



## LETTER SENT BY EMAIL ONLY

6 February 2025

FOI Ref 2025/24-099

### Request

Your request for information dated 9 January 2025 is copied below.

1) The current number of staff at each command area.

And from 1st January 2020 to 1st January 2025:

2) The number of days-off police staff have taken broken down by year, command area and reason for taking leave (paid holiday, bereavement leave, sick leave etc.).

3) The number of staff to have retired, quit or be dismissed broken down by year, command area and the reason for their leaving the service (retirement, dismissal, quitting).

For the purposes of part two please differentiate between sick leave and leave for mental health reasons.

### Response

The Scottish Police Authority has considered your request under the Freedom of Information (Scotland) Act (FOISA) and can confirm that the Authority holds some of the information you have requested.

Our response to each of your questions is provided below.

#### **1) The current number of staff at each command area.**

The Authority does not hold information related to current number of staff in each command area<sup>1</sup>

The Authority does hold information setting out the total number of staff and percentage distribution per business area as of 31 December 2023.

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<sup>1</sup> This represents a notice in terms of Section 17 of the Freedom of Information (Scotland) Act 2002 - Information not held.

This information was reported to the Authority's People Committee in February 2024, and is contained in a [Q3 Workforce Report \(page 10\)](#).

In addition, a [Q2 Workforce Dashboard](#) presented to the Authority's People Committee in November 2024 sets out the total number of Police Scotland staff at 30 September 2024 (page 6). This confirms that 5074 full time equivalent staff were in post.

## 2) The number of days-off police staff have taken broken down by year, command area and reason for taking leave (paid holiday, bereavement leave, sick leave etc.).

**For the purposes of part two please differentiate between sick leave and leave for mental health reasons.**

The Authority holds some of the information requested.

[Police Scotland's Year End Workforce Report](#), presented to the Authority's People Committee in May 2024, shows the percentage of working days lost due to sickness absence (including percentage related to psychological disorders), and average working days lost due to sickness absence per staff member. This information is set out in page 8 and page 9 of the report and is replicated below for your ease of reference:



Additional information relating to workdays lost was reported to the Authority's People Committee in May 2023, [Q4/End of Year Workforce Report](#). This report highlights the percentage of work days lost due to sickness absence, and average working days lost due to sickness absence per staff member, broken down by Division/Department (page 15 and 16).

Information was also provided in the [same report](#) (page 20) that shows the percentage of annual leave not used at the end of financial year 2022/23 for officers and staff.

A [Q4 and End Year Workforce Report](#) presented to the Authority’s People Committee in June 2022 also contains relevant information for an earlier timeframe.

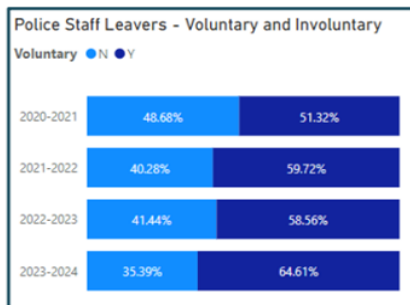
**3) The number of staff to have retired, quit or be dismissed broken down by year, command area and the reason for their leaving the service (retirement, dismissal, quitting).**

The Authority holds some of the information requested.

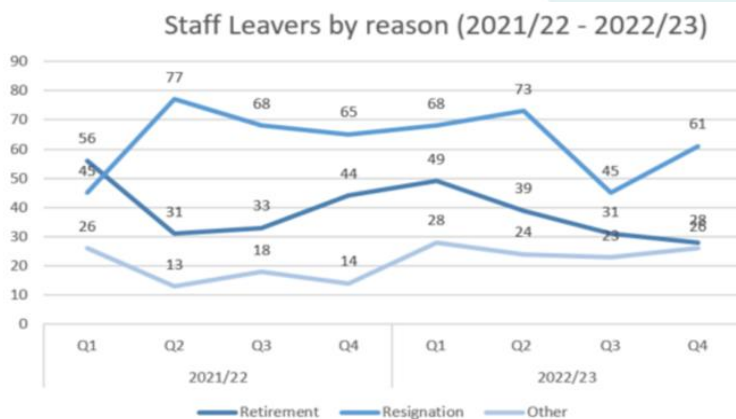
Information provided to the [Authority’s People Committee in November 2024](#) shows for financial year 2024/25 (at 30 September 2024) the main reasons for leaving as a total for support staff. This is replicated below:

Reason	POLICE OFFICER	SUPPORT STAFF	Total
RETIRAL	104	39	143
RESIGNATION	53	39	92
VR/VER		85	85

Additionally, information provided to the [Authority’s People Committee in May 2024](#) shows the percentage of Police Staff leavers, split as voluntary and involuntary from 2020/21 to 2023/24, as replicated below:



Information also provided to the [Authority’s People Committee in May 2023](#) shows staff leaver by reason from 2021/22 – 2022/23. This information is replicated below:



In addition to the information above, the Authority holds two reports containing relevant information which covers the period 2020/2021. These reports are appended to this response.

In relation to questions 2 and 3, where figures for the same period have been reported across different reports, the most recent data should be used.

Further information related to your request may be available by contacting Police Scotland at [foi@scotland.police.uk](mailto:foi@scotland.police.uk)

You may also wish to refer to [Police Scotland's Disclosure Log](#).

### **Right to Review**

If you are dissatisfied with the outcome of your request, you can ask for a review within 40 working days. You must specify the reason for your dissatisfaction and submit your request by email to [foi@spa.police.uk](mailto:foi@spa.police.uk) or by letter to Scottish Police Authority, 1 Pacific Quay, Glasgow, G51 1DZ.

If you remain dissatisfied after review, you can appeal to the Scottish Information Commissioner within six months. You can apply [online](#), by email to [enquiries@foi.scot](mailto:enquiries@foi.scot) or by letter to Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

Should you wish to appeal against the Commissioner's decision, you can appeal to the Court of Session, only if you think the law has not been applied correctly.

This response will be posted to our [Disclosure Log](#) after seven days.

Yours faithfully

**Scottish Police Authority**