

Police Negotiating Board for Scotland Federated Ranks Pay 2023/02

PNBS Circular 2023/02

September 2023

PNBS Circular 2023/02

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 PNBS have reached agreement on a pay award for police officers, as set out in PNB Circular 2023/01, the pay of the federated ranks is as follows:

Annex A

Constables' Pay

Pay Point	With effect from 1 April 2023
On commencing service	£30,039
1	£32,685 (a)
2	£35,330
3	£37,440
4	£38,594
5	£39,814
6	£40,925
7	£41,913
8	£43,238
9	£45,802
10	£46,713
11	£48,237

(a) All officers move to this salary point on completion of one years' service as a constable.

Annex B

Sergeants' Pay

Pay Point	With effect from 1 April 2023
1	£49,878
2	£50,922
3	£52,402
4	£53,926

Annex C

Inspectors' Pay

Pay Point	With effect from 1 April 2023
1	£59,629
2	£61,287
3	£62,948
4	£64,610
5	£66,133

Annex D

Chief Inspectors' Pay

Pay Point	With effect from 1 April 2023
1	£67,223
2	£68,594
3	£70,445
4	£71,553



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The Scottish Government
St Andrew's House
Edinburgh
EH1 3DG

ISBN: 978-1-83521-392-6 (web only)

Published by The Scottish Government, September 2023

Produced for The Scottish Government by APS Group Scotland, 21 Tennant Street, Edinburgh EH6 5NA
PPDAS1359462 (09/23)

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