



Detective Nights Policy

Policy

1. Introduction

This document sets out the Force's policy towards Detective's night working and night duty cover.

2. Policy Statement

2.1 Surrey Police is committed to providing appropriate levels of cover to be able to respond and manage reasonably foreseeable instances or incidents of crime with appropriately skilled, trained and experienced staff.

2.2 The PIP2 cover has been agreed by the force.

2.2 The purpose and role of the night turn detective cadre is to provide response and management capability to serious and major crime. See SOC Hub , serious crime definition, Rape & Serious Sexual offence investigation policy and Major crime investigation manual.

2.3 All requests for or contact to the resource will be through the duty Detective Sergeant as first point of contact.

3. Qualifying officers

3.1 There will be a presumption that ALL suitably qualified officers in a qualifying posting will partake of night turn duties as allocated.

3.2 Individuals who form part of another recognised force on-call cadre (ie FLO/FLA) will be eligible for a reduced amount which will be authorised by the Head of Crime.

3.3 Individual officers who believe or feel they have a personal exemption should approach their Line manager to agree this position which will be authorised and reviewed by the relevant second line manager prior to ratification by Head of Crime.

3.4 Any individual exemption will be expected to be in force only for as long as necessary at which point the individual officer will be expected to take up a position on the night's roster.

3.5 Reduced hours and Flexible workers will be expected to contribute to the requirement for night turn detective on an appropriate pro-rata basis, this should be discussed and

agreed with individuals as part of any written flexible working plan. Whilst flexibility and accommodation to individual circumstances will always be made where possible the commitment to fair involvement in the night working roster is expected to be fair to all. Please refer to Flexible Working Policy Surrey and Sussex.docx (shdc.police.uk)

4. Management and allocation of duties

4.1 The Management and allocation of night duties will be the responsibility of the Force duties team.

4.2 The Detective duties year runs each year from 1st April – 31st March.

4.3 Duties spreadsheet will be available for officers from 1st July each year to proactively self-identify dates in the forthcoming detective nights year. This will provide benefit in individuals planning around shifts, work and personal life and will allow supervisors to be able to plan their departmental cover appropriately.

4.4 Night shifts will be published at least 4 months in advance and preferably 6 months in advance.

4.5 Any changes required after duties are published will be managed locally with the Division/Department requiring the change being responsible for finding a suitable replacement where the reason is for personal, preference or short-term sickness/fitness reasons. Where an individual can no longer work nights due to long term reasons or being posted away from an appropriate post then responsibility reverts to the duties team if more than 90 days' notice of the night turn that needs replacement.

4.6 All allocations and management of night shifts will be within Police Regulations.

4.7 It is the Force preference that a period of rest is taken after each night duty or set of night duties. Where this is not possible, then officers will need a shift rostered the following day that gives them 11 hours between shifts.

An officer cannot under any circumstances opt out of the 11hrs between rostered shifts in accordance with the Working Time Directive.

5. Policy review and strategic oversight

5.1 This policy will be reviewed at Force Crime Managers Meeting (FCMM) on a yearly basis, or sooner at FCMM chairperson's request.

5.2 Strategic oversight will be through FCMM.