

POLICE NEGOTIATING BOARD

Independent Secretary:
Gordon Smith
Scottish Government
GW.15, St Andrew's House
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POLICE NEGOTIATING BOARD AGREEMENT

1. The Official and Staff Sides of the PNB have reached agreement on pay with effect from 1 September 2018, with the details set out in the attached memorandum.
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 the PNB have reached agreement on changes to pay and terms and conditions covering a 31 month period from 1 September 2018 to 31 March 2021. These changes are set out below:

- A 6.5% increase on all pay points for Federated and Superintending ranks; as of 1 September 2018;
- A £4,133 increase for Senior Officers as of 1 September 2018;
- A 6.5% increase to CRTP as of 1 September 2018;
- The introduction of an on-call allowance for the Superintending ranks as of 1 September 2018. This will be under the same terms as the on-call allowance for Federated ranks;
- A 6.5% increase to all appropriate allowances as of 1 September 2018, these are:
 - Additional Disruption Allowance
 - Dog Handlers Allowance
 - Excessive Rest Day Disruption Allowance
 - On-call Allowance
 - Overnight Disruption Allowance
 - Plain Clothes Allowance

Additional conditions:

- CRTP will be removed and replaced by an equivalent fixed increment at the top of the relevant rank pay scales as of 1 April 2020.
- A 6.5% increase to Minimum Standards Allowance with effect from 1 April 2020.
- Changes to constables' pay scales for all new recruits as of 1 December 2018:
 1. The pay point currently entitled 'on completion of initial training' which is valid after 31 weeks will be replaced by an increment valid after 52 weeks;
 2. The 52 week increment will be revalorised to the midpoint between the initial pay point entitled 'on commencing service' and pay point 2 on the constables' scale.

- Changes to sergeants' pay scales as of 1 April 2020:
 1. The bottom point on the sergeants' scale will be removed;
 2. The new bottom point on the sergeants' scale (which will be referred to as pay point 1) will become the only entry point for officers promoted from constable;
 3. The new bottom point on the sergeants' scale will be revalorised to the midpoint between the new top point on the constables' scale and the new second pay point on the sergeants' scale.

- Changes to inspectors' pay scales as of 1 April 2020:
 1. Inspectors' pay points will be renumbered with the effect that the bottom point on the pay scale will be referred to as pay point 1.

- Changes to chief inspectors' pay scales as of 1 April 2020:
 1. The bottom point on the chief inspectors' scale will be removed.
 2. The new bottom point on the chief inspectors' scale (which will be referred to as pay point 1) will become the only entry point for officers promoted from inspector (i.e. the ability for the chief officer of police to assign the officer to a higher point will be removed).
 3. £291 will be added to the new top point on the chief inspectors' scale.

- Reinstatement of the minimum 4 hour compensation payment when a police officer is not afforded adequate rest before attending court. This will have effect for the period between 1 November 2018 and 31 March 2019.

- Agreement that both Sides of the PNB are committed to concluding the pay negotiations for April 2021 in a timely and efficient manner and will endeavour, if practicable, to reach a position on pay for April 2021 by the Autumn PNB meeting in 2020.

