



**Police Negotiating Board
for Scotland**

**Bòrd Bargaich Poilis
na h-Alba**

Senior Officers Pay 2025/03

PNBS Circular 2025/03

February 2025

PNBS Circular 2025/03

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 senior officers is increased by 4.75% from 1 April 2024. The arbitration award has the effect of an agreement reached in PNBS. The pay of senior officers, from 1 April 2024, is set out in the attached memorandum at Annex A.
2. Separately, the Official and Staff sides of the PNBS have agreed on the pay of Assistant Chief Constables from 1 April 2024, this includes the arbitration award. The ACC agreement is set out in the attached memorandum at Annex B.
3. The Police Negotiating Board for Scotland (PNBS) agreements have 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.
4. 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.

20 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.

Annex A - Memorandum

Assistant Chief Constables' Pay

Pay Point	With effect from 1 April 2024
1	£151,816
2	£157,700
3	£161,231

Deputy Chief Constables' Pay

With effect from 1 April 2024
£213,394

Chief Constable's Pay

With effect from 1 April 2024
£260,538

Annex B - Memorandum

The Official and Staff Sides of the PNBS have reached agreement on Assistant Chief Constable (ACC) pay, as follows:

The agreement introduces an incremental scale for ACCs, with effect from 1 April 2024.

Incremental progression, will depend on the length of service performed as an ACC within the Police Service of Scotland, as follows:

- Point 1: An ACC will be placed on this point upon commencement as an ACC within the Police Service of Scotland
- Point 2: ACCs move to this salary point on completion of one years' service as an ACC within the Police Service of Scotland
- Point 3: ACCs move to this salary point on completion of two years' service as an ACC within the Police Service of Scotland

In line with the PNBS agreement, implemented on 1 January 2023, all periods of temporary duty performed at a higher rank are reckonable for pay and pension purposes.

Serving ACCs will be placed on the scale point relevant to their current service as an ACC within the Police Service of Scotland, with effect from 1 April 2024.

The three point pay scale, from 1 April 2024 is as follows:

Pay Point	With effect from 1 April 2024
1	£151,816
2	£157,700
3	£161,231



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