

POLICE NEGOTIATING BOARD

Independent Secretary:
Bill Blase
Office of Manpower Economics
Victoria House
Southampton Row
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POLICE NEGOTIATING BOARD AGREEMENT

1. The Official and Staff Sides of PNB have reached an agreement on the compensation for a requirement to work on a rest day or free day within a period of annual leave. Details are set out in the attached memorandum.
2. This PNB circular remains advisory until specific approval of the Secretary of State for the Home Department and the Secretary of State for Northern Ireland has been given and does not confer authority* to implement the agreement. Once approval has been given, it will be promulgated in Home Office and Northern Ireland Justice Department circulars. In due course relevant Police Regulations and Determinations will be amended to take account of this agreement.
3. Any enquiries about this circular should be addressed to the Independent Secretariat at the Office of Manpower Economics ☎ 020 7271 0472, to the Official Side Secretary ☎ 020 7187 7341 or the Staff Side Secretary ☎ 01372 352003/4. Enquiries to the Independent Secretariat relating to the interpretation of this circular should be made in writing.

17 April 2014

* 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

The Official and Staff Sides of PNB have agreed that where an officer is required to work on a rest day or free day within a period of annual leave, that day shall be compensated in the same manner as if it were a day of annual leave or a day taken off in lieu of overtime.

For the purposes of this new agreement a period of annual leave is to be defined as a period of absence from duty of 5 or more days where at least one of those days is a day of annual leave and the other days are rostered rest days, days taken in lieu of overtime, public holidays, free days (or days taken off in lieu thereof) or monthly leave days.

This agreement applies in the case of a member of a police force who is required to work on a day scheduled to fall in a period of absence from duty to which this circular applies as it applies in the case of a member who is recalled to duty from such a period.

This agreement has been reached in addition to the current provisions of Police Regulations 2003, Regulation 33 Annex O paragraph 5 (a), (b) and (c) (or its equivalent in Northern Ireland) i.e. there is no change to the current compensation arrangements for a period of absence of less than 5 days.

This agreement takes effect from 1 May 2014.

Forces should make every effort to avoid recalling officers to work during their rest days and free days, particularly those that fall within a period of annual leave. Changes to published rosters should be kept to a minimum and only made due to exigencies of duty (or on the request of individuals). Any changes to rosters should only be made after full consideration of operational, welfare and practical circumstances. Further details on designing shift arrangements can be found in PNB circular 10/1.