| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-2350  Responded to: 28 August 2025 |
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Your recent request for information is replicated below, together with our response.

**Please could you provide me with the following information:**

**Temporary agency spend for Support services roles such as ( cleaners, catering, gardeners etc ), admin and clerical, IT and corporate functions staff in the last 12 months.**

**Permanent agency spend for Support services roles such as ( cleaners, catering, gardeners etc ), admin and clerical, IT and corporate functions staff in the last 12 months.**

Police Scotland has had no spend on ‘Permanent’ Agency Staff and as such, the information sought is not held by Police Scotland and section 17 of the Act therefore applies.

Furthermore, costs are not sub-categorised to distinguish between temporary or permanent agency staff.

**A Breakdown by spend of suppliers used for agency staff in the last 12 months**

The total Agency spend for the time period of your request is £3,163,666.

Please note, regarding a detailed breakdown by suppliers, the information sought is held by Police Scotland, but I am refusing to provide it in terms of section 16(1) of the Act on the basis that the following exemptions apply:

**Section 38(1)(b) - Personal Data**

If we were to provide you with detailed spend, it would include the individuals name and similarly, if we were to provide the spend by agency, you could also potentially identify an individual’s pay as for some suppliers there is only one person and therefore, this information is exempt from being disclosed.

## Section 33(1) (b) – Commercial Interests

Such information will not be disclosed whilst remaining relevant, as it is considered to be commercially sensitive. Disclosure of this information would give a competitive advantage to companies in any future tender process.

Disclosure could reduce the number of companies tendering for the supply of goods and services, they being aware that Police Scotland will disclose commercially sensitive information. This is likely to negatively impact on the tendering process used by the service to ensure it purchases the most efficient and cost effective services in the future, and prejudice the commercial interests of Police Scotland.

This is a non-absolute exemption which requires the application of the Public Interest Test.

## Public Interest Test

Police Scotland is a publicly funded organisation and therefore the Service has an obligation to obtain best value for money with particular services. Further, in order to do this, it is essential to maintain working relationships with companies that tender their services.

As such, Police Scotland will not disclose any information that would impact on the ability to do both. The public interest would not be served if it were no longer possible to engage companies in a tender offer if they believed that conducting business with Police Scotland would result in their confidential financial information being released.

**Confirmation of the Framework you use for NMNC agency staff ( eg Crown Commercial Services or ScotsGov. )**

I can confirm we use Scottish Government Temporary and Interim Staff Framework, Crown Commercial Services Non Clinical Staff Framework & ESPO Strategic HR Services Framework.

**Name of Procurement manager and their email address**

The information sought is held by Police Scotland, but I am refusing to provide it in terms of section 16(1) of the Act on the basis that the following exemptions apply:

**Section 38(1)(b) – Personal Information**

Information which would identify staff (name of individual) whose details are not in the public domain cannot be disclosed. The release of this information to a third party would breach the requirement that exists in relation to processing personal information.

This is an absolute exemption and does not require application of the Public Interest Test.

The exemption at section 30(c) also applies in respect of disclosure of email addresses, which would circumvent the well-established processes for contacting Police Scotland and allowing us to manage such contact appropriately.

To be of assistance, details of Police Scotland's executive team is available on our website: [Executive Team - Police Scotland](https://www.scotland.police.uk/about-us/who-we-are/executive-team/)

Contact with any member of staff can be made via [contactus@scotland.police.uk](mailto:contactus@scotland.police.uk).

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.