

T/Chief Constable
T/Chief Constable Darren Martland
Police Headquarters
Carleton Hall Penrith,
Cumbria
CA10 2AU



19th January 2026

Dear

FREEDOM OF INFORMATION REQUEST – FOI 1618/25 Officer Working Limit

I refer to your request for information which was received by Cumbria Constabulary on 18th December 2025. I note you seek access to the following information:

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).*

Your request for information has now been considered, and I can confirm that the information you seek is held by Cumbria Constabulary, however, I am not obliged to disclose part of this to you.

Cumbria Constabulary does not hold the information you seek in an easily retrievable format. The number of occasions where police officers breached minimum daily or weekly rest requirements under the Working Time Regulations is not recorded in a central location. This is monitored when allocating shifts by the resource coordination team as well as managers/inspectors for staff welfare in case intervention is needed, however, it is not recorded in a searchable way if this is exceeded.

To extract the information for your request, it would require a manual check of every individual officer's duty in the force for the previous year to see if this has been breached and if any action was taken in response to this. For an example of how much time this would take, if there were only 300 officers in the force, it would take 25 hours to respond to your request (based on 5 minutes per record). As there are more than 300 officers, I am satisfied, therefore



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that the time required to respond to your request will significantly exceed the “appropriate limit” of time allowed.

The “appropriate limit” is set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 and the current limit for police forces is set at £450, which equates to 18 hours of work.

Section 12(1) of the Freedom of Information Act 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 will exceed the appropriate limit. In view of this, and in accordance with Section 17(5) of the Act, this letter serves as a Refusal Notice for your request.

Notwithstanding the above, in anticipation it will still be of interest to you, it is possible to provide you with some of the information requested in the remaining questions, as it was possible to retrieve this information directly. This is information I would otherwise have advised you to submit a revised request to seek disclosure of in accordance with the duty to provide advice and assistance.

Question 1.

Between 23/12/2024 and 14/12/2025, there have been 34 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.

Question 2.

Whether any management action, guidance, or intervention has been used in response to such exceedances is not currently recorded in a way that can be retrieved. If a rest day is enforced due to exceeding the weekly work limit, it would show up as a regular rest day on the system which could be placed for a number of reasons. Therefore, the response to Question 2 is no information held.

Complaint Rights

If you believe your request has not been properly handled, or you are otherwise dissatisfied with the outcome of your request, you have the right to request an internal review.

In the first instance, please email freedomofinformation@cumbria.police.uk quoting the FOI reference number and explain why you are dissatisfied. Your complaint will be considered, and a response will be provided to you after your complaint has been investigated.

If you remain dissatisfied following conclusion of the internal review, you have the right, under section 50 of the Freedom of Information Act, to complain directly to the Information Commissioner.

The address for the Information Commissioner can be found below:

The Information Commissioner
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Complaints to the Information Commissioner can also be made online:

[Make a complaint | ICO](#)



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