

Independent Chair of the Police Negotiating Board (PNB) and the Scottish Police Consultative Forum (SPCF) - Appointment for 4 years.

15 to 20 days per annum £343 per day (plus Travel and Subsistence) Central Belt.

The creation of Police Scotland and the Scottish Police Authority on 1 April 2013 marked the most significant change to policing in Scotland in a generation. This challenging role provides a unique opportunity to work closely with partners across the policing landscape to facilitate effective collective bargaining in a key public service.

The PNB negotiates the pay and conditions of police officers in Scotland and then makes recommendations to the Scottish Ministers. The successful candidate will be appointed to Chair the PNB (which currently exists under Westminster legislation) and is expected to continue as the Chair of an equivalent body, when it is established in Scottish legislation.

The functions of the SPCF are not set out in legislation but the Scottish Ministers have a statutory obligation to consult policing stakeholders before making any changes to the regulations governing a wide range of non-negotiable matters which affect police officers in Scotland and will look for these to be agreed through discussion at the SPCF before they are made.

The PNB and SPCF will be working in parallel and therefore we are seeking a new Chair to lead both and ensure consistent oversight.

The independent chair will operate entirely independently of Government and will be expected to demonstrate the highest standards of

integrity and impartiality. The successful candidate should be able to demonstrate a good understanding of the collective bargaining landscape and the inter-relationships between employers and staff representative bodies and have the ability to develop close working relationships with a range of policing stakeholders in order to build consensus between all parties.

The Independent Chair, supported by an Independent Secretary, will be expected to prepare an annual report on the work of the PNB and to undertake other written work (including correspondence with Ministers). Time spent on such tasks is reimbursed at the standard daily rate.

Applications from groups currently under-represented on public bodies, such as women, disabled people and people aged under 50 are welcomed.

The recruitment period for this post has been extended. Candidate sourcing is also being used. Interviews will be held in Edinburgh on 8 April 2015.

**For a full application pack, please contact paapplicationsmailbox@scotland.gsi.gov.uk
Freephone 0800 015 8449
Public Appointments, Wellbeing and Diversity
(for PNB)
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