| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-2972  Responded to: 17 December 2024 |
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Your recent request for information is replicated below, together with our response.

**I am interested to know if Police Scotland records the reasons why an officer decides to leave Police Scotland before retirement. In other words, it the circumstances of an officer’s decision to quit being an officer in a exit interview or exit form.  
Based on this I am requesting the following:  
1. Confirmation of whether or not Police Scotland records reasons for officers choosing to leave the force and whether or not this data is used in anyway to inform recruitment and retention policy.**Police Scotland gather ‘reason for leaving’ data in a leaver form which, where appropriate, is completed by the officer when exiting the organisation. An Exit Survey is also issued to leavers, where appropriate, and is optional and anonymous for leavers to complete.

**2. If such data is recorded then please provide a copy of it for the last six financial years of Police Scotland.  
Ideally a table showing how many officers left for Y reason, how many officers left for X reason and so on.  
I understand that it might be more complex than that but I would appreciate whatever you can give me.**The data presented has been extracted from Police Scotland’s System to Co-ordination Personnel and Establishment (SCOPE) database. The data is provided in full calendar year except for 2024 which is provided from 1 January 2024 – 30 November 2024. The below data is gathered from the leavers form which is completed for all leavers.

*Table – Police Officer – Reason for leaving – 2019-2024*

| **Reason for Leaving** | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** |
| --- | --- | --- | --- | --- | --- | --- |
| Death in Service | 8 | 9 | 5 | 5 | 8 | 7 |
| Dismissal | 1 | 3 | 3 | 7 | 8 | 11 |
| End of Temporary Contract | 0 | 0 | 0 | 0 | 1 | 0 |
| Resignation | 176 | 120 | 157 | 194 | 260 | 215 |
| Retirement | 602 | 475 | 565 | 1,177 | 517 | 487 |
| Medical Retirement | 82 | 57 | 32 | 49 | 90 | 40 |
| Transfer | 37 | 24 | 22 | 27 | 21 | 42 |

**3. If Police Scotland holds analysis or data that then please provide the current most likely reason for Police Officers to choose to leave Police Scotland employment.   
I would imagine there is a copy of this analysis somewhere which is then used to work out how to improve recruitment and retention policy.**

Turnover/Exit survey and data relating to the reason for leaving is presented quarterly to the executive team and is captured in the SPA People Committee meetings which are linked below. The data can be found within the agenda item labelled Workforce Dashboard.

[Scottish Police Authority People Committee - 27 November 2024 | Scottish Police Authority](https://www.spa.police.uk/what-we-do/governance-meetings/people-committee/27-november-2024/)

The HR Policy team use several metrics to evaluate and measure policies’ influence and impact in respect of outcomes sought.  We use the Audit and Assurance Framework as a conceptual structure to demonstrate how at each level within the organisation, our governance, products, and activities serve to advance sustained change. The Exit Survey dashboard is refreshed monthly which informs our activity across a range of products.

Exit interviews are conducted by the Positive Action Team for officers resigning prior to completion of their probationary period, who consent to participating in such an interview. Any information gathered during these interviews is considered and utilised for organisational learning where appropriate.

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.