

Our Ref: IM-FOI-2017-1051
Date: 6th July 2017



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.

For ease of reference, your request is replicated below together with the response.

1. How many officers do you employ (by rank, FTE and what department they are attached to how you record the information and what division they are attached to)?

The data presented has been extracted from Police Scotland's System to Co-ordinate Personnel and Establishment (SCOPE) database. This database records the number of Police Officers and Police Staff who currently work within Police Scotland.

The table below details Police Officer Ranks:-

Police Officer Ranks	
CC	Chief Constable
DCC	Deputy Chief Constable
ACC	Assistant Chief Constable
DCS	Detective Chief Superintendent
CS	Chief Superintendent
DSU	Detective Superintendent
SUP	Superintendent
DCI	Detective Chief Inspector
CI	Chief Inspector
DI	Detective Inspector
PI	Police Inspector
DS	Detective Sergeant
PS	Police Sergeant
DC	Detective Constable
PC	Police Constable

Quarterly statistics on police officer numbers are published on the Police Scotland website and can be viewed via the following link:

<http://www.scotland.police.uk/about-us/police-scotland/212598/>

As at 31 March 2017 (most recent publication) there was a FTE of 17256.091 (to three decimal places). Rank, Department and Division are detailed below:-

NORTH COMMAND - POLICE OFFICER FTE as at 31 March 2017											
A DIVISION											
DEPARTMENT	CS	SUP	DCI	CI	DI	PI	DS	PS	DC	PC	Grand Total
AREA COMMAND				5							5
BUSINESS SUPPORT						1					1
CID			4		13.55	1	32.778	3	121.878	29.339	205.545
COMMUNITY POLICING					1	23		88.975	1	615.864	729.839
COURTS								1		9	10
DIV ALCOHOL VIOLENCE REDUCTION						1		5		28.8	34.8
DIVISIONAL COORDINATION UNIT					1	11		17.167	2.95	65.643	97.76
DIVISIONAL MANAGEMENT	1	3		2							6
SPC PROBATIONERS										52	52
D DIVISION											
AREA COMMAND				3				8		32.975	43.975
BUSINESS SUPPORT										1	1
CID			3		9		21	2	123.487	36.744	195.231
COMMUNITY INVESTIGATION UNIT							1	2		16	19
COMMUNITY POLICING						10		15		84.255	109.255
COURTS										8.775	8.775
DIVISIONAL COORDINATION UNIT				3		3		5		22.7	33.7
DIVISIONAL MANAGEMENT	1	3				9					13
RESPONSE POLICING								44.32	3	437.893	485.213
SPC PROBATIONERS										16	16
N DIVISION											
AREA COMMAND				6							6
CID			2		6	4	23	1	67.866	12.408	116.274
COMMUNITY INVESTIGATION UNIT							1				4
COMMUNITY POLICING						15		63	1	359.847	438.847
COMMUNITY POLICING										1	1
COURTS								1		2	3
DIV ALCOHOL VIOLENCE REDUCTION								1		5	6
DIVISIONAL COORDINATION UNIT						3		4		22.5	29.5
DIVISIONAL MANAGEMENT	1	3		2							6
SPC PROBATIONERS										6	6
TOTAL NORTH COMMAND											2683.714

