

First Ministers Questions (FMQ) Document Extract - [dated 14 Dec 2023]

12 Dec: (Mail): Reports that over the past year over 100 officers submitted applications following a targeted, international recruitment campaign by Western Australia Police.

WESTERN AUSTRALIA POLICE RECRUITMENT CAMPAIGN

Redacted

Redacted

Redacted

Redacted

Cabinet Secretary for Justice and Home Affairs
Rùnaire a' Chaibineit airson Ceartas agus Cùisean na
Dùthcha
Angela Constance MSP/BPA
abc
d
T : 0300 244 4000
E : scottish.ministers@gov.scot

Rachael Hamilton MSP
Rachael.Hamilton.msp@parliament.scot

Our Reference: 202300347023
Your Reference: (Case Ref: RH4240)

6 April 2023

Dear Rachael

Thank you for your correspondence of 8 March 2023 with respect to your constituent, and her concerns regarding the recent recruitment campaign by the Western Australia, (WA) Government to attract police officers.

I am aware that the WA Police Force recently engaged in an International recruitment campaign that targeted officers in Scotland, London, Manchester and Ireland. I also understand that this was promoted by a team of officers who had previously made the move from the UK to continue their policing careers with the WA Police.

Whilst media articles suggest 800 police officers have applied, WA Police reported that in October 2022, they had received 750 Applications from UK officers. 555 were from English forces and a large number of those were from the Metropolitan Police. The remaining number of UK officers expressing interest, including Scottish and Irish officers, is a matter for the WA police.

Although I too acknowledge the “rosy picture that was painted”, my officials advise that many open source comparison websites put the cost of living in Australia to be much higher than here in Scotland. Police officers working in Scotland can expect a rewarding and varied career that offers a competitive salary and an attractive pension scheme. There are a range of family friendly policies including those that promote a work/life balance with excellent training, development and career progression opportunities.

Police officers play a vital and valued role and we have recognised that by ensuring they are the best paid in the UK. The basic starting salary of a constable is higher in Scotland than in England and Wales - as is the maximum salary.

Whilst Australia may be offering additional incentives, Police Scotland also provides a generous paid leave entitlement that increases with service and a wide range of employee benefits. Our officers have access to health and wellbeing services with interesting workplace deployments across Scotland.

Police Scotland welcomed around 900 new recruits last year, a further 189 in February of this year, and we have a higher number of officers per head of population than England and Wales. Recruitment by overseas police forces is not unusual and Police Scotland welcomes talent from countries that are members of the EU or other states in the EEA. Applicants who are Commonwealth citizens are also welcome. Any foreign recruit however, must also have been resident in the UK for a minimum of three years immediately prior to application.

I would be grateful if you could reassure your constituent that there is no indication that the recent recruitment drive by WA will have a significant impact on Police Scotland's ability to retain officers.

Yours sincerely

ANGELA CONSTANCE

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot
Tha Ministearanna h-Alba, an luchd-comhairleachaidh sònraichte agus Rùnaire Maireannach fo chumhachan Achd Coiteachaidh (Alba) 2016. Faicibh www.lobbying.scot

St Andrew's House,
Regent Road,
Edinburgh
EH1
3DG

Email from Scottish Government to Police Scotland

From: [REDACTED SECTION 38(1)(b)]
Sent: 29 March 2023 19:57
To: Parliament and Government Liaison
<ParliamentandGovernmentLiaison@scotland.police.uk>
Subject: RE: 805.0323 WESTERN AUSTRALIA RECRUITMENT DRIVE [OFFICIAL]

Hi [REDACTED SECTION 38(1)(b)],

As always, many thanks for the reply. I have been at the SPF conference this week and couldn't reply to e mails, so I apologise as well.

cheers

Kind regards,

[REDACTED SECTION 38(1)(b)]

Workforce Team | Workforce, Equality and Forensics Unit | Police Division | Safer Communities Directorate | Scottish Government | 1R St Andrew's House, Regent Road, Edinburgh, EH1 3DG
Tel. 0300 244 4000

I am currently working a hybrid pattern and may be either in the office or working from home. Always available by MS Teams or mobile ([REDACTED SECTION 38(1)(b)])

E: [REDACTED SECTION 38(1)(b)]



From: Parliament and Government Liaison
Sent: 28 March 2023 08:59
To: [REDACTED SECTION 38(1)(b)]
Cc: Parliament and Government Liaison
Subject: RE: 805.0323 WESTERN AUSTRALIA RECRUITMENT DRIVE [OFFICIAL]

OFFICIAL

Hi [REDACTED SECTION 38(1)(b)]

Apologies for the delay in getting back to you.

You may already have dealt with this one, but we are happy with the lines you suggested.

