



Agenda Item
4.1

Meeting	SPA People Committee
Date	31 May 2023
Location	Video Conference
Title of Paper	Q4/Annual Workforce MI Report 2022/2023
Presented By	Kay Miller, Director of People and Development
Recommendation to Members	For Discussion
Appendix Attached	Yes Appendix A – Q4 2022-23 MI Dashboard Appendix B – Workforce Profile Analysis

PURPOSE

The purpose of this paper is to present people data and insights to Committee Members.

Member are invited to discuss the content of this paper.

1. BACKGROUND

- 1.1 The attached two reports describe the Police Scotland Workforce both at the end of quarter 4 and also for the full year ending March 2023.
- 1.2 The end of quarter report describes the organisation at a more tactical level than the annual report which has been designed to allow benchmarking against other similar organisations.

2. QUARTERLY REPORT

2.1 Key Findings

- Officer Numbers have fallen this quarter in comparison to last quarter by -23.77 FTE. However, with the exceptions of LP West & P&A all other divisions/local policing areas recorded a decrease in FTE.
- In terms of workforce proportion LP West had the most significant increase with +0.19%, CSD had the most significant decrease with -0.08%.
- Staff numbers have increased by 44.09 FTE (incl. SPA) in comparison to last quarter and total FTE is now 5,864.2
- The biggest increases in workforce proportion are recorded in C3 (+0.39%) & P&A (+0.15%). LP North & West recorded a decrease in workforce proportion & FTE with LP East recording an increase of +0.06%. CSD recorded the highest percentage decrease with -0.19%%.

2.2 Turnover

Key Findings

- Officer Leavers up 2.62% (235) in comparison to Q3. Highest levels of turnover are attributed to Retirements for officers and highest number of leavers are found in LP West. Turnover for category Retirement – 25-30 Years has decreased 0.08% in comparison to last quarter which represents the largest monthly variation.
- Forcewide officer turnover rate has increased 0.04% since last quarter. Turnover rates broken down by sex shows higher rates of male turnover in comparison to females.
- Staff Leavers are up 16.16% (16) in comparison to last quarter. The majority of these leavers within CSD.
- Turnover rate for staff this quarter is 1.82%, an increase of 0.26% on Q3. Male staff turnover rates are higher than the female staff turnover rate this quarter.

2.3 **Sickness absence**

Key Findings

- Officer absence is down 0.94% on previous quarter, absence rate was at its lowest in February/March currently remains at 5.83%
- Staff absence is also down 0.92% on previous quarter, staff absence rate was at its lowest in February and is currently at 6.9% at end March.
- The AWDL for officers (3.4) and staff (3.9) has fallen for Q4 in comparison to Q3. The YE AWDL for 2022/23 are 14.8 for PO and 17.1 for PS.
- Psychological Disorders are the highest cause of sickness absence for officers and police staff.

2.4 **Availability**

Key Findings

- TOIL for officers and staff is down 12.4% from previous quarter and is 36,689hrs, (8,045 hours for officers and 28,644 for staff)
- RRRD for Officers and staff are down 7.9% from the previous quarter and total 70,498 days (69,703 RRRD for officers and 795 for staff).
- For Officers the highest TOIL balance is within OSD at 2,830.1 hours. The largest negative is within E Division where officers appear to owe 566.3 hours, which is an increase of 79.88 hours from Q3.
- AL is currently 0.27 % under-utilised to date. It should be noted that the dashboard records the end of the leave year as 15 April which is why this report does not record 31 March 2023 as 100% of year complete.

3.0 **ANNUAL REPORT**

The annual report is in a different format than previously presented and covers wider areas of the workforce. The main findings are shown below.

3.1 **Workforce Numbers**

Key Findings

- There has been a reduction in Police Officer numbers of 189.9 FTE (1.1%) over the past year
- An exercise to redistribute officers resources has been completed to work with around 16600 FTE officers in line with budget limitations

- There has been an increase of 120.3 FTE (2.1%) staff over the same period
 - Staff increases have been seen across most Corporate Functions such as vetting, procurement and service design
 - There have also been increases in C3 Service Centres and Criminal Justice functions such as productions and custody
- An exercise to reduce staff numbers in line with budget allocation is ongoing

3.2 Promotion, Joiners and Leavers

Key Findings

- 1117 officers (FTE) joined Police Scotland year ending March 2023, an increase of 670 officers FTE from the previous year (2021/22 was a particularly low year for recruitment due to COVID 19 and the operational commitments due to COP26)
- This is the second highest number of joiners since the formation of Police Scotland (the highest being 2020/21 when recruitment numbers were increased in preparation for COP26)
- 1301.4 FTE officers left Police Scotland year ending March 2023, 377.1 FTE (41%) higher than the previous year. This is the highest annual number of leavers since the formation of Police Scotland and can be attributed to changes in the police pension regulations
- The police officer leaver rate (leavers as a proportion of headcount at the start of the year) was 7.7% for the year ending March 2023 which is the highest since the formation of Police Scotland and 3.2% higher than the 5 year average (this is as a result of high levels of attrition and lower overall officer numbers)

3.3 Diversity

Key Findings

- There were 303 officers who identified as ethnic minorities (excluding white minorities) in Police Scotland, an increase of 50 (19.7%) when compared with year ending March 2020
- There has been an increase of 49 officer who identified as ethnic minorities (excluding white minorities) in the Constable ranks when compared with year ending 2020
- 30 officers, (3% of all police recruits) identified as ethnic minority (excluding white minority)
- 11 officers (<1%) who identified as ethnic minority (excluding white minority) left Police Scotland in the year ending March 2023
- On 31 March 2023 there were 5759 headcount female officers making up 34.26% of the officers in Police Scotland, this is a proportion increase of 0.87% from the previous year

- 38.14% (426 FTE) of police officer recruits were female for the year ending March 2023

3.4 Officer Wellbeing

Key Findings

- As at 31 March 2023, there were 687 FTE officers on long-term absence (equivalent to 4.1% of all officers), 391 police officers were on long-term sick leave, which is equivalent to 2.3% of police officers (compared with 2.6% in the previous year)
- As at 31 March 2023, there were 935 police officers on recuperative duties, equivalent to 5.6% of officers. There were also a further 1025 officers on adjusted, IHR retained or protected duties, equivalent to a further 6.1% of officers

3.5 Actions as a result of the findings

3.5.1 The proportion of female recruits has dropped this year in comparison to the previous year and proportionally the number of recruits from under-represented groups does not fulfil the needs of the organisational objective for the Force to better represent the community it serves. To that end, the development of the positive action team within recruitment appears to be critical in addressing these issues.

3.5.2 On the 31 March 2023, due to long term absence and duty modifications 14% of police officers were not available to fulfil the full role of a Constable (this excludes short term absence and other abstractions from duty). Further work requires to be undertaken in this area to reduce these longer term abstractions and improve availability of officers, particularly at a time of reducing resources.

4. FINANCIAL IMPLICATIONS

4.1 There are no financial implications in this report.

5. PERSONNEL IMPLICATIONS

5.1 There are no personnel implications in this report.

6. LEGAL IMPLICATIONS

6.1 There are no legal implications in this report.

7. REPUTATIONAL IMPLICATIONS

7.1 There are no reputational implications in this report.

8. SOCIAL IMPLICATIONS

8.1 There are no social implications in this report.

9. COMMUNITY IMPACT

9.1 There are no community implications in this report.

10. EQUALITIES IMPLICATIONS

10.1 There are no equality implications in this report.

11. ENVIRONMENT IMPLICATIONS

11.1 There are no environmental implications in this report.

RECOMMENDATIONS

Members are invited to discuss this paper and attached appendices.

People & Development Quarterly MI Report – March 2023

Welcome to the Quarter 4 edition of the P&D MI Report

This report provides a quarterly overview of changes in the Police Scotland workforce, identifying areas of improvement and areas where HR intervention may be required.

Exclusions

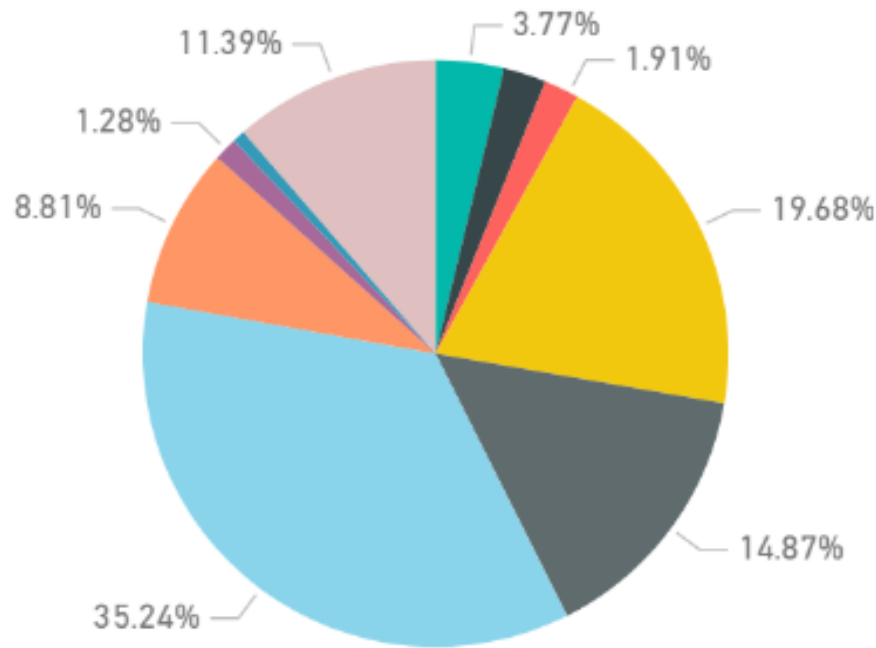
Detached officers – those currently working outside of both Police Scotland and SPA – are excluded from **all** analyses except for leavers, turnover and projected retirements (slides 11-20), as their positions will be filled by existing Police Scotland establishment.



People & Development Quarterly MI Report – March 2023

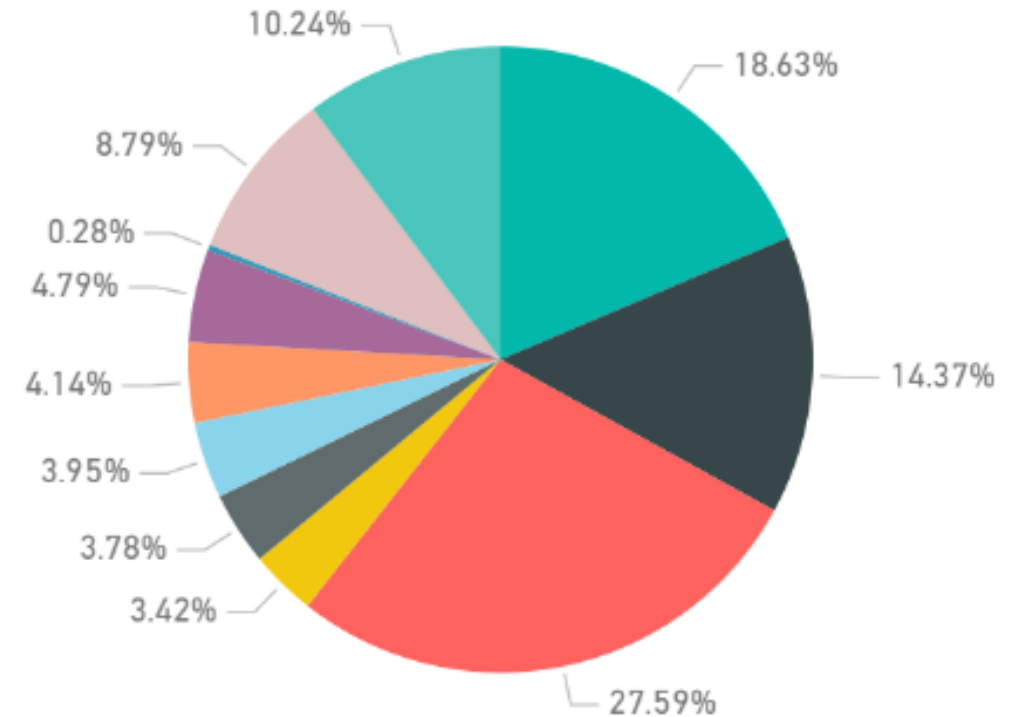
FTE and Distribution

Police Officer



16,568.71 FTE (-23.77 FTE on Q3)

Police Staff



5,865.72 FTE (+44.09 FTE on Q3)

600.84 FTE SPA Corporate & Forensics (+3.77 FTE on Q3)

People & Development Quarterly MI Report – March 2023

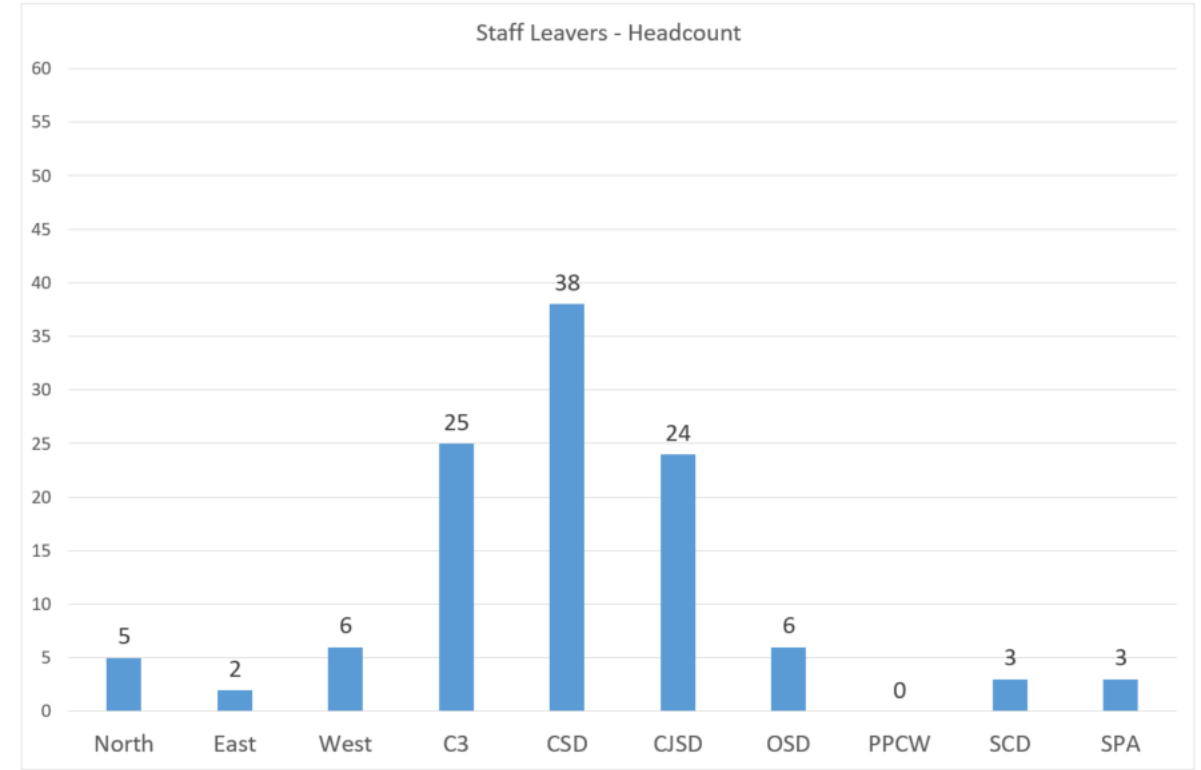
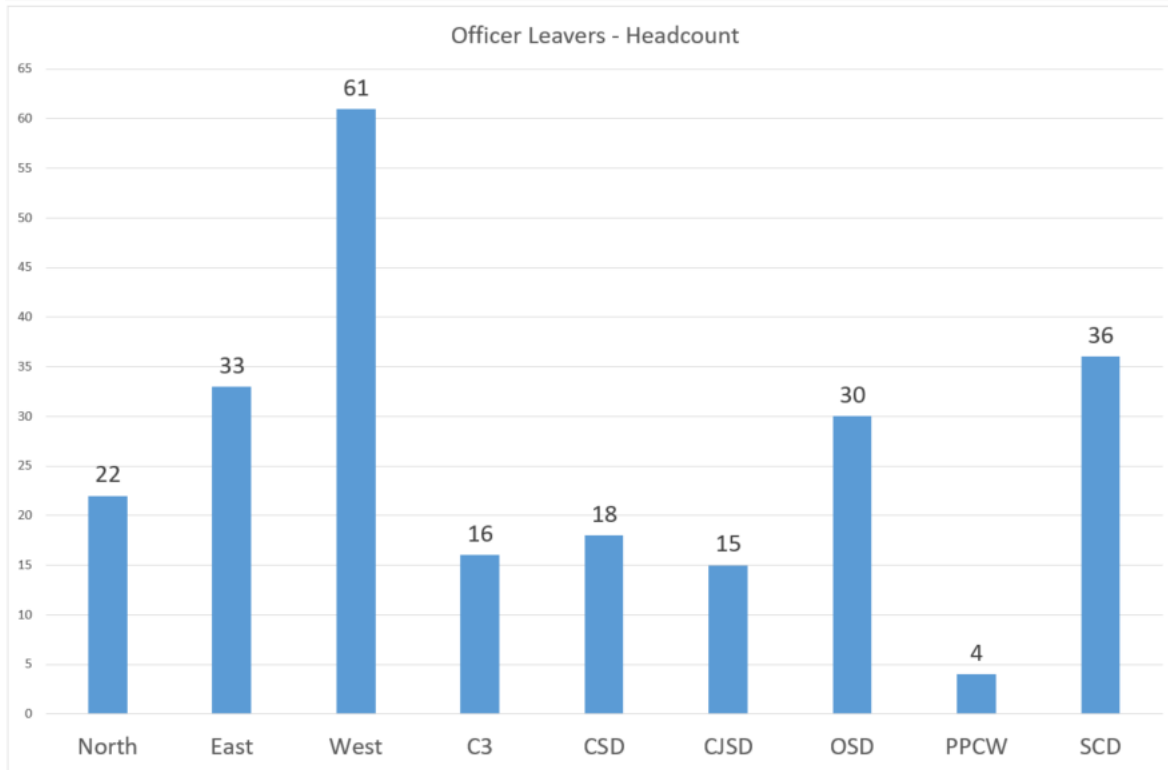
FTE and Distribution Change Since Q3 2022/23

