

SCOTTISH POLICE  
AUTHORITY

Meeting	HRRC
Date and Time	2 Sept 2016,
Location	Pacific Quay, Glasgow
Title of Paper	VR/VER - Update
Item Number	5.1
Presented By	Nicky Page
<b>Recommendation to Members</b>	<b>For Noting</b>
Appendix Attached: Yes	Appendix A – Summary of Approved VR/VER & Demographic Breakdown Appendix B – NVRP Summary & Savings

**PURPOSE**

To provide members with an overview of the current VR/VER releases.

*This paper is being submitted in accordance with the Scheme of Administration and the paper relates to a Standing Agenda Item of the Committee.*

## 1. BACKGROUND

- 1.1 Since 1 April 2013 to date, a total of 1,257 VR/VER applications have been considered by the National Voluntary Release Panel (NVRP). Of these, 1,136 applications (which includes 12 C3 approvals that will be considered as the C3 proposal progresses) have been supported by SPA/Police Scotland for VR/VER release and a total of 1,062 offers of VR/VER release have been accepted by staff. A breakdown of the 1,062 releases made from April 2013 till May 2016, is detailed in Appendix A.

## 2. FURTHER DETAIL ON THE REPORT TOPIC

- 2.1 There are currently 1122 live applications for VR/VER of which 333 applicants have confirmed interest in leaving the organisation via the backfill process.
- 2.2 Of the 1,257 considered at NVRP, 109 were not approved by panel and 12 individuals withdrew their application (refer Appendix B)
- 2.3 The breakdown of those approved for release at NVRP shows that 625 fall into the VR category and 499 applications were eligible for VER. 61 individuals have declined the offer of release and 1 is still to accept their offer (refer Appendix A for details).
- 2.4 Details of the cost of confirmed VR/VER releases for 2013/2014, 2014/15, 2015/16, and 2016/17, together with full and part year savings, and return on investment period are summarised in Appendix B.
- 2.5 In respect of 2016/17, the cost of the 1 release still pending is c£.022m, with full year savings of c£0.095m. If those pending do accept, the total cost of releases will be c£2.38m, with full year savings of c£1.79m, a return on investment of 1.33 years (refer Appendix B).
- 2.6 The combined total cost of the 1,062 confirmed VR/VER releases since April 2013 is c£34.9m, with full year savings of c£32.41m. Therefore the return on investment period is currently 1.07 years.
- 2.7 Progress continues to be made to release applicants for VR/VER, with the NVRP meeting on a regular basis.

### **High ROI /High Cost**

- 2.8 A total of 54 applications were progressed for additional review by a Sub Group of NVRP. This additional review is necessary due to the cost of release of an individual exceeding £100k and/or the return on investment being 3 years or more. These applications have been reviewed against the normal business criteria used by the panel to support release. Consequently, 44 of the 54 applications have been approved and released. The total cost of release of was c£5.38m with average cost of release at c£0.12m and average ROI of 2.7 years.
- 2.9 Since the last HR&RC a further one of the applicants has accepted their VR/VER offer and their costs are included in para 2.8.
- 2.10 There have been no high cost/high ROI backfill applications considered by the sub-group since June 2016.

### **Geographical Analysis**

- 2.11 A breakdown of the 1,124 VR/VER applications by geographically area is detailed in Appendix A.

### **Gender Analysis**

- 2.12 Of the 1,124 VR/VER applications that have been approved, 789 (70%) were from female applicants and 335 (30%) were from male applicants.

### **Demographics**

- 2.13 Of the 1,123 VR/VER applications that were approved, 623 (66%) were VR (indicating that the majority of applicants were under 50-55 years of age), and the remaining 500 applicants (44%) came under the VER category.
- 2.14 A breakdown of the gender of applicants approved at NVRP is included in Appendix A.

### **3. FINANCIAL IMPLICATIONS**

- 3.1 The Committee is asked to note the financial savings indicated in this paper and the associated costs of the VR/VER scheme which are met from the Reform Budget.

### **4. PERSONNEL IMPLICATIONS**

- 4.1 The personnel implications in respect to VR/VER have been outlined within this paper. Business continuity planning continues throughout the Service to ensure that impacts of voluntary release continue to be effectively managed. This work runs concurrent to the broader organisational change programme which will lead to the opportunity to release more staff on VR/VER once fully implemented.

### **5. LEGAL IMPLICATIONS**

- 5.1 All releases that have been approved by the NVRP have been voluntary therefore risk of legal challenge is mitigated. Consideration will, however, always be given to whether any particular release could pose a risk to the service and in these circumstances release would be subject to settlement agreement.

### **6. REPUTATIONAL IMPLICATIONS**

- 6.1 The Service continues with business continuity planning to reduce the risk of any negative reputational impacts of VR/VER release. However, individual members of staff or the Trade Unions may disagree with some of the VR/VER savings that the Service is, or will be willing to progress. Therefore, there remains a risk of negative publicity over VR/VER release. The Service continues to communicate with Trade Unions and Staff to mitigate this risk.

### **7. SOCIAL IMPLICATIONS**

- 7.1 The social implications of VR/VER releases are complex and highly variable, dependent on the communities that releases take place within; further, the type of release is a factor. For instance, ER releases may have less negative impact as individuals' continue to have a reduced but regular income. VR releases in areas of high employment may have less impact in communities as individuals can find alternative work. However,

in communities where there are less employment opportunities there is always a risk that individuals who chose VR on the basis of finding alternative employment may struggle to do so. The Redeployment / Supernumerary SOP will mitigate any potential implications by offering an alternative route to employees wishing to stay within the Service and monitoring will continue as the redeployment pool is populated to look at what patterns may emerge.

