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**Welcome to Emerge - in interactive PDF format!** Emerge is the regular update for policing and the wider criminal justice system on the work of the Scottish Police Services Authority.

In this new interactive format you will find a navigation bar at the top of the page and links to articles along the left hand side.

### **We want to hear from you!**

In an effort to improve Emerge and meet the needs of our customers, we would appreciate any feedback or suggestions for improvement that you may have.

Please email your comments to [media@spsa.pnn.police.uk](mailto:media@spsa.pnn.police.uk).



**SPSA  
welcomes  
appointment  
of new Chief  
Executive,  
Andrea Quinn**



“ I want to ensure that we truly understand what our partners in policing need, and to translate that into the delivery of consistent, and improving, services. ”

## New SPSA Chief Executive takes up post

Andrea Quinn was appointed to the SPSA Chief Executive position in March of this year and on 23 June she formally began her post.

Andrea comes to SPSA with a great deal of experience in both the public and private sector, as well as a proven track-record in improving performance in large organisations.

In her most recent post, Andrea was the Head of Environment at City of Edinburgh Council and had direct responsibility for some 1,700 council staff delivering city-centre community safety and anti-social behaviour services, roads, waste and building services, and the city's many parks.

Over the coming weeks and months Andrea's immediate priorities will include visiting each of the Chief Constables and their senior teams, as well as the Crown Office and Scottish Government, to get a handle on how SPSA can help them to meet their priorities.

Andrea said: "Building solid working relationships with our customers will be a crucial part of my role. I want to ensure that we truly understand what our partners in policing need, and to translate that into the delivery of consistent, and improving, services.

"We know that we are facing a period of real contraction in public spending and SPSA needs to be prepared for this, and at the same time look at how we can help our customers to be prepared too.

"But there are also lots of potential opportunities out there, and another key part of my role will be to ensure that we spot those opportunities and take advantage of them for the benefit of Scottish policing."



SPSA Convener, Vic Emery and Cabinet Secretary for Justice, Kenny MacAskill officially open Rushton Court



SPSA Forensic Services staff analyse a boot print in the new laboratory at Rushton Court

## New Forensic Science facility in Dundee officially opens

Scotland's first new purpose-built forensic science laboratory in almost 15 years was officially opened by Cabinet Secretary for Justice Kenny MacAskill, on 7 June 2010.

The new £23.3 million Dundee based facility, Rushton Court, is now the professional home to more than 100 forensic science experts and 30 ICT specialists from the Scottish Police Services Authority (SPSA).

The new five-story, 50,000 square foot facility on the Dundee One site features a photographic studio, biology, drugs and chemistry laboratories, fingerprint and scene examination units, the DNA robot, the Scottish DNA Database and a new blood pattern analysis room specifically designed for carrying out blood pattern experiments.

ICT will occupy large office space on the top floor of the building, with spectacular views overlooking the River Tay and the Tay Bridge.

The opening ceremony was attended by guests from across the criminal justice community, including some of the main customers for Forensic Services Dundee including Tayside's Chief Constable Justine Curran and members of the Crown Office and Procurator Fiscal Service (COPFS) from the Fife, Central and Tayside areas.

Also present were members of the Rushton family, who gave their permission to name the facility after the late Doctor Donald Rushton. Doctor Rushton was a pioneering forensic pathologist, who was one of the first individuals to introduce forensic science into the Dundee area.

Cabinet Secretary for Justice Kenny MacAskill said: "The Scottish Government is fully committed to providing a well resourced police service. But that commitment does not stop with delivering more police on our streets – we recognise the crucial role played by the SPSA in bringing criminals to justice.

"I am proud of the excellent work done by SPSA's expert forensic scientists. These facilities will improve our ability to gather and analyse evidence found at crime scenes – and to help solve the full range of crimes from house breaking to the most serious crimes of all."

Every square inch of the new facility has been carefully designed to optimise the control of evidence and to give the SPSA's highly-skilled forensic staff the opportunity to make their best contribution to the fight against crime.

**Rushton Court is now the professional home to more than 100 forensic science experts and 30 ICT specialists from the Scottish Police Services Authority (SPSA).**

## Scots Police Training revamp puts emphasis on hands on experience

Scotland's new police recruits are to complete their formal training faster, and experience more operational time on the streets as part of the largest shake up of probationer training in recent years.

The new training regime comes after an extensive review of the Probationer Training Programme by Scottish Police Forces, the Scottish Police College and the Association of Chief Police Officers in Scotland (ACPOS).