Officers		
Area	Q4 Change - FTE	Q4 Change - Workforce Proportion
C3	-0.17	0.00%
CJSD	-5.43	-0.03%
CSD	-13.25	-0.08%
LP East	-6.57	-0.01%
LP North	-0.14	0.02%
LP West	22.69	0.19%
OSD	-13.54	-0.07%
P&A	4.1	0.03%
PPCW	-3.41	-0.02%
SCD	-8.04	-0.03%

Staff		
Area	Q4 Change - FTE	Q4 Change - Workforce Proportion
C3	30.68	0.39%
CJSD	-0.81	-0.12%
CSD	0.84	-0.19%
SPA	3.77	-0.01%
LP East	4.86	0.06%
LP North	-2.05	-0.06%
LP West	-2.02	-0.06%
OSD	-2.33	-0.07%
P&A	10.66	0.15%
PPCW	0	0.00%
SCD	0.48	-0.06%

People & Development Quarterly MI Report – March 2023

Leavers – Q4 2022/23



Officer Leavers - 235



Up **6 (+2.62%)** on previous quarter

Staff Leavers - 115

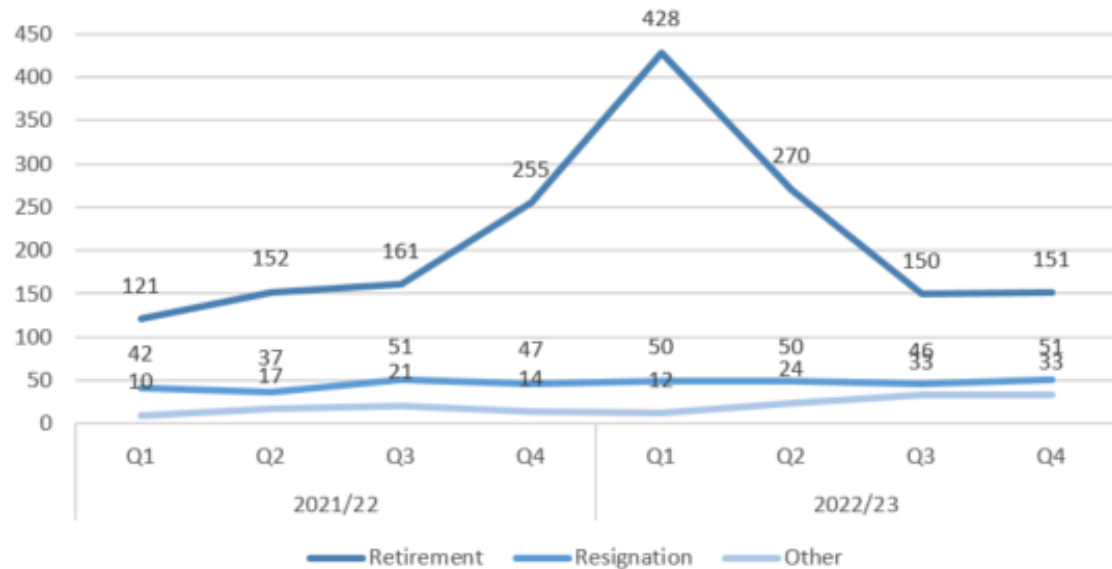


Up **16 (+16.16%)** on previous quarter

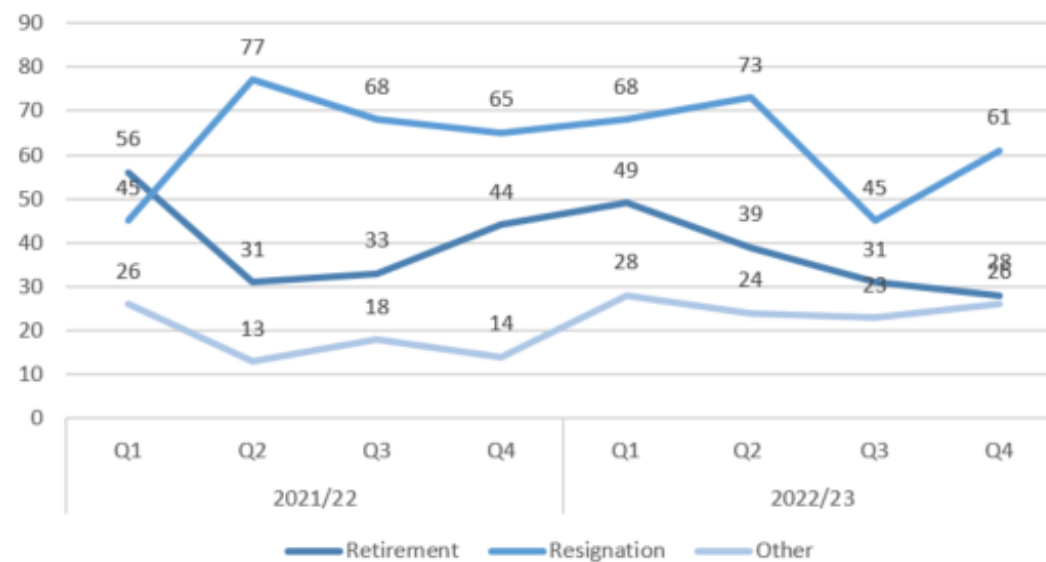
People & Development Quarterly MI Report – March 2023

Leavers – Q4 2022/23

Officer Leavers by reason (2021/22 - 2022/23)



Staff Leavers by reason (2021/22 - 2022/23)



For officers, Retirements have seen a peak in Q1 of 2022/23 (Likely related to the introduction of pension remedies). Retirements have since been in decline and appear to be trending towards a more stable level as we come to end of 2022/23.

Resignations and other reasons for leaving have remained at a stable level since Q1 2021/22.

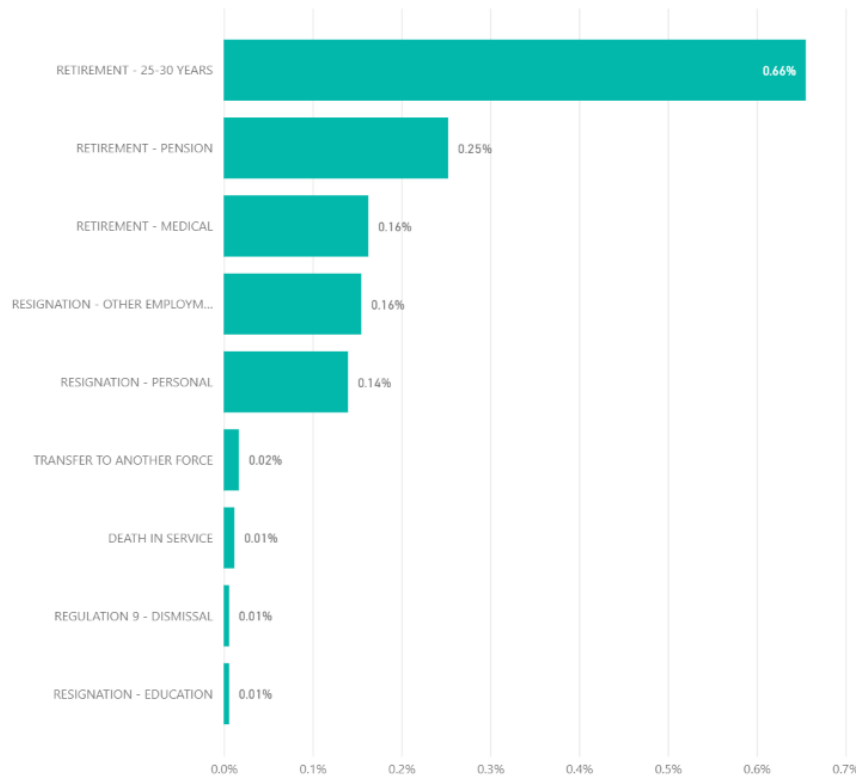
For Staff, all reasons record more variation than when compared to officers.

Resignations have begun to trend upwards again after a dip in Q3.

People & Development Quarterly MI Report – March 2023

Turnover by Reason – Q4 2022/23

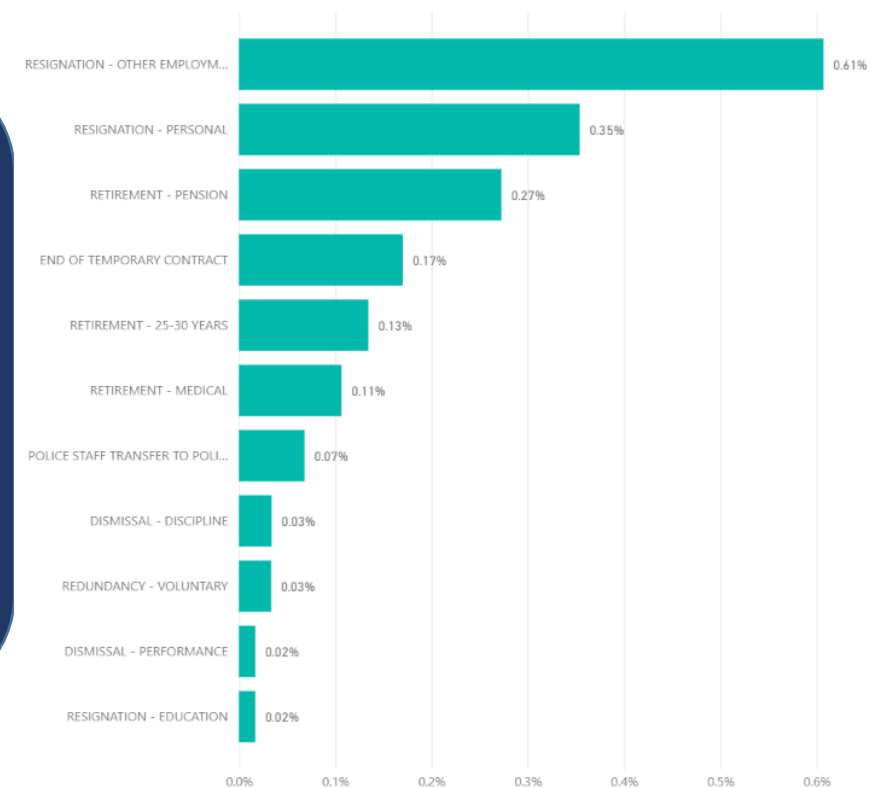
Turnover by Reason - Officer



The main reason for officer turnover this quarter was **Retirement – 25-30 Years**, at **0.66%** (down 0.08% from Q3).

For the Staff group, the main reason for turnover was **Resignation – Other Employment** at **0.61%** (Up 0.21% from Q3).

Turnover by Reason - Staff



Retirement (excluding Medical) remains the main reason for Officer attrition over the last 12 months
Resignations are the main reason for Staff attrition over the last 12 months, at a combined **3.93%** turnover.

People & Development Quarterly MI Report – March 2023

Total Sickness Absence – March Snapshot

Officer Sickness
Absence rate:

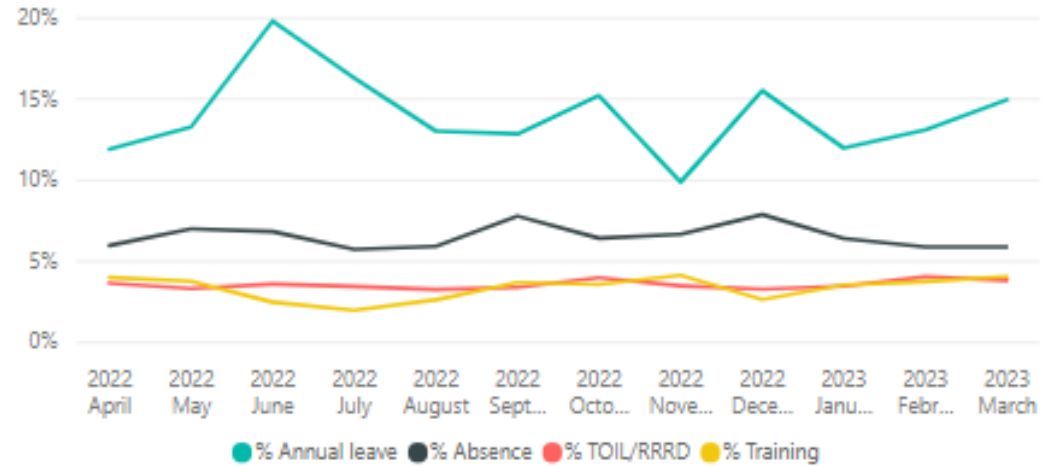
6%



Down 0.94% on Q3

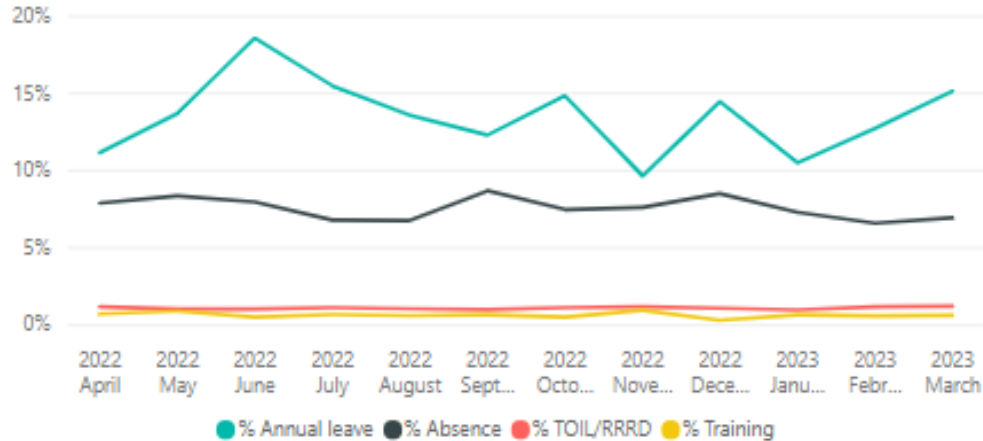
Monthly rates: Jan 6.35%, Feb 5.83%, Mar 5.83%

Abstractions by Category - Officer



2023 March	
% Annual leave	14.89%
% Absence	5.83%
% TOIL/RRRD	3.77%
% Training	4.02%

Abstractions by Category - Staff



2023 March	
% Annual leave	15.09%
% Absence	6.90%
% TOIL/RRRD	1.17%
% Training	0.58%

Staff Sickness
Absence rate:

6.9%



Down 0.92% on Q3

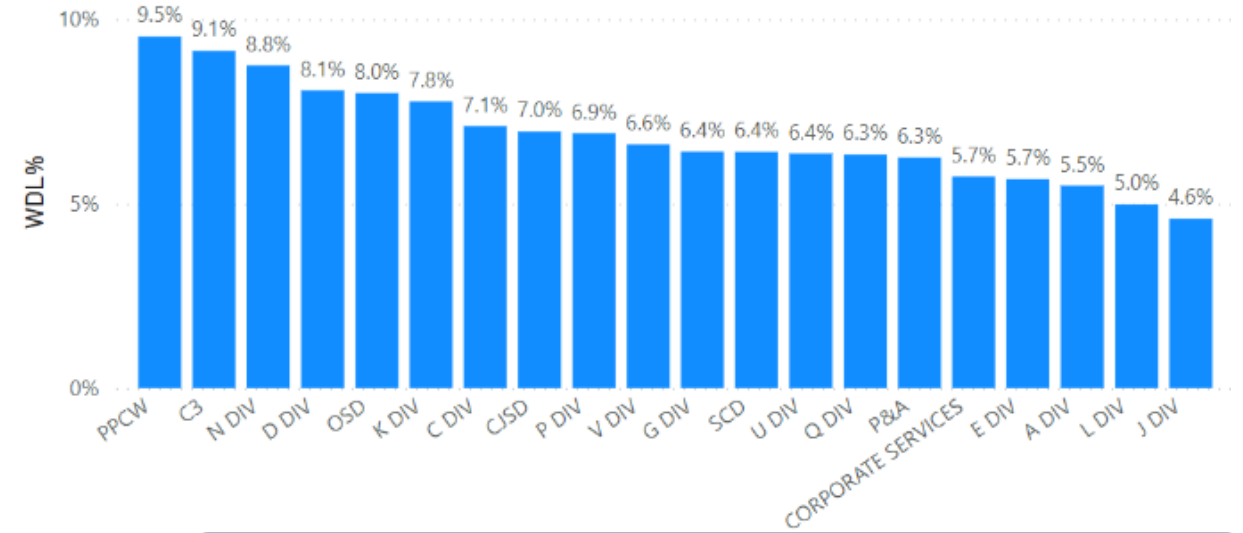
Monthly rates: : Jan 7.24%, Feb 6.55%, Mar 6.90%