Regards

[REDACTED SECTION 38(1)(b)]

[REDACTED SECTION 38(1)(b)]

Inspector
Parliament & Government Liaison
Strategic Engagement Coordination Unit

Executive Support
Police Scotland Headquarters
Tulliallan Castle
Kincardine
FK10 4BE

Tel: 01786893003

Mob: [REDACTED SECTION 38(1)(b)]

Email: [REDACTED SECTION 38(1)(b)]
Website: <http://www.scotland.police.uk>
Twitter: @policescotland
Facebook: www.facebook.com/policescotland

From: [REDACTED SECTION 38(1)(b)]
Sent: 15 March 2023 09:06
To: Parliament and Government Liaison
<ParliamentandGovernmentLiaison@scotland.police.uk>
Cc: [REDACTED SECTION 38(1)(b)]
Subject: 805.0323 WESTERN AUSTRALIA RECRUITMENT DRIVE

OFFICIAL

Good morning [REDACTED SECTION 38(1)(b)] , hoping you are well.

We have received a letter from a MSP in the borders who reports concerns by a constituent that the recent recruitment drive by Western Australia Police will attract officers and leave a hole in PS resources. She writes:

.....“Nonetheless my constituent is concerned that the Western Australia government is poaching police officers from Scotland which we can ill afford to lose”.

I was aware that the topic was raised in the 1919 magazine by the Federation last year and Fiona Taylor had provided a response, as did Cab Sec. The DCC commented that “As with all sectors, people leave policing for all sorts of reasons, but retention levels within Police Scotland remain very high compared to other organisations”.

We are responding appropriately that Cab Sec is aware of the WAS campaign and I would like to close by using the lines –

I would be grateful if you could reassure your constituent that many of those serving the Scottish Borders have strong family connections in the area and have made a deliberate choice to work there. There is no indication that the recent recruitment drive by WA will have a significant impact on Police Scotland’s ability to retain officers.

This should serve to address the specific local constituency concern, unless of course, this is completely off base and you are concerned about a drain with officers leaving in droves down under?

Could you let me know if you would be happy with this, or any other suggested lines from your perspective would be appreciated.

Kind regards,

[REDACTED SECTION 38(1)(b)]

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Tel. 0300 244 4000

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E: [REDACTED SECTION 38(1)(b)]



[Scottish Government Media Summary](#) 6 December 2022

From: [REDACTED SECTION 38(1)(b)]

Sent: 06 December 2022 07:44

To: Media Digest <DLSEAPMD@gov.scot>

Cc: John.Swinney.msp@parliament.scot; Shirley-Anne.Somerville2@parliament.scot; Yousaf H (Humza) <Humza.Yousaf@gov.scot>; keith.brown.msp@parliament.scot; Jenny.Gilruth.msp@parliament.scot; Harvie P (Patrick) <Patrick.Harvie@gov.scot>; mairi.mcallan.msp@parliament.scot; Humza.Yousaf.msp@parliament.scot

Subject: RE: Media Digest - Tuesday 06 December 2022

Press Summary For Scottish Government

06 December 2022

Compiled By Precise

1. FIRST MINISTER
2. DEPUTY FIRST MINISTER AND COVID RECOVERY
3. EDUCATION AND SKILLS
4. JUSTICE
5. HEALTH AND SOCIAL CARE
6. RURAL AFFAIRS AND ISLANDS
7. NET ZERO, ENERGY AND TRANSPORT
8. FINANCE AND THE ECONOMY
9. SOCIAL JUSTICE, HOUSING AND LOCAL GOVERNMENT
10. CORPORATE
11. CONSTITUTION, EXTERNAL AFFAIRS AND CULTURE

1. FIRST MINISTER

[REDACTED - NOT IN SCOPE]

2. DEPUTY FIRST MINISTER AND COVID RECOVERY

[REDACTED - NOT IN SCOPE]

3. EDUCATION AND SKILLS

[REDACTED - NOT IN SCOPE]

4. JUSTICE

The Press and Journal (Inverness, Highlands & Islands) **Fears of police exodus to Oz** Dozens of Scots have applied to join an Australian police force after it launched an attractive sunshine and seaside themed recruitment advert - but fears of a mass exodus are being dismissed. Recruiters abroad have received 40 applications from Scotland as the Western Australia Police Force tries to fill 950 vacancies for frontline officers. Successful applicants will be paid much more for doing the same job Down Under and are promised

The Scotsman **Numbers fear as Australia bids to recruit Scottish police** An Australian police force is targeting officers from the UK as part of an international recruitment drive, leading to fears some will leave Police Scotland. Western Australia Police Force has launched a campaign specifically seeking applicants from the UK, Ireland and New Zealand. Those who apply can go on a pathway towards Australian citizenship, which can be otherwise difficult to acquire due to its immigration system. The Australian force's police

The Scotsman [REDACTED - NOT IN SCOPE]

The Scotsman [REDACTED - NOT IN SCOPE]

The Times [REDACTED - NOT IN SCOPE]

Daily Express (Scotland) [REDACTED - NOT IN SCOPE]

Daily Express (Scotland) **Aussie force's big to lure Scots cops Down Under** AN Australian police force is targeting officers from the UK as part of an international recruitment drive, leading to fears Police Scotland will be hit by a brain drain. Western Australia Police has launched a campaign seeking applicants from the UK, Ireland and New Zealand. Those who apply can go on a pathway towards Australian citizenship, which can be otherwise difficult to acquire due to the country's strict immigration system.

