

ANNUAL LEAVE

1)

- a) Every member of a police force of or above the rank of superintendent shall be granted in each leave year the following period of annual leave namely-
- i) in the case of a member of the rank of superintendent or chief superintendent, 31 days;
 - ii) in the case of a member of a rank higher than that of chief superintendent who has not completed 10 years' relevant service, not less than 42 days; and
 - iii) in any other case, not less than 48 days.
- b) Subject to sub-paragraph (c) below every member of a police force holding a rank below that of superintendent shall be granted in each leave year commencing after 31 December 2002 the period of leave set out opposite the member's relevant service as a member of a police force in the Table below:-

Table

<i>Relevant service</i>	<i>Annual Leave</i>
Under 5 years' relevant service	21 days
5 or more years' relevant service	23 days
10 or more years' relevant service	26 days
15 or more years' relevant service	27 days
20 or more years' relevant service	29 days

- c) Where the annual leave entitlement of a member of a police force immediately before the coming into effect of this paragraph, in respect of the first leave year commencing after 31st December 2002, exceeded the period prescribed in the member's case in respect of that year by the foregoing provisions of this paragraph the member shall continue to be entitled to be granted such greater period of leave until such time as the member shall have completed such number of years' relevant service as, by virtue of the said provisions, entitle the member to an increased period of leave.

2) In the leave year in which a member of a police force is appointed to, is promoted in, or retires from the force or completes such number of years' relevant service as will entitle the member to an increased period of annual leave, the member's annual leave shall be calculated at the rate of a twelfth of the period of annual leave appropriate under paragraph (1), to the rank held by the member for each complete month of service in that rank in the leave year in question, a fraction of a day being reckoned as a day:

Provided that where a member of a police force is promoted or completes the said number of years' relevant service while completing a month's service in the leave year in question, the member shall be treated for the purposes of this paragraph as if the member had been promoted or, as the case may be, completed the said number of years' relevant service at the beginning of that month's service.

3) In the case of a member of a police force of a rank not higher than that of chief superintendent, the Chief Constable may, in his discretion and subject to the exigencies of duty-

- a) notwithstanding anything in paragraphs (1) and (2), where the Chief Constable is satisfied that, in any leave year, the member has not taken the full period of annual leave specified in those paragraphs, grant the member, during the following leave year, additional days of annual leave not exceeding the number of days not taken, so however that the Chief Constable shall not exercise this discretion so as to grant more than 5 additional days of annual leave to a member unless the Chief Constable is satisfied that there are exceptional circumstances and that it is in the interests of efficiency to do so;
- b) grant the member not more than 5 additional days of annual leave, to be taken in the last month of the leave year, subject to a corresponding reduction being effected in the member's period of annual leave under paragraph (1) for the following year.

4)

- a) Subject to sub-paragraph (b), days of annual leave granted under this determination may be taken, in the discretion of the Chief Constable and subject to the exigencies of duty, as a single period, or as single days, or in periods of more than one day or as half days.
- b) In the case of a member below the rank of superintendent, not more than 3 days of annual leave shall be taken as half days, and where annual leave is so taken, the member-
 - i) shall do duty on that day for 4 hours, and
 - ii) shall not be entitled to be allowed an interval for refreshment such as may be determined under regulation 22(b).

5)

- a) Where a member of a police force has been recalled to duty from a period of absence from duty to which this paragraph applies, the member shall be granted, in compensation for being recalled to duty on any day during that period which is a day of annual leave or a day taken off in lieu of overtime-
 - i) if the member was so recalled to duty for 1 or 2 days (whether or not in the latter case those days formed a single period), an additional 2 days' annual leave (or, if the member so choose, 1 day's annual leave

and 1 day's pay at double time) in lieu of each such day for which the member was so recalled; or

- ii) if the member was so recalled to duty for 3 or more days (whether or not forming a single period), 2 days' annual leave (or, if the member so choose, 1 day's annual leave and 1 day's pay at double time) in lieu of each of the first 2 such days for which the member was so recalled, and 1 ½ days' annual leave (or, if the member so choose, 1 day's annual leave and ½ day's pay at double time) in lieu of each such day for which the member was so recalled thereafter.

- b) This paragraph applies to a period of absence from duty of 3 or more days, where at least one of those days is a day of annual leave and the other days, if not days of annual leave, are rostered rest days, day taken off in lieu of overtime, public holidays (or days taken off in lieu thereof) or monthly leave days, or any combination thereof. The compensation agreed applies not only to officers actually recalled from annual leave, but also to pre-booked, scheduled annual leave.

6)

- a) For the purposes of this determination—"relevant service" means any service which the member concerned is entitled to reckon for the purposes of pay together with any service which the member was previously so entitled to reckon-

- i) in the case of a member below the rank of superintendent, in any lower rank;

- ii) in any other case, in the rank of superintendent or any higher rank,

except that relevant service shall not include any such service as is mentioned in regulation 44.

- b) Where a member of an aerodrome constabulary has been transferred to a police force by an order under section 30 of the Aviation Security Act 1982 then, for the purposes of this paragraph, the member's service in any rank in that constabulary shall be treated as if it were service in the corresponding rank in a police force.

7)

- a) In this determination and determinations made under regulations 22 and 25, "day", in relation to members of a police force, means a period of 24 hours commencing at such time or times as the Chief Constable shall fix and the Chief Constable may fix different times in relation to different groups of members.

- b) In discharging his functions under sub paragraph (a) above, the Chief Constable shall have regard to the wishes of the joint branch board.