



SCOTTISH HOME AND HEALTH DEPARTMENT

Her Majesty's
Chief Inspector of Constabulary
for Scotland

Report for the Year ended 31st December
1975

*Presented to Parliament by the Secretary of State for Scotland,
by Command of Her Majesty*

June, 1976

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ANNUAL REPORT

of

DAVID GRAY, Esq., O.B.E., Q.P.M.,
Her Majesty's Chief Inspector of Constabulary for Scotland
 for the Year ended 31st December, 1975

To: The Right Honourable BRUCE MILLAN, M.P.,
Her Majesty's Secretary of State for Scotland.

SIR,

1. I have the honour to present my report on police forces in Scotland for the year ended 31st December, 1975.

2. At the end of the year there were in post in the police service in Scotland 1,917 more police and 1,054 more civilians than there were at the end of 1970. These increases have, in some measure, been offset by increased holidays and the requirement to pay for all overtime. Recruitment during 1975 was at the record high level of 1,460. Wastage was also high and the net gain in the strength of the Scottish police service was 657, leaving 769 vacancies still to be filled in a total authorised establishment of 13,145. The establishment of civilians increased during the year by 66 but recruitment was restricted from 30th June 1975 and neither the authorised establishment nor the actual strength represent the real needs of the service.

3. An analysis of wastage is given in Table 2(a) of this report. It will be seen that the premature voluntary resignation of trained officers continues at a disturbingly high level, particularly against a background of high unemployment. Some causes of premature wastage are not easily identified but good management techniques, including staff appraisal, and greater efforts to provide job satisfaction are remedies which are known to be effective, but not always practised. It is often said that premature wastage in the police service is lower than in industry or commerce and should therefore not cause undue concern. This reasoning, however, is largely fallacious because in industry and commerce people simply move from one employer to another using the same skills so that those skills are not lost. When a trained officer leaves the police service, however, his training and skill are lost at a cost to public funds of about £7,000 per officer. In the current climate of unemployment it is relatively easy to match a high rate of premature wastage by a high rate of recruitment. This, however, is a vicious circle which results in too high a proportion of inexperienced police officers. The importance of retaining trained officers in the service cannot be over-emphasised as successfully doing so would do much to improve the overall efficiency of the Scottish police. The average length of service of constables has decreased and, at the end of 1975, 2,012 (21.5%) of them were on probation (under two years service) compared with 1,253 (14.2%) the previous year.

4. On 16th May, 1975 the reorganisation of local government reduced the number of Scottish forces from twenty to eight; and the advance plans made for this event worked smoothly. Generally, police efficiency has not suffered but there is a need to keep morale at a high level in the new forces. The changes radically affected the lives of many people—police officers and civilians alike—and the over-riding policy must be to weld them into the new organisations as harmoniously as possible, keeping in mind all the human factors involved. This places a high and continuing responsibility on police authorities and chief constables. Because of reorganisation many of the older officers, particularly the leaders, left the service to which they had contributed so much and I gladly take this opportunity of recording my appreciation of their work. It is pleasing to note that chief constables are playing a full part in the management structure of the new local authorities.

5. The Scottish Police College is the national centre for training probationer constables and supervisory officers. During the year the recommendations made by the Working Party set up by the Police Advisory Board on the training of probationer constables (see chapter VI) were implemented, thus keeping this training up-to-date and in accord with the most advanced techniques. Lowering the age limit of constables from 19 years to 18½ years automatically created an influx of recruits, particularly from the cadet source. This strained the resources of the College to the limit and created a bulge which could not immediately be overcome but soon should be. Some preparatory work was also done towards implementing during 1976 the recommendations made by the Working Party on Training above Constable Level. Much was done during the year to make local in-force training of recruits compatible with College training and in 1976 every effort should be made to do the same with the training of supervisory officers. The goal is to make College training and force training complementary.

6. The number of persons killed or injured on our roads has fallen for the second consecutive year. It is extremely heartening that the untiring efforts being made daily by road safety officers, road engineers, education authorities and organisations concerned with road safety, are creating an impact. The liaison between the police and these bodies has never been stronger. But any enthusiasm as a result of achieving reductions in road casualties must be tempered with the knowledge that more children were killed last year; the greatest problem here is the very young and almost half of those who died were under seven years old. Complementary to education and training in road safety is the identification of road hazards, by the analysis of accident intelligence information, and their removal. More forces are adopting this kind of approach. Emphasis is also being placed on increasing road traffic patrol coverage. The presence of marked police cars on the roads and the consistent and firm enforcement of traffic laws are two positive ways of helping to reduce the number of serious accidents.

7. During the year Mr W. M. Smith, O.B.E., M.A., H.M. Inspector of Constabulary, retired. His successor in that post is Mr Q. C. Wilson, O.B.E., who was formerly chief constable of Ayrshire.

8. Considerable changes in the methods of inspecting forces have taken place in recent years and regionalisation has meant further change. Mr Wilson and I met regional police committees following our 1975 inspections and reported to

them on the state of their forces. These meetings provided the Inspectorate with useful information and it is hoped police committee members also benefitted.

9. The formal type of annual inspection conducted in the past is proving unsuitable for the new regional forces and changes are planned. One such change concerns consultation with representatives of the federated ranks in the service. In this report suggestions are made which are designed to encourage greater participation by the federated ranks in the formation of force policies. The police officer is denied the right to strike and is subject to a strict code of discipline controlling his conduct on and off duty. It is right, therefore, that the status of the police officer should be recognised and that all ranks should be encouraged to play a greater part in discussions designed to promote the welfare and efficiency of the service.

10. 1975 has been a difficult year for the Scottish police service which has coped exceedingly well with major changes. The increase in numerical strength of police and civilians is encouraging, as are the sound policies adopted by chief constables to unite the energies of the police and the public they serve in efforts to promote law and order. Changes in recording methods have distorted statistics of crime but these adjustments are essential; accurate assessment of crime levels is a necessary part of sound police management.

11. In Chapter IV I mention that it is paradoxical that greater police effectiveness can lead to an apparent increase in crime. The placing in problem areas of additional foot patrols, whose duty it is to establish personal contact with those who live and work on their beats, has resulted in the police learning about many more minor crimes than formerly. I have talked with people in areas into which additional foot patrols have been drafted and am satisfied that, despite the upward trend in recorded crime, the areas are now more law-abiding.

12. In common with other western nations, Scotland is facing an upsurge in crime and disorder, calling for the most vigorous effort on the part of government, public and preventive services. Mr Wilson and I are satisfied that the Scottish police are well equipped to play their part in meeting any challenge. The sound imaginative leadership and the dedication of all ranks to the maintenance of law and order and service to the public are indications of the high state of efficiency existing in the Scottish police service on which the public can confidently rely.

I have the honour to be,

Sir,

Your obedient Servant,

DAVID GRAY.

May, 1976.

CHAPTER I

Awards

For Gallantry

1. The Queen's Commendation for Brave Conduct was received by Sergeant George Limond of Ayrshire Constabulary for the arrest of an armed criminal on 24th December, 1974.

Other Awards

2. New Year Honours List

| | |
|---|----------------------|
| Chief Superintendent R. S. Sim, Berwick, Roxburgh and Selkirk Constabulary | M.B.E. |
| Constable W. Oliver, City of Edinburgh Police | B.E.M. |
| Chief Constable D. B. McNee, City of Glasgow Police | Queen's Police Medal |
| Chief Constable J. Farquharson, Angus Constabulary | Queen's Police Medal |

3. Queen's Birthday Honours List

| | |
|--|----------------------|
| Mr Q. C. Wilson, Her Majesty's Inspector of Constabulary for Scotland | O.B.E. |
| Constable J. F. Dick, Ayrshire Constabulary | B.E.M. |
| Chief Constable R. F. P. McNeill, Dunbartonshire Constabulary | Queen's Police Medal |
| Superintendent A. J. Elmslie, Aberdeen City Police | Queen's Police Medal |

4. Sir James Duncan Medal Trust

Although two nominations were received during the year, no awards were made. This was the first year since the Trust was set up in 1964 that there were no awards.

CHAPTER II

Administration

Personnel

5. The authorised establishment at the end of 1974 was 13,021, but there were 1,302 vacancies. Recruitment during 1975 totalled 1,460. The net gain in strength however was only 657, due to loss of 803 officers through retirement, dismissal, death and voluntary premature resignation. The establishment at the end of 1975 was 13,145, the actual strength 12,376 and the number of vacancies

769. With the introduction of the Sex Discrimination Act 1975, separate establishment for male and female officers ceased to exist with the result that 95 more female officers have been recruited than would otherwise have been the case. During the year, as a result of designation under the Policing of Airports Act 1975, responsibility for policing airports was transferred to the chief constables of the areas concerned (Glasgow, Edinburgh, Prestwick and Aberdeen) and the men now doing police duty at these airports are shown on the establishments of the forces concerned.

Wastage

6. The wastage of 721 males and 82 females—a total of 803 officers—is analysed in Table 2(a). During 1975, 333 officers retired on pension or gratuity, 4 probationers were discharged as unlikely to become efficient and 14 probationers left the service after failing to reach a satisfactory standard. This increase in overall wastage compared with 1974 is partly attributable to a change in pension regulations which allows commutation at 25 years service and the inclusion of war service for pension purposes. Premature wastage continues to be a problem although the figures show an improvement over 1974. 171 officers left during their probationary period and 205 trained officers left before reaching retiring age. This is a disturbing loss and particularly so in a time of high unemployment.

Establishment

7. The following table shows the changes in authorised establishment by rank which have been made in the Scottish police over the past two years:—

| | | |
|---|----------|------------|
| | 31.12.74 | 31.12.75 |
| Chief Constable/Assistant Chief Constable | 41 | 33— 8 |
| Chief Superintendent | 66 | 70+ 4 |
| Superintendent | 129 | 131+ 2 |
| Chief Inspector | 237 | 242+ 5 |
| Inspector | 648 | 649+ 1 |
| Sergeant | 1,847 | 1,872+ 25 |
| Constable | 10,053 | 10,148+ 95 |
| | <hr/> | <hr/> |
| | 13,021 | 13,145+124 |

The establishment of chief officers was reduced by eleven as a result of regionalisation. There are still three assistant chief constables additional to establishment, two of whom were formerly chief constables.

8. The civilian establishment increased by 66 during the year but recruitment was restricted from 30th June 1975 and does not reflect the true requirements of the service. The establishment at 31st December, 1975 was:—

| | |
|-----------------|-------|
| Clerical | 1,463 |
| Technical | 995 |
| Traffic Wardens | 1,196 |
| | <hr/> |
| | 3,654 |

9. The police and civilian staff population ratio at the end of the year was 1:311 compared with 1:314 at the end of the previous year.

10. Employment of traffic wardens and civilian clerical and technical personnel has made more police officers available for duties requiring police powers. I am impressed by the manner in which the civilian staff has been absorbed into forces and become a part of the service. There is still scope, when the time is opportune, for civilianisation of certain posts, particularly in the larger forces.

Recruiting

11. The strength of forces increased steadily throughout the year. This was largely due to efforts of those chief constables who did everything possible to attract recruits by offering the best conditions of service available; a more flexible attitude to physical standards and better conditions of service are undoubtedly factors in the improved recruitment. In 1975, 1,460 men and women were recruited to the Scottish police—an increase of 45% over the 1974 figure. Good recruiting techniques should maintain this flow.

Qualifications of Recruits

12. Of the 1,460 persons recruited in 1975, 406 had Scottish Certificates of Education at higher level, 520 at ordinary level and 16 had other national certificates. 1,365 were on their first appointment. The opportunities for improving academic qualifications in the police service are excellent.

Graduate Entry

13. Graduates serving at the end of the year numbered 69, of which three were recruited in 1975. They hold the following ranks:—

| | |
|--------------------------------------|----|
| Chief Constables | 1 |
| Assistant Chief Constables | 2 |
| Chief Superintendents | 1 |
| Superintendents | 2 |
| Chief Inspectors | 9 |
| Inspectors | 9 |
| Sergeants | 17 |
| Constables | 28 |

Cadets

14. Recruitment to forces benefitted from the cadet scheme to the extent of 239 males and 75 females during 1975. 305 male and 102 female cadets were recruited. The total authorised establishment is 817 and the actual cadet strength is 512 which shows a net decrease of 56 compared with the 1974 figure, much of which may be due to the lowering of the age of recruitment to the service.

Personnel Management

15. Better staff management is the key to many of the problems of recruiting and premature wastage, particularly in the bigger forces created by regionalisation in which senior command tends to be more remote from operational ranks. The service has already gained from the recommended system of staff appraisal but there is a need for this to be further developed, particularly at senior management level.

Special Constables

16. The Report of the Working Party on the Special Constabulary was published during the year. One of its principal recommendations is that rank structure and establishment for each force should be considered afresh by each police authority and chief constable. This has already been done in some forces. The need for public service of this kind grows with the ever increasing demands made on the regular force. Every effort must continue to attract persons of suitable character and disposition. The contribution made by the special constabulary in fostering good relations between the public and the regular police is gratefully acknowledged.

