| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-0146  Responded to: 08 February 2024 |
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Your recent request for information is replicated below, together with our response.

## Please can you provide a list of all civilian and police officer vacancies currently available. Please include specific job titles for the civilian posts and ranks for the police officer vacancies.

In response, our recruitment team has provided the following:

**Police Officer**

Internal Recruitment – vacancies currently being recruited for internally:

It is important to note that although these posts are currently being recruited for internally, these may be current vacancies or future vacancies as they may form part of succession planning processes or Suitable No Vacancies (SNV) lists. These adverts do not necessarily relate to currently vacant posts.

This data is only accurate as of 26 January 2024 as jobs close and new adverts are posted on a regular basis.

| Rank | Details |
| --- | --- |
| Superintendent | Road Policing - Operational Support Division - Flexible Location |
| Detective Inspector | Counter Terrorism Investigations - Specialist Crime Division – Glasgow |
| Constable | Policy Support - Governance, Audit and Assurance - Corporate Services Division – Flexible |
| Detective Sergeant | Policing Together - Prevent Delivery Unit - Partnerships Prevention and Community Wellbeing – Gartcosh |
| Constable | Secondment - 6 months - Local Policing - N Division - Skye - Portree - Kyle of Lochalsh |
| Temporary Superintendent | Local Policing Programme, Portfolio Projects - Corporate Services Division – Flexible |
| Constable | Local Policing - N Division - Fort William |
| Constable and Sergeant | Police Liaison Officer |
| Detective Constable | National Child Abuse Investigation Unit - Online Child Sexual Abuse and Exploitation - Specialist Crime Division - East & West |
| Detective Constable | Counter Terrorism Training - Leadership, Training & Development - Corporate Services Division |
| Inspector | Preventions and Ethics - Professional Standards Department – Corporate Services Division |
| Constable | Operational Safety & First Aid Training - Leadership, Training & Development - Corporate Services Division - North – Flexible |
| Detective Constable | Domestic Abuse Task Force - Public Protection - Specialist Crime Division – Bathgate |
| Detective Constable | HOLMES Document Manager |
| Constable | Advanced driving Instructor - LTD - Driver Training – Tulliallan |
| Acting Chief Inspector | Service Delivery - Management - K Division – Paisley |
| Superintendent | Management - Policing Together - Safer Communities – Flexible |
| Detective Constable | Border Policing Command, Organised Crime & Counter Terrorism Unit-Specialist Crime Division-Loch Ryan |
| Constable | Custody - Operations - Criminal Justice Services Division – Oban |
| Inspector | Resource Planning and Coordination Unit - People and Development- Corporate Services Division – Dalmarnock |
| Constable | Local Policing - U Division - Isle of Arran - Lamlash - 6 Month Secondment |
| Constable | Local Policing - U Division - Isle of Cumbrae - Millport - 6 Month Secondment |
| Detective Constable | Domestic Abuse Coordination Unit - Specialist Crime Division – Dalmarnock |
| Sergeant | Resolution Team - Contact, Command & Control Division - Govan & Bilston Glen |

**Police Staff**

The data presented has been extracted from Police Scotland’s System to Co-ordination Personnel and Establishment (SCOPE) database.

The below vacant posts are provided as at 1 February 2024. Please note that for vacant posts, the management of the system is reliant on post holders maintaining accurate structures within their areas and as a result are subject to change and only accurate as at date of report. The data provided excludes posts that are within the Scottish Police Authority (SPA) and posts attached to the reform budget.

