| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-2457  Responded to: 27 August 2025 |
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Your recent request for information is replicated below, together with our response.

## Exit survey / leaver‑form data breakdown by financial year For each of the last five financial years (2020/21, 2021/22, 2022/23, 2023/24 and 2024/25), please provide:

## A full list of reasons or reason categories cited by police officers when completing exit surveys or other leaver forms upon resignation (including early retirement before standard pension age).

## Data in the form of numerical counts and/or percentage shares for each reason/category within each financial year cohort.

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

The data provided below has been extracted from the leavers form that must be completed when an individual leaves the organisation. This is usually completed by the individual and signals their intention to leave and begins the process of leaving the organisation.

If an individual cannot complete this, it will be complete on their behalf.

This data has been used as it is more complete than the exit survey (which is optional to complete).

The table below provides percentage data for each reason/category for leaving broken down per year.

| **Reason for leaving** | **2022/21** | **2021/22** | **2022/23** | **2023/24** | **2024/25** |
| --- | --- | --- | --- | --- | --- |
| Death in service | 0.84% | 0.42% | 0.54% | 0.94% | 0.84% |
| Dismissal | 0.34% | 0.33% | 0.39% | 1.17% | 0.96% |
| End of temporary contract | 0 | 0 | 0 | 0.12% | 0 |
| Regulation 9 - Resignation | 0 | 0 | 0 | 0.23% | 1.20% |
| Resignation - education | 1.35% | 0.75% | 0.61% | 0.59% | 0.72% |
| Resignation - Other Employment | 6.90% | 8.10% | 7.25% | 13.85% | 11.86% |
| Resignation - personal | 9.93% | 10.13% | 7.17% | 15.02% | 15.81% |
| Retirement - 25-30 years | 11.95% | 13.11% | 47.83% | 40.96% | 38.92% |
| Retirement - medical | 7.07% | 3.52% | 4.96% | 8.80% | 6.23% |
| Retirement - on option | 0 | 0.11% | 0 | 0 | 0.12% |
| Retirement - pension | 58.92% | 61.30% | 29.44% | 15.61% | 17.25% |
| Transfer - other | 0 | 0 | 0 | 0.12% | 0 |
| Transfer to another force | 2.69% | 2.24% | 1.83% | 2.58% | 6.11% |

## Additional data Please also include, per financial year:

## The total number of officers who completed an exit survey or leaver form, and the overall number of officer resignations in that year.

The table below details police officers who completed the optional exit survey, broken down by financial year.

|  |  |  |
| --- | --- | --- |
| **Year** | **Number of Officers** | **% of leavers** |
| 2020/21 | 229 | 39% |
| 2021/22 | 340 | 37% |
| 2022/23 | 388 | 30% |
| 2023/24 | 279 | 33% |
| 2024/25 | 238 | 29% |

## A description of the methodology or survey form used (including how categories are defined, grouped or coded).

Please the attached exit survey used 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.