

8th July 2016

Your Ref:

Our Ref:

By Email



Ch. Supt. Ivor Marshall
Divisional Commander

Lothians and Scottish Borders
Dalkeith Police Station
Newbattle Road
Dalkeith, EH22 3AX

0131 654 5532

Police Scotland Budget Considerations

As the new Local Police Commander for the Lothians and Scottish Borders, I have prioritised work around engaging with communities, prevention and tackling inequalities. I am keen to build on the work of my predecessor who rightly listened to feedback around our community policing model and re-balanced our response and community policing numbers in order to ensure that our community officers were more visible, available and locally accountable. Having so far received positive feedback around more of the right people being in the right place, I am now keen to further develop the contribution our officers and staff make in local communities through outcomes.

In prioritising this, I must also take into consideration our challenging financial situation in the current and following years and I have a clear responsibility as part of Police Scotland to deliver effective policing within the available budget. I would also reassure you that the wider priority for the Chief Constable is the development of a sustainable policing model through the 2026 Programme. I recognise that we are not the only public sector organisation to face challenges and am keen that our wider responsibilities under the Community Empowerment (Scotland) Act 2015 allow us to increase integrated working practices and can lead to greater co-production which is not only best value to the public purse but delivers more focused, more accessible services to our communities.

As part of the services' exploration of savings opportunities, national work has been undertaken to look at good practice in 'supervisory ratios', the number of officers who

report directly to a single line manager. The Division has been tasked with reviewing the number of supervisors and whether a specific rank is required to carry out a specific role and whether there is equitable supervisory responsibility. This work is not an indication of a change of the commitment to maintain 17,234 officers rather it is to assess whether the mix of ranks and responsibilities is correct.

DCC Iain Livingstone, who is leading this work has said; "This 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."

For my part, I am keen to build on our prevention and community focus and wish to use this review as an opportunity to further develop our prevention, partnership and community planning models and look at how a streamlining of the Divisional management structure could allow us to build our resilience and service in areas of greatest need to help us tackle inequalities.

Clearly we have our own ideas around restructure opportunities but I would also be keen to hear any views or feedback which could help inform this supervisory review. I would additionally be pleased to discuss this further with you and can either provide a more detailed briefing with either myself or one of my senior management team.

Please feel free to forward any thoughts to lothianscotborderscommandsupport@scotland.pnn.police.uk. In addition to the above for your information I will be forwarding a copy of this letter to each elected representative and other key partners in the area over the next week

Yours sincerely

A handwritten signature in cursive script that reads "Ivor Marshall".

Ivor Marshall
Ch. Supt.