

**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 superintendents and chief superintendents. Details are 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

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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 superintendents and chief superintendents is as follows:

### SUPERINTENDENTS

Pay point	With effect from 1 September 2018
1	£69,735
2	£73,380
3	£77,211
4	£82,368

### CHIEF SUPERINTENDENTS

Pay point	With effect from 1 September 2018
1	£86,433
2	£89,355
3	£91,179