



# SCOTTISH POLICE FEDERATION

Established by Act of Parliament

Dear Member,

The Lothians & Scottish Borders (J) Division are seeking to consolidate their operating model and shift pattern to a single shift system. As you are aware J Division operates 2 different variable shift arrangements, they are looking for a single shift system for the entire Division and are looking for you to decide which one. The VSA 222 system operates in West, Mid and East Lothian whilst the Scottish Borders operate the VSA 99 shift pattern.

The SPF have been asked to establish which of the shift patterns J Division operational officers would like to be introduced for the entire Division, the selected pattern would be implemented in April 2018.

## SHIFT PATTERN

Both patterns operate on the same principles, they combine a series of shifts which are either 9 or 10 hours in duration over a 3-6 day period. Each pattern contains 146 rest days, both have the same number of weekend rest days.

The proposed 222 pattern is

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 1	E	E	L	L	N	N	O
Week 2	O	O	O	E	E	L	L
Week 3	N	N	O	O	O	O	E
Week 4	E	L	L	N	N	O	O
Week 5	O	O	E	E	L	L	N
Week 6	N	O	O	O	O	E	E
Week 7	L	L	N	N	O	O	O
Week 8	O	E	E	L	L	N	N
Week 9	O	O	O	O	E	E	L
Week 10	L	N	N	O	O	O	O

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Early	0700-1600	0700-1600	0700-1600	0700-1600	0700-1700	0700-1700	0700-1600
Late	1400-0000	1400-0000	1400-0000	1400-0000	1700-0300	1700-0300	1400-0000
Night	2200-0700	2200-0700	2200-0700	2200-0700	2100-0700	2100-0700	2200-0700

The proposed 99 pattern is

	MON	TUE	WED	THU	FRI	SAT	SUN
Week 1	N	N	N	N	O	O	O
Week 2	L	L	L	O	O	E	E
Week 3	E	E	O	O	N	N	N
Week 4	O	O	O	L	L	L	L
Week 5	O	O	E	E	E	O	O

Please reply to: Chair, Scottish Police Federation, East Area Committee, 9 Houstoun Interchange Business Park, Livingston, EH54 5DW  
 Email: [andy.malcolm@spf.org.uk](mailto:andy.malcolm@spf.org.uk) Tel: 0300 303 0027 Website: [www.spf.org.uk](http://www.spf.org.uk)

	<b>MON</b>	<b>TUE</b>	<b>WED</b>	<b>THU</b>	<b>FRI</b>	<b>SAT</b>	<b>SUN</b>
EARLY	07-1600	07-1600	07-1600	07-1600	07-1700	07-1700	07-1600
LATE	14-0000	14-0000	14-0000	14-0000	17-0300	17-0300	14-0000
NIGHT	22-0700	22-0700	22-0700	22-0700	21-0700	21-0700	22-0700

*Please reply to: Chair, Scottish Police Federation, East Area Committee, 9 Houstoun Interchange Business Park, Livingston, EH54 5DW  
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