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Convener
Criminal Justice Committee
The Scottish Parliament
Edinburgh
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Dear Convener

Police (Ethics, Conduct and Scrutiny) (Scotland) Bill

In accordance with standing orders, the Scottish Government has today lodged a revised Financial Memorandum for the Police (Ethics, Conduct and Scrutiny) (Scotland) Bill.

As you know, during Stage 1, Police Scotland revised their costs upwards, particularly for training around the Code of Ethics. I wrote to your Committee and the Finance and Public Administration Committee earlier this year, in which those costs were set out in detail (“the revised costs”)¹.

I brought forward amendments relating to vetting at Stage 2 and Scottish Government officials have sought estimate costs from Police Scotland for these. In the process, Police Scotland provided the Scottish Government with new figures for elements that had been subject of the revised costs (referred to here as the “re-revised costs”). This information was sent to the Scottish Government on 25 September. On 8 October, officials met with Police Scotland to discuss and clarify what these new costs were and whether they were a different set of costs from what the Parliament already had and if so, whether they were interpreting them correctly. Officials on both sides came to a shared understanding on 16 October.

My officials sought advice from the Scottish Parliament Legislation Team on the best way to manage the different changes and it was agreed that it made sense in this instance to include the re-revised costs in the revised Financial Memorandum. It was agreed that this should not be done in isolation and supported by this accompanying letter.

Working within the parameters of the advice from the Legislation Team, text has been added or amended as necessary to the Financial Memorandum to reflect –

¹ [Letter from the Cabinet Secretary for Justice and Home Affairs to the Convener of 22 April 2024 \(parliament.scot\)](#)

1. The revised costs provided by Police Scotland to the FPAC in November 2023 and accepted by the Scottish Government in April 2024.
2. Costs associated with the Stage 2 vetting amendments.
3. The re-revised costs from Police Scotland and with further explanation below to assist Members.

Turning to the re-revised costs, these are:

1. **Training Abstraction costs:** In my letter in April, I accepted these as £1,522,000 (one off) and £793,500 (yearly recurring). Police Scotland have reconsidered their approach, in particular training will be refreshed every second year and this is set out in paragraph 45 and Table 4 of the revised Financial Memorandum. This now means that the one off cost is £1,470,548 (2025/26) and the recurring cost is every second year, £1,088,716.
2. **Police conduct provisions (procedures for former officers):** In my letter in April, I accepted recurring costs for the Professional Standards Department (PSD) of £1,250,095, which included an element to service additional investigations and hearings of £300,000 (yearly recurring). Police Scotland now confirm an uplift of 12 officers to PSD is required (previously requested as 10-12 officers) and state this can absorb the element that was itemised in my letter at £300,000. Values have been recalculated with more up to date FTE numbers and salary costs. The headline figure (see Table 7) is now a recurring annual cost of £1,078,243 (as opposed to £1,250,095). In this part, allowance is now made for one case proceeding to the Police Appeals Tribunal and this is covered in Table 7.
3. **Project resource:** Police Scotland have now itemised the one off costs (£597,668) associated with an implementation project team. This is a new cost, not previously accounted for in the original Financial Memorandum or in the revised costs. This is set out at paragraph 112 of the Revised Financial Memorandum.

From working closely with Police Scotland, we assess these costs as reasonable and required to deliver on the chief constable's responsibilities under the Bill. Taken as a whole, the re-revised figures (as compared to the revised figures), will reduce the overall costs over 2-3 years.

Yours sincerely



ANGELA CONSTANCE