

WHAT AM I ENTITLED TO

What am I entitled to if I work overtime into a rest day / public holiday?

Once again it is important to understand how the 'force day' works. Refer to "Force Year - Force Week - Force Day".

In these circumstances it is not competent to deduct the first 30 minutes of overtime incurred even if the period in question falls within the first 4 occasions of unplanned overtime in that week.

If, with less than 15 days notice, you work continuously from your rostered tour of duty into a rest day, for each completed period of 15 minutes within the first hour you are entitled to claim overtime at the appropriate rate [1]. If you work in excess of one additional hour, you are entitled to a minimum of 4 hours overtime at the appropriate rate [2].

For the appropriate rate refer to "What am I entitled to if I work on a rostered rest day?"

If, with less than 8 days notice, you work continuously from your rostered tour of duty into a public holiday, for an additional period of 15 minutes or more you are entitled to claim a minimum of 4 hours at the appropriate rate [3]. The appropriate rate is double time.

In the circumstances detailed above, you are also entitled to an additional day in lieu of that public holiday. The day in lieu should be treated as a public holiday [4] and recorded as such on the duty roster.

What this effectively means is that if without due notice, you work into a rest day from, say your last night of nightshift, you are guaranteed 1 hours overtime at double time for up to the first hour and a minimum of 4 hours overtime at double time for anything in excess of one hour.

Using the scenario above but for public holidays, you are automatically entitled to a minimum of 4 hours at double time **and** an additional public holiday in lieu.

- [1] Regulation 26 Police (Scotland) Regs 2004 Annex H (3)(h)
Regulation 26 Police (Scotland) Regs 2004 Annex H (1)(a)(i)
- [2] Regulation 26 Police (Scotland) Regs 2004 Annex H (3)(h)
PNB Circular 94/1 (Advisory)
- [3] Regulation 26 Police (Scotland) Regs 2004 Annex H (3)(i)
- [4] Regulation 26 Police (Scotland) Regs 2004 Annex H (1)(d)(i)(2)

Please note. These guides can only be guaranteed as accurate on the date shown. The principal source of reference on regulatory matters are the Police (Scotland) Regulations 2004. Issued by the Northern Joint Branch Board, Scottish Police Federation. 1st October 2004.