pay

	Full-time		Part-time (nos)		Total (nos)		Total FTE	
	No.	%	No.	%	No.	%	No.	%
PSC pay spine	49,536	92%	14,218	83%	63,755	90%	58,872	91%
Local pay	4,138	8%	2,890	17%	7,028	10%	6,030	9%
All	53,674	100%	17,108	100%	71,175	100%	64,903	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 (17 per cent of FTEs), 21 (10 per cent) and 13 and 24 (each 6 per cent). The 2013 and 2018 distributions are illustrated in

Figure 2. (Note that for 2013 point 7 also includes points 4-6, which have since been abolished.) A more detailed breakdown is given in Annex B.

Figure 2: Distribution of staff by pay point



Average basic salaries

On average, the overall FTE annual basic¹ salary was £24,978, slightly higher for males (£25,917) than females (24,384). It was also higher among full-time staff (£25,281) than part-timers (£24,028).

The average figure for staff paid on local rates (£27,805) was 13 per cent higher than the figure for those paid on the PSC spine (£24,666). The gap was larger for full-time staff (20 per cent). See Table 8.

The overall FTE figure was slightly higher among white staff (£25,043) than BAME staff (£24,754).

The overall FTE average salary has increased by 7 per cent since 2013, with little difference between males and females, or full-time and part-time staff. Among staff paid on local pay spines, the average increased by 12 per cent.

Table 8: average annual basic salary

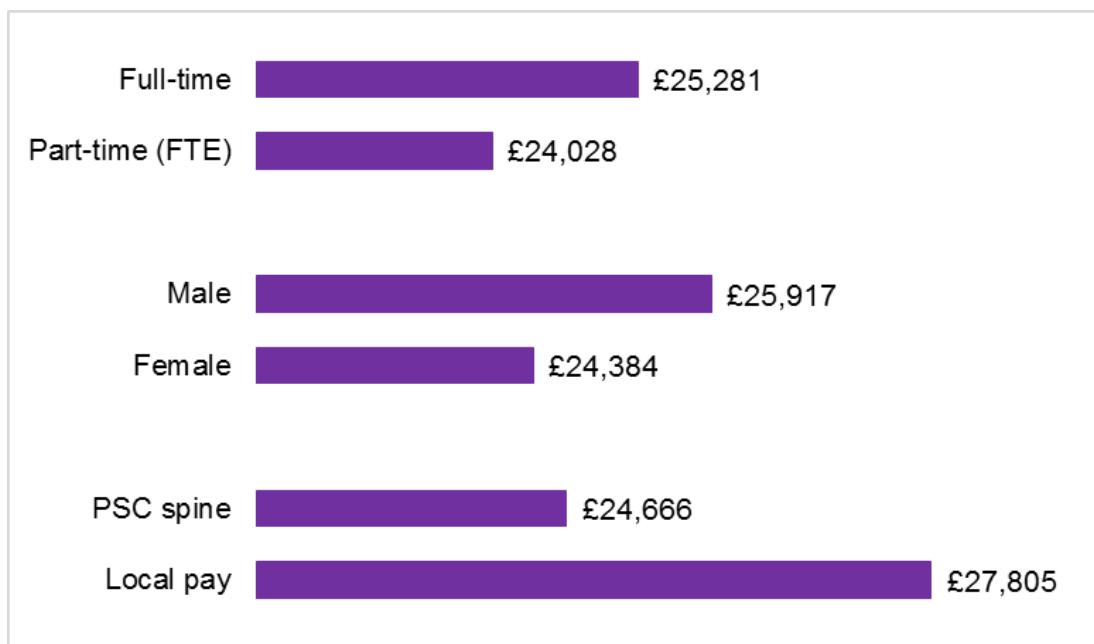
	Full-time	Part-time (FTE)	Total (FTE)
Male	£26,046	£24,893	£25,917
Female	£24,645	£23,839	£24,384
All	£25,281	£24,028	£24,978
	Full-time	Part-time (FTE)	Total (FTE)
PSC pay spine	£24,892	£23,880	£24,666
Local pay	£29,934	£24,757	£27,805
All	£25,281	£24,028	£24,978

Note: these figures are based on respondents only and hence are not grossed.

