| Police Scotland logo | Freedom of Information ResponseOur reference: FOI 24-0005Responded to: 26 January 2024 |
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Your recent request for information is replicated below, together with our response.

## Follow on to 23-3243:

## May I thank you for your speedy response regarding the median length of service for police officers in Police Scotland and the number of officers who serve up to retirement.  I have some difficulty in reconciling your response with the statistics given in the *Police Scotland Strategic Workforce Plan 2021-2024*namely the section (4.1) concerning police officers with 20 years service.  The response to my FOI suggests that 50% of police officers serve 26 years, with half longer and half shorter than this.  The strategic plan gives the percentage of officers with 20 years or more service by division.  The strategic plan gave the mean length of service by business area as:



## I would anticipate the median length of service might be lower than the mean, there is a significant difference between the details for March 2020 and your current figure.  Is it possible to give the updated version of the table above or, if possible to median length of service as requested in a way which is compatible with the published figures.

In response, I can advise you that the graph above is not featured in section 4.1 of the Strategic Workforce Plan (SWP) but features on page 41 under the Rank Ratio Harmonisation workstream.

As the plan states: *The graph below illustrates the average length of service for police officers (excluding the ranks of Assistant Chief Constable and above) in business area, compared with the average length of service for the same cohort of officers across the organisation as a whole.*

It shows the average length of service of ALL serving officers excluding ACC and above as of 31 March 2020. It therefore includes everyone, including brand new starters and probationers. This of course brings the average down.

The FOI (23-3243) requested info on the median length of service of officers ***upon retirement or leaving***. As such, the graph presented above showing the average service of **serving** officers shows very different information on a completely different group.

While the pie chart at section 4.1 of the SWP provides information on the proportion of ***currently serving*** (at that time) officers with more than 20 years service (4,147.95 FTE against a total of 17430.91, or around 23.8%), this is again not comparable to data on only the exiting cohort as provided in the FOI.

As such, these data sets will not reconcile as they pertain to completely different groups and measures.

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 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 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.