People & Development Quarterly MI Report – March 2023

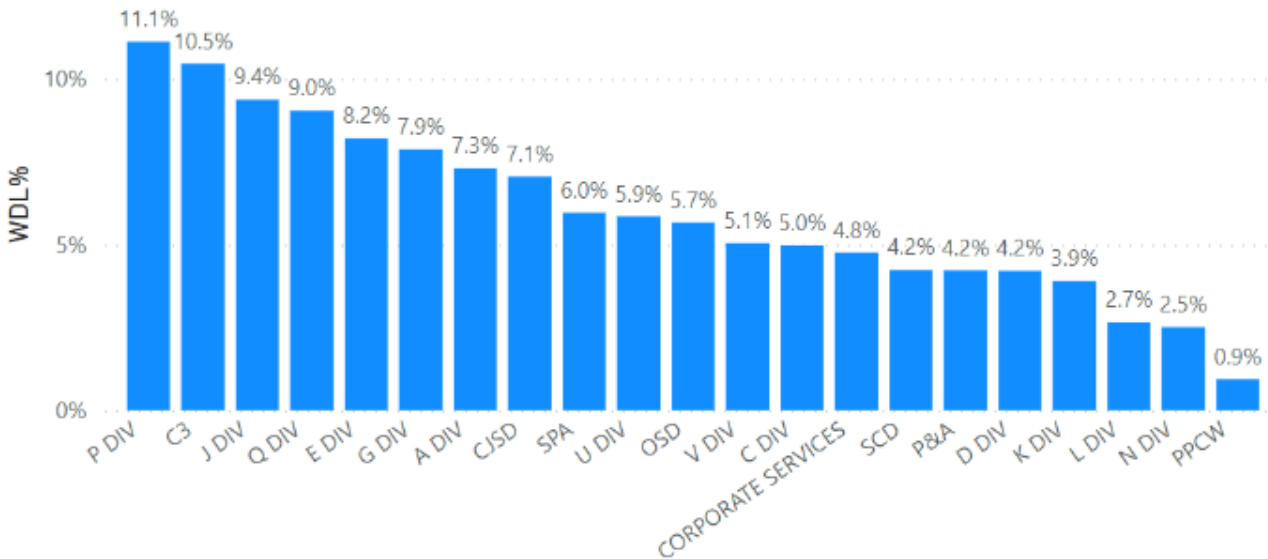
Total Sickness Absence by Business Area – Q4 2022/23

PPCW is the furthest over the forcewide average for lost working time for officers, at **9.5%** in Q4 (down 0.8% since Q3). C3 has decreased 2.9% since Q3.

Absence% of Total Working Time - Officer



Absence% of Total Working Time - Staff



P Division is now the furthest over the forcewide average for lost working time for staff, at **11.1%** in Q4 (Up 2% on Q3). This follows a reduction in C3 staff absence, down 2% on Q3.

The small size of cohorts should be noted when considering absence rates in Local Policing staff.

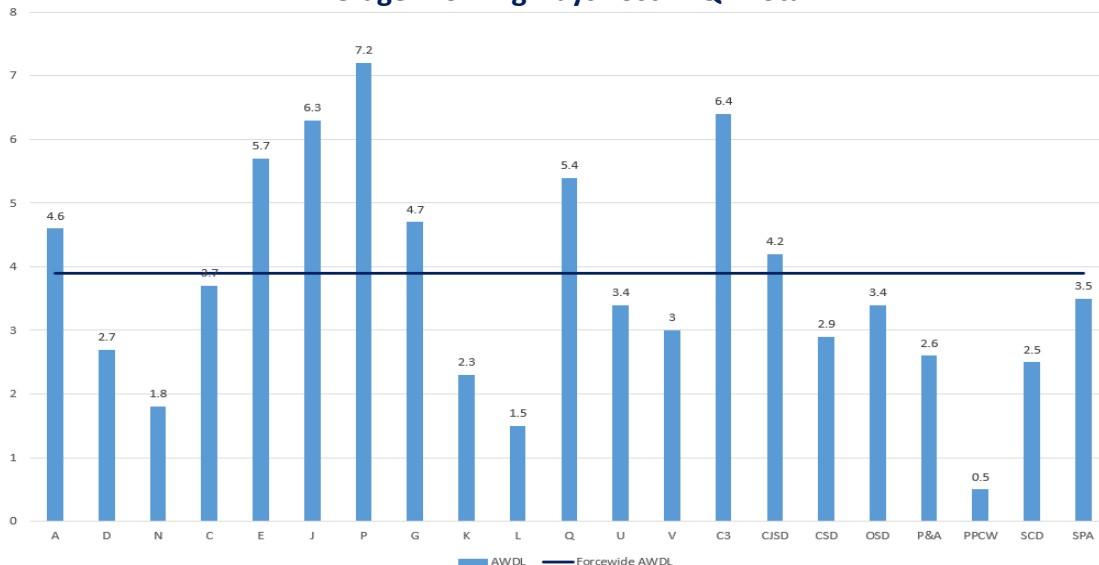
People & Development Quarterly MI Report – March 2023

Sickness Absence – Average Working Days Lost (AWDL) – Q4 2022/23

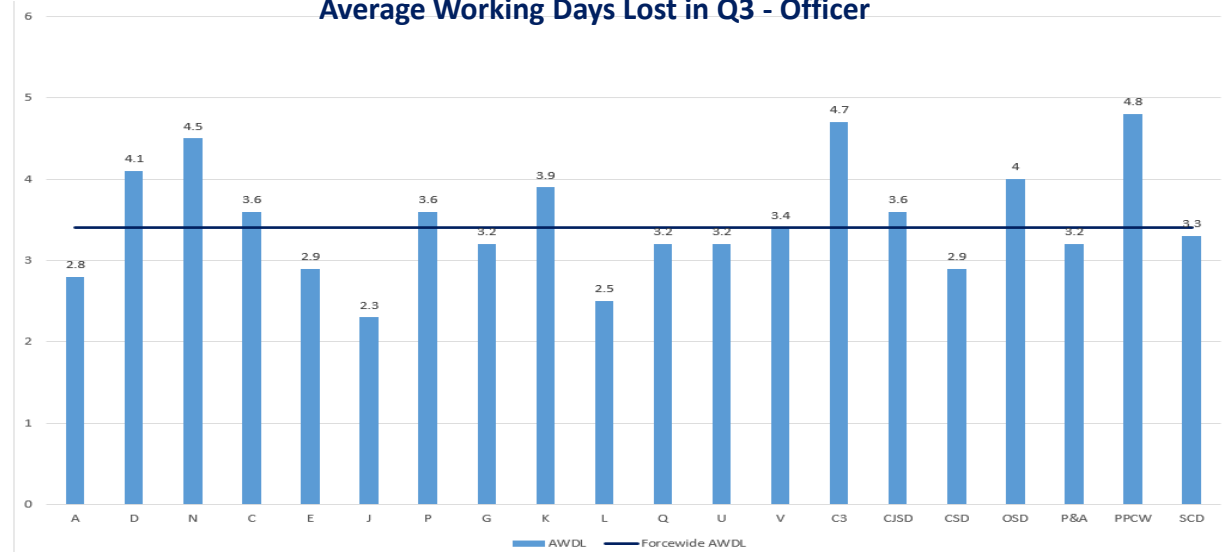
Forcewide AWDL to sickness was **3.4 days** for Officers (Down 0.5 on Q3), with a 3.1:0.3 non-COVID:COVID split.

YTD: 14.8 (12.5:2.2 non-COVID:COVID)

Average Working Days Lost in Q4 - Staff



Average Working Days Lost in Q3 - Officer

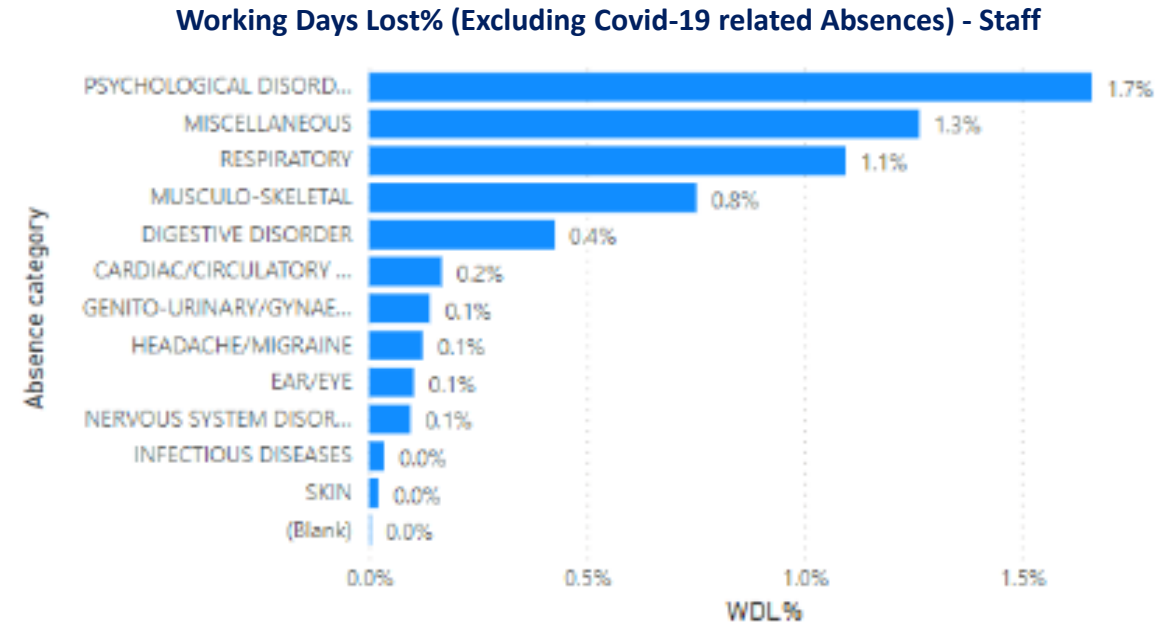
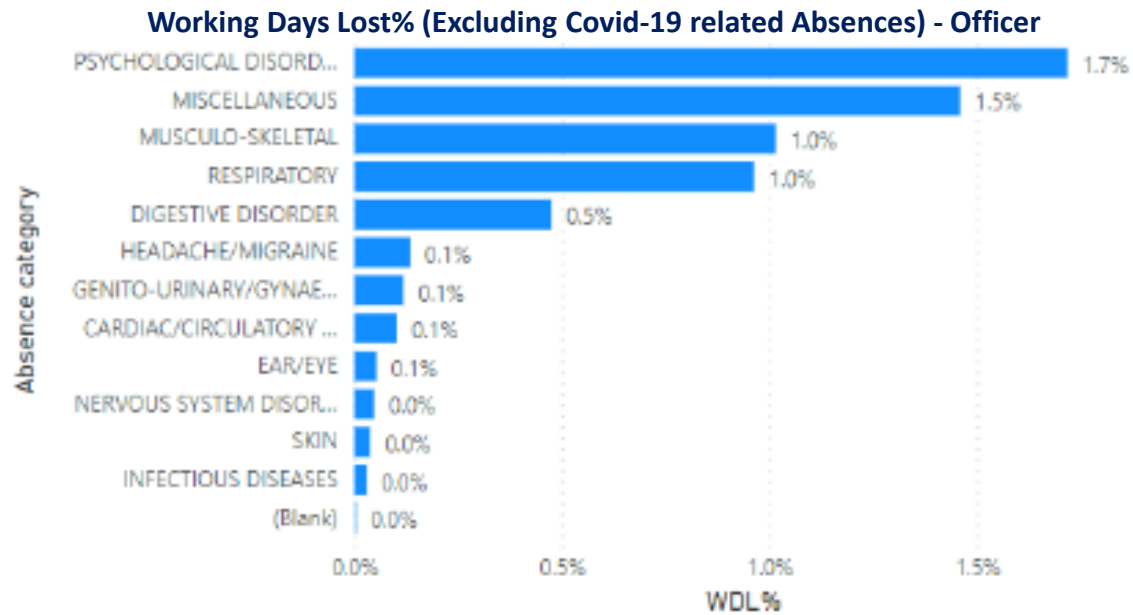


Forcewide AWDL to sickness was **3.9 days** for Staff (Down 0.5 days on Q3), with a 3.6:0.3 non-COVID:COVID split.

YTD: 17.1 (14.4:2.7 non-COVID:COVID)

People & Development Quarterly MI Report – March 2023

% of Total Working Days Lost to non-COVID Sickness by Reason – Q4 2022/23



The main causes of non-COVID sickness absence are similar across both Officer and Staff groups. Psychological Disorders remain the highest cause of sickness absence for Officers & Staff this quarter, with the same percentage of work days lost to this category of illness in both groups.

The absence rate for Psychological Disorders has decreased by 0.1% Officers since Q3, and has increased by 0.2% for Staff.

People & Development Quarterly MI Report – March 2023

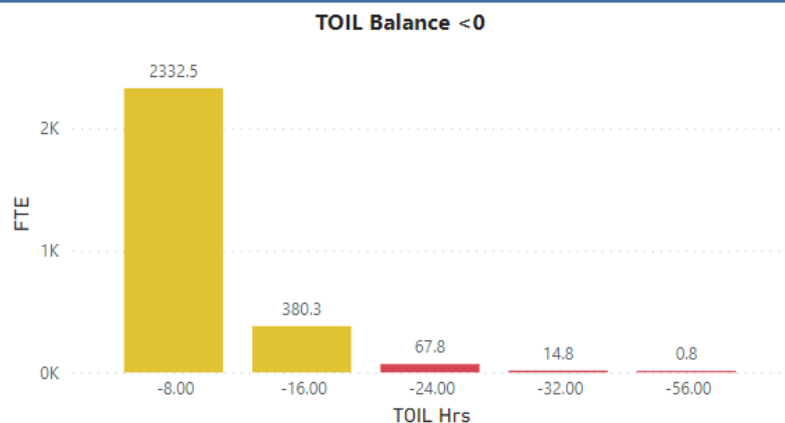
TOIL & RRRD Balances – March snapshot

TOIL Balances

36,689 hrs  Down 5,179 hours (12.4%) on Q3

TOIL Balances currently stand at **8,045** hours for officers and **28,644** for staff, with an approximate total pay value of **£1.04m**.

83.4 FTE hold negative TOIL balances in excess of 16 hours, the permitted limit as per Force Memo PS 034-21.



RRRD Balances

***70,498 days**  Down 6,082 days (7.9%) on Q3

RRRD Balances currently stand at **69,703** RRRD for officers and **795** for staff, with an approximate total pay value of **£17m**.

