

ORGANISATIONAL READINESS
IMPACT OF EU WITHDRAWAL ON PUBLIC SECTOR WORKFORCE - QUESTIONNAIRE

Please use the following scale for questions 1, 2, 4, 5, 7 and 9

- 1 – Very confident
- 2 – Confident
- 3 – Less confident
- 4 – Not at all confident
- 5 – Don't know at present

Please use the following scale for questions 3 and 8

- 1 – Extensive engagement
- 2 – Regular engagement
- 3 – Some engagement
- 4 – Limited engagement
- 5 – No engagement

	Question	Please refer to the scale above					Please provide commentary to support your assessment including any examples of best practice that you would be willing to share.
	Profile	1	2	3	4	5	
1.	<p>How confident are you that you understand the current profile of, and dependency on, non-UK EU workers within your workforce?</p> <p>Areas you may wish to consider include:</p> <ul style="list-style-type: none"> any engagement you have had with the EU nationals within your organisations aimed at understanding the proportion of your workforce that are non UK EU citizens; which part of the organisation they work in; any assessment or engagement taken to understand any specific support that non UK EU nationals may need. 				X		<p>A Brexit page has been set up on the SPA and Police Scotland Intranet site which provides information and useful links to various organisations alongside News and Blogs from the ACC leading on Brexit.</p> <p>A Mailbox has been set up for staff and officers to submit queries to however there has been a very limited response to this with only 24 messages being revived in response to messages issued by ACC Johnson who is the Police Scotland Brexit lead.</p> <p>Held a focus group with staff and officers to understand the views and concerns of EU/EEA nationals in the workforce. This consisted of 12 members and there has been one meeting to date.</p> <p>Currently we do not hold full nationality details on our HR system. We estimate that we may have around 350 - 500 EU/EEA nationals in the workforce. A data gathering exercise is being rolled out over the next few months to gather this data.</p>
	Plans	1	2	3	4	5	
2.	<p>How confident are you that your workforce plans take account of the impact of the UK's withdrawal from the EU on the availability of labour?</p> <p>Areas you may wish to consider include:</p> <ul style="list-style-type: none"> whether you are aware of any changes in the proportion of EU nationals in your workforce 				X		<p>Expectation that there will be a minimal impact on the current workforce due to the very small percentage of the current workforce being EU non UK citizens.</p> <p>Plans will be developed subject to the final Brexit outcomes being known.</p>

	<p>since the announcement of the UK's withdrawal from the EU;</p> <ul style="list-style-type: none">• whether you think you will be affected by other potentially competing labour demand – e.g. sectors such as early learning and childcare or other regional demand.						
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Communication		1	2	3	4	5	
3.	<p>To what extent are you discussing the potential workforce impact from EU withdrawal with your management and staff?</p> <p>If you are, please briefly describe what this comprises of.</p> <ul style="list-style-type: none"> What are the key issues emerging from those discussions? <p>If not, what help or advice would you find helpful to do this?</p>			X			<p>ACC Johnson is leading on Brexit for Police Scotland/SPA and holds a 6 weekly governance board.</p> <p>Feedback received through the staff group held and the internal mailbox indicate staff and officers are looking for assurance regarding the public sector funding commitment made by the First Minister for settled status applications as well as having access to supporting documentation.</p> <p>A communications strategy has been developed and pending final approval will be launched in the next couple of months.</p> <p>There is also an FAQ's section available on the previously mentioned Brexit intranet site alongside 2 previously published communication from ACC Johnson.</p>
Risk assessment and management		1	2	3	4	5	
4.	<p>How confident are you that you have effective governance structures in place for addressing workforce impacts from EU withdrawal?</p> <p>Areas you may wish to consider include:</p> <ul style="list-style-type: none"> whether the impact of EU withdrawal on your workforce features on your risk register; what the organisation has identified as the key risks to its workforce from EU withdrawal; how significant these risks will potentially be to the effective delivery of your services; how often is the risk register reviewed. 		X				<p>ACC Johnson holds a 6 weekly governance board (EU Constitutional Change Group) to provide governance authority and direction to Police Scotland SPA. The Board has responsibility for overseeing the business and risk strategy, legal, regulatory and policy compliance and will discuss negotiated outcomes formulating proposals to ensure arrangements are in place.</p> <p>Under this sits 4 Sub Groups who each consider and provide specialist advice and recommendations to the above board;</p> <ul style="list-style-type: none"> People and Development Sub Group

