



# Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

## JCC Circular 38 of 2017

Ref: CS/KB

6 September 2017

Dear Colleague

### Police Pay Award 2017

I am pleased to be able to advise you that the police pay award for 2017 has been agreed. The Police Service of Scotland has formally communicated the details of the agreement on the force intranet at 1000 today.

The agreement in full is as follows;

- An increase to all points on the police officer pay scales, CRTP, and associated allowances by 1.0%. Effective from **1 September 2017**.
- The abolition of the deduction of payment or toil for the first four occasions of casual overtime in any week. Effective from **1 December 2017**.
- Where there is a requirement to work on a rest day during a period of annual leave, that rest day (or subsequent rest days if similarly worked) will be compensated in the same way as if the requirement to work were on a day of annual leave. A qualifying period of leave shall be defined as a period of 4 days or more, at least one of which is a day of annual leave and the remaining days being rest days, public holidays or days taken as time off in lieu of overtime. Effective from **1 April 2018**.
- Officers may nominate two days, in place of Christmas Day and New Year's Day as public holidays for religious or cultural reasons. Effective from **1 April 2018**.
- A compensatory payment to deal with the issue of excessive disruption to rest days will be agreed and implemented. Effective from **1 June 2018**.
- The retention of a four hour minimum payment on an occasion a police officer is required to work on a rest day without due notice. Where the officer is not required to attend a police station, police incident, or court, as a consequence of said requirement to work, the minimum payment shall be one hour. Effective from **1 September 2017**.

- The retention of a four hour minimum payment on an occasion a police officer is recalled to duty on a working day between the hours of 2300 and 0700. Where an officer is recalled to duty out with the hours between 2300 and 0700, the officer shall be compensated for the actual hours worked plus travelling time. Where the officer is not required to attend a police station, police incident, or court, as a consequence of recall between the hours of 2300 and 0700, the minimum payment shall be one hour. Effective from **1 September 2017**.
- Where a police officer works into a rest day, the officer shall be compensated for the actual time worked. Effective from **1 October 2017**.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Calum Steele', with a horizontal line drawn through the middle of the signature.

**Calum Steele**  
General Secretary