

Highland Council

Community Safety, Public Engagement & Equalities Committee – 5 December 2013

Agenda Item	7iii
Report No	CPE 49/13

Highland Local Police Area – Capacity and Capability Update

Report by the Highland Local Policing Commander– Chief Superintendant Julian Innes

Summary

To provide an update to Committee Members on the ongoing reviews within Police Scotland and the Division.

1. N Division Capacity and Capability Review

1.1 As outlined in the Capacity and Capability paper at the previous Committee meeting, work is ongoing to review a number of areas within the Division. The review team has linked in with local teams across the Division, visited other Divisions across the country and worked with central Police Scotland project teams to identify local issues, best practice and the developing operational requirements of Police Scotland.

1.2 **Area Command Re-structure.** Instruction was received from Police Scotland to reduce our mainland Area Commands from 5 to 3. Analysis was carried out to look at demand, crime levels, population and geographical area. A number of options were presented to the local management team; a preferred model was identified and discussed with local partner agency leads and the Police Scotland Executive. The model being proposed is for North, South and Inverness Commands.

1.3 **Estate.** The Division's property portfolio is being reviewed with a view to maintaining operational effectiveness whilst ensuring value for money. This will be achieved by implementing opportunities such as the co-location with Highland Council Public Health Team at Fortrose Police Station and the potential co-location with Social Work at Thurso Police Station. Such innovative initiatives improve the future viability of these stations and continued delivery of local service where it is most needed.

1.4 **Police Officer Deployment.** Plans are being implemented for a revised model for the Divisional CID, Pro-active, Intelligence and Public Protection Units. This will include re-alignment of current teams and further development of Police Scotland concepts such as the Rape Investigation team, Licensing & Violence Reduction (as per the newly formed Flexible Policing Unit) and the Community Investigation Unit (intended to target serious and organised crime). This will be further enhanced and linked to functions being developed within the Divisional Co-ordination Unit such as Preventions & Interventions.

1.5 Additionally, plans have been drawn up for new models for the deployment of uniform officers across the Division to complement the new Area Command and estate arrangements. These changes will optimise the

Division's operational capability according to the establishment of officers, and provide the necessary structures and specialist support to improve further on the Division's already high performance levels.

1.6 As at the 20 November there were 623 'N' Division officers plus a number of vacancies. Furthermore 153 officers, previously of Northern Constabulary, continue to be based within Highland but are now part of other Divisions, such as Operational Support Division and Specialist Crime Division, within Police Scotland. The National Trunk Roads policing units in both Inverness and Fort William have been established. It is expected that the finalised establishment for 'N' Division will be confirmed by Police Scotland in the near future.

1.7 **Police Staff.** As outlined in the paragraphs below, the future model for deployment of Police Staff across the Division is being centrally managed by various projects within the Police Scotland – 'Transforming the Service' (TTS) Programme.

1.8 **Partnerships.** The Review was tasked through the Safer Highland Group to review Community Planning Partnership arrangements. It was identified that 179 different meetings were attended across the Division. A plan to revise these arrangements has been prepared which significantly reduces the number of meetings and provides a more focused approach to each area of business, with a greater emphasis for multi-agency response to local operational matters. At a local level, this will see the setting up of Community Improvement Groups, to replace the multitude of single-issue groups in existence. These will be operational tasking groups involving all agencies with an interest in keeping people safe. The intention is to pilot this idea in one area early in 2014, with a later roll-out across the Division.

2. Review of Traffic Warden Services and Public Counter Service

2.1 The consultation period on the review of both Traffic Wardens and Public Counter Service provision closed on the 31 October. There is currently an ongoing work in relation to developing the final proposals and this is expected to last between 4-6 weeks. Moreover, the project team is continuing to consider responses while the final proposals are being developed. Group consultations, for both Traffic Wardens and Public Counter Service staff, have taken place across Scotland and it is expected that one to one interviews will take place over the next few weeks.

2.2 On 6 November 2013 there remained 7 Traffic Wardens in Highland within 'N' Division. Two of these (one in Caithness and one in Inverness) are due to leave before the end of 2013. This will leave the following in the Division:

1 x Warden in Tain – 1FTE¹ on permanent contract.

¹ FTE - Full Time Equivalent

- 2 x Wardens in Inverness – both 1FTE on permanent contracts.
- 1 x Warden in Fort William – 1FTE on permanent contract.
- 1 x Warden in Dingwall – 1FTE on temporary contract.

Furthermore, seasonal Wardens in Ullapool and Portree came to the end of their temporary contracts on 30/09/13.

3 Transforming the Service

3.1 Transforming the Service (TTS) is the Police Scotland programme of organisational change which encompasses all the work to be achieved by Police Scotland to get the Service working in the most efficient and effective way, and to reduce operating costs. TTS covers everything from joining up IT systems to establishing new departmental structures. Every area of the service is being looked at and a number of projects are already underway to develop sustainable structures and processes for Police Scotland.

3.2 Projects that are being progressed under the TTS align to at least one of the programme's four key principles which are:

- Keeping people safe
- Best value
- Culture change
- Cost reduction

3.3 In addition to the Traffic Warden and Public Counter Services provision, current projects that are going through the proposal and consultation stages include Corporate Communications, Analysis and Performance and the Legal Document Service.

4. Voluntary Redundancy (VR) / Early Retirement (ER) Update

4.1 As at 20 November 2013, 24 police staff within Highland have been accepted for VR / ER under both the legacy Northern Constabulary and Police Scotland VR / ER schemes. Furthermore, an additional 40 staff are awaiting a decision by the Police Scotland VR/ER Panel.

Recommendation:

The Committee is invited to discuss the ongoing reviews within Police Scotland and the Division and also the current position in reference to VR / ER.

**Chief Superintendant Julian Innes
Highland and Islands Divisional Commander
20 November 2013**