| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-2046  Responded to: 08 September 2023 |
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Your recent request for information is replicated below, together with our response.

**Please provide staffing costs for the past 5 years broken down by Police Staff/Police Officers.**

Staffing costs for police officers and staff for the past five financial years are detailed in the table below:

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **Police Officers**  **(£’000)** | **Police Staff**  **(£’000)** | **Total**  **(£’000)** |
| 2018/19 | £782,570 | £219,621 | £1,002,191 |
| 2019/20 | £798,568 | £228,104 | £1,026,672 |
| 2020/21 | £801,569 | £256,831 | £1,058,400 |
| 2021/22 | £838,844 | £263,368 | £1,102,212 |
| 2022/23 | £857,848 | £287,850 | £1,145,698 |

These figures above cover 5 financial years from April 1, 2018, to March 31, 2023

These figures represent Police Authority pay and overtime costs including Police Scotland, Scottish Police Authority and Forensic Services.

Increases in pay costs over the years consist of pay award settlements, incremental progression resulting from Staff Pay and Rewards Modernisation (SPRM) introduced from 01 April 2019 and one-off items that increased the cost of overtime.

**Can you also provide the overtime for this period separately and the associated reasons for the overtime.**

Overtime for police officers and staff for the past five financial years is detailed in the table below, broken down by reason code:

| **Overtime by reason code** | **2018/19**  **£’000** | **2019/20**  **£’000** | **2020/21**  **£’000** | **2021/22**  **£’000** | **2022/23**  **£’000** |
| --- | --- | --- | --- | --- | --- |
| Operations (Major) | £3,715 | £2,318 | £4,292 | £20,071 | £11,104 |
| Detained On Duty | £3,121 | £3,343 | £3,717 | £4,577 | £6,305 |
| No Job Code | £11,555 | £2,038 | -£85 | £1,145 | £1,516 |
| Public Holiday | £1,720 | £2,278 | £2,532 | £2,452 | £7,051 |
| Essential Cover | £754 | £1,239 | £1,059 | £2,568 | £5,773 |
| Operations/Initiatives(Other/Funded) | £2,092 | £2,054 | £1,699 | £1,619 | £2,744 |
| Planned | £1,040 | £1,593 | £1,569 | £2,231 | £3,063 |
| Court/Citation | £1,563 | £1,598 | £906 | £2,004 | £1,036 |
| Call-Out/Recall To Duty | £483 | £634 | £661 | £861 | £1,145 |
| Events | £289 | £439 | £37 | £1,069 | £1,869 |
| Sport | £451 | £821 | £26 | £620 | £1,500 |
| Sickness Cover | £152 | £228 | £87 | £485 | £982 |
| External Source | £1 | £3 | £2 | £8 | £1,835 |
| Royalty (Uk) | £263 | £299 | £154 | £297 | £342 |
| Training | £158 | £187 | £89 | £287 | £464 |
| Court Other | £98 | £147 | £83 | £190 | £275 |
| Vip | £93 | £146 | £42 | £127 | £110 |
| Other | £27 | £64 | £22 | £7 | £11 |
| **Total** | **£27,575** | **£19,429** | **£16,892** | **£40,618** | **£47,125** |

**If this can be further broken down by department to allow attribution to different areas and by year costs incurred.**

Overtime for police officers and staff for the past five financial years is detailed in the table below, broken down by cost centre:

| **Overtime by Cost Centre** | **2018/19**  **£’000** | **2019/20**  **£’000** | **2020/21**  **£’000** | **2021/22**  **£’000** | **2022/23**  **£’000** |
| --- | --- | --- | --- | --- | --- |
| Acc - Crime & Protection | £837 | £790 | £777 | £759 | £1,043 |
| Acc - Criminal Justice | £921 | £792 | £1,021 | £1,693 | £2,303 |
| Acc - Local Policing East | £2,557 | £2,574 | £2,309 | £3,211 | £5,831 |
| Acc - Local Policing North | £3,776 | £3,634 | £3,152 | £4,683 | £8,508 |
| Acc - Local Policing West | £5,835 | £5,607 | £4,658 | £6,816 | £11,928 |
| Acc Lp North | £0 | £32 | £0 | £0 | £0 |
| Acc - PPCW | £117 | £89 | £72 | £77 | £72 |
| Acc Operational Support | £2,971 | £3,509 | £3,268 | £4,039 | £13,587 |
| Acc Professionalism & Assurance | £110 | £112 | £137 | £328 | £401 |
| Chief Financial Officer | £436 | £452 | £562 | £529 | £584 |
| Climate Change Conference | £0 | £3 | £5 | £16,035 | £59 |
| Dcc Designate-Savings&Off Cost | £234 | -£11 | £0 | £0 | £0 |
| Digital & Transformation | £91 | £115 | £93 | £88 | £140 |
| Director Of Strategy&Analysis | £11 | £19 | £26 | £19 | £10 |
| Director People & Development | £75 | £59 | £78 | £71 | £54 |
| Finance - Corporate | £7,400 | -£87 | -£1,013 | £384 | £4 |
| Forensics | £657 | £304 | £294 | £356 | £496 |
| Head Of Corporate Comms | £24 | £16 | £12 | £8 | £16 |
| Head Of Sbm | £0 | £0 | £17 | £1 | £0 |
| Legal | £3 | £4 | £3 | £3 | £4 |
| Operation Urram | £0 | £2 | £30 | -£22 | -£1 |
| Org. Crime, Ct & Intel | £1,511 | £1,391 | £1,369 | £1,525 | £2,076 |
| Other | £1 | £3 | £2 | £3 | £4 |
| Projects | £7 | £1 | £2 | £1 | £2 |
| Trcg - Reform | £1 | £19 | £18 | £11 | £4 |
| **Total** | **£27,575** | **£19,429** | **£16,892** | **£40,618** | **£47,125** |

Embedded within the above overtime figures include several items that distort the normal “business as usual” overtime spend, such as one-off events like COP26 (2021/22), the bereavement of Her Majesty the Queen (2022/23), European Working Time Directive back-dated settlements (2018/19) and impact of COVID.

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, 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 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 .