## **8. COMMUNITY IMPACT**

8.1 Community impact will vary across different business areas and geographical locations. Where change is confined to small departments within the organisation community impact could be minimal. However, where it involves closing of an entire Police Estate or something of similar magnitude, the impact could be significantly more.

## **9. EQUALITIES IMPLICATIONS**

9.1 The primary equalities implications derived from this report (refer 2.12 to 2.14) illustrate that the profile of leavers suggests a higher proportion of female staff exiting the organisation. The current ratio of female to male Police staff is circa 63:37 as against the VR/VER leavers at 70:30. This will continue to be monitored.

## **10. ENVIRONMENTAL IMPLICATIONS**

10.1 There are no environmental implications associated with this paper.

### **RECOMMENDATIONS**

Members are requested to note the progress made in relation to VR/VER releases to date and associated savings.

## APPENDIX A

## Summary of Approved at NVRP April 2013-15th Aug 2016

Territory & Legacy Force		Accepted	Rejected	Pending	Grand Total
East	Central	107	7		114
	Fife	150	9		159
	L&B	178	5		183
	SPA	16	2		18
	<b>East Total</b>	<b>451</b>	<b>23</b>	<b>0</b>	<b>474</b>
North	Grampian	95	2		97
	Northern	48	3		51
	SPA	3	1		4
	Tayside	68	7		75
	<b>North Total</b>	<b>214</b>	<b>13</b>		<b>227</b>
West	Dumfries and Galloway	69	6		75
	SPA	61	5	1	67
	Strathclyde	267	14		281
	<b>West Total</b>	<b>397</b>	<b>25</b>	<b>1</b>	<b>423</b>
<b>Grand Total</b>		<b>1062</b>	<b>61</b>	<b>1</b>	<b>1124</b>

## Demographic split of Approved at NVRP April 2013-15 Aug 2016

Territory & Legacy Force		Female	Male	Grand Total
East	Central	77	37	114
	Fife	126	33	159
	L&B	130	53	183
	SPA	10	8	18
	<b>East Total</b>	<b>343</b>	<b>131</b>	<b>474</b>
North	Grampian	59	38	97
	Northern	38	13	51
	SPA	2	2	4
	Tayside	49	26	75
	<b>North Total</b>	<b>148</b>	<b>79</b>	<b>227</b>
West	Dumfries and Galloway	57	18	75

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	SPA	41	26	67
	Strathclyde	201	81	281
	<b>West Total</b>	<b>298</b>	<b>125</b>	<b>423</b>
	<b>Grand Total</b>	<b>789</b>	<b>335</b>	<b>1124</b>

APPENDIX A contd...

Demographic split of Approved at NVRP April 2013-15th Aug 2016

Territory & Legacy Force		VER	VR	Grand Total
East	Central	43	71	114
	Fife	57	102	159
	L&B	91	92	183
	SPA	10	8	18
	<b>East Total</b>	<b>201</b>	<b>273</b>	<b>474</b>
North	Grampian	48	49	97
	Northern	12	39	51
	SPA	1	3	4
	Tayside	39	36	75
	<b>North Total</b>	<b>100</b>	<b>127</b>	<b>227</b>
West	Dumfries and Galloway	28	47	75
	SPA	19	48	67
	Strathclyde	151	131	281
	<b>West Total</b>	<b>198</b>	<b>225</b>	<b>423</b>
	<b>Grand Total</b>	<b>499</b>	<b>625</b>	<b>1124</b>

**APPENDIX B**

**NVRP Summary April 2013 – 15<sup>th</sup> Aug 2016**

Year	Approved	Not Approved	Withdrawn	Grand Total
2013/14	709	88	10	807
2014/15	334	18	2	354
2015/16	64	3	0	67
2016/17	29	0	0	29
<b>Total</b>	<b>1136</b>	<b>109</b>	<b>12</b>	<b>1257</b>

Figures for 2016/2017 based on 39 Approved, 38 Accepted and 1 pending acceptance

PSoS / SPA	Accepted	Pending	Totals
Total Cost	£2,365,009	£22,881	£2,387,890
Part Year Saving	£1,232,132	£63,616	£1,295,748
Full Year Saving	£1,698,473	£95,950	£1,794,423
<b>ROI</b>	<b>1.39</b>		<b>1.33</b>

Figures for 2015/2016 based on 90 Approved and Accepted

PSoS / SPA	Totals
Total Cost	£3,346,393
Part Year Saving	£1,904,335
Full Year Saving	£3,195,965
<b>ROI</b>	<b>1.05</b>

Figures for 2014/2015 based on 407 Approved and Accepted

PSoS / SPA	Totals
Total Cost	£13,728,842
Part Year Saving	£6,458,660
Full Year Saving	£12,841,235
<b>ROI</b>	<b>1.07</b>

Figures for 2013/2014 based on 527 Approved and Accepted

PSoS / SPA	Totals
Total Cost	£15,462,338

HRRC Meeting Public Session  
 VR/VER Update  
 2 September 2016



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Part Year Saving	£5,371,038
Full Year Saving	£14,677,476
<b>ROI</b>	<b>1.05</b>

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