

13 February 2015

Your Ref:

Our Ref: IM-FOI-2015-0057



Sir Stephen House QPM
Chief Constable

FOI Central Processing Unit
Clyde Gateway
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Dalmarnock
G40 4EH

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FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

SUBJECT: Probationer Training Programme

I refer to your email dated 7 January 2015 regarding the above which has been handled in accordance with the Freedom of Information (Scotland) Act 2002 (FOISA).

As you may be aware, Police Scotland was created on 1 April 2013. All structures in place within the former force areas ceased to exist, and the resources and organisational structures were realigned over a period of several months to that of Police Scotland. The recording of data and naming convention prior to Police Scotland was not consistent and the information given for the response is only as an indication of data contained within Police Scotland's HR system, SCOPE.

In terms of your request I can respond as follows:

-The number of people who started the Police Probationer Training Programme in the period 2010 to 2014 – with a breakdown figure by calendar year.

The table below details the number of new police recruits who joined the former forces or Police Scotland and went on the Police Probationer training programme:

Calendar Year	Number of new recruits
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2010	658
2011	686
2012	770
2013	553
2014	878
Total	3545

-The number of recruits who passed the Probationer Training Programme in the period 2010 to 2014 – with a breakdown by calendar year.

The table below show all new recruits who completed the probationer training programme. For new recruits, the probationer training programme takes a minimum of two years to complete. For recruits with previous police experience, the period can be less than two years and as stipulated by the Chief Constable.

Calendar Year	New recruits who have passed their probation
2010	507
2011	674
2012	577
2013	36
2014	0
Total	1794

-The number of recruits who failed the Probationer Training Programme in the period 2010 to 2014 – with a breakdown by calendar year.

-The number of recruits who left the process without completing the Probationer Training Programme in the period 2010 to 2014 – with breakdown by calendar year.

With regards to questions 3 and 4 the tables below show the number of probationers who failed to complete their probationer training course. Recruits considered unlikely to be confirmed as a constable, are given the option to resign. We do not record separately those who resigned on their own accord and those who resigned because they were unlikely to be confirmed as constable.

Further, if the recruit chooses not to resign, he/she may be discharged in terms of the Regulations.

Calendar Year	Resignation	Regulatory discharged or dismissed
2010	38	2
2011	55	1
2012	46	0
2013	33	1
2014	22	0
Total	194	4

-The number of probationers who finished the two year training programme in the period 2010 to 2014 and went on to become a serving member of the police force – with a breakdown of numbers by calendar year.

The table below shows the total number of new recruits who have completed their probationer period and are still employed by Police Scotland.

Calendar Year	Passed probationer training programme became a serving police officer
2010	511
2011	679
2012	590
2013	46
2014	27
Total	1853

I trust that the information available is of assistance and should you require any further assistance concerning this matter please contact me on 01786 895864 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 letter to request a review of the decision made by the Service. Should you wish to do so, contact details are; Police Scotland, FOI Central Processing Unit, Clyde Gateway, 2 French Street, Dalmarnock. G40 4EH. (Or email foi@scotland.pnn.police.uk)

Once informed of the Review decision, if you are still not satisfied, then you are 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', telephone 01334 464610.

Yours sincerely

Colette McGloan
Information Management
Freedom of Information