



**Police Negotiating Board
for Scotland**

**Bòrd Barganachaidh Poilis
na h-Alba**

Federated Ranks Pay 2025/01

PNBS Circular 2025/01

February 2025

PNBS Circular 2025/01

Police Negotiating Board For Scotland (PNBS)

Police Negotiating Board for Scotland
Scottish Government
1 Rear, St Andrew's House
Edinburgh
EH1 3DG

Police Negotiating Board for Scotland Agreement

1. Following a Police Arbitration award, the pay of the federated ranks is increased by 4.75% from 1 April 2024. The arbitration award has the effect of an agreement reached in PNBS. The pay of the federated ranks, from 1 April 2024, is set out in the attached memorandum.
2. This Police Negotiating Board for Scotland (PNBS) agreement has been approved by Scottish Ministers. The Scottish Police Authority now has the authority to implement this agreement*. In due course, Scottish Ministers will make formal determinations.
3. Any enquiries about this circular should be addressed to the PNBS Secretariat at PNBS@gov.scot, 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.

19 February 2025

* Police Negotiating Board for Scotland 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 pay of the federated ranks is increased by 4.75% from 1 April 2024, as set out in Annexes A, B, C and D.

Annex A

Constables' Pay

Pay Point	With effect from 1 April 2024
On commencing service	£31,466
1	£34,238 (a)
2	£37,008
3	£39,218
4	£40,427
5	£41,705
6	£42,869
7	£43,904
8	£45,292
9	£47,978
10	£48,932
11	£50,528

(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 2024
1	£52,247
2	£53,341
3	£54,891
4	£56,487

Annex C

Inspectors' Pay

Pay Point	With effect from 1 April 2024
1	£62,461
2	£64,198
3	£65,938
4	£67,679
5	£69,274

Annex D

Chief Inspectors' Pay

Pay Point	With effect from 1 April 2024
1	£70,416
2	£71,852
3	£73,791
4	£74,952



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