
Report by the Chief Constable

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POLICE STAFF VOLUNTARY REDUNDANCY/EARLY REDUNDANCY RETIREMENT SCHEME**1. Introduction**

- 1.1 At the Police Board meeting on 20 April 2010, members noted the intention to introduce a Police Staff Voluntary Redundancy/Early Redundancy Retirement scheme in light of the financial challenges facing the Force.
- 1.2 On 15 November 2010, the Police Board agreed that the Chief Constable, in consultation with the Convener and the Treasurer, be authorised to approve costs arising from the acceptance of voluntary redundancy measures provided these costs could be met from the Board's revenue budget for 2010/11.
- 1.3 This report notifies the Board on action taken by the Chief Constable to implement the scheme.

2. Background

- 2.1 The scheme was advertised between 11 August and 30 September 2010. In excess of 300 applications were received. Given the volume of applications received, it was decided that the fairest and financially prudent way to prioritise these was in relation to cost and payback period. In accordance with the criteria stipulated within the Scheme, applications were then prioritised further in terms of which posts Divisions and Departments advised could be permanently removed from the establishment. The Executive Reference Group reviewed and approved the applications that were accepted in advance of redundancy offers being made to the staff concerned. Following consultation with the Convener and the Treasurer, the Chief Constable approved these voluntary redundancy measures.
- 2.2 A total of 80 applications have been approved, the majority of which would provide payback to the Force within 12 months. The posts occupied by these employees will all be permanently deleted from the establishment. The combined cost of the redundancy and pension strain payments is £1.5 million. The associated saving to the Force will be £2.1 million.
- 2.3 The average redundancy payment being made is £18,773 and the average salary of the staff accepted under the scheme to date is £20,927 per annum.

- 2.4 In addition, there a further 26 reserve applications that would provide further savings of £0.6 million. The final approval of these applications is reliant upon suitable replacements being found to fill the posts that would be vacated, given that the posts would still be required. It is expected that these will be filled by existing members of Police Staff that would be displaced from other areas of the Force, following re-structuring within the TTS programme.
- 2.5 Following consultation with the Convener and the Treasurer, the Chief Constable approved these voluntary redundancy measures.
- 2.6 All staff have been issued with formal notice and will leave the employment of the Force on 31 March 2011.
- 3. Funding of Redundancies**
- 3.1 The costs of these redundancies will be fully funded from the 2010/11 revenue budget.
- 4. Recommendation**
- 4.1 That the Board notes the action taken by the Chief Constable, in consultation with the Convener and the Treasurer, to approve the Voluntary Redundancy/Early Redundancy Retirements applications.



David Strang
Chief Constable

20 January 2011

Background papers

Police Staff Voluntary Redundancy/Early Redundancy Retirement Scheme report considered by the Board on 20 April 2010.
Budget Planning 2011-12 to 2013-14 report considered by the Board on 15 November 2010.