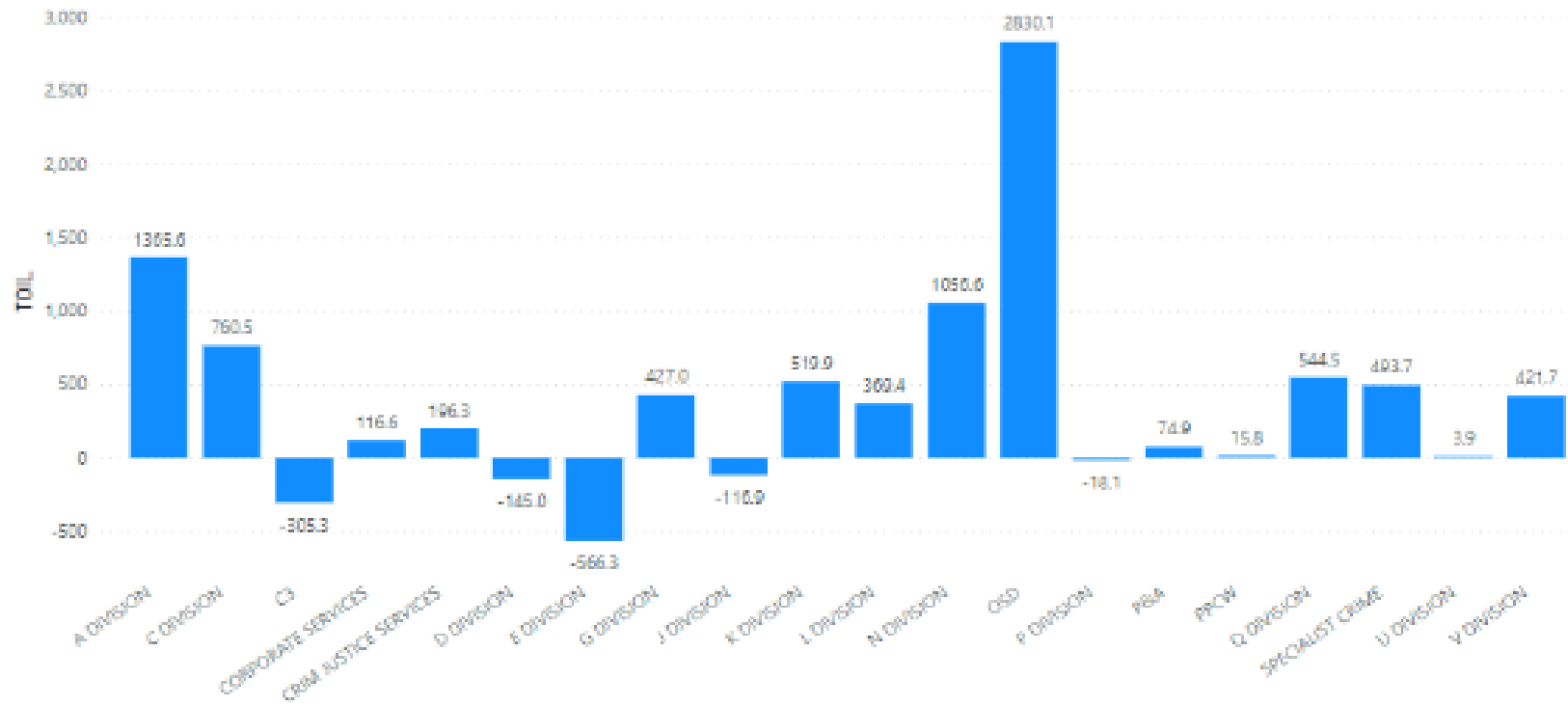
**Does not include agency staff or special constables*

People & Development Quarterly MI Report – March 2023

TOIL Balances by Business Area – Officers – March snapshot

TOIL Balance (hrs) by Local Area/Division - Officers

TOIL by Local Area/Division



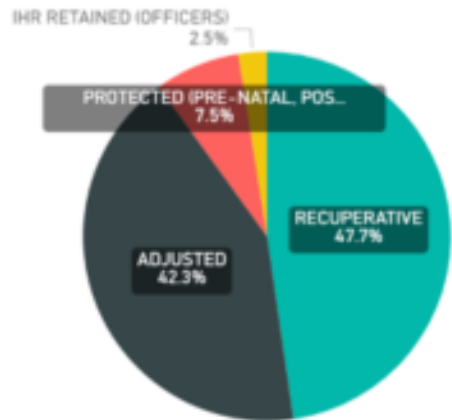
The highest TOIL balance for officers is within OSD, at 2,830.1 hours.

The lowest TOIL balance is in E Division, where officers currently appear to **owe back 566.3 hours**, an increase of **+79.88 hours** from Q3.

People & Development Quarterly MI Report – March 2023

Modified Duties – March snapshot

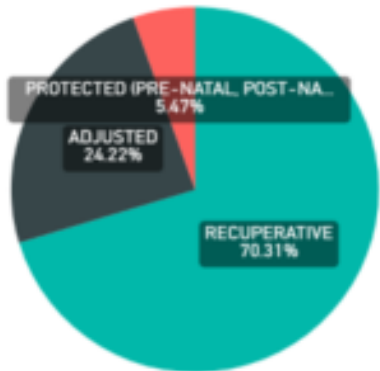
Mod Duty Type - Officers



Modified Duty Type	Number of Officers	Change
PROTECTED (Pre-Natal, Post-Natal)	147	8
ADJUSTED	829	133
RECUPERATIVE	935	-57
IHR RETAINED (Officers)	49	2
TOTAL	1960	86

24.7% (-1.3%) of Officer and 23.7% (-4.4%) of Staff Modified Duties either do not have or are past review date.

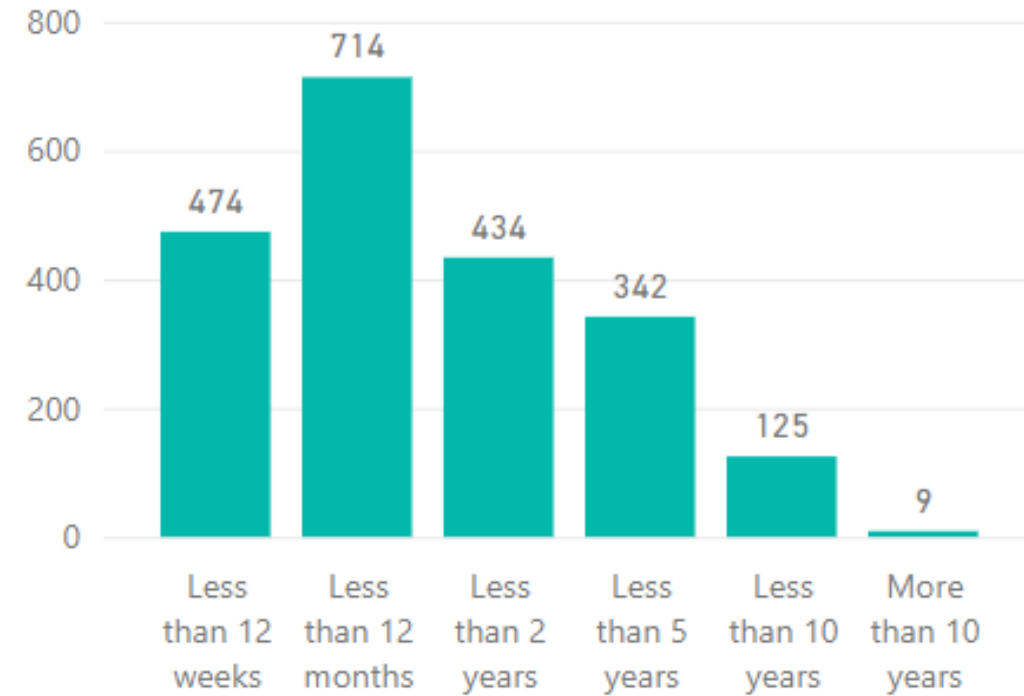
Mod Duty Type - Staff



Modified Duty Type	Number of Police Staff	Change
ADJUSTED	31	11
RECUPERATIVE	90	-10
PROTECTED (Pre-Natal, Post-Natal)	7	1
TOTAL	128	2

165 new instances of Modified Duties in March 2023

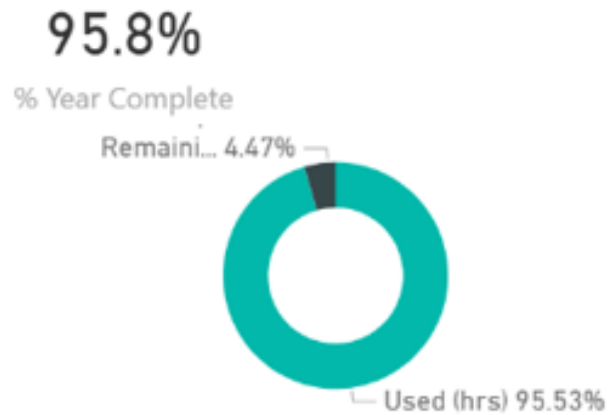
Duration



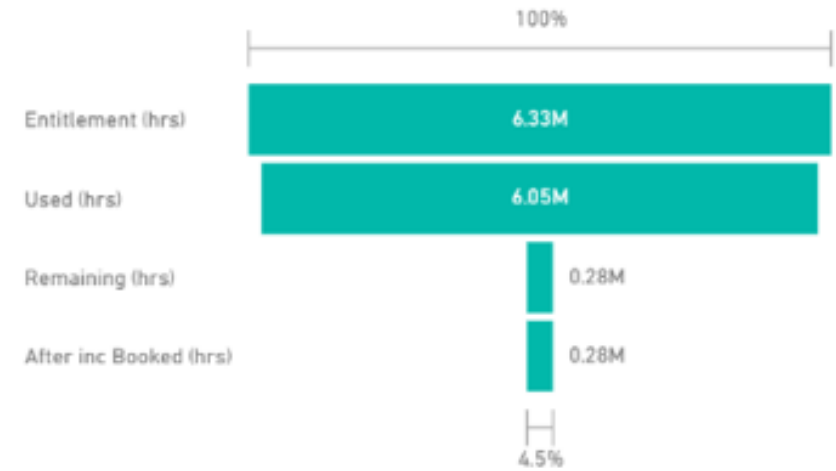
476 Modified Duties (23% of total) have persisted beyond two years
134 Modified Duties (6% of total) have persisted beyond five years

People & Development Quarterly MI Report – March 2023

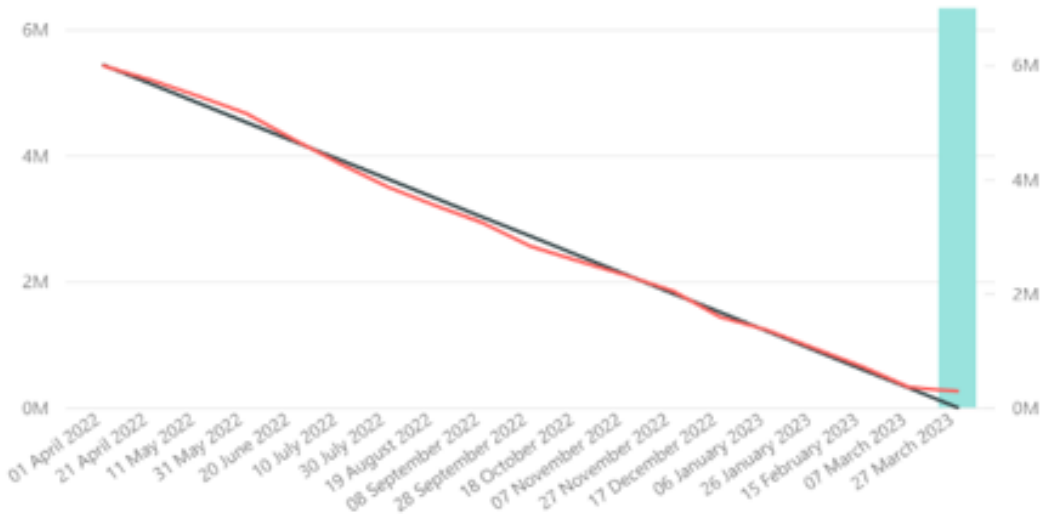
Annual Leave Utilisation – March snapshot



Annual Leave
0.27%
underutilised



● Current Period ● Expected ● Hours Actually Used ● Booked (hrs)



0.27% of annual leave was unused as at 31 March 2023, creating a rollover of **0.27** million hours entitlement.

Analysis of rank and grade allows a cost projection based on this of approximately ***£7.35m** of 2022/2023 leave liability rolling into the 2023/2024 leave year

**Excludes ACC, Director roles and above*

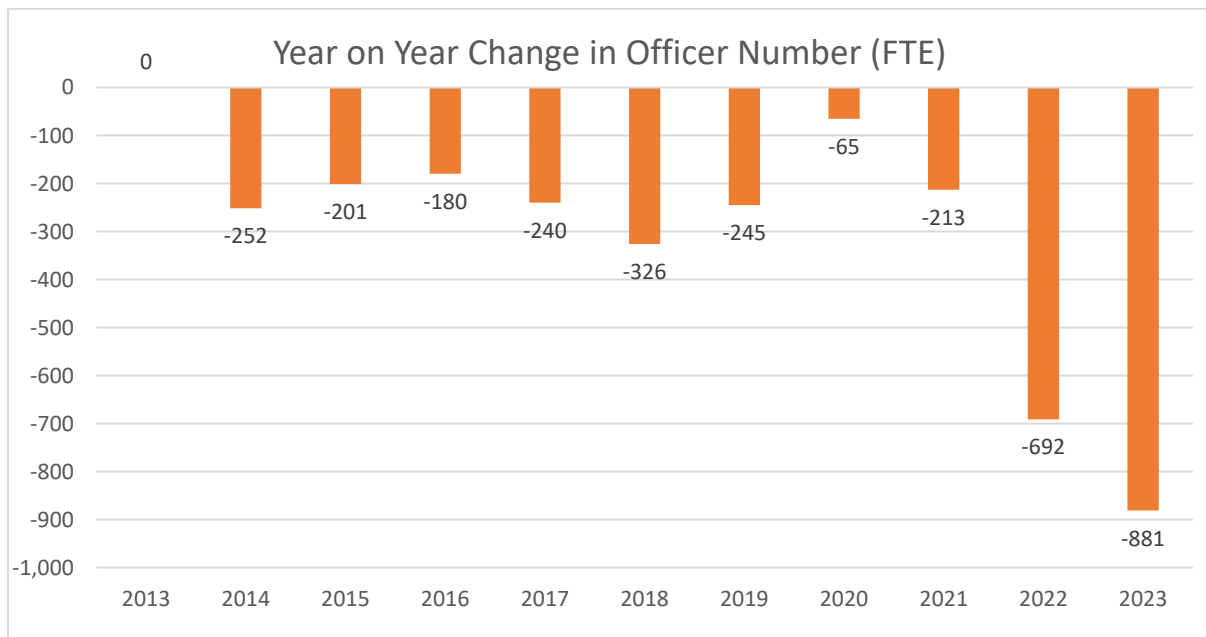
Appendix B - Police Scotland Workforce Analysis: 31 March 2023

Summary

Key Findings

- 16614.7 Full Time Equivalent Officers were in place in Scotland on 31 March 2023
- This is a decrease of 1.1% on March 2022 (down 189.9 FTE from 16,805 FTE officers)
- 1117 officers (FTE) joined Police Scotland year ending March 2023, an increase of 670 officers FTE from the previous year (2021/22 was a particularly low year for recruitment due to COVID 19 and the operational commitments due to COP26)
- This is the second highest number of joiners since the formation of Police Scotland (the highest being 2020/21 when numbers were increased in preparation for COP26)
- 1301.4 FTE officers left Police Scotland year ending March 2023, 377.1 FTE (41%) than the previous year. This is the highest annual number of leavers since the formation of Police Scotland and can be attributed to changes in the police pension regulations
- The police officer leaver rate (leavers as a proportion of headcount at the start of the year) was 7.7% for the year ending March 2023 which is the highest since the formation of Police Scotland and 3.2% higher than the 5 year average (this is as a result of high levels of attrition and lower overall officer numbers as discussed)

Chart 1: Year on year change in officer numbers FTE



- The total workforce (officers and staff including Scottish Police Authority) as at 31 March 2023 was 22478.9 FTE a decrease of 69.9 FTE (-0.2%) from the previous year.

1. Introduction

This report is the first of its type presented by Police Scotland and mirrors in part a similar report produced by the Home Office for England and Wales Forces.

It details the workforce profile and changes that have occurred, where relevant, year on year since the formation of Police Scotland.

2. Headline Workforce Numbers

Key Findings

- There has been a reduction in Police Officer numbers of 189.9 FTE (1.1%) over the past year
- An exercise to redistribute officers resources has been completed to work with around 16600 FTE officers in line with budget limitations
- There has been an increase of 120.3 FTE (2.1%) staff over the same period
- Staff increases have been seen across most Corporate Functions such as vetting, procurement and service design
- There have also been increases in C3 Service Centres and Criminal Justice functions such as productions and custody
- An exercise to reduce staff numbers in line with budget allocation is ongoing

2.1 Total Police Workforce

As at 31 March 2023, there were 22,478.9 FTE workers within Police Scotland, a decrease of 69.6 FTE or 0.2% compared with the previous year (when there were 22548.5 FTE).

Table 1 Total Police Workforce

Rank	2022	2023	Percentage Change (%)
Chief Officer ¹	14	14	0.0%
Chief Superintendent	38	36	-5.3%
Superintendent	129	117	-9.3%
Chief Inspector	246	221.8	-9.8%
Inspector	876.9	839.4	-4.3%
Sergeant	2496.7	2417.1	-3.2%
Constable	13004	12969.4	-0.3%
Total Police Officer Ranks	16804.6	16614.7	-1.1%
Police Staff	5743.9	5864.2	2.1%
Total Workforce	22548.5	22478.9	-0.3%
Special Constabulary²	447	409	-8.5%

Notes

1. Includes Assistant Chief Constables, Deputy Chief Constables and Chief Constables
2. Special constables do not have contracted working hours, so their numbers are provided on a headcount rather than FTE basis.

Officer numbers have seen a decrease over the past 12 months as a consequence of the budget allocation requiring significant reductions across all budget lines. It is likely that for the coming 12 months, officer numbers will remain at around 16600 FTE although any further pressures on the budget, such as unfunded pay settlements and inflation, may necessitate further decreases.

Staff numbers have seen an overall increase of the past 12 months with many corporate functions seeing a small increase. A restructure of Procurement and a Service Design have seen increases in both of these areas and there has been additional posts created in Vetting to manage the increased volume of activity in that area. Criminal Justice Division has seen an increase in its middle office, custody and productions functions and C3 in its service centres. Overall there has been an increase of 120.3 FTE staff on the previous year.

