

Police Negotiating Board

Federated Ranks Pay 2021/03

PNB Circular 2021/03

November 2021

POLICE NEGOTIATING BOARD

Independent Secretary: Ryan Paterson
Scottish Government
1 Rear, 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 federated ranks police officers. Details are set out in the attached memorandum and annexes.
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 ☎ 07880244605, 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.

18 November 2021

* 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 PNB have reached agreement on a pay award for police officers, as set out in PNB circular 2021/02, the pay of the federated ranks is as follows:

Annex A

Constables' Pay

Pay point	With effect from 1 April 2021
On commencing Service	£26,737
1	£29,092 (a)
2	£31,447
3	£33,325
4	£34,351
5	£35,437
6	£36,427
7	£37,306
8	£38,485
9	£40,768
10	£41,578
11	£42,934

- (a) All officers move to this salary point on completion of one years' service as a constable.

Annex B

Sergeants' Pay

Pay point	With effect from 1 April 2021
1	£43,666
2	£44,395
3	£45,325
4	£46,642
5	£47,998

- (a) Pay point 1 will be removed as of 01/04/23
- (b) Pay point 2 will be the new entry pay point for Sergeants as of 01/04/23

Annex C

Inspectors' Pay

Pay point	With effect from 1 April 2020
1	£53,074
2	£54,550
3	£56,029
4	£57,508
5	£58,864

Annex D

Chief Inspectors' Pay

Pay point	With effect from 1 April 2021
1	£59,833
2	£61,054
3	£62,701
4	£63,688 (a)

- (a) Chief Inspectors, who have been on pay point 3 for at least 12 months, will move to pay point 4, with effect from 1 October 2021.



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