| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-2724  Responded to: 28th November 2023 |
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Your recent request for information is replicated below, together with our response.

Please accept our apologies for the delay in responding.

**Please can you provide the number of employees working for Police Scotland who have retired during disciplinary action in the past 5 years?**

This question is interpreted to relate to Police officers who have retired following a determination by the Assistant Chief Constable, Professionalism and Assurance that the case is to progress to misconduct proceedings.

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/).

As per the regulations, proceedings refer to hearings and meetings where an officer has a case to answer with respect to gross misconduct or misconduct.

A total of 3 officers retired following a determination that the subject officer would face a misconduct hearing or meeting.

This figure is based on conduct or misconduct cases closed between 01/04/2018 and 31/03/2023 inclusive.

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.