Daily Express (Scotland) [REDACTED - NOT IN SCOPE]

Daily Mail (Scotland) **The thin roo line** IT is struggling with its lowest officer numbers for 14 years. But now Police Scotland is facing a fresh new threat to staffing levels - from a police force on the other side of the world. An Australian force is targeting officers from the UK as part of an international recruitment drive, leading to fears some will be tempted to leave Police Scotland. Western Australia Police Force has launched a

Daily Mail (Scotland) [REDACTED - NOT IN SCOPE]

Daily Mail (Scotland) [REDACTED - NOT IN SCOPE]

Daily Record [REDACTED - NOT IN SCOPE]

Metro (Scotland) [REDACTED - NOT IN SCOPE]

Metro (Scotland) [REDACTED - NOT IN SCOPE]

The Daily Telegraph (Scotland) [REDACTED - NOT IN SCOPE]

The Daily Telegraph (Scotland) [REDACTED - NOT IN SCOPE]

The Herald [REDACTED - NOT IN SCOPE]

The Herald **Fears over police exodus as Australian force begins overseas recruitment bid** AN Australian police force is targeting officers from the UK as part of an international recruitment drive, leading to fears some will leave Police Scotland. Western Australia Police Force has launched a campaign specifically seeking applicants from the UK, Ireland and New Zealand. Those who apply can go on a pathway towards Australian citizenship, which can be otherwise difficult to acquire due to its immigration system. The Australian force's police

The National (Scotland) [REDACTED - NOT IN SCOPE]

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The National (Scotland) **Fears over police recruitment drive** AN Australian police force is targeting officers from the UK as part of an international recruitment drive, leading to fears Police Scotland will lose staff. Western Australia Police Force has launched a campaign seeking applicants from the UK, Ireland and New Zealand. Those who apply can join a pathway towards Australian citizenship, which can be otherwise difficult to acquire. The Australian force's police commissioner, Col Blanch, said he

The Scotsman [REDACTED - NOT IN SCOPE]

The Scotsman [REDACTED - NOT IN SCOPE]

The Sun (Scotland) [REDACTED - NOT IN SCOPE]

The Times [REDACTED - NOT IN SCOPE]

The Times (Scotland) **Police lured by arresting jobs abroad** An Australian police force is targeting officers from the UK as part of an international recruitment drive, leading to fears that some will leave Scotland. Western Australia Police Force has launched a campaign specifically seeking applicants from the UK, Ireland and New Zealand. Those who apply can go on a pathway towards Australian citizenship, which can be otherwise difficult to acquire. Col Blanch, the Australian force's police commissioner, said that

5. HEALTH AND SOCIAL CARE

[REDACTED - NOT IN SCOPE]

6. RURAL AFFAIRS AND ISLANDS

[REDACTED - NOT IN SCOPE]

8. FINANCE AND THE ECONOMY

[REDACTED - NOT IN SCOPE]

Daily Mail (Scotland) **The thin red line** IT is struggling with its lowest officer numbers for 14 years. But now Police Scotland is facing a fresh new threat to staffing levels - from a police force on the other side of the world. An Australian force is targeting officers from the UK as part of an international recruitment drive, leading to fears some will be tempted to leave Police Scotland. Western Australia Police Force has launched a

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[REDACTED - NOT IN SCOPE]

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[REDACTED - NOT IN SCOPE]

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on a pathway towards Australian citizenship, which can be otherwise difficult to acquire. Col Blanch, the Australian force's police commissioner, said that

The Times (Scotland) **Brown plan would give Holyrood extra scope for borrowing** Holyrood will be given additional borrowing powers if the Labour Party wins the next general election, according to plans drawn up by Gordon Brown. The former prime minister said that a consultation would begin with a new chancellor over the increased level that the Scottish parliament could draw down immediately after a general election. Senior party sources said this would result in the ceiling being raised, although the document said

The Times (Scotland) **[REDACTED - NOT IN SCOPE]**

[REDACTED SECTION 38(1)(b)]

Media Monitoring Unit Manager

Scottish Government, St Andrew's House, Edinburgh, EH1 3DG

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t: 0131 244 3183

m: [REDACTED SECTION 38(1)(b)]

Pronouns – he/him