Police Negotiating Board for Scotland

Bòrd Barganachaidh Poilis na h-Alba

Allowances 2026/04

PNBS Circular 2026/04

30 January 2026

PNBS Circular 2026/04

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 increased relevant allowances, from 1 April 2025 and 1 April 2026, are 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 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 relevant allowance rates (with the exception of on-call) were increased by 4% from 1 April 2025 and 3.5% from 1 April 2026. These have been adjusted to incorporate the inflation guarantee (IG) payment of an additional 0.4% for the 2025/26 pay period.

Additional Disruption Allowance

With effect from 1 April 2025 the Additional Disruption Allowance is set at £52.67.
With effect from 1 April 2025 (IG adjusted) the Additional Disruption Allowance is set at £52.87.
With effect from 1 April 2026 (IG adjusted) the Additional Disruption Allowance is set at £54.72.

Dog Handlers Allowance

With effect from 1 April 2025 the Dog Handlers Allowance is set at £2,950.76.
With effect from 1 April 2025 (IG adjusted) the Dog Handlers Allowance is set at £2,962.11.
With effect from 1 April 2026 (IG adjusted) the Dog Handlers Allowance is set at £3,065.78.

Excessive Rest Day Disruption Allowance

With effect from 1 April 2025 the Excessive Rest Day Disruption Allowance is set at £25.01.
With effect from 1 April 2025 (IG adjusted) the Excessive Rest Day Disruption Allowance is set at £25.11.
With effect from 1 April 2026 (IG adjusted) the Excessive Rest Day Disruption Allowance is set at £25.99.

Islands Allowance

Island Location	Rate	Annual Rate With effect from 1 April 2025	Annual Rate With effect from 1 April 2025 (IG adjusted)	Annual Rate With effect from 1 April 2026 (IG adjusted)
Shetland (Lerwick)	2	£2,179.78	£2,188.16	£2,264.75
Shetland (Yell)	1	£2,564.45	£2,574.32	£2,664.42
Shetland (Brae)	1	£2,564.45	£2,574.32	£2,664.42
Orkney	3	£1,923.33	£1,930.73	£1,998.31
Isle of Lewis	3	£1,923.33	£1,930.73	£1,998.31
North Uist	2	£2,179.78	£2,188.16	£2,264.75

Benbecula	2	£2,179.78	£2,188.16	£2,264.75
South Uist	2	£2,179.78	£2,188.16	£2,264.75
Barra	1	£2,564.45	£2,574.32	£2,664.42
Skye	4	£1,282.23	£1,287.16	£1,332.21
Tiree	1	£2,564.45	£2,574.32	£2,664.42
Islay	3	£1,923.33	£1,930.73	£1,998.31
Isle of Mull	3	£1,923.33	£1,930.73	£1,998.31
Isle of Bute	4	£1,282.23	£1,287.16	£1,332.21
Arran	4	£1,282.23	£1,287.16	£1,332.21
Great Cumbrae	4	£1,282.23	£1,287.16	£1,332.21

Minimum Standards Allowance

With effect from 1 April 2025 the Minimum Standards Allowance is set at £118.50.
With effect from 1 April 2025 (IG adjusted) the Minimum Standards Allowance is set at £118.95.
With effect from 1 April 2026 (IG adjusted) the Minimum Standards Allowance is set at £123.11.

On-call Allowance

With effect from 1 April 2025 the On-call Allowance is set at £36.40.
With effect from 1 April 2026 the On-call Allowance is set at £43.68.

Overnight Disruption Allowance

With effect from 1 April 2025 the Overnight Disruption Allowance is set at £78.99.
With effect from 1 April 2025 (IG adjusted) the Overnight Disruption Allowance is set at £79.29.
With effect from 1 April 2026 (IG adjusted) the Overnight Disruption Allowance is set at £82.07.

Plain Clothes Allowance

With effect from 1 April 2025 the Plain Clothes Allowance is set at £17.80.
With effect from 1 April 2025 (IG adjusted) the Plain Clothes Allowance is set at £17.87.
With effect from 1 April 2026 (IG adjusted) the Plain Clothes Allowance is set at £18.50.

Short-Notice Rest Day Working Allowance

With effect from 1 April 2025 the Short-Notice Rest Day Working Allowance is set at £107.85.

With effect from 1 April 2025 (IG adjusted) the Short-Notice Rest Day Working Allowance is set at £108.26.
With effect from 1 April 2026 (IG adjusted) the Short-Notice Rest Day Working Allowance is set at £112.05.

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EH1 3DG

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