Appointments and Substantive Promotions

17. Appointments and substantive promotions made from within forces during the year were:—

| | Men | Women |
|---------------------------------------|-----|-------|
| To chief constable | — | — |
| „ assistant chief constable | 6 | — |
| „ chief superintendent | 12 | — |
| „ superintendent | 23 | — |
| „ chief inspector | 32 | 1 |
| „ inspector | 83 | — |
| „ sergeant | 183 | 4 |

18. I have commented previously on the very limited movement of officers between forces on promotion. Undoubtedly, the appointment from within forces of the most senior ranks inhibits applications from well qualified persons in other forces. This is most unfortunate for the service. It is hoped that the larger regional forces will do something to improve this situation.

19. Every encouragement should be given in forces to induce constables to pass the qualifying examinations for promotion and, if practicable, in-force training facilities should be made available to assist them.

20. The number of men who have qualified by examination for promotion to the rank of inspector is 3,276 and to sergeant 3,373. There are 54 women qualified for promotion to the rank of inspector and 76 have passed the examination for promotion to sergeant.

Organisation

21. The creation of the eight new forces was a good opportunity to improve organisation and administration. The standstill placed on recruitment of civilian staff on 30th June 1975 has had an unfortunate effect in some instances but generally it has created an opportunity to take stock of the requirements of the enlarged forces where some posts became obsolete and additional posts became necessary often in a different part of the force area.

Policewomen

22. The implementation of the Sex Discrimination Act 1975 will have far reaching effects on the police service. For some years, the spirit of that Act had gradually been implemented so that, in most forces, no dramatic change of role

has taken place. Integration is already very well advanced but many male officers are reluctant to place women in potentially violent situations where men would be sent without hesitation. Admittedly women, who are often less aggressive than men, are sometimes able to make an arrest or quell a disturbance with less trouble than men, but there are occasions when it makes considerable physical strength to deal with drunken violent persons. Few women possess the sheer physical strength necessary to cope with such situations.

Police Research

23. The Police Scientific Development Branch of the Home Office is concerned with research to improve efficiency. Scientific staff are supported by officers of the Police Research Services Unit who assist in identifying the needs of police forces and in defining ways in which these can be met. The branch has continued its work on computer-assisted command and control systems. The one at Strathclyde Police Headquarters, Glasgow, became operational in May 1975. It was formally handed over to the force in September, 1975. Proposals for expansion of the system to serve the whole Strathclyde area are being formulated.

24. Among many projects currently being researched are a computer system programmed to process and analyse records of force collators and the design of a proto-type automated scene-of-crime fingerprint retrieval system. The branch is also showing great interest in the imaginative use of a local authority computer begun by the chief constable of Dundee and now of great value to the Tayside force and to those concerned with the strategic planning of the Scottish police service.

25. In connection with a project designed to improve the photofit system, members of the branch are working with psychologists at Aberdeen University who have been conducting research into the facial characteristics which are most important for the recognition process.

Police Buildings

26. Among several new police buildings opened during the year was the headquarters for Strathclyde in Glasgow. Other major buildings were opened at Ayr, Greenock and Inverness and sub-divisional offices at Annan and Glenrothes. Police stations at North Berwick, Dunbar and Ellon were substantially altered and modernised. There is a considerable building programme still ongoing but further much needed buildings are being delayed by current constraints on public expenditure.

Police Housing

27. The number of police officers who are owner occupiers has increased from 3,867 to 4,144 during the year. One benefit of regionalisation is that it has improved the prospects of officers becoming owner occupiers but there is still room for improvement in this field. Other matters raised by police officers compelled to occupy police-owned houses are dealt with in chapter III of this report.

Complaints

28. During the year there were 1,439 complaints against officers—107 less than in the previous year. Of these, 363 were found to be groundless and 365 were subsequently withdrawn by the complainers; 496 cases were reported to procurators fiscal (criminal proceedings were taken in five cases, no proceedings in 279 cases and, at the end of the year, no decision had been taken in 212 cases); Disciplinary proceedings were taken in four cases, officers were warned in 42 cases; a letter of apology or explanation was sent in 15 cases; and 126 cases were under investigation at the end of the year. The Inspectorate have a statutory responsibility to keep themselves informed as to the manner in which complaints are dealt with and great care is taken during inspections to fulfil this responsibility. Police authorities have a similar duty.

Discipline

29. A total of 107 officers, comprising one chief superintendent, one inspector, five sergeants and 100 constables were dealt with under the Police (Discipline) (Scotland) Regulations. The total in 1974 was 116.

30. One constable was dismissed; two constables resigned prior to culmination of proceedings; six constables resigned as an alternative to dismissal; one chief superintendent and four sergeants were reduced in rank; one chief inspector and 25 constables were reduced in pay; one sergeant and 28 constables were fined; 34 constables were reprimanded; one inspector and four constables were cautioned. Of the total of 107 cases, 24 were brought under the paragraph of the discipline code which relates to being found guilty in court of a crime or offence. One appeal against punishment, which had been carried over from 1974, was dismissed. During the year two further appeals were submitted. One of these was allowed and the other was carried forward to 1976. Given the nature of police work which so often brings the police into conflict with the public, the foregoing figures illustrate the high standard of conduct of the vast majority of police officers.

CHAPTER III

Uniform Policing

Introduction

31. This chapter discusses the less glamorous part of police work and the vitally important role it plays in our daily lives in preventing crime and protecting and serving the public.

Importance of Constable

32. Every police officer, irrespective of rank, is statutorily a constable and his power stems from this office. Many constables are employed in the specialist branches such as CID and traffic which attract publicity but the bulk of Scotland's police officers are employed in general duties of a very varied character. The uniform constable in the city or town spends much of his time guarding and patrolling in busy streets during the day or in lonely potential troublespots

during the hours of darkness. He has to be ready at a moments notice to make an arrest, quieten troublemakers, deal with threats of bombings, violent demonstrations, picketing and vandalism, to take command at the scene of a serious crime or accident or to give aid or advice in many ways. In landward areas one finds a constable accepting a 24 hour responsibility for his small district or town and showing a willingness to deal with emergencies, keep the peace, take part in local associations and help the public at all hours of the day and night. The constable is there to protect the liberty of the subject as well as to enforce the law and is ever ready to come firmly between the law-abiding citizen and any who would threaten his liberty or his right to do that which is lawful. He is a public official who makes his own decisions and answers for them directly to the courts or to the chief constable. His task is sometimes made difficult by a society which demands much of him for its own protection and yet confronts him with the most serious restrictions on how he carries out his duties.

33. In a democratic society such as ours the kind of man who carries out successfully the important duties of constable is not so readily found. This must not be forgotten, particularly when some of those who criticise the police are deliberately set on disrupting society for their own ends.

34. Although every member of the police force is a constable the ranks most often called upon to make immediate operational decisions are the federated ranks between constable and inspector who are our front line police officers. They are the most obvious physical presence of authority in our society and help and serve in a vast range of human situations. The success of our British police system depends on the maintenance of close contact between these front line police and the public they serve. The efforts of those who control our police must be directed towards the maintenance and development of that contact by keeping individual uniformed police responsible for, and identified with, people and organisations in their own local community. The morale of our police is all important: management and conditions of service must be of the best if it is to be maintained at the necessary high level. In this connection it is pleasing to note the growing willingness of chief constables to consult and involve representatives of all ranks of the service when planning changes in force policy. One chief constable has arranged for two representatives of the federated ranks to be present as observers at meetings of his police authority and he and other chief constables, during 1975, invited the chairman and secretary of the local Joint Branch Board of the Scottish Police Federation, to be present when Mr Wilson and I reviewed the state of their force in the presence of the police committee. I hope arrangements for such representation will eventually extend to all regions in Scotland.

Social Role of the Police

35. Although the duties of the police have been defined quite clearly there has never been a written definition of the social role which society wishes the police to play. Too often the immediate description of the police as solely an institution of control is made by those people who should know better. The danger is that many police officers unthinkingly allow to pass unnoticed that great weight of work which clearly shows the police to be an institution of care as well as of control. I believe that the social service functions of the police are of extreme importance to the public and the principal point I wish to make is that there

must be a greater training interchange between the various agencies of society which are charged with either care or control. The grave questions of urban stress which so beset us in Scotland can only be met by a systematic and co-ordinated approach from all the agencies where the effort is focused on an overall strategy of social and physical improvement. In the ultimate, it is perhaps to the advantage of society that a statutory social role was not defined for the police. The modern police officer is constantly involved with the need to build up sound relationships with members of other local authority departments such as teachers, social workers, community helpers, housing officials and many others who service the various requirements of society. The guardianship provided by the police has taken on a new form and this is proper to the best traditions, especially when those traditions are not merely followed as a matter of course but made subject to constant revaluation and redirection. There is much to be said for tradition but it should be remembered that the police officers who introduced the methods or performed the deeds which have become traditional were pioneers and there is still scope in the police service for pioneers. The acceptance of a social approach by the majority of uniformed officers is much in evidence. The public have welcomed it readily and with enthusiasm. Many districts present daunting problems—especially within areas of high crime incidence. Yet it is very often in areas of this nature that the uniformed police officer has proved a most valuable support to the whole social structure. I reported last year that the special police project areas had proved successful and this continues to be the case. Much of the success achieved in some of these areas is due to the close collaboration which exists between local authority officials and the police on the ground. In some areas, with a view to developing this form of co-operation, social work students work alongside police officers as part of their training. This form of training is excellent and capable of expansion.

Beat Duties and the Work of Uniformed Officers

36. Senior police officers are constantly striving to develop flexible systems of policing such as the unit beat scheme and I am happy to say that new ways are being found of making greater use of the uniformed officer patrolling on foot and linked with specialist and vehicle support. Identification of the police officer with his own section of a community is all important. The area or neighbourhood constable continues to take a personal interest in the people and happenings on his beat and it is pleasing to find each year so many police officers who are ready to return to their beats in their own time and there concern themselves with community affairs. Sometimes they may teach swimming or judo; run discotheques or youth clubs; provide help and outings for old people. Their efforts are always appreciated and help to build respect and support for the police service.

37. The police continue to co-operate fully with "Reporters to Children's Panels and social workers in matters affecting young people likely to be delinquent. The police warning and juvenile liaison schemes which exist are now widely recognised as valuable aids to the prevention of crime and an aid in the treatment of young people in danger of turning to crime.

38. Although most forces also undertake some additional supervision of certain children through their community involvement branch personnel, there have been some important and interesting moves made to introduce the use of beat personnel to the work.

Community Involvement

39. The work of police community involvement branches has been dealt with in detail in previous reports. The opportunities for increased contact with the public at community level are being further developed by chief constables in the plans they have produced for liaison with local authority departments and the new community councils. Some of these include the possibility of police action in two stages. The first concerns the liaison to be effected by local uniformed officers with district, as well as regional council officials in regard to everyday matters affecting their area; the second is the help and advice which an officer may be able to give to community councils or community associations in their work. In planning this way chief constables are seeking to maintain the valuable links which existed between their divisional and sub-divisional officers and the many county and burgh authorities which existed prior to regionalisation.

40. Community involvement work has, above all, highlighted the ability of police officers to bring together and lead groups of varying ages in their own locality. Far from the police image being a bar to co-operation it has proved to be an asset. Many young people particularly seem to respond to and respect the authority of the officer in uniform and gladly take part in the activities he organises.

Crime Prevention Panels

41. Crime prevention panels are set up by chief constables in a great many localities, usually in urban areas. Their purpose is to bring together persons from a wide cross section of the public to discuss crime problems, offer advice to the police and play an active role in developing ways of reducing crime in their own spheres; they help to arrange security seminars and publicity campaigns and will on occasions, on behalf of the police, try out new methods of outwitting thieves in the business premises of panel members.

42. The highlight of the year for the panels in the crime prevention campaign field is held in October. The 1975 campaign opened as formerly with a reception within the Great Hall of Edinburgh Castle for members of the public from every part of Scotland who had given outstanding assistance to the police. The campaign ended with the annual conference of crime prevention panel members at Tulliallan. Members of the Inspectorate staff spoke to many panel members during the year and found that they enjoyed helping the police in this way.

Problems of the Police

43. In the last few years my report has included reference to matters raised with the Inspectorate when talking with police at small stations or in organised groups at divisional offices.

44. Group discussions, which have replaced the military type parade inspections of the past, have proved most valuable and produced many excellent suggestions for eliminating unnecessary paperwork or improving efficiency in some other way. The following are comments on a few of the more important matters raised:—

(i) Regionalisation

The main fears seemed to centre on the insecurities which the changes brought about for many officers affected by regionalisation. Certainly there was adequate provision made by legislation for officers who wished either

to remain or remove from those areas which were to fall within another region and this, coupled with the thought given by chief officers for the welfare of their staff, proved to be mainly satisfactory.

Nevertheless, many police officers seemed to feel a sense of loss or upset as a result of the change. Some of this unease was undoubtedly caused by the severing of the old ties with their smaller parent forces and the overnight identification with the new, larger and more impersonal units. Chief officers understood the position and made every effort to discuss with their staff how best to maintain and improve conditions of service. The effects of regionalisation on housing were constantly referred to and are dealt with in the next paragraph.

(ii) Housing

Regionalisation has proved of benefit to police officers who wish to purchase their own homes. The chief constables of all of the areas substantially affected by local government changes have allowed their officers to purchase houses at any stage in their service instead of, as in some cases, having to wait up to 10 years. During discussions many favourable comments were made about this welcome change. Criticism was common in those few forces where force orders will not permit an officer to purchase a house until he has served for some years. In some cases there seems to be justification for this criticism.