The data are summarised in Figure 3.

¹ 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.

Figure 3: average basic salaries



Additional pay

Overall, 55 per cent of full-time staff and 63 per cent of part-time staff received some form of additional pay in the pay period covered by the survey². By some distance, the most common type of payment was for unsocial/irregular hours or shift working (44 per cent of full-time and 36 per cent of part-time staff). There was little difference by gender, although 52 per cent of full-time females received additional pay compared with 59 per cent of full-time males. See Table 9.

Table 9: staff in receipt of additional pay

	Full-time			Part-time		
	Male	Female	All	Male	Female	All
Local allowances	6%	4%	5%	4%	4%	4%
Pay for unsocial/irregular hours & shift working	46%	41%	44%	36%	36%	36%
Standby duty pay	6%	3%	4%	2%	2%	2%
Additional hours pay	18%	18%	18%	10%	13%	13%
Total	59%	52%	55%	62%	63%	63%

Note: these figures are based on respondents only and hence are not grossed.

² 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.

The average annual amounts of additional pay among staff in receipt are summarised in Table 10. It should be noted that the amount of additional pay is likely to vary month-by-month, and these annual estimates are based on a single month's payments.

Table 10: average amount of additional pay received

Per annum	Full-time			Part-time		
	Male	Female	All	Male	Female	All
Local allowances	£3,002	£2,760	£2,889	£2,399	£1,802	£1,925
Pay for unsocial/irregular hours & shift working	£5,947	£5,824	£5,883	£4,030	£4,058	£4,053
Standby duty pay	£2,640	£2,055	£2,440	£1,659	£1,529	£1,553
Additional hours pay	£2,694	£2,626	£2,657	£2,168	£2,239	£2,229

Note: these figures are based on respondents only and hence are not grossed.

Gross pay

Gross total pay is basic salary plus any additional pay (as set out above).

The average gross total pay was £28,236, slightly higher for full-time staff (£28,583) than part-timers (£27,146). It was higher among males (£29,441) than females (£27,474). Gross pay of staff on the PSC spine averaged £28,033, compared with £30,081 for staff on local pay rates. See Table 11.

Table 11: average gross total pay

Per annum	Full-time	Part-time (FTE)	Total (FTE)
Male	£29,627	£27,959	£29,441
Female	£27,716	£26,968	£27,474
All	£28,583	£27,146	£28,236
	Full-time	Part-time (FTE)	Total (FTE)
PSC pay spine	£28,291	£27,132	£28,033
Local pay	£32,082	£27,215	£30,081
All	£28,583	£27,146	£28,236

Note: these figures are based on respondents only and hence are not grossed.

For those in receipt of additional pay, the amount received added, on average, 18 per cent to basic pay, varying between 20 per cent for those on the PSC spine and 9 per cent for other staff. Not all staff received additional pay so across all staff, gross pay was 13 per cent higher than basic salary, the difference again higher among PSC staff (14 per cent) than locally paid staff (8 per cent). See Table 12.

Table 12: average percentage value of additional pay received

	Full-time	Part-time (FTE)	Total (FTE)
Staff in receipt of additional pay			
PSC pay spine	20%	19%	20%
Local pay	3%	19%	9%
All	18%	19%	18%
All staff			
PSC pay spine	14%	14%	14%
Local pay	7%	10%	8%
All	13%	13%	13%

Note: these figures are based on respondents only and hence are not grossed.

Paybills

The overall basic paybill for police staff came to £1,625m, 90 per cent of which was accounted for by staff paid on the PSC spine (£1,485m). Additional pay added a further £213m (13 per cent) giving a total gross paybill of £1,838m. See Table 13.

