



SHIFT ROSTERS

Recommendation 5 of the Winsor 1 report fundamentally changed the focus of this regulation and effectively removed the Federation veto on Variable Shift Rosters. As a consequence it is more important than ever for individual officers and local Federation Representatives to play a part in local consultations with management around the production of rosters.

Clearly consultation and co-operation would be preferred; however it is possible that this change to regulations could be manipulated to the detriment of those officers working the shifts. Please ensure you engage with local representatives and that they play a full part in local consultation. The JBB Office is available to advise and assist if required.

Previously the Chief Officer had to obtain the agreement of the Federation, now he/she must consult with the Federation and Individuals and must take account of the likely effects of the new arrangements on officers' personal circumstances.

The consultation period should be at least 30 days.

The new variable shift arrangement cannot come in to force until at least 30 days after it is announced.

None of the changes impact upon the protections which remain available to officers under the working time directives and other sections of the Police regulations

FAQ's

1. **Does the European Working Time Directive still apply?**
Yes
2. **Do I still get 11 hours between tours of duty?**
Yes. Any roster that does not breaches Regulations.

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