EAST COMMAND - POLICE OFFICER FTE as at 31 March 2017											
C DIVISION											
DEPARTMENT	CS	SUP	DCI	CI	DI	PI	DS	PS	DC	PC	Grand Total
AREA COMMAND				3							3
CID			2		8		14.76	2	74.798	25.113	126.671
COMMUNITY INVESTIGATION UNIT										18.875	18.875
COMMUNITY POLICING						5		13		83.087	101.087
DIV ALCOHOL VIOLENCE REDUCTION								3		20.68	23.68
DIVISIONAL COORDINATION UNIT						2		3		10	15
DIVISIONAL MANAGEMENT	1	2		1							4
RESPONSE POLICING						11	1	33		261.426	306.426
SPC PROBATIONERS										9	9
E DIVISION											
AREA COMMAND				4							4
BUSINESS SUPPORT										1	1
CID			2		10		33.9	3.875	99.776	58.818	208.369
COMMUNITY INVESTIGATION UNIT							0.8	2	1	38.983	42.783
COMMUNITY POLICING						6		15		123.14	144.14
COURTS								1.8		16.483	18.283
DIVISIONAL COORDINATION UNIT						4		10		54.905	68.905
DIVISIONAL MANAGEMENT	1	5		2		1					9
DIVISIONAL VIOLENCE REDUCTION						1					1
RESPONSE POLICING						15		59.598		530.042	604.64
SCOTTISH PARLIAMENT						1		1		6	8
SPC PROBATIONERS										19	19
STATION ASSISTANTS										4	4
J DIVISION											
AREA COMMAND				4							4
BUSINESS SUPPORT										1	1
CID			2		7	1	21.85	3	73.586	45.576	154.012
COMMUNITY INVESTIGATION UNIT							2	1	6	9	18
COMMUNITY POLICING						11		11		111.52	133.52
COURTS										4	4
DIVISIONAL COORDINATION UNIT						3		8		40.084	51.084
DIVISIONAL MANAGEMENT	1	3		1							5
RESPONSE POLICING						15		54.158		419.831	488.989
SPC PROBATIONERS										14	14
P DIVISION											
AREA COMMAND				3							3
CID			2		10	2	22	2	97.758	54.045	189.803
COMMUNITY INVESTIGATION UNIT								3		23	26
COMMUNITY POLICING TEAMS						9.85		50.348	4	455.668	519.866
COURTS										7	7
DIVISIONAL VIOLENCE REDUCTION						1		1		7	9
DIVISIONAL COORDINATION UNIT						15		4		6.982	12.482
DIVISIONAL MANAGEMENT	1	2		1		6					10
SPC PROBATIONERS										8	8
TOTAL EAST COMMAND											3399.615

WEST COMMAND - POLICE OFFICER FTE as at 31 March 2017											
G DIVISION											
DEPARTMENT	CS	SUP	DCI	CI	DI	PI	DS	PS	DC	PC	Grand Total
AREA COMMAND				8		8		8		19,525	43,525
CID			3		20	3	66	9	236,407	187,578	524,985
COMMUNITY INVESTIGATION UNIT					2		7		10	30	49
COMMUNITY POLICING TEAMS						2		27		243,257	272,257
DIV ALCOHOL VIOLENCE REDUCTION						1		5		62	68
DIVISIONAL COORDINATION UNIT				1		8		27		152,725	188,725
DIVISIONAL MANAGEMENT	1	5		2						3	11
GLASGOW SAFETY SERVICES						2		2		7	11
RESPONSE POLICING						25.81		140.78		12812	1447.79
SPC PROBATIONERS										21	21
K DIVISION											
AREA COMMAND				3							3
CID			2		9		16	3	58,552	65,289	153,841
COMMUNITY INVESTIGATION UNIT					1			1		8.8	10.8
COMMUNITY POLICING TEAMS						3		14.9		161.4	179.3
COURTS										8	8
DIV ALCOHOL VIOLENCE REDUCTION								5		19	24
DIVISIONAL COORDINATION UNIT						1		5		32,588	38,588
DIVISIONAL MANAGEMENT	1	2		1							4
RESPONSE POLICING						11		27.86		195,792	234,652
SPC PROBATIONERS										7	7
L DIVISION											
AREA COMMAND				3							3
CID			2		6	2	12	4	40.7	38.27	104.97
COMMUNITY INVESTIGATION UNIT								3	2	38,489	43,489
COMMUNITY POLICING TEAMS						7		23		104,176	134,176
COURTS										4	4
DIV ALCOHOL VIOLENCE REDUCTION						1		2	2	16	21
DIVISIONAL COORDINATION UNIT						1		5.8		19.9	26.7
DIVISIONAL MANAGEMENT	1	2		1							4
RESPONSE POLICING						5		16,868		171,465	193,333
SPC PROBATIONERS										5	5
Q DIVISION											
AREA COMMAND				5						8.82	13.82
CID			2		9	1	38.8	7	127,087	111,713	296.6
COMMUNITY INVESTIGATION UNIT								6		30	36
COMMUNITY POLICING TEAMS						10		41,852		420.85	472,702
COURTS								1		14	15
DIVISIONAL COORDINATION UNIT						1		10,735		56,402	68,137
DIVISIONAL MANAGEMENT	1	3		1		1					6
RESPONSE POLICING						20		48		420.74	488.74
SPC PROBATIONERS										24	24
U DIVISION											
AREA COMMAND				3				1			4
CID			2		5		16,725	4.95	48,252	75,234	152,161
COMMUNITY INVESTIGATION UNIT										6	6
COMMUNITY POLICING TEAMS						6		41.32		286.23	333.55
COURTS										9	9
DIV ALCOHOL VIOLENCE REDUCTION						1		2		5	8
DIVISIONAL COORDINATION UNIT						1		7		39.11	47.11
DIVISIONAL MANAGEMENT	1	4		1							6
RESPONSE POLICING						9.95		20	1	203,795	234,745
SPC PROBATIONERS										8	8
V DIVISION											
AREA COMMAND				2							2
CID			1		5	1	12		49,167	4,625	72,792
COMMUNITY POLICING TEAMS						9		28,805	0.6	186,686	225,091
COURTS										0.825	0.825
DIVISIONAL COORDINATION UNIT						2		3		22,042	28,042
DIVISIONAL MANAGEMENT	1	2		1							3
SPC PROBATIONERS										4	4
TOTAL WEST COMMAND										6405.446	

