



All Chief Constables
Via Email

13 June 2018

Dear Colleagues,

Wellbeing of Superintending Ranks

With the significant reduction, over recent years, in the superintending ranks, their roles have become more complex and demanding. It is vitally important that we consider the impact on their health and wellbeing as part of the police service approach to workforce resilience and reform.

The last resilience survey by the Police Superintendents' Association (PSA) confirmed that:

- more than 75% of superintendents are working more than 50 hours a week
- most are working rest days and annual leave days and spending more time on call
- more than half reported symptoms of anxiety, and
- more than a quarter reported symptoms of depression.

Consequently, the PSA now intends to gather data from its members to provide an accurate picture of the work demands being placed on superintending ranks. This will include hours worked, the amount of on-call, and other factors that could impact on their health and wellbeing.

In order to get a fuller picture of the issue we ask that you arrange for the attached questionnaire at Appendix A to be completed and the responses forwarded to WTR@policessupers.com where they will be collated on behalf of the NPCC and PSA. We would also like to hear about any examples of good or innovative practice with regard to adhering to WTR that should be shared more widely.

We would be pleased to discuss any aspect of the above with you and are seeking your responses by Friday 6th July 2018.

We look forward to hearing from you.

Yours sincerely,

Handwritten signature of Sara Thornton in black ink.

Sara Thornton
Chief Constable
Chair, National Police Chiefs' Council

Handwritten signature of Gavin Thomas in black ink.

Gavin Thomas
President
Police Superintendents' Association



Appendix A

Questionnaire:

1. Does your force have a WTR management policy or similar? (If 'yes' please provide a copy)
2. Do all your WTR policies and force systems have regular audit and inspection? If so, please could you outline how and its regularity?
3. Does the force duty recording system allow for multiple daily time entries that provide a cumulative daily record of the total hours worked within a force working day?
4. What steps are taken by the force if a Superintendent is found to be in breach of WTR requirement?
5. Does your force request any Superintending ranks to opt out of WTRs and if so in what circumstances? E.g. secondary business interests, etc.
6. In the last WTR measurement period, what percentage of your Superintending ranks breached the requirements of regulation 4?

Most relevant WTRs for Superintending Ranks:

- a. Regulation 4 – 48 Hour working week
- b. Regulation 10 – Daily rest of 11 consecutive hours
- c. Regulation 11 – Provision of adequate rest days
- d. Regulation 12 – Daily rest break of 20 minutes after 6 hours
- e. Regulation 6 – Night shift worker not exceeding 8 hours in every 24 hours
- f. Regulations 24 – Compensatory rest when duties infringe on rest period