



**Police Negotiating Board  
for Scotland**

**Bòrd Bargaichaidh Poilis  
na h-Alba**

## **Allowances 2025/13**

**PNBS Circular 2025/13**

**4 September 2025**

## **PNBS Circular 2025/13**

### **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. The Official and Staff Sides of the Police Negotiating Board for Scotland (PNBS) have reached agreement on pay, covering the years 2025/26 and 2026/27. The increased relevant allowances, from 1 April 2025 and 1 April 2026, are set out in the attached memorandum.
2. This 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](mailto: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.

4 September 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 2025 the Additional Disruption Allowance is set at £52.67.

With effect from 1 April 2026 the Additional Disruption Allowance is set at £54.51.

## Dog Handlers Allowance

With effect from 1 April 2025 the Dog Handlers Allowance is set at £2,950.76.

With effect from 1 April 2026 the Dog Handlers Allowance is set at £3,054.04.

## Excessive Rest Day Disruption Allowance

With effect from 1 April 2025 the Excessive Rest Day Disruption Allowance is set at £25.01.

With effect from 1 April 2026 the Excessive Rest Day Disruption Allowance is set at £25.89.

## Islands Allowance

Island Location	Rate	Annual Rate With effect from 1 April 2025	Annual Rate With effect from 1 April 2026
Shetland (Lerwick)	2	£2,179.78	£2,256.07
Shetland (Yell)	1	£2,564.45	£2,654.21
Shetland (Brae)	1	£2,564.45	£2,654.21
Orkney	3	£1,923.33	£1,990.65
Isle of Lewis	3	£1,923.33	£1,990.65
North Uist	2	£2,179.78	£2,256.07
Benbecula	2	£2,179.78	£2,256.07
South Uist	2	£2,179.78	£2,256.07
Barra	1	£2,564.45	£2,654.21
Skye	4	£1,282.23	£1,327.11
Tiree	1	£2,564.45	£2,654.21
Islay	3	£1,923.33	£1,990.65
Isle of Mull	3	£1,923.33	£1,990.65
Isle of Bute	4	£1,282.23	£1,327.11
Arran	4	£1,282.23	£1,327.11
Great Cumbrae	4	£1,282.23	£1,327.11

### **Minimum Standards Allowance**

With effect from 1 April 2025 the Minimum Standards Allowance is set at £118.50.

With effect from 1 April 2026 the Minimum Standards Allowance is set at £122.65.

### **On-call Allowance**

With effect from 1 April 2025 the On-call Allowance is set at £36.40.

With effect from 1 April 2026 the On-call Allowance is set at £43.68.

### **Overnight Disruption Allowance**

With effect from 1 April 2025 the Overnight Disruption Allowance is set at £78.99.

With effect from 1 April 2026 the Overnight Disruption Allowance is set at £81.75.

### **Plain Clothes Allowance**

With effect from 1 April 2025 the Plain Clothes Allowance is set at £17.80.

With effect from 1 April 2026 the Plain Clothes Allowance is set at £18.42.

### **Short-Notice Rest Day Working Allowance**

With effect from 1 April 2025 the Short-Notice Rest Day Working Allowance is set at £107.85.

With effect from 1 April 2026 the Short-Notice Rest Day Working Allowance is set at £111.62.



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