Police Negotiating Board for Scotland

Bòrd Barganachaidh Poilis na h-Alba

Senior Officers Pay 2026/03

PNBS Circular 2026/03

30 January 2026

PNBS Circular 2026/03

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 (PNBS) have reached agreement on pay, covering the years 2025/26 and 2026/27, factoring in the inflation guarantee for 2025/26. The pay of senior officers, from 1 April 2025 and from 1 April 2026, is set out in the attached memorandum.
2. This 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 regulations and 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.

30 January 2026

* 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 pay of the senior officers was increased by 4% from 1 April 2025 and 3.5% from 1 April 2026, as set out below. These have been adjusted to incorporate the inflation guarantee (IG) payment of an additional 0.4% for the 2025/26 pay period.

Assistant Chief Constables' Pay

Pay Point	With effect from 1 April 2025	With effect from 1 April 2025 (IG adjusted)	With effect from 1 April 2026 (IG adjusted)
1	£157,889	£158,496	£164,043
2	£164,008	£164,639	£170,401
3	£167,680	£168,325	£174,216

Deputy Chief Constables' Pay

With effect from 1 April 2025	With effect from 1 April 2025 (IG adjusted)	With effect from 1 April 2026 (IG adjusted)
£221,930	£222,783	£230,580

Chief Constable's Pay

With effect from 1 April 2025	With effect from 1 April 2025 (IG adjusted)	With effect from 1 April 2026 (IG adjusted)
£270,960	£272,002	£281,522

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