



Police Association in annual leave calculation disagreement with the Commissioner of Police

A Letter Before Action has been served on Commissioner of Police in relation to the implementation of a new Uniform Shift Policy in *Grand Cayman*— **22.03.2021**

The Commissioner of Police (“CoP”) has been served with a formal Letter Before Action (“LBA”) in relation to the alleged unlawful decisions and actions he has taken in relation to a newly implemented Uniform Shift Policy (“**Uniform Shift Policy**”) for the Royal Cayman Islands Police Service (“**RCIPS**”) which came into effect on 1 January 2021.

Despite the fact that there has been no change to the Regulations (or any other governing law), under the new Uniform Shift Policy annual leave is now calculated and determined using a new “formula” which amounts to a substantial reduction to the annual leave entitlement for police officers working an 8 Day Shift Cycle (Service delivery/frontline).

This calculation represents a significant reduction to the annual leave entitlement for shift-based police officers, which the Royal Cayman Islands Police Association asserts is unlawful in that it is contrary to Schedule 1 of the Personnel Regulations (2019 Revision) (“**Regulations**”) and in contravention of a legitimate expectation of police officers.