The overall basic paybill increased by 3 per cent between 2013 and 2018; across local pay staff, however, it fell by 36 per cent, compared with a 10 per cent increase among staff on the PSC spine. Comparisons for additional and gross pay are not shown due to changes to arrangements since 2013 and the variability of such payments.

Table 13: paybills

Millions	Basic paybill	Additional paybill	Gross paybill
PSC pay spine	£1,458	£199	£1,657
Local pay rates	£168	£14	£181
Total	£1,625	£213	£1,838

Pension scheme membership

The survey asked forces to indicate whether staff were members of the local government pension scheme (LGPS) or another scheme. Around nine out of ten staff (93 per cent of full-timers and 89 per cent of part-timers) were members of LGPS. The proportions in other pension schemes were negligible. See Table 14.

By sex, the respective overall proportions were 93 per cent (female) and 90 per cent (male).

Table 14: pension schemes

	Full-time	Part-time
LGPS	93%	89%
Other scheme	0%	0%
All	93%	89%

Note: these figures are based on respondents only and hence are not grossed.

Pay and grading

Forces were asked to provide information on salary scales for police community support officers (PCSOs) and custody and detention officers (CDOs). No job details were specified as it is considered that these terms are well understood on the basis of job title alone, and are unlikely to greatly vary between forces. The figures exclude shift premiums etc.

There was generally little variation in scales for both jobs, as can be seen by the closeness of the mean and median averages. See Table 15.

The median scale for PCSOs was £19,719 to £21,837, with half of respondents paying on this exact scale. Five forces paid a lower minimum and ten paid a higher maximum.

The median scale for CDOs was the same, £19,719 to £21,837. Five forces paid a lower minimum and nine paid a higher maximum.

Table 15: salary scales for PCSOs and CDOs

Police community support officers	Minimum basic	Maximum basic
Mean	£19,941	£22,646
Median	£19,719	£21,837
Minimum	£17,721	£21,183
Maximum	£22,902	£25,914
Custody and detention officers	Minimum basic	Maximum basic
Mean	£20,309	£22,804
Median	£19,719	£21,837
Minimum	£18,123	£19,317
Maximum	£24,402	£26,658

Base: 32 forces (PCSOs); 22 forces (CDOs).

Note: these figures are based on respondents only and hence are not grossed.

Forces were also invited to provide details of any job evaluation schemes used. A total of 31 forces provided information.

By far the most common scheme in use was Hay (19 forces), followed by the Police Staff Council 13 Factor scheme (4). A wide variety of others were in use (15), mostly in just one or two forces.

Nine forces had more than one scheme in place for different grades of staff.

Technical notes

Survey response

The survey was sent out as part of Police Staff Council Joint Circular No. 100 which was emailed to Chief Constables and Force Personnel/HR Managers /Payroll Managers in all forces in England and Wales, excluding the City of London and Metropolitan Police Forces. The survey form itself was in Excel format and collected the following information:

- pay and personal characteristics of all police staff including those being paid on locally agreed pay rates (excluding all ranks of police and police cadets);
- salary scales for police community support officers, and custody and detention officers;
- job evaluation schemes used.

Data relates to the pay period including 1st June 2018 (to take account of the 2017 pay award), 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

Grossing

Most 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 Office³, and applying this ratio to the Home Office total covering all forces.

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 unless otherwise stated.

