



**DEFENCE POLICE FEDERATION**  
Established by Act of Parliament

**To All Members**

**06<sup>th</sup> November 2018**

**Circular 36/18**

**UNIVERSAL SHIFT PATTERN – LETTER BEFORE CLAIM**

Members will be aware that we have been in protracted discussions with the Force over the issue of a single, universal shift pattern for the Force.

This recently culminated with a final letter from the Force stating that they wished to close consultation and move to making a decision, taking into account all of the issues the DPF had raised. We were still not content that the requirements of consultation had been met and were responding accordingly.

We then received a letter and documents which showed that the Chief Officer Group had in fact made the decision, on how to take this issue forward, before the letter to the DPF was sent to us.

Clearly we have been told by our members that they do not want this change.

We have shown that the benefits of such a change are massively outweighed by the impact on individuals.

We have warned that if our members withdraw their good-will and work within the regulations, this will have a massive impact on the Force and its ability to secure the MoD, which is clearly not what anyone wants but what is inevitable if this goes forward but none of this has been considered and as such we have been left with no alternative than to seek a Judicial Review of this decision and its process.

The Chief Officer Group are looking to make this change at AWE Burghfield first and then at RNAD Coulport and others. The General Secretary and myself will be attending Burghfield today and tomorrow to meet with members and will look to visit Coulport as well. A Letter before Claim has been issued to the Chief Constable and can be seen at Annex A.

Please don't forget to register on our website and receive updates [www.dpf.org.uk](http://www.dpf.org.uk)

We will also be seeking a meeting with the Minister and with the Chair of the Police Committee to discuss this situation and the impacts it will create.

We will keep you informed of developments as this progresses.

**Eamon Keating**  
**National Chairman**