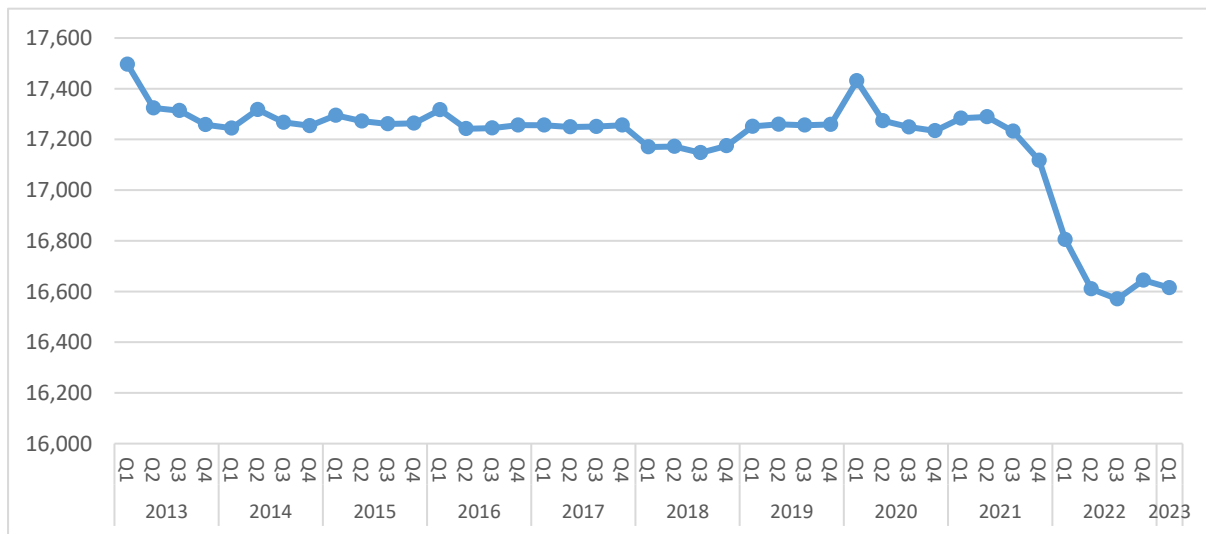
2.2 Police Officers

There were 16,614.7 FTE Police officers in Police Scotland on 31 March 2023 - the second lowest quarterly total since the formation of Police Scotland.

This figure is 881 FTE (5%) officers less than when Police Scotland was formed in April 2013.

This reduction in officers has been designed to meet the Scottish Government budget allocation for Police Scotland and has been subject of discussion with the SPA Board on the 23 March 2023 ([item-7-spa-budget.pdf](#)).

Chart 1: Quarter on Quarter Officer FTE

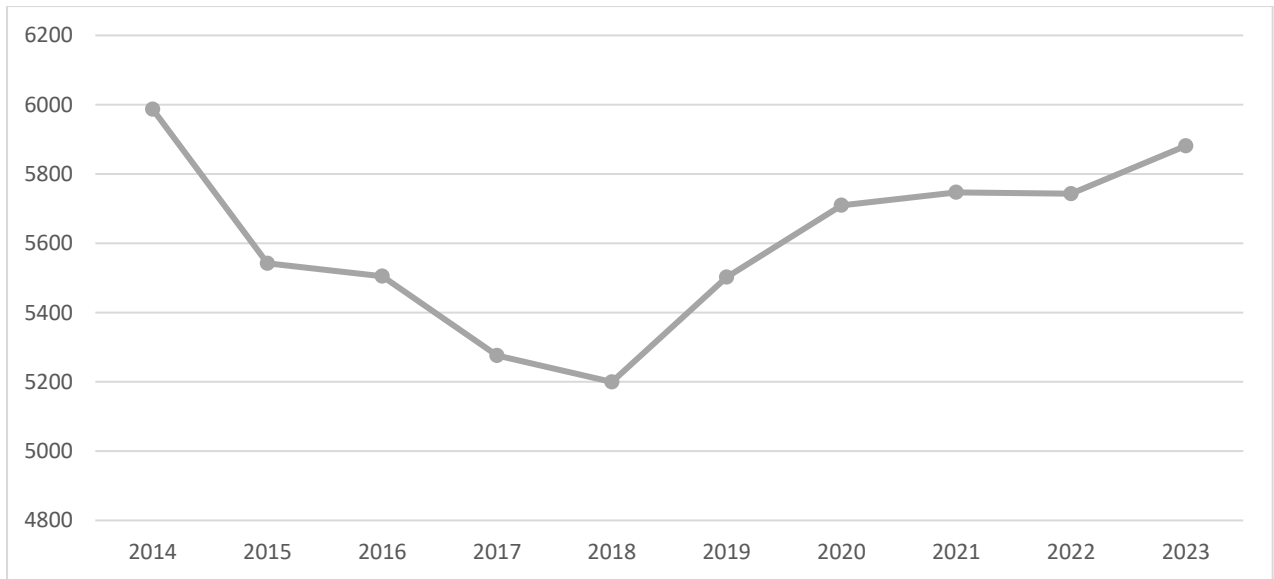


2.3 Police Staff and Special Constabulary

There were 5864.2 FTE staff employed in Police Scotland and the SPA on 31 March 2023 this is FTE 120.3 FTE (2.1%) higher than the previous year.

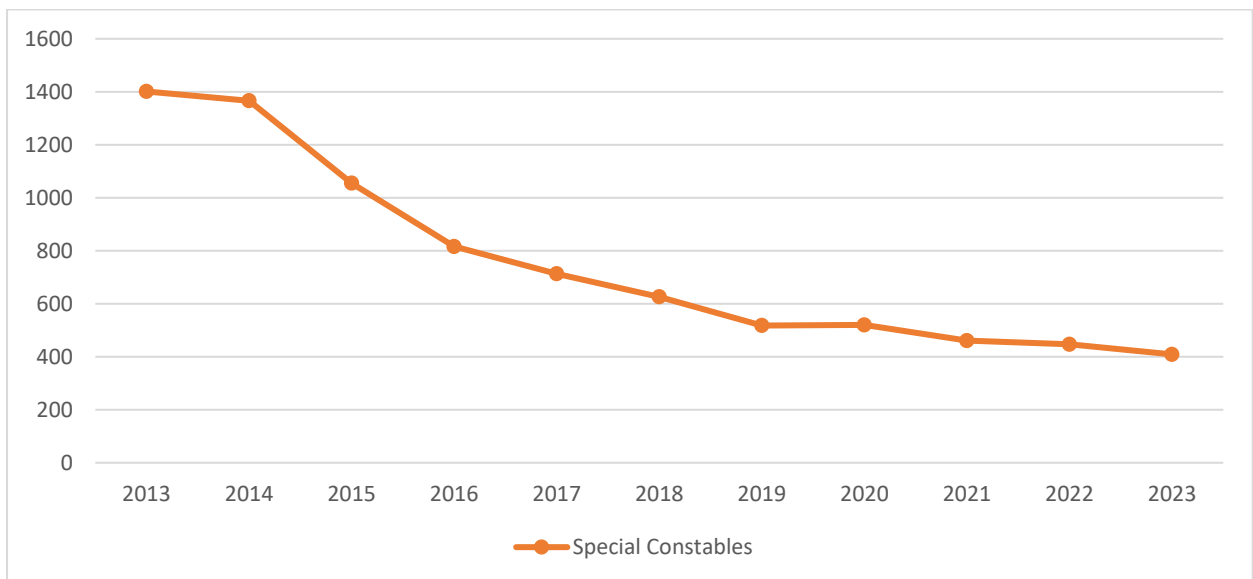
The largest increases in staff were seen in Corporate Services Division with Vetting, Service Design and Procurement all seeing significant increases in provision. Criminal Justice Division and Contact Command and Control also saw staff increases particularly in middle office, custody and service centres respectfully. SPA also saw an increase with the TUPE transfer of Glasgow University staff in post mortem toxicology.

Chart 2: Year on Year Police Staff numbers (FTE) Police Scotland and SPA



The Special Constabulary saw a reduction of 38 posts over the course of the year achieving a final position of 409 Special Constables on 31 March 2023. The decrease in Special Constables is in part due to a removal of inactive Special Constables from the system during the early years of Police Scotland.

Chart 3: Year on Year Special Constables in Police Scotland



3. Promotion, Joiners and Leavers

Key Findings

- 1117 officers (FTE) joined Police Scotland year ending March 2023, an increase of 670 officers FTE from the previous year (2021/22 was a particularly low year for recruitment due to COVID 19 and the operational commitments due to COP26)
- This is the second highest number of joiners since the formation of Police Scotland (the highest being 2020/21 when recruitment numbers were increased in preparation for COP26)
- 1301.4 FTE officers left Police Scotland year ending March 2023, 377.1 FTE (41%) higher than the previous year. This is the highest annual number of leavers since the formation of Police Scotland and can be attributed to changes in the police pension regulations
- The police officer leaver rate (leavers as a proportion of headcount at the start of the year) was 7.7% for the year ending March 2023 which is the highest since the formation of Police Scotland and 3.2% higher than the 5 year average (this is as a result of high levels of attrition and lower overall officer numbers)

This chapter presents statistics on the number of promotions, joiners and leavers in the police, as well as information on the length of service of current police officers.

Data on promotions are based on the number of officers promoted during the financial year and are on a headcount basis. Data is collected by the rank to which an officer is promoted. Officers on temporary promotion are not included.

Data on joiners and leavers are based on the number of workers who joined and left the force during the financial year and are based on full-time equivalents (FTEs). Joiner rates are calculated by dividing the number of joiners during the financial year by the total number of workers as at the end of the year (i.e. 31st March). This indicates how many of those employed by the force at the end of the year joined during the year.

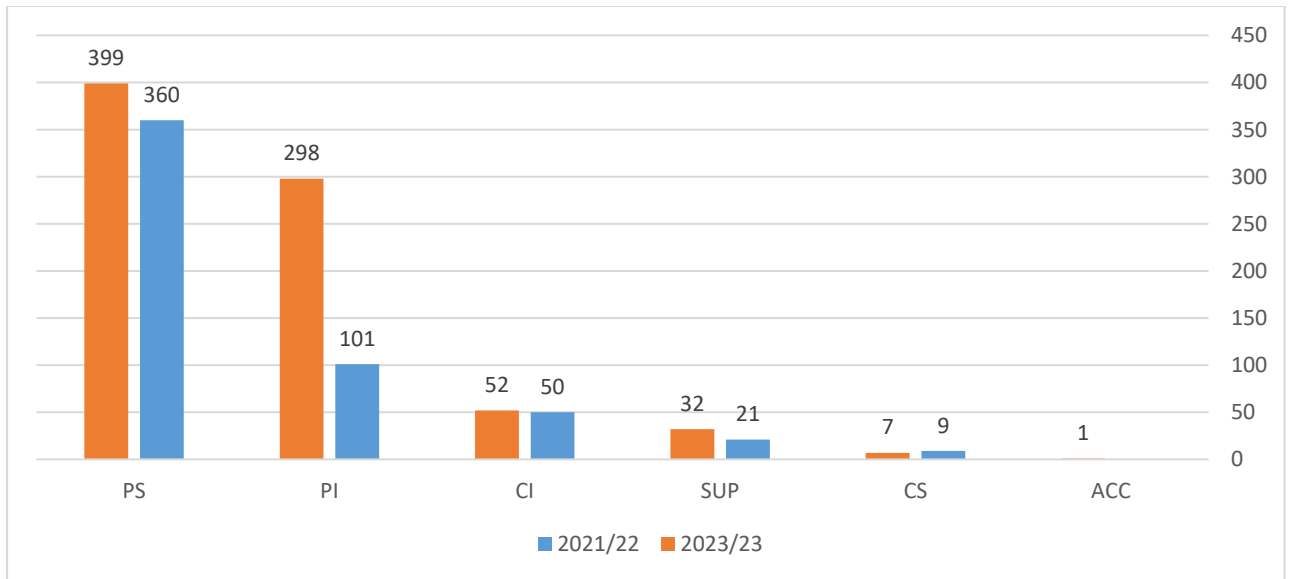
Leaver rates are calculated by dividing the number of leavers during the financial year by the total number of workers at the end of the previous year (i.e. as at 31 March). This indicates how many of those employed at the start of the current year left during the year.

3.1 Promotions

In the year ending 31 March 2023, 789 police officers received a promotion in Police Scotland, accounting for 4.6% of all officers in post at the start of the previous year (March 2022). This was an increase of 46% in police officer promotions recorded compared with the year ending 31 March 2022 (541), when the rate of promotions was 3.1%. As in previous years, most promotions were seen at lower ranks, such as constables promoted to sergeants (accounting for 51% of all promotions). As expected, fewer promotions were seen in higher ranks, such as Chief Superintendents promoted to Chief Officers (0.1%). This reflects the hierarchical structure of the police workforce with fewer opportunities for promotion at the top of the pyramid.

The large increase in the number of Inspector promotions is as a result of a shortage in pool of suitable officers for over a year due to the scheduling of the selection processes. A selection process for each rank is run annually and the scheduling of these is based on operational need. Overall the number of Inspector promoted over the two year period is in line with expectations.

Chart 4: Comparison of Police Officer Promotions 2021/22 and 2022/23

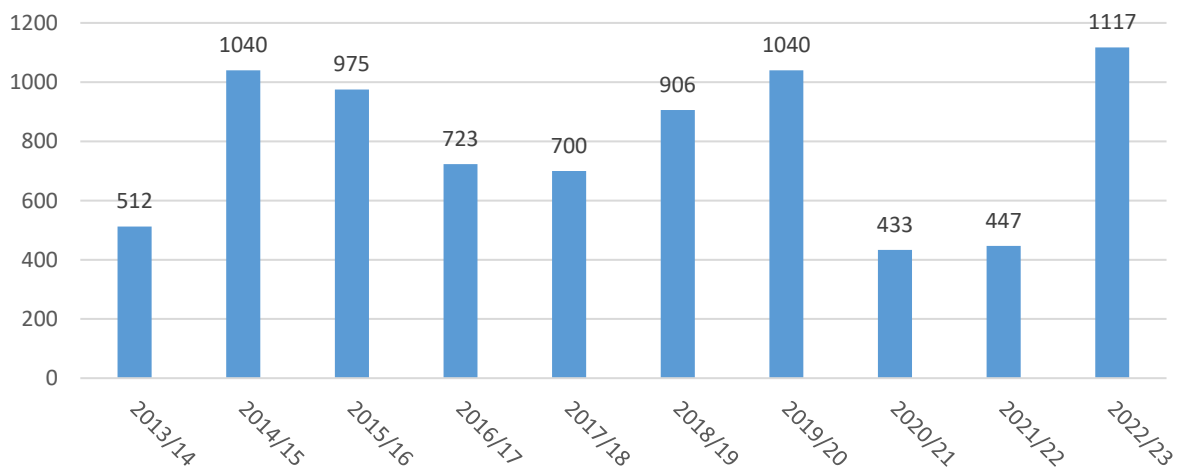


Officers on temporary promotion are not included in these statistics.

3.2 Joiners

In the year ending 31 March 2023, 1117 full-time equivalent (FTE) police officers joined Police Scotland an increase of 670 officers FTE (a 150% increase) from the previous year (2021/22 was a particularly low year for recruitment due to COVID 19 and the operational commitments due to COP26).

