

Police Negotiating Board

Pay Agreement 2022/03

PNB Circular 2022/03

October 2022

PNB Circular 2022/03

POLICE NEGOTIATING BOARD

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Police Negotiating Board Agreement

The Official and Staff Sides of Police Negotiating Board have reached agreement on pay with effect from 1 April 2022. Details are set out in the attached memorandum.

This Police Negotiating Board 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.

Any enquiries about this circular should be addressed to the Independent Secretariat at the Scottish Government Tel. 0131 244 3443, to the Official Side Secretary Tel. 020 7187 7341 or the Staff Side Secretary Tel. 0300 303 0027. Enquiries to the Independent Secretariat relating to the interpretation of this circular should be made in writing.

15 August 2022

* Police Negotiating Board 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 Police Negotiating Board have reached agreement on changes to pay and terms and conditions from 1 April 2022. These changes are set out below:
- A 5.0% increase on all pay points for all ranks with effect from 1 April 2022.
- A 5.0% increase to all appropriate allowances with effect from 1 April 2022.
- Changes to Plain Clothes Allowance - Superintendents and Chief Superintendents will be eligible to claim the Plain Clothes Allowance. This is with effect from the date of agreement.
- Changes to Excessive Rest Day Disruption Allowance - Superintendents and Chief Superintendents will be eligible to claim the Excessive Rest Day Disruption Allowance. This is with effect from the date of agreement.
- Island Allowance – Implementation of an allowance which recognises the recruitment and retention challenges across the islands of Scotland with effect from the date of 1 October 2022. Technical elements of this will be discussed and agreed within the PNB Technical Working Group and ratified at PNB prior to implementation.
- Central Service Allowances – Removal of the Central Service Allowances for officers posted to the Scottish Police College where there is no residential requirement with effect from the date of 1 April 2023.
- Incidental expenses – Removal of allowances for incidental expenses at residential training courses with effect from the date of agreement.
- Short-notice Rest Day Disruption Allowance for Inspecting and Superintending Ranks – Inspecting and superintending ranks who are required to work on a rest day with less than 48 hours' notice of the start time of the required duty will receive a payment of an allowance of £99 per qualifying day of disruption with effect from the date of 1 April 2023. Technical elements of this (including non-qualifying days) will be discussed and agreed within the PNB Technical Working Group and ratified at PNB prior to implementation.
- Flexible Working for Inspecting and Superintending Ranks – Implementation of Flexi-Time for inspecting and superintending ranks with effect from 1 April 2023 with technical elements of the agreement being discussed and agreed within the PNB Technical Working Group and ratified at PNB prior to implementation.
- Changes to Temporary Salary – All periods of temporary duty performed at a higher rank will be reckonable for pay and pension purposes with effect from the date of 1 January 2023.

- Changes to On-Call Allowance – All on-call allowance payments will be reckonable as pensionable pay with effect from 1 January 2023.
- Parental Leave – The first 4 weeks of 18 week parental leave entitlement per child will be paid at full pay. For the purpose of the agreement 4 weeks equates to 160 hours (pro-rated for part-time officers). This will be applicable to those officers with children expected on or after 1 April 2022 and all adopting parents who had an approved match with an adopted child by 1 April 2022.
- The ability to request paid leave will commence with effect from the date of 1 April 2023 with technical elements of the agreement being discussed and agreed within the PNB Technical Working Group and ratified at PNB prior to implementation.

Changes to Annual Leave:

- Where a part-time officer is entitled to additional annual leave as a result of additional hours worked, this annual leave will be provided in time rather than payment with effect from the date of 1 April 2022.
- Introduction of ability to take annual leave in hour blocks, subject to exigency of duty. Where an officer takes at least four hours of leave this will count as a day of annual leave for the purposes of calculating a qualifying period and relevant compensation, with effect from the date of agreement.

The removal of the restriction of the number of annual leave days that can be taken as half days with effect from the date of agreement.

- Where required to work during a period of annual leave all days are to be compensated as though they were the first two days of disturbance with effect from 1 December 2022.
- Annual leave entitlement will be calculated based on completed days rather than completed months with effect from the date of 1 April 2023.
- With effect from 1 April 2023 all additional annual leave based on historic central service agreements will cease. Annual leave will be applied by reference to police regulations only.

Agreement for the Sides of the PNB to work together to agree the terms of and deliver a shared strategic commitment which will look to reduce the working week and the level of disruption to all police officers in a way that is financially sustainable whilst continuing to deliver high quality policing services to the public, seeking to also enhance the delivery of policing and wider services to the public.

To uphold this commitment, it is agreed that a joint working group is established with the areas of focus being jointly agreed through collaboration with the intention to bring forward joint proposals to the PNB in June 2023.



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