



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

JCC Circular 6 of 2016

Ref: CS/AMacD/LS

6 February 2017

Attachments: ICC Circular 1/17

Dear Colleague

Inspecting Ranks Review – 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 1/2017

6 February 2017

Dear Colleague

Inspecting Ranks Review

The Force have formed an Inspecting Ranks Review which has moved at pace with

- The creation of a Strategic Group headed by ACC Williams
- The creation of a Working Group led by CS Paul Anderson
- A series of engagement and workshop events across the country

We have also met with the academics who conducted the academic research and produced 'The Time for Justice' reports in 2011 and 2015, Dr Victoria Wass and Professor Peter Turnbull.

The working group in conjunction with other projects within the Force are reviewing the findings of the academic studies, staff surveys and feedback from the various workshops. Various options are being reviewed to identify solutions and improve elements of working life for the Inspecting and other ranks.

The primary themes being reviewed are

- Working Time
- On Call arrangements
- Expectation and Training
- Business Practices and Workload

It is vital that as members of the Inspecting ranks, middle managers, we record our working time on SCOPE. There are various health studies that link shift work, sleep deprivation and working long hours have an adverse effect on health. Research has linked career long fatigue and chronic sleep deprivation in police officers to cardiovascular, gastrointestinal and metabolic diseases. It can also lead to psychological disorders, depression, suicide and family dysfunction.

Studies also recorded considerable performance consequences including insomnia, sleep disorders, fatigue, poor memory, headaches, difficulty in concentrating and irritability. Psycho-motor skills and decision making, particularly in ambiguous and fast moving situations were degraded by sleep disruption or reduction.

The weekly limit contained within the WTR (48 hours) are designed to prevent excessive working and there is a legal requirement for working time to be recorded. Officers should have 11 hours between tours of duty and be granted compensatory rest where staff are unable to achieve this or are working in excess of 48 hours per week.

It is vital that working time is recorded as this is one of the few tools that are available to monitor capacity, pressure and workload. The organisation expects working time to be recorded and this should be encouraged by all managers to ensure staff welfare and monitor capacity. By not recording working time we are masking issues from the organisation and other agencies, this limits our potential to challenge the long hour's culture that exists or make potential links to health issues caused by this.

Inspecting ranks are expected to work 40 hours per week, we should be able to plan, with a degree of certainty for both our work and personal commitments. We recognise there are occasions of urgent operational requirements of duty where this may be affected but this must be recorded and where exigencies permit compensatory rest should be provided to ensure the 48 hour limit is not breached.

In conjunction with the Force we will continue to pursue innovative solutions and improved working practices to allow us to promote work life balance and well-being.

There will be a presentation and workshop at the SPF conference in March with regard to our findings and progress. I hope that some of the improvements will be visible to you and have a positive impact on your working practices and life. I shall continue to update you via circulars with the work of the Inspecting review groups.

Yours sincerely

**Andrew Malcolm
Chair
Inspectors Central Committee**