**PNB Circular 2012/1 Advisory**

**POLICE NEGOTIATING BOARD**

Independent Secretary:

Bill Blase

Office of Manpower Economics

Victoria House

Southampton Row

London WC1B 4AD

**AGREEMENT REACHED IN THE POLICE NEGOTIATING BOARD**

1. At the meeting of the Police Negotiating Board held on 19 January 2012 agreement was reached on the issue of reckoning of service during periods of temporary promotion as provided for in Regulation 24(2). Some forces have experienced difficulty in interpreting this aspect of Regulation 24 and in light of this further guidance is now provided in the attached memorandum.
2. This PNB Circular is advisory, only in respect of the five year period, until specific approval of the Secretary of State for the Home Department, Scottish Ministers and the Secretary of State for Northern Ireland have been given and does not confer authority\* to implement the agreement. Once approval has been given, it will be promulgated in Home Office, Scottish Government and Northern Ireland Justice Department circulars. In due course, the relevant Secretaries of State will make formal determinations.
3. Any enquiries about this circular should be addressed to the Independent Secretariat at the Office of Manpower Economics 🕿 020 7271 0472, to the Official Side Secretary 🕿 020 7187 7340 or the Staff Side Secretary 🕿 01372 352000. Enquiries to the Independent Secretariat relating to the interpretation of this circular should be made in writing.

24 January 2012

\* PNB 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 following joint agreement is submitted for the approval of the Secretary of State for the Home Department, the Scottish Government and the Secretary of State for Northern Ireland.

At the PNB meeting on 19 January 2012 the Sides agreed that with effect from 1 February 2012 in reckoning the service of a member for the purposes of pay on any promotion (whether temporary or permanent):

1. all time spent in a higher rank on substantive (permanent) promotion will, except the periods which are to be disregarded under Regulation 24(3), count towards service in the higher rank, as well as, in the event that the member returns to a lower rank through demotion or otherwise, in the lower rank.
2. any service on temporary promotion will count towards service in the higher rank (as well as the lower substantive rank).
3. provided that where that member has served any period of temporary or substantive promotion in a higher rank within the preceding five year period up to the date of their substantive or temporary promotion, account shall be taken of all the previous service of the member in the higher rank on temporary promotion whenever occurring.

For the avoidance of doubt, upon commencing a period of temporary or permanent promotion, on or after 1 February 2012, where a member has completed a period of temporary or permanent promotion in the preceding five year period, the pay point in the higher rank at which the member completed their temporary promotion service should be the same point that the member would be placed on when recommencing a period of temporary promotion or on permanent promotion.

If the member has not performed any service at the higher rank within the preceding five year period, then where that member is temporarily or permanently promoted on or after 1 February 2012 that member will commence that period of service at the lowest rate of pay they would be entitled to on promotion to that rank.

In calculating, the five year period for all purposes in this agreement, any period of maternity or adoption leave shall be ignored.