



**Police Negotiating Board  
for Scotland**

**Bòrd Barganachaidh Poilis  
na h-Alba**

## **Federated Ranks Pay 2025/10**

**PNBS Circular 2025/10**

**4 September 2025**

# **PNBS Circular 2025/10**

## **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 pay of the federated ranks, from 1 April 2025 and from 1 April 2026, is 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](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**

The pay of the federated ranks is increased by 4% from 1 April 2025 and 3.5% from 1 April 2026, as set out in Annexes A, B, C and D.

## Annex A

### Constables' Pay

Pay Point	With effect from 1 April 2025	With effect from 1 April 2026
On commencing service	£32,725	£33,870
1	£35,608 (a)	£36,854 (a)
2	£38,488	£39,835
3	£40,787	£42,215
4	£42,044	£43,516
5	£43,373	£44,891
6	£44,584	£46,144
7	£45,660	£47,258
8	£47,104	£48,753
9	£49,897	£51,643
10	£50,889	£52,670
11	£52,549	£54,388

(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 2025	With effect from 1 April 2026
1	£54,337	£56,239
2	£55,475	£57,417
3	£57,087	£59,085
4	£58,746	£60,802

## Annex C

### Inspectors' Pay

Pay Point	With effect from 1 April 2025	With effect from 1 April 2026
1	£64,959	£67,233
2	£66,766	£69,103
3	£68,576	£70,976
4	£70,386	£72,850
5	£72,045	£74,567

## Annex D

### Chief Inspectors' Pay

Pay Point	With effect from 1 April 2025	With effect from 1 April 2026
1	£73,233	£75,796
2	£74,726	£77,341
3	£76,743	£79,429
4	£77,950	£80,678



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