Many officers referred to their obligation to obey the instructions of their chief constable to transfer—whether they like it or not—to another house or station. This requirement often makes it difficult for an officer to acquire a housing qualification which would entitle him to a house when he retires. This is an old problem in county forces often solved through agreements reached with local housing authorities in most areas. Unfortunately, regionalisation and the introduction of the new district authorities as housing authorities nullified all these agreements. In some regions new agreements have been negotiated with district authorities but these are not always as favourable as formerly and this is a cause of deep concern to many officers, particularly constables. This concern is shared by chief constables and police authorities who are doing their best to bring about improvement.

Another disadvantage brought about by regionalisation is the worsening in some areas of arrangements for the decoration of police owned houses occupied by men subject to compulsory transfer. This is a matter which affects the peace of mind of a police officer's wife and family and morale is bound to suffer if police owned houses are not maintained in a satisfactory state of decoration.

Free housing and decoration of police owned houses are taken into account in fixing police salaries. Discontent over housing conditions can cause premature wastage which the service cannot afford. Mr Wilson and I intend to look closely at housing and house decoration policies during our 1976 inspections.

(iii) Juvenile Crime

In every urban area visited there was concern about the ever-increasing number of young people committing crimes such as housebreaking and

theft and complaint about the apparently increasing numbers who continue to commit such crimes despite being detected by the police and referred to the Reporter to the Children's Panel. These complaints have already been voiced publicly by all three police associations and the Inspectorate can confirm that the views of the associations in relation to juvenile crime are echoed by many hundreds of police officers spoken to during the year.

My view is that the increase in the numbers of young people committing crime is part of the general upsurge in lawlessness occurring in all age groups and is not attributable to the replacement of the former juvenile courts by Children's Hearings.

(iv) *Promotion*

Promotions up to the rank of chief superintendent within the police service are made by the chief constable. Constables who pass the elementary examination are eligible for promotion to sergeant. Promotion to inspector is dependent on passing the advanced examination which is open to constables and sergeants. It would appear that some chief constables are reluctant to promote to sergeant a constable who has not passed both elementary and advanced examinations. This is unwise. Success in police work does not depend on academic qualification. Capacity for work, understanding of human nature, the ability to develop useful contacts with people of all walks of life and dedication to the service are qualities possessed in large measure by many constables who would make excellent sergeants but who, often because they are not in an administrative post, become so absorbed in their task of detecting and preventing crime that they are left with little time or inclination for the daily study necessary to amass the detailed theoretical knowledge needed to pass the advanced examination.

Not all policemen are ambitious to reach high rank. Some of our best sergeants are officers who have not passed the advanced examination and are therefore content in the rank they hold and able to devote their full-time and thought to the service. Such officers are often a better influence than a disappointed sergeant who has passed the advanced examination. The Inspectorate intend to look at promotion policies in more detail during 1976.

Consultation

45. The knowledge of force plans and policy shown by many junior officers during our meetings with them is evidence of the greater awareness of chief officers of the need to promote understanding within the force. In the past, I have commented on the encouragement given by the chief constables of some of our smallest forces to junior ranks to take part in discussions with senior officers. The two-way flow of information between junior ranks and top management is more difficult to achieve in our new large regions but it is most necessary and there is welcome evidence that this difficulty is realised and that force branch boards are now being consulted when changes in policy or methods of working are at the planning stage.

46. Mr Wilson and I intend to continue and expand our informal discussions with police officers of all ranks in their day to day surroundings. In the past our meetings with branch board representatives at force level have involved only two

or three members of the Federation. In future we hope to be able to attend one of the normal meetings of the full Joint Branch Board in each force to discuss with them the welfare and efficiency of the police service at national and local level.

CHAPTER IV

Crime

Crime Trends

47. In reply to a Parliamentary Question on 9th March by Mr Robin Cook, M.P. asking about the number of crimes made known to the police in Scotland, your predecessor as Secretary of State for Scotland gave the following figures for crimes made known in 1975 as compared with 1974—

| | 1975 (provisional) | 1974 | % Increase |
|--|-----------------------|----------------|-------------|
| Crimes against the person | 8,482 | 8,081 | 5.0 |
| Crimes against property with violence | 100,880 | 77,499 | 30.2 |
| Crimes against property without violence | 107,242 | 92,623 | 15.8 |
| Other crimes | 15,878 | 14,030 | 13.2 |
| TOTAL CRIMES | 232,482 | 192,233 | 20.9 |

He added, however, that as a result of changes in recording methods by the police as an incident of the reorganisation of forces in local government reform, it was clear that there had been a break in comparability between the two years which would make it misleading to regard the difference between the 1974 and 1975 figures as a true measure of the increase in crime between the two years; while the recorded increase in all crimes is of the order of 20.9 per cent he stated that the best assessment of the real increase was about 10 per cent.

48. The statistics for 1975 are given in Table 8. For crimes (Classes I-VI) these should be read subject to the qualification in the previous paragraph. Miscellaneous offences (Class VII) show little significant change.

49. The 1975 break in comparability was, of course, exceptional. But it draws attention to two issues of importance. The first is that, although the annual figures for crimes made known to the police are the best measure we have, there are dangers in accepting, without considerable caution and qualification, changes in those figures as the measure of changes in the real incidence of crime in Scotland. The second, deriving from the first, is that desirable developments in policing may have the side-effect of increasing the figures of recorded crime; and, particularly because the increase lies mainly in the area of minor and petty crime, may result in public concern disproportionate to any real change in the incidence of crime in the community. There is no doubt that

a significant, though unquantifiable, part of the increase in crime as recorded by the police over the last decade or so has been due to such desirable developments in policing.

50. It is, at first sight, a paradox that greater police effectiveness can lead to an apparent increase in crime. But on longer consideration it is clear that it is likely, in some circumstances, to have this effect. The phrase 'crimes made known to the police' means what it says; the police cannot record what does not come to their knowledge. If, therefore, there is an increase in the police 'presence' or better police/public co-operation, resulting in a greater willingness in the public to report crimes to the police, this will result in an increase in 'crimes made known to the police' without necessarily any change in the incidence of crime in the community.

51. Other factors also affect the reliability of 'crimes made known to the police' as a measure of the real incidence of crime. To take a small example, it is necessary for statistical purposes to draw a line between malicious damage to property and the lesser offence of malicious mischief; the line, based on an estimate of the cost of the damage, naturally tends to lead to distortion if the value of money falls. More important, there have been improvements over the years in the recording of crime by the police for operational purposes and in their statistical recording—all in the direction of as full recording of 'crimes made known' as possible.

52. To refer to these matters is not to minimise the seriousness of the increase of crime in Scotland. (Any breakdown of the 10 per cent increase in 1975 into classes of crime must await further analysis for the purposes of the annual volume of criminal statistics. But, just as the great bulk of incidents classed as crime in Scotland are crimes of dishonesty, so the weight of the increase appears to be in crimes of that type). But it is right to make the point that developments which are in themselves desirable and on which the police are to be congratulated—greater strengths, better deployment, better co-operation with and from the public, better recording—should have the disturbing effect of appearing to increase the incidence of crime. What is required is further improvements in the statistical system distinguishing serious crime in its various forms from the minor and petty crimes which, by their number and varying reportability, have an effect on crime totals which tends to give a confused picture of the incidence of crime.

Offences

53. The number of miscellaneous offences made known to the police during the year decreased by 0.6 per cent against the previous year. This figure would seem to be in keeping with demands placed on the police by the increased crime load.

Scottish Criminal Record Office

54. The Scottish Criminal Record Office continues to make a valuable contribution to the detection of crime while performing the functions of recording, comparing and identifying both items of criminal interest and persons in relation to possible criminal connections. This specialist work is carried out by a small team of police officers who are assisted by civilian staff and the success of their

effort makes impressive reading. Fingerprint forms received and checked rose to 48,408, an increase of 8.3 per cent, while the fingerprint cases number 8,608, an increase of 22.3 per cent over 1974. For the first time, the identification of impressions found at crime loci exceeded 2,000 and identifications from all sources in 1975 were 2,007, as against 1,948 the previous year. Furthermore, the increase in the number of searches of both finger and palm prints due to murders, bank robberies and other crimes meant 1,213 man hours spent on this particularly important task.

55. During the year 191,276 requests were received seeking criminal information, an increase of 3,564 over the previous year and 1,056 inquiries made in relation to Modus Operandi resulted in 326 identifications. The particulars of 58,670 persons were held on the Wanted Index as at 31st December, 1975, compared to 52,834 persons at the end of 1974. The number of missing persons about whom information was circulated was 2,703, of which 2,032 were subsequently traced. The Scottish Police Gazette published 5,182 items of information on a wide range of matters during the year.

56. The following records were held at the end of 1975:—

| | |
|---------------------------------|---------|
| Criminal Convictions | 370,877 |
| Nominal Crime Index | 407,863 |
| Photographic Index | 43,989 |
| Fingerprints: | |
| Main collection | 293,847 |
| Two-hand collection | 34,472 |
| Palm print collection | 24,664 |

Scottish Crime Squad

57. During the year officers of the Squad were involved in 590 inquiries, of which 505 were made on behalf of Scottish police forces and 85 on behalf of police forces in England, Wales and Northern Ireland. These inquiries helped towards the arrest or tracing of 465 persons, the clearing of 532 crimes and the recovery of property valued at £1,205,476.

58. As a consequence of regionalisation the Council of the Association of Chief Police Officers (Scotland) decided on a more specific function for this unit and the terms of reference now are to assist all Scottish police forces in the prevention and detection of serious crime, especially where more than one police area is involved and to collect, collate and disseminate criminal intelligence to the extent necessary for the work of the Squad.

59. In addition to the revised terms of reference, the strength and deployment of the unit was reviewed. The strength was reduced from 80 to 50 and, at the end of the year, the Squad was under strength by one superintendent, one inspector, five sergeants and nine constables. The civilian establishment was reduced from 12 to 7 and at 31st December, 1975 was under strength by one clerkess/typist.

60. The number of vehicles authorised and held by the Squad is 18 and the total mileage covered for the year was 299,514 miles.

61. In an effort to maintain and improve the expertise of Squad personnel, officers join with members of Regional Crime Squads in England for courses in operational techniques.

Drugs

62. During 1975 the number of persons convicted of offences in connection with the misuse of drugs totalled 529 compared with 564 the previous year. Cannabis continues to be the major illicit drug of abuse, although the form in which the drug is circulating appears to have altered slightly. The form currently in fashion is known as 'hash oil' and several large seizures by the police in recent months tend to indicate the prevalence of this type of supply. The focal points for the misuse of drugs continue to be where young people congregate or socialise, although the number of persons in the younger age groups who have been traced as users of drugs appears to be decreasing. There is no dramatic increase in the trafficking of drugs and it would appear that there is little organised selling of amphetamine or barbiturate type drugs. This results from the fact that most casual users obtain their supplies from legitimate sources, such as by medical prescription or through the dependency centres. Nevertheless, the stricter policies which have been observed at the dependency centres have resulted in a number of break-ins at retail pharmacies and one individual who had found his supplies curtailed in this way was sentenced to four years imprisonment for presenting an imitation firearm at pharmacy staffs in order to obtain drugs.

63. Control of the drugs situation is greatly helped by the stop searches conducted by drugs officers who are constantly watchful for misuse of, or trafficking in, drugs. Stop searches made within the terms of the drugs legislation numbered 800 and 415 search warrants were applied and executed. Drugs were found as a result of these activities on 163 and 207 occasions respectively.

64. Five of the eight regional forces employ full time drugs squad officers while the remaining three forces have appointed drugs liaison officers so that matters concerning the abuse of drugs can have the necessary attention. Opportunities for officers from other areas to gain experience in the Glasgow and Edinburgh areas are provided by the chief constables of Strathclyde and Lothian and Borders police. The training continues of specialist officers through the provision of special instruction on drugs and is of considerable importance to all concerned, while the general instruction of officers attending the Scottish Police College is also carried out by specialist lecturers.

65. There has been considerable liaison effected between the drugs officers in the regions and the officers of the Drugs Intelligence Unit in London. This ensures a proper dissemination of drugs intelligence and co-ordinates action which may be required on a wider scale, both in the United Kingdom and abroad. It is also pleasing to report that there has been a widening of the work undertaken by the local committees which exist in most force areas in order to counter by every means the spread of drug abuse. These committees consist of educationists, pharmacists, social workers, doctors and nurses, as well as interested parties from all sections of the community. This pooling of information and the interchange of ideas which takes place is a most useful exercise towards the protection of the potential drug-user.

CHAPTER V

Road Traffic and Communications

Accidents

66. The following table shows the Scottish Development Department's return of road casualties for 1975 with comparable figures for the previous years.

| Year | Number of Persons | | | Total |
|------|-------------------|-------------------|------------------|--------|
| | Killed | Seriously injured | Slightly injured | |
| 1971 | 866 | 9,947 | 20,381 | 31,194 |
| 1972 | 855 | 10,000 | 20,907 | 31,762 |
| 1973 | 855 | 10,094 | 20,455 | 31,404 |
| 1974 | 825 | 9,522 | 18,436 | 28,783 |
| 1975 | 769 | 8,779 | 19,074 | 28,622 |

67. 1975 saw another fall in the overall number of road casualties. Significantly, deaths were down by almost 7 per cent and serious injuries by almost 8 per cent. While this continuing trend is welcomed it must be set against a reduction in the volume of motor vehicles on the roads, mainly as a result of an increase in the price of petrol.