Already, the review has seen the previous 15 week residential course at Scottish Police College reduced to 13 weeks with a revised and focused syllabus in line with national priorities. By next January, the 13 week residential course will be replaced by a new modular system that will see trainees undergo an intensive 10 weeks of tuition at the College, followed by 15 weeks of assessed operational experience within their own Force. During this period, probationary officers will attend incidents and participate in Force-specific training.

Probationers will then re-attend the College for a period of three weeks

where they will undertake a variety of formal assessments including course examination, fitness testing, skills assessment and an oral examination.

The more than two week reduction in overall time spent at the College will see a direct increase in time spent policing Scotland's streets.

John Geates, Scottish Police College Director, said: "Policing is about judgement, decision-making, and relationship building as well as knowledge of the law and the physical capability to intervene when action is needed. Our job is to ensure that the people we entrust with the uniform and the badge of a Scottish police officer are as ready as they can be for all those tasks.

"As a police officer, you need to be capable of reading a situation. That is why this new programme exposes probationers to the realities of their actual working environment at an earlier stage – but in a supported and assessed way. Their first 10 weeks at the College will give them the preparation they need to respond to incidents, and their tutor constables will then provide on-the-

job guidance and help to further develop their skills.

"The increased operational time then allows students the vital opportunity to consider the link between the theoretical learning they received at the College, and the practical application of skills in a live environment.

"The approach is more comprehensive and, after completing their final assessment, probationers will be better prepared for the many challenges that come from policing the streets of our communities."

The review also resulted in changes to the legislative and practical content of the training programme in order to better align with national priorities and Force suggestions.

The revised programme syllabus includes a number of revisions in line with national priorities, including a greater focus on counter-terrorism and the National Intelligence Model, a business model adopted by the police in Scotland to identify the biggest risks to the service.

Head of ACPOS Personnel and Training Business Area, Chief Constable Ian Latimer said: "ACPOS is fully supportive of the outcomes of the probationer training review. The new programme sees a greater collaboration and partnership between the Forces, ACPOS and the Scottish Police College.

"The operational deployment period allows Forces the opportunity to input into student learning and assessment at an earlier stage, and the programme syllabus is more keenly focused on priority areas of policing. It is a win-win situation."



“Probationers will be better prepared for the many challenges that come from policing the streets of our communities”

## Plans unveiled to speed up forensic support for Scottish Police

SPSA Forensic Services has published proposals to improve the speed, consistency, and cost effectiveness of forensic analysis in Scotland.

In an options paper on Forensic Services modernisation (published 13 July), SPSA sets out how over the next five years it could maintain the 250,000 cases completed each year for police forces and fiscals, speed up key turnaround times for DNA, fingerprint, and drug tests in volume crimes, while reducing annual costs by up to £3.5 million.

The options under consideration for scientific laboratory support include:

- driving forward a programme of change and efficiency within the existing four laboratories in Glasgow, Edinburgh, Dundee and Aberdeen, with the potential to realise annual savings of £1.75 million by 2015;
- invest in a new case management IT solution to step up the efficiencies within the existing four laboratory structure with, with the potential to realise annual savings of £2 million by 2015;

- moving to a new structure where four smaller 'satellite laboratories' staffed by scientists would be maintained in the cities, supported by two high-volume processing units in Glasgow (later Gartcosh) and Dundee, with the potential to realise annual savings of around £2.8 million by 2015;

- moving to a new structure where all scientific support in Scotland is delivered from two laboratories in Glasgow (later Gartcosh) and Dundee, with the potential to realise annual savings of around £3.5 million by 2015.

The options, which have been published for discussion and debate with customers, staff and stakeholders, follow a year-long analysis of how Scotland's forensics services could better meet the national needs of Scotland's police forces and fiscals.

That analysis found that Forces are broadly satisfied with the support they receive in serious and complex crimes like murders.

However, there is concern among customers that the focus given to serious crimes can lead to inconsistency and delay in providing support to day-to-day investigations in volume crimes like housebreaking.

The analysis has also identified wide variations in practice, procedure and cost of delivering services from SPSA's four laboratories.

SPSA Director of Forensic Services Tom Nelson said: "We were established to provide Scotland's eight Forces, SCDEA and the fiscal service with a truly national forensic support service that consistently meets their needs. Since we were formed we have made some important progress - not least reducing the backlog of cases inherited from over 8,000 to 3,400 today.

"Over the past year or more we have engaged as never before with those we serve in the Forces and fiscals. We have listened and we have helped them to define what they want from a forensic service.

Rightly, they want and expect a lot from us - because forensic science is the key to unlocking many investigations which in turn can save thousands of hours of expensive police time.

