| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-0594  Responded to: 26 March 2024 |
| --- | --- |

Your recent request for information is replicated below, together with our response.

## Please advise what systems (including date of implementation) you use for the following services: Finance, Payroll, Human Capital Management (HCM), Duty Management System (DMS)

## How much is spent on the systems per annum (i.e. the financial year 6 April – 5 April)?

## Please advise if the management of these IT systems are outsourced to third parties, and if so, when does the contract end?

As per your request, please see table below which details the requested information for our Finance and Payroll systems.

In relation to Human Capital Management (HCM) and Duty Management System (DMS), the information sought is not held by Police Scotland and section 17 of the Act therefore applies.

Police Scotland do not have separate HCM and DMS systems however, I can confirm we do have a system called Scope which is stands for ‘System To Coordinate Personnel And Establishment’ that has a wide range of functions, this has been the Human Resources and Duty Management system since the creation of Police Scotland, 1st April 2013. I have included details for this system along with Finance and Payroll systems below.

Names of each system and date of implementation:

|  | **Name of system** | **Date of system implementation** |
| --- | --- | --- |
| Finance | eFinancials/eProcurement | 2017 |
| Payroll | iTrent | 2017 |
| Human Resources / Duty Management | Scope | 2013 |

Total spent on each system in 2022/2022 and 2023/2024:

|  |  |  |
| --- | --- | --- |
|  | **2022/2023** | **2023/2024** |
| Finance | £290,683.00 (as per contract award) | £398,966.00 (as per contract award) |
| Payroll | £319,067.00 (as per contract award) | £319,067.00 (as per contract award) |
| Human Resources / Duty Management | £34,000 (for licencing costs) | £34,000 (for licencing costs) |

Management and contract end dates for requested systems:

|  |  |  |
| --- | --- | --- |
|  | **Outsourced or managed in-house?** | **Contract end date** |
| Finance | In-House | n/a |
| Payroll | In-House | n/a |
| Human Resources / Duty Management | In-House | n/a |

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.