| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-1747  Responded to: xx July 2024 |
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Your recent request for information is replicated below, together with our response.

## Please can you provide the following information in regard to Police Vetting procedures following misconduct allegations.

**Your initial request Q1 – Q8 referred ‘How many Regulation 13 notices were used….’ and ‘How many Gross Incompetence hearings were held ……in each period’’**

The questions were subsequently clarified to be relevant in Scotland, as detailed below:

[Police Service of Scotland Regulations 2013](https://www.spf.org.uk/wp-content/uploads/2017/03/PSoS-Regulations-2013-OCR.pdf)

For the avoidance of doubt we have interpreted the term ‘used’ to refer to an individual being discharged under the terms of Regulation 9 notice as opposed to how many Regulation 9 notifications were issued.

**1) How many Regulation 9 notices were used between the 1st January 2021 - 31st December 2021?**

One officer was discharged under Regulation 9 in 2021.

**2) How many Regulation 9 notices were used between the 1st January 2022 - 31st December 2022?**

No officers were discharged under Regulation 9 in 2022 – as such Section 17 applies, no information held.

**3) How many Regulation 9 notices were used between the 1st January 2023 - 31st December 2023?**

Three officers were discharged under Regulation 9 in 2023. One officer is recorded as a Regulation 9 resignation during this period.

**4) How many Regulation 9 notices were used between 1st January 2024 - date of review?**

The information above was only made available through the existence of a previous (non FOI) audit of probationers on SCoPE, the Service’s personnel management system, which did not include data for 2024.

Unfortunately, I estimate that it would cost well in excess of the current FOI cost threshold of £600 to process your request. I am therefore refusing to provide the information sought in terms of section 12(1) of the Act - Excessive Cost of Compliance.

The data is not routinely collated and would require cross referencing across our human resources recording system (SCoPE), an exercise which would exceed the cost limitations of the Act.

**5) Following a finding of misconduct which did not result in dismissal how many officers were then served with Regulation 9 notices under performance due to vetting review between the 1st January 2021 - 31st December 2021?**

**6) Following a finding of misconduct which did not result in dismissal how many officers were then served with Regulation 9 notices under performance due to vetting review between the 1st January 2022 - 31st December 2022?**

**7) Following a finding of misconduct which did not result in dismissal how many officers were then served with Regulation 9 notices under performance due to vetting review between the 1st January 2023 - 31st December 2023?**

**8) Following a finding of misconduct which did not result in dismissal how many officers were then served with Regulation 9 notices under performance due to vetting review between the 1st January 2024 - date of review?**

Questions 5 to 8 have been answered together for ease.

I can confirm that no officers have been served with such a notice as a result of a vetting review –accordingly Section 17 applies, no information held.

**9) How many officers were dismissed as a result of vetting review between the 1st January 2021 - 31st December 2021?**

**10) How many officers were dismissed as a result of vetting review between the 1st January 2022 - 31st December 2022?**

**11) How many officers were dismissed as a result of vetting review between the 1st January 2023 - 31st December 2023?**

**12) How many officers were dismissed as a result of vetting review between the 1st January 2024 - date of review?**

For ease Q9 - Q12 have been answered together:

I can confirm that no officers have been dismissed because of a vetting review.

For this reason I must respond in terms of Section 17(1) of the Act: Information not held.

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.