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POLICE STAFF COUNCIL (PSC)

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

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

3 November 2025

JOINT CIRCULAR 142 – PAY AWARD 2025 - 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 2025-26 which is as follows:

- A 4.2% pay increase on all pay points on the PSC pay spine with effect from 1 September 2025.
- A 4.2% increase on Standby Allowance from £36.13 to £37.65 as of 1 September 2025.
- An increase of £10 on the Overnight Away from Home Allowance from £50 to £60 (as of 1 September 2025).
- The Essential user car allowance set out in Section 7 of the Handbook and described at paragraph 3 will be consolidated into one band for all vehicles irrespective of engine size – using the allowances currently detailed for vehicles 1200 – 1450 cc (which is currently £1239 per annum).

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 4.2% from 1 September 2025.

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 – 2025 - 2026**

SCP	01.09.24	01.09.25 (with 4.2% increase)
9	£23,748	£24,747
10	£24,222	£25,242
11	£24,675	£25,713
12	£25,140	£26,196
13	£25,626	£26,703
14	£26,106	£27,204
15	£26,937	£28,071
16	£27,747	£28,914
17	£28,653	£29,859
18	£29,109	£30,333
19	£29,649	£30,897
20	£30,468	£31,749
21	£31,296	£32,613
22	£32,247	£33,603
23	£33,264	£34,662
24	£34,329	£35,772
25	£35,526	£37,020
26	£36,630	£38,169
27	£37,692	£39,276
28	£38,754	£40,383
29	£39,813	£41,487
30	£40,893	£42,612
31	£41,907	£43,668
32	£42,897	£44,700
33	£43,920	£45,765
34	£45,147	£47,046
35	£46,503	£48,459
36	£47,712	£49,716
37	£48,894	£50,949
38	£50,088	£52,194
39	£51,294	£53,451
40	£52,491	£54,696
41	£53,688	£55,944
42	£54,879	£57,186
43	£56,073	£58,431
44	£57,258	£59,664
45	£58,455	£60,912