SPECIALISED FUNCTION - POLICE OFFICER FTE as at 31 March 2017																
CONTACT COMMAND CONTROL DIVISION																
DEPARTMENT	CC	DCC	ACC	DCS	CS	DSU	SUP	DCI	CI	DI	PI	DS	PS	DC	PC	Grand Total
EAST									1		10		30		86.157	127.157
GOVERNANCE AND IMPROVEMENT									1		1				2	4
NORTH									1		13		22		61.366	97.366
OPERATIONS													4		3.93	7.93
SENIOR MANAGEMENT					1		3		3							7
SERVICE DELIVERY									1		1		4		8	14
WEST											12		48.8		105.106	165.921
CORPORATE SERVICES DIVISION																
CORPORATE COMMUNICATIONS									1		1				3	5
CORPORATE SERVICES DIRECTORATE					1		2		4		8		13		8	35.95
COUNTER CORRUPTION UNIT						2		5		6		19.8		12.9		45.68
DETACHED					4	1	2	2	2	2.85	8	7	12	13	15	68.85
EXECUTIVE	1	3	7	1	1		2		4		10		12		12.875	53.875
ICT							1		1		7		9.78	1	10	29.775
LOCAL POLICING SUPPORT									1		4		3.56		3	11.562
P DHQ							1									1
PEOPLE AND DEVELOPMENT					1		4	6.96		2	24	5	29.9	9	98.842	180.673
PORTFOLIO PROJECTS				1	1		8	2	16	3	22	5.68	19.9	4	32.485	115.06
PROFESSIONAL STANDARDS					1		4		8.96	2	31.35		29.7	2	4	82.962
SPA EXECUTIVE SUPPORT							1									1
CRIMINAL JUSTICE SERVICES DIVISION																
OPERATIONS							1		7		26	1	142		100.205	277.695
PARTNERSHIP AND POLICY							1		2.7	1	8		1		2.6	16.3
SENIOR MANAGEMENT					1											1
SUPPORT							1		2		2		4		13	22

LICENSING VIOLENCE REDUCTION DIVISION														
BUSINESS SUPPORT					1		2		1					4
FIREARMS AND EXPLOSIVES									1		3		3	10
LICENSING									1		1		2	5
OPERATIONS EAST										1		2	2	34
OPERATIONS NORTH										1		3		10.888
OPERATIONS WEST									2	1	6	3.8	9.8	84.4
OPERATIONAL SUPPORT DIVISION														
PLANNING					2		4		5.85		16.8		22.6	90.262
ROAD POLICING					1		1		3		22		72.7	631.113
SPECIAL PROJECTS									1		1			2
SPECIALIST SERVICES					1		3		11		26	1	94.7	788.01
SPECIALIST CRIME DIVISION														
HISTORICAL CHILD ABUSE UNIT						1		1		2		5.93	1	37.261
INTELLIGENCE SUPPORT					1		7		6		30		45.8	343.383
LOCAL CRIME					1		15			2			1	22
MAJOR CRIME					2		4		9		20	1	54	337.303
ORGANISED CRIME AND COUNTER TERRORISM					1	1	5		11	2	38	5	109	810.215
PUBLIC PROTECTION					1		3		6		9	1	19.6	107.438
SUPPORT COORDINATION SAFER COMMUNITIES							1	3	5	7	8	4.76	14	78.287
TOTAL SPECIALISED FUNCTION														4767.316

2. How many civilians do you employ (by name of role, FTE, and what department they are attached to how you record the information and what division they are attached to)?

