| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-1984  Responded to: 25 September 2024 |
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Your recent request for information is replicated below, together with our response.

**What was the value of spend on temporary staff from recruitment agencies by the Police Scotland from April 2023 to June 2024?**

**Please ensure that a gross spend value is detailed and include all spend associated to any contract let for the management/provision of temporary staff by a contracted provider (whether Vendor neutral or Master vendor). Please ensure that all figures are provided separately by year.**

**You have since clarified this question as:**

## ‘’I am looking at agency spend, so if the person was employed by the agency rather than you paying a contractor directly’’

Please see below the total Agency spend for April 2023 – June 2024, this is the net spend and not gross spend as the Scottish Police Authority recover VAT.

Financial Year 2023/24 – April 2023 to March 2024 - £2,689,013

Financial Year 2024/25 – April 2024 to June 2024 - £649,442

Please note, regarding a detailed breakdown associated with any contract, the information sought is held by Police Scotland, but I am refusing to provide it in terms of section 16(1) of the Act on the basis that Section 38(1)(b) - Personal Data exemption applies.

If we were to provide you with detailed spend, it would include the individuals name and similarly, if we were to provide the spend by agency, you could also potentially identify an individuals pay as for some suppliers there is only one person and therefore, this information is exempt from being disclosed.

**If you have a managed service provider (MSP) in place for the provision of temporary agency staff, please provide the following.**

**How was the contract to manage/provide the supply of agency/temporary staff sent?**

**Who was the contract to manage/provide the supply of agency/temporary staff sent to?**

**When did the contract to manage/provide the supply of temporary/agency staff commence, how long does it run for and what is the end date?**

The information sought is not held by Police Scotland and section 17 of the Act therefore applies. Police Scotland do not have a managed service provider (MSP)

**If you use Frameworks please state which frameworks you use and for which categories of staff**

I can confirm we use Scottish Government Temporary and Interim Staff Framework.

**If you don’t have a managed service provider (MSP) in place for the provision of temporary recruitment agency staff, which recruitment agencies do you use, and what basis were they awarded?**

We use Venesky Brown, ASA Recruitment, Lorien Recruitment and Harvey Nash. They are on the Scottish Government Framework.

**5. Please can you provide details of the names of the decision-makers who ultimately decide which recruitment agencies your organisation uses.**

The information sought is not held by Police Scotland and section 17 of the Act therefore applies. Decision makers are not required as we engage with agencies on the Scottish Government Framework.

**6. Please provide the name(s) of the person(s) who the manage the recruitment agency contract on a day-to-day basis.**

Similarly to question 1,the information sought is held by Police Scotland, but I am refusing to provide it in terms of section 16(1) of the Act on the basis that the following exemptions apply:

**Section 38(1)(b) – Personal Information**

Information which would identify staff (name of individual) whose details are not in the public domain cannot be disclosed. The release of this information to a third party would breach the requirement that exists in relation to processing personal information.

This is an absolute exemption and does not require application of the Public Interest Test.

**7. Please advise what the permanent agency spend was between April 2023 to June 2024**

The information sought is not held by Police Scotland and section 17 of the Act therefore applies. Police Scotland do not use agencies for permanent positions.

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.