| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-3153 Response  Responded to: January 2024 |
| --- | --- |

Your recent request for information is replicated below, together with our response.

## Total number of frontline/response police officers, including those recorded as 'in probation' *by each year* (total figure as at Sept 2019, Sept 2020, Sept 2021, Sept 2022, Sept 2023), including those on short-term and long-term periods of leave and those on restricted duties. [Example: As at September 2022, there were X number of police officers assigned to frontline or response roles, including those on probation.]

## Total number of frontline/response police officers (category specific) that took any period of sickness absence within each period as follows: Sept 2019-Sept 2020, Sept 2020-Sept 2021, Sept 2021-Sept 2022, Sept 2022-Sept 2023. *NB: Figures requested by number of officers that recorded any absence – not by total number of absences.* [Example: Between September 2021 - September 2022, there were X number of officers assigned to frontline or response roles that took at least one period of sickness absence.]

## From total number, a breakdown of officers by length of service, as: less than 1 year of service, less than 3 years' service, less than 5 years' service, greater than 5 years' service, within each period. If unavailable, any other length of service statistics that can categorise accordingly. [Example: Between September 2021 - September 2022, of X number of officers that took at least one period of sickness absence, X number held fewer than 1 year of service, X number less than 3 years' service, etc.]

## Total number of frontline/response officers with absences within each period\* (as above) reported as resultant of mental ill-health, trauma exposure, stress and stress-related conditions, or psychological injury; or where any of the aforementioned is co-reported alongside any other reason for absence. \*Sept 2019-Sept 2020, Sept 2020-Sept 2021, Sept 2021-Sept 2022, Sept 2022-Sept 2023. [Example: Between September 2021 - September 2022, of X number of officers that took at least one period of sickness absence, X number of officers reported at least one absence as resultant of the reasons herein mentioned.]

## From total number, a breakdown of officers by length of service, as: less than 1 year of service, less than 3 years' service, less than 5 years' service, greater than 5 years' service, within each period. If unavailable, any other length of service statistics that can categorise accordingly. [Example: Between September 2021 - September 2022, of X number of officers that took at least one period of sickness absence resultant of the reasons herein mentioned, X number held fewer than 1 year of service, X number less than 3 years' service, etc.]

## Number of frontline/response officers who, for the total period covering Sept 2019 - Sept 2023 (not by year), took more than one period of absence resultant of mental ill-health, trauma exposure, stress and stress-related conditions, or psychological injury; or where any of the aforementioned is co-reported alongside any other reason for absence. [Example: Between September 2019 - September 2023 inclusive, X number of officers took more than one period of sickness absence resultant of the reasons herein mentioned.]

## Number of occupational health referrals made for frontline/response officers within each period\* for mental ill-health, trauma exposure, stress and stress-related reasons, psychological injury; or where any of the aforementioned is co-reported alongside any other health concern. \*Sept 2019-Sept 2020, Sept 2020-Sept 2021, Sept 2021-Sept 2022, Sept 2022-Sept 2023. [Example: Between September 2021 - September 2022, X number of officers assigned to frontline/response duty were referred to occupational health due to absences *or requests to be referred* for the reasons mentioned herein.],

## Total number of officers (not limited to frontline/response) registered or flagged with occupational health (inclusive of awaiting and continuing registrations and treatments) for mental ill-health, trauma exposure, stress and stress-related reasons, psychological injury; or where any of the aforementioned is co-reported alongside any other health concern, as at Sept 2019, Sept 2020, Sept 2021, Sept 2022, Sept 2023. [Example: As at September 2023, X number of officers across all roles and duty assignments were registered with occupation health resultant of the reasons mentioned herein.]

## First of all, I would advise you that police do not designate specific posts or officers as ‘frontline’ or ‘response’ and in terms of section 17 of the Act, the information you seek is therefore not held by Police Scotland.

## I would further advise you that Police Scotland use a third-party supplier, Optima Health, for Occupational Health services and an Employee Assistance Scheme. Managers are provided with reports that suggest reasonable adjustments etc but information provided to Optima by officers, including mental health issues, is not shared with Police Scotland.

To be of assistance, we could provide you with data on officer absence levels as a whole (including mental health specifically) - number of officers who were absent in a particular period and/ or working days lost. This recent FOI response may be of interest:

[23-3018 - Officer Absence Stats - mental health related - Police Scotland](https://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log/disclosure-log-2023/december/23-3018-absence-stats-officers-mental-health-related-broken-by-both-calendar-financial-years-from-2018-and-2017-18-to-date/)

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.