



HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Response Date:05/09/2025

2025/911 - Police Pay Increases

In response to your recent request for information regarding;

I wish to submit a Freedom of Information request regarding the percentage pay increases awarded to Police Officers and Police Staff over the past ten years.

Additionally, I would be grateful if you could confirm whether there is any formal or informal agreement in place that governs the relationship between Police Officer and Police Staff pay.

The Pay Award comes into effect from September each year with the award over each of the past ten years as per below:

Pay Award Date	Police Officers	Police Staff
Sep-16	1.00%	1.00%
Sep-17	2% (1% basic salary/1% non-consolidated)	2% (1% basic salary/1% non-consolidated)
Sep-18	2.00%	2.00%
Sep-19	2.50%	2.50%
Sep-20	2.50%	2.50%
Sep-21	0% with exception of £250 for those below £24,000	0% with exception of £250 for those below £24,000
Sep-22	£1,900 across all ranks for full time employees	£1,900 across all grades for full time employees
Sep-23	7.00%	7.00%
Sep-24	4.75%	4.75%
Sep-25	4.20%	Not Yet Confirmed

All Pay Awards are agreed at a national level therefore not a local Force decision in terms of formal or informal agreement in place that governs the relationship between Police Officer and Police Staff pay.

Pencadlys yr Heddlu,
Glan-y-Don, Bae Colwyn LL29 8AW
www.heddlugogleddcymru.police.uk

Police Headquarters,
Glan-y-Don, Colwyn Bay LL29 8AW
www.northwales.police.uk

Yn gwneud Gogledd Cymru'r lle mwyaf diogel i fyw, gweithio ac ymweld yn y DU
Making North Wales the safest place to live, work and visit in the UK

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 05/09/2025