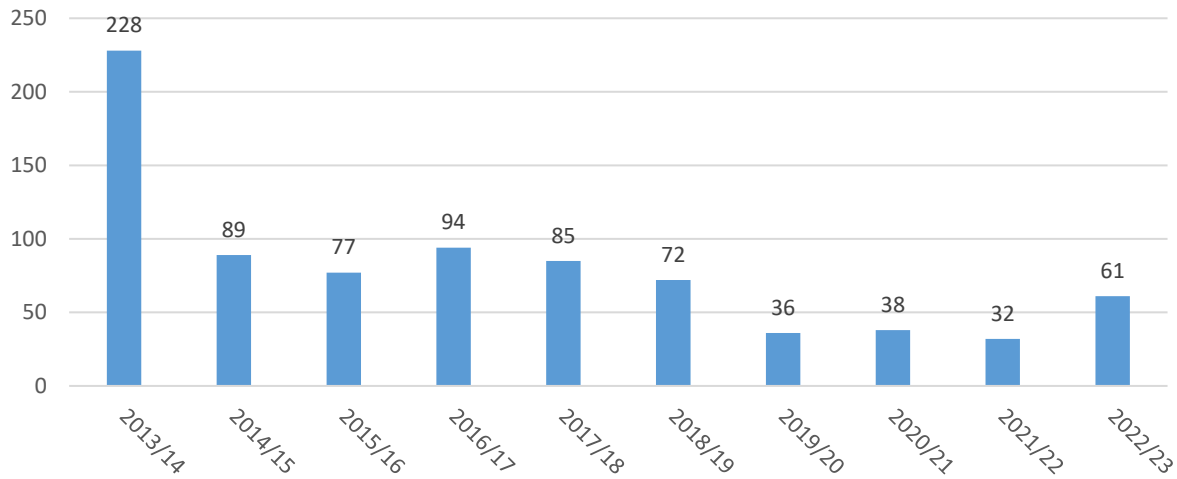
Chart 5: Police officer joiners (FTE), years ending 31 March 2013 to 2023 Police Scotland



3.3 Other Worker Types

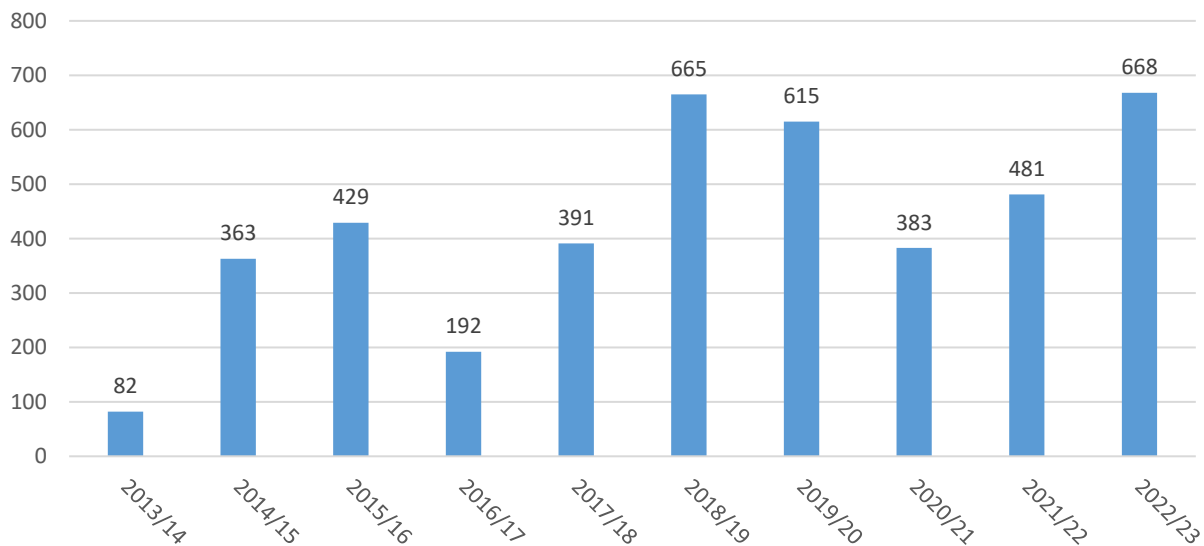
The number of new special constable joiners has steadily declined in recent years however 2022/23 saw an increase in from the previous 3 years with 61 Special Constables joining this year. This is a 91% on the previous year (32 recruits in 2021/22).

Chart 6: Special Constable joiners years ending 31 March 2013 to 2023, Police Scotland



The number of staff recruits saw an increase in year ending March 2023 of 187 (38.9%). Whilst the majority of this activity was backfill for existing posts as mentioned early there were increases since in variety of functions that necessitated additional recruitment. Recruitment this year aligns to the two years prior to overall drop in recruitment during COVID19 in 2020/21 and 2021/22.

Chart 7: Police Staff joiners years ending 31 March 2013 to 2023, Police Scotland

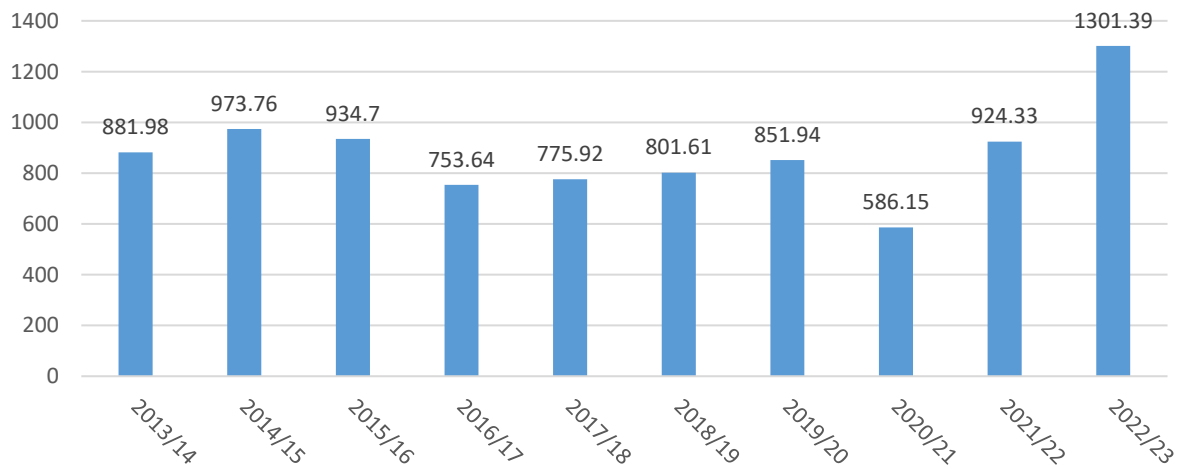


3.4 Leavers

In the year ending 31 March 2023, 1301.4 FTE officers left Police Scotland, 377.1 FTE (41%) more than the previous year. This is the highest annual number of leavers since the formation of Police Scotland and can be attributed to changes in the police pension regulations allow officer nearing the end of their service to leave with improved pension entitlement.

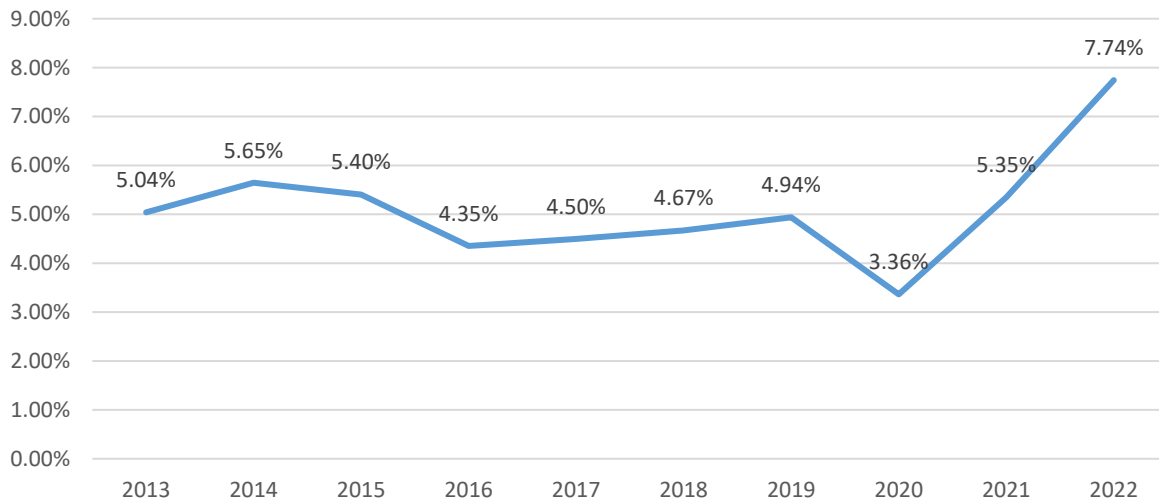
Whilst the number of leavers were high in the early part of the year this has now normalised and attrition seems to be returning to a level similar to the position prior to the pension changes.

Chart 7: Police officer leavers (FTE), years ending 31 March 2014 to 2022, Police Scotland



The police officer leaver rate (leavers as a proportion of headcount at the start of the year) was 7.7% for the year ending March 2023 which is the highest since the formation of Police Scotland and 3.2% higher than the 5 year average (this is as a result of high levels of attrition and lower overall officer numbers).

Chart 8: Police Officer leaver rate years ending 31 March 2014 to 2023



The number of officers leaving the police (by FTE), in each of the last 7 years, is shown in Table 2 by reason for departure, and the leaver rates are shown in Table 3

Table 2: Police officer leavers, by route of exit, years ending 31 March 2017 to 2022

Year ending 31 March	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Retirement on Pension	414.88	478.64	490.29	573.8	418.04	692.7	1006.25
Resignation	198.92	180.81	174.34	158.86	105.12	171.55	192.92
Transfer	27	28.84	28	40.7	16	20.75	23.83
Medical Retirement	101.84	75.32	101.98	66.87	39.99	32.33	64.49
Dismissal	6	6	3	2	2	3	7
Death	7	4	12	5	4	7	7

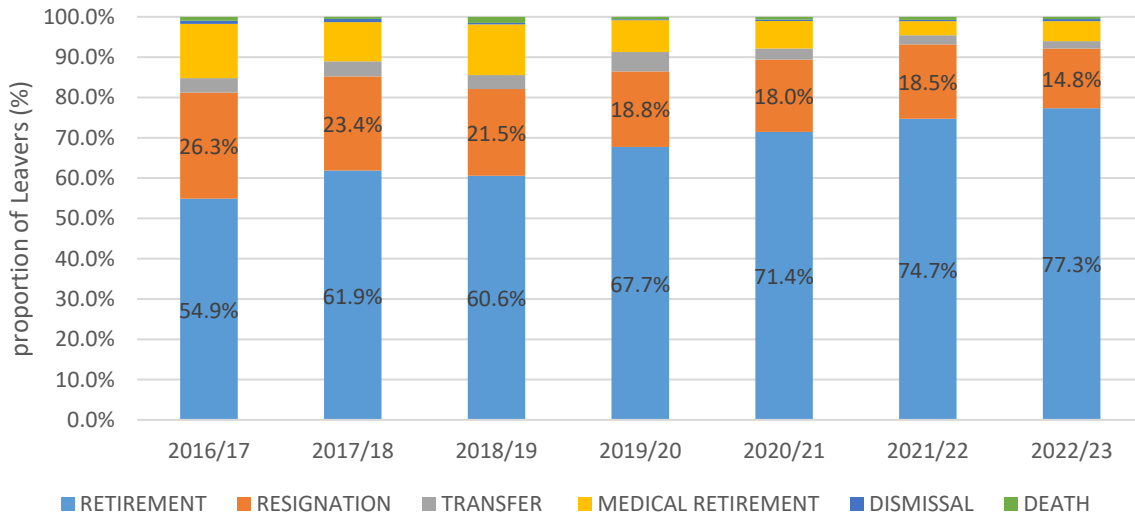
Table 3: Police officer leaver rate, by route of exit, years ending 31 March 2017 to 2022

Year ending 31 March	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Retirement on Pension	2.40%	2.77%	2.86%	3.33%	2.40%	4.01%	5.99%
Resignation	1.15%	1.05%	1.02%	0.92%	0.60%	0.99%	1.15%
Transfer	0.16%	0.17%	0.16%	0.24%	0.09%	0.12%	0.14%
Medical Retirement	0.59%	0.44%	0.59%	0.39%	0.23%	0.19%	0.38%
Dismissal	0.03%	0.03%	0.02%	0.01%	0.01%	0.02%	0.04%
Death	0.04%	0.02%	0.07%	0.03%	0.02%	0.04%	0.04%

The proportion of leavers leaving by regular retirement has stayed mainly constant since the formation of Police Scotland at around an average 2.8%. However since the change in pension regulations there has been a significant increase in leavers who are taking their pension. The increases can be seen in both 2021/22 and 2022/23 when the impact was felt. (The impact in 2021/22 was mainly as a result of leavers on 31 March 2022 which saw the second highest number of leavers on any single day since the formation of the Force, 109 officers). Leavers who retired on pension in 2022/23 increased by 47.4% on the previous year and 140.5% on 2020/21.

The proportion of leavers leaving by retirement has seen an increase in the last 4 years moving from a position of between 50% and 60% which was the expected norm to in excess of 70%. The last two years of this change can be attributed changes in pension regulations and in 2019/20 and 2020/21 to changes in leavers' behaviour as a result of COVID19. It is anticipated that this pattern will return to the expected norm in coming years.

Chart 9: Police officer leavers, by route of exit, years ending 31 March 2017 to 2023

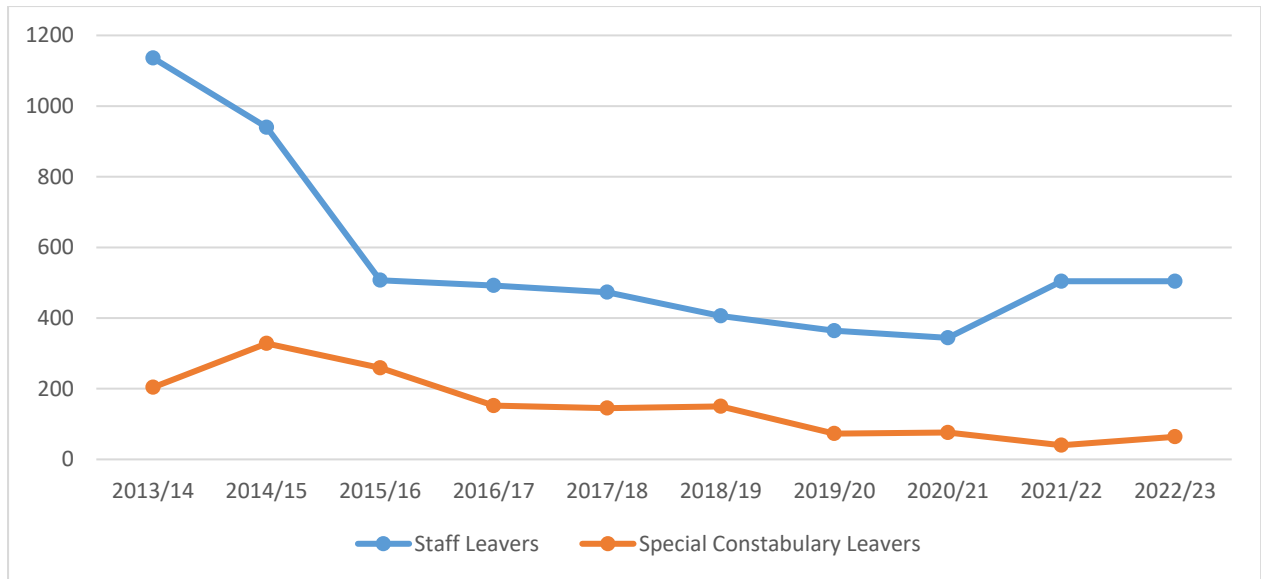


3.5 Other Worker Types

There is little variation in staff and Special Constable from the previous year although Special Constables leavers has seen a steady decline since 2014/15. This will be due, in part to the overall reduction in Special Constables.

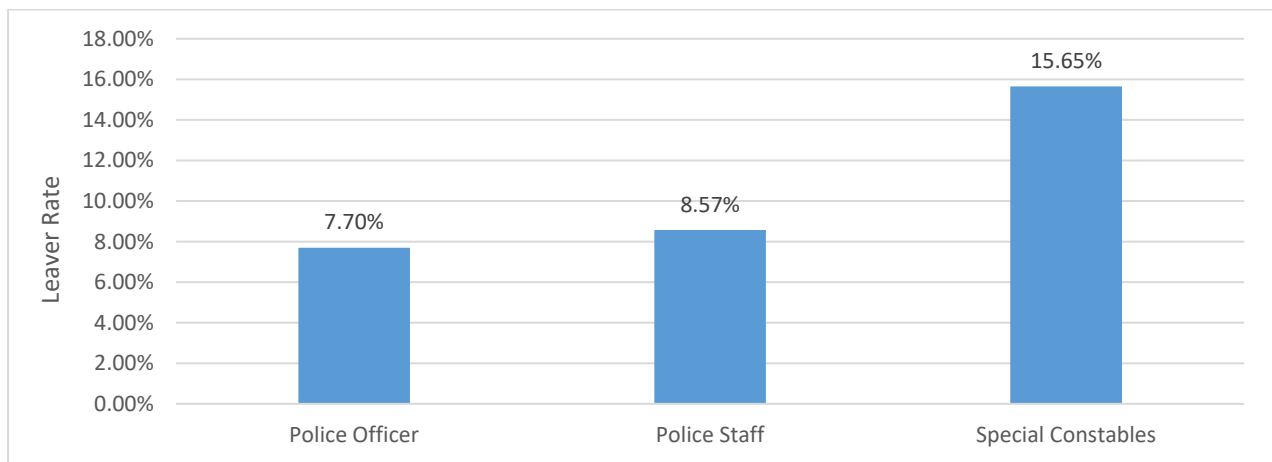
The increase in staff leavers in the past two years returns Police Scotland to the numbers seen in 2016/17 and 2017/18. There was a reduction seen in leavers during COVID19 and to some extent this returns the Force to a pre-COVID19 position. Post-COVID19 there was a concern that there would be a larger than normal attrition for staff but it does not appear, from the data presented, that this has occurred.

Chart 10: Other police worker leavers, years ending 31 March 2013 to 2022



While Police Officer leaver rates saw an increase in 2022/23 mainly as a result of changes in pension regulations, Police Staff leaver rates saw a slight decrease from the previous year, 8.77% in 2021/22. Special Constable leaver rates remain higher than the other two categories however a significant proportion (34% of leavers) transferred to Police Scotland to become Police Officers.

