

<b>Meeting</b>	<b>SPA Resources Committee</b>
<b>Date</b>	<b>6 February 2020</b>
<b>Location</b>	<b>Pacific Quay, Glasgow</b>
<b>Title of Paper</b>	<b>Brexit Resource Implications</b>
<b>Presented By</b>	<b>James Gray, Chief Financial Officer</b>
<b>Recommendation to Members</b>	<b>For Discussion</b>
<b>Appendix Attached</b>	<b>No</b>

#### **PURPOSE**

The purpose of this report is to provide an update to the Scottish Police Authority on the activity of the Force Reserve and the Brexit Planning Team, in preparation for the United Kingdom's exit from the EU on 31 January 2020

Members are invited to discuss the content of this paper.

## **1. BACKGROUND**

- 1.1 On 23rd December 2019 the UK Government formally stood down Operation Yellowhammer due to the decreased likelihood of the UK leaving the EU without a deal on 31 January 2020. In response to this the Scottish Government also stood down Civil Contingencies planning and delivery work in preparation of a 'No Deal' Exit on 31 January 2020.
- 1.2 In response to the above decision, Police Scotland is currently undertaking a review of their EU-Exit contingency plans and the role of the Force Reserve.

## **2. FURTHER DETAIL ON THE REPORT TOPIC**

### **2.1 Force Reserve**

- 2.1.1 In preparation for the UK's exit from the EU (Phase 2) the Force Reserve (FR) has been deployed since 5th August 2019 and are located in 5 hubs throughout Scotland. The resources have been actively deployed across our divisions supporting front line policing. The FR have deployed to a whole manner of spontaneous incidents, general patrols and pre-planned events such as Winter City in Edinburgh, football fixtures, demonstrations and protests. From 5 August 2019 to 14 January 2020 they have deployed to a total of 5399 incidents and events.
- 2.1.2 The positive impact on service delivery and staff wellbeing (reduced cancellation of rest days) has been recognised and a review of the FR's future sustainability is currently being undertaken and will consider a range of options going forward. Upon completion of the review an options paper will be presented for the consideration of the Chief Constable.

### **2.2 Civil Contingencies and Partnership Work Streams**

- 2.2.1 The Brexit Contingency Team (Phase 2) was re-established in July 2019 and has consisted of: One Superintendent; Two Chief Inspectors; Two Police Inspectors; Three Police Sergeants; Three Police Constables and a member of Police Staff.

These numbers have been maintained throughout, increasing to a maximum of One Superintendent; Four Chief Inspectors; One Police Inspector; Four Police Sergeants; Four Police Constables and a member of Police Staff between Phases 3 and 4. The additional

Chief Inspectors were required as Staff Officers to maintain the functionality of the Police Operations and Co-ordination Centre (POCC).

2.2.2 In preparation for Operation Yellowhammer the Brexit Co-ordination Centre (BCC) was set up within the Area Control Room, Bilston Glen to support consequence management and to further obtain, maintain and share accurate and timely situational awareness, supporting sound strategic and local decision making.

2.2.3 The BCC was stood up on 21<sup>st</sup> October 2019, made up of 3 teams, including staff officer and loggists.

2.2.4 On 1<sup>st</sup> November 2019, all Loggists (except one) were returned to their base post on a holding pattern, providing resilience to their home division whilst being available at short notice to return to the BCC if required. On 8<sup>th</sup> January 2020, authorisation was given for these Loggists to be returned to their base post indefinitely. Two Chief Inspectors and one Loggist have remained at the BCC in a 'POCC Light' function throughout this period.

2.2.5 Currently there remains an Information Coordination Hub (Intelligence Cell) based within the BCC.

2.2.6 In response to the UK Government's decision to stand down Operation Yellowhammer the Brexit Contingency Team are currently undertaking a review of its structures and supporting roles within the BCC.

2.2.7 It is acknowledged that there would be benefit in maintaining an awareness/overview of EU-Exit activity particularly in relation to the possibility of a 'No Deal' Trade exit on 31 December 2020. This scenario may necessitate the requirement for the re-activation of contingency plans. A review an options paper has been presented for consideration.

### **3. FINANCIAL IMPLICATIONS**

3.1 All costs directly associated with EU Exit are captured on a weekly basis.

3.2 Contained with The Prime Minister's announcement to 'halt' Operation Yellowhammer was an instruction, which stated that all future spending on EU Exit related contingencies should cease.

- 3.3 At the time of writing, year-to-date costs attributable to EU exit planning are £16.4m. These include both the incremental pay costs of the Force Reserve and an element of non-pay and opportunity costs funded from business-as-usual budgets.
- 3.4 On a full year basis, the total 2019/20 cost of EU exit was previously estimated at £20.2m, based on a 'reasonable worst case' scenario, inclusive of each of the Force Reserve, opportunity costs, and any non-pay costs that may have been triggered in the event of a no-deal Brexit.
- 3.5 Following the standing down of Operation Yellowhammer, it is expected that full-year incremental costs of £17m will be incurred, representing only the pay-related costs of the Force Reserve. These costs will be funded in full by the Scottish Government. Any other costs incurred to date that are attributable to EU Exit planning will be funded from business-as-usual budgets.

#### **4. PERSONNEL IMPLICATIONS**

- 4.1 It is acknowledged that the provision of 300 officers from predominately Local Policing Divisions, presented a challenge and placed a significant stress on front line policing.
- 4.2 The Resource Planning and Co-ordination Unit in conjunction with Resource Deployment and the Brexit Contingency Team undertook significant analysis of the 'back and middle' office functions that could be released by the Force to support Local Policing at this challenging time.
- 4.3 119 posts were identified and released to support Local Policing. The majority of these officers are currently still in place.

#### **5. LEGAL IMPLICATIONS**

- 5.1 There are no legal implications to consider at this time.

#### **6. REPUTATIONAL IMPLICATIONS**

- 6.1 Police Scotland's ability to respond to calls for service, whilst meeting EU Exit and 'event' related demand is being protected through the dividend offered by the FR and the associated backfill arrangements.
- 6.2 When assessing the suitability of staff to undertake backfill duties, consideration was given to major corporate initiatives such as CAM

and Digitally Enabled Policing. These officers were not included within the backfill to ensure that their respective initiatives are delivered on time.

- 6.3 Initial assessment of the impact of the Force Reserve has shown there is a significant 'welfare' benefit to staff, as fewer rest days have been cancelled in the delivery of major events.

## **7. SOCIAL IMPLICATIONS**

- 7.1 The social impact of EU Exit has been well documented within the media. The EU Exit Contingency Team and Information Coordination Hub continue to monitor all realistic threats and risks and ensure a suitable response is in place.

## **8. COMMUNITY IMPACT**

- 8.1 The services that Police Scotland provide to the communities of Scotland have been protected throughout the period of EU Exit, through the establishment of the FR and its subsequent backfill.

## **9. EQUALITIES IMPLICATIONS**

- 9.1 When establishing the Force Reserve, extensive work was carried out to ensure that no officer was left disadvantaged. The majority of officers deployed are volunteers and are deployed within 35 miles of their home address. Given the locations of the deployment hubs, this ensures a wide spectrum of staff are afforded the opportunity to participate in the FR, whilst minimising the financial and welfare impact on them.

## **10. ENVIRONMENT IMPLICATIONS**

- 10.1 In September 2019, Police Scotland took delivery of four new Public Order Carriers, a further ten arrived in October. These new vehicles are more efficient and environmentally friendly due to the age of the fleet that they are replacing. There are no other environmental implications to consider at this time.

## **RECOMMENDATIONS**

Members are invited to discuss the content of this paper.