| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-1647  Responded to: 20th July 2023 |
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Your recent request for information is replicated below, together with our response.

## Please provide a copy of Police Scotland’s retirement policy for officers in the rank of constable, sergeant, inspector, chief inspector and superintendent.

Please be advised that Police Scotland’s ‘Leavers’ Standard Operating Procedure (SOP) is publicly available.

As such, in terms of Section 16 of the Freedom of Information (Scotland) Act 2002, I am refusing to provide you with the information sought. Section 16 requires Police Scotland when refusing to provide such information because it is exempt, to provide you with a notice which:

(a) states that it holds the information,

(b) states that it is claiming an exemption,

(c) specifies the exemption in question and

(d) states, if that would not be otherwise apparent, why the exemption applies.

I can confirm that Police Scotland holds the information that you have requested and the exemption that I consider to be applicable is set out at Section 25(1) of the Act - information otherwise accessible:

*“Information which the applicant can reasonably obtain other than by requesting it under Section 1(1) is exempt information”*

The information you are seeking is available on the Police Scotland website, via the following link:

[Leavers SOP](https://www.scotland.police.uk/spa-media/0sdlaf2d/leavers-sop.docx)

## Please advise on the compulsory retirement ages for each police rank and the procedure in place for extending employment beyond this age

## Please provide copies any forms officers must complete in order to continue working beyond their retirement age

## Please confirm the number of applications Police Scotland receives each year to continue working after retirement age – please split any response into each rank.

The Compulsory Retirement Age was removed from the Police Pension Scheme and replaced with the Normal Retirement Age. This brings officers in line with staff, meaning that there is no requirement to seek an extension of service now.

As such, in terms of Section 17 of the Freedom of Information (Scotland) Act 2002, this represents a notice that the information you seek is not held by Police Scotland.

## Please confirm the number of constables aged 60 or over working for Police Scotland

## Please confirm the number of sergeants aged 60 or over working for Police Scotland

## Please confirm the number of inspectors aged 60 or over working for Police Scotland

## Please confirm the number of chief inspectors/superintendents aged 65 or over working for Police Scotland

In response to these questions, please see the table below. The data presented has been extracted from Police Scotland’s System to Co-ordination Personnel and Establishment (SCOPE) database. The data is provided as at 31st March 2023 in line with the release of government statistics.

| **Rank** | **No. aged 60 or over** |
| --- | --- |
| Constable | 22 |
| Sergeant | < 5 |
| Inspector | 0 |
| Chief Inspector | 0 |
| Superintendent | 0 |

## Please confirm the average length of service of officers promoted to superintendent for each of the following years – 2014, 2015, 2016, 2017, 2018, 2019 and 2020. Please also confirm the number of promotions each year

I must firstly advise you that data relating to individuals within the promotions process is retained for two years plus the current year. As such, Police Scotland does not hold the requested data for the years 2014 to 2018, and Section 17 of the Freedom of Information (Scotland) Act 2002 has been applied.

In 2019, there were 30 promotions to the rank of Superintendent and in 2020 there were 17.

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.