



Heddlu Police

DYFED-POWYS

FOI Reference: 250/2021

Request:

I am writing to make a request under the Freedom of Information Act 2000 in relation to the pay and conditions of Police Staff within your force.

Please could you provide me with the following information?

1. Does your force pay a shift allowance for police staff?
2. If so, what is the shift allowance premium for police staff?
3. What's the eligibility criteria for police staff to receive the shift allowance?
4. Does the amount of shift allowance payable change depending on the shifts that are worked?
5. If yes to question 4, what is the shift allowance payable and the criteria for it?
6. Does your force have a separate allowance for those who work weekends but are not in receipt of a shift allowance?
7. If yes to question 6, what is the amount payable for weekend working?
8. Can you provide a copy of your pay and conditions (or similar) which outlines shift allowances etc?

Response 1 to 8 :

I can confirm that Dyfed-Powys Police does hold the information requested.

Shift allowances and weekend working allowances are payable to staff as outlined in the extract below taken from the relevant pay and conditions:

'Payments for Working Unsocial or Irregular Hours as Part of Regular Working Pattern

7.1 Weekend work shall be paid at the rate of time and a half for all hours worked.

7.2 Night work shall be paid at the rate of time and a third for all hours worked between 20:00 and 06:00.

7.3 The following allowances shall be paid to employees working irregular hours (which are defined as hours before 07:00 or after 18:30):

- An average of at least four but less than eight hours per week calculated over the working cycle (pro rata to hours worked) 7.5% of salary
- An average of at least eight hours per week calculated over the working cycle (pro rata to hours worked) 10% of salary

7.4 The allowance for working irregular hours shall not apply to work which qualifies for allowances at 7.2 or 8.1 or where the employee works those hours voluntarily under a flexible working arrangement.

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Payments for Working Shifts

8.1 The allowances set out below shall apply where a shift pattern meets all of the following criteria:

A span of eleven hours or more between start time of the earliest shift and finish time of the latest shift;

- At least four hours between the starting time of the earliest and latest shifts;
- At least half of the shifts in the shift cycle include some unsocial hours.

Period covered by shifts	Proportion of basic pay
11 – 14 hours	12.5%
Over 14 and less than 18 hours	14%
18 hours or more	20%

It should be noted that as a result of the systems adopted by Dyfed-Powys Police in relation to the recording of such information that the information released may or may not be accurate.