

June 2016

Your Ref:

Our Ref: DCC/HO'N



**POLICE
SCOTLAND**

Keeping people safe

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Police Scotland Budget Considerations

The budget situation for Police Scotland for this and following years is challenging. This is not unique to Police Scotland but reflects the financial pressure faced by the entire Scottish public sector. In a situation that is similar to many organisations we have to look at ways of doing things differently, better or more effectively and to do this within our allocated budget.

Work is underway to identify savings across the organisation. This must be balanced with the need to ensure we continue to deliver an excellent, modern and sustainable police service that underpins our commitment to local policing as the core focus of Police Scotland.

Supervisory Ratios

Following a recent budget scenario planning exercise, a review of the ratio of police supervisors to staff has taken place and it is intended that the number of supervisors will reduce while the number of officers engaged in operational policing will increase.

It is recognised that one size does not fit all in terms of policing in Scotland and as such, spans of command will continue to vary across the organisation to meet differing operational requirements.

How this will impact communities

The proposal will streamline Police Scotland ranks while making minimal changes to officer numbers. In particular, it will ensure an increase in the number of constables in local policing divisions and therefore visible in local communities.

These proposals seek to balance potential savings whilst considering the workload and demands placed on all supervisors and staff.

We recognise that wider engagement with local partners is fundamental to developing and embedding a sustainable model that places policing at the heart of our communities. I would therefore greatly value your participation in this engagement and would ask you to provide feedback via your local Divisional Commanders or by making direct contact with the Secretariat for the Corporate Finance and Investment Board (via the email address below) so that we have an opportunity to consider and, where relevant, address any points raised.

OrganisationalDevelopment@scotland.pnn.police.uk

On behalf of Police Scotland, I would like to take this opportunity to thank you for your ongoing support.

Yours sincerely

Iain Livingstone, QPM
Deputy Chief Constable