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POLICE STAFF COUNCIL (PSC)

To: Police and Crime Commissioner
Force Personnel/HR Manager/Payroll Manager
Trade Union Branches

cc: PSC Members
Scotland and MPS (for information only)

24 November 2026

JOINT CIRCULAR 149 – PAY AWARD 2026

Dear Colleague

We are pleased to confirm that the Police Staff Council has reached an agreement on a pay award for police staff for 2026 which is as follows:

- A 3.5% increase on all pay points on the PSC pay spine with effect from 1 September 2026.
- A 3.5% increase on Standby Allowance from £37.65 to £38.97 with effect from 1 September 2026.
- An increase in the minimum annual leave on appointment from 24 to 25 days and from 29 days to 30 days after 5 years' service with effect from 1 April 2027.

Any pay points above point 45 that have been constructed in accordance with the Police Staff Council Handbook (Part Three) should also be increased by 3.5% from 1 September 2026.

Please note that for payroll purposes the pay increase on all pay points are rounded up and divisible by three in the PSC Pay Spine (Appendix I).

We hope that this notification allows police forces to pay the salary increase as soon as possible.

Yours sincerely

Ben Priestley
Trade Union Side Secretary

David Algie
Employers' Side Secretariat

Appendix I

Police Staff Council (PSC) Pay Spine – 2026 – 2027

SCP	01.09.25	01.09.26 (with 3.5% increase)
9	£24,747	£25,614
10	£25,242	£26,127
11	£25,713	£26,613
12	£26,196	£27,114
13	£26,703	£27,639
14	£27,204	£28,158
15	£28,071	£29,055
16	£28,914	£29,928
17	£29,859	£30,906
18	£30,333	£31,395
19	£30,897	£31,980
20	£31,749	£32,862
21	£32,613	£33,756
22	£33,603	£34,782
23	£34,662	£35,877
24	£35,772	£37,026
25	£37,020	£38,316
26	£38,169	£39,507
27	£39,276	£40,653
28	£40,383	£41,799
29	£41,487	£42,942
30	£42,612	£44,106
31	£43,668	£45,198
32	£44,700	£46,266
33	£45,765	£47,367
34	£47,046	£48,693
35	£48,459	£50,157
36	£49,716	£51,459
37	£50,949	£52,734
38	£52,194	£54,021
39	£53,451	£55,323
40	£54,696	£56,613
41	£55,944	£57,903
42	£57,186	£59,190
43	£58,431	£60,477
44	£59,664	£61,755
45	£60,912	£63,045