

MEMORANDUM OF UNDERSTANDING
WORKING HOURS FOR SUPERINTENDING RANKS

In September 2019 the Secretary of State gave a commitment to changing the law to introduce defined working hours for superintending ranks, opening the door for flexible working.

The Secretary of State has made amendments to determinations, Annex E –Duty; Annex F – Pay and Annex H – Public Holidays and Rest Days. The combined amendments to Annexes E, F and H provide flexible working opportunities for superintending ranks.

A copy of Annexes E, F and H is attached to this memorandum.

Chief Constables recognise their responsibilities in relation to the Working Time Regulations 1998 (“WTR”) and more broadly staff wellbeing.

To support this and wider management of workforce hours, resourcing and wellbeing, with effect from 20 April 2021 Chief Officers, in discharging their responsibilities under the WTR, undertake to:

- Implement WTR compliant arrangements and governance to effectively record, monitor and report on working hours at an individual level and across forces for both police officers and staff.
- Utilise WTR as a guide to testing the resilience of working arrangements, personal approaches to work and overall, questions of wellbeing.

Regulation 2, of the WTR, working time has the following definition:

“working time”, in relation to a worker, means—

- (a) any period during which he/she is working, at his/her employer's disposal and carrying out his activity or duties,
- (b) any period during which he/she is receiving relevant training, and
- (c) any additional period which is to be treated as working time for the purpose of these Regulations under a relevant agreement;

and “work” shall be construed accordingly. This MOU will be reviewed by March 2023.



Signed: Assistant Commissioner Matt Jukes
National Police Chiefs' Council

Signed: Chief Superintendent Dan Murphy
Police Superintendents' Association