



Police

A Balanced Workforce for policing that delivers

April 2016

Manifesto
Election 2016

UNISON
Scotland

A Balanced Workforce – for policing that delivers.

Since the establishment of Police Scotland police staffs have borne the brunt of a process of centralisation, budget cuts and politically driven targets. This process has been bad for policing, bad for communities and bad for staff. UNISON Scotland calls for policing in Scotland to be properly resourced with a balanced workforce responsive to locally determined priorities.

The new Chief Constable has said he is committed to developing a “sustainable operating model”. Cutting millions from budgets and demanding the same, or more, work from a dwindling number of Police staff is not a “sustaining operating model”. UNISON Scotland is opposed to neither change nor efficiency, but cutting tens of millions from budgets year on year cannot continue without adversely impacting on policing. Those who seek to govern Scotland should also seek to ensure that Scotland’s Police Service is adequately resourced to keep Scotland safe.

Civilian staff have been cut by over 2000 since 2010 – a 1 in 4 decrease police staff jobs. Many of these posts are just backfilled by more expensive police officers. This has driven a reversal of progress in civilianisation over many years and a centralisation agenda. The political target of 1000 extra uniformed officers has been clearly shown to have been detrimental to standards and efficiency across Police Scotland – resulting in less qualified, higher paid, uniformed officers carrying out work which could more effectively be performed by police staff. We should not forget that the Scottish Police Authority has a statutory duty to ensure ‘Best Value’. Substituting police officers for civilian staff is not ‘Best Value’.

Despite previous promises by the Scottish Police Authority, no serious research has been carried out into establishing how many officers are needed to police Scotland. Ensuring a balanced workforce with the correct types of staff or officers performing roles appropriate to their qualifications and needs of the organisation should be a priority for the future of Police Scotland.



Andrew Flanagan, Chair
Scottish Police Authority



Police Officer Political Targets

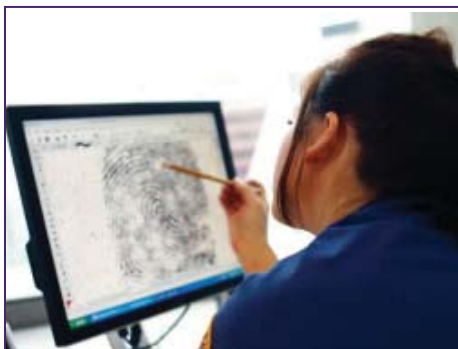
"what we need is a highly skilled responsive mobile workforce. That may be police officers, that may be other people, and it's the totality of that resource that's important in terms of what that looks like rather than some relatively arbitrary number."

The tragedy on the M9 alerted many to the impact centralisation, decivilianisation and reduction in staff numbers has been having on policing. UNISON Scotland welcomed the report by HMICS into the tragedy and supports the implementation of its conclusions. Yet despite this report Police Scotland and the Scottish Police Authority are continuing with the imminent closure of service centres in Dundee and Aberdeen as well as the control room in Aberdeen and Inverness. These decisions have to be put on hold and a thorough review be instituted before any action is taken to close service or control centres. Police Scotland must develop and sustain an effective local network of emergency control room / services centres across Scotland.

A proper oversight structure for Police Scotland with real local input into policing priorities should be instituted. The setting up of Police Scotland has resulted in a centralisation of not just police structures, but policing priorities. The Scottish Government has recognised that the Scottish Police Authority has failed in ensuring that local concerns are represented. The Governance Review of the Scottish Police Authority should include making Police Scotland more responsive to local needs.

Since being set up, Police Scotland has suffered from a lack of effective oversight as the Scottish Police Authority (SPA) has not functioned effectively. We believe that the SPA must develop a greater capacity to interrogate Police Scotland plans and data. A closer relationship with Police Staff would be of great assistance with this and we would urge a greater degree of engagement by the board with Police Staff. As part of this we believe that the board of SPA should include a trade union representative as recommended by the Working Together report. Ensuring that this happens should be a priority for any justice minister.

One element of an efficient Police service is the maintenance of good industrial relations. UNISON Scotland call on any future Scottish Government, as well as Police Scotland management to commit to retaining current arrangements for staff representation and bargaining regardless of the provisions of the Trade Union Bill currently going through Westminster.



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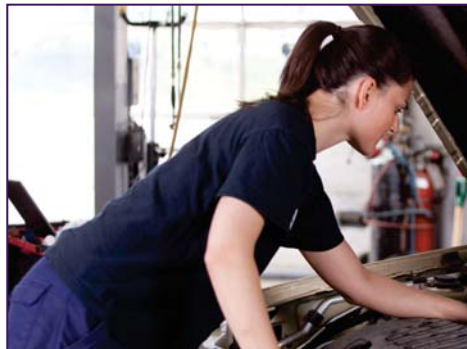
They
arrest
criminals

She
catches
them

Defend police civilian jobs

Questions for Candidates

- What will you do to stop the substitution of uniformed officers for police staff?
- What will you do to stop cuts to the policing budget?
- What will you do to maintain local / regional services?
- Will you support the principle of the most appropriate person for the job?
- Do you support having local priorities reflected in policing plans?



For further information contact

UNISON Scotland's Bargaining and Campaigns team on 0141 342 2811

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WORKS:**

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