| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-3169  Responded to: 15 January 2025 |
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Your recent request for information is replicated below, together with our response.

**Please provide the following information regarding your public body:**

**If you are a public body which provides frontline medical services, please break down your answers to the following by frontline medical staff and all other employees.**

The following clarification regarding the above, was then received:

**If you received that request, it is intended for you, regardless of whether you provide frontline medical services or not. The opening clarifying if-statement is just that – an if-statement. If you do not provide frontline medical services, I am not asking you to break down the answers to 1-5 from the original request by frontline medical staff and all other employees, and I am simply asking for the information from 1-5 as regards all employees of your public body.**

For all answers provided below, we must advise that with regards to the requested data from 2014-2020, 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.

By way of explanation, Staff and Officers were transferred to our current payroll system from 2020/21, therefore, information prior to this date was applied on legacy systems. To research, assess and extract the data required would greatly exceed the cost threshold set out within the Act. Furthermore, the completeness of the historical data cannot be guaranteed.

We can, however, provide the required information from financial year 2020/21.

1. **By financial year\*, from 2014-15 to present, number of employees whose salary was, at current prices\*\*:**

**\*If you do not have information that generally covers the whole financial year, information as of the start of the financial year (1 April) as a snapshot will work.**

**\*\*’Current prices’ meaning value as of time of measurement of the relevant metric, not adjusted for inflation.**

* 1. **£100k-£125k**
  2. **£125k-£150k**
  3. **£150k-£175k**
  4. **£175k-£200k**
  5. **£200k-£225k**
  6. **£225k-£250k**
  7. **£250k+**

We have interpreted ‘salary’ to be the individual’s actual annual salary as of 1st April each year. This is prorated for part-time employees.

Please note, contractual allowances have not been included.

*Table 1: Employees’ salaries of £100k and over – Financial years 2020-21 – 2024-25*

| **Band** | **2020/21** | **2021/22** | **2022/23** | **2023/24** | **2024/25** |
| --- | --- | --- | --- | --- | --- |
| a. | 16 | 14 | 3 | 34 | 33 |
| b. | 1 | 5 | 16 | 14 | 12 |
| c. | 0 | 0 | 0 | 4 | 4 |
| d. | 4 | 4 | 4 | 0 | 0 |
| e. | 1 | 1 | 0 | 4 | 5 |
| f. | 0 | 0 | 1 | 1 | 1 |
| g. | 0 | 0 | 0 | 0 | 0 |

1. **By financial year, from 2014-15 to present, number of employees whose total compensation\*\*\* was, at current prices, in each of the bands listed from 1(a) to 1(g).**

**\*\*\*’Total Compensation’ means to refer to the value of all tangible and intangible benefits the employee receives from you in exchange for work, including but not limited to base salary, bonuses, benefits (health insurance, pension contributions, paid time off and so forth), perks etc.**

Please note, the below table includes total value of payments and employers pension contributions. This includes benefit data, such as income tax on benefits which the force has paid on the payee settlement agreement.

*Table 2: Employees’ salaries plus compensation totalling £100k or more - Financial years 2020-21 – 2024-25*

| **Band** | **2020/21** | **2021/22** | **2022/23** | **2023/24** | **2024/25** |
| --- | --- | --- | --- | --- | --- |
| a. | 123 | 125 | 121 | 161 | 44 |
| b. | 13 | 20 | 36 | 44 | 10 |
| c. | 9 | 10 | 4 | 8 | 1 |
| d. | 2 | 3 | 5 | 10 | 0 |
| e. | 2 | 1 | 1 | 3 | 3 |
| f. | 2 | 2 | 2 | 2 | 0 |
| g. | 1 | 1 | 3 | 2 | 1 |

1. **By financial year, from 2014-15 to present, number of employees whose salary was, at constant 2024-25 prices\*\*\*\*, in each of the bands listed from 1(a) to 1(g).**

**\*\*\*\*The measure of inflation adjustment I mean to invoke by saying ‘constant 2024-25 prices’ is the official GDP deflator, as per the UK Government publication of this. The following table demonstrates the adjustment of the pay bands from 1(a) to 1(g) to constant 2024-25 prices.**

We have interpreted ‘salary’ to be the individual’s actual annual salary as of 1st April each year. This is prorated for part-time employees.