"At the heart of what they want is consistency. They want us not just to have the expertise for the serious cases like murder, but to have the resilience and consistency to provide them with fast results in day-to-day crime like robbery and housebreaking. In short, they want a forensic service that supports the many crimes, not just the few.

"We have made huge strides in agreeing with them what an appropriate level of service looks like - not just how many cases they need our help in, but also how quickly they should expect results. The task now is how best to organise ourselves within Forensic Services to be able to deliver what they, our customers, want from us.

"The options we have set out are about consolidating and optimising what we do for policing - but they do herald change for us as an organisation.

Change in practice. Change in procedure. Change too in terms of people and places.

"What we seek to achieve over the coming weeks is a consensus around which of these options strike the right balance between what the customers are looking for, and what generates the best efficiency for the public purse. We hope that we can have a constructive debate around this, and we are committed to engaging with everyone who has a stake. Together we want to ensure that within the resources available to us, forensic science makes the best possible contribution to delivering safer communities in Scotland."

A copy of the options paper can be found at:

[WWW.SPSA.POLICE.UK](http://WWW.SPSA.POLICE.UK)

**"What we seek to achieve over the coming weeks is a consensus around which of these options strike the right balance between what the customers are looking for, and what generates the best efficiency for the public purse."**

Could your training benefit from being conducted at the Scottish Power site?



Flyover photo of the site - equivalent to 70 football pitches, the land is ideal for training large numbers of people

## SPSA encourages use of former power station site for training

In November of 2009, the Scottish Police College (SPC) entered into a 5 year agreement with Scottish Power that saw the College expand by over 55-hectares in open land space. The land, just 2 minutes south west of Tulliallan, is the equivalent of 70 football pitches and is ideal for training exercises that involve large numbers of people.

The Scottish Power site presents a great opportunity to answer the Scottish Government's call for closer collaboration and joint-working between public services. The SPC would like to share this resource wherever possible, especially amongst SPSA customers and other blue light agencies.

The site has already been used by Central Scotland Firearms, Central and Fife Dog Handlers and the Scottish Ambulance Service for their training needs, and during the period of April to June, the SPC training Ground was used on 23 out of a potential 65 days.

This is a great uptake and the SPC is keen to have the site utilised to an even greater extent.

Could your training benefit from being conducted at the Scottish Power site?

SPSA customers and stakeholders are asked to please consider the Scottish Power site when planning any training exercises. Remember – the SPC can also facilitate classroom and conference accommodation booking to coincide with training events.

All initial requests to utilise the site should be emailed to: [SPCTrainingGround@tulliallan.pnn.police.uk](mailto:SPCTrainingGround@tulliallan.pnn.police.uk)

Bookings for the site will be arranged on a first come first served basis.

“ We need to ensure that we stay ahead of those individuals and networks who engage in criminal activity ”

## SID workshop gathers experts from across the country

Intelligence experts from across the country will gather at the Scottish Police College on Monday 9th August at a workshop to discuss the future strategic requirements of the Scottish Intelligence Database (SID).

Delivery of the workshop is being taken forward as a partnership between ACPOS and the SPSA.

More than 70 delegates from Scotland and England will meet with software developers ABM to review possible improvements to the system and consider how it could be developed further to the benefit of the Scottish Police Service.

The workshop will incorporate inputs from force recognised experts and front end users including, Local Intelligence Officers, Force Information Bureaux staff Intelligence Managers, analysts and SPSA Intelligence Support staff.

Inspector Alan Easton, Officer in charge of the SPSA Intelligence Support Unit, said: “When SID was first introduced as a project ten years ago it revolutionised our approach to the management and sharing of intelligence.

It ensured that every police officer had access to relevant intelligence, giving them an advantage over criminals by enabling them to do their job more effectively and safely.

“Now, as we look to develop SID, we wanted to take this opportunity to draw on the knowledge of our country’s experts and front end users to better understand the issues that they are facing and to determine how we can enhance the functionality of the SID application to provide an improved service to our communities, better operational capability and better opportunities for joint working between forces and agencies across Scotland.”

Chief Constable Patrick Shearer of Dumfries and Galloway Constabulary and the Project Lead on SID said: “We need to ensure that we stay ahead of those individuals and networks who engage in criminal activity. They do not respect police force borders and boundaries, and as they constantly adapt and change their tactics to avoid detection, we too must prepare to embrace new technologies and arm ourselves

with the appropriate tools to tackle criminals regardless of where they are or where incidents take place.

“SID of course plays a crucial role in support of this and we are committed to boosting the systems capacity to promote interaction with other key initiatives, including the Serious Organised Crime Mapping Project, and to ensure that information is readily available and accessible to forces and law enforcement agencies.

