

T/Chief Constable
T/Chief Constable Darren Martland
Police Headquarters
Carleton Hall Penrith,
Cumbria
CA10 2AU



16th September 2025

Dear

FREEDOM OF INFORMATION REQUEST – FOI 1247/25 Pay Increases

I refer to your request for information which was received by Cumbria Constabulary on 21st August 2025. I note you seek access to the following information:

- 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.*

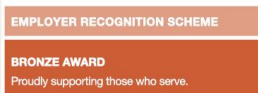
Your request for information has now been considered and I can confirm Cumbria Constabulary does hold some information relevant to your request and where this is the case I have today decided to disclose this to you.

Please note: The pay award for Police Staff is negotiated in relation to the agreed Police Officer pay award.

The pay award percentages/amounts for the last 10 years.

	Police Officer	Police Staff	
01/09/2015	1.00%	0.00%	
01/09/2016	1.00%	1.00%	
01/09/2017	1.00%	1.00%	
01/09/2018	2.00%	2.00%	
01/09/2019	2.50%	2.50%	
01/09/2020	2.50%	2.50%	
01/09/2021	0.00%	£250.00	Staff +£250 on lower pay points only
01/04/2022	0.00%	2.10%	
01/09/2022	£1,900	£1,900	
01/09/2023	7.00%	7.00%	
01/09/2024	4.75%	4.75%	
01/09/2025	4.20%	Staff still in negotiation	

Whilst every care has been taken in the retrieval of the information provided, please do not hesitate to contact us for clarification, if you do have any issues or queries relating to this data.



Complaint Rights

If you believe your request has not been properly handled, or you are otherwise dissatisfied with the outcome of your request, you have the right to request an internal review.

In the first instance, please email freedomofinformation@cumbria.police.uk quoting the FOI reference number and explain why you are dissatisfied. Your complaint will be considered and a response will be provided to you after your complaint has been investigated.

If you remain dissatisfied following conclusion of the internal review, you have the right, under section 50 of the Freedom of Information Act, to complain directly to the Information Commissioner.

The address for the Information Commissioner can be found below:

The Information Commissioner
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Complaints to the Information Commissioner can also be made online:

[Make a complaint | ICO](#)

I would like to take this opportunity to thank you for your interest in Cumbria Constabulary.



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