



## Request for a Police, Fire & Crime Commissioner Decision

### SECTION 1

Please identify who is requesting the decision:			
OPFCC Decision	N	Decision Number:	PF xxxx/yyyy
CCFRA Decision	Y	Decision Number:	CF 001/2025
Constabulary Decision	N	Decision Number:	CC xxxx/yyyy

(Please indicate whether this is a PART 1 or PART 2 decision (For Part 2 decisions, only the Section 1 is to be published))

PART 1 Decision:		PART 2 Decision:	Yes
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**DECISION TITLE:** Accrual of Additional Annual Leave Payments (Bear v Fulton)

**Executive Summary:** (no more than 100 words)

In November 2014 a legal judgement (known as Bear v Fulton) was made that payments for overtime that a worker is regularly required to work are to be considered as 'normal pay' and therefore should accrue annual leave.

On the 4<sup>th</sup> March, the SLT made a decision to implement the Bear V's Fulton legal judgement and to back pay affected staff for a period of time to be agreed between the Service and the trade unions.

**Recommendation:**

The Commissioner is asked to:

- Support the decision made by the SLT on the 4<sup>th</sup> March to agree to option 3 and implement the Bear V's Fulton legal judgement.

**Police, Fire & Crime Commissioner**

I confirm that I have considered whether or not I have any personal or prejudicial in this matter and take the proposed decision in compliance with the Code of Conduct for Cumbria Police, Fire & Crime Commissioner. Any such interests are recorded below.

I hereby:

approve

the recommendations as set out above.

Delete as appropriate:

**Police, Fire & Crime Commissioner**

**Signature:**

**Date: 17/04/2025**