



# Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

## JCC Circular 7 of 2017

Ref: CS/AM/LS

1 March 2017

Attachments: ICC Circular 2/17

Dear Colleague

### **Inspecting Ranks Review – ICC Circular 2/2017 – Information**

I refer to the above and attach correspondence for your information from Andy Malcolm, Chair of the Inspectors' Central Committee.

Yours sincerely

**Calum Steele**  
General Secretary



## ICC Circular 2/2017

1 March 2017

Dear Colleague

### Inspecting Ranks Review

As previously highlighted in earlier circulars, the Inspecting Rank review is continuing and the various groups are progressing work with regard to working time recording, on call and review of capacity.

The Inspectors Central Committee and your representatives are acutely aware that the Force is continuing with other work, including rank ratio which may have a consequential impact on the workload of the Inspecting ranks. There is ongoing dialogue with regard to 'interdependencies', particularly rank ratio proposals and the potential impact on the work being undertaken by the Inspecting Rank Review.

As previously highlighted, it is crucial that officers, particularly Inspecting Ranks, record their working time on SCOPE. This is vital from a wellbeing perspective, requirement under legislation and to give the organisation an accurate picture of the work and hours being undertaken by Inspecting ranks.

The 'long hours' culture has developed within the Inspecting ranks following the PNB agreement in 1994 (94/17) with regard to overtime being encompassed into salaries for officers within these ranks. This agreement was predicated on Inspecting ranks completing 4 hours of casual overtime per week.

The agreement stated:

"The staff side (officers) have expressed concern that because of the introduction of inclusive salaries means that Inspectors and Chief Inspectors are no longer directly compensated for overtime that there is **a possibility that they will be required to work regularly excessive hours**. Both the staff side (officers) and official side (organisation) agree that **such an arrangement would be contrary to the intention and the spirit of the agreements**".

The Vice Chairman of ACPO (Paul Whitehouse) wrote to his colleagues with regard to this agreement and stated:

"Inspectors and Chief Inspectors, no less than other members of the police forces, need to be able to plan for their work and for their personal and family commitments. Consequently, it is important that they should be given, as far as exigencies of duty permit, reasonable notice of when they will be required to be on duty. For sound reasons to do with health and welfare of the officer, the safety of others and effective working, no police officer should be required to work regular excessive hours, and over a period of time, each officer should be allowed to take the full entitlement to days free from the requirements of duty. This is a particular consideration in the case of Inspectors, Chief Inspectors and higher ranks who are not paid for overtime".

It is also clear from these documents and other recent meetings of PNB (Scotland) that the expected working week for all officers should be 40 hours.

Anecdotal data suggests that Inspecting Ranks within Scotland are working 50 hours per week, in certain business areas in excess of this on a regular basis.

The Working Time Regulations limit hours that can be worked to **48** hours averaged over a 17 week period and **that there is at least 11 hours between tours of duty**. This rest period is mandatory and where it cannot be achieved, compensatory rest should be provided at the earliest opportunity to the staff member affected.

Comments have been made in surveys and roadshows with regard to officers undertaking 'on call' and that they often have little to no rest due to being recalled to duty and providing briefing information to managers within the organisation. It is crucial that this working time is accurately recorded and that those undertaking this voluntary duty receive adequate rest, which the Inspectors Central Committee appreciate may be seen by the individual may affect operational performance – often other solutions can be found and we are not 'superheroes'.

Recent reviews of capacity have also been affected by the non-recording of working time as roles have been assessed as being 40 hours of work when the reality is that they take considerably longer and require more rather than less staff. This is often not realised until after changes have been made which create pressures on those now undertaking the duty and organisation as it is difficult to provide support from elsewhere or increase the rank structure.

We are all aware of the financial pressures and constraints faced by the service, however not recording working time is not helping this picture and is potentially having a negative effect by producing false assessments of roles and capacity.

It is clear that the Service is undergoing change, many elements of society now operate on a 'work to live' rather than 'live to work' basis. This is reflected in legislation with directives prescribing a maximum working week and mandatory rest periods between working days.

Please record your working hours, highlight issues around capacity to your line management and remember that the expectation is for you to complete a working week of 40 hours whenever possible.

Yours sincerely

**Andrew Malcolm**  
**Chair**  
**Inspectors Central Committee**