| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-2683  Responded to: 14 December 2023 |
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Your request for information is replicated below, together with our response.

Please accept our apologies for the delay in responding.

**1) How many officers in your force have currently (as of 18/09/23) been signed off work for stress/anxiety/burnout?**

As of 30 September 2023, there were 227 police officers absent due to the following absence reasons: stress, other stress, post-traumatic stress and anxiety.

Police Scotland do not have a category for ‘burnout’.

**2) How many officers have left the force in: a) The current financial year (2023-24)?, b) financial year 2022-23?, c) financial year 2021-22?, d) financial year 2020-21?**

**3) How many officers have joined the force in: a) The current financial year (2023-24)?, b) financial year 2022-23?, c) financial year 2021-22?, d) financial year 2020-21?**

The table below details the information sought in questions two and three:

|  |  |  |
| --- | --- | --- |
| **Period** | **Officer Leavers** | **Officer Recruits** |
| 2023/ 24 - to 30 September 2023 | 412 | 413 |
| 2022/23 | 1356 | 1122 |
| 2021/22 | 966 | 448 |
| 2020/21 | 628 | 436 |

**4) How many officers in your force are currently (as of 18/09/23) are under investigation for a) misconduct b) gross misconduct?**

The formal disciplinary process for Police Officers is governed by [the Police Service of Scotland (Conduct) Regulations 2014](https://www.legislation.gov.uk/ssi/2014/68/contents/made). The associated [Scottish Government Guidance Document](https://www.gov.scot/binaries/content/documents/govscot/publications/factsheet/2018/04/conduct-and-performance-procedures-police-guidance/documents/police-guidance-conduct-procedures/police-guidance-conduct-procedures/govscot%3Adocument/Police%2BService%2Bof%2BScotland%2B%2528conduct%2529%2Bregulations%2B2014.pdf) provides further information on the process and allegations are categorised in line with our [Standards of Professional Behaviour](https://www.scotland.police.uk/about-us/who-we-are/our-standards-of-professional-behaviour/).

A total of 10 Police officers were subject to a live misconduct investigation as at 18/09/2023, following the officer being served with a regulation 11 notice under The Police Service of Scotland (Conduct) Regulations 2014.

Of those, 6 were assessed as ‘Gross Misconduct’ and 4 as ‘Misconduct - Investigation’ at the regulation 10 preliminary assessment stage of the misconduct process.

**5) How many officers in your force are currently (as of 18/09/23) suspended from duty following investigation?**

I would refer you first of all to our [Suspension from Duty Standard Operating Procedure](https://www.scotland.police.uk/spa-media/3mbmetbo/suspension-from-duty-sop.pdf).

A total of 66 Police officers were suspended as at 18/09/2023.

It should be noted that this figure is *all* suspensions - irrespective of what stage any related investigation is at.

**6) How many officers are currently (as of 18/09/23) working “under conditions” following investigation?**

A total of 94 Police officers were on restricted duties as at 18/09/2023.

It should be noted that this figure is *all* restricted duty cases - irrespective of what stage any related investigation is at.

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.