

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 agreement on all pay points for all ranks and for the following allowances: CRTP, Dog Handlers Allowance, Plain Clothes Allowance and On-Call Allowance with effect from 1 September 2017. Details are set out in separate PNB Circulars.

The Official and Staff Sides of the PNB have also reached agreement on a number of changes to terms and conditions as part of the pay agreement and these 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.

25 September 2017

* 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 purely advisory are designated as such after the serial number.

MEMORANDUM

2017/2018 Pay Agreement

The Official and Staff Sides of the PNB have reached agreement on changes to terms and conditions as part of the 2017/18 pay agreement. These changes are set out below:

- Where a police officer is recalled to duty on a working day, out with the hours between 2300 and 0700, the officer shall be compensated for each completed period of overtime at the appropriate rate, plus travelling time. Where the officer is not required to attend a police station, police incident, or court, as a consequence of recall to duty between the hours of 2300 and 0700, the officer shall be entitled to a minimum payment of one hour of overtime at the appropriate rate. A minimum payment of four hours of overtime on an occasion a police officer is otherwise recalled to duty on a working day between the hours of 2300 and 0700 is retained. These changes will all take effect from **1 September 2017**;
- Where a police officer is required to work on a rest day without due notice but the officer is not required to attend a police station, police incident, or court, as a consequence of said requirement to work, the officer shall be entitled to a minimum payment one hour of overtime at the appropriate rate. This change takes effect from **1 September 2017**;
- Where a police officer works into a rest day, the officer shall be compensated for each completed period of overtime at the appropriate rate from **1 October 2017**;
- The abolition of the deduction of payment or toil for the first four occasions of casual overtime in any week with effect from **1 December 2017**;
- Police officers may nominate two days, in place of Christmas Day and New Year's Day as public holidays for religious or cultural reasons from **1 April 2018**;
- Where there is a requirement to work on a rest day during a period of annual leave, that rest day (or subsequent rest days if similarly worked) will be compensated in the same way as if the requirement to work were on a day of annual leave. A qualifying period of leave shall be defined as a period of 4 days or more, at least one of which is a day of annual leave and the remaining days being rest days, public holidays or days taken as time off in lieu of overtime. These changes will take effect from **1 April 2018**;
- Compensation for excessive disruption to rest days will be agreed and introduced on **1 June 2018**.