



LETTER SENT BY E-MAIL ONLY

4 March 2025

FOI Ref 2024/25-109

Request

Your request for information dated 17 February 2025 is copied below.

“Any correspondence or report received by the Scottish Police Authority from arbitrators regarding the recent pay award decision for police officers.”

Response

The Scottish Police Authority has considered your request under the Freedom of Information (Scotland) Act (FOISA).

The Authority can confirm that it holds the Arbitrators Report regarding the recent 2024/25 pay deal agreed for police officers in Scotland.

However, the Authority considers that the information held is exempt as it was created by a person conducting arbitration, for the purposes of that arbitration.¹

This is an absolute exemption and does not require application of the public interest test.

To assist, we would highlight that the outcome of the arbitration process was published by the Authority on 14 February 2025: [2024/25 pay deal agreed for police officers in Scotland](#)

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

¹ This represents a notice in terms of Section 37(1)(b)(ii) of the Freedom of Information (Scotland) Act 2002. Information will be exempt from disclosure if it is contained in a document which has been created by a person conducting an inquiry or arbitration, for the purposes of that inquiry or arbitration.

dissatisfaction and submit your request by email to 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 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](#) in seven days' time.

Yours faithfully

Scottish Police Authority

