

This is Annex 21 referred to in the foregoing determination by the Scottish Ministers under regulation 14 of the Police Service of Scotland Regulations 2013

Annex 21

Regulation 14

FLEXIBLE WORKING AND VARIABLE SHIFT ARRANGEMENTS

In this determination:

“flexible working pattern” means a pattern worked by a constable which differs from the standard working pattern of constables of the Police Service of Scotland, and which is agreed with that constable by the chief constable on an individual basis, and

“variable shift arrangement” means a pattern worked by two or more constables which differs from the standard working pattern of constables of the Police Service of Scotland.

Section 1 – Flexible Working Arrangements

The chief constable of the Police Service of Scotland may bring in to operation arrangements for flexible working in accordance with this determination, subject to agreement with the Joint Central Committee of the Scottish Police Federation.

The chief constable must ensure arrangements are in place to enable constables to apply individually to work a flexible working pattern, and for such applications to be considered fairly and transparently.

Section 2 – Variable Shift Arrangements

The chief constable of the Police Service of Scotland may bring variable shift arrangements into operation in accordance with this determination, subject to agreement with the Joint Central Committee of the Scottish Police Federation.

Variable shift arrangements may be made for all or any particular class of constable below the rank of inspector (or superintendent, for part-time members).

Section 3 - General

Variable shift and flexible working arrangements must provide, for full-time constables for whom they are in operation:

- i. for hours of duty equivalent to those of a constable with a normal daily period of duty of 8 hours (including a period for refreshment) and who receives a day’s leave on each public holiday and 2 rest days per week; and
- ii. for annual leave equivalent to that granted in accordance with regulation 25 of the regulations and the Scottish Ministers’ determination of the annual leave of constables thereunder.

Variable shift and flexible working arrangements must provide, for part-time constables for whom they are in operation:

- i. a normal period of duty in every relevant period as in paragraph (6) of Paper Apart 05 (Duty); and
- ii. for annual leave equivalent to that granted in accordance with regulation 25 of the regulations and the Scottish Ministers' determination of the annual leave of constables thereunder.