| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-0657  Responded to: 05 April 2023 |
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Your recent request for information is replicated below, together with our response.

Please accept my sincere apologies for the delay in providing a response to your request.

## How much police officers and civilian police staff were paid in compensation, broken down according to

## - year - ideally rank - amount - reason (I am specifically interested in this)

## E.g. 2023/Sgt/£10,000/slipping on ice

## Can you provide for the past five years, if possible - certainly the past three.

The table below provides the combined total of payments that have been made for compensation claims from Police Scotland, in the years 2018/19 to 2022/23.

| **Amount £** | **Reason** | **Year** |
| --- | --- | --- |
| 501,125.00 | Personal Injury | 2018/19 |
| 445,514.00 | Employment Matters | 2018/19 |
| 365,600.00 | Wrongful Arrest/Detention | 2018/19 |
| 319,709.00 | Personal Injury | 2018/19 |
| 70,211.49 | Personal Injury | 2018/19 |
| 25,000.00 | Employment Matters | 2018/19 |
| 24,976.14 | Personal Injury | 2018/19 |
| 15,000.00 | Employment Matters | 2018/19 |
| 15,000.00 | Personal Injury | 2018/19 |
| 15,000.00 | Personal Injury | 2018/19 |
| 14,500.00 | Personal Injury | 2018/19 |
| 14,000.00 | Wrongful Arrest/Detention | 2018/19 |
| 13,675.00 | Employment Matters | 2018/19 |
| 11,097.20 | Personal Injury | 2018/19 |
| 6,550.00 | Personal Injury | 2018/19 |
| 6,000.00 | Personal Injury | 2018/19 |
| 6,000.00 | Personal Injury | 2018/19 |
| 6,000.00 | Employment Matters | 2018/19 |
| 5,500.00 | Personal Injury | 2018/19 |
| 4,711.85 | Personal Injury | 2018/19 |
| 4,257.00 | Personal Injury | 2018/19 |
| 4,000.00 | Personal Injury | 2018/19 |
| 3,637.00 | Personal Injury | 2018/19 |
| 3,200.00 | Personal Injury | 2018/19 |
| 2,760.00 | Employment Matters | 2018/19 |
| 2,119.00 | Employment Matters | 2018/19 |
| 2,000.00 | Employment Matters | 2018/19 |
| 1,000.00 | Personal Injury | 2018/19 |
| 627.00 | Personal Injury | 2018/19 |
| 234.00 | Employment Matters | 2018/19 |
| 216.00 | Employment Matters | 2018/19 |
| 100.00 | Property Damage | 2018/19 |
| 80.00 | Wrongful Arrest/Detention | 2018/19 |
| 70.80 | Personal Injury | 2018/19 |
| 756,663.40 | Personal Injury | 2019/20 |
| 415,771.59 | Personal Injury | 2019/20 |
| 37,500.00 | Employment Matters | 2019/20 |
| 28,178.00 | Personal Injury | 2019/20 |
| 27,500.00 | Employment Matters | 2019/20 |
| 23,500.00 | Personal Injury | 2019/20 |
| 21,499.00 | Personal Injury | 2019/20 |
| 15,000.00 | Disclosure | 2019/20 |
| 12,364.00 | Employment Matters | 2019/20 |
| 11,386.51 | Personal Injury | 2019/20 |
| 11,250.00 | Personal Injury | 2019/20 |
| 10,000.00 | Wrongful Arrest/Detention | 2019/20 |
| 10,000.00 | Employment Matters | 2019/20 |
| 10,000.00 | Employment Matters | 2019/20 |
| 6,165.00 | Personal Injury | 2019/20 |
| 5,678.00 | Personal Injury | 2019/20 |
| 5,500.00 | Personal Injury | 2019/20 |
| 5,000.00 | Personal Injury | 2019/20 |
| 4,975.00 | Personal Injury | 2019/20 |
| 4,178.00 | Personal Injury | 2019/20 |
| 2,878.00 | Personal Injury | 2019/20 |
| 2,750.00 | Personal Injury | 2019/20 |
| 2,748.65 | Employment Matters | 2019/20 |
| 2,500.00 | Personal Injury | 2019/20 |
| 1,625.00 | Personal Injury | 2019/20 |
| 833.00 | Personal Injury | 2019/20 |
| 688.99 | Personal Injury | 2019/20 |
| 678.00 | Personal Injury | 2019/20 |
| 600.00 | Personal Injury | 2019/20 |
| 35,000.00 | Personal Injury | 2020/21 |
| 30,500.00 | Personal Injury | 2020/21 |
| 25,000.00 | Employment Matters | 2020/21 |
| 20,000.00 | Personal Injury | 2020/21 |
| 14,000.00 | Employment Matters | 2020/21 |
| 13,000.00 | Personal Injury | 2020/21 |
| 12,000.00 | Personal Injury | 2020/21 |
| 10,000.00 | Personal Injury | 2020/21 |
| 8,762.00 | Personal Injury | 2020/21 |
| 7,735.98 | Wrongful Arrest/Detention | 2020/21 |
| 6,500.00 | Employment Matters | 2020/21 |
| 5,000.00 | Employment Matters | 2020/21 |
| 3,750.00 | Personal Injury | 2020/21 |
| 1,000.00 | Employment Matters | 2020/21 |
