| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-2631  Responded to: 05 December 2024 |
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Your recent request for information is replicated below, together with our response.

**1. The number of full-time equivalent Police Scotland officers as of the 14th of October 2024.  
Clarification: I appreciate officers retire and new officers start everyday but I am interested to know this exact date how many officers there are in this period.**Please note, the data presented has been extracted from Police Scotland’s System to Co-ordinate Personnel and Establishment (SCOPE) database.

As at 14 October 2024, there were 16399.707 FTE police officers. **2. The current average duration of service (expressed in years) of a Police Scotland officer before retirement or leaving.   
I note that an officer can serve for 30 years before retiring but I am interested to know what the average amount of service is before the majority officers choose to retire from or leave Police Scotland.**

The average service of a police officer prior to leaving the organisation is 21 years and 15 days. The average is calculated from the formation of Police Scotland - 1 April 2013 to 30 September 2024. This data excludes the reason for leaving ‘Death in Service’. **3. Confirmation of whether or not when an officer decides to leave (change job or resign instead of retire) from Police Scotland the reason for doing so is recorded in an exit interview.**Reason for leaving is captured in the online resignation form that an employee must submit when opting to leave the organisation. An optional, anonymous, exit survey is also issued to leavers who choose to leave the organisation, however there is no requirement to complete this. The below data is provided from the online resignation form as this is the most complete and accurate data set.

**4. If the reasons why an officer chooses to leave Police Scotland then provide the following:  
(i) the number of officers who left Police Scotland in 2019, 2020, 2021, 2022, 2023 and 2024 so far**

The below table provides the headcount of police officer leavers for all reasons from 1 January 2019 to 31 October 2024.

*Table 1 – Headcount of Leavers from Police Scotland – 1 January 2019 to 31 October 2024*

| **Year** | **Headcount** |
| --- | --- |
| 2019 | 869 |
| 2020 | 653 |
| 2021 | 754 |
| 2022 | 1,395 |
| 2023 | 884 |
| 1 Jan– 31 Oct 2024 | 773 |

**(ii) The number of officers who left broken down per reason for choosing to leave Police Scotland 2019, 2020, 2021, 2022, 2023 and 2024 so far.**The tables below provide, the headcount figure of officers who have left the force by year and reason.

*Table 2 – Reason for leaving Police Scotland – 2019*

| **Leaving Reason** | **Headcount** |
| --- | --- |
| Resignation - Education | 7 |
| Resignation – Other Employment | 69 |
| Resignation – Personal | 97 |
| Retirement – 25-30 years | 114 |
| Retirement – Medical | 81 |
| Retirement – Pension | 456 |
| Transfer to another Force | 36 |
| **Total** | **860** |

*Table 3 - Reason for leaving Police Scotland – 2020*

| **Leaving Reason** | **Headcount** |
| --- | --- |
| Resignation - Education | 8 |
| Resignation – Other Employment | 40 |
| Resignation – Personal | 67 |
| Retirement – 25-30 years | 66 |
| Retirement – Medical | 54 |
| Retirement – Pension | 384 |
| Transfer to another Force | 22 |
| **Total** | **641** |

*Table 4 - Reason for leaving Police Scotland – 2021*

| **Leaving Reason** | **Headcount** |
| --- | --- |
| Resignation - Education | 5 |
| Resignation – Other Employment | 66 |
| Resignation – Personal | 85 |
| Retirement – 25-30 years | 122 |
| Retirement – Medical | 29 |
| Retirement – On option | 1 |
| Retirement – Pension | 417 |
| Transfer to another Force | 21 |
| **Total** | **746** |

*Table 5 -**Reason for leaving Police Scotland – 2022*

| **Leaving Reason** | **Headcount** |
| --- | --- |
| Resignation - Education | 9 |
| Resignation – Other Employment | 91 |
| Resignation – Personal | 93 |
| Retirement – 25-30 years | 543 |
| Retirement – Medical | 45 |
| Retirement – Pension | 575 |
| Transfer to another Force | 27 |
| **Total** | **1,383** |

*Table 6 -**Reason for leaving Police Scotland – 2023*

| **Leaving Reason** | **Headcount** |
| --- | --- |
| Resignation - Education | 6 |
| Resignation – Other Employment | 124 |
| Resignation – Personal | 127 |
| Retirement – 25-30 years | 364 |
| Retirement – Medical | 90 |
| Retirement – Pension | 135 |
| Transfer - Other | 1 |
| Transfer to another Force | 19 |
| **Total** | **866** |

*Table 7 -**Reason for leaving Police Scotland – 2024*

| **Leaving Reason** | **Headcount** |
| --- | --- |
| Resignation - Education | 3 |
| Resignation – Other Employment | 82 |
| Resignation – Personal | 99 |
| Retirement – 25-30 years | 300 |
| Retirement – Medical | 40 |
| Retirement – Pension | 145 |
| Transfer to another Force | 39 |
| **Total** | **708** |

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.