Chart 11: Leaver rates by police worker type for year ending March 2023



3.6 Length of Service

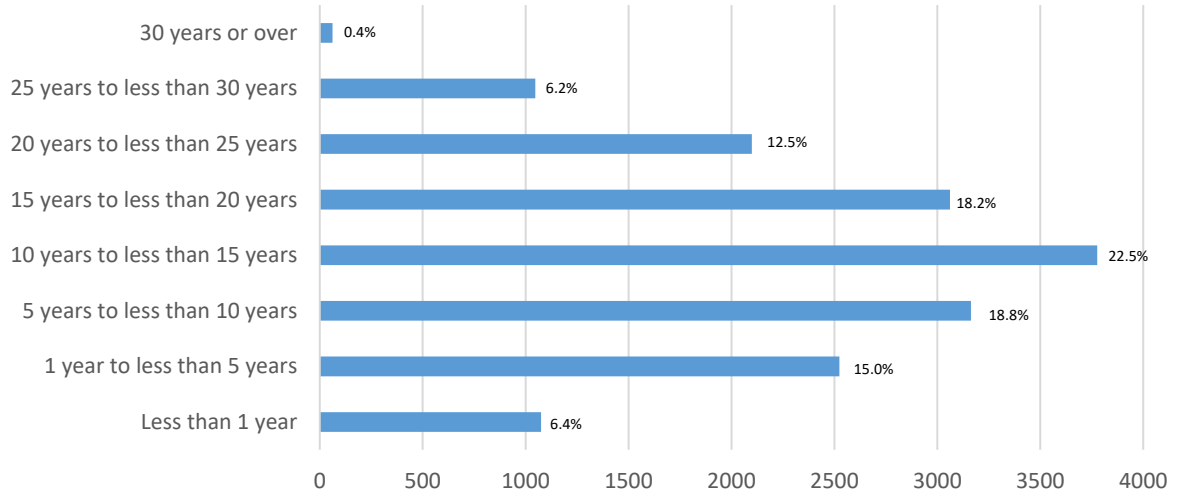
In Police Scotland, the number of officers with less than 5 years of service, as at 31 March 2023 was 3,599 (headcount), which accounted for 21.4% of all police officers. Breaking this down further, 6.4% of all officers (1075 officers) have less than 1 years’ service.

In the year ending March 2022, the number of officers with less than 5 years of service was 3210 (18.8% of all police officers) and, of these, 427 officers (2.5% of all police officers) had less than 1 year of service. Patterns in the length of service data tend to reflect recruitment trends over time.

The peak in service band at 10 years to 15 years reflects the large recruitment activity during 2008/9 to recruit 1000 additional police officers in line with the Government commitment. The smaller

proportion of officers in the 25 to 30 years group reflects in part the number of leavers seen in this group as a result changes to pension regulations.

Chart 12: Length of service of police officers, as at 31 March 2023



4. Diversity

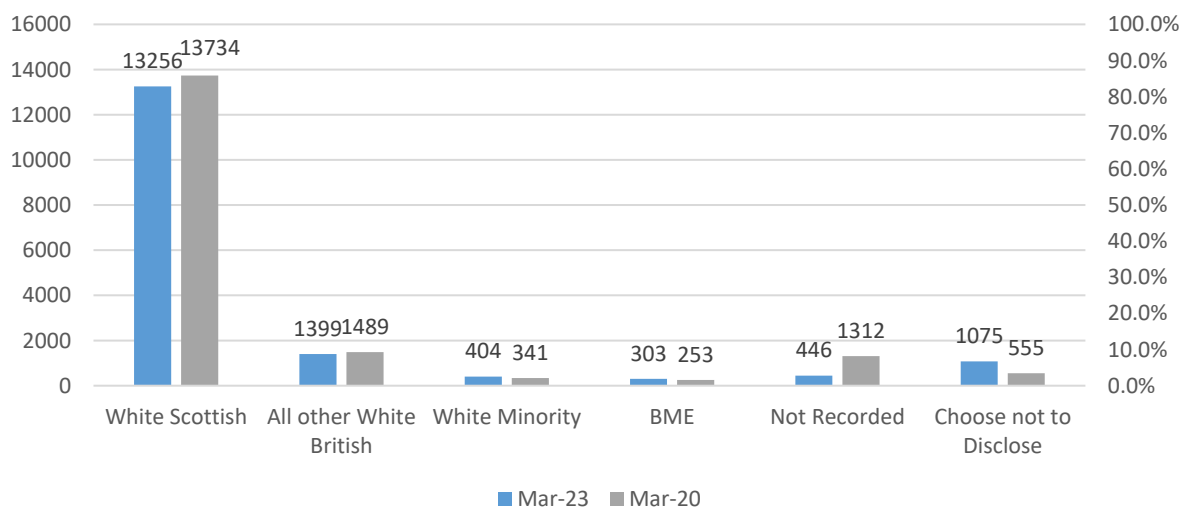
Key findings

- There were 303 officers who identified as ethnic minorities (excluding white minorities) in Police Scotland, an increase of 50 (19.7%) when compared with year ending March 2020
- There has been an increase of 49 officers who identified as ethnic minorities (excluding white minorities) in the Constable ranks when compared with year ending 2020
- 30 officers, (3% of all police recruits) identified as ethnic minority (excluding white minority)
- 11 officers (<1%) who identified as ethnic minority (excluding white minority) left Police Scotland in the year ending March 2023
- On 31 March 2023 there were 5759 headcount female officers making up 34.26% of the officers in Police Scotland, this is a proportion increase of 0.87% from the previous year 38.14% (426 FTE) of police officer recruits were female for the year ending March 2023
-

4.1 Police officers: Ethnicity

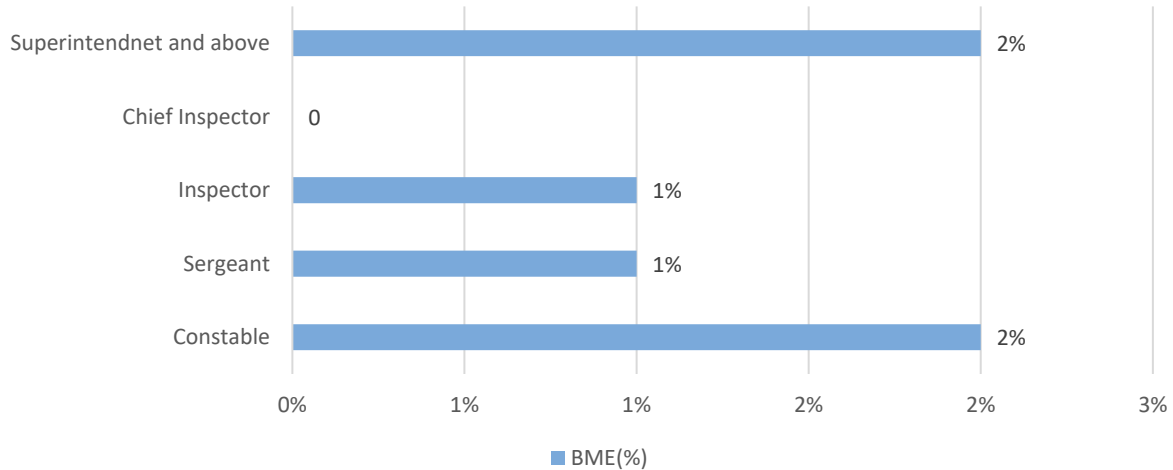
As at 31 March 2023, there were 303 officers who identified as ethnic minorities (excluding white minorities) in Police Scotland, an increase of 50 (19.7%) when compared with the data within the Equality and Diversity Employment Monitoring Report 2019/20. Officers belonging to a minority ethnic group (excluding white minorities) represented 2% of all officers.

Chart 13: Proportion of police officers who identified as ethnic minorities (excluding white minorities) March 2020 and March 2023



In terms of ranks, the increase in recruitment of officers who identify as ethnic minorities has seen an increase at the Constable rank with 2% of officer now identifying as BME. This is an increase of 49 officers (23%) from the previous position in 2019/20.

Chart 14: Proportion of police officers who identified as ethnic minorities (excluding white minorities), by rank, as at 31 March 2022



4.2 Police officer joiners: Ethnicity

In the year ending March 2023, 1117 police officers joined Police Scotland. Of these, 30 Officers (3%) identified themselves as ethnic minorities (excluding white minorities). This is a slight decrease from 2019/20 when 4% of all officer recruits identified as BME. Work is ongoing in this area to permanently establish a Positive Action Team in Recruitment with a view to improving Police Scotland’s recruitment from minority and underrepresented groups.

4.3 Police Officer Leavers: Ethnicity

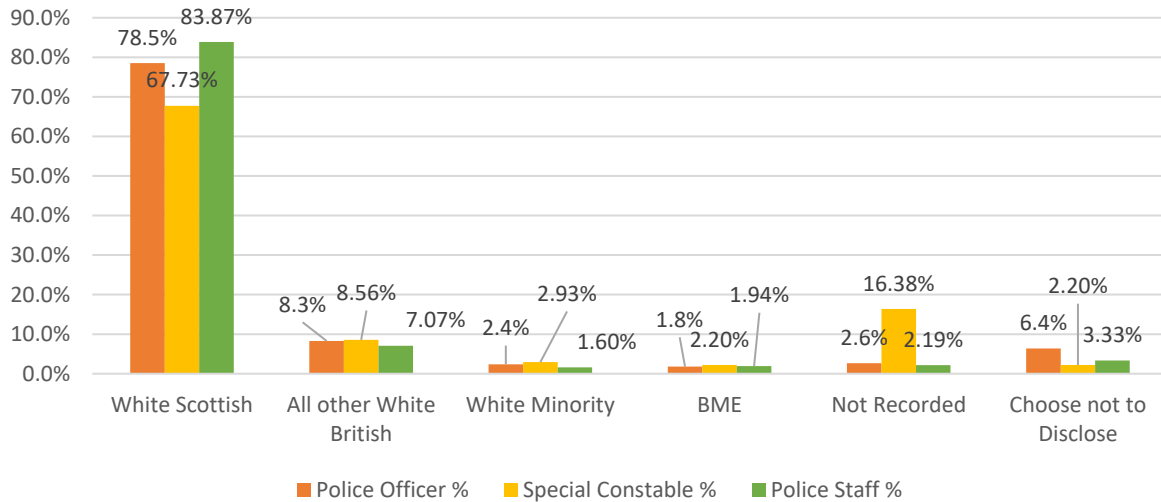
In the year ending March 2023, 1301 FTE officer left Police Scotland. Of these 11, <1% identified as ethnic minorities (excluding white minorities). This is a very slight decrease for 2019/20 when 14 officers who identified as ethnic minorities (excluding white minorities) left Police Scotland.

Whilst leavers who identify as ethnic minorities remain less than recruits who identify as ethnic minorities there will be an overall increase in representation in this area. This is the case for 2022/23 when there were 30 recruits and 11 leavers (a 19 officer net increase).

4.4 Police Staff and Special Constable Ethnicity

The proportion of workers in other areas of the workforce belonging to a minority ethnic group (excluding white minorities) was consistent with that of police officers but remains less than within Scotland generally. The establishment of a Positive Action Team within recruitment is designed to address these issues albeit this will take some time to resolve.

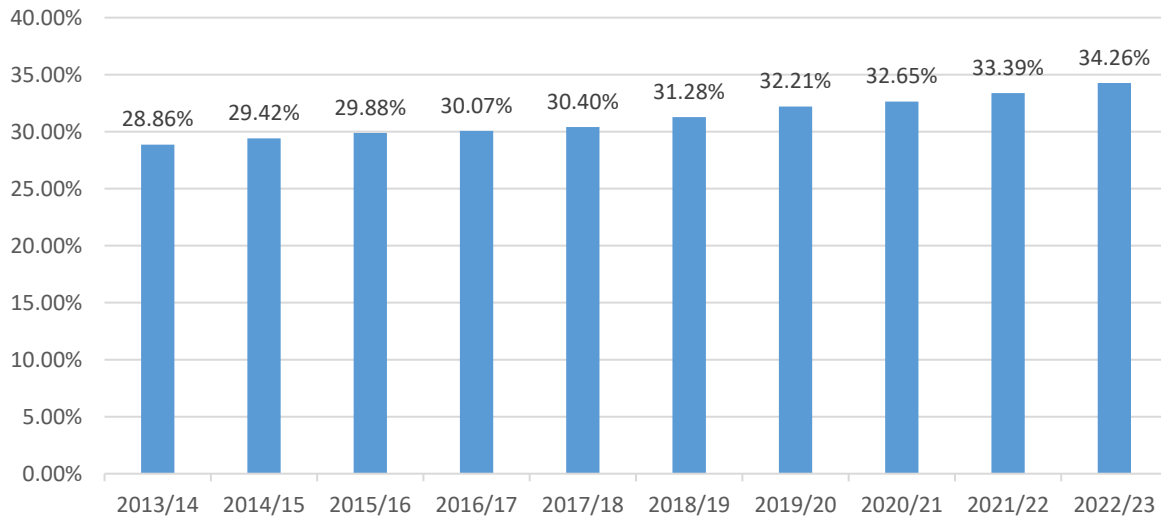
Chart 15: Proportion of Police Officers, Police Staff and Special Constables by Ethnicity - March 2023



4.5 Sex

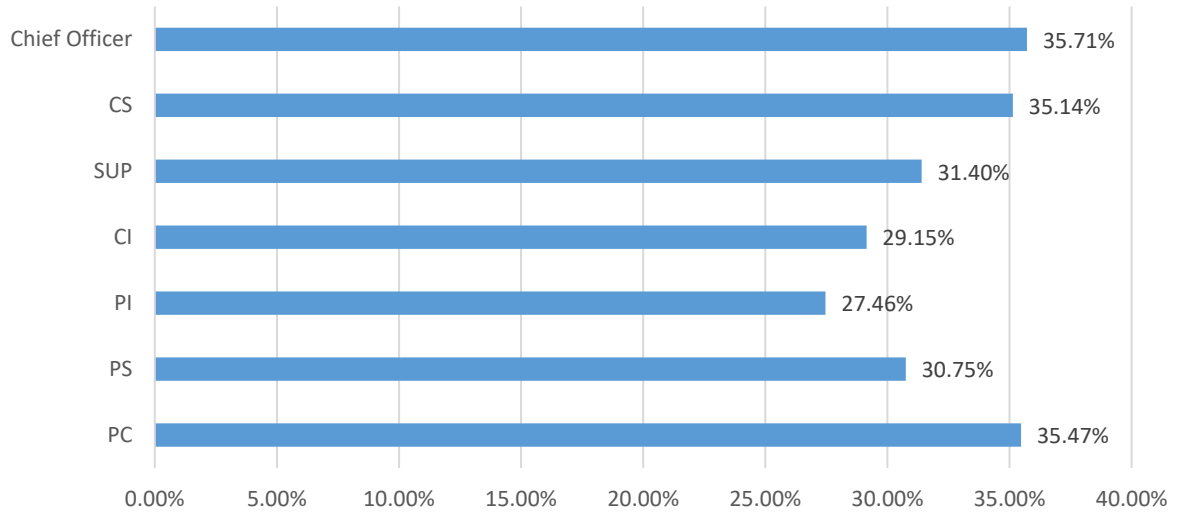
On 31 March 2023 there were 5759 headcount female officers making up 34.26% of the officers in Police Scotland. This number decreased by 81 female officers (1.5%) from the previous year but with an overall reduction in officer numbers was still a proportional increase (0.87%) from the previous year. Based on the current trend the proportion of female officers will meet 50% by 2045.

Chart 17: Proportion of female police officers, as at 31 March 2014 to 31 March 2023



Female officers are more prevalent in constable ranks, which reflects the increased recruitment in recent years, with most new joiners coming in at constable level. That said, recent recruitment of senior officers has assisted in bringing a better balance to Chief Officer ranks.

