

**TEMPORARY SALARY**

1) A member of a police force of the rank of superintendent or chief superintendent who is required for a continuous period exceeding 7 days (or, in the case of a part-time member, a continuous period of shifts amounting to at least 56 hours) to perform the duties normally performed by a member of the force of a higher rank than the member's own, otherwise (subject to paragraph (3)) than as the direct or indirect result of the absence of any member of the force on a monthly or other leave day granted under regulation 26 and any determination thereunder, shall be paid in respect of that period, other than the first 7 days (or first continuous 56 hours of shifts in the case of a part-time member) thereof, at a rate equal to the rate of pay of the member in that higher rank.

2) A member of a police force of the rank of superintendent or chief superintendent who is required for a continuous period exceeding 7 days (or continuous 56 hour period of shifts in the case of a part-time member) to perform the duties normally performed by such a member whose pay category under regulation 24 (1) and any determination thereunder is higher than the member's own, otherwise (subject to paragraph (3)) than as the direct or indirect result of the absence of any member of the force on a monthly or other leave day granted under regulation 26 and any determination thereunder, shall be paid in respect of that period, other than the first 7 days (or continuous 56 hour period of shifts in the case of a part-time member) thereof, at a rate equal to the rate of pay of the member in that higher pay category (for a part-time member at the hourly rate arrived at by dividing by 8 a day's pay at the rate of pay of the member in that higher pay category).

3) Where any member of the force is absent for a continuous period comprising both:

- a) Monthly or other leave days granted under regulation 26 and any determination thereunder, and
- b) One or more annual leave days granted under regulation 33 and any determination thereunder,

paragraph (1) or (2) shall have effect as if the entire continuous period of absence were a period of annual leave.

4) Subject to paragraphs (6) and (7) and the provisions of this paragraph, a member of a police force below the rank of superintendent who, in any year, has been required to perform the duties normally performed by a member of the force of a higher rank than their own for 14 complete days or, for a part-time member, for at least 112 hours of complete shifts throughout which the member performed the duties normally performed by a member of the force of a higher rank than their own shall be paid in respect of each further complete day (or complete shift in the case of a part-time member) in that year on which the member is required to perform such duties at a rate equal to the lowest rate of pay to which the member would be entitled on promotion to the higher rank, or for a part-time member, equal to the lowest rate of pay to which the member would be entitled on promotion to the higher rank as a

full-time member. A member of a police force working in accordance with variable shift arrangements who has had qualifying shifts amounting in total to 112 hours shall be paid in respect of each further qualifying shift in that year at the hourly rate arrived at by dividing by 8 a day's pay at the lowest rate of pay to which the member would be entitled on promotion to the higher rank.

- 5) Where:
- a) a member of a police force below the rank of inspector is entitled to be paid under paragraph (4),
  - b) the higher rank is that of inspector or above, and
  - c) the day on which the member is required to perform the duties referred to in paragraph (4) is not a public holiday or rostered rest day,

there shall be no entitlement to an allowance or time off under regulation 25 and any determination thereunder in respect of such duties.

- 6) Paragraph (4) shall not apply where:
- a) a member of a police force below the rank of inspector is required to perform the duties normally performed by a member of the force of the rank of inspector or above, and
  - b) the day on which the member is so required to perform such duties is a public holiday or rostered rest day.

7) A member of the police force of the rank of chief inspector who, in any year, has been required to perform the duties normally performed by a member of the rank of superintendent for 14 complete days (or, for a part-time member, for at least 112 hours of complete shifts) shall be paid in respect of any further complete day (or complete shift, in the case of a part-time member) in that year on which the member is required to perform such duties at a rate equal to the lowest rate of pay to which they would be entitled on promotion to superintendent.

- 8) Where a member of a police force:
- a) on the member's last scheduled working day in any year is required to perform the duties normally performed by a member of the force of a higher rank than their own, and
  - b) is paid in respect of that day a temporary salary under paragraph (4), and
  - c) on the member's first scheduled working day of the next following year continues for the complete day to perform such duties,

the member shall be paid, in respect of the day mentioned in sub-paragraph(c) and any following complete day which together therewith forms a continuous period

when the member is required to perform such duties, as if that day or days had formed part of the year mentioned in sub-paragraph (a):

provided that the said day or days shall be disregarded for the purposes of the application of paragraph (4) to that member in the year mentioned in sub-paragraph (c).

9) Where a member of a police force working in accordance with variable shift arrangements:

a) has a qualifying shift as the member's last rostered shift in any year, and

b) is paid in respect of that shift a temporary salary under paragraph (4), and

c) has a qualifying shift as the member's first rostered shift in the next following year,

the member shall be paid in respect of the shift mentioned in sub-paragraph (c) and any qualifying shifts beginning on days that follow consecutively the day on which that shift began as if that shift or shifts had occurred in the year mentioned in sub-paragraph (a):

provided that the said shift or shifts shall be disregarded for the purposes of the application of paragraph (4) to that member in the year mentioned in sub-paragraph (c).

10) For the purposes of paragraph (9) the expression "qualifying shift" means, in relation to a member of a police force, a rostered shift throughout which the member is required to perform duties normally performed by a member of the force of a higher rank than their own.

11) For the purposes of this determination "year" means a period of 12 months beginning on 1 April.

12) For the purposes of this determination "day" means in relation to a full-time member of a police force below the rank of inspector, the member's normal daily period of duty.

13) For the purposes of this determination "day" means in relation to a part-time member of a police force the period that would constitute their normal daily period of duty if the member were a full-time member.

14) "Full-time member" means a member of the force appointed otherwise than under regulation 6 and any determination thereunder.