| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-2323  Responded to: 22 August 2025 |
| --- | --- |

Your recent request for information is replicated below, together with our response.

**Would it please be possible to request an update of this (IM-FOI-2022-1041, see link below) FOI for 2024/2025 Turnover data (12-month, %) for Officers and Staff.** [**Microsoft Word - 22-1041 Response**](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.scotland.police.uk%2Fspa-media%2F3fcborlo%2F22-1041-response.pdf&data=05%7C02%7Cfoi%40scotland.police.uk%7C384168083017444bec5908ddcec72a60%7C6795c5d3c94b497a865c4c343e4cf141%7C0%7C0%7C638894077117941370%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=P2rlVgbrJ%2Bl0UYSGWEw%2FhczxQS7lATJhtk%2F0OXfRhc4%3D&reserved=0)

Please see the tables provided below.

Please note that absence reporting has improved since 2022, therefore a comparison between both data sets would not be like for like.

**Turnover**

Officer 2024/2025 – 12 month Turnover 5.02%

| **Year** | **Month** | **Day** | **% Turnover** | **FTE** | **Count of PSI** | **Establishment FTE** |
| --- | --- | --- | --- | --- | --- | --- |
| 2024 | April | 30 | 0.66% | 107.75 | 108 | 16247.028 |
| 2024 | May | 31 | 0.52% | 85.25 | 86 | 16286.342 |
| 2024 | June | 30 | 0.51% | 81.93 | 83 | 16207.222 |
| 2024 | July | 31 | 0.39% | 63.76 | 65 | 16398.209 |
| 2024 | August | 31 | 0.33% | 54.13 | 56 | 16346.549 |
| 2024 | September | 30 | 0.31% | 50.74 | 51 | 16426.732 |
| 2024 | October | 31 | 0.46% | 75.95 | 77 | 16351.914 |
| 2024 | November | 30 | 0.26% | 43.74 | 45 | 16560.856 |
| 2024 | December | 31 | 0.36% | 58.71 | 60 | 16507.502 |
| 2025 | January | 31 | 0.38% | 62.43 | 63 | 16567.997 |
| 2025 | February | 28 | 0.27% | 44.55 | 45 | 16525.024 |
| 2025 | March | 31 | 0.57% | 94.31 | 96 | 16552.908 |

Staff 2024/2025 – 12 month Turnover 7.73%

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Year** | **Month** | **Day** | **% Turnover** | **FTE** | **Count of PSI** | **Establishment FTE** |
| 2024 | April | 30 | 0.35% | 20.29 | 23 | 5809.248 |
| 2024 | May | 31 | 0.93% | 53.62 | 63 | 5778.93 |
| 2024 | June | 30 | 0.74% | 42.86 | 48 | 5757.982 |
| 2024 | July | 31 | 1.86% | 105.98 | 117 | 5685.331 |
| 2024 | August | 31 | 0.40% | 22.99 | 26 | 5695.596 |
| 2024 | September | 30 | 0.65% | 37.25 | 41 | 5703.74 |
| 2024 | October | 31 | 0.51% | 29.37 | 32 | 5727.606 |
| 2024 | November | 30 | 0.36% | 21 | 22 | 5788.368 |
| 2024 | December | 31 | 0.58% | 33.75 | 36 | 5788.512 |
| 2025 | January | 31 | 0.55% | 31.98 | 33 | 5858.832 |
| 2025 | February | 28 | 0.28% | 16.75 | 19 | 5905.986 |
| 2025 | March | 31 | 0.52% | 30.95 | 37 | 5920.275 |

**Absence – short, medium and long term**

The table below provides the total number of working days lost broken down by short and long term absences for officers/staff within 2024/2025. The percentage of days lost against total is provided in the STA % and LTA% columns.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Absence STA/LTA%** | **Short Term** | **Long Term** | **WDL TOTAL** | **STA %** | **LTA %** |
| Police Officers | 78755 | 147294 | 226049 | 34.84% | 65.16% |
| Police Scotland Staff (including SPA) | 35124 | 62551 | 97675 | 35.96% | 64.04% |

The table below provides the WDL% for officers/staff within 2024/2025. This is the number of working days lost against the number of calculated working days available.

|  |  |
| --- | --- |
| **Overall WDL absence %** | **01 April 2024 – 31 March 2025** |
| Police Officers | 6.8% |
| Police Scotland Staff (including SPA) | 7% |

**Would it also be possible to confirm that turnover relates to those leaving the organisation.**

Turnover calculations relate only to those who have left the organisation.

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.