68. However, what the figures do not reveal is that of the 769 deaths, 112 were children, an increase of 19 compared with last year and more than half of them were under seven years of age. Child cyclist casualties have increased too as part of a substantial increase in the numbers of casualties in accidents involving pedal cycles and motor cycles. New registrations of motor cycles increased by 40 per cent during the year and there is little doubt that increases in the cost of running the family car have meant that much more use is being made of pedal and motor cycles.

69. There is, therefore, no room for complacency or self-satisfaction. The police and other organisations who are charged with a responsibility for road safety in Scotland realise that much more effort must be expended, especially with regard to the training of young children. But road safety, no less than any other police activity, depends on public co-operation. In particular, parents of youngsters must, by example and guidance, constantly reinforce the training given to their children at school. These disappointing child casualty statistics surely speak volumes.

70. During our visits to forces Mr Wilson and I have stressed the importance of developing accident intelligence systems which incorporate comprehensive visual displays of accident statistics. In some areas, manual based intelligence

systems operate while in others monthly computer printouts of statistics are available. This kind of information, whichever way it is compiled, is invaluable to chief constables in identifying specific traffic problems. Police road patrols can then be deployed more effectively to deal, not only with problems which have actually arisen, but also with potential hazards indicated by analysis of the accident intelligence information.

71. An increase in the use of measuring devices and the frequency and extent of traffic patrols can have a considerable impact in the prevention of accidents. Where the demands on manpower commitments are heavy, chief constables are being asked to consider single man crewing of traffic patrol cars. Perhaps it is true to say that more people are disgruntled with traffic control than with police effort in any other field and that it causes more annoyance and subjects police officers to pressure from a greater number of sources than any other problem. Although police officers must be firm with motorists who have committed offences, a cautious and polite approach will do much to minimise the tension caused by traffic law enforcement, as will friendly and helpful advice to motorists who display bad driving manners or are inconsiderate. Details of the vehicles and motor cycles used by police forces for road patrol work is given in Table 9.

72. Accident intelligence also enables local authority road engineers to evolve and implement physical remedial measures where the accident risk is high. There exists a very sound liaison between forces and the road engineers which is strengthened by the efforts of the Scottish Road Safety Advisory Unit. The Unit itself provides a forum for discussion aimed at developing an intelligence system within each region which would meet the basic data requirements of the police and road engineers enabling an agreed programme of action to be implemented. The Unit also carries out detailed studies of accident patterns and high risk accident areas and the contribution of the Unit to making our roads safer has been considerable. I wish to record my thanks to the Unit and in particular to its Director, Lieutenant Colonel D. Birrell (Retired).

73. The number of roadside breath tests which were given during 1975 fell by 995 compared with the previous year. During 1974 there were 18,337 and this year there were 17,342. Of these, 76 per cent were positive and 20 per cent negative. Specimens were not provided in the remaining cases. There is no evidence, however, that the number of motorists who drink and drive is growing smaller and the reason for the reduction in the figures is, in my view, because the police were able to spend less time on enforcing this aspect of the law because of additional commitments on manpower and vehicles.

Road Safety

74. In all but two of the regions, the Director of Roads and the Chief Constable have been jointly appointed as Road Safety Officers. In the Central Region the chief constable is the road safety officer while in the Highland Region the chief constable has been appointed road safety officer of the three island authorities. The concept of a joint approach to the problem of road safety is a sensible one and these arrangements merely continue the liaison which existed before regionalisation and which were so successful. The police involvement in the field of education and training is considerable and a great deal of

time is spent visiting schools and talking to children but I would like to pay tribute to school staffs, civilian road safety training officers and voluntary organisations engaged in this type of work amongst children for their hard work and undiminished enthusiasm.

75. The proper education of the general public is also a high priority. There are opportunities in most forces for motorists to improve their driving skills under the guidance of police driving instructors and throughout Scotland there have been road safety campaigns arranged by individual forces, regularly reinforced by the publication of thoughtful and well designed force newsletters and bulletins. Police concern for the safety of people on our roads has never been greater.

Communications

76. Planning and installations of communications needed to meet the requirements of the new regional police forces has continued. A common frequency or 'quasi-synchronous' amplitude-modulated VHF system which covers the whole of the region on one channel has been installed in Tayside. A resource availability and location system is under development for Central Scotland police. Increasing use is being made of spare capacity in local authority regional computers for the processing of police statistical information. A feasibility study is in progress to assess the use of spare capacity on these regional computers to provide command and control and resource allocation facilities. The second command and control computer in the Home Office Police Scientific Development Branch project to evaluate the use of computers in operation and manpower control in police forces has been brought into use in Strathclyde police headquarters.

77. The vehicle owners file on the police national computer has been progressively extended and the planning of the names file continues. The expected increase in traffic which will be generated by the opening of this particular file may require the provision of some additional visual display units.

78. The Directorate of Telecommunications of the Scottish Home and Health Department has introduced an on-call service for the maintenance of PNC terminals and the aim of the service is to have someone attend within two hours of a fault being reported.

Traffic Wardens

79. The growth in numbers of traffic wardens in Scotland has been significant. Between 1963, when wardens were first appointed, and the end of 1975, the authorised establishment had risen to 1,196. During this period, the authorised police establishment increased by 3,015 and it can be seen that every authorised increase of between two and three policemen has been matched by an increase of one traffic warden. This ratio reflects the thinking that it is wasteful of specialist skills to employ police personnel on many of the routine tasks associated with traffic control. The actual strength of traffic wardens at the end of the year was 865 as against 814 in 1974.

80. The development in the extent and nature of their statutory duties has been marked too, but it is unfortunate that restrictions have been placed on

manpower so soon after chief constables have agreed to implement the Functions of Traffic Wardens (Scotland) Order, 1971. Good progress has in fact been made in implementing most of the functions conferred by the Order but shortage of manpower and delays in some areas in the introduction of fixed penalty procedures has caused certain difficulties. The restrictions on recruiting will not help the situation but chief constables have been asked to look at ways to more effectively utilise wardens and equipment in order that all the functions can be implemented without putting greater stress on police resources. In one force area, for instance, where wardens are enforcing the vehicle excise law, there has been a substantial increase in the number of offenders detected with the resultant financial benefit accruing to the taxation authority. This kind of initiative is sensible.

81. The task of the warden is not easy. He has come to be deeply involved in conflict situations as part of his everyday routine because of his supervisory role over motorists. But though his function is primarily specific and punitive the warden has the job of educating motorists to accept the traffic restrictions and win their goodwill and support. Many wardens see themselves as street guardians and report hazards such as petrol leakage from vehicles or badly damaged pavements. Some spend part of their day in the welfare role of manning school crossings. The formal punitive role has been exaggerated and it is easy to forget that the wardens can, and do in many areas, assist the beat constable in securing public safety and order on his beat.

82. From our discussions with wardens on visits to forces Mr Wilson and I are keenly aware that their ties with the police are often of kinship and friendship. It is important, therefore, that the police service should recognise the real value of the wardens as police traffic auxiliaries and link the warden more closely to beat constables by developing and extending their role.

CHAPTER VI

Training

Scottish Police College

Role of College

83. A central police college, sensitive to progress and the needs of the new regional forces is paramount in the good development of academic and professional police training in Scotland. For each probationary constable completion of balanced and progressive courses of training during the first two years of police service is the sound platform from which he can best serve the public and his own career prospects. The college has also an important role to play in fostering in the recruit a common consciousness and pride in the police service. The college must stimulate the minds of supervisory officers, broaden their horizons and train them for all grades of management responsibility. The college indeed is a forum for the exchange of ideas and information which is invaluable in the learning processes of all ranks.

Changes in Training

84. The recommendations of the two working parties formed by the Police Advisory Board to review training at junior and senior division level at the college are steadily being implemented. During the year, the four week elementary course for probationers was replaced by a basic course of eight weeks. The detailed content of this new course has been developed by the Commandant in collaboration with a Liaison Committee of Force Training Officers. When work on the syllabus is completed steps will be taken to introduce a course lasting six weeks. A Sub-Committee was appointed by the College Committee to examine the recommendations for training above constable level and it is intended to introduce at the College from September, 1976, courses for selected sergeants, and newly promoted inspectors while courses for newly promoted superintendents are planned to start early in 1977. These three new courses will replace the existing 'A' and 'B' courses and the general effect will make higher training more meaningful and relevant to current needs.

Media Resources Centre

85. In my last report I highlighted the excellent contribution that was being made by the Centre. Its influence, particularly on probationer training at the college, is considerable. In the planning and production of teaching material, the Centre has now become an integral part of the teaching model. A scheme of objective testing has been developed for the basic probationer course. I am most grateful to the Principal of Dundee College of Technology for so willingly providing facilities for computer analysis of the objective examinations. To improve their teaching skills five members of the college staff are pursuing a course of study at the Dundee College of Technology leading to a Diploma in Educational Technology.

86. It is proposed that the Centre should become part of a planning development unit which will serve the whole college. The appointment of a superintendent to take charge of the unit has been approved and the appointment of a part-time academic to assist in the planning of all courses is being considered.

87. I wish to record my thanks to H.M. Inspectors of Schools for so readily giving their counsel in matters concerning the work of the Media Resources Centre, as well as other aspects of college work.

Motor Driving Division

88. At the end of the year a Traffic Patrol Course of four weeks duration replaced the Standard Driving Course, which is now a force responsibility.

Accommodation

89. The changes in all these different aspects of training will place increasing demands on the already over stretched accommodation and other facilities. I am pleased to report that 1976 will see the completion of the recreation block extension and a start made to the main college extension which will provide such facilities as single study bedrooms, classrooms, library and training area.

Courses

90. (a) Probationer Training. During the year 23 elementary courses were attended by 620 males and 133 females and five basic courses were attended by 281 males and 77 females. Altogether 1,111 recruits completed initial training and of these 312 were formerly police cadets. The figure of 1,111 represents an increase of 33 per cent as against the number of recruits trained during 1974. Eight courses of Second Stage Training were attended by 635 males and 109 females—a total of 744.
- (b) 'A' Course. Two courses were attended by 60 sergeants, all of whom were from Scottish forces.
- (c) 'B' Course. Four courses for inspectors and chief inspectors were attended by 36 officers, including four from the Ministry of Defence Police, one from the Royal Ulster Constabulary and two from the Royal Hong Kong Police.
- (d) Driving Courses. Eleven advanced driving courses were held for 95 officers. Four force driving instructors courses, each of six weeks duration, were attended by 24 officers. Twenty-two standard driving courses of two weeks duration were attended by a total of 131 officers.
- (e) Accelerated Promotion Course. In July an accelerated promotion course was successfully completed by nine selected constables. All were considered suitable for promotion. A further course of eight students has been formed.
- (f) Potential Instructors Course. A course for Grade II college instructors was attended by 24 officers. From this number nine were recommended for appointment on completion of the course.

Command Training Part I

91. Following written tests and interviews, four officers attended command training part I at the English Police College.

Command Training Part II

92. There were three applicants, all superintendents, for the 1976 course. After initial interview two went forward to the extended interviews and both were awarded places by the final selection board. It is important that Scottish officers should participate in studies with colleagues from England, Wales and Northern Ireland and abroad, and every encouragement should be given to suitably qualified officers to apply for this course.

Detective Training

93. During the year 229 officers attended Detective Training Courses which consisted of three initial courses, one advanced, two refresher, three scenes of crime one fraud and one drugs. I wish to record my thanks to the chief constables of Lothian and Borders and Strathclyde for undertaking the responsibility of organising accommodation for these courses.

Further Education

94. During the year 45 officers were awarded the Higher National Certificate in Police Studies and it says much for their determination and enthusiasm that

they were prepared to devote much of their own time to study. This brings the total number of officers who have successfully completed the courses to 324. At present 185 are attending courses held at seven centres throughout Scotland. These courses provide a most worthwhile opportunity for officers of all ranks to pursue professional studies on their own initiative. I am grateful to the Scottish Business Education Council under whose auspices the courses are held.

95. Nine officers were chosen by the central selection board to attend various Scottish universities and at the end of the year a total of 30 officers were studying at universities. Five officers graduated in 1975.

Force Training

96. Training at this level must be complementary to training given at the Scottish College Police. The working parties to which I have already referred made specific recommendations about the kind of training which should be provided by forces. In relation to probationer training, many of the recommendations have been adopted with some variations depending on local circumstances. Mr Wilson and I are satisfied with the progress that has been made since regionalisation though a good deal of work has still to be done in the planning of other local courses for senior constables and supervisory ranks. We are most grateful to the Liaison Committee of Training Officers for not only supporting the Commandant in the preparation of lesson notes for recruit training at the college and assessing and co-ordinating local courses and study assignments to ensure compatibility, but also for their help in planning a short pilot course for college and force instructors at Jordanhill College of Education. As a result of this effort, potential college instructors and force training staffs will, in the future, have the opportunity of undertaking an intensive six week course in teaching methods and technology. Part of this time will be spent at Jordanhill and the rest at Tulliallan.

