

Police Negotiating Board

Pay Agreement 2021/02

PNB Circular 2021/02

November 2021

**POLICE NEGOTIATING BOARD**

Independent Secretary: Ryan Paterson  
Scottish Government  
1 Rear, St Andrew's House  
Edinburgh  
EH1 3DG

**Police Negotiating Board Agreement**

1. The Official and Staff Sides of PNB have reached agreement on pay with effect from 1 April 2021. Details are set out in the attached memorandum.
2. This PNB agreement has been approved by Scottish Ministers. The Scottish Police Authority now has the authority to implement this agreement\*. In due course, the relevant Minister will make formal determinations.
3. Any enquiries about this circular should be addressed to the Independent Secretariat at the Scottish Government ☎ 07880244605, to the Official Side Secretary ☎ 020 7187 7341 or the Staff Side Secretary ☎ 0300 303 0027. Enquiries to the Independent Secretariat relating to the interpretation of this circular should be made in writing.

18 November 2021

\* PNB Circulars form a single numerical series. Those which in themselves provide authority to implement an agreement carry the serial number alone, while those which are advisory are designated as such after the serial number.

## Memorandum

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The Official and Staff Sides of PNB have reached agreement on changes to pay and terms and conditions from 1 April 2021. These changes are set out below:

- A £700 increase on all pay points for all ranks with effect from 1 April 2021.
- A 1.0% increase to all appropriate allowances with effect from 1 April 2021.
- Changes to Rest day notice periods – Agreement that the notice period for double time payment is to be increased from ‘less than 5 days’ to ‘less than 8 days’ and that the notice period for time and a half payment be increased from ‘less than 15 days’ to ‘less than 18 days’. This will take effect from 19 November 2021.
- Changes to Chief Inspectors pay spine – An additional pay point is to be added to the Chief Inspector’s pay spine. This will start to apply to all officers who have been on pay point 3 for at least 12 months with effect from 1 October 2021. Therefore the new pay spine will be as follows:
  1. £59,833
  2. £61,054
  3. £62,701
  4. £63,688
- Changes to Chief Superintendents pay spine –An additional pay point is to be added to the Chief Superintendents pay spine. This will start to apply to all officers who have been on pay point 3 for at least 12 months on 1 October 2021. Therefore the new pay spine will be as follows:
  1. £87,133
  2. £90,055
  3. £91,879
  4. £94,801
- Changes to the Overnight Disruption Allowance –Superintendents and Chief Superintendents will be eligible to claim the Overnight Disruption Allowance. This is with effect from 1 April 2022.
- Unpaid leave – All officers can now ask for two weeks of unpaid leave, that will be reckonable for pension purposes, in any year with effect from 1 April 2022.

- Changes to Sergeants pay spine – The entry point on the pay spine for Sergeants will be removed, with effect from 1 April 2023.
- Changes to annual leave - a reduction of the qualifying length of service period for the maximum annual leave entitlement from 20 years to 10 years, to be implemented over a three-year period with effect from 1 April 2022. This phased approach will be as follows:

Service	Current	April 2022	April 2023	April 2024
0-1 years	28	28	28	28
2-4 years	34	34	34	34
5-9 years	34	34	34	36
10-14 years	36	36	39	39
15-19 years	37	39		
20+	39			



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