						<ul style="list-style-type: none"> • Partners Sub Group • Operational Readiness Sub Group • Corporate Sub Group <p>There is a dedicated Brexit team in place</p> <p>The impact on our workforce appears on our risk register and it is reviewed on a weekly basis.</p> <p>Police Scotland/SPA are yet to determine an exact number of officers/staff affected by Brexit however as mentioned a pending data gather exercise is due to be rolled out subject to executive approval.</p> <p>There is a risk that unknown numbers of officers/staff will not disclose their nationality, therefore, will not be supported by Police Scotland/SPA throughout the Brexit process and possibly lose their continued right to live and work in the UK and for the organisation.</p> <p>In addition, due to the uncertainties surrounding Brexit, there is a risk that staff and officers will leave the organisation. Resulting in Police Scotland/SPA losing valuable staff and a lack of trained officers on the front line keeping the public safe.</p>
5.	<p>How confident are you of identifying opportunities to mitigate short and medium term workforce pressures?</p> <p>Areas you may wish to consider include:</p> <ul style="list-style-type: none"> • whether you have any mitigating actions already in place, e.g: <ul style="list-style-type: none"> ○ youth employment / recruitment schemes; ○ disability employment schemes; ○ upskilling / staff development programmes; ○ talent attraction from the rest of the UK; 		X			<p>Currently Police Scotland/SPA have an agile workforce which can be utilised to mitigate and potential impact/risk associated with Brexit. In the unlikely event of increased recruitment activity being required Police Scotland currently undertake large scale recruitment activity on a regular basis. Equally where short to medium term gaps arise the agile nature of Police Officer deployment means the organisation can easily react as required.</p>

	<ul style="list-style-type: none"> ○ support available through our enterprise and skills bodies or trade unions; ○ using flexible approaches to deployment of workforce. • what help or advice would you find helpful. 						Once the final Brexit outcomes are known, and non UK EU workers make decisions regarding their future within the UK, Police Scotland will have greater clarity on workforce planning requirements.
Cost		1	2	3	4	5	
6.	<p>How confident are you that you considered the potential cost and availability of future workforce training requirements?</p> <p>Areas you may wish to consider include:</p> <ul style="list-style-type: none"> • whether your understand the future skills requirements and the skills profile of your current workforce; • whether you have considered the potential costs of training replacement staff should current EU nationals leave; • whether your current training is delivered in house or delivered by someone else; • whether you have considered how future training would be delivered; • what help or support would you find helpful. 			X			<p>EUCCP are considering the requirement for additional training in the contingency planning for each EU measure. However, the full extent of this will not be known until the negotiations and contingencies are finalised.</p> <p>Once the data gathering exercise has been completed Police Scotland/SPA will know the full extent of the location of EU non UK staff and officers to further plan for any potential resilience issues and further training required.</p>

Engagement		1	2	3	4	5	
7.	<p>How confident are you that you that your Scottish Government sponsor team / lead contact is aware of the potential impacts of EU withdrawal on your workforce?</p> <p>Areas you may wish to consider include:</p> <ul style="list-style-type: none"> • whether there are effective forums in place to have these discussions; • what other information would you like to receive from: <ul style="list-style-type: none"> ○ your Scottish Government sponsor area / lead contact; ○ the wider Scottish Government. • whether there are any workforce related issues that should be considered as part of the Scottish Government's negotiations with UK Government; • whether these have been discussed with Scottish Government sponsor area / lead contact. 		X				<p>EUCCP have met with Migration and Free Movement of People, EU Strategy and Migration Division on numerous occasions and they have provided details of events, literature and first line manager's guidance.</p> <p>We would like confirmation of the First Minister's plans to fund public sector workers settled status application fees and any impact that has on the organisational budget. This has been discussed with SG and we are awaiting confirmation.</p>
8.	<p>To what extent are you engaging with other public bodies to discuss or assess the potential impact of withdrawal from the EU?</p> <p>Areas you may wish to consider include:</p> <ul style="list-style-type: none"> • whether there are relevant forums to discuss workforce issues and develop shared plans; • what help or support would you find helpful. 		X				<p>EUCCP sit on many of the same meetings as Scottish Government and COPFS where they regularly discuss and share plans. EUCCP also have a partners meeting where HOIE, HOBf, GLAA, SEPA have discussed issues with identifying EU Nationals within their workforce.</p> <p>In addition early discussions took place with NHS Scotland HR colleagues in relation to shared thinking regarding people related Brexit considerations.</p>

Supply Chain / Delivery Partners		1	2	3	4	5	
9.	<p>How confident are you that the workforce impact from EU withdrawal is being considered by your service providers / contracted bodies?</p> <p>Areas you may wish to consider include:</p> <ul style="list-style-type: none"> • whether you have discussed the impact of EU withdrawal on their workforce delivering your services; • whether they have identified any specific risks; • whether they sought your help / advice on how to mitigate any concerns; • what help or support would be helpful. 				X		<p>EUCCP are currently engaging with procurement and other corporate support services. Through the Corporate Sub Group we are seeking to identify existing contracts where Brexit outcomes may have a direct impact on the service they deliver to our organisation. The position on this has yet to be determined.</p>
External Advice		Yes		No			
10.	Have you identified any external help or advice to help you manage any impact of EU withdrawal on your workforce?			X			