



Scottish Police Federation

PO Box 27163, GLASGOW, G3 9EZ

JCC Circular 30 of 2021

Ref: CS/KB

22 October 2021

Attachment: Staff Side Circular October 2021

Dear Colleague

Police Pay Claim 2021

I refer to the above and write to advise you that the Official Side and Staff Side have reached an agreement on police pay for 2021. A copy of the Staff Side Circular detailing that agreement is attached for your information.

The SPF recognises this has been a long drawn out process and your patience in this regard is to your credit.

The agreement has been secured against a background of a very restrictive public sector pay policy and this has clearly been a limiting factor on negotiations.

We will immediately be working with the Service to ensure all mechanisms are in place to see the results of this pay agreement reflected in pay in time for Christmas.

Yours sincerely

CALUM STEELE
General Secretary

POLICE NEGOTIATING BOARD – SCOTLAND

STAFF SIDE

22nd October 2021

Police Pay Claim for 2021

Dear Colleague

I refer to the above and am able to advise that the Official Side and Staff Side have reached an agreement on police pay for 2021. The details of that agreement are laid out below.

- A £700 increase on all pay points for all ranks with effect from 1 April 2021.
- A 1.0% increase to all appropriate allowances with effect from 1 April 2021.
- The rest day notice period for double time overtime payment will increase from less than 5 days to less than 8 days with effect from Friday 19th November 2021.
- The rest day notice period for time and a half overtime payment will increase from less than 15 days to less than 18 days with effect from Friday 19th November 2021.
- The entry point of the pay scale for Sergeants will be removed with effect from 1 April 2023. This will create a new four point scale with the first pay point being £44,395.
- A new pay point will be added to the top of the Chief Inspectors pay scale creating a four point pay scale. The new top of the scale will be £63,688. This pay point will apply to all officers who have been on pay the current point 3 for at least 12 months with effect from 1 October 2021.
- A new pay point will be added to the top of the Chief Superintendents pay scale creating a four point pay scale. The new top of the scale will be £ 94,801. This pay point will apply to all officers who have been on current pay point 3 for at least 12 months with effect from 1 October 2021.
- Overnight disruption allowance (at the rate for federated ranks) will be introduced for Superintendents and Chief Superintendents with effect from 1 April 2022.
- Officers will be able to have two weeks of unpaid leave, in any year, reckonable for pension purposes with effect from 1 April 2022.
- The length of service qualification to access maximum annual leave will be reduced over three years from the 1st April 2022. This will see officers with 15 or more years of service entitled to 39 days of annual leave from 2022. Officers with 10-14 years of service will be entitled to 39 days of annual leave from 2023. Officers with 5-9 years of service will be entitled to 36 days of annual leave from 2024.

Separate to this agreement the Staff Side has been advised that the Official Side intends to make a one off non-consolidated lump sum payment of £250 to all police officers.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Calum Steele', with a horizontal line drawn through the middle of the signature.

Calum Steele
Staff Side Secretary