



Scottish Police Federation

PO Box 27163, GLASGOW, G3 9EZ

JCC Circular 12 of 2023

Ref: DK/KB

12 May 2023

Dear Colleague

Overtime and Rest Day Working Compensation

A number of members have contacted us to say that they have been pressurised by supervisors to either withdraw overtime claims or claim time off instead of payment. Clearly, Police Scotland is under significant financial pressure but this is unacceptable and oppressive.

First, every police officer should know the overtime Regulations and Determinations and these can be best found at <https://pnb.scot> They should also know that overtime compensation rates are fixed, they cannot be altered or negotiated away and the choice of payment or time off in lieu (where that is permissible) is entirely a matter for the individual officer concerned.

I fully understand the pressure on supervisors to ensure value for money and that budgets are not overspent but trying to police on the cheap by pressurising officers to accept less than their regulatory requirement is potentially contrary to PSoS Conduct Regulations 2014.

Yours sincerely

DAVID KENNEDY
General Secretary