Please note, contractual allowances have not been included.

*Table 3:**Employees’ salaries at constant 2024-25 prices - Financial years 2020-21 – 2024-25*

| **Band** | **2020/21** | **2021/22** | **2022/23** | **2023/24** | **2024/25** |
| --- | --- | --- | --- | --- | --- |
| a. | 45 | 55 | 33 | 57 | 33 |
| b. | 12 | 14 | 14 | 15 | 12 |
| c. | 1 | 4 | 4 | 4 | 4 |
| d. | 0 | 0 | 0 | 0 | 0 |
| e. | 4 | 4 | 4 | 4 | 5 |
| f. | 0 | 0 | 0 | 0 | 1 |
| g. | 1 | 1 | 1 | 1 | 0 |

1. **By financial year, from 2014-15 to present, number of employees whose total compensation was, at constant 2024-25 prices, in each of the bands listed from 1(a) to 1(g).**

Please note, the below table includes total value of payments and employers pension contributions. This includes benefit data, such as income tax on benefits which the force has paid on the payee settlement agreement.

*Table 4:* *Employees’ salaries plus compensation at constant 2024-25 prices - Financial years 2020-21 – 2024-25*

| **Band** | **2020/21** | **2021/22** | **2022/23** | **2023/24** | **2024/25** |
| --- | --- | --- | --- | --- | --- |
| a. | 139 | 186 | 156 | 160 | 44 |
| b. | 76 | 86 | 62 | 68 | 10 |
| c. | 8 | 11 | 12 | 9 | 1 |
| d. | 8 | 10 | 6 | 10 | 0 |
| e. | 2 | 3 | 2 | 3 | 3 |
| f. | 1 | 0 | 1 | 1 | 0 |
| g. | 4 | 4 | 5 | 3 | 1 |

1. **By financial year, from 2014-15 to present, total value of bonuses handed out to employees at current prices.**

In accordance with the Policer Officer Handbook, ‘Officers may be awarded a bonus if the chief constable is satisfied that they have performed a piece of work of an outstandingly demanding, unpleasant or important nature.’ Between £50 and £500 at the discretion of the Chief Constable’

The table below has separated the bonus payments made by Police Scotland but on behalf of other organisations (National Police Coordination Centre, the Office of Security and Counter Terrorism and Mutual Aid, Devon & Cornwall).

*Table 5: Bonus payments -**Financial years 2020-21 – 2024-25*

| **Year** | **Police Scotland bonus payment** | **Paid on behalf of other organisations\*** |
| --- | --- | --- |
| 2020/21 | £7,250 | £0.00 |
| 2021/22 | £10,750 | £11,000 |
| 2022/23 | £12,300 | £2,100 |
| 2023/24 | £8,200 | £750 |
| 2024/25 | £55,500 | £0.00 |

1. **By financial year, from 2014-15 to present, the value of the ten largest bonuses handed out to individual employees. Please also list job title with this if possible.**

*Table 6:**Bonus payments and job title -**Financial years 2020-21 – 2024-25*

| **Year** | **Police Officer** | **Police Staff** | **Special Constables** |
| --- | --- | --- | --- |
| 2020/21 | £50 |  |  |
| 2021/22 | £500\* | £500\* |  |
|  | £150 | £50 |  |
|  | £100 |  |  |
|  | £50 |  |  |
| 2022/23 | £1,000\* | £50 |  |
|  | £750\* |  |  |
|  | £350\* |  |  |
|  | £150 |  |  |
|  | £100 |  |  |
|  | £50 |  |  |
| 2023/24 | £750\* |  |  |
|  | £100 |  |  |
|  | £50 |  |  |
| 2024/25 | £500 |  | £250 |
|  | £150 |  |  |
|  | £100 |  |  |
|  | £50 |  |  |

\* Note: some bonus payments were made by Police Scotland on behalf of other organisations (National Police Coordination Centre, the Office of Security and Counter Terrorism and Mutual Aid, Devon & Cornwall).

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.