³ Police workforce, England and Wales, 31 March 2018

Annex B – distribution of staff on PSC pay spine

Table B1: staff by point

Point	Full-time						Part-time (FTE)						Total FTE	
	Male		Female		All		Male		Female		All			
	Nos	%	Nos	%	Nos	%	Nos	%	Nos	%	Nos	%	Nos	%
7	180	1%	310	1%	490	1%	28	2%	158	2%	186	2%	676	1%
8	53	0%	122	1%	175	0%	3	0%	19	0%	22	0%	197	0%
9	311	2%	431	2%	742	2%	42	3%	188	3%	230	3%	972	2%
10	241	1%	431	2%	672	2%	14	1%	71	1%	85	1%	757	2%
11	318	2%	561	2%	879	2%	22	2%	75	1%	97	1%	976	2%
12	302	2%	461	2%	763	2%	17	1%	103	2%	120	2%	883	2%
13	886	5%	1535	7%	2421	6%	92	6%	648	10%	740	9%	3,161	6%
14	771	4%	1169	5%	1940	5%	39	3%	267	4%	307	4%	2,247	4%
15	748	4%	1125	5%	1873	4%	33	2%	178	3%	211	3%	2,084	4%
16	685	4%	978	4%	1663	4%	53	4%	185	3%	238	3%	1,901	4%
17	3202	17%	3646	16%	6848	16%	231	16%	1,203	19%	1,434	18%	8,282	17%
18	437	2%	718	3%	1155	3%	34	2%	229	4%	262	3%	1,417	3%
19	677	4%	1002	4%	1679	4%	34	2%	215	3%	250	3%	1,929	4%
20	646	3%	878	4%	1524	4%	56	4%	292	5%	348	4%	1,872	4%
21	1574	8%	2204	10%	3778	9%	154	11%	847	13%	1,001	13%	4,779	10%
22	583	3%	649	3%	1232	3%	44	3%	232	4%	277	3%	1,509	3%
23	438	2%	557	2%	995	2%	34	2%	79	1%	113	1%	1,108	2%
24	1134	6%	1249	5%	2383	6%	101	7%	296	5%	397	5%	2,780	6%
25	501	3%	481	2%	982	2%	47	3%	150	2%	197	2%	1,179	2%
26	368	2%	361	2%	729	2%	26	2%	70	1%	96	1%	825	2%
27	1167	6%	1046	5%	2213	5%	120	8%	274	4%	393	5%	2,606	5%
28	293	2%	305	1%	598	1%	20	1%	72	1%	92	1%	690	1%
29	432	2%	427	2%	859	2%	27	2%	91	1%	118	1%	977	2%
30	649	3%	494	2%	1143	3%	52	4%	123	2%	176	2%	1,319	3%
31	175	1%	129	1%	304	1%	8	1%	48	1%	56	1%	360	1%
32	397	2%	235	1%	632	2%	19	1%	60	1%	79	1%	711	1%
33	243	1%	211	1%	454	1%	18	1%	59	1%	78	1%	532	1%
34	267	1%	229	1%	496	1%	13	1%	46	1%	59	1%	555	1%
35	186	1%	152	1%	338	1%	9	1%	33	1%	41	1%	379	1%
36	205	1%	177	1%	382	1%	5	0%	42	1%	47	1%	429	1%
37	199	1%	139	1%	338	1%	9	1%	31	0%	40	1%	378	1%
38	81	0%	79	0%	160	0%	4	0%	11	0%	14	0%	174	0%
39	122	1%	102	0%	224	1%	4	0%	21	0%	26	0%	250	0%
40	142	1%	99	0%	241	1%	2	0%	25	0%	27	0%	268	1%
41	61	0%	52	0%	113	0%	2	0%	7	0%	9	0%	122	0%
42	125	1%	120	1%	245	1%	6	0%	20	0%	25	0%	270	1%
43	60	0%	41	0%	101	0%	0	0%	10	0%	10	0%	111	0%
44	45	0%	39	0%	84	0%	1	0%	9	0%	10	0%	94	0%
45	98	1%	64	0%	162	0%	2	0%	6	0%	8	0%	170	0%
Total	19002	100%	23008	100%	42010	100%	1,423	100%	6495	100%	7918	100%	49928	100%

Note: these figures are based on respondents only and hence are not grossed.



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