



SCOTTISH POLICE
AUTHORITY
ÙGH DARRAS POILIS NA H-ALBA

2 Clyde Gateway
French Street
Glasgow
G40 4EH

LETTER SENT BY EMAIL ONLY

29 September 2025

FOI Ref 2025/26-067

Request

Your request for information dated 3 September 2025 is copied below.

It is quoted that last financial year due to Stress Depression Anxiety Or PTSD post traumatic stress disorder 1203 police Scotland officers were signed off

Please can you provide the system for the police Scotland officers to

- A. Report the cause if it relates to mistreatment by senior staff
- B. The number of Occupation Health providers where the Police contract out
- C. Please can you provide dates of any contact with PAMs

Only related to the 1203 police Scotland officers were signed off

And finally please can you provide a breakdown of regions the 1203 police Scotland officers were signed off from

Response

The Scottish Police Authority has considered your request under the Freedom of Information (Scotland) Act (FOISA).

The Authority's response to each part of your request is provided.

- A. Please can you provide the system for the police Scotland officers to report the cause if it relates to mistreatment by senior staff**

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The [Grievance and Resolving Workplace Issues SOP](#) is publicly available on Police Scotland's website.¹

B. The number of Occupation Health providers where the Police contract out

Optima Health provide occupational health services to the Authority and Police Scotland.

C. Please can you provide dates of any contact with PAMs. Only related to the 1203 police Scotland officers were signed off

On 4 September, the Authority requested clarification as to the meaning of the acronym PAM in the context of your request. This was not received, therefore this part of your request is considered not valid at this time. If clarification is received this will be processed as a new request.

And finally please can you provide a breakdown of regions the 1203 police Scotland officers were signed off from

The Authority does not hold the information requested.² Information may be available by contacting Police Scotland at foi@scotland.police.uk

To assist, recent reporting to the Authority's [People Committee](#) that has oversight of all significant workforce matters relating to the Scottish Police Authority and Police Scotland is linked – [Bi-Annual Joint Health & Wellbeing & Health & Safety Thematic Report - 28 August 2025](#)

Right to Review

If you are dissatisfied with the outcome of your request you can ask for a review within 40 working days. You must specify the reason for your dissatisfaction and submit your request by email to foi@spa.police.uk or by letter to Scottish Police Authority, 2 Clyde Gateway, French Street, Glasgow, G40 4EH.

If you remain dissatisfied after review, you can appeal to the Scottish Information Commissioner within six months. You can apply [online](#), by email to enquiries@foi.scot or by letter to Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS

¹ This represents a notice in terms of Section 25 of the Freedom of Information (Scotland) Act 2002 - where information is already available, there is no need to provide an alternative right of access to it through FOISA.

² This represents a notice in terms of Section 17 of the Freedom of Information (Scotland) Act 2002 - Information not held.

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Should you wish to appeal against the Commissioner's decision, you can appeal to the Court of Session, only if you think the law has not been applied correctly.

This response will be posted to our [Disclosure Log](#) after seven days.

Yours faithfully

Scottish Police Authority

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