| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-1851  Responded to: 6th September 2024 |
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Your recent request for information is replicated below, together with our response.

## Could you please provide figures for how many support staff posts you have filled in; 2021, 2022, 2023 and 2024 to date without the role being advertised either internally or externally.

Police Scotland’s People and Development Recruitment Team will normally advertise internally and/ or externally to fill vacant posts.

There are however occasions when posts may be filled on a temporary basis without advertisement.

There may also be cases where posts are ring fenced through organisational change, and recruitment is not opened to the whole organisation, or externally.

Each case is considered on its own merits, in conjunction with management from the Division/ Department and our People Partners.

Having considered your request, I’m afraid there is no straightforward way to provide data on the number of instances where this has happened.

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

Even assuming that only newly created posts may have been filled without advertisement, there have been almost 6,500 posts created on the Police Scotland ‘SCOPE’ database since 2021.

Posts are created for new staff, but also any changes to existing staff - for example changes to location and roles.

To ascertain why a post had been created, and whether it met the criteria set out in your request, would require the case-by-case assessment of the history every post on SCOPE, cross referred with personnel and recruitment records.

## Can you also advise how many support staff have been regraded upwards without applying for a post in the same period.

This could occur as part of organisational change or as an individual case.

In both circumstances, any decision would go through the Joint Negotiating and Consultative Committee (JNCC) and consultation with the Trades Unions.

We do not keep a separate record of how many posts are regraded in this way and it would therefore be necessary to review the personnel file of every support staff member to ascertain if their post grade had changed over the course of their time associated with it.

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

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.