

Our Ref: IM-FOI-2022-2521
Date: 19 December 2022



FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

I refer to your recent request for information which has been handled in accordance with the Freedom of Information (Scotland) Act 2002.

For ease of reference, your request is replicated below together with the response.

How many job vacancies for (a) frontline and (b) support staff have been advertised in each of the past five years broken down by division?

I can first of all advise you that the role of police officer is a continual open single vacancy for the force - it does not open or close. As such, in terms of Section 17 of the Freedom of Information (Scotland) Act 2002, this represents a notice that the information you seek is not held by Police Scotland.

In relation to police staff vacancies:

2019/20 (1 April 2019 – 31 March 2020) – 521 vacancies
2020/21 (1 April 2020 – 31 March 2021) – 440 vacancies
1 April 2021 – 31 May 2021 – 128 vacancies

Please note that this information was not recorded in a format that can be broken down by division prior to the introduction of the E-Recruitment system. This system was launched on 1 June 2021 therefore in terms of Section 16(4) of the Freedom of Information (Scotland) Act 2002 where Section 12(1) of the Act (Excessive Cost of Compliance) has been applied, this represents a refusal notice for the information sought.

By way of explanation, the only way to provide an accurate response to your request would be to manually examine each and every one of these vacancies to establish the division to which they refer - an exercise which I estimate would far exceed the cost limit set out in the Fees Regulations.

A divisional breakdown for the period thereafter is as follows:

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1 June 2021 - 31 March 2022

| Vacancy creation > Divisions Edit ▾ | Total |
|--|--------------|
| CSD - CORPORATE SERVICES DIVISION | 479 (55.2%) |
| CJSD - CRIMINAL JUSTICE SERVICES DIVISION | 109 (12.6%) |
| SCD - SPECIALIST CRIME DIVISION | 70 (8.1%) |
| SPA - SCOTTISH POLICE AUTHORITY | 59 (6.8%) |
| OSD - OPERATIONAL SUPPORT DIVISION | 40 (4.6%) |
| C3 - CONTACT COMMAND AND CONTROL DIVISION | 24 (2.8%) |
| E DIVISION – EDINBURGH | 11 (1.3%) |
| A DIVISION – NORTH EAST | 9 (1.0%) |
| G DIVISION – GREATER GLASGOW | 9 (1.0%) |
| N DIVISION – HIGHLAND AND ISLANDS | 9 (1.0%) |
| D DIVISION – TAYSIDE | 8 (0.9%) |
| Q DIVISION - LANARKSHIRE | 7 (0.8%) |
| C DIVISION – FORTH VALLEY | 5 (0.6%) |
| J DIVISION – THE LOTHIANS AND SCOTTISH BORDERS | 5 (0.6%) |
| U DIVISION – AYRSHIRE | 5 (0.6%) |
| V DIVISION – DUMFRIES AND GALLOWAY | 5 (0.6%) |
| P DIVISION - FIFE | 4 (0.5%) |
| K DIVISION – RENFREWSHIRE AND INVERCLYDE | 3 (0.3%) |
| PARTNERSHIPS PREVENTION AND COMMUNITY WELLBEING DIVISION | 3 (0.3%) |
| L DIVISION – WEST DUNBARTONSHIRE | 2 (0.2%) |
| SCD – SAFER COMMUNITIES DIVISION | 1 (0.1%) |
| J DIVISION - LOTHIANS | 1 (0.1%) |
| Total | 868 (100.0%) |

1 April 2022 - 30 November 2022

| Vacancy creation > Divisions Edit ▾ | Total |
|--|---------------------|
| CSD - CORPORATE SERVICES DIVISION | 293 (44.8%) |
| DIGITAL DIVISION | 70 (10.7%) |
| CJSD - CRIMINAL JUSTICE SERVICES DIVISION | 62 (9.5%) |
| SPA - SCOTTISH POLICE AUTHORITY | 55 (8.4%) |
| SCD - SPECIALIST CRIME DIVISION | 41 (6.3%) |
| OSD - OPERATIONAL SUPPORT DIVISION | 32 (4.9%) |
| C3 - CONTACT COMMAND AND CONTROL DIVISION | 28 (4.3%) |
| A DIVISION - NORTH EAST | 13 (2.0%) |
| G DIVISION - GREATER GLASGOW | 12 (1.8%) |
| N DIVISION - HIGHLAND AND ISLANDS | 9 (1.4%) |
| E DIVISION - EDINBURGH | 8 (1.2%) |
| C DIVISION - FORTH VALLEY | 7 (1.1%) |
| J DIVISION - LOTHIAN | 5 (0.8%) |
| P DIVISION - FIFE | 4 (0.6%) |
| Q DIVISION - LANARKSHIRE | 3 (0.5%) |
| U DIVISION - Ayrshire | 3 (0.5%) |
| D DIVISION - TAYSIDE | 2 (0.3%) |
| DETACHED | 2 (0.3%) |
| PARTNERSHIPS PREVENTION AND COMMUNITY WELLBEING DIVISION | 2 (0.3%) |
| L DIVISION - ARGYLL AND WEST DUNBARTONSHIRE | 2 (0.3%) |
| K DIVISION - RENFREWSHIRE AND INVERCLYDE | 1 (0.2%) |
| Total | 654 (100.0%) |

**How many of each of these job vacancies was open for more than three months?
How many of each of these job vacancies had to be re-advertised?**

In response to these questions, I can advise you that this information is not recorded. As such, in terms of Section 17 of the Freedom of Information (Scotland) Act 2002, this represents a notice that the information you seek is not held by Police Scotland.

Should you require any further assistance please contact Information Management - Dundee at foidundee@scotland.police.uk quoting the reference number given.

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

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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@scotland.police.uk or by post to Information Management (Disclosure), Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH.

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 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 Office of 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 Police Scotland Freedom of Information [Disclosure Log](#) in seven days' time.

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