



67a Reading Road  
Pangbourne  
Berkshire RG8 7JD

Tel: 0118 984 4005  
Email: wtr@policesupers.com

15<sup>th</sup> August 2018

Chief Constable  
Via email

Dear Chief Constable,

Following Chief Constable Sara Thornton's letter dated 13 June 2018 about the wellbeing of Superintending ranks, you will be aware that the Police Superintendents' Association (PSA) is undertaking a project to review the working time of its members, supported by the National Police Chiefs' Council.

Project Cadmium is progressing well and we aim to start collecting working time information from members shortly.

The PSA seek your support on two points;

1. Participation and Data Collection

Data collection is planned to take place in accordance with the Data Management Protocol (DMP) attached at Appendix A.

We seek your support in allowing Superintending ranks to participate in the project and provide the data outlined.

In addition, we seek confirmation that our members may record the same information on the force IT system.

Your support will assist with determining the impact of long hours on the health and wellbeing of our members and provide you with valuable information regarding Superintending rank resource requirements for the next Comprehensive Spending Review.

2. Agile working and on call

In certain circumstances the Working Time Regulations allow you to reach a legally enforceable agreement with your officers whereby time is to be treated as working time for the purpose of the regulations, even though it may not fall within the strict definition contained at Regulation 2 (1). This is reflected in guidance given by the Home Office in 2002: see its circular on the Application of the Working Time Regulations to the Police Service, where such an agreement is described as an effective way of dealing with "grey areas".

In order for Superintending ranks to manage their operational and functional business risks, wider command responsibilities and administrative tasks, they may

need to use mobile technology such as mobile telephones and laptops provided by the force outside of normal office working hours.

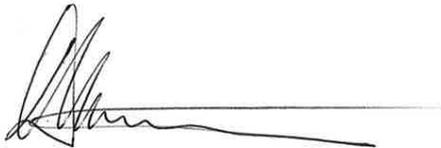
Additionally, our members voluntarily provide on call command functionality for forces across a range of disciplines. This commitment impinges on their free time when off duty and restricts their ability to carry out activities with their families and others.

We would like to work towards reaching an agreement with you on behalf of our members that extends the definition of working time to include aspects of both types of work. Are you willing to enter into negotiations with us?

We are happy to discuss further any of the points raised. Please may we have your response by Friday 31st August 2018 to the following email address: [wtr@policesupers.com](mailto:wtr@policesupers.com)

We look forward to working with you on this project.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Dan Murphy', followed by a long horizontal line extending to the right.

Dan Murphy  
National Secretary  
Police Superintendents' Association