

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 additional hours payments for part-time officers. 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.

22 December 2016

* 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

Additional hours payments for part-time officers

The Official and Staff Sides of PNB have agreed that Competency Related Threshold Payments will be included in pay for additional hours worked by part-time officers where part-time officers carry out more hours than has been agreed as part of their flexible working pattern. The payment arrangements for Competency Related Threshold Payments will be agreed between the Official and Staff Sides.

In addition the apportionment of annual leave should be compensated as payment and will be provided to part-time officers retrospectively. Unless the Chief Constable determines that retrospective payment should take place more than once a year, this payment is required to take place at the end of the relevant leave year based on their determined hours plus the additional hours worked over their determined hours per week over this period.

This PNB Agreement takes effect from 1 April 2015.