



**Police Negotiating Board
for Scotland**

**Bòrd Barganachaidh Poilis
na h-Alba**

Pay Agreement – 2025-26 and 2026-27 - 2025/09

PNBS Circular 2025/09

4 September 2025

PNBS Circular 2025/09

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, with effect from 1 April 2025. Details 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 regulations and 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.

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

The Official and Staff Sides of the Police Negotiating Board for Scotland have reached agreement on changes to pay and terms and conditions from 1 April 2025. These changes are set out below:

- A 4% increase to pay and relevant allowances (with the exception of on-call, see below) with effect from 1 April 2025
- A 3.5% increase to pay and relevant allowances (with the exception of on-call, see below) with effect from 1 April 2026
- Enhanced Maternity/Adoption Pay from 18 to 26 weeks from 1 April 2026 with the option to take weeks 21-31 at half pay plus half the value of Statutory Maternity Pay
- A sustained and significant increase in on-call allowance rates over the period of the pay agreement with a 20% increase on 1 April 2025 (to £36.40) and a further increase of 20% on 1 April 2026 (to £43.68). Resulting in a cumulative 44% increase in on-call rates over the period of the agreement
- Extend overnight allowance provisions to operational international deployments from 1 April 2025
- All mileage rates to align to HMRC rates resulting in removal of 36.9p mileage rates from 1 April 2025 including electric vehicles
- Agreement to extend public holiday compensation entitlements to inspecting ranks (currently only applicable to constables and sergeants) from date of agreement
- Provide entitlement to mileage on a rest day with less than 18 days' notice from 1 April 2025

This agreement includes an inflation guarantee to ensure the increase in pay each year is a minimum of one percentage point higher than the average Consumer Price Index (CPI) rate for the year. The full text of the inflation guarantee is attached at Annex A, for information and reference.

This agreement is supported by a commitment to a joint review of annual leave and on-call provisions following completion of the Fraser of Allander Institute Phase Two research. The aim would be to have a joint agreement on the appropriate regulatory approach to these elements by 1 April 2027.

This would include:

- A holistic consideration of the impact of any changes to annual leave provision on the overall wellbeing of police officers in Scotland
- Consideration of approaches to appropriately resolve and/or recognise instances where individuals are exposed to excessive levels of on-call
- A review of the appropriateness of the voluntary status associated with on-call

This agreement is also supported by a specific commitment, by both sides, to proactively engage with the Fraser of Allander Institute to ensure the following areas are considered as part of the ongoing research:

- Whether current pay levels are appropriate and fully consider the unique nature of policing
- Constable Increments and approaches to incremental progression at other ranks (including consideration of Staff Side claim to remove pay point in Inspector pay scale)
- Consideration of the extent to which allowances and other payments appropriately recognise disruption

This agreement is also supported by a commitment, by both sides, to commence meaningful discussion through a working group, within three months of the Fraser of Allander Institute Phase Two Research being published.

Annex A

2025/26 and 2026/27 – Inflation Guarantee

As part of the 2025/26 and 2026/27 pay offer there is a guarantee that the increase in each year of this pay deal will be 1 percentage point higher than average CPI inflation. The pay offer is 4% in 2025/26, and 3.5% in 2026/27. This is a cumulative increase of 7.64%.

Any payment under the inflation guarantee will be referred to for the purposes of this agreement as “the inflation guarantee payment.”

To ensure any uplift to salaries can be made within the relevant pay period, average CPI inflation, as defined by the Office of National Statistics (ONS) will be calculated over the calendar year. For the 2025/26 pay period, average inflation will be calculated from January to December 2025. For the 2026/27 pay period average inflation will be calculated from January 2026 to December 2026.

For 2025/26 the pay offer is 4%; therefore, if CPI inflation in 2025 averages higher than 3% over the period January 2025 – December 2025, then pay will be adjusted by the inflation guarantee payment to ensure the uplift over the period is 1 percentage point above average CPI inflation. For 2026/27 the pay offer is 3.5%; therefore, if CPI inflation in 2026 averages higher than 2.5% over the period January 2026 – December 2026, then pay will be adjusted by the inflation guarantee payment to ensure the uplift over the period is 1 percentage point above average CPI inflation.

The tables below set out what the cumulative pay award will be, relative to different rates of cumulative CPI inflation over the corresponding period.

2025/26 pay offer of 4%

% Pay Award 2025/26	Average CPI Inflation January to December 2025	Inflation Guarantee Payment applied in March 2026	Total Pay Award 2025/26
4%	2.5%	0.0%	4.0%
4%	3.0%	0.0%	4.0%
4%	3.5%	0.5%	4.5%
4%	4.0%	1.0%	5.0%
4%	4.5%	1.5%	5.5%
4%	5.0%	2.0%	6.0%
4%	5.5%	2.5%	6.5%
4%	6.0%	3.0%	7.0%

- CPI inflation is defined and published monthly by ONS to 1 decimal point.
- The above table provides a series of examples for illustrative purposes and does not cover every scenario.

2026/27 pay offer of 3.5%

% Pay Award 2026/27	Average CPI Inflation January to December 2026	Inflation Guarantee Payment applied in March 2027	Total Pay Award 2026/27
3.5%	2.0%	0.0%	3.5%
3.5%	2.5%	0.0%	3.5%
3.5%	3.0%	0.5%	4.0%
3.5%	3.5%	1.0%	4.5%
3.5%	4.0%	1.5%	5.0%
3.5%	4.5%	2.0%	5.5%
3.5%	5.0%	2.5%	6.0%
3.5%	5.5%	3.0%	6.5%
3.5%	6.0%	3.5%	7.0%

- CPI inflation is defined and published monthly by ONS to 1 decimal point.
- The above table provides a series of examples for illustrative purposes and does not cover every scenario.

Notes

1. Average CPI inflation will be calculated over the periods January 2025 to December 2025, and January 2026 to December 2026 respectively.
2. Published ONS data will be the basis for CPI inflation calculation.
3. Monthly figures will be tracked, reported to and agreed by PNBS.
4. The Official Side will publish an Inflation Guarantee statement each year no later than 31 January which will confirm whether the inflation guarantee payment is to be made.
5. For the purposes of this agreement, we will take the 12 monthly CPI figures from January 2025 to December 2025 as published by the ONS and divide the total number by 12 to give the agreed average CPI inflation. The same process will apply in 2026 using the period January 2026 to December 2026.
6. Should an increase be triggered in either year, the inflation guarantee payment will be paid as a one-off consolidated pensionable payment in March 2026 and March 2027 respectively. The inflation guarantee payment will be calculated on the pre-uplift salary as at 31 March 2025 or 31 March 2026.
7. Should an increase be triggered in either year, employees who have benefited from promotion or increments will be entitled to the full in year value based upon their pay journey (i.e. in a year if an additional 1% inflation guarantee payment is due, a constable who has been promoted to sergeant on 14 July would receive the additional payment based on their constable salary until 13 July and on their new sergeant salary from 14 July for the rest of the year).
8. Any increase applied will be permanent and apply to all ranks and pay points and allowances which increase in line with pay uplifts.



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