

# NORTHERN JOINT POLICE BOARD

23 April 2008

Agenda Item	
Report No	

## Force Review Implementation

### Report by the Chief Constable

#### **SUMMARY**

To provide Members of the Board with a progress report on the implementation of the ongoing Force Review Programme.

#### **BACKGROUND**

Phase Two of the Review is concentrating between now and April 2009 on implementation of recommendations approved by the Police Board. This will be delivered through focused projects within a previously constituted collective programme, governed by the Review Programme Board, which will retain its original membership.

On 1<sup>st</sup> April 2008, Force policing boundaries and command arrangements were redefined to provide a closer fit with partners and enable more flexible use of resources to better support local policing initiatives across the entire Force area. Planned implementation of these changes in the course of the next year will enhance policing capacity and thereby the service which is delivered to communities. The emphasis will be on increasing the operational footprint by gradually adding to officer numbers through efficiency savings and release of Headquarters based officers to front line policing.

From January 2008 the Chief Constable and the Executive Team worked closely with Operational Commanders and Heads of Support Services to agree policing plans and budgets for implementation in April 2008. The Review work has resulted in financial savings which are to be reinvested into front line policing throughout the Force area.

In January 2008 the NJPB approved an increase of 3.1%. In total the increase available for Divisions is £1,617,015 made up of £964,050 from the 3.1% approved by the Board and £652,965 from the introduction of the new Divisional policing structures and streamlined support functions. The North Division (which includes the island groups of Orkney and Shetland) will receive an increase of 4.8% totalling £415,749, of which £144,432 is attributable to the Force Review. Central Division (which includes the Western Isles) has also been allocated an increase of 4.8% which translates as a budgetary increase of £530,262, of which £184,214 comes from the Force Review.

The Force has also recognised the many positive elements of continuing economic growth and inward migration towards Inverness, and the impact that this has on the demand for policing services. In each of the last four years, the Force has provided additional monies and officers to Inverness beyond those allocated to other parts of

the Force area. It is intended to continue with this approach in 2008/09 and the new East Division (which includes the city of Inverness), has been allocated a 6.0% increase in its operational budget totalling £671,004, of which £324,319 is due to the Force Review.

These increases do not include any additional monies from the Scottish Government for recruitment in 2008/09.

Police Officer strength will comprise 780 Officers. It is accepted that this is a very challenging target and will necessitate the recruitment of 108 Officers, including the additional officers recruited with additional monies provided by the Scottish Government.

The longer-term strategy, albeit dependent on the sustainability of funding and continuing Scottish Government support, is to increase the police officer strength to 800 by March 2011. These numbers are unprecedented in the Highlands and Islands and will enable the Force to maintain its commitment to a very visible and localised community policing style.

All new additional Police Constable posts will be allocated on the basis of the needs of communities and operational demand. The first twelve Constables, who will be recruited during the course of the next few months, will be stationed at Lerwick, Stromness, Bettyhill, Lairg, Benbecula, Kyle of Lochalsh, Fort William, Kingussie, Grantown on Spey, Nairn and Inverness (two Constables). Further allocations of new officers will be announced as the Force continues to recruit.

**RECOMMENDATION**

Members are invited to note the content of this briefing document.

**I Latimer**  
**Chief Constable**