| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-0040  Responded to: 01 February 2023 |
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Your recent request for information is replicated below, together with our response.

## Can you advise what yearly (April to April) budget / cost is used to address staff welfare. If time and cost permits please include what the budget / cost to each service provided is.

In response to your request, I regret to inform you that I am unable to provide you with the information you have requested, as it would prove too costly to do so within the context of the fee regulations.

As you may be aware the current cost threshold is £600 and I estimate that it would cost well in excess of this amount to process your request.

As such, and in terms of Section 16(4) of the Freedom of Information (Scotland) Act 2002 where Section 12(1) of the Act (Excessive Cost of Compliance) has been applied, this represents a refusal notice for the information sought.

By way of explanation, in order to determine the annual spend on wellbeing initiatives, all Police Scotland invoices would need to be manually examined to determine cost and relevance to wellbeing. Police Scotland receive hundreds of invoices on a monthly basis, to provide a response for a single year would greatly exceed the time threshold set out within the Act. This represents a refusal notice for the information sought.

By way of assistance I can advise that Police Scotland use the services of Optima Health which provides Occupational Health (OH) Services as well as the Employee Assistance Scheme (EAP). The EAP offers professional support and guidance via a team of wellbeing and counselling practitioners who offer unbiased support and guidance. This is delivered in a range of ways, face to face, via the telephone or online. They provide support and guidance on a wide range of issues including psychological, physical, financial and social concerns. Including family care, consumer advice, financial advice, education issues, legal advice, health advice and housing issues.

Provided below is the actual costs for staff welfare for the past three years:

| **Year ended 31 March** | **EAP** | **OH** | **Total** |
| --- | --- | --- | --- |
| 2020 | £193,588.00 | £1,887,920.00 | £2,081,508.00 |
| 2021 | £140,850.00 | £1,559,347.00 | £1,700,197.00 |
| 2022 | £136,506.00 | £1,898,705.00 | £2,035,211.00 |
| Total | £470,944.00 | £5,345,972.00 | £5,816,916.00 |

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.