Cadet Training

97. Each year sees extensions to cadet training programmes in forces. More imaginative and thoughtful activities are being undertaken and increasing emphasis is being placed, quite rightly, on service to the community in the form of project work and attachments to different agencies throughout Scotland. Improving academic standards is also stressed and cadets attend courses leading to an award of the Scottish National Certificate in Business Studies or the Scottish Certificate of Education. I am pleased to report that the Residential Cadet Course at Aberdeen continues to play such a significant role in the development of these young men and women, and Mr Wilson and I wish to thank most sincerely Mr Morrison, Chief Constable of Grampian Police for his keen interest in the course and Mr John Nicol, M.B.E., Assistant Chief Constable of Grampian Police, for his tremendous work as Commandant.

Publications

98. The Scottish police are also indebted to the chief constable and the police authority of Grampian for the regular issue of amendments to the Scottish Criminal Law Handbook and the Road Traffic Law Handbook.

Home Defence

99. Training in Home Defence continued at zone level and local level with 715 probationers and senior constables receiving initial training and 1,000 senior constables and sergeants attending refresher training. Sixteen inspectors completed a Zone Police War Duties Course. No courses for training of Police War Duties Instructors were held. At the Home Defence College, York, a chief superintendent and three chief inspectors attended Standard Home Defence Courses; eight superintendents, fourteen chief inspectors and one inspector attended National Police War Duties Courses; and an assistant chief constable and ten chief superintendents attended Senior Officers' Courses.

100. Courses in air observation were held with the co-operation of the Royal Air Force through the University Air Squadrons and eighteen officers of sergeant and constable rank were trained in air reconnaissance.

CHAPTER VII

Other Activities

Retired Police Officers

101. Membership of the Retired Police Officers' Association (Scotland) at the end of the year was 2,457, almost the same as the previous year. Much useful work was done during the year, particularly in connection with the Police Dependents' Trust and the National Police Fund. The Police Pensions 1975 Review brought increases varying from 19.9 per cent to 26.1 per cent in ordinary pensions and an increase of 26.1 per cent in the Preserved Rate Widows Pension.

Police Dependants' Trust

102. The Scottish Appeals Committee, under the chairmanship of Mr W. R. Alexander, M.A., raised £29,500 for the Trust during 1975. The figure represents a considerable achievement as there was no major event held during the year. In Glasgow proceeds from the premiere of the film 'Towering Inferno' helped produce the substantial contribution of £12,500.

103. There have been many changes in the composition of the Committee. Mr James Anderson, Honorary Secretary of the Committee from its inception in 1969, died on 6th July, 1975 and I take this opportunity to pay tribute to his service. I also record my appreciation of the contribution made by those members who have now retired. The efforts made by so many people, both public and police, in support of the Trust are essential to the continuing success of this valuable work. The level of grants was raised by 20 per cent from January 1975 to keep pace with the increased cost of living and so fund-raising activities are all the more in need of support. Plans for such activities are in hand for 1976.

Queen's Police Gold Medal Essay Competition

103. There were 50 essays submitted from five UK forces and fifteen forces in other countries. The subject for 1975 was 'Women in the Police Service' and, perhaps not surprisingly, all the prizewinners were women.

Sport

104. Members of Scottish police forces took part in a wide range of sporting activities. Many of these were sponsored by the Police Athletic Association in whose competitions in athletics F. Brown (Strathclyde) won the 1,500 metres, N. Scott (Strathclyde) won the 800 metres, R. Blair (Strathclyde) was second in the 5,000 metres and A. B. Weir (Lothian and Borders) came third in the 110 metres hurdles. Other personal successes were in badminton, P. C. Rowan (Strathclyde) winning the men's singles championship; bowling with H. Campbell (Strathclyde) winning the singles championship; clay pigeon shooting with J. Dickinson (Lothian and Borders) winning the championship and the Donald Ireland Trophy; table tennis with J. Hawkins (Strathclyde) creating a new record by winning the title for the fifth time; and judo with W. McNeill (Strathclyde) winning the over 93 kilos event.

105. In 1975 all but one of the Scottish police forces affiliated with the Scottish Police Small-Bore Rifle Association. Alex. McConnell of Lothian and Borders police is the current holder of the short and long range championship trophies. He was also runner-up in the 1975 British Police Outdoor Championships held at Bisley.

106. The Scottish Police Golf Champion of 1975 was K. Allan (Lothian and Borders). Team honours were gained by J. Black and R. Jowitt (Fife) who won the doubles final in the PAA flat green bowls championship and the Lothian and Borders Cadet Football Team gave the British Army Touring side their first defeat of their tour.

Police Mutual Assurance Society

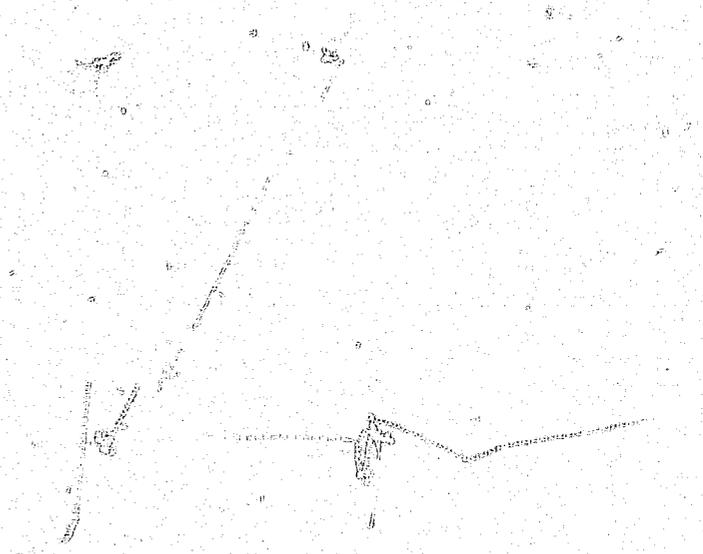
107. The Society continued to make remarkable progress during 1975 and completed the year with assets exceeding £30 million. The amount of new business issued was an all-time record.

108. The amalgamation of the various Scottish forces caused substantial extra work for most of the authorised officers concerned and, while there are a few areas where re-organisation difficulties have yet to be overcome, the change-over, as it has affected the PMAS, has proceeded remarkably smoothly.

109. During the year there has been a noticeable increase in the number of police officers in Scotland wishing to buy their own homes. Full advantage has been taken of the Special House Purchase Scheme run by the PMAS in association with the Police Federation.

110. The Society is particularly fortunate in the active support given by all authorised officers and divisional representatives. The record business figures achieved in 1975 were due substantially to the support given by these officers to the special New Business Appeal at the time of the pay award in September.

111. 1975 saw the retirement of Mr John W. Hadley, M.B.E., F.C.I.I. as Manager and Secretary, after holding the Society's Chief Executive post since 1954. The development of the PMAS into one of the largest Friendly Societies in the country has been due in no small measure to his drive and enthusiasm.



TABLES

TABLE 1
 Authorised Establishment and Actual Strength of the Police Force
 as at 31st December, 1975 (excluding Civilian Domestic Staff and Cadets)

| | Year | Regular Police (incl. Additional) | | | | Civilians | | | | Totals | |
|-----------|------|-----------------------------------|--------|----------|--------|-----------------|----------|------------------------|----------|------------------------|----------|
| | | Establishment | | Strength | | Traffic Wardens | | Clerical and Technical | | Adjusted Establishment | Strength |
| | | Male | Female | Male | Female | Establishment | Strength | Establishment | Strength | | |
| Total | 1973 | 11,734 | 543 | 10,964 | 488 | 1,070 | 711 | 2,058 | 1,830 | 15,405 | 13,993 |
| | 1974 | 12,444 | 577 | 11,187 | 532 | 1,190 | 814 | 2,398 | 2,025 | 16,609 | 14,558 |
| | 1975 | 12,564 | 581 | 11,700 | 676 | 1,196 | 865 | 2,458 | 2,135 | 16,799 | 15,376 |
| Increase | | 120 | 4 | 513 | 144 | 6 | 51 | 60 | 110 | 190 | 818 |
| Decrease | | — | — | — | — | — | — | — | — | — | — |
| Vacancies | 1973 | — | — | 770 | 55 | — | 359 | — | 228 | — | 1,412 |
| | 1974 | — | — | 1,257 | 45 | — | 376 | — | 373 | — | 2,051 |
| | 1975 | — | — | 864 | * | — | 331 | — | 323 | — | 1,423 |

*Female strength figure is 95 above establishment.

TABLE 2(a)
 Wastage of Regular Policemen and Policewomen during 1975
 ANALYSIS BY CAUSE

| | Total | |
|---|--------------------|-------------------|
| | M | F |
| Total | 721 | 82 |
| Retirements: | | |
| on pension | 332 | 1 |
| on gratuity | — | — |
| Other Causes: | | |
| Death | 12 | 2 |
| Disciplinary proceedings: | | |
| dismissed | 1 | — |
| resignation as alternative to dismissal | 5 | — |
| Discharged during probationary period | 4 | — |
| Other reasons | — | — |
| Resignations (see Table 2(b)): | | |
| during probationary period | 136 ⁽¹⁾ | 35 ⁽²⁾ |
| after probation and before completing 10 years' service | 116 | 34 |
| after 10 or more years' service | 53 | 2 |
| Transfers: | | |
| to other Scottish forces | 39 | 5 |
| to forces in England and Wales | 23 | 3 ⁽³⁾ |

⁽¹⁾ Includes 10 allowed to resign under Regulation 12(3).

⁽²⁾ Includes 4 allowed to resign under Regulation 12(3).

⁽³⁾ Includes 1 transferred to Royal Ulster Constabulary.

TABLE 2(b)
 Analysis of reasons for resignations during 1975

| | Total | Total | |
|--|---|-------|----|
| | | M | F |
| | | 305 | 71 |
| To obtain more remunerative employment | During Probation | 48 | 8 |
| | After Probation but under 10 years' service | 56 | 4 |
| | With 10 or more years' service | 22 | — |
| Emigration | During Probation | 4 | 3 |
| | After Probation but under 10 years' service | 9 | 3 |
| | With 10 or more years' service | 3 | — |
| Dislike of Conditions | During Probation | 18 | 2 |
| | After Probation but under 10 years' service | 8 | 3 |
| | With 10 or more years' service | 2 | — |
| Other reasons | During Probation | 66 | 22 |
| | After Probation but under 10 years' service | 43 | 24 |
| | With 10 or more years' service | 26 | 2 |

Authorised Establishment as at 31st December, 1975—Analysis by Force

TABLE 3(a)

36

| Force | Population ('000s) | Regular Force | | | | | | | | | | | | | | Additional Regular Force | | | | Civilian Staff (Whole time) | | | Ad-justed Estab. (11, 16, 20, 21, 22, 23) | Population per police officer | Population per adj. estab. | Other Civilian Staff (Whole time) | |
|-----------------------|--------------------|------------------|------------------------|-----------------------|-----------------|------------------|------------|-----------|------------|-------------------------|----------------------------|------------|-----------|------------|--------------------------|--------------------------|-----------|------------|--------------------------|-----------------------------|----------|-----------|---|-------------------------------|----------------------------|-----------------------------------|--------|
| | | Male | | | | | | | | | | Female | | | | Inspectors | Sergeants | Constables | Total auth. est. (17-19) | Traffic Wardens | Clerical | Technical | | | | Domestic (incl. cleaners) | Cadets |
| | | Chief Constables | Asst. Chief Constables | Chief Superintendents | Superintendents | Chief Inspectors | Inspectors | Sergeants | Constables | Total auth. est. (3-10) | Chief Inspectors and above | Inspectors | Sergeants | Constables | Total auth. est. (12-15) | | | | | | | | | | | | |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | |
| Central | 267 | 1 | 1 | 2 | 5 | 9 | 26 | 71 | 361 | 476 | — | 1 | 1 | 15 | 17 | — | — | — | — | 28 | 45 | 43 | 609 | 542 | 438 | 2 | 34 |
| Dumfries and Galloway | 144 | 1 | — | 2 | 2 | 5 | 13 | 38 | 206 | 267 | — | — | 2 | 14 | 16 | — | — | — | — | 22 | 29 | 13 | 347 | 509 | 415 | 1 | 18 |
| Fife | 338 | 1 | 1 | 3 | 9 | 9 | 27 | 83 | 482 | 615 | — | 1 | 4 | 33 | 38 | — | — | — | — | 48 | 79 | 32 | 812 | 518 | 416 | 4 | 30 |
| Grampian | 448 | 1 | 3 | 5 | 9 | 16 | 39 | 129 | 650 | 852 | — | 1 | 3 | 26 | 30 | — | — | — | — | 56 | 93 | 58 | 1,089 | 508 | 411 | 19 | 35 |
| Lothian and Borders | 857 | 1 | 4 | 12 | 17 | 47 | 99 | 318 | 1,748 | 2,246 | 1 | 2 | 13 | 94 | 110 | — | 2 | 10 | 12 | 379 | 344 | 197 | 3,288 | 362 | 261 | 33 | 174 |
| Northern | 244 | 1 | 3 | 3 | 6 | 14 | 24 | 90 | 379 | 520 | — | — | 2 | 29 | 31 | — | — | — | — | 39 | 77 | 31 | 698 | 443 | 350 | 7 | 28 |
| Strathclyde | 2,527 | 1 | 11 | 37 | 73 | 122 | 365 | 944 | 5,113 | 6,666 | 4 | 5 | 30 | 265 | 304 | 1 | 3 | 18 | 22 | 564 | 698 | 541 | 8,795 | 361 | 287 | 273 | 459 |
| Tayside | 401 | 1 | 2 | 6 | 9 | 16 | 45 | 134 | 665 | 878 | — | — | 5 | 30 | 35 | — | — | 10 | 10 | 60 | 98 | 80 | 1,161 | 434 | 345 | 3 | 39 |
| Totals | 5,226 | 8 | 25 | 70 | 130 | 238 | 638 | 1,807 | 9,604 | 12,520 | 5 | 10 | 60 | 506 | 581 | 1 | 5 | 38 | 44 | 1,196 | 1,463 | 995 | 16,799 | 398 | 311 | 342 | 817 |

