

POLICE NEGOTIATING BOARD

Independent Secretary:
Gordon Smith
Scottish Government
GWR, St Andrew's House
Edinburgh
EH1 3DG

POLICE NEGOTIATING BOARD AGREEMENT

1. The Official and Staff Sides of the PNB have reached agreement that officers may choose to be compensated through payment or time off in lieu when they work a Keeping in Touch (KIT) Day or Shared Parental Leave in Touch (SPLIT) Day. 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.

11 June 2019

* 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

Police officers returning from maternity or adoption leave may elect to work Keeping in Touch (KIT) days. KIT days are catered for under Annex 16 of the Police Service of Scotland Determinations.

Prior to the date of this agreement police officers working a KIT day were entitled to payment for worked KIT Days.

This agreement now allows police officers the flexibility to elect for either payment or time off in lieu if they elect to work a KIT day.

Time off in lieu must be taken within three months and for the purpose of KIT days, the three month period will commence from the date the officer returns to work.

The necessary amendments to determinations will be made in due course.

The Sides of the PNB have also agreed that similar financial or time off compensation will be available for officers who work Shared Parental Leave in Touch (SPLIT) days. SPLIT days do not currently exist in regulations or determinations but will be incorporated in due course.

This should not preclude the working of SPLIT days in the meantime.

This agreement takes effect from 11 June 2019.