| Police Scotland logo | Freedom of Information ResponseOur reference: FOI 25-2384Responded to: 22 August 2025 |
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Your recent request for information is replicated below, together with our response.

Has your force formally adopted the Enhanced Occupational Health Standards developed by Oscar Kilo
Please answer Yes or No and provide the date of adoption if applicable.

No, Police Scotland has not formally adopted the Enhanced Occupational Health Standards developed by Oscar Kilo.

By way of explanation, the Scottish Police Authority and Police Scotland had a Single Supplier Framework Agreement in place for the provision of Occupational Health Services which expired on 31st March 2024. The Scottish Police Authority and Police Scotland were required to re-tender this opportunity to have in place an Occupational Health Service however the Enhanced Occupational Health Standards were not published at this time.

If your force has not yet adopted the Enhanced Standards is there a planned timeline for doing so
Please specify anticipated dates or current stage of implementation

**Has your force conducted any internal audit assessment or benchmarking against the Enhanced Standards
If yes please provide the date or dates and any summary findings or publicly releasable outcomes**Regarding questions 2 and 3, Police Scotland and the Scottish Police association will conduct a scoping exercise and implement health and wellbeing bench marking framework of ongoing reflection and iterative improvement during 2025/26, the Oscar Kilo Blue Light Wellbeing framework is being considered.

**Does your occupational health provision include tailored psychological support or screening for officers and staff in high risk roles such as digital forensics investigators CSAM units and child protection teams
Please provide a description of any specialist services if applicable**

Our occupational health provision includes both a ‘Your Wellbeing Assessment’ and a ‘Resilience Assessment’, further info below.

Your Wellbeing Assessment (YWA) is a confidential screening tool available to all officers and staff. The objective of the assessment is to, with consent, put in place support, advice and guidance before an individual may realise that they need it. The assessment is reviewed by a member of Optima Health’s mental health team.

The purpose of the Resilience Assessment appointments is for officers and staff to engage with a counsellor to discuss psychological wellbeing. It gives the individual the opportunity to discuss how (if at all) your role impacts upon your wellbeing. The session should be used to discuss coping mechanisms and any concerns they may have.  The role of the counsellor is to assess psychological wellbeing and, where appropriate, discuss additional support which may be beneficial to you.

Police Scotland/SPA have committed to a full review and evaluation of the existing measures in place during 2025/26.

Has your force submitted any entries to the Oscar Kilo Awards or similar external evaluations of your occupational health standards in the last 3 years
If so please confirm and provide a summary or link if available

The information sought is not held by Police Scotland and section 17 of the Act therefore applies.

By way of explanation, no Oscar Kilo award applications submissions have been made, and no external evaluations of our occupational health standards have taken place in the last 3 years. We are however continually working with the clinical team within our Occupational Health provider to ensure standards are maintained and reviewed.

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](http://www.itspublicknowledge.info/Appeal), 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](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.