Strength as at 31st December, 1975—Analysis by Force

TABLE 3(b)

37

| Force | Regular Force | | | | | | | | | | | | | Additional Regular Force | | Civilian Staff (Whole-time) | | | | | | Other Civilian Staff (Whole-time) | | | | Special Constables | | Sickness and injury during 1975 days lost/regular police officer |
|-----------------------|----------------|-----------------|-------------|----------------------|-----------------------------|-----------|----------------|-----------------|-------------|----------------------|-------------------------------|-----------|------|--------------------------|-----------|-----------------------------|-------|----------|------|-----------|------|-----------------------------------|------|--------|------|--------------------|--------|--|
| | Male | | | | | | Female | | | | | | | Number in Post | Vacancies | Traffic Wardens | | Clerical | | Technical | | Domestic (incl. cleaners) | | Cadets | | Male | Female | |
| | Number in Post | Central Service | Secondments | Scottish Crime Squad | Total Strength (2, 3, 4, 5) | Vacancies | Number in post | Central Service | Secondments | Scottish Crime Squad | Total strength (8, 9, 10, 11) | Vacancies | Male | | | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | | | |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | | |
| Central | 456 | 3 | 1 | 4 | 464 | 12 | 19 | — | — | 19 | +2 | — | — | 16 | 7 | 6 | 37 | 33 | 5 | 2 | — | 29 | 3 | 215 | 3 | 11 | | |
| Dumfries and Galloway | 257 | 2 | — | 1 | 260 | 7 | 18 | — | — | 18 | +2 | — | — | 9 | 1 | 2 | 27 | 4 | 7 | 1 | — | 9 | — | 261 | 7 | 9 | | |
| Fife | 605 | — | — | 1 | 606 | 9 | 44 | — | — | 44 | +6 | — | — | 31 | 11 | 2 | 60 | 13 | 6 | 3 | — | 11 | 12 | 375 | 19 | 10 | | |
| Grampian | 779 | 3 | 7 | — | 789 | 63 | 31 | 1 | — | 32 | +2 | — | — | 39 | 10 | 19 | 73 | 42 | 13 | 5 | 16 | 14 | — | 455 | 9 | 8 | | |
| Lothian and Borders | 2,036 | 14 | 6 | 5 | 2,061 | 185 | 106 | 1 | — | 108 | 2 | 12 | — | 129 | 75 | 47 | 236 | 111 | 63 | 27 | 1 | 69 | 33 | 639 | 34 | 7 | | |
| Northern | 529 | 4 | 7 | — | 540 | +20 | 32 | — | — | 32 | +1 | — | — | 21 | 8 | 14 | 61 | 24 | 7 | 5 | 2 | 20 | 6 | 338 | 7 | 8 | | |
| Strathclyde | 5,997 | 24 | 29 | 20 | 6,070 | 596 | 383 | 1 | — | 2 | 386 | +82 | 22 | 245 | 219 | 60 | 525 | 269 | 198 | 68 | 205 | 218 | 57 | 945 | 58 | 9 | | |
| Tayside | 859 | 3 | 4 | — | 866 | 12 | 37 | — | — | 37 | +2 | 10 | — | 32 | 12 | 14 | 79 | 54 | 24 | 3 | — | 25 | 6 | 335 | 24 | 9 | | |
| Totals | 11,518 | 53 | 54 | 31 | 11,656 | 864 | 670 | 3 | — | 3 | 676 | +95 | 44 | 522 | 343 | 164 | 1,098 | 550 | 323 | 114 | 224 | 395 | 117 | 3,563 | 161 | 9 | | |

Authorised Establishment—Deployment and Rank Ratios

TABLE 4

| Force | Regular Force Establishment | Regular Force Percentages | | | | | Accountable Civilians Percentages | | | | | Rank Ratios | | | | | | | | | | | | | | |
|-----------------------|-----------------------------|-----------------------------|---------------------------|--------|--------------------|--------------------|-----------------------------------|----------------|--------|--------------------|-----------------|-------------|------------------------|-----------------------|---|-----------------------|------------------------|------------------------------|-----------------------------|-----------------------------------|--------------------------|-----------------------|------------------------------|-----------------------------------|--------------------------------------|-------------------------------------|
| | | Headquarters Administration | Divisional Administration | C.I.D. | Traffic Department | Operational Duties | Total Accountable Civilians | Administration | C.I.D. | Traffic Department | Traffic Wardens | Others | Adjusted Establishment | Police/Civilian Ratio | Police/Civilian Ratio (Excl. Traffic Wardens) | Constable to Sergeant | Constable to Inspector | Constable to Chief Inspector | Constable to Superintendent | Constable to Chief Superintendent | Constable to C.C./A.C.C. | Sergeant to Inspector | Inspector to Chief Inspector | Chief Inspector to Superintendent | Superintendent to Ch. Superintendent | Chief Superintendent to C.C./A.C.C. |
| Central | 493 | 2 | 2 | 8 | 10 | 78 | 116 | 25 | 8 | 21 | 24 | 22 | 609 | 4.3 | 5.6 | 5.2 | 13.9 | 41.8 | 75.2 | 188.0 | 188.0 | 2.7 | 3.0 | 1.8 | 2.5 | 1.0 |
| Dumfries and Galloway | 283 | 2 | 3 | 5 | 12 | 78 | 64 | 19 | 6 | 9 | 34 | 31 | 347 | 4.4 | 6.7 | 5.5 | 16.9 | 44.0 | 110.0 | 110.0 | 220.0 | 3.1 | 2.6 | 2.5 | 1.0 | 2.0 |
| Fife | 653 | 4 | 2 | 8 | 10 | 76 | 159 | 11 | 3 | 7 | 30 | 49 | 812 | 4.1 | 5.9 | 5.9 | 18.4 | 57.0 | 57.0 | 171.7 | 257.5 | 3.1 | 3.1 | 1.0 | 3.0 | 1.5 |
| Grampian | 882 | 4 | 2 | 7 | 9 | 78 | 207 | 40 | 4 | 17 | 27 | 12 | 1,089 | 4.3 | 5.8 | 5.1 | 16.9 | 42.3 | 75.0 | 135.0 | 169.0 | 3.3 | 2.5 | 1.7 | 1.8 | 1.3 |
| Lothian and Borders | 2,368 | 5 | 2 | 11 | 11 | 71 | 920 | 24 | 7 | 12 | 41 | 16 | 3,288 | 2.6 | 4.4 | 5.6 | 18.3 | 38.6 | 108.9 | 154.3 | 370.4 | 3.3 | 2.1 | 2.8 | 1.4 | 2.4 |
| Northern | 551 | 4 | 1 | 7 | 12 | 76 | 147 | 52 | — | 7 | 27 | 14 | 698 | 3.7 | 5.1 | 4.4 | 17.0 | 29.0 | 68.0 | 136.0 | 102.0 | 3.8 | 1.7 | 2.3 | 2.0 | 0.8 |
| Strathclyde | 6,992 | 3 | 1 | 9 | 9 | 78 | 1,803 | 60 | — | 9 | 31 | — | 8,795 | 3.9 | 5.6 | 5.5 | 14.5 | 43.1 | 72.9 | 145.8 | 449.7 | 2.6 | 3.0 | 1.7 | 2.0 | 3.1 |
| Tayside | 923 | 3 | 2 | 9 | 13 | 73 | 238 | 29 | 5 | 18 | 25 | 23 | 1,161 | 3.9 | 5.2 | 5.1 | 15.7 | 44.1 | 78.3 | 117.5 | 235.0 | 3.1 | 2.8 | 1.8 | 1.5 | 2.0 |
| Totals | 13,145 | 3 | 2 | 9 | 10 | 76 | 3,654 | 43 | 3 | 11 | 33 | 10 | 16,799 | 3.6 | 5.4 | 5.4 | 15.6 | 41.9 | 77.5 | 145.0 | 307.5 | 2.9 | 2.7 | 1.8 | 1.9 | 2.1 |

38

Authorised Establishments—Civilian Staff (Whole-time)

TABLE 5

| Force | Cadets | Traffic Wardens | Clerical | | | | | | | Technical | | | | | | | | | | Domestic | | | | | | | |
|-----------------------|--------|-----------------|------------------|-----------------|----------|---------|----------------------------|--------|-------|--------------------|-----------------|-------------------------|--------------------------|---------------------------|----------------------|---|-------------------------|--------|-------|------------|------------|------------|-------|------------|--------|----------|-------|
| | | | A. and P. Grades | Higher Clerical | Clerical | Typists | Typist/Clerical Assistants | Others | Total | Wireless/Tel. Ops. | Motor Mechanics | Driver/Greaser/Handymen | Scenes of Crime Officers | Fingerprint/Photographers | Wireless Technicians | Scientific Officers (including Technicians) | Turnkey/Matron/Searcher | Others | Total | Attendants | Messengers | Waitresses | Cooks | Caretakers | Others | Cleaners | Total |
| Central | 34 | 28 | 3 | 1 | 14 | 27 | — | — | 45 | 21 | 6 | 7 | — | 3 | 5 | — | — | 1 | 43 | — | — | — | — | 2 | — | — | 2 |
| Dumfries and Galloway | 18 | 22 | 3 | 1 | 1 | 24 | — | — | 29 | 10 | 3 | — | — | — | — | — | — | — | 13 | — | — | — | — | 1 | — | — | 1 |
| Fife | 30 | 48 | — | — | 41 | 38 | — | — | 79 | 16 | 4 | 8 | — | — | 4 | — | — | — | 32 | — | — | — | — | 4 | — | — | 4 |
| Grampian | 35 | 56 | 11 | — | 28 | 54 | — | — | 93 | 10 | 7 | 17 | — | 4 | 4 | 2 | 11 | 3 | 58 | — | 1 | 3 | 2 | 1 | 4 | 8 | 19 |
| Lothian and Borders | 174 | 379 | 2 | — | 144 | 190 | 8 | 344 | 67 | 15 | 59 | — | 9 | 9 | 7 | 19 | 12 | 197 | 7 | — | — | 4 | 2 | 10 | 10 | 33 | |
| Northern | 28 | 39 | — | 44 | — | 33 | — | 77 | 19 | 5 | 3 | — | 1 | 3 | — | — | — | 31 | — | — | — | 1 | 3 | 1 | 2 | 7 | |
| Strathclyde | 459 | 564 | — | — | 378 | 239 | 29 | 698 | 198 | 48 | 45 | 15 | 30 | 31 | 11 | 82 | 81 | 541 | — | — | 35 | 10 | 2 | 59 | 167 | 273 | |
| Tayside | 39 | 60 | 4 | 12 | 51 | 31 | — | 98 | 28 | 7 | 24 | — | 5 | 3 | — | 11 | 2 | 80 | — | — | — | — | 3 | — | — | 3 | |
| Totals | 817 | 1,196 | 23 | 58 | 513 | 590 | 219 | 1,463 | 369 | 95 | 163 | 15 | 52 | 59 | 20 | 123 | 59 | 995 | 7 | 1 | 38 | 17 | 18 | 74 | 187 | 342 | |

39

Length of Service at 31st December, 1975

TABLE 6

| | Chief Constable | Assistant Chief Constable | Chief Superintendent | Superintendent | | Chief Inspector | | Inspector | | Sergeants | | Constables | | Total | |
|-------------------------|-----------------|---------------------------|----------------------|----------------|----------|-----------------|----------|------------|----------|--------------|-----------|--------------|------------|---------------|------------|
| | | | | M | F | M | F | M | F | M | F | M | F | M | F |
| Probationers | — | — | — | — | — | — | — | — | — | — | — | 1,701 | 311 | 1,701 | 311 |
| 2-4 Years | — | — | — | — | — | — | — | — | — | 8 | — | 1,565 | 164 | 1,573 | 164 |
| 5-9 Years | — | — | — | — | — | — | — | 2 | — | 64 | 11 | 1,941 | 91 | 2,007 | 102 |
| 10-14 Years | — | — | — | 1 | — | 1 | — | 25 | 4 | 369 | 26 | 1,526 | 21 | 1,922 | 51 |
| 15-19 Years | — | — | 1 | 4 | — | 19 | 2 | 98 | — | 491 | 9 | 994 | 8 | 1,607 | 19 |
| 20-24 Years | — | — | 5 | 24 | 1 | 67 | 2 | 218 | 3 | 500 | 12 | 681 | 2 | 1,495 | 20 |
| 25-30 Years | 3 | 11 | 50 | 95 | 1 | 155 | 1 | 284 | 1 | 382 | 2 | 347 | 4 | 1,327 | 9 |
| Over 30 Years | 5 | 14 | 17 | 11 | — | 6 | — | 11 | — | 1 | — | 3 | — | 68 | — |
| Total | 8 | 25 | 73 | 135 | 2 | 248 | 5 | 638 | 8 | 1,815 | 60 | 8,758 | 601 | 11,700 | 676 |

40.

