| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-0904  Responded to: 28 April 2023 |
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Your recent request for information is replicated below, together with our response.

## How many police officers has the force re-hired in the past five years who have previously been disciplined at police misconduct proceedings during their career, or previously retired while under investigation for misconduct? Please could this information be broken down by category and by year (including 2023 until present date, 2022, 2021, 2020, 2019)? If it is the case that any individual police officer in these categories has been re-hired more than once during this period, please could this be flagged with details provided.

## How many police officers has the force employed in the past five years who have been transferred from another force and have previously been disciplined at misconduct proceedings during their career, or previously retired while under investigation for misconduct? Please could this information be broken down by category and by year (including 2023 until present date, 2022, 2021, 2020, 2019)? If it is the case that any individual police officer in these categories has been employed more than once after being transferred, please could this be flagged with details provided.

In response to these questions I can advise you that between 2019 and 2023 there have been 3,332 new recruits to Police Scotland.

The only way to ascertain whether or not these individuals had been re-hired or had transferred to the force would be to manually examine each personnel file - an exercise which I estimate would far exceed the cost limit set out in the Fees Regulations. Thereafter, the data would have to be cross referred with conduct data held on a different system.

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.

## How many retired police officers has the force written to in the past five years asking them to consider applying for jobs as police officers? Of those it has written to in this category, how many had previously retired while under investigation for misconduct or had previously been disciplined at police misconduct proceedings during their careers? Please could this information be broken down by category and year-by-year (2023 to present date, 2022, 2021, 2020 and 2019). If the same police officer has been written to more than once during the period, please could this be flagged with details provided of how many times they have been written to and when.

Police Scotland do not write to retired officers to ask them to apply for jobs. As such, section 17 of the Act applies as the information is *not held* by Police Scotland.

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.