

Police Negotiating Board for Scotland Pay Agreement 2023/01

PNBS Circular 2023/01

September 2023

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Police Negotiating Board for Scotland (PNBS)

Police Negotiating Board for Scotland
Scottish Government
1 Rear, St Andrew's House
Edinburgh
EH1 3DG

Police Negotiating Board for Scotland Agreement

1. The Official and Staff Sides of the Police Negotiating Board for Scotland have reached agreement on pay with effect from 1 April 2023. Details are set out in the attached memorandum.
2. This Police Negotiating Board for Scotland (PNBS) agreement has been approved by Scottish Ministers. The Scottish Police Authority now has the authority to implement this agreement*. In due course, Scottish Ministers will make formal determinations.
3. Any enquiries about this circular should be addressed to the PNBS Secretariat at PNBS@gov.scot, to the Official Side Secretary Tel. 020 7187 7341 or the Staff Side Secretary Tel. 0300 303 0027. Enquiries to the Independent Secretariat relating to the interpretation of this circular should be made in writing.

13 September 2023

* Police Negotiating Board for Scotland 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

The Official and Staff Sides of the Police Negotiating Board for Scotland have reached agreement on changes to pay and terms and conditions from 1 April 2023. These changes are set out below:

- A 7.0% increase on all pay points for all ranks with effect from 1 April 2023.
- A 7.0% increase on all appropriate allowances for all ranks with effect from 1 April 2023. This will exclude the Short Notice Rest Day Working Allowance which came into effect on the settlement date of 1 April 2023.
- The Official and Staff Sides agree to commission an independent review / research into police officer pay and benefits.
- The first element will relate to wage growth including consideration of the benefits and risks and possible mechanisms to ensure appropriate wage growth within policing going forward from 2025/26.
- The second element will relate to current pay and benefits and will fully consider the unique nature of the officer role in society. Given the independent nature of the review/research it is proposed that the Official Side and Staff Side are given the opportunity to directly feed in views as to:
 - key strategic principles that would inform such a review/research
 - relevant comparators/factors that should be taken into consideration
- The findings of the review/research would be brought back to the PNBS for further consideration.
- In relation to 2024/25 pay discussions, the Official Side and Staff Side agree to engage constructively and quickly, to hold conversations that will inform upcoming pay negotiations. The principles of fairness and affordability will remain paramount but will be informed by four main factors:
 - the inability of police officers to take any form of industrial action
 - restrictions on their private life
 - deals done elsewhere in the public sector
 - the prevailing economic conditions



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