

21 October 2022

2022-069

## FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

### REQUEST DETAILS

Please find below our response to your correspondence dated 29 September, in which you made the following request under the Freedom of Information (Scotland) Act 2002:

I would be grateful if you could please share with me the exit interview data considered by the People Committee of the SPA, as noted under "Exit Interview Trend Analysis" on page 7 of the attached report to the SPA board.

[rep-b-20220920-item-4-committee-and-oversight-reports-v0-1.pdf \(spa.police.uk\)](#)

### RESPONSE

Your request for information has been considered and the Scottish Police Authority (SPA) is able to provide the following;

Data considered by the People Committee under item 7.1 Exit Interview Trend Analysis is provided as **Appendix 1**.

This data formed part of an update provided by Police Scotland with information derived from a redesigned Exit Survey. The redesigned survey was introduced in October 2021 and as a matter of process has been sent to every officer and member of staff who leave Police Scotland.

Also of interest may be the Workforce Report presented quarterly by Police Scotland to the [People Committee](#) - this includes quarterly statistics on both officer and staff leavers and turnover. The most recent report is linked as an example – [Q1 Workforce Report 22/23](#).

By way of assistance, information may also be available by contacting Police Scotland at –

<http://www.scotland.police.uk/access-to-information/freedom-of-information/>

## RIGHT TO REVIEW

If you are dissatisfied with the way in which your request has been dealt with you are entitled, in the first instance, to request a review of our actions and decisions

Your request must specify the matter which gives rise to your dissatisfaction and it must be submitted within 40 working days of receiving this response - either by email to [foi@spa.police.uk](mailto:foi@spa.police.uk) or by post to Corporate Management Team, Scottish Police Authority, 1 Pacific Quay, Glasgow, G51 1DZ.

If you remain dissatisfied following the outcome of that review, you are thereafter entitled to apply to the Office of the Scottish Information Commissioner within six months for a decision.

You can apply [online](#), by email to [enquiries@itspublicknowledge.info](mailto:enquiries@itspublicknowledge.info) or by post to Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

Should you wish to appeal against the Scottish Information Commissioner's decision, there is an appeal to the Court of Session on a point of law only.

As part of our commitment to demonstrate openness and transparency in respect of the information we hold, an anonymised version of this response will be posted to the Scottish Police Authority Freedom of Information [Disclosure Log](#) in seven days' time.

## Appendix 1

Extract of data from 7.1 Exit Interview Trend Analysis  
(relates to period since Oct 2021, reported as at August 2022)

	Leavers	Survey completed	% completed
<b>Staff</b>	250	99	39.6%
<b>Officers</b>	568	185	32.6%

	Voluntary Leavers	Survey completed	% completed
<b>Staff</b>	135	58	43.0%
<b>Officers</b>	111	36	32.4%

	Reason	Male	%	Female	%	Total	% of all respondents	Annual Turnover
<b>1</b>	Career advancement	13	(38.2%)	21	(61.8%)	34	36.2%	0.3%
<b>2</b>	Career change	14	(46.7%)	16	(53.3%)	30	31.9%	0.3%
<b>3</b>	Lack of resources	6	(31.6%)	13	(68.4%)	19	20.2%	0.2%
<b>4</b>	Working pattern	10	(52.6%)	9	(47.4%)	19	20.2%	0.2%
<b>5</b>	Family circumstances	11	(61.1%)	7	(38.9%)	18	19.1%	0.2%
<b>6</b>	Lack of recognition	7	(46.7%)	8	(53.3%)	15	16.0%	0.1%
<b>7</b>	Remuneration	2	(20.0%)	8	(80.0%)	10	10.6%	0.1%
<b>8</b>	Issues with colleagues/peers	6	(60.0%)	4	(40.0%)	10	10.6%	0.1%
<b>9</b>	Commute/Location	8	(88.9%)	1	(11.1%)	9	9.6%	0.1%
<b>10</b>	Relocation	2	(25.0%)	6	(75.0%)	8	8.5%	0.1%