

Police Federation  
Of England and Wales



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Lloegr a Chymru

Established by Act of Parliament

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FROM THE GENERAL SECRETARY'S OFFICE

AF/sjr

14 December 2015

To: All JBBs  
Cc: Interim National Board

## JBB CIRCULAR – 39-2015

Dear Colleagues

### **Employment Appeal Tribunal Bear Scotland v Fulton– overtime and holiday pay**

I sent you an email on 10 December 2015 to advise you of an agreement reached with CC Francis Habgood on behalf of the NPCC, in respect to the calculation of holiday pay following the decision in the Bear Scotland EAT case. I undertook to provide you with a fuller explanation of the agreement reached.

#### **Background**

As you will be aware, the matter has arisen out of the EAT ruling in the case of Bear Scotland v Fulton in which the court found that the calculation of “normal remuneration” paid to workers whilst on annual leave should include overtime and other regular additional payments.

PFEW has been working with the NPCC for some time to reach agreement over the application of the Bear Scotland ruling to police officers and what payments should be included when calculating holiday pay.

As previously advised in JBB circular 8-2015 and in updates to INC meetings, our preference has always been to reach a negotiated solution rather than resort to large

scale litigation to enforce members' rights. On 25<sup>th</sup> June 2015 PFEW wrote to the NPCC to suggest a way forward that was both fair to officers and affordable. This addressed both historic claims and the position going forward.

In terms of historic claims, forces would need to calculate the amount owed to each officer individually. However, the administrative burden was likely to be high and it was not clear that all forces had the ability to do this. Therefore, as an alternative, PFEW suggested that all constables and sergeants should be paid a sum of £60 each. This reflected the average payment officers would be entitled to for four weeks' holiday pay for any three month period. This amount was calculated using PNB pay census data. This is similar to other agreements reached in other sectors. Going forward payment would be based on actual overtime and other payments received on a regular basis over a reference period.

We therefore consider the offer made by NPCC to be reasonable and on that basis it has been accepted.

### **The agreement**

Firstly, the agreement signifies that the NPCC accepts that the decision in the Bear Scotland EAT case means that members are entitled to holiday pay that includes their regular overtime pay and several other regular payments too. This will be for a maximum of four weeks annual leave i.e. 20 days (NB statutory annual leave under the Working Time Directive).

The elements of normal remuneration that will be included in the calculation of holiday pay for the first 20 days of annual leave are:

- All forms of overtime
- Compensation for public holiday working
- Unsocial hours allowance
- Away from home overnight allowance
- Acting up allowance
- Rest day working compensation
- Pay for additional hours worked by officers who work part time (plain time up to 40 hours)

The payment is effective from 1 January 2016 although forces do have some discretion as to when to commence this calculation if they experience difficulties in obtaining the details on which to base the calculation.

The calculation for payment is 20/365 of total payments identified in the list above paid during a 12 month reference period, which will be a rolling 12 month prior to commencement of the allowance. Forces will have discretion in relation to the frequency of the payment i.e. monthly, quarterly or annually.

In addition, to address historic claims, a three months' arrears period is to be paid as a one off payment, prior to the commencement of the payment of members' actual entitlement based on the list above on 1 January 2016. Forces have discretion to pay £60 per officer or the actual entitlement i.e. 5/365 of the total payments identified in the list above, paid during the reference period.

The offer from the NPCC states that the payment will be split for pension purposes to reflect the pension status of each individual payment. It is our view that it is probably only additional pay at plain time for officers who work part time that is pensionable.

### **Moving forward**

I would be grateful if you could keep me informed of any issues of non-compliance with this agreement, which if necessary I will raise with CC Habgood through the Police Consultative Forum (PCF). Please email Elaine Parker or Karen Pinfold at [pnbresearch@polfed.org](mailto:pnbresearch@polfed.org) if necessary.

Following the abolition of the PNB, there is no facility to publish such an agreement in a format similar to a PNB circular. This is very frustrating and PFEW has continued pointed out this gap in the new arrangements. However, I will be asking the PCF to consider whether the Home Office needs to amend Regulations and Determinations in line with this agreement or whether a Home Office circular should be issued.

The ruling in Bear Scotland is one of a series of tribunal decisions which have indicated a direction of travel that the calculation of holiday pay should include normal remuneration where there is an intrinsic link between the payment and the work the worker is required to carry out. We will continue to monitor developments elsewhere and any future Tribunal rulings that may impact on members' entitlement to holiday pay.

Yours sincerely

A handwritten signature in black ink, appearing to read 'A. Fittes', is written over a light grey rectangular background.

**ANDY FITTES**  
**General Secretary**