

## WHAT AM I ENTITLED TO

### If I am recalled to duty?

Before this question can be answered it is important to establish the following. How much notice of the requirement to work did you receive, what shift you worked the previous day, whether your recall straddles the force day and whether your recall ran into the start of your normal rostered shift.

If you are recalled to duty without due notice [1] and your recall to duty is simply an 'island' of duty in it's own right (i.e. does not run into the start of your rostered shift and does not straddle the force day) you are entitled to a minimum of 4 hours overtime [2] plus one hours travelling time [3]. If you work beyond 4 hours, you are entitled to claim, as overtime, the number of hours actually worked. You continue to be entitled to claim travelling time if you work less than 6 hours. After 6 hours work, no travelling time is payable [4].

If you are recalled to duty without due notice [1] on a day in which you have already completed a tour of duty and in the course of this recall your period of work straddles the force day, then the period from your recall, to the start of your normal rostered tour shall count as overtime and shall count in determining the hours worked on which to base any additional overtime payments [5]. This is commonly referred to as receiving overtime at both ends of your shift.

If you are recalled to duty without due notice [1] and as a result of this recall run into the start of your rostered shift (commonly referred to as starting early) you are entitled for overtime only for the hours worked till the start of your shift [6].

Without due notice means less than 8 hours notice [7].

You should not be required to continue working after the need for which you were recalled to duty has passed [8].

If you are recalled to duty on a rest day refer to the page titled "What am I entitled to if I am required to work on a rostered rest day" for the appropriate compensation.

- [1] PNB Circular 89/12 (Advisory)
- [2] Regulation 25 Police (Scotland) Regs 2004 Annex G (A)(8)(c)
- [3] Regulation 22 Police (Scotland) Regs 2004 Annex E 5(a)(i)(ii)
- [4] Regulation 22 Police (Scotland) Regs 2004 Annex E (5)(a)(i) and (ii)  
Regulation 26 Police (Scotland) Regs 2004 Annex H (3)(i)(i)
- [5] Regulation 25 Police (Scotland) Regs 2004 Annex G (A)(8)(d)  
PNB Circular 89/12 (Advisory)
- [6] Regulation 25 Police (Scotland) Regs 2004 Annex G (A)(8)(b)
- [7] PNB Circular 89/12 (Advisory)
- [8] JCC Circular 78/1994

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.