Housing and Rent Allowance

TABLE 7

| Force | Living in House Owned by Police Authority | | Living in House Rented by Police Authority | | Houses under construction | Receiving Rent Allowance under Regulation 39 | | | | | | Receiving Supplementary Allowance under Regulation 40 | | No. of Officers receiving Rent Allowance whose Rent and Rates exceed the approved Maximum Limit | | | | |
|-------------------------------|---|-----------|--|------------|---------------------------|--|-----------|-------------------------|-----------|--------------|-----------|---|------------|---|-----------------|--------------|-----------|----|
| | Married | Single | | Married | | Single | | Maximum Limit Allowance | | | | Flat Rate Allowance | Flat Rate | Flat Rate plus subsistence element | Owner Occupiers | Others | | |
| | | M | F | | | M | F | Owner Occupier | | Others | | | | | | | | |
| | M | F | M | F | | M | F | M | F | M | F | | | | | | | |
| Central | 293 | — | 1 | 3 | — | — | — | 97 | — | 10 | 1 | — | 15 | — | — | 66 | — | |
| Dumfries and Galloway | 167 | 1 | — | 3 | — | — | — | 54 | — | 5 | 1 | — | 30 | — | — | 37 | — | |
| Fife | 370 | — | — | 13 | — | — | — | 119 | — | 53 | 2 | — | 51 | 39 | — | 78 | — | |
| Grampian | 428 | — | — | 20 | — | — | — | 224 | 2 | 22 | 3 | — | 94 | 21 | — | — | — | |
| Lothian and Borders | 562 | — | 2 | 40 | — | 4 | — | 894 | 5 | 290 | 2 | — | 279 | 86 | — | — | 423 | 6 |
| Northern | 318 | 10 | — | 59 | — | — | 11 | 47 | — | 33 | 1 | — | 75 | 25 | — | — | 35 | — |
| Strathclyde | 1,810 | — | 7 | 566 | — | — | 11 | 2,315 | 13 | 627 | 9 | — | 788 | 304 | — | — | 751 | 78 |
| Tayside | 323 | 1 | 1 | 11 | — | — | — | 373 | 1 | 68 | 1 | — | 100 | 34 | — | 1 | 40 | — |
| Totals | 4,271 | 12 | 11 | 715 | — | 4 | 22 | 4,123 | 21 | 1,108 | 20 | 1,478 | 539 | — | 1 | 1,425 | 84 | |

41

Crimes and Offences made known to the Police—1st January to 15th May, 1975

TABLE 8(a)(i)

| | Crimes against the person | Crimes against property with violence | Crimes against property without violence | Malicious injury to property | Forgery and crimes against currency | Other crimes | Total crimes | Miscellaneous offences | Total crimes and offences |
|---------------------------------|---------------------------|---------------------------------------|--|------------------------------|-------------------------------------|--------------|--------------|------------------------|---------------------------|
| <i>Total for Scotland</i> | 2,933 | 34,405 | 36,622 | 3,381 | 582 | 1,613 | 79,536 | 133,608 | 213,144 |
| <i>Total for Cities</i> | 1,262 | 17,951 | 18,932 | 1,006 | 249 | 669 | 40,069 | 49,108 | 89,177 |
| Aberdeen | 94 | 927 | 1,897 | 187 | 20 | 39 | 3,164 | 5,581 | 8,745 |
| Dundee | 134 | 1,596 | 1,879 | 139 | 48 | 68 | 3,864 | 5,893 | 9,757 |
| Edinburgh | 183 | 4,063 | 6,314 | 241 | 102 | 251 | 11,154 | 13,165 | 24,319 |
| Glasgow | 851 | 11,365 | 8,842 | 439 | 79 | 311 | 21,887 | 24,469 | 46,356 |
| <i>Total for Counties</i> | 1,671 | 16,454 | 17,690 | 2,375 | 333 | 944 | 39,467 | 84,500 | 123,967 |
| Angus | 29 | 210 | 318 | 45 | 1 | 11 | 614 | 2,038 | 2,652 |
| Argyll | 41 | 162 | 289 | 37 | 9 | 39 | 577 | 1,821 | 2,398 |
| Ayrshire | 136 | 2,819 | 2,474 | 490 | 30 | 72 | 6,021 | 9,093 | 15,114 |
| Berwick, Roxburgh and Selkirk | 63 | 207 | 307 | 43 | — | 17 | 637 | 2,017 | 2,654 |
| Dumfries | 28 | 330 | 693 | 44 | 31 | 18 | 1,144 | 4,203 | 5,347 |
| Dunbarton | 132 | 1,229 | 794 | 157 | 24 | 53 | 2,389 | 4,070 | 6,459 |
| Fife | 161 | 1,266 | 1,530 | 230 | 34 | 123 | 3,344 | 6,129 | 9,473 |
| Inverness | 34 | 292 | 706 | 11 | 8 | 43 | 1,094 | 2,801 | 3,895 |
| Lanark | 303 | 3,337 | 2,798 | 466 | 56 | 188 | 7,148 | 15,481 | 22,629 |
| Lothians and Peebles | 170 | 1,416 | 1,324 | 119 | 11 | 74 | 3,114 | 6,610 | 9,724 |
| Northern | 22 | 62 | 179 | 7 | 2 | 17 | 289 | 1,554 | 1,843 |
| Perth and Kinross | 93 | 485 | 690 | 76 | 9 | 39 | 1,392 | 2,877 | 4,269 |
| Renfrew and Bute | 238 | 2,723 | 2,372 | 259 | 22 | 109 | 5,723 | 11,943 | 17,666 |
| Ross and Sutherland | 20 | 107 | 261 | 30 | 6 | 16 | 440 | 1,903 | 2,343 |
| Scottish North-Eastern Counties | 116 | 530 | 1,414 | 84 | 34 | 60 | 2,238 | 6,389 | 8,627 |
| Stirling/Clackmannan | 85 | 1,279 | 1,541 | 277 | 56 | 65 | 3,303 | 5,571 | 8,874 |

Crimes made known to the Police—16th May to 31st December, 1975

TABLE 8(a)(ii)

| Region | Crimes against the person | Crimes against property with violence | Crimes against property without violence | Malicious injury to property | Forgery and crimes against currency | Other crimes | Total crimes | Miscellaneous offences | Total crimes and offences |
|-----------------------|---------------------------|---------------------------------------|--|------------------------------|-------------------------------------|--------------|--------------|------------------------|---------------------------|
| Scotland | 5,549 | 66,475 | 70,620 | 6,859 | 1,024 | 2,419 | 152,946 | 210,746 | 363,692 |
| Central | 191 | 2,022 | 2,886 | 391 | 95 | 124 | 5,709 | 8,870 | 14,579 |
| Dumfries and Galloway | 40 | 575 | 1,224 | 162 | 10 | 33 | 2,044 | 6,694 | 8,738 |
| Fife | 280 | 2,121 | 2,678 | 405 | 53 | 159 | 5,696 | 9,885 | 15,581 |
| Grampian | 403 | 2,534 | 5,242 | 658 | 37 | 173 | 9,047 | 14,905 | 23,952 |
| Lothian and Borders | 542 | 8,794 | 13,688 | 649 | 252 | 430 | 24,355 | 33,997 | 58,352 |
| Northern | 165 | 766 | 2,469 | 226 | 43 | 139 | 3,808 | 10,542 | 14,350 |
| Strathclyde | 3,471 | 46,077 | 36,639 | 3,732 | 431 | 1,147 | 91,497 | 109,411 | 200,908 |
| Tayside | 457 | 3,586 | 5,794 | 636 | 103 | 214 | 10,790 | 16,442 | 27,232 |

Cases in which Persons were Apprehended, Cited, Warned or Traced—1st January to 15th May, 1975

TABLE 8(b)(i)

| Authority | Crimes against the person | Crimes against property with violence | Crimes against property without violence | Malicious injury to property | Forgery and crimes against currency | Other crimes | Total crimes | Miscellaneous offences | Total crimes and offences |
|---------------------------------|---------------------------|---------------------------------------|--|------------------------------|-------------------------------------|--------------|--------------|------------------------|---------------------------|
| <i>Total for Scotland</i> | 2,427 | 9,712 | 17,224 | 1,019 | 524 | 1,287 | 32,193 | 118,795 | 150,988 |
| <i>Total for Cities</i> | 896 | 3,746 | 8,324 | 280 | 216 | 565 | 14,027 | 43,301 | 57,328 |
| Aberdeen | 59 | 222 | 910 | 68 | 13 | 21 | 1,293 | 4,080 | 5,373 |
| Dundee | 84 | 306 | 764 | 40 | 38 | 44 | 1,276 | 5,412 | 6,688 |
| Edinburgh | 148 | 889 | 2,906 | 85 | 93 | 194 | 4,315 | 12,124 | 16,439 |
| Glasgow | 605 | 2,329 | 3,744 | 87 | 72 | 306 | 7,143 | 21,685 | 28,828 |
| <i>Total for Counties</i> | 1,531 | 5,966 | 8,900 | 739 | 308 | 722 | 18,166 | 75,494 | 93,660 |
| Angus | 29 | 93 | 139 | 11 | 1 | 11 | 284 | 1,965 | 2,249 |
| Argyll | 40 | 97 | 191 | 19 | 7 | 39 | 393 | 1,807 | 2,200 |
| Ayrshire | 119 | 1,098 | 984 | 103 | 29 | 55 | 2,388 | 7,060 | 9,448 |
| Berwick, Roxburgh and Selkirk | 61 | 114 | 172 | 18 | — | 17 | 382 | 1,943 | 2,325 |
| Dumfries and Galloway | 37 | 186 | 378 | 24 | 34 | 21 | 680 | 3,894 | 4,574 |
| Dunbarton | 115 | 477 | 492 | 68 | 23 | 44 | 1,219 | 3,871 | 5,090 |
| Fife | 151 | 580 | 908 | 88 | 31 | 95 | 1,853 | 5,618 | 7,471 |
| Inverness | 26 | 107 | 287 | 5 | 6 | 28 | 459 | 2,437 | 2,896 |
| Lanarkshire | 256 | 956 | 1,448 | 115 | 46 | 114 | 2,935 | 13,666 | 16,601 |
| Lothian and Peebles | 196 | 597 | 799 | 57 | 31 | 64 | 1,744 | 5,926 | 7,670 |
| Northern | 15 | 20 | 88 | 3 | — | 15 | 141 | 1,165 | 1,306 |
| Perth and Kinross | 91 | 146 | 270 | 28 | 8 | 32 | 575 | 2,682 | 3,257 |
| Renfrew and Bute | 181 | 706 | 996 | 40 | 21 | 71 | 2,015 | 10,382 | 12,397 |
| Ross and Sutherland | 20 | 60 | 169 | 16 | 6 | 15 | 286 | 1,838 | 2,124 |
| Scottish North-Eastern Counties | 116 | 229 | 835 | 44 | 32 | 54 | 1,310 | 6,336 | 7,646 |
| Stirling/Clackmannan | 78 | 500 | 744 | 100 | 33 | 47 | 1,502 | 4,904 | 6,406 |

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Cases in which persons were Apprehended, Cited, Warned or Traced—16th May to 31st December, 1975

TABLE 8(b)(ii)

| Region | Crimes against the person | Crimes against property with violence | Crimes against property without violence | Malicious injury to property | Forgery and crimes against currency | Other crimes | Total crimes | Miscellaneous offences | Total crimes and offences |
|---------------------|---------------------------|---------------------------------------|--|------------------------------|-------------------------------------|--------------|--------------|------------------------|---------------------------|
| Scotland | 4,005 | 13,402 | 28,156 | 1,847 | 824 | 1,995 | 50,229 | 183,698 | 233,927 |
| Central | 179 | 750 | 1,378 | 134 | 73 | 91 | 2,605 | 7,899 | 10,504 |
| Dumfries | 74 | 258 | 674 | 29 | 40 | 40 | 1,115 | 6,477 | 7,592 |
| Fife | 248 | 868 | 1,518 | 163 | 46 | 132 | 2,975 | 9,048 | 12,023 |
| Grampian | 336 | 764 | 2,320 | 186 | 26 | 147 | 3,779 | 12,960 | 16,739 |
| Lothian and Borders | 714 | 1,871 | 5,853 | 297 | 244 | 402 | 9,381 | 33,373 | 42,754 |
| Northern | 161 | 293 | 1,238 | 90 | 40 | 130 | 1,952 | 10,247 | 12,199 |
| Strathclyde | 1,909 | 7,836 | 12,977 | 814 | 285 | 865 | 24,686 | 88,825 | 113,511 |
| Tayside | 384 | 762 | 2,198 | 134 | 70 | 188 | 3,736 | 14,869 | 18,605 |

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Percentage Detections—1st January to 15th May, 1975

