| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-2453  Responded to: 18 October 2023 |
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Your recent request for information is replicated below, together with our response.

Please note that the data provided is indicative of the information contained on SCOPE, the HR management system in place within Police Scotland.

The data is accurate as at 30 June 2023 as this is the most recent officer figures that have been released by the Scottish Government.

## Excluding maternity or disciplinary reasons, how many Police Scotland Police officers holding the rank of Constable or Sergeant are currently not physically fit for full operational duties, and therefore undeployable in so far as it refers to the basic role of Constable that they were initially recruited to do?

As at 30 June 2023, there were 1,778 Police Officers of the rank of Constable or Sergeant (including Detectives) on modified duties.

## Please break that total down by current location, showing how many in each local policing division, and including central departments including Corporate Services, Crime Management, and Operational Support. Please also show those figures as a percentage of total establishment for each of those areas or divisions.

The table below provides a breakdown of those officers by division.

| **Division** | **Modified Duties** | **% of Total Establishment** |
| --- | --- | --- |
| A Division | 88 | 8.4 |
| D Division | 95 | 11 |
| N Division | 47 | 7.9 |
| C Division | 70 | 12 |
| E Division | 96 | 8.9 |
| J Division | 94 | 10.9 |
| P Division | 78 | 10.6 |
| G Division | 169 | 7.1 |
| K Division | 59 | 9.6 |
| L Division | 34 | 6.6 |
| Q Division | 123 | 9.4 |
| U Division | 83 | 10.7 |
| V Division | 28 | 9 |
| Contact Command Control Division | 136 | 21 |
| Corporate Services Division | 86 | 14.5 |
| Criminal Justice Services Division | 107 | 26.7 |
| Operational Support Division | 102 | 7 |
| Partnerships Prevention and Community Wellbeing | 29 | 23.8 |
| Specialist Crime Division | 254 | 13.4 |
| **Total** | **1,778** | **10.6** |

## Of those modified or restricted officers, again per same areas, please provide details of how many as of 20 September 2023 had been on restricted or modified duties (and therefore non operationally deployable), for; Up to 1 year, 1-2 years, 2-3 years, 3-4 years, 4-5 year, in excess of 5 years.

I must first of all advise you that the durations for modified duties are not recorded in terms of the time periods specified in your request.

Police Scotland calculates the duration of modified duties as less than 12 months, less than 2 years, less than 5 years and more than 5 years. The table below sets out this data which is as at the 30th June 2023.

| **Division** | **< 12 mths** | **< 2 years** | **< 5 years** | **> 5 years** | **Total** |
| --- | --- | --- | --- | --- | --- |
| A Division | 55 | 10 | 18 | 5 | 88 |
| D Division | 43 | 35 | 11 | 6 | 95 |
| N Division | 33 | 7 | 6 | 1 | 47 |
| C Division | 30 | 12 | 14 | 14 | 70 |
| E Division | 66 | 10 | 15 | 5 | 96 |
| J Division | 37 | 19 | 28 | 10 | 94 |
| P Division | 34 | 25 | 18 | 1 | 78 |
| G Division | 80 | 32 | 39 | 18 | 169 |
| K Division | 29 | 16 | 10 | 4 | 59 |
| L Division | 16 | 14 | 3 | 1 | 34 |
| Q Division | 81 | 18 | 16 | 8 | 123 |
| U Division | 42 | 20 | 15 | 6 | 83 |
| V Division | 11 | 10 | 6 | 1 | 28 |
| Contact Command Control Division | 63 | 20 | 47 | 6 | 136 |
| Corporate Services | 33 | 17 | 25 | 11 | 86 |
| Criminal Justice Services | 44 | 22 | 26 | 15 | 107 |
| Operational Support | 59 | 18 | 20 | 5 | 102 |
| Partnerships Prevention & Community Wellbeing | 13 | 6 | 7 | 3 | 29 |
| Specialist Crime Division | 125 | 56 | 57 | 16 | 254 |
| **Total** | **894** | **367** | **381** | **136** | **1778** |

## Please also provide the total number of officers within Police Scotland's total Police officer establishment that have no current modifications or restrictions, and are therefore fully operationally deployable?

As at 30 June 2023, there were 15,018 Police Officers not on modified duties.

## And finally, please provide the number of times in total since the formation of Police Scotland, that the Capability process has been instigated.

I must first of all advise you that we can only provide data for when a case progresses to the *formal* stages of the capability process.

As such, I can confirm that the Police Officer Capability process has been instigated 32 times on a formal basis since 2017.

I can also confirm that the Police Staff Capability process has been instigated 243 times on a formal basis since 2015.

If you require any further assistance please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by [email](mailto:foi@scotland.police.uk) or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](http://www.itspublicknowledge.info/Appeal), by [email](mailto:enquiries@itspublicknowledge.info) or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](http://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.