

Police Negotiating Board for Scotland
Short-notice Rest Day Working
Allowance 2023/07

PNBS Circular 2023/07

November 2023

PNBS Circular 2023/07

Police Negotiating Board for Scotland (PNBS)

Police Negotiating Board for Scotland
Scottish Government
1 Rear, St Andrew's House
Edinburgh
EH1 3DG

Police Negotiating Board for Scotland Agreement

1. The Official and Staff Sides of the Police Negotiating Board for Scotland (PNBS) have reached agreement on the terms for introducing a Short-notice Rest Day Working Allowance. Details are set out in the attached memorandum.
2. This PNBS agreement has been approved by Scottish Ministers. The Scottish Police Authority now has the authority to implement this agreement*. In due course, Scottish Ministers will make formal determinations.
3. Any enquiries about this circular should be addressed to the PNBS Secretariat at PNBS@gov.scot, to the Official Side Secretary Tel. 020 7187 7341 or the Staff Side Secretary Tel. 0300 303 0027. Enquiries to the Independent Secretariat relating to the interpretation of this circular should be made in writing.

23 October 2023

* Police Negotiating Board for Scotland 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 Official and Staff Sides of the PNBS have reached agreement on the terms for a Short-notice Rest Day Working Allowance, for officers of the inspecting and superintending ranks who are required to work on a rest day with less than 48 hours' notice.

The terms under which the allowance shall be paid are as follows:

- Inspecting and superintending ranks who are required to work on a rest day, with less than 48 hours' notice of the start time of the required duty are to receive payment of an allowance of £99 for each qualifying day, with the rest day re-rostered.
- The allowance will be payable in the following circumstances:
 - where the officer was required to work on a rest day during a period of on-call, or
 - where the officer was detained on duty into a rest day, or
 - where an officer's rest day is re-rostered with less than 48 hours' notice in anticipation of an operational need for which in the event, he/she is not required to attend duty but the officer chooses to work on the rest day.
- In each of the above instances the officer must work a minimum of 4 hours in order to claim the allowance.
- Such a requirement to work on a rest day would also count towards the excessive rest day disruption allowance.
- The allowance will not be payable for a specific event or operation where the use of the double-lock rest day mechanism has been agreed.
- The implementation date shall be 1 April 2023 with officers receiving payment for any requirement to work on a rest day from that date onwards with less than 48 hours' notice.
- The value of the allowance rate shall uplift in line with any subsequent police officer pay award and the allowance shall not be reckonable for pension purposes.



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