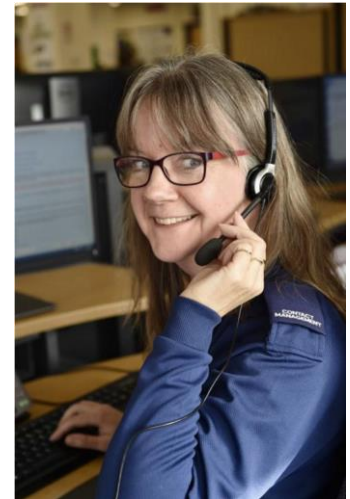




## **Primetime**

### **What is Primetime?**

Primetime is a flexible way of scheduling which balances the requirements of Thames Valley Police and the preferences of staff. The ideology is to reduce pressure on staff during peak periods, improve work and home life balance and respond to the needs of a diverse workforce. Primetime gives staff choice and flexibility as it is a preference based scheduling system.



### **Key Features of Primetime**

- 24/7 fully rotational shift pattern.
- No fixed shifts- Each day, week and quarter can be different.
- Schedules are published on a 12 week basis.
- Start and finish times work in 15 minute intervals for the CMC and 30 minute intervals for the Control Room.
- Start times are anything between 0600/ 0700 (based on the operator's preference) and not later than 2300.
- Fixed weekends off which are published 15 months in advance. CMC operators work three full weekends, the next weekend operators work the Saturday and have the Sunday off, followed by two weekends off. Control Room operators work three full weekends followed by two weekends off.
- If resourcing will allow operators will not work past 2200 before their weekend rest days.
- Ability to book leave up to 15 months in advance.
- Elective shifts, each operator has 5 elective shifts each year; this gives staff the opportunity to select which shift they want to work.

### **Preferences and Choices**

When joining Thames Valley Police operators get to complete an electronic preference form. Operators can specify: Preference of rest day (Monday to Friday), preferred start and finish times and preference of shift type e.g. Earlies and nights. These preferences are taken into consideration when scheduling and attempts are made to meet operator's preferences however these are not guaranteed as it is based on operational requirements

Choices are guaranteed rules that are not dependant on operational requirements. Operators can specify: minimum and maximum lengths of shifts and the length of their meal break.