

POLICY NOTE

THE POLICE SERVICE OF SCOTLAND (AMENDMENT) REGULATIONS 2014

SSI 2014/1

1. The above instrument was made in exercise of the powers conferred by section 48 and 125(1) the Police and Fire Reform (Scotland) Act 2012 (“the 2012 Act”).

Policy Objectives

2. An agreement has been made through the Police Negotiating Board (PNB) to remove 6 public holidays from regulation 18 of the Police Service of Scotland Regulations 2013. It was also agreed that the entitlement to additional days of public holiday when Christmas Day or New Year’s Day falls on a weekend should also be removed. This will leave Christmas Day and New Year’s Day as the public holidays available to all police constables.

3. The regulations include a transitional provision that will allow constables to take any remaining days in lieu, relating to the public holidays that will be removed under these regulations, on or after the date the regulations come into force.

4. The policy should bring financial savings for Police Scotland as constables and sergeants currently receive a double time payment for working public holidays. This policy change has also been agreed so that officers can have greater flexibility in taking annual leave, removing the restrictions of set public holidays that many officers can’t take due to their shift patterns.

5. The PNB agreement also includes an increase in the annual leave allowance for constables with more than two years of service, up to the rank of Chief Superintendent, of 9 days. Those within the first two years of service will receive an increase of 6 days annual leave. A separate set of amended determinations, setting out the new annual leave entitlements, will be sent out for consultation to PNB members in due course. Senior Officers have a minimum annual leave allowance and the PNB agreement does not therefore increase their allowance.

Consultation

6. In accordance with section 54(1) of the 2012 Act, a draft of the Regulations was consulted with the members of the Police Negotiating Board for the United Kingdom and Scottish Ministers have considered any representations made.

Impacts

7. No financial or equality issues were raised during the consultation with PNB and therefore no impact assessment has been prepared for these regulations.