

Scotmid

coop

SUNDAY WORKING POLICY

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Sunday Working (Scotland) Act 2003

The Shops (Sunday Trading Act) Northern Ireland Order 1997

The Sunday Working (Scotland) Act 2003/The Shops (Sunday Trading Act) Northern Ireland Order 1997 provides rights to shop workers with regards to working on a Sunday.

This act applies to all employees who are contracted to work some of their hours on a Sunday, however, if they only work a Sunday, the act does not apply, as this is their only specified working day.

Employees, if they wish, they can give notice, to the Society, stating that they object to working on a Sunday. Their request must be in writing and be duly signed and dated by them. An employee should notify their Manager of their request and send this written request to the People & Performance department.

The employee's right not to work on a Sunday will come into effect 3 months from the date on which they gave notice.

If the employee opts out of working on a Sunday the Society is under no obligation to offer the employee the opted out hours elsewhere in the week so contracted hours may reduce to suit business needs resulting in a loss of pay.

During those 3 months the Society can still require employees to fulfil the Sunday shop work that their contract of employment provides for.

If at a later date employees wish to surrender their right not to work on a Sunday, this request must be in writing duly signed and dated stating that they now wish to do Sunday working.

If, after the 3 month period has ended, an employee feels that because of their refusal to do Sunday shop work, the Society has been detrimental towards them, for example, failing to promote them on the grounds that they refuse to work on Sundays, they can raise a grievance addressing this to their People & Performance Consultant in the first instance.