

## Colleagues

As you are aware, the Force has undertaken a consultation with Police Officers and Northumbria Police Federation with regards to the proposed new shift patterns linked to the new Force Operating Model.

As part of that process, Northumbria Police Federation undertook a survey of our members who would be affected by a potential shift pattern change.

The purpose of this broadcast is to present the results of that survey.

The survey asked officers to submit their answers *only if they were affected by the proposed changes*. We estimate that **1523** officers are potentially affected.

**649** Police Officers took part in the survey, which is a **43% response rate**

Officers were asked:

### Rank (635 Responses)

PC	496
SGT	111
INSP	28

### Role in New Model (634 Responses)

IRT	293
SIU/CID	194
NPT	147

### Location (635 Responses)

Northern Rural	71
Northern Urban	138
Central	226
Southern	200

### Do You Support the Shift Pattern? (638 Responses)

Yes	359 (56.27%)
No	279 (43.73%)

Officers were also invited to leave comments. **452** did so, however **23** replied NIL/N/A/NO, representing just over **5%** of the comments. The number of meaningful comments was therefore **429**.

**15** of the comments were very individual matters.

Of the **414** other replies, nine main themes emerged. Some officers made long comments which covered several of the main themes.

From those 414 responses the following issues were raised:

Wholly POSITIVE comments: 68 (16%)

Wholly NEGATIVE comments: 25 (6%)

The themes were as follows:

Not Family Friendly or suited to Child Care or Work life balance:  
109 (26%)

Fatigue/Accidents and Burn out with some fearing FATAL accidents going home:  
80 (19%)

Start Times: Multiple start times too complex:  
71 (17%)

Poor Comms around consultation/PIA/Flexible patterns/alternatives/start date:  
50 (12%)

3 am & 5 am Finish Times and Gaps in resources 3 am to 7 am:  
25 (6%)

Personal impact and Flexible working ignored, refused or not taken into account:  
23 (5.5%)

Requesting a January start date for ALL officers:  
18 (4%)

Queries specific to attendance at Court on Rest Days:  
14 (3%)

Refreshment Breaks on 12 hour shifts, inability to take them etc:  
10 (2.5%)

Northumbria Police Federation presented these results to the Force and requested that the views of our members, as detailed above, were taken into consideration before a final decision was made to introduce the proposed shift patterns.

We have also asked that the Force provide responses to the thematic concerns detailed above.

Jim Gray  
Branch Council Chairman

David Orr  
Branch Council Secretary