“Listening to what our users need is a key part of that and I welcome the opportunity that this workshop brings to enable us to do that.”

The workshop will include inputs from Chief Constable Patrick Shearer and Assistant Chief Constable Derek Penman ACPOS Chair of the Intel Sub Committee

For more information on the SID workshop contact Inspector Alan Easton 0141 585 8388.

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## SPSA Performance

The SPSA publishes quarterly customer reports. The customer reports form part of SPSA's developing performance reporting framework.

The reports detail key service delivery highlights and give an overview of progress against ongoing priorities that we believe impact on the wider policing communities.

[TO VIEW THE LATEST REPORT CLICK HERE: Q4 CUSTOMER REPORT 2009/10](#)



A demonstration of how cocaine is produced



A cocoa plant at the  
Anti-Narcotics base  
in Santa Marta

## Pupils visit Colombia on anti-cocaine project

Pupils at two Scottish secondary schools discovered first hand experience of the devastation caused by cocaine production in Colombia when they visited the country on a six day trip as a guest of the Colombian Vice President Francisco Santos.

Three S6 pupils from Girvan Academy in South Ayrshire and two S5 pupils from Portobello High School in Edinburgh, accompanied by their head teachers and an officer from the Scottish Crime and Drug Enforcement Agency (SCDEA), received the official invitation in recognition of their contribution to the Shared Responsibility project.

Shared Responsibility is the Colombian Government's flagship campaign aimed at reducing the demand for cocaine by highlighting the social and environmental devastation caused by cocaine production in the country. The SCDEA has been working in partnership with Girvan Academy since 2008, and more recently with Portobello High School to support the messages of the campaign in Scotland.

During the trip, the pupils visited various places to learn more about cocaine production in Colombia and its impact on people, communities and nature and wildlife through ongoing violence, kidnap, corruption, deforestation and pollution. Some of the activities they were involved in include:

- A meeting with a victim of drug trafficking;
- A flight over the Sierra Nevada of Santa Marta, where cocaine cultivation takes place, and a visit to an anti-narcotics base to understand how cocaine is produced;
- A visit to Honey Crops – an alternative crops programme;
- A meeting with young artists at The Sha House - a programme aimed at preventing cocaine consumption;
- A reception at the British Embassy in Bogota;
- A meeting with Vice President Francisco Santos.

Detective Inspector Stevie Innes at the SCDEA, who accompanied the teachers and pupils, said: "This was an excellent opportunity for the young people to see for themselves the true impact that illegal drugs has on communities in a producer country.

"They now have a better understanding of the issue, based on real life experience, which they can share with their fellow pupils and further develop the project as part of the school curriculum.

"Reducing the demand for illegal drugs is a key priority for the SCDEA, and engaging directly with young people through education is a key aspect of our approach to achieving that goal. The commitment the pupils have demonstrated to the project truly underlines the difference that young people can make to these important issues."



New branding for Scottish  
Police Museum



Early days of Police  
Training, students  
learn to direct traffic

## Scottish Police College to house Scottish Police Museum

In 2008 a small committee at the Scottish Police College was formed to initiate the development of a Scottish Police Museum to be housed within the Scottish Police College.

The aim of the project is to display police artefacts and relics, as well as audio and visual footage, within the College to chart the progress of the Scottish police service throughout the centuries and years.

The museum will be housed in the archive library area at the College and renovations to the area are almost complete.

The organising committee have already collected some memorabilia for the museum, such as uniforms, badges, insignia and photographs, and they are looking to expand their collection.

Superintendent George Barnsley, Chair of the Scottish Police Museum organising group, said: "We've got a great start on materials for the museum, but we are looking to add to our collection. While the area of the old Archive library has been identified as the static location for the museum, as time progresses and the projects grow, it is our intention to utilise the other space available within the College to display items and memorabilia.

"The more material available, the more comprehensive the displays can be. We would like to ask all SPSA stakeholders and customers to consider whether they might have, or know of, a police related artefact, photo, piece of equipment, etc, that might be of interest to the Scottish Police Museum.

The Scottish Police Museum is looking to collect:

- Photographs/Film footage - Either crime scene or pictorial records of policing through the years
- Equipment - insignia, handcuffs, batons, whistles, radios, forms, notebooks, etc
- Audio recordings from staff involved in significant crimes, or audio recordings that depict how policing has advanced over the years

If you have an item that you think would be of interest to the Scottish Police Museum, or if you have any questions regarding the project, please contact the college library on 01259 732073 or by email to [library@tulliallan.pnn.police.uk](mailto:library@tulliallan.pnn.police.uk)

**"All contributions to the project are greatly appreciated."**