



OFFICIAL

|                        |                                     |
|------------------------|-------------------------------------|
| <b>Policy Title:</b>   | <b>Overtime for Police Officers</b> |
| <b>Date Published:</b> | <b>January 26</b>                   |
| <b>Business Lead:</b>  | <b>ACC Local Policing</b>           |
| <b>CCMT sponsor:</b>   | <b>Chief Constable</b>              |

**Thames Valley Police ensures that all policies have been assessed and comply with MoPI Guidance, and the Data Protection Act 2018. In addition, this Policy has undergone an Equality Impact Assessment.**

## **1.0 About this Policy**

### **1.1 Rationale**

It is incumbent on all public services to provide value for money. TVP is committed to making the most effective and efficient use of resources, whilst managing the health and wellbeing of personnel

### **1.2 Legislation/National Standards**

Police Regulations 2003 (as amended)  
Employment Relations Act 1999  
Working Time Regulations 1998 (as amended)

### **1.3 Intention**

This policy and associated best practice guidance is designed to provide a framework within which Chief Officers, managers of police officers, and personnel engaged in Resource Management can effectively manage resources to meet demand.

## 1.4 General Principles:

The principles of the policy are that the Force will strive to minimise police overtime and only authorise its use where it is operationally imperative. To achieve this overriding principle:

- All staff will take responsibility for the effective and efficient use of their time, including their use of the appropriate electronic duty management system and prompt submission of overtime claims.
- Overtime will be devolved to the appropriate level.
- The proactive scrutiny of the use of Force resources and overtime is the responsibility of supervisory staff.
- All decisions taken regarding the use of overtime will adhere to Police Regulations and give due regard to existing procedures and statutory guidance.
- Any decisions to vary overtime criteria will be only made at CCMT level and with due consultation with staff associations; consequently, the provision of 'local' or 'departmental' agreements outside of this policy - or the attached guidance - is expressly forbidden.

## 2.0 Statement of Policy

The scope of the policy covers all police overtime, Rest Day working and compensation for working on a Bank Holiday. Guidance and Protocols are explained in the associated Guidance document. Overtime Guidance and Protocols

## 3.0 Human Rights Articles Engaged:

Article 8 – Right to respect for private and family life

## 4.0 Health and Safety at Work

This is not applicable to this policy.

## 5.0 Communications, Challenges and Representations

### 5.1 Communication

This policy shall be communicated to all Police Officers via email and the TVP intranet, as appropriate to rank and supervisory responsibilities.

## 5.2 Challenges and representation

Any challenges or representations about this policy should be made to:

Chief Constable  
Thames Valley Police  
TVP Headquarters South  
Oxford Road  
Kidlington  
Oxford, OX5 1NZ

## 6.0 Review Date

January 2029

## 7.0 Related Guidance

This is not applicable to this policy.

## 8.0 Freedom of Information

Suitable for publication.

## 9.0 Government Security Classification Policy

Official

## 10.0 Relevant Supporting information

This is not applicable to this policy.