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**Report by the Chief Constable**

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**CAREER BREAK SCHEME FOR POLICE OFFICERS****1. Introduction**

- 1.1 The Force introduced a Career Break Policy for Police Officers in November 2002, following the earlier implementation of PNB Advisory Circular 00/16 in late 2000. On 15 November 2010, the Board set aside that part of the Career Break Policy restricting an officer's ability to undertake non-casual employment during a career break. Consequently, the policy has been revised.
- 1.2 The Police Board considered a proposal at the meeting on 15 November 2010 to introduce a financial incentive to Officers taking up a career break over the next three to four years in an effort to help to balance Police Officer numbers during the challenging financial period ahead. The proposal did not receive approval and the Board called for a further report on family-friendly policies and procedures available to officers on career break.

**2. Background**

- 2.1 The Scottish Government have now announced that Police Officer numbers must be maintained at the current level, which is 2,973 Officers. As a result of this requirement, it would not be appropriate to offer financial incentives in the Career Break scheme.
- 2.2 The development and revision of related policies (e.g. family-friendly policy) has been progressed by ACPOS. The guidance is being finalised, following which the Force will publish its own policies and report to the Board accordingly.

**3. Recommendation**

- 3.1 That the Board notes the report.

A handwritten signature in black ink, appearing to read "D. Strang".

David Strang  
Chief Constable

20 January 2011