

**Highland Council**  
**Community Safety, Public Engagement & Equalities**  
**Committee**  
**12 September 2013**

Agenda Item	11
Report No	CPE 37/13

**Highland Local Police Area – Capacity and Capability Update**

**Report by Highland Area Commander– Chief Superintendant Julian Innes**

**Summary**

To provide an update to Committee Members on the ongoing reviews within Police Scotland and the Division as well as updating Members on the Divisional position in reference to voluntary redundancy / early retirement

**1. Capacity and Capability Reviews**

1.1 A Divisional Capability and Capacity Review is ongoing and this will consider issues regarding our estate, officer deployment and fleet. The objective of the review is to ensure that, following the integration into Police Scotland, the Division has the necessary operational capability to maintain high levels of local service delivery and performance within current and expected future budgetary restraints.

1.2 The Divisional Estate footprint has been mapped and a demand analysis conducted. Meetings have been held with Highland Council to further develop the existing Shared Services arrangements and a number of opportunities have been identified. These are being developed and will explore alternatives to the current service provision. Other partners such as the Scottish Fire and Rescue Service and NHS are also to be consulted. An early example of this is the recent move of the local Highland Council, Public Health Team moving into Fortrose Police Station. The review team is also identifying possible options for future station rationalisation.

1.3 Since the inception of Police Scotland a number of new functional units have been set-up such as rape, domestic abuse, major investigations, trunk roads policing, armed response and public order. These support the Division with additional specialist response to serious incidents and investigations. The move of officers to these units has changed the traditional deployment profile of the legacy Northern Constabulary and created a number of vacancies within local policing. Redeployment and filling of officer vacancies is a national priority to ensure appropriate establishments are in place across Scotland.

1.4 As at the 13 August 2013 there were 541 'N' Division officers plus a number of vacancies. Furthermore 116 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.

1.5 Within the Division we will be transforming to a 3 Area Command structure within the Highland area. The options for this have been assessed taking cognisance of demand, crime levels and geography. This has initially identified an Inverness, North and South Highland Commands as the favourable model. Discussions are ongoing with the Highland Council

1.6 This Review is currently developing options for the future of the Division and to date no decisions have been made. The next stage will be to present recommendations to the Executive Team of Police Scotland for consideration.

**2. Review of Traffic Warden Services and Public Service and Opening Hours at Police Offices**

2.1 All Committee members were recently sent a letter outlining the intention of the Police Scotland Chief Constable, to conduct national reviews of Traffic Warden Services and the Public Service / Opening Hours at Police Offices. The Traffic Warden Services are being carried out differently by the legacy police forces and local authorities and Police Scotland is taking this opportunity to review, in partnership with local authorities, how this service is best delivered in the future. The Public Service and Opening Hours review has been commissioned to identify the levels of public service that occur at police offices and to determine the most efficient opening times to the public and the services provided. Members will be aware that the legacy Northern Constabulary reviewed its front counter service in 2012 and therefore, the Division is well placed to contribute to this review. Both reviews will be achieved in consultation with local authorities and partners.

**3. Voluntary Redundancy (VR) / Early Retirement (ER) Update**

3.1 As at 13 August 2013, 55 police staff, within the Highland and Islands Division, have applied for VR / ER under both the legacy Northern Constabulary and Police Scotland VR / ER schemes. Of the 55 police staff, 3 have withdrawn from the process and 2 have had it turned down. The table below lists the current situation for the remaining 50 staff.

	Accepted for VR	Offered VR / ER and awaiting a decision	Awaiting a decision by the PS Panel
Highland	8	8	31
Orkney Islands	0	0	0
Shetland Islands	0	0	2
Western Isles	0	0	1

**Recommendation:**

The Committee is invited to note the update on 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**  
**26 August 2013**