



**Police Negotiating Board
for Scotland**

**Bòrd Bargaichaidh Poilis
na h-Alba**

Parental Bereavement Leave 2025/06

PNBS Circular 2025/06

June 2024

PNBS Circular 2025/06

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 the terms for the provision of Parental Bereavement Leave. 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 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.

25 June 2024

* 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 PNBS have reached agreement on the terms for Parental Bereavement Leave.

The terms under which these shall be paid are as follows:

- Police officers with parental responsibilities are entitled to two weeks leave at full pay if they lose a child under the age of 18 or suffer a stillbirth from 24 weeks of pregnancy.
- The officer may either choose to take one or two weeks leave within 56 weeks of the child's death without the need for these weeks to be consecutive.



© Crown copyright 2025



This publication is licensed under the terms of the Open Government Licence v3.0 except where otherwise stated. To view this licence, visit nationalarchives.gov.uk/doc/open-government-licence/version/3 or write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

Where we have identified any third party copyright information you will need to obtain permission from the copyright holders concerned.

This publication is available at www.gov.scot

Any enquiries regarding this publication should be sent to us at

The Scottish Government
St Andrew's House
Edinburgh
EH1 3DG

ISBN: 978-1-83691-945-2 (web only)

Published by The Scottish Government, August 2025

Produced for The Scottish Government by APS Group Scotland, 21 Tennant Street, Edinburgh EH6 5NA
PPDAS1624754 (08/25)

W W W . g o v . s c o t