

POLICE STAFF NATIONAL PSC RATES - 01 SEPTEMBER 2025

GRADES OPERATED BY PCC FOR WEST MIDLANDS

Salary at
01/04/2025

Salary at
01/09/2025

SCP	Annual Salary	SCP	Annual Salary	Monthly Salary	Hourly Rate
FLW	24,309.00	FLW	24,309.00	2,025.75	12.59997
11	24,675.00	11	25,713.00	2,142.75	13.32769
12	25,140.00	12	26,196.00	2,183.00	13.57804
13	25,626.00	13	26,703.00	2,225.25	13.84084
14	26,106.00	14	27,204.00	2,267.00	14.10052
15	26,937.00	15	28,071.00	2,339.25	14.54990
16	27,747.00	16	28,914.00	2,409.50	14.98685
17	28,653.00	17	29,859.00	2,488.25	15.47667
18	29,109.00	18	30,333.00	2,527.75	15.72236
19	29,649.00	19	30,897.00	2,574.75	16.01469
20	30,468.00	20	31,749.00	2,645.75	16.45630
21	31,296.00	21	32,613.00	2,717.75	16.90414
22	32,247.00	22	33,603.00	2,800.25	17.41728
23	33,264.00	23	34,662.00	2,888.50	17.96619
24	34,329.00	24	35,772.00	2,981.00	18.54153
25	35,526.00	25	37,020.00	3,085.00	19.18840
26	36,630.00	26	38,169.00	3,180.75	19.78395
27	37,692.00	27	39,276.00	3,273.00	20.35774
28	38,754.00	28	40,383.00	3,365.25	20.93152
29	39,813.00	29	41,487.00	3,457.25	21.50375
30	40,893.00	30	42,612.00	3,551.00	22.08687
31	41,907.00	31	43,668.00	3,639.00	22.63422
32	42,897.00	32	44,700.00	3,725.00	23.16913
33	43,920.00	33	45,765.00	3,813.75	23.72115
34	45,147.00	34	47,046.00	3,920.50	24.38512
35	46,503.00	35	48,459.00	4,038.25	25.11752
36	47,712.00	36	49,716.00	4,143.00	25.76905
37	48,894.00	37	50,949.00	4,245.75	26.40815
38	50,088.00	38	52,194.00	4,349.50	27.05346
39	51,294.00	39	53,451.00	4,454.25	27.70500
40	52,491.00	40	54,696.00	4,558.00	28.35031
41	53,688.00	41	55,944.00	4,662.00	28.99718
42	54,879.00	42	57,186.00	4,765.50	29.64094
43	56,073.00	43	58,431.00	4,869.25	30.28626
44	57,258.00	44	59,664.00	4,972.00	30.92535
45	58,455.00	45	60,912.00	5,076.00	31.57222
46	59,697.00	46	62,205.00	5,183.75	32.24241
47	60,963.00	47	63,525.00	5,293.75	32.92660
48	62,253.00	48	64,869.00	5,405.75	33.62323
49	63,573.00	49	66,246.00	5,520.50	34.33697
50	64,929.00	50	67,659.00	5,638.25	35.06936
51	66,315.00	51	69,102.00	5,758.50	35.81730
52	67,725.00	52	70,572.00	5,881.00	36.57924
53	69,168.00	53	72,075.00	6,006.25	37.35828
54	70,638.00	54	73,605.00	6,133.75	38.15132
55	72,144.00	55	75,177.00	6,264.75	38.96613
56	73,683.00	56	76,779.00	6,398.25	39.79648
57	75,255.00	57	78,417.00	6,534.75	40.64550
58	76,869.00	58	80,100.00	6,675.00	41.51784
59	78,507.00	59	81,807.00	6,817.25	42.40262
60	80,196.00	60	83,565.00	6,963.75	43.31384
61	81,912.00	61	85,353.00	7,112.75	44.24060
62	83,658.00	62	87,174.00	7,264.50	45.18447
63	85,455.00	63	89,046.00	7,420.50	46.15478
64	87,291.00	64	90,960.00	7,580.00	47.14685
65	87,987.00	65	91,683.00	7,640.25	47.52160
66	91,077.00	66	94,905.00	7,908.75	49.19165
67	93,036.00	67	96,945.00	8,078.75	50.24903
68	95,034.00	68	99,027.00	8,252.25	51.32818
69	97,074.00	69	101,154.00	8,429.50	52.43066
70	99,162.00	70	103,329.00	8,610.75	53.55802
71	101,301.00	71	105,558.00	8,796.50	54.71336
72	103,485.00	72	107,832.00	8,986.00	55.89203
73	105,708.00	73	110,148.00	9,179.00	57.09248
74	107,994.00	74	112,530.00	9,377.50	58.32713
75	110,322.00	75	114,957.00	9,579.75	59.58510
76	112,692.00	76	117,426.00	9,785.50	60.86485
77	115,134.00	77	119,970.00	9,997.50	62.18347
78	117,621.00	78	122,562.00	10,213.50	63.52696
79	120,165.00	79	125,214.00	10,434.50	64.90156
80	122,754.00	80	127,911.00	10,659.25	66.29949
81	125,415.00	81	130,683.00	10,890.25	67.73628
82	128,118.00	82	133,500.00	11,125.00	69.19640
83	130,896.00	83	136,395.00	11,366.25	70.69696