| Grade | Post Title |
| --- | --- |
| Grade 1 | Administrative Assistant |
| Cleaner |
| Clerical Assistant |
| Intelligence Administrative Officer |
| Legal Document Administrator |
| Grade 2 | Administration Assistant |
| Administration Assistant - Nationality |
| Administrative Assistant |
| Administrator |
| Business Support Administrator |
| Business Support Assistant |
| Business Support Officer |
| CCTV Operator |
| Clerical Assistant |
| Court Liaison Officer |
| Digital Forensic Support Officer |
| Driver |
| E Learning System Coordinator |
| Fleet Administrator |
| Intelligence Processor |
| Kennel Attendant |
| Recruitment Administrator |
| Secure Communications Officer |
| Security And Reception Officer |
| Shared Services Administrator |
| Support Unit Assistant |
| Traffic Warden |
| Trainee Project Support Officer |
| Training Administrator |
| Workshop Operative |
| Grade 3 | Administrative Assistant |
| Business Support Administrator |
| Caretaker |
| CJ Support Officer |
| Command Support Assistant |
| Firearms Licensing Administrator |
| Gardener |
| Indexer |
| Intelligence Officer |
| Mobile CCTV Operator |
| People Direct Advisor |
| Portfolio Support Assistant |
| Ports Indexer and Admin Assistant |
| Printer |
| Procurement Assistant |
| Procurement Services Assistant |
| Productions Management Officer |
| Public Enquiry and Support Assistant |
| Public Enquiry and Support Assistant/Driver |
| Purchasing Officer Finance |
| Research And Information Assessor |
| Research And Information Assessor - DAIU |
| Research And Information Assessor Cait |
| Resource Deployment Support Officer |
| Resource Management Systems Data Operator |
| Safety Camera Offence Management Officer |
| Search Officer |
| Service Advisor |
| Service Centre Administrator |
| Team Leader Driver |
| Vehicle Stores Person |
| Vetting Officer |
| VPD System Administrator |
| Word Processor Operator (Holmes) |
| Word Processor Operator/Support Assistant |
| Grade 4 | Analyst Researcher |
| Area Data Analyst |
| Business Support Team Leader |
| Camera Enforcement Officer |
| Communications Data Investigator |
| Community Safety Co-Ordinator |
| Controller |
| Criminal Intelligence Analyst |
| Criminal Justice Police Custody And Security Officer |
| Estates Supervisor |
| Finance Business Analyst |
| Information Disclosure Officer |
| NDEU Operator |
| Pensions Analyst |
| Police Recruitment Officer |
| Ports Desk Officer |
| Ports Intelligence Officer |
| Recruitment Officer |
| Research And Survey Analyst |
| Senior Caretaker |
| Shared Services System Specialist |
| Team Leader |
| Training And Development Officer |
| Grade 5 | Airwave Communications Officer |
| Business Change Analyst |
| Business Development Support Officer |
| Business Support Team Leader |
| CJ Team Leader |
| Corporate Communications Officer News |
| Corporate Communications Officer Projects |
| Early Intervention Worker |
| Financial Investigator |
| Forensic Science Gateway Submissions Officer |
| Higher Analyst |
| HR Advisor |
| Intelligence Assessor |
| It Support Engineer |
| Leadership And Talent Consultant |
| Learning And Development Officer |
| Learning Technologies Trainer |
| Major Incident Support and Co-Ordination Unit Trai |
| Operational Security Liaison Officer (Oslo) |
| Operations And Support Officer |
| Partnership Analyst |
| Procurement Officer |
| Programme Tutor |
| Property Inspector |
| Public Order and Specialist Role Trainer |
| Resolution Team Supervisor |
| Service Desk Analyst |
| Specialist Role Trainer |
| Strategy And Insight Officer |
| Sustainability Project Officer |
| Training And Development Officer (Critical Incident) |
| Vehicle Technician |
| Grade 6 | Biometric Data Lead |
| Business Solutions Analyst |
| Child Protection Manager |
| Communications Strategy and Insight Lead |
| Counter Terrorism Security Advisor |
| Cyber Security Assurance Officer |
| Data Governance Officer |
| Data Reporting and Metrics Lead |
| Driving Instructor |
| E-Recruitment Integration Lead |
| Health And Safety Advisor |
| Holmes Office Manager |
| Intelligence Officer |
| Management Information Analyst |
| News Desk Lead |
| Payroll Systems Manager |
| Portfolio Delivery Reporting Lead |
| Senior Intelligence Officer National Intelligence |
| Senior Pensions Analyst |
| Technical Services Officer |
| Trainee Solicitor |
| Grade 7 | Accountant - Management Accountancy |
| Airwave Communications Team Leader |
| Applications Analyst |
| Business Intelligence Developer |
| Commercial Development and Events Senior Analyst |
| Corporate Communications Executive Lead |
| Corporate Procurement Specialist |
| Forensic Computer Analyst |
| Lead Technical Services Officer |
| Operational Security Adviser |
| Payroll Lead (Systems and Reporting) |
| Procurement Specialist |
| Production Data Base Administrator |
| Senior Finance Business Intelligence Analyst |
| Service Designer |
| Talent Acquisition Specialist |
| Technical Officer |
| Workshop Supervisor |
| Grade 8 | Analyst Co-Ordinator |
| Cybercrime Quality Assurance Manager |
| Data Governance Manager |
| Finance Business Partner |
| GIS Developer |
| ICT Project Manager |
| Mobility And Collaboration Architect |
| Performance Reporting Manager |
| Project Manager |
| Quantity Surveyor |
| Senior Procurement Specialist |
| Technical Services Team Leader |
| Grade 9 | Business Solutions Manager |
| Communications Strategy Manager |
| Cybercrime Forensics Team Leader |
| Employee Relations Manager |
| Facilities Manager |
| It Principal Engineer |
| Scene Examination Supervisor |
| Senior Business Coordinator |
| Senior Business Intelligence Manager |
| Workforce Design and Assurance Manager |
| Grade 10 | Financial Planning Specialist |
| Leadership And Talent Manager |
| Portfolio Manager |
| Senior Finance Business Partner |
| Transformation Development Manager |
| Grade 11 | Head of Criminal Intelligence Analysis |
| Head of Data Governance |
| Grade 12 | Head of Portfolio Delivery - Change |
| Grade 13 | Head of Analysis and Performance |
| Head of Estates |
| Head of Strategy and Innovation |

