



LETTER SENT BY EMAIL ONLY

15 January 2025

FOI Ref 2024/25-091R

Request

On 10 December you made a request for information to the Scottish Police Authority. In response, the Authority confirmed it did not hold the information requested but that information may be available by contacting Police Scotland. To assist, hyperlinks were also provided to information already available which may be of interest.

On 17 December you asked the Authority to review this decision.

Response

The Scottish Police Authority has considered your request under the Freedom of Information (Scotland) Act (FOISA). The decision has been reviewed by an independent reviewer who was not involved in the original decision-making process.

We can confirm that the original decision is upheld. However, we acknowledge that explanation of why the information is not held by the Authority should have been made clear.

The Authority issued a refusal notice to you on 17 December 2024 in terms of section 17(1) of FOISA. This correctly advised that the information requested is not held by the Authority. This is because of a 'service back' arrangement in place between the Authority and Police Scotland.

Police Scotland provides the Authority with a number of service back arrangements which have been in place since the creation of the Authority and Police Scotland in 2013. This includes a human resources and payroll service. As such, all records relating to the remuneration of Authority employees, including salaries and allowances, bonuses, benefits-in-kind (BIK) and pension contributions etc, are held by Police Scotland rather than the Authority. The only information held by the Authority which is

relevant to the request has been provided by way of a link to the Authority's Annual Report and Accounts for 2023/24. As stated in the original response, this information does not represent all employees with a salary over £100k.

Due to the service back arrangements in place, and under our duty in terms of section 15 of FOISA to provide advice and assistance, we advised that information may be available by contacting Police Scotland at foi@scotland.police.uk

Right to Review

If you remain dissatisfied, 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](#) after seven days.

Yours faithfully

Scottish Police Authority

