

Highland Council

Community Safety, Public Engagement and Equalities Committee - 26 March 2014

Agenda Item	5iii
Report No	CPE 5/14

Organisational Change Update

Report by the Highland Local Policing Commander - Chief Superintendent Julian Innes

Summary

This paper provides an Organisational update on Police Officer numbers in Highland.

1. Background

1.1 At the last Committee meeting on 5 December 2013 there were a number of questions surrounding the issue of Police Officer numbers within Highland. The aim of this paper is to clarify the position with reference to police officer numbers. There are two ways in which officer numbers are described in this paper.

Full Time Equivalent (FTE) - This is the number of full time police officer posts which are established and funded.

Headcount – This is the actual number of officers working and is the sum of those officers who work full time and part time.

1.2 As outlined at the last Committee meeting, there were 675 officers (headcount) within the Highland and Islands Division on the 31 March 2013 and there were 673 on the 5 December 2013. On the 28 February 2014 there were again 675 officers within the Division. The Division has recently been given an officer establishment of 625 FTE. In order to allow flexible and part time working the Division has developed a headcount establishment model of 639 officers based around the new Area Command structure.

1.3 Within Highland the headcount establishment is 524 officers. This consists of 444 officers in response and community policing areas and 80 officers who are in the public protection, specialist and divisional support teams. Currently¹ there are 20 vacancies within the Highland area.

1.4 In addition to the Divisional establishment, there are 666 officers within the North Territorial Area (legacy Northern, Grampian, Tayside) who are managed by other specialist divisions within Police Scotland who support policing in Highland and the Islands. Of these 666 officers, 162 are based in

¹ As at 17 March 2014

Highland. Of note, if the Divisional headcount establishment of 639 is added to the 162 officers from other specialist divisions who work in Highland, this totals 801 which is very close to the target establishment of 800 officers for the legacy Northern Constabulary.

Recommendation:

The Committee is invited to scrutinise this update paper.

Chief Superintendent Julian Innes
Highland and Island Divisional Commander
17 March 2014