In terms of Section 16 of the Freedom of Information (Scotland) Act 2002, I am refusing to provide you with the numbers and names of each role for police staff. Section 16 of the Act requires Police Service of Scotland to provide you with a notice which: (a) states that it holds the information, (b) states that it is claiming an exemption, (c) specifies the exemption in question and (d) states, if that would not be otherwise apparent, why the exemption applies.

I can confirm that Police Scotland holds the information that you have requested.

The exemptions that I consider to be applicable to the information requested by you is as follows:

35 (1) (a) & (b) – Law Enforcement

Release of specific levels of police staffing would adversely impact on the operational effectiveness of the Service. Being aware of deployment details would allow persons or groups intent on committing offences or causing disorder with the means to make a reasonable assessment of police strengths in certain specific roles. This in turn would allow those individuals or groups to make an accurate assessment of the capacity of the Service to deal with certain specific incidents, compromising any tactical advantage the police may have over such persons or groups when dealing with any crime or disorder.

This is a non-absolute exemption and requires the application of the Public Interest Test.

39 (1) – Health, safety and the environment

The information requested is exempt as its disclosure would or would be likely to endanger the physical health or safety of an individual. As previously described, to disclose the strategic intentions of the police service would allow those intent on committing crime or causing disorder to gauge the likelihood of detection or to take measures to negate the likelihood of detection. This would leave members of the public at an increased risk of being the victim of crime, unruly or intimidating behaviour and jeopardise wider community safety.

This is a non-absolute exemption and requires the application of the Public Interest Test.

Public Interest Test

As you will be aware, the exemptions listed above are non-absolute and require the application of the Public Interest Test. I would suggest that public accountability would favour disclosure, given that the information concerns the efficient and effective use of resources by the Service. Likewise, disclosure of the information would also inform the public debate on the issue of policing and contribute to the accuracy of that debate.

Furthermore, the applicability of the exemptions listed above, the need to ensure the effective conduct of the service in relation to prevention and detection of crime and, the public safety considerations involved in the delivery of operational policing clearly favour non-disclosure of the information requested.

Moreover, the United Kingdom currently faces a sustained threat from violent terrorists and extremists. The current threat level for international terrorism for the UK is assessed as 'severe'. This means that an attack is highly likely and may occur without warning, but there is no specific intelligence of a terrorist attack.

On balance I would contend that the public interest in disclosing the information is outweighed by that in maintaining the exemptions listed, as it is doubtful if it can ever be in the public interest to disclose information which would prejudice the prevention or detection of crime or, which would jeopardise the delivery of operational policing and the safety of officers and police staff.

By way of assistance, the number of Civilians employed by Police Scotland excluding agency staff as at 31 March 2017 was 5233.237 (to three decimal places). To be of further assistance, whilst we cannot supply the information by post we can supply by the Department and Division of Police Staff who were currently employed by Police Scotland as at 31 March 2017. Please see the tables below:

NORTH COMMAND - POLICE STAFF FTE as at 31 March 2017				
DEPARTMENT	A DIVISION	D DIVISION	N DIVISION	GRAND TOTAL
BUSINESS SUPPORT UNIT	17.837	8.241	12.214	38.292
CID	13.67	14.128	13.086	40.884
COURTS	1		5.5	6.5
DIVISIONAL CO-ORDINATION UNIT	46.42	27.184	8.543	82.147
STATION ASSISTANTS	40.22	5	30.214	75.434
TRAFFIC WARDENS			1	1
TOTAL NORTH COMMAND	119.147	54.553	70.557	244.257

