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**To: Police and Crime Commissioner (copy Chief Exec & Treasurer)
Chief Constables (copy Force Personnel/HR Manager/Payroll Manager)**

**cc: PSC Members
Scotland and MPS (for information only)**

24 July 2020

JOINT CIRCULAR 110 – WORKING AND PAY ARRANGEMENTS: BOXING DAY 2020

Dear colleague

Police forces are advised that unless a local agreement regarding the above is already in place, working and pay arrangements in respect of Boxing Day 2020 should be as follows.

As you are aware Boxing Day 2020 falls on a Saturday. Therefore, Monday 28 December is designated as a bank holiday.

For those staff whose normal five-day week does not include Saturday and who will not be working on 26 December the Boxing Day holiday will be Monday 28 December.

For those staff who work a shift rota, where Boxing Day coincides with a rest day or free day, the rest/free day should be treated as a public holiday and in addition a substitute rest or free day shall be given.

The pay arrangements that should apply when the 26 December falls on a Saturday are that staff should be paid public holiday rates for working the 26 December or the bank holiday in-lieu of this day, but not both.

It is likely that some of the police staff identified in these groups will have bank holiday and/or standby provisions included in their contracts, while others will not.

The usual arrangements for bank holidays falling on a weekend should be continued this year.

Yours sincerely



Ben Priestley
Trade Union Side Secretary



David Algie
Employers' Side Secretariat