

REST PERIODS BETWEEN SHIFTS

Police Regulations set out that Officers are entitled to a period of at least 11 hours between rostered shifts. That means that Forces cannot roster Officers for duty within that period as it would be contrary to Police Regulations.

Working Time Regulations (WTR) set out that Officers are entitled to "a rest period of not less than eleven consecutive hours in each 24 hour period during which he works for his employer".

Where the entitlement under WTR not provided and the Officer is required to work during the rest period then the Officer is allowed to take an equivalent period of compensatory rest.

Officers are occasionally required to remain on duty beyond their rostered finish times and as such query the options for returning to duty to complete their subsequent shift.

It is accepted that there are a number of operational and personal factors which will potentially need to be considered in such circumstances, such as, staffing levels, service delivery, personal arrangements and commitments.

In order to avoid any disputes regarding such cases there are a number of options available to Officers and line managers and these should be discussed and agreed by both parties accordingly:

Where possible the Officer can take the 11 hour break and commence an amended duty accordingly.

Where there is an issue which prevents the Officer starting at a later time then there must be agreement in respect of where the compensatory rest is to be allocated and taken.

Where the delay in starting the subsequent shift would result in the Officer potentially working over into another working day or rest day then the supervisor needs to consider any potential overtime claim arising.

In such circumstances it might be appropriate to allow the Officer to finish at the original rostered time rather than incurring any potential claim.

In the event of any dispute or failure to agree then the Officer maintains their rights under Regulations and the case may progress to an Employment Tribunal.