EAST COMMAND - POLICE STAFF FTE as at 31 March 2017					
DEPARTMENT	C DIVISION	E DIVISION	J DIVISION	P DIVISION	GRAND TOTAL
BUSINESS SUPPORT UNIT	8.136	10.414	10.203	15.528	44.281
CID	6.457	23.588	11.285	6.493	47.823
COURTS		3	1		4
DIVISIONAL CO-ORDINATION UNIT		9.806	12.463	16.083	38.352
STATION ASSISTANTS	11.5	22.278	28.05	21.737	83.565
TRAFFIC WARDENS			1		1
TOTAL EAST COMMAND	26.093	69.086	64.001	59.841	219.021

WEST COMMAND - POLICE STAFF FTE as at 31 March 2017							
DEPARTMENT	G DIVISION	K DIVISION	L DIVISION	Q DIVISION	U DIVISION	V DIVISION	GRAND TOTAL
BUSINESS SUPPORT UNIT	13.315	5.329	4.5	8.5	5.114	5	41.758
CID	4	2	2	3	2	11.622	24.622
DIVISIONAL CO-ORDINATION UNIT	23.852	4.5	4	16.5	8.843	9.432	67.127
GLASGOW SAFETY SERVICES	1						1
STATION ASSISTANTS	48.11	12	9	27.5	14.571	6.714	117.895
TOTAL WEST COMMAND							252.402

SPECIALISED FUNCTION - POLICE STAFF FTE as at 31 March 2017	
CONTACT COMMAND CONTROL DIVISION	
DEPARTMENT	Grand Total
A DHQ	1
EAST	137.249
NORTH	87.649
OPERATIONS	77.21
SENIOR MANAGEMENT	1
SERVICE CENTRE	455.594
SERVICE DELIVERY	18.936
SUPERNUMERARY STAFF POOL	5.028
WEST	380.59
CORPORATE SERVICES DIVISION	
ADMINISTRATION SERVICES	3.889
CORPORATE COMMUNICATIONS	53.022
CORPORATE GOVERNANCE	1
CORPORATE SERVICES DIRECTORATE	630.312
COUNTER CORRUPTION UNIT	3
DETACHED	19.497
EXECUTIVE	24.193
FINANCE	111.202
ICT	313.884
LOCAL POLICING SUPPORT	1
PEOPLE AND DEVELOPMENT	592.852
PORTFOLIO PROJECTS	8
PROFESSIONAL STANDARDS	15.586
SUPERNUMERARY STAFF POOL	2.586
CRIMINAL JUSTICE SERVICES DIVISION	
OPERATIONS	456.521
PARTNERSHIP AND POLICY	131.952
SUPPORT	1
LICENSING VIOLENCE REDUCTION DIVISION	
BUSINESS SUPPORT	1
FIREARMS AND EXPLOSIVES	30.471
OPERATIONAL SUPPORT DIVISION	
PLANNING	10.63
ROAD POLICING	78.974
SPECIALIST SERVICES	66.501

SPECIALIST CRIME DIVISION	
INTELLIGENCE SUPPORT	69.331
LOCAL CRIME	15.693
MAJOR CRIME	28.629
ORGANISED CRIME AND COUNTER TERRORISM	179.311
PUBLIC PROTECTION	6.6
SUPPORT COORDINATION SAFER COMMUNITIES	17
SCOTTISH POLICE AUTHORITY	
COMMUNICATIONS AND RELATIONSHIPS	10
DETACHED	3
FINANCIAL ACCOUNTABILITY	2
FORENSIC SERVICES	476.629
FORENSIC SUPPORT	1
GOVERNANCE AND ASSURANCE	13.8
SPA EXECUTIVE	8.8
STRATEGY AND PERFORMANCE	7
TOTAL	4560.121

3. How many PCSO's do you employ (By FTE, and what department they are attached to and Division they are attached to)?

Police Community Support Officers are not employed within the Police Service of Scotland. We are therefore unable to answer this part of your request as the information is not held. Section 17 of the Freedom of Information (Scotland) Act 2002 is therefore applied – information not held.

Should you require any further assistance concerning this matter please contact Information Management - Stirling on 01786 456321 quoting the reference number given.

If you are dissatisfied 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 our actions and decisions.

Should you wish to do so, please contact us at the following address, stating what has caused your dissatisfaction and what you require us to review:

Information Management (Disclosure), Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH - 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. You can raise an appeal using the online service at www.itspublicknowledge.info/Appeal or by writing to Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS, or via email at 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.