

Our Ref: IM-FOI-2022-0989
Date: 25 May 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 police officers could leave Police Scotland as a result of the McCloud remedy, by a) rank and b) area.

The table below provides the number of officers that could chose to retire within 12 months of 30 June 2022.

Area	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable
North	1	3	7	21	34	85
East	3	8	8	30	42	76
West	3	12	17	40	75	163
National	13	41	44	127	164	336
Grand Total	20	64	76	218	315	660

What impact Police Scotland expects the McCloud Remedy to have on staffing levels among police officers by a) rank and b) area.

The table below provides the number of current planned retrials and as such provides the current impact. This is 69% above normal retirement compared with the 5 year average.

Area	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable
North	1	3	3	12	14	41
East	1	4	2	14	22	71
West	0	2	6	40	32	119
National	4	17	23	60	81	191
Grand Total	6	26	34	126	149	422

OFFICIAL

Whether Police Scotland has conducted any assessment or has any knowledge of the ability of existing promotion pools to fill any staffing shortages resulting from departures following the McCloud Remedy

I can advise that promotion pools will be used to fill some current and projected vacancies and that promotion processes are ongoing to fill the remainder.

If so, please provide details of any assessment or other source of insight into the ability of Police Scotland to meet staffing vacancies as detailed above.

Police Scotland has an adaptable, flexible and skilled workforce which will enable any challenge or risk to be easily mitigated against. Vacancies will be appointed through enhanced recruitment, condensed promotion schedule, vacancy prioritisation process and movement of staff into critical roles.

Should you require any further assistance please contact Information Management 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.pnn.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.