

Meeting	People Committee
Date	01 June 2022
Location	MS Teams
Title of Paper	Workforce Impact of Changes to Police Pensions
Presented By	Jude Helliker, Director of People and Development
Recommendation to Members	For Discussion
Appendix Attached	No

PURPOSE

The purpose of this paper is to detail the impact of pension changes to the Police Scotland workforce and what measures are being put in place to effectively manage recruitment, promotion and training to mitigate the impact.

Members are invited to discuss the contents of this report.

1. BACKGROUND

1.1 On 01 April 2022, changes to Police Pensions has resulted in a higher than normal proportion of police officer leaving the service who have attained 25 Years Police Service and are aged 50 years or over.

2. FURTHER DETAIL ON THE REPORT TOPIC

2.1 Retirement Numbers

2.2 Police Scotland sees on average 812 officers leave the organisation annually.

2.3 Already during quarter 1 of this calendar year we have seen 321 officers leave the organisation, an increase of 69% on the normal 190 officers which is the 5 year average for this period. This increase is directly related to retirements.

2.4 A total of 735 (this includes the 321) officers have informed Police Scotland they are going to retire or have already retired which effects mainly quarters 1 & 2 only.

2.5 With the changes to the pension commutation calculation there are currently 1386 Officers either eligible to take advantage of the change and leave now or will be eligible to take advantage of the change and leave the organisation within the next 12 months.

2.6 Therefore it is likely that quarters 3 & 4 will see similar numbers retiring.

2.7 440 of the 735 officers who are or have retired have police service of between 25-29 years' service and therefore can be directly attributed to the pension changes.

2.8 Retirement Ranks

2.9 Officers eligible to leave within the next 12 months from this quarter, if they chose to, is made up of the following ranks:

CS	Supt	Ch. Insp	Insp	Sgt	PC	Total
21	63	78	221	324	670	1377

2.10 Recruitment

2.11 Between 2019 and 2022, normal police officer recruitment was reduced due to social distancing arrangement which limited the numbers of police officer who could be trained.

2.12 Police Officer numbers were reported to the Scottish Government as 17,117 at the end of 2021. This is 117 below the establishment figure of 17,234.

2.13 302 new officers were recruited into Police Scotland on 18 April 2022.

2.14 The following table which include the 302 new April recruits shows the current number of police constables across each region.

Area	Est	Actual	Diff	% Diff
LP North	2100	2100.662	0.662	0.03%
LP East	2778	2683.35	-94.65	-3.41%
LP West	5160	4974.351	-185.6	-3.60%
National	3631	3621.22	-9.78	-0.27%

2.15 Promotion

2.16 Police Scotland holds annual promotion processes across every rank to ensure that there is a sufficiency of qualified officers at each rank across Scotland.

Rank	National Selection Assessment Centre
Superintendent	April/May/June 2022
Chief Inspector	May/June/July 2022
Inspector – West and East Region	July/August/Sept 2022

Chief Superintendent	September 2022
Sergeant	October/November December 2022
Superintendent	January/February 2023
Inspector - North	February/March 2023
Chief Inspector	March/April 2023
Inspector – East/West	June/July 2023
Chief Superintendent	August 2023
Sergeant	September/October November 2023

2.17 Service Delivery Implications

2.18 While the loss of this number of officers, across all ranks will undoubtedly present challenges for Police Scotland, at this time there is no impact to Service delivery and the following measures will ensure we continue to maintain effective Service Delivery to the communities across Scotland.

2.19 Promotion:

The promotion calendar has been reviewed and the processes expedited in both time and efficiency, ensuring the proper governance, transparency and quality of candidates are retained.

2.20 Promotion Parades Dates:

Normally promotion parades are held quarterly, however to expedite substantive promotions to ensure stability across promoted ranks, these will be conducted immediately after the promotion processes of all senior ranks. Junior rank promotion parades will also be held more frequently based on organisational need, not set dates.

2.21 Police Officer Recruitment:

Police Scotland will endeavour to recruit 300 + Probationers per quarter. We will also maximise transferee opportunities from Police Forces across the UK.

2.22 Work Force Planning:

A review is ongoing on all non-critical temporary ranks and secondments, to lessen the impact on front line resources. That review will look at police officers currently working within Corporate Services Roles who could be redeployed into Local Policing.

2.23 Training and Specialist Resilience:

A review of resilience, capability and specialist availability is ongoing, as is the current on call specialist cadre requirements. Once organisational training requirements are fully understood, a redesigned training schedule, to train and upskill will be devised.

2.24 Executive Leadership:

DCO David Page has led the response via Operation Loch. This work will now transfer ownership to DCC Kerr and DCC Graham under a sub group of the Operational Delivery Board (ODB). DCO Page will stand up a short life working group (SLWG) to coordinate and manage the people and workforce related challenges as outlined above.

3. FINANCIAL IMPLICATIONS

3.1 The measures put in place will have no additional financial implications on Police Scotland.

4. PERSONNEL IMPLICATIONS

4.1 Organisational wellbeing and overall capacity is at the forefront of our discussions with senior leaders and staff associations to ensure there is no detrimental impact on colleagues across the organisation.

5. LEGAL IMPLICATIONS

5.1 There are no legal implications and all statutory commitments and roles will be prioritised and filled.

6. REPUTATIONAL IMPLICATIONS

6.1 Maintaining organisational resilience and capability is a priority to ensure there is no reputational damage.

7. SOCIAL IMPLICATIONS

7.1 There are no social implications.

8. COMMUNITY IMPACT

8.1 Local Policing resilience is being monitored by DCC Will Kerr and all opportunities to support Local Policing from non-frontline duties will be taken.

9. EQUALITIES IMPLICATIONS

9.1 The current challenges may actually present opportunities to enhance work force diversity across the organisation as well as within senior roles, through enhanced recruitment and promotion processes.

10. ENVIRONMENT IMPLICATIONS

10.1 There are no environment implications.

RECOMMENDATIONS

Members are invited to discuss the contents of this report.