

WHAT AM I ENTITLED TO

If I am recalled to duty from annual leave?

The first thing to establish before answering this question is whether the day in question is an actual annual leave day or a rest day that's occurring during a period of annual leave.

If the day on which you are required for duty is an annual leave day, during a period of annual leave lasting 3 or more days [1], you are entitled to claim, for the first 2 such days

A days pay at double time and an additional day in lieu

Or

Two additional days annual leave.

On any 3rd or subsequent day,

Half a days pay at double time and one additional day in lieu

Or

One and a half additional days annual leave [2].

This compensation applies not only to officers recalled from annual leave but also to pre-booked, scheduled annual leave [3].

A days pay is defined as one of 8 hours or the equivalent for those working alternative shift patterns [4].

In determining whether a period of annual leave lasts 3 days or more, account shall be taken of rest days, TOIL, public holidays and days in lieu of public holidays, provided the period in question includes at least one annual leave day [4].

If the day in question is a rostered rest day during annual leave, refer to the page titled "**What am I entitled to if I am required to work on a rostered rest day?**"

***Note** - It is recognised officers recalled under these circumstances are significantly disadvantaged to those recalled from duty on an actual annual leave day. The JCC is currently seeking all days during annual leave (whether rest days or otherwise) are compensated in the same manner as actual annual leave days.

[1] Regulation 33 Police (Scotland) Regs 2004 Annex O 5(b)

[2] Regulation 33 Police (Scotland) Regs 2004 Annex O 5(a)(i) and (ii)
PNB Circular 01/10 (Advisory)
FIB 33/01

[3] Regulation 33 Police (Scotland) Regs 2004 Annex O 5(b)
PNB Circular 03/15 (Advisory)

[4] Regulation 33 Police (Scotland) Regs 2004 Annex O 5(b)
PNB Circular 85/6

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.

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