

19 January 2026

FOI Ref 22265

Request - You asked Staffordshire Police (SP) the following:

Under the Freedom of Information Act 2000, please could you provide the following information for the most recent 12-month period for which data is available.

Primary request:

1. The number of occasions on which police officers were recorded as exceeding the 48-hour average weekly working time limit set out in the Working Time Regulations 1998.
2. For the same period, the number of occasions where any management action, guidance, or intervention was recorded in response to such exceedances (for example enforced rest days, rescheduling of duties, or other steps taken to ensure compliance).

Secondary information (where readily available):

3. Where recorded and readily retrievable, the number of occasions during the same period where police officers were recorded as breaching minimum daily or weekly rest requirements under the Working Time Regulations.
4. Where recorded and readily retrievable, the number of occasions where management action, guidance, or other intervention was taken in response to such rest-period breaches.
5. A brief description of how compliance with the Working Time Regulations is recorded and monitored within the force, including the system(s) or process(es) used (for example duty management systems, HR systems, or other oversight arrangements).

If information is held in the form of management reports, dashboards, or system extracts, please provide it in that form.

If data relating to police staff (as distinct from police officers) is recorded separately and is readily available, please provide that as well.

SP received your request on 19/12/2025 and have processed this under the Freedom of Information Act (FOIA).

SP's response to your enquiry is as follows:

In accordance with Section 17(1) of the Freedom of Information Act, this letter represents a refusal notice for this request.

The following exemption has been applied:

- Section 12(1) where the cost of compliance exceeds the appropriate limit.

Section 12(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the prescribed limit'.

The above information has been withheld for the following reasons:

There is no method by which SP can readily retrieve information from our systems to answer this request. In order to retrieve this data, day-by-day duty data for every officer in force for 12 months would need to

be manually reviewed. SP has approximately 2,000 officers. To extract this data would therefore require a very labour-intensive manual trawl through each officer's duty record.

From dip sampling, it has been estimated that it would take approximately 30 minutes to review each record to answer this request, this would equate to over 1,000 hours. To achieve this task would therefore exceed the 18-hour time and cost threshold of the Freedom of Information Act by a considerable margin.

Advice and assistance

Section 16 of the Act places an obligation upon the Authority to provide advice and assistance, to comply with this obligation please see below.

Unfortunately, SP cannot suggest a way in which your request could be simplified or pared down to bring it within the confines of the time and cost threshold.

In respect of question 5, please be advised that SP's duty management system will provide a prompt if an officer's duties do not allow for a 11 hour rest period between shifts.

Please be advised that all Freedom of Information request responses are published on the SP website although personal details are not included.

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from SP, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing within two months of the date of receipt of this email, and should be addressed to:

IAT@staffordshire.police.uk

Or by Post to:

Information Access Team
Staffordshire Police HQ
PO Box 3167
Stafford
ST16 9JZ

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Information Access Team within two months of the Force's response to the original FOI request.



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3. Review Procedure

Receipt of a request for review will be acknowledged in writing. The review will be conducted by a supervisor who is independent from the original Decision Maker. The Information Access Team will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within 20 working days. In more complex cases the review may take up to 40 working days.

The independent Supervisor will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, considering the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Supervisor will reply to the appellant with the result of the review. If the appellant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following link: <https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/>

Freedom of Information
Information Access Team