

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 the PNB have reached an agreement on the maternity and adoption pay arrangements for police officers.
2. This PNB circular remains advisory until specific approval from Scottish Ministers has been given and does not confer authority* to implement the agreement. Once approval has been given, it will be communicated in a Scottish Government circular. In due course the relevant Minister will make formal determinations.
3. Also attached is a joint statement by the sides of PNB on the agreement.
4. 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.

7 October 2015

* 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

Maternity Pay and Leave arrangements

The Police Negotiating Board has reached agreement to extend occupational maternity and adoption pay for police officers to 18 weeks on full pay.

The agreement will take effect for women whose babies are expected on or after 1 April 2016, and for men and women who are the main adopter and have a child placed with them for adoption on or after that date.

The agreement also allows officers to extend the final 5 weeks of occupational maternity or adoption pay so that weeks 1 to 13 are at full pay and weeks 14 to 23 are at half pay.

JOINT PNB STATEMENT

The Police Negotiating Board has reached an agreement to extend occupational maternity and adoption pay for police officers to 18 weeks on full pay. The agreement will take effect for women whose babies are expected on or after 1 April 2016, and for men and women who are the main adopter and have a child placed with them for adoption on or after that date.

The agreement will ensure that the Police Service of Scotland can better support our female officers, enabling them to be with their new family at an important time before returning to work. Both the Staff and Official sides are committed to ensuring that we maintain an environment where women can combine their work and family life and develop to their full potential.

