

Response to Consultation

Introduction of Uniform Police Station Rota Periods for all Essex Schemes

Schemes under consultation:

Basildon

Chelmsford/Witham

Clacton & Harwich/Colchester

Grays/Thurrock

Harlow & Loughton

Rayleigh/Southend on Sea

Consultation

Current Police Station Rota Periods:

Basildon: 1700 – 0900 (0900 – 0900 Saturday/Sunday)

Chelmsford: 1900 – 1900

Clacton & Harwich: 1900 – 1900

Colchester: 1900 – 1900

Grays/Thurrock: 0900 – 0900

Harlow: 0900 – 0900

Rayleigh: 0600 – 0600

Southend: 0600 - 0600

A suggestion was made by an Essex Contract Holder that all Police Station rota periods in Essex have uniformity of start and end times, as the current rota periods can cause logistical issues for providers and uniformity of start and end times would assist providers to process volume efficiently and effectively.

On 20th June 2018 we published a consultation paper to ask for providers' views on the proposal to introduce uniform start and end times to all Police Station rota periods throughout Essex. The consultation paper invited providers to give their views on the following three questions:

Question 1:

Do you agree that a uniform start and end time should be introduced to all Essex Police Station rota periods?

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Question 2:

If your response to Question 1 is Yes, what should the start and end times be for the uniform rota period? Should these times apply Monday-Sunday or Monday-Friday with a separate period for Saturday-Sunday?

Question 3:

If your response to Question 1 is No, are there any Police Station rota periods in Essex which you consider should be changed?

The LAA had no preferred outcome to this consultation and stated that the outcome would be determined by the number and strength of responses to the questions.

The consultation ran for 3 weeks to 12th July 2018.

Response to Consultation

This consultation response is published on 20th July 2018.

In total, 13 written responses were received. We wish to thank all Duty Solicitors who took the time to respond to the consultation.

Consultation Responses

Question 1:

All 13 respondents agreed that a uniform start and end time should be introduced.

Examples of some of the comments in support:

“The advantages would be clarity and certainty and as a result this would reduce substantially any chance of user error in terms of start times etc. In addition it would reduce the amount of time that duty work would have to be covered in particular in the north of the county. It would also ease the compiling of internal rotas and hopefully reduce the burden on a diminishing number of duty solicitors.”

“We agree that if all stations were uniformed start and end time this would benefit providers. If providers are on one rota and say for example you are on Colchester which finishes at 19.00 the next rota would start when the old rota finishes, however, in Basildon it starts at 17.00 this will overlap with the end of the other rota. If all rotas started and finished it would be easier to manage for providers. Currently Basildon is a Panel scheme during the day which makes it difficult to plan for as you never know when you may get a call, where we have a rota at all other stations providers can ensure they have adequate cover.”

“We want uniform rotas with the same start and end time- in terms of reasons it would clarify and give certainty to the rotas and reduce confusion.”

“It has also been a mystery why this has not happened before. It seems absurd for some north Essex rotas to run between 7pm to 7pm, some south rotas run from 6.00am – 6.00am and Basildon operating a panel scheme during office hours. This Firm provides a county wide service, servicing all Essex Police Stations. We have to produce rotas for our staff to ensure sufficient coverage. It is currently a difficult and time consuming logistical task in planning these internal rotas. It would greatly assist us in planning these rotas and ensuring that we have proper staffing levels if the rotas were uniform across Essex.”

“I am writing to confirm that I support the proposal in the consultation document that all police station duty time slots should be uniform. I support this because my firm, like most Essex providers, are countywide and to have different times at different stations is a logistical nightmare and can create confusion.”

“Yes we agree this will assist covering duties both in office hours and out of office hours when resources are more stretched.”

Question 2:

8 respondents suggested a 24-hour rota period of 06:00-06:00. 7 of those expressed a preference for the same period to be in effect for the entire 7 days (and not to have a different rota period over the weekend). 1 respondent did not express a preference.

1 respondent suggested a 12-hour rota period of 09:00-21:00 over 7 days.

1 respondent suggested a 24-hour rota period of 19:00-19:00.

1 respondent suggested a 24-hour rota period of 09:00-09:00 over 7 days.

1 respondent suggested a start time of 09:00 but expressed no preference for the end time.

1 respondent agreed with the proposal to introduce a uniform period for the rota but did not express any preference for the start and end times.

Examples of some of the comments in support of the proposal to introduce a 06:00-06:00 period:

“for all providers, 06.00 to 06.00 is a good period, coinciding with police shift changes and handovers for lawyers working anti-social hours.”

“We would wish for the rotas in Essex to be uniform with the same start and end time as this would assist with organising our own rota system and preventing confusion and burden to those on call. We would like the times to be 6am to 6am.”

Question 3:

1 of the respondents who agreed with the proposal under Question 1 commented,

“there should be a uniformed approach in the police stations for Basildon and Grays. I can only comment on those stations that I am on duty for.”

There were no other responses to this question.

Conclusion

All respondents favoured the introduction of uniform start and finish times.

The majority of respondents suggested a rota period of 06:00-06:00, operating 7 days a week.

Taking into consideration the number of responses and the comments in support of the proposal, we have decided to implement uniform start and end times to all Police Station rota periods throughout Essex.

The rota period will run from 06:00-06:00, 7 days a week.

The new period will come into effect on 1st October 2018 to coincide with the start of the new rotas.