| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-1438  Responded to: 16 May 2025 |
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Your recent request for information is replicated below, together with our response.

**How many police officers have been hired in the last five years after virtual interviews, with a breakdown per year?**

The information sought is not held by Police Scotland and section 17 of the Act therefore applies.

By way of explanation, new recruit Police Officer applicants are not interviewed virtually.

Transferee applicants and re-joiner applicants *can* be interviewed virtually however, we are unable to provide related data, as the interview schedule that integrates with MS Teams on Oleeo (our e-recruitment system) isn’t reportable data, and the interview schedules are deleted after completion.

There are also occasions where interviews have been set up outwith the system across the force and Departments which are not routinely recorded.

All Police Officers joining Police Scotland, regardless of which entry route, will meet face to face with the recruitment team during the recruitment process.

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.