| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-0774  Responded to: 12 April 2024 |
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Your recent request for information is replicated below, together with our response.

## What software do you use for your payroll, hr and finance solutions, how much annually do you spend on each, when does each contract expire?

Payroll

Software:  iTrent

Expiry Date: 30/04/2026

HR

Software:  Scope (this software solution was developed in-house)

Expiry Date: N/A

Finance

Software:  eFinancials

Expiry Date: 27/02/2026

With regards to annual spend on each software I can advise this information is considered to be exempt and Section 16 of the Act requires Police Scotland 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. Where information is considered to be exempt, this letter serves as a Refusal Notice that information is held and an explanation of the appropriate exemption is provided.

**Section 33(1) (b) – Commercial Interests**

Such information will not be disclosed whilst remaining relevant, as it is considered to be commercially sensitive. Disclosure of this information would give a competitive advantage to companies in any future tender process.

Disclosure could reduce the number of companies tendering for the supply of goods and services, they being aware that Police Scotland will disclose commercially sensitive information. This is likely to negatively impact on the tendering process used by the service to ensure it purchases the most efficient and cost effective services in the future, and prejudice the commercial interests of Police Scotland.

This is a non-absolute exemption which requires the application of the Public Interest Test.

**Public Interest Test**

Police Scotland is a publicly funded organisation and therefore the Service has an obligation to obtain best value for money with particular services. Further, in order to do this, it is essential to maintain working relationships with companies that tender their services.

As such, Police Scotland will not disclose any information that would impact on the ability to do both. The public interest would not be served if it were no longer possible to engage companies in a tender offer if they believed that conducting business with Police Scotland would result in their confidential financial information being released**.**

## Do you manage your payroll in-house or do you outsource it if so, who do you outsource it to?

This is managed in-house.

## How many people do you pay each month using your payroll solution?

The average number of payslips processed a month since September 2023 is 23,043.

## How many pensioners do you pay using your payroll solution?

92.

## Do you use Microsoft power platform technologies such as Power Automate, Power Virtual Agents?

No, we do not.

## What is the employee count at Police Scotland?

As at 31st December 2023 (which is the most recent data released by the Scottish Government)

Police Officer – 16,3262.75

Police Staff – 5,834.28

Special Constables - 392

## Do you collaborate with other organisations in the delivery of HR & Payroll shared services? If so which organisation?

This is managed in-house.

## Do you work with any industry experts such as ATOS, KPMG, EY, Accenture etc?

No, we do not.

## Who is the head of service for HR and Payroll software or services and what is their role?

Director of People & Development – Katy Miller

Head of CFO Portfolio Shared Service – Paul Colley

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.