

POLICE NEGOTIATING BOARD

Independent Secretary:
Gordon Smith
Scottish Government
GW.15, St Andrew's House
Edinburgh
EH1 3DG

POLICE NEGOTIATING BOARD AGREEMENT

1. The Official and Staff Sides of PNB have reached agreement on the pay of federated ranks police officers. Details are set out in the attached memorandum and annexes.
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 ☎ 0131 244 5048, 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.

19 October 2018

* 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

The Official and Staff Sides of PNB have reached agreement on a pay award for police officers, as set out in PNB circular 2018/04, the pay of the federated ranks is as follows:

Annex A

CONSTABLES' PAY

Pay point	With effect from 1 September 2018	Pay point	With effect from 1 December 2018	Pay point	With effect from 1 April 2020
On commencing Service	£26,037	On commencing Service	£26,037	On commencing Service	£26,037
On completion Of initial training	£29,058 (a)	1	£28,392 (b)	1	£28,392 (b)
2	£30,747 (c)	2	£30,747 (c)	2	£30,747 (c)
3	£32,625	3	£32,625	3	£32,625
4	£33,651	4	£33,651	4	£33,651
5	£34,737	5	£34,737	5	£34,737
6	£35,727	6	£35,727	6	£35,727
7	£36,606	7	£36,606	7	£36,606
8	£37,785	8	£37,785	8	£37,785
9	£40,068	9	£40,068	9	£40,068
10	£40,878 (d)	10	£40,878 (d)	10	£40,878
				11	£42,234

- (a) All officers in service prior to 1st December 2018 will move to this salary point on the completion of 31 weeks' service as a constable.
- (b) All officers who join the service on or after 1st December 2018 will move to this salary point on the completion of 1 years' service as a constable.
- (c) All officers move to this salary point on completion of two years' service as a constable. Pay scale progression will thereafter align with service anniversary.
- (d) Officers who have been on this point for a year will have access to the competence related threshold payment of £1,356 a year.

SERGEANTS' PAY

Pay point	With effect from 1 September 2018	Pay point	With effect from 1 April 2020
0	£40,878 (a)	1	£42,966
1	£42,273 (b)	2	£43,695
2	£43,695	3	£44,625
3	£44,625	4	£45,942
4	£45,942 (c)	5	£47,298

- (a) Entry point for officers promoted from constables' pay point 9 or less.
- (b) Entry point for officers promoted from constables' pay point 10.
- (c) Officers who have been on this point for a year will have access to the competence related threshold payment of £1,356 a year.

INSPECTORS' PAY

Pay point	With effect from 1 September 2018	Pay point	With effect from 1 April 2020
0	£52,374	1	£52,374
1	£53,850	2	£53,850
2	£55,329	3	£55,329
3	£56,808 (a)	4	£56,808
		5	£58,164

(a) Officers who have been on this point for a year will have access to the competence related threshold payment of £1,356 a year.

CHIEF INSPECTORS' PAY

Pay point	With effect from 1 September 2018	Pay point	With effect from 1 April 2020
1	£57,972 (a)	1	£59,133
2	£59,133	2	£60,354
3	£60,354 (b)	3	£62,001

- (a) Entry point for an officer appointed to the rank, unless the chief officer of police assigns the officer to the higher point.
- (b) Officers who have been on this point for a year will have access to the competence related threshold payment of £1,356 a year.

CHIEF INSPECTORS IN POST AT 31 AUGUST 1994

Annual salary with effect from 1 September 2018	Annual salary with effect from 1 April 2020
£61,341 (a)	£62,988

- (a) Officers who have been on this point for a year will have access to the competence related threshold payment of £1,356 a year.