| 850.00 | Personal Injury | 2020/21 |
| 678.00 | Personal Injury | 2020/21 |
| 627.00 | Personal Injury | 2020/21 |
| 600.00 | Employment Matters | 2020/21 |
| 445.00 | Loss of Property | 2020/21 |
| 3,830.00 | Breach of Contract | 2020/21 |
| 1,968,724.67 | Employment Matters | 2021/22 |
| 42,500.00 | Employment Matters | 2021/22 |
| 30,000.00 | Employment Matters | 2021/22 |
| 22,071.21 | Employment Matters | 2021/22 |
| 16,801.60 | Employment Matters | 2021/22 |
| 14,015.00 | Personal Injury | 2021/22 |
| 10,500.00 | Personal Injury | 2021/22 |
| 9,000.00 | Personal Injury | 2021/22 |
| 7,000.00 | Personal Injury | 2021/22 |
| 5,743.00 | Personal Injury | 2021/22 |
| 5,000.00 | Employment Matters | 2021/22 |
| 5,000.00 | Personal Injury | 2021/22 |
| 5,000.00 | Personal Injury | 2021/22 |
| 5,000.00 | Personal Injury | 2021/22 |
| 4,000.00 | Personal Injury | 2021/22 |
| 3,750.00 | Employment Matters | 2021/22 |
| 3,725.00 | Employment Matters | 2021/22 |
| 3,500.00 | Employment Matters | 2021/22 |
| 3,184.00 | Employment Matters | 2021/22 |
| 2,500.00 | Employment Matters | 2021/22 |
| 1,750.00 | Employment Matters | 2021/22 |
| 1,500.00 | Employment Matters | 2021/22 |
| 1,000.00 | Employment Matters | 2021/22 |
| 1,000.00 | Personal Injury | 2021/22 |
| 944.00 | Employment Matters | 2021/22 |
| 665.00 | Personal Injury | 2021/22 |
| 500.00 | Personal Injury | 2021/22 |
| 155,000.00 | Employment Matters | 2021/22 |
| 1,263,867.09 | Personal Injury | 2022/23 |
| 150,000.00 | Employment Matters | 2022/23 |
| 25,000.00 | Employment Matters | 2022/23 |
| 12,000.00 | Employment Matters | 2022/23 |
| 11,000.00 | Employment Matters | 2022/23 |
| 9,000.00 | Employment Matters | 2022/23 |
| 8,750.00 | Employment Matters | 2022/23 |
| 8,000.00 | Employment Matters | 2022/23 |
| 5,000.00 | Personal Injury | 2022/23 |
| 5,000.00 | Employment Matters | 2022/23 |
| 3,500.00 | Personal Injury | 2022/23 |
| 3,500.00 | Personal Injury | 2022/23 |
| 3,000.00 | Employment Matters | 2022/23 |
| 2,500.00 | Personal Injury | 2022/23 |
| 2,500.00 | Employment Matters | 2022/23 |
| 1,500.00 | Employment Matters | 2022/23 |
| 1,000.00 | Property Damage | 2022/23 |
| 1,000.00 | Employment Matters | 2022/23 |
| 1,000.00 | Employment Matters | 2022/23 |
| 700.00 | Personal Injury | 2022/23 |
| 5,000.00 | Employment Matters | 2022/23 |

As you will note, details showing the rank, reason and specific amount of each claimant has not been provided.

In terms of section 16 of the Freedom of Information (Scotland) Act 2002, I am refusing to provide you with the requested information.

I can however advise you that in total there were 1 Chief Inspector, 4 Inspectors, 17 Sergeants, 76 Constables with the remaining being police staff.

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. The exemption that I consider to be applicable to the information requested by you is:

**Section 38(1)(b) - Personal Data.**

Personal data is defined in Article 4 of the General Data Protection Regulation (GDPR) as:

*‘Information relating to an identified or identifiable natural person (“data subject”); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person’*

Section 38(2A) of the Act provides that personal data is exempt from disclosure where disclosure would contravene any of the data protection principles set out at Article 5(1) of the GDPR which states that:

*‘Personal data shall be processed lawfully, fairly and in a transparent manner in relation to the data subject.’*

Whilst I accept that you may have a legitimate interest with regards the disclosure of this information and that disclosure may well be necessary for that purpose, I am nonetheless of the view that those interests are overridden by the interests or fundamental rights and freedoms of the data subject.

On that basis, it is my view that disclosure of the information sought would be unlawful.

By way of explanation, should the information requested be released there is a possibility that the data subjects may be able to be identified.

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.