| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-1910  Responded to: 18th August 2023 |
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Your recent request for information is replicated below, together with our response.

## The attrition rate of Police Officers during their two years of probationary training - that is, those who 'drop out' of the force some time during their probationary period, regardless of the reason why. Please provide figures from the past five years (2018 to present) and break these down by year and division.

The data presented has been extracted from Police Scotland’s System to Co-ordination Personnel and Establishment (SCOPE) database.

A typical probationary period for a Constable joining the force is 2 years from their start date. Sometimes, probationary periods can be extended due to circumstances.

For the purpose of extracting this data we have provided the number of leavers with less than 2 years’ service who are in the rank of Police Constable or Detective.

| **Division** | **2018/19** | **2019/20** | **2020/21** | **2021/22** | **2022/23** | **01/04/2023 to 31/07/2023** |
| --- | --- | --- | --- | --- | --- | --- |
| **A** | 14 | 11 | 6 | 6 | 9 | 6 |
| **C** | 4 | 0 | 0 | 0 | 3 | 0 |
| **D** | 6 | 1 | 3 | 3 | 3 | 1 |
| **E** | 7 | 10 | 3 | 7 | 10 | 2 |
| **G** | 5 | 6 | 3 | 5 | 11 | 8 |
| **J** | 6 | 8 | 4 | 4 | 3 | 1 |
| **K** | 0 | 1 | 1 | 4 | 1 | 1 |
| **L** | 2 | 3 | 2 | 3 | 3 | 1 |
| **N** | 2 | 0 | 3 | 5 | 3 | 1 |
| **P** | 2 | 3 | 3 | 3 | 2 | 1 |
| **Q** | 3 | 1 | 2 | 4 | 6 | 5 |
| **U** | 0 | 1 | 1 | 0 | 1 | 0 |
| **V** | 2 | 3 | 1 | 4 | 1 | 0 |
| **Total** | **53** | **48** | **32** | **48** | **56** | **27** |

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.