

Our Ref: IM-FOI-2022-2707  
Date: 4<sup>th</sup> January 2023



## 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.

Prior to responding and by way of background, Police Scotland has an ethical, moral and legal duty of care to those who are working for us and it is vital we continue to do as much as we can to support our people, who frequently put themselves in harm's way to protect their fellow citizens and the most vulnerable in our society.

A number of mechanisms are already in place and we will continue to explore how we can do more to provide direct assistance and promote a strong culture of wellbeing and mutual support.

In terms of your request, the following data has been extracted from Police Scotland's System to Co-ordination Personnel and Establishment (SCOPE). Police Scotland came into existence on 1 April 2013 and inherited a diverse range of functions, structures and responsibilities along with a substantial restructuring process.

Absence Statistics prior to Police Scotland's existence was recorded on the basis of legacy structure and as a result of the amalgamation of different system's across Scotland, the quality of the data cannot be guaranteed until April 2015 onwards.

Please note that due to improvements in reporting protocols, 2021/22 provides the first true reflection of absence.

It should be noted that the SCOPE system can only calculate working days lost (WKDL) once the police officer/police staff absence has been closed by returning to duty.

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

- 1. The total number of FTE sick days taken off by police officers where mental health was provided as the reason, by financial year, since 2010.**
- 2. The total number of FTE sick days taken by all staff where mental health was provided as the reason, by financial year, since 2010.**

The table provides the number of police office and police staff working days lost with the HR System records Mental Health related illnesses under the heading Psychological disorders which includes the following absence reasons; alcohol problems, anxiety, bereavement reaction, bipolar, debility, depression, nervous/psychological, other mental disorders, other psychological disorders, other stress, post-natal depression, post-traumatic stress and stress.

	<b>Police Officers WKDL</b>	<b>Police Staff WKDL</b>
<b>2022/ 31<sup>st</sup> October 2022</b>	28,921	11,520
<b>2021/22</b>	51,290	25,142
<b>2020/21</b>	44,295	23,820
<b>2019/20</b>	43,416	20,384
<b>2018/19</b>	35,283	8,623
<b>2017/18</b>	37,191	9,298
<b>2016/17</b>	33,796	11,977

**3. The total number of police officers in your force, by financial year, since 2010.**

The table below provides a breakdown of Police Officers by headcount, however I must also advise you that Police Officer numbers are publicly available on the Police Scotland website:-

[Police Scotland Officer Numbers - Police Scotland](#)

	<b>Police Officers Headcount</b>
<b>2022/23</b>	16,696
<b>2021/22</b>	17,007
<b>2020/21</b>	17,497
<b>2019/20</b>	17,657
<b>2018/19</b>	17,479
<b>2017/18</b>	17,397
<b>2016/17</b>	17,491

Should you require any further assistance please contact Information Management Dundee, 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.

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](mailto: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](mailto: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.

**OFFICIAL**

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.