

Our Ref: IM-FOI-2015-1200



Sir Stephen House QPM  
Chief Constable

## FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

I refer to your recent request for information which has been handled in accordance with the Freedom of Information (Scotland) Act 2002.

In your request you asked:

- **What is the total number of applications received for each advertised vacancy, since April 2013? Please include the date the application was advertised.**
- **What is the total number of applications received for police officer posts, since April 2013 (and in which months were applications advertised?)**
- **Have any posts which have been advertised externally have either gone unfilled or have to be re-advertised and if so, how many and when?**

Please find attached two spreadsheets that detail the information you have requested regarding vacancies advertised internally and externally.

I note that you have asked for the date the application was advertised. Police Scotland does not advertise applications, but rather advertises posts for application or we invite applications from individuals via an advert. Therefore the date provided in the attached, is when the post was advertised.

There are a number of prefixes used in the job reference number. The abbreviations are as follows:

Jobs prefixed with INT are internal adverts

Jobs prefixed R are external adverts

Jobs prefixed RF are ring-fenced posts (for internal restructuring purposes only)

Posts open to those in supernumerary posts are prefixed with SUP then INT if they then go to internal advert.

Backfill vacancies are advertised with the prefix BF.

The closing dates have been entered on to both spreadsheets, as Police Scotland does not record the date advertised. Adverts are generally live for a two-week period so this will provide an indication of the date of advert.

Backfill vacancies do not have a closing date set when they are advertised. A closing date of two weeks is set when the first application is received.

Posts advertised internally, and not filled, are in most cases advertised externally (with the exception of backfill posts). Where externally advertised staff posts have not been filled (no applicants or no suitable applicants), the post is reviewed and further action, such as addition of a 'market supplement', is considered. Externally advertised posts with no applications are identified on the spreadsheet. Posts where there were no suitable applicants are not recorded separately as such and would require every externally advertised post to be scrutinised to determine this. This would be an incredibly time consuming task that would outweigh the cost limits set out under the Fees Regulations, and as such section 12(1) of FOISA would apply: excessive cost of compliance.

For your reference, I have attached the Organisational Change Standard Operating Procedures, which provides details about supernumerary and backfill posts.

The second spreadsheet details all internal police officer posts that were advertised in this period.

The number of applications from candidates hoping to join Police Scotland as a police officer are:

2013/14 - 3176

2014/15 - 4952

2015/16 - 914

Police officer recruitment has been open since 9th September 2013.

Should you require any further assistance concerning this matter please contact me directly on 0131 311 3901 quoting the reference number given.

If you are not satisfied with the way in which your request has been dealt with, you are entitled in the first instance, and within 40 working days of receiving this response, to request a review of the decision. Should you wish to do so, contact details are; FOI Central Processing Unit, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH - [foi@scotland.pnn.police.uk](mailto:foi@scotland.pnn.police.uk)

If you remain dissatisfied following the outcome of that review, you are thereafter entitled to apply to the Scottish Information Commissioner within six months for a decision. Contact details are; Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS - [enquiries@itspublicknowledge.info](mailto:enquiries@itspublicknowledge.info)

Should you wish to appeal against the Scottish Information Commissioner's decision, there is an appeal to the Court of Session on a point of law only.

Yours sincerely,

Gabriella Trybalska  
Information Management