Chart 18: Proportion of female police officers, by rank, as at 31 March 2023



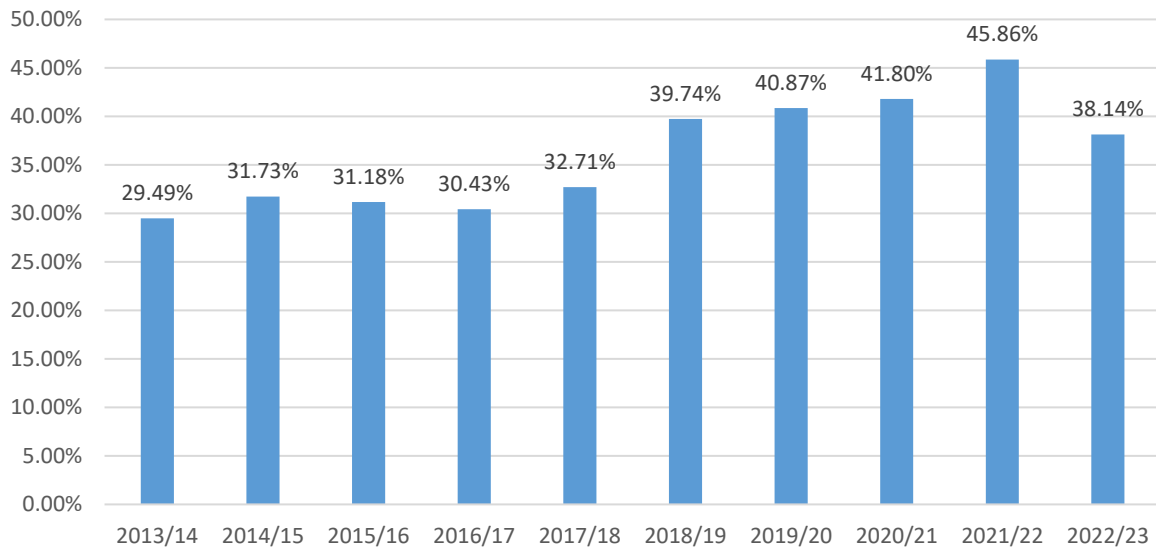
4.6 Police Officer Promotions by Sex

Of the 789 officers substantively promoted in 2023, 260 (32.95%) were female. This is slightly lower in percentage terms than the 34.26% of female officers within the Force on 31 March 2023. This is an improvement from 2021/22 when 143 female officers were promoted which represented 26.4% of all officers substantively promoted that year. The current under-representation of female officers in Sergeant, Inspector and Chief Inspector posts will restrict the ability of the Force to achieve an equitable level of promotions by sex. As the number of female officers increases within the Force it is anticipated that this position will improve in coming years.

4.6 Police Officer joiners and leavers by Sex

There has been a steady increase in the proportion of female police officer recruits since the formation of Police Scotland in April 2013. The reduction in 2022/23 is as a result of the large volumes of recruits required to meet the increased attrition due to changes in pension regulations impacting on the diversity of the recruitment pools from which to select new officers. The processing of the large volumes required to meet the vacancies limited the opportunity for positive action to be undertaken to increase applications from under-represented groups.

Chart 19: Proportion of Female Police Officer recruits by year from 2013



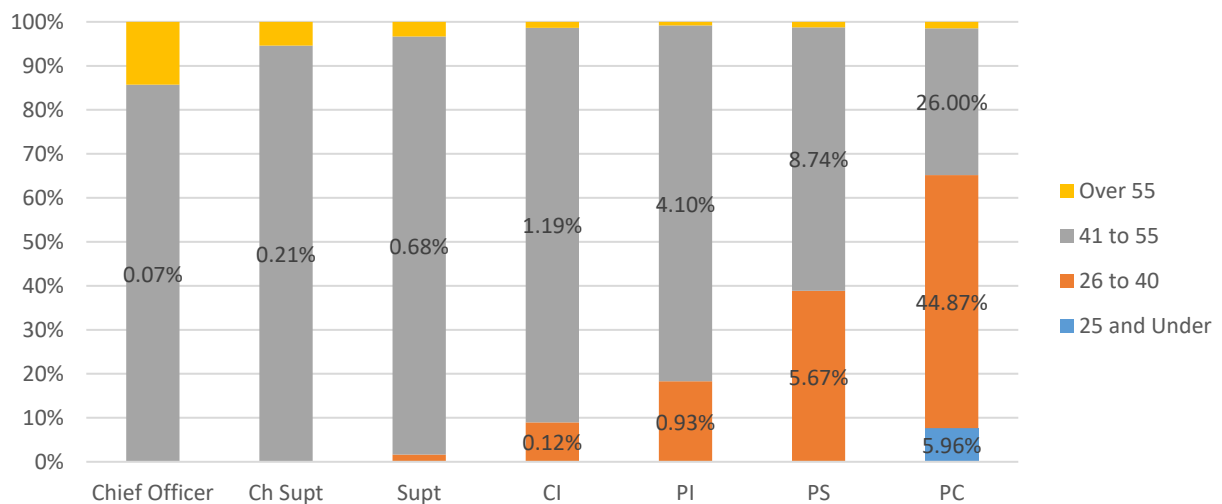
4.7 Police staff and Special Constables by Sex

On 31 March 2023, 62% of Police Staff and 31% of Special Constables were female.

4.8. Age

As at 31 March 2023, over half (58%) of all police officers were aged 40 or under, with 6% of all officers aged 25 and under. As expected, the age profile varied by rank, with a large proportion of older officers in more senior ranks; for example, while just 2 Chief Officers (0.01%) were aged under 43, 58.4% of constables were.

Chart 20: Age breakdown of police officers, by rank, as at 31 March 2023

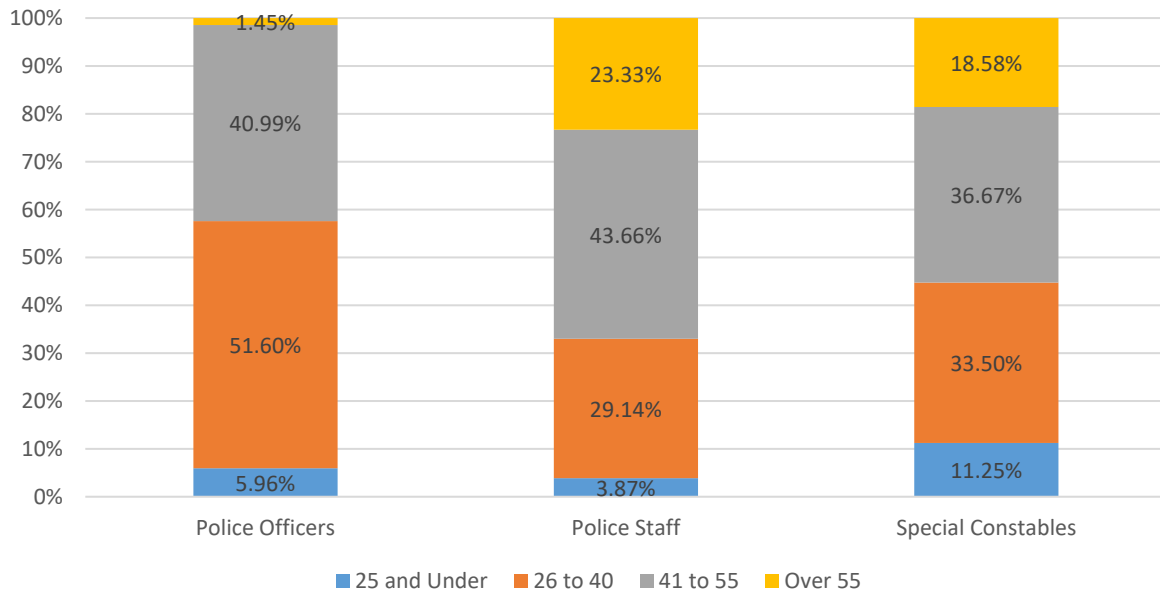


4.9 Age: Police Staff and Special Constables

Chart 21 shows the variation in the age profile of the police workforce. Police staff and Special Constables tended to be older than other worker types, with 23% and 18.6% of staff and Special

Constables respectively over 55 as opposed to only 1.5% of Police Officers, compared with just 2% of officers.

Chart 21: Age breakdown of Police workers by worker type as at 31 March 2023



5. Officer Wellbeing

Key Findings

- As at 31 March 2023, there were 687 FTE officers on long-term absence (equivalent to 4.1% of all officers), 391 police officers were on long-term sick leave, which is equivalent to 2.3% of police officers (compared with 2.6% in the previous year)
- As at 31 March 2023, there were 935 police officers on recuperative duties, equivalent to 5.6% of officers. There were also a further 1025 officers on adjusted, IHR retained or protected duties, equivalent to a further 6.1% of officers

5.1 Introduction

This chapter provides information on the number of officers on long-term sick leave, and the number on recuperative and adjusted or restricted duties as at 31 March of each year. Definitions of recuperative, restricted and adjusted duties, as well as information on long-term sickness, are provided in the relevant sections below.

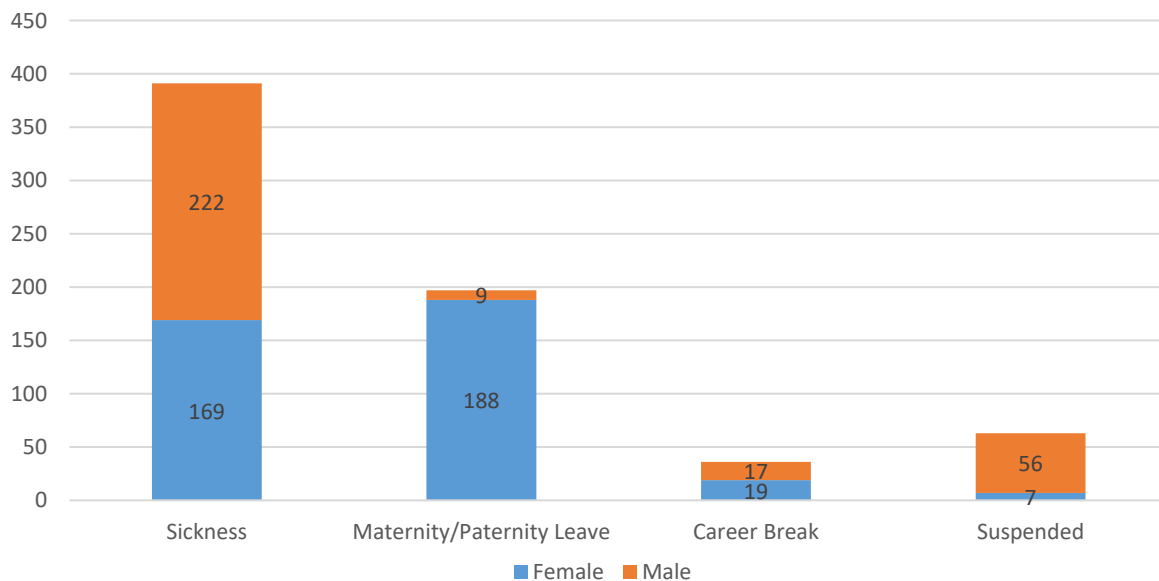
5.2 Long Term Absence

This section presents data on long-term absence due to career breaks, maternity/paternity leave, sick leave and suspension.

More detailed information on absences due to long-term sickness is covered in section 5.3. Long-term absence is any absence that has lasted for more than 28 calendar days, as at the end of the reporting period (31 March 2023).

As at 31 March 2023, there were 687 officers on long-term absence (including long-term sickness) in Police Scotland. This equates to 4.1% of all officers in post. Of officers on long-term absence, 391 (57%) were on sick leave, 197 (29%) were on maternity or paternity leave, and 36 (5%) were on career breaks. The remaining 63 (9%) were suspended.

Chart 22: Number of officers on long-term absence broken down by absence type and sex on 31 March 2023



Although females accounted for 34.3% of police officers, they accounted for 43.2% of all long-term sickness absentees as at 31 March 2023. However, excluding maternity or paternity leave, females accounted for 39.8% of all absences. Although females accounted for a disproportionate amount for many of the absence types (relative to the breakdown by sex of police officers), maternity or paternity leave, and career breaks were, as expected, the two categories in which females accounted for the majority of absences.

Table 4: Proportion of long-term absence by sex, as at 31 March 2023

	Proportion Female	Proportion Male
Sickness	43.2%	56.8%
Maternity/Paternity Leave	95.4%	4.6%
Career Break	52.8%	47.2%
Suspended	11.1%	88.9%
All Long Term Absence (excluding maternity)	39.8%	60.2%
All Long Term Absence	55.7%	44.3%
All Police Officers	34.3%	65.7%

6.3 Sickness

This section contains information on the number of police officers (FTE) on long-term sick leave, as at 31 March 2023. Long-term sickness includes any recognised medical condition, physical or psychological, as reported by the officer or a medical practitioner, which has lasted for more than 28 calendar days. As at 31 March 2023, there were 391 full-time equivalent police officers on long-term sick leave in Police Scotland, a reduction of 53 when compared with the previous year. As a proportion of all officers, 2.4% of police officers were on long-term sick leave as at 31 March 2023, compared with 2.6% last year.

6.4 Sickness by Rank

There was some variation in sickness levels across ranks, with officers at higher ranks generally having lower levels of sickness; 1.95% of constables were on longterm sick leave, compared with 0.01% of officers of Superintendent rank or above.

Table 5: Proportion of officers (FTE) on long-term sick leave on 31 March 2023

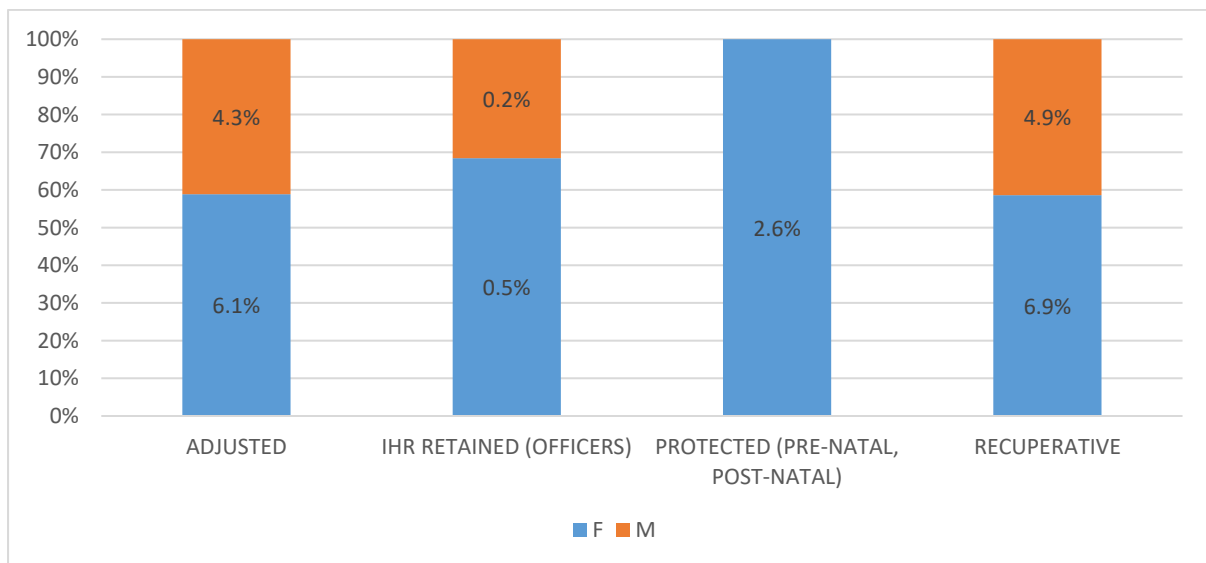
	Proportion of officers on long term sick on 31 March 2022	Proportion of officers on long term sick on 31 March 2023
Superintendent and above	0.01%	0.01%
Chief Inspector	0.03%	0.02%
Inspector	0.11%	0.08%
Sergeant	0.27%	0.28%
Constable	2.23%	1.95%

6.5 Recuperative and adjusted or protected duties

This section contains information on the number of officers on recuperative and adjusted or restricted duties as at the 31 March 2022, broken down by sex. Data in this section is based on officer headcount (rather than full time equivalents).

As at 31 March 2022, there were 935 police officers (headcount) on recuperative duties, equivalent to 5.6% of officers. There were also a further 1025 officers on adjusted, IHR retained or protected duties, equivalent to a further 6.1% of officers. Of female officers, 6.9% were on recuperative duties and 6.6% were on adjusted or IHR retained duties as at 31 March 2023. This was higher than the proportion of males on recuperative and adjusted or IHR retained duties, which were each 4.9% and 4.5% respectively. (Protected has not been included in the female total as it specifically related to pregnancy and is therefore not comparable for males).

Chart 23: Proportion of officers requiring duty modifications by sex on 31 March 2023



Definitions of these categories are below.

Recuperative: duties undertaken following an injury, accident, illness or medical incident (including pregnancy-related illness that include any condition that is linked to pregnancy or loss of pregnancy) during which the officer/staff member adapts to and prepares for a return to full duties and the full hours for which they are paid, or is assessed to determine whether they are capable of making such a return. This must be no more than 12 months.

Adjusted: duties in respect of which workplace adjustments (including reasonable adjustments under the Equality Act 2010) have been made to overcome barriers to working for individuals awaiting assessment to see whether they have a permanent disability, injury or illness that permanently prevents them fulfilling the full remit of their role.

Protected (pre-natal, post-natal): duty/deployment modifications as a result of the completion of the expectant/nursing mother's risk assessment. This category does not include pregnancy related illnesses linked to pregnancy or loss of pregnancy (see Recuperative Duties).

Restricted (PSD): duties to which an individual is allocated in circumstances in which: verifiable confidential or source sensitive information or intelligence has come to the notice of the force that questions the suitability of them to continue in their current post; or where serious concerns are

raised which require management actions, both for the protection of individuals and the organisation.

IHR Retained: applies to officers who are medically assessed as having a permanent disability that prevents them from fulfilling a fully operational police officer role, and where, as an alternative to leaving the organisation through IHR, their retention as an officer with permanent duty modifications in other suitable roles has been formally recommended on the Chief Constable's behalf, and approved by the SPA.