Grades	From		To	
	SCP	Épa	SCP	Épa
FLW				24,309
Grade 2	11	25,713.00	12	26,196.00
Grade 3	13	26,703.00	15	28,071.00
Grade 4	16	28,914.00	21	32,613.00
Grade 5	21	32,613.00	25	37,020.00
Grade 6	26	38,169.00	32	44,700.00
Grade 7	32	44,700.00	37	50,949.00
Grade 8	38	52,194.00	42	57,186.00
Grade 9	42	57,186.00	45	60,912.00
Grade 10	46	62,205.00	50	67,659.00
Grade 11	51	69,102.00	55	75,177.00
Grade 12	57	78,417.00	61	85,353.00
Grade 13	63	89,046.00	67	96,945.00
Grade 14	70	103,329.00	75	114,957.00

Police Community Support Officers				
PSCO - L1	15	28,071.00	18	30,333.00
PSCO - L2	19	30,897.00	21	32,613.00
PSCO - L3	21	32,613.00	23	34,662.00

Scenes of Crime Staff				
SOCO-L1	14	27,204.00	17	29,859.00
SOCO-L3	34	47,046.00	36	49,716.00

Drivers				
Driver-L1	FLW	24,309	13	26,703.00
Driver-L3	21	32,613.00	25	37,020.00
Driver 3	21	32,613.00	25	37,020.00
Dvr Co-Cord	21	32,613.00	27	39,276.00

84	133,725.00	84	139,344.00	11,612.00	72.22550
85	136,614.00	85	142,353.00	11,862.75	73.78514
86	139,575.00	86	145,440.00	12,120.00	75.38521
87	142,605.00	87	148,596.00	12,383.00	77.02104
88	145,689.00	88	151,809.00	12,650.75	78.68642
89	148,851.00	89	155,103.00	12,925.25	80.39378
90	152,070.00	90	158,457.00	13,204.75	82.13224
91	136,062.00	91	141,777.00	11,814.75	73.48658
99	43,026.00	99	44,835.00	3,736.25	23.23911
150	115,968.00	150	120,840.00	10,070.00	62.63441
160	138,738.00	160	144,567.00	12,047.25	74.93271
173	120,501.00	173	125,565.00	10,463.75	65.08349
174	128,127.00	174	133,509.00	11,125.75	69.20107
175	133,461.00	175	139,068.00	11,589.00	72.08244
176	135,627.00	176	141,324.00	11,777.00	73.25178
177	140,112.00	177	145,998.00	12,166.50	75.67443
62A	94,233.00	62A	98,193.00	8,182.75	50.89590
80A	100,647.00	80A	104,877.00	8,739.75	54.36038
81A	109,644.00	81A	114,252.00	9,521.00	59.21968
82A	105,036.00	82A	109,449.00	9,120.75	56.73017
82B	101,900.00	82B	101,900.00	8,491.67	52.81733
85A	104,640.00	85A	109,035.00	9,086.25	56.51558
86A	136,038.00	86A	141,753.00	11,812.75	73.47414