TABLE 8(c)(i)

| Authority | Crimes against the person | Crimes against property with violence | Crimes against property without violence | Malicious injury to property | Forgery and crimes against currency | Other crimes | Total crimes | Miscellaneous offences | Total crimes and offences |
|---------------------------------|---------------------------|---------------------------------------|--|------------------------------|-------------------------------------|--------------|--------------|------------------------|---------------------------|
| Total for Scotland | 82.7 | 28.2 | 47.0 | 30.1 | 90.0 | 79.8 | 40.5 | 88.9 | 70.8 |
| Total for Cities | 71.0 | 20.9 | 44.0 | 27.8 | 86.7 | 84.5 | 35.0 | 88.2 | 64.3 |
| Aberdeen | 62.8 | 23.9 | 48.0 | 36.4 | 65.0 | 53.8 | 40.9 | 73.1 | 61.4 |
| Dundee | 62.7 | 19.2 | 40.7 | 28.8 | 79.2 | 64.7 | 33.0 | 91.8 | 68.5 |
| Edinburgh | 80.9 | 21.9 | 46.0 | 35.3 | 91.2 | 77.3 | 38.7 | 92.1 | 67.6 |
| Glasgow | 71.1 | 20.5 | 42.3 | 19.8 | 91.1 | 98.4 | 32.6 | 88.6 | 62.2 |
| Total for Counties | 91.6 | 36.3 | 50.3 | 31.1 | 92.5 | 76.5 | 46.0 | 89.3 | 75.6 |
| Angus | 100.0 | 44.3 | 43.7 | 24.4 | 100.0 | 100.0 | 46.3 | 96.4 | 84.8 |
| Argyll | 97.6 | 59.9 | 66.1 | 51.4 | 77.8 | 100.0 | 68.1 | 99.2 | 91.7 |
| Ayrshire | 87.5 | 38.9 | 39.8 | 21.0 | 96.7 | 76.4 | 39.7 | 77.6 | 62.5 |
| Berwick, Roxburgh and Selkirk | 96.8 | 55.1 | 56.0 | 41.9 | — | 100.0 | 60.0 | 96.3 | 87.6 |
| Dumfries/Galloway | 132.1 | 56.4 | 54.5 | 54.5 | 109.7 | 116.7 | 59.4 | 92.6 | 85.5 |
| Dunbarton | 87.1 | 38.8 | 62.0 | 43.3 | 95.8 | 83.0 | 51.0 | 95.1 | 78.8 |
| Fife | 93.8 | 45.8 | 59.3 | 38.3 | 91.2 | 77.2 | 55.4 | 91.7 | 78.9 |
| Inverness | 76.5 | 36.6 | 40.7 | 45.5 | 75.0 | 65.1 | 42.0 | 87.0 | 74.4 |
| Lanarkshire | 84.5 | 28.6 | 51.8 | 24.7 | 82.1 | 60.6 | 41.1 | 88.3 | 73.4 |
| Lothians and Peebles | 115.3 | 42.2 | 60.3 | 47.9 | 281.8 | 86.5 | 56.0 | 89.7 | 78.9 |
| Northern | 68.2 | 32.3 | 49.2 | 42.9 | — | 88.2 | 48.8 | 75.0 | 70.9 |
| Perth and Kinross | 97.8 | 30.1 | 39.1 | 36.8 | 88.9 | 82.1 | 41.3 | 93.2 | 76.3 |
| Renfrew and Bute | 76.1 | 25.9 | 42.0 | 15.4 | 95.5 | 65.1 | 35.2 | 86.9 | 70.2 |
| Ross and Sutherland | 100.0 | 56.1 | 64.8 | 53.3 | 100.0 | 93.8 | 65.0 | 96.6 | 90.7 |
| Scottish North-Eastern Counties | 100.0 | 43.2 | 59.1 | 52.4 | 94.1 | 90.0 | 58.5 | 99.2 | 88.6 |
| Stirling/Clackmannan | 91.8 | 39.1 | 48.3 | 36.1 | 58.9 | 72.3 | 45.5 | 88.0 | 72.2 |

Percentage Detections—16th May to 31st December, 1975

TABLE 8(c)(ii)

| Region | Crimes against the person | Crimes against property with violence | Crimes against property without violence | Malicious injury to property | Forgery and crimes against currency | Other crimes | Total crimes | Miscellaneous offences | Total crimes and offences |
|-----------------------|---------------------------|---------------------------------------|--|------------------------------|-------------------------------------|--------------|--------------|------------------------|---------------------------|
| Scotland | 72.2 | 20.2 | 39.9 | 26.9 | 80.5 | 82.5 | 32.8 | 87.2 | 64.3 |
| Central | 93.7 | 37.1 | 47.7 | 34.3 | 76.8 | 73.4 | 45.6 | 89.1 | 72.0 |
| Dumfries and Galloway | 185.0 | 44.9 | 55.1 | 17.9 | 400.0 | 121.2 | 54.5 | 96.8 | 86.9 |
| Fife | 88.6 | 40.9 | 56.7 | 40.2 | 86.8 | 83.0 | 52.2 | 91.5 | 77.2 |
| Grampian | 83.4 | 30.1 | 44.3 | 28.3 | 70.3 | 85.0 | 41.8 | 87.0 | 69.9 |
| Lothian and Borders | 131.7 | 21.3 | 42.8 | 45.8 | 96.8 | 93.5 | 38.5 | 98.2 | 73.3 |
| Northern | 97.6 | 38.3 | 50.1 | 39.8 | 93.0 | 93.5 | 51.3 | 97.2 | 85.0 |
| Strathclyde | 55.0 | 17.0 | 35.4 | 21.8 | 66.1 | 75.4 | 27.0 | 81.2 | 56.5 |
| Tayside | 84.0 | 21.2 | 37.9 | 21.1 | 68.0 | 87.9 | 34.6 | 90.4 | 68.3 |

Motor Bicycles and Motor Vehicles used on Police Duty as at 31st December, 1975

TABLE 9

| | Owned by Police Authority (excluding Traffic Patrol Duty) | | | | | | Owned by Members of Regular Force | | | Number used on Traffic Patrol Duty | | | | | | Regular Estab./ Private Vehicle Ratio | Regular Estab./ Police Vehicle Ratio | Mileage run on Police Duty by Privately owned Vehicles | Mileage run on Police Duty by Police Owned Vehicles | Total Road Accidents involving Police Vehicles | Mileage run by Police Vehicles per Accident | | |
|-----------------------|--|---------|------|------|-------------|--------|---|------|--------|---------------------------------------|--------------|--------------------|--------------|--------------|------|--|---|---|---|---|--|--------|--------|
| | Motor Cycles | Scoters | Cars | Vans | Prison Vans | Others | Total | Cars | Others | Total | Motor Cycles | Cars up to 1300 cc | 1300-2000 cc | Over 2000 cc | Vans | | | | | | | Others | Total |
| Central | — | — | 44 | 50 | 1 | 5 | 100 | 8 | — | 8 | 4 | — | — | 14 | — | — | 18 | 61.6 | 4.2 | 38,429 | 2,530,932 | 46 | 55,020 |
| Dumfries and Galloway | — | — | 14 | 33 | 2 | 2 | 51 | 5 | — | 5 | — | — | — | 8 | — | — | 8 | 56.6 | 4.8 | 24,966 | 1,270,800 | 21 | 60,514 |
| Fife | 4 | — | 52 | 35 | — | 3 | 94 | — | — | — | 1 | — | — | — | — | — | 1 | — | 6.9 | — | 2,938,667 | 101 | 29,096 |
| Grampian | 2 | — | 62 | 43 | — | 3 | 110 | — | — | — | 2 | — | 5 | 13 | — | — | 20 | — | 6.8 | — | 3,458,511 | 65 | 53,208 |
| Lothian and Borders | 28 | — | 156 | 78 | 7 | 3 | 272 | — | — | — | — | — | 6 | 28 | 5 | — | 39 | — | 7.6 | — | 7,001,415 | 224 | 31,256 |
| Northern | 11 | — | 73 | 51 | 1 | 13 | 149 | 102 | 1 | 103 | 7 | — | — | 18 | — | — | 25 | 22 | 3.2 | 282,994 | 3,069,248 | 85 | 36,109 |
| Strathclyde | 20 | 9 | 351 | 296 | 17 | 33 | 726 | 33 | — | 33 | 28 | — | 7 | 71 | 4 | 10 | 120 | 212 | 8.3 | 161,204 | 22,005,736 | 832 | 26,449 |
| Tayside | 2 | — | 64 | 54 | 4 | 5 | 129 | 29 | — | 29 | 6 | — | 5 | 15 | — | — | 26 | 31.8 | 6.0 | 50,839 | 3,784,514 | 140 | 27,032 |
| Totals | 67 | 9 | 816 | 640 | 32 | 67 | 1,631 | 177 | 1 | 178 | 48 | — | 23 | 167 | 9 | 10 | 257 | 73.8 | 7.0 | 558,432 | 46,059,823 | 1,514 | 30,423 |

Statement of Actual or Near Actual Expenditure and Income for the Financial Year Ended May, 1975

TABLE 10

£'000

| Police area (1) | Staff Costs | | Police Pensions (incl. Gratuities, etc.) (4) | Property Costs (incl. Loan Charges) (5) | Clothing and Accoutrements (6) | Radio (incl. Purchase and Maintenance) (7) | Transport (incl. Purchase and Maintenance) (8) | Other Expenditure (Note (1)) (9) | Gross Expenditure (10) | Income (Note (2)) (11) | Net Expenditure Approved for Police Grant (12) |
|---|--------------------------|--------------------|---|--|-----------------------------------|---|---|-------------------------------------|---------------------------|---------------------------|---|
| | Whole-time Police (2) | Other Staff (3) | | | | | | | | | |
| Total for Scotland | 41,227 | 7,341 | 5,647 | 6,169 | 680 | 545 | 2,407 | 3,149 | 67,165 | 4,637 | 62,528 |
| Total for Cities | 19,047 | 3,497 | 2,779 | 2,268 | 239 | 224 | 721 | 1,357 | 30,132 | 2,248 | 27,884 |
| Aberdeen | 1,409 | 305 | 153 | 298 | 10 | 6 | 51 | 103 | 2,335 | 203 | 2,132 |
| Dundee | 1,526 | 285 | 218 | 187 | 25 | 13 | 61 | 146 | 2,461 | 170 | 2,291 |
| Edinburgh | 4,838 | 1,025 | 598 | 500 | 46 | 50 | 209 | 311 | 7,577 | 785 | 6,792 |
| Glasgow | 11,274 | 1,882 | 1,810 | 1,283 | 158 | 155 | 400 | 797 | 17,759 | 1,090 | 16,669 |
| Total for Counties | 22,180 | 3,844 | 2,868 | 3,901 | 441 | 321 | 1,686 | 1,792 | 37,033 | 2,389 | 34,644 |
| Angus | 625 | 73 | 79 | 124 | 15 | 8 | 46 | 42 | 1,012 | 139 | 873 |
| Argyll | 485 | 78 | 65 | 106 | 12 | 3 | 45 | 56 | 850 | 55 | 795 |
| Ayr | 2,458 | 425 | 356 | 438 | 53 | 41 | 208 | 164 | 4,143 | 335 | 3,808 |
| Berwick, Roxburgh and Selkirk | 526 | 82 | 91 | 104 | 9 | 5 | 45 | 70 | 907 | 70 | 837 |
| Dumfries and Galloway | 781 | 110 | 100 | 127 | 13 | 19 | 54 | 70 | 1,274 | 86 | 1,188 |
| Dunbarton | 1,465 | 274 | 166 | 251 | 23 | 7 | 134 | 131 | 2,451 | 138 | 2,313 |
| Fife | 1,998 | 306 | 268 | 235 | 53 | 10 | 136 | 110 | 3,116 | 169 | 2,947 |
| Inverness | 731 | 143 | 90 | 168 | 21 | 13 | 69 | 54 | 1,289 | 62 | 1,227 |
| Lanarkshire | 3,826 | 681 | 509 | 798 | 43 | 41 | 288 | 331 | 6,517 | 380 | 6,137 |
| Lothians and Peebles | 1,979 | 318 | 173 | 216 | 22 | 42 | 125 | 146 | 3,021 | 168 | 2,853 |
| Northern | 359 | 46 | 58 | 67 | 11 | — | 34 | 59 | 634 | 44 | 590 |
| Perth and Kinross | 957 | 155 | 113 | 129 | 19 | 22 | 73 | 49 | 1,517 | 152 | 1,365 |
| Renfrew and Bute | 2,689 | 581 | 377 | 522 | 59 | 69 | 165 | 263 | 4,725 | 251 | 4,474 |
| Ross and Sutherland | 597 | 127 | 68 | 161 | 17 | 7 | 53 | 52 | 1,082 | 75 | 1,007 |
| Scottish North-Eastern Counties | 1,201 | 162 | 185 | 220 | 27 | 14 | 114 | 109 | 2,032 | 101 | 1,931 |
| Stirling and Clackmannan | 1,503 | 283 | 170 | 235 | 44 | 20 | 97 | 111 | 2,463 | 124 | 2,339 |
| (3) Scottish Crime Squad— (Directly borne Expenditure) | 43 | 18 | — | 7 | — | 2 | 16 | 15 | 101 | 13 | 88 |

Notes: (1) Includes £378,000 Estimated Expenditure by Scottish Crime Squad initially borne by Police Authorities and charged by the Scottish Crime Squad to Police Authorities by way of requisition (Total £466,000).
 (2) Includes £374,000 recoveries by Police Authorities from Scottish Crime Squad in respect of staff and facilities provided.
 (3) Directly borne expenditure shown under subjective heads (included in requisitioned amounts at Column 9—See Note (1)).

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