## Can you also provide salaries details associated with each vacancy.

## Police Staff pay scales (as at 1 April 2023) are as follows:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Grade | SCP | Salary |  | Grade | SCP | Salary |
| 1 | 1 | £23,528 | 8 | 33 | £51,239 |
| 1 | 2 | £24,047 | 8 | 34 | £52,521 |
| 1 | 3 | £24,687 | 8 | 35 | £54,095 |
| 1 | 4 | £25,674 | 8 | 36 | £55,719 |
|  | | | | 8 | 37 | £58,226 |
| 2 | 5 | £25,789 |  | | | |
| 2 | 6 | £26,365 |  | 9 | 38 | £58,517 |
| 2 | 7 | £27,074 | 9 | 39 | £59,980 |
| 2 | 8 | £28,168 | 9 | 40 | £61,780 |
|  | | | | 9 | 41 | £63,633 |
| 3 | 9 | £28,296 |  | 9 | 42 | £66,496 |
| 3 | 10 | £28,683 |  | | | |
| 3 | 11 | £29,164 |  | 10 | 43 | £66,829 |
| 3 | 12 | £30,476 | 10 | 44 | £68,500 |
|  | | | | 10 | 45 | £70,555 |
| 4 | 13 | £30,629 |  | 10 | 46 | £73,729 |
| 4 | 14 | £31,394 |  | | | |
| 4 | 15 | £32,335 |  | 11 | 47 | £74,100 |
| 4 | 16 | £33,306 | 11 | 48 | £75,951 |
| 4 | 17 | £34,804 | 11 | 49 | £78,230 |
|  | | | | 11 | 50 | £81,749 |
| 5 | 18 | £34,978 |  | | | |
| 5 | 19 | £35,854 |  | 12 | 51 | £82,159 |
| 5 | 20 | £36,927 | 12 | 52 | £84,213 |
| 5 | 21 | £38,036 | 12 | 53 | £86,737 |
| 5 | 22 | £39,748 | 12 | 54 | £90,643 |
|  | | | | | | |
| 6 | 23 | £39,947 |  | 13 | 55 | £91,092 |
| 6 | 24 | £40,946 | 13 | 56 | £93,346 |
| 6 | 25 | £42,174 | 13 | 57 | £95,144 |
| 6 | 26 | £43,438 | 13 | 58 | £97,754 |
| 6 | 27 | £45,393 |  | | | |
|  | | | | 14 | 59 | £98,213 |
| 7 | 28 | £45,621 |  | 14 | 60 | £100,510 |
| 7 | 29 | £46,444 | 14 | 61 | £103,337 |
| 7 | 30 | £47,368 | 14 | 62 | £107,704 |
| 7 | 31 | £48,789 |  | | | |
| 7 | 32 | £50,984 |

With regard to police officer salaries, 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 section 25(1) exemption applies:

“Information which the applicant can reasonably obtain other than by requesting it […] is exempt information”.

The information sought is publicly available: [Pay and Grading Structure - Police Scotland](https://www.scotland.police.uk/about-us/finance/pay-and-grading-structure/)

## Please also indicate for each vacancy whether you are currently actively recruiting to fill the positions.

External Recruitment opportunities can be found on Police Scotland website - [Police Scotland Recruitment - Police Scotland](https://www.scotland.police.uk/recruitment/)

Occasionally Senior Officer opportunities are advertised externally. Two forthcoming vacancies advertised as at 26/01/2024 (Deputy Chief Constable and Chief Superintendent) - [Scottish Police Authority website | Scottish Police Authority (spa.police.uk)](https://www.spa.police.uk/) and [Police Professional | Jobs](https://policeprofessional.com/job/)

**Police Staff**

External recruitment Opportunities can be found on Police Scotland website –

[Police Scotland Current Vacancies - Police Scotland (tal.net)](https://policescotland-spacareers.tal.net/vx/lang-en-GB/appcentre-PoliceScotlandExternal/brand-3/candidate/jobboard/vacancy/14/adv/)

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.