

POLICE NEGOTIATING BOARD

Independent Secretary:
Gordon Smith
Scottish Government
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POLICE NEGOTIATING BOARD AGREEMENT

1. The Official and Staff Sides of the PNB have reached agreement on excessive rest day disruption rates for federated ranks. This agreement takes effect from 4 June 2018 and details are set out in the attached memorandum.
2. This PNB agreement has been approved by Scottish Ministers. The Scottish Police Authority now has the authority to implement this agreement*. In due course the relevant Minister will make formal determinations.
3. Any enquiries about this circular should be addressed to the Independent Secretariat at the Scottish Government ☎ 0131 244 5048, to the Official Side Secretary ☎ 020 7187 7341 or the Staff Side Secretary ☎ 0300 303 0027. Enquiries to the Independent Secretariat relating to the interpretation of this circular should be made in writing.

12 July 2018

* 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 purely advisory are designated as such after the serial number.

MEMORANDUM

Excessive Rest Day Disruption Allowance

The Official and Staff Sides of the PNB have reached agreement on the compensation to be applied to members of the federated ranks who experience excessive disruption to their rest days

Purpose

The main objective of the compensation is to identify instances of excessive disruption to specific individuals and take action to mitigate this.

Policy

The allowance will apply to members of the federated ranks only.

The allowance will apply to only the rest-days covered by the published duty roster.

The published duty roster is a rolling 3 month (13 week / 91 day) duty roster.

An officer shall be entitled to claim compensation on the 4th occasion, and each subsequent occasion, in a rolling 42 day period when a rostered rest day has been disrupted as a result of a requirement or anticipated requirement to perform a period of duty.

The excessive rest day disruption allowance is £19 per qualifying occasion.

Limitations

A rest day will not be regarded as being disrupted for the following reasons;

- where the duty roster has been changed at the request of the officer for wellbeing or personal reasons;
- where the duty roster has been changed and where the officer subsequently requests and is granted an excusal from performing duty on that day;
- where the duty roster has been changed and where the officer subsequently reports as unfit for duty on that day;
- where the duty roster was changed in a clear error and where this error is timeously rectified;

- where the officer was on-call on their rest days but was not otherwise required to perform duty on that rest day; and

- where 28-days' notice of the introduction of a new duty roster is provided.

Where an officer's rest day is disrupted without due notice any subsequent disruption on that rest day shall not fall to be considered as an additional qualifying occasion of rest day disruption for the purpose of this allowance.

Where an officer's rest day has been disrupted and the duty hours on that day are subsequently changed as a consequence of a further exigency of duty, the subsequent alteration to duty hours do not fall to be considered as an additional instance of disruption to that day.

