



**Police Negotiating Board
for Scotland**

**Bòrd Barganachaidh Poilis
na h-Alba**

Allowances 2025/04

PNBS Circular 2025/04

February 2025

PNBS Circular 2025/04

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, relevant allowances are increased by 4.75% from 1 April 2024. The arbitration award has the effect of an agreement reached in PNBS. The increased relevant allowances, from 1 April 2024, are 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

Additional Disruption Allowance

With effect from 1 April 2024 the Additional Disruption Allowance is set at £50.64.

Dog Handlers Allowance

With effect from 1 April 2024 the Dog Handlers Allowance is set at £2,837.27.

Excessive Rest Day Disruption Allowance

With effect from 1 April 2024 the Excessive Rest Day Disruption Allowance is set at £24.05.

Islands Allowance

With effect from 1 April 2024 the Islands Allowance is set out in the table below:

A	B	C
Island Location	Rate	Annual Rate
Shetland (Lerwick)	2	£2,095.94
Shetland (Yell)	1	£2,465.82
Shetland (Brae)	1	£2,465.82
Orkney	3	£1,849.36
Isle of Lewis	3	£1,849.36
North Uist	2	£2,095.94
Benbecula	2	£2,095.94
South Uist	2	£2,095.94
Barra	1	£2,465.82
Skye	4	£1,232.91
Tiree	1	£2,465.82
Islay	3	£1,849.36
Isle of Mull	3	£1,849.36
Isle of Bute	4	£1,232.91
Arran	4	£1,232.91
Great Cumbrae	4	£1,232.91

Minimum Standards Allowance

With effect from 1 April 2024 the Minimum Standards Allowance is set at £113.94.

On-call Allowance

With effect from 1 April 2024 the On-call Allowance is set at £30.29.

Overnight Disruption Allowance

With effect from 1 April 2024 the Overnight Disruption Allowance is set at £75.95.

Plain Clothes Allowance

With effect from 1 April 2024 the Plain Clothes Allowance is set at £17.12.

Short-Notice Rest Day Working Allowance

With effect from 1 April 2024 the Short-Notice Rest Day Working Allowance is set at £103.70.



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Any enquiries regarding this publication should be sent to us at

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