| Police Scotland logo | Freedom of Information ResponseOur reference: FOI 24-1704Responded to: 23 July 2024 |
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Your recent request for information is replicated below, together with our response.

**I wish to make a Freedom of Information Request for the sickness levels 2019, 2020, 2021, 2022 & 2023 with a breakdown of each year within each division of the Highlands & Division which are:**

**Inverness, Shetland, Orkney, Western Isles, North Highland & South Highland.**

Please note, we have interpreted ‘sickness levels’ as number of working days lost (WDL)

The data presented in Table 1 has been extracted from Police Scotland’s System to Co-ordination Personnel and Establishment (SCOPE) database.  The data provides the number of WDL per sub-division within N Division for the calendar years specified or for 2024 from 1 January – 30 June.  The data is for Police Officers only and includes all absence categories.

*Table 1 – N Division – Police Officer WDL – 01/01/2019 – 30/06/2024*

| **Sub-Division** | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** |
| --- | --- | --- | --- | --- | --- | --- |
| Divisional Headquarters | 1,871 | 2,020 | 2,433 | 2,434 | 2,387 | 873 |
| Inverness | 1,843 | 1,536 | 1,891 | 2,491 | 2,062 | 778 |
| South Highland | 1,103 | 1,094 | 1,198 | 1,853 | 1,450 | 1,114 |
| Western Isles | 841 | 793 | 638 | 914 | 1,041 | 127 |
| North Highlands | 1,693 | 1,072 | 1,994 | 2,209 | 1,883 | 848 |
| Orkney | 483 | 410 | 183 | 357 | 366 | 179 |
| Shetland | 336 | 478 | 339 | 324 | 265 | 123 |
| **Total** | **8,170** | **7,403** | **8,676** | **10,582** | **9,454** | **4,042** |

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.