| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-1056  Responded to: 23 April 2025 |
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Your recent request for information is replicated below, together with our response.

## Regarding Police Scotland's "£17m investment in wellbeing" (from this [Parliamentary Question](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.parliament.scot%2Fchamber-and-committees%2Fquestions-and-answers%2Fquestion%3Fref%3DS6W-35420&data=05%7C02%7Cfoi%40scotland.police.uk%7C327676c4c6f94276f85008dd6ab35fe3%7C6795c5d3c94b497a865c4c343e4cf141%7C0%7C0%7C638784040827468202%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=6xAeZjOe%2Bva9MDQbEOOmgNI6V43CvmmnQfgsTimgbxI%3D&reserved=0)), what timeframe was this £17m spent in?

The contract duration was a potential spend over an initial 4 year period, potentially a total of 7 years due to possible contract extensions.

## What was this £17m spent on? Please provide details of all wellbeing projects/ initiatives with their associated funding.

Provision of occupational health services and employee assistance programme (EAP).  This is broken down as follows

The estimated value of the Occupational Health (OH) contract is £1,945,813 per annum for the baseline service. The total estimated value for a baseline service, over the duration of the contract (including all possible extensions) is £14,982,760 exclusive of VAT. However, the value will increase or decrease dependent on demand and the uptake of additional services.

The estimated value of the EAP contract is £231,995 per annum for the service. The total estimated value for a service, over the duration of the contract (including all possible extensions) is £1,786,361.50 exclusive of VAT. However, the value will increase or decrease dependent on demand and the uptake of services.

The budget was devised using the Scottish Government guidance on calculating contract value which is as follows: Annual contract value x term of new contract in years + 10%.

Additional information about each service is as follows:

*Occupational Health*

Referrals (Management Referrals, Rejected Referrals, Physio Referrals)   
Medicals (Firearms (AFO) Medical, CBRN Medicals, Driver Medicals (D1, Advanced, HGV, Motorcycle), Recruitment Medicals (Officers), Recruitment Medicals (Special Constables), Recruitment Paper Reviews (staff), Diver/ Seafarer/ Offshore Medicals, Aircrew Medicals, Mounted Medicals, Mountain Rescue Medicals, Health Surveillance (audiometry), Night worker Questionnaires, Wellbeing Psychological Assessment Questionnaire, Wellbeing Lifestyle assessments, Health Surveillance (hand/arm vibration), Taser (Colour Vision Test), Neurodiverse Conditions   
Pensions (SMP Pension/IOD cases, Re-joining Pension Scheme, Deferred Pensions)   
Immunisations (Immunisation (HEP B), Post Heb B Test, Immunisation (BBV), Immunisation (DVI))   
Other (Physiotherapy Functional Assessment, Physiotherapy Session, Force Medical Advisor)

*Employee Assistance Programme*

Deliver 24/7 EAP services EAP which include Telephone Counselling Service, Information Service, Face-to-face Counselling Sessions, Referral Procedures, Onward Referral Procedures and E-Counselling.

Deliver a person centred, preventative service which proactively engages with our people.

Provide a programme of support, advice, information and counselling assessing the individual’s needs and providing the most appropriate therapeutic interventions to ensure that Police Scotland and SPA’s requirements are met. The type and duration of support driven by need.

Provide worksite focused programmes to assist in the identification and resolution of employee concerns which affect, or may affect, performance. Such employee concerns typically include, but are not limited to:

Personal matters - health, relationships, family, financial, emotional, legal, anxiety/depression, alcohol, drugs and other related issues.

Work matters - work demands, working relationships, personal and interpersonal skills, work/life balance, stress and other related issues. Probationary / Retirement / Grievance / Disciplinary / Return from maternity / Keeping in touch days / Long term absence / Illness Promotion / Line management or supervisory duties / Disability / Neurodiversity / Injury on Duty / Ill health retiral / Assault or abusive behaviour / Bereavement / Traumatic Exposure / Suicide Prevention

## How many Police Scotland employees accessed wellbeing support provided by this £17m investment?

Occupational Health contacts to date – 5127 employees

Employee Assistance Programme contacts to date – 1526 employees

## What is the average annual staffing cost for a Police Scotland officer (including salary, National Insurance, etc.)?

The overall average budgeted cost for a Police Officer for 2025/26 is £56,691 (including on-costs).

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](https://www.foi.scot/appeal), by [email](mailto:enquiries@foi.scot) 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.