

**NOT PROTECTIVELY MARKED**

██████████  
Address for correspondence  
██

22 April 2026

Dear ██████████

**HMICS Freedom of Information Request - FOI.26.00014**

I refer to your request dated 21 April 2026, under the freedom of Information (Scotland) Act 2002 (FOISA), for the following information:

*“Under the Freedom of Information Act 2000, please provide the following recorded information.*

*From the last three financial year’s budgeted figures (22/23, 23/24, 24/25):*

*1. Climate-related posts*

*a) The number of posts (headcount, and FTE where recorded) employed with job titles that include any of the following terms:*

*Climate; Net Zero; Sustainability; Carbon; Emissions; Environmental Sustainability; Climate Change; Climate Action; Climate Policy; Climate Programme; Climate Project; Climate Data; Climate Reporting; Climate Adaptation; Climate Resilience; Energy and Climate; Sustainable Procurement; Green Finance; Green.*

*2. Cost of those posts*

*The total employment cost for the posts identified in Question 1, including salary and employer on-costs (e.g. pension and National Insurance).*

*3. External consultants*

*The total amount paid during the same financial year to external consultants, companies, or contractors where the expenditure is recorded under any cost centre, project code, budget line, or purchase description that includes one or more of the following terms:*

*Climate; Net Zero; Sustainability; Carbon; Emissions; Environmental Sustainability; Climate Change; Climate Action; Climate Policy; Climate Programme; Climate Project; Climate Data; Climate Reporting; Climate Adaptation; Climate Resilience; Energy and Climate; Sustainable Procurement; Green Finance; Green.*

*This should include, but not be limited to, expenditure coded to professional services, consultancy, advisory services, or specialist support.*

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*If the council does not record expenditure in this way, please provide the closest equivalent recorded information held (for example, totals by relevant cost centre or project).*

*If any information requested is not held, please state this clearly. If figures are held only in aggregated form, please provide the aggregated figures. Estimates derived from recorded financial information are acceptable.*

*If complying with this request would exceed the cost limit under Section 12 of the Freedom of Information Act, please provide advice and assistance under Section 16 as to how the request may be refined.*

*Please provide the information requested above in the following table format, where held:*

*Financial Year*

*Job Title*

*Staff Costs including on-costs (£)*

*Headcount*

*Consultant Spend.”*

HMICS is an independent scrutiny body of both Police Scotland and the Scottish Police Authority. Our role was reaffirmed by the Police and Fire Reform (Scotland) Act 2012, which gives HMICS wide ranging powers to look into the “state, effectiveness and efficiency” of both Police Scotland and the Scottish Police Authority.

In respect of each of your questions, the responses are as follows:-

1. None
2. Not applicable
3. Zero

Therefore, this is a formal notice under section 17(1) of FOISA that the information requested does not exist.

I trust this information is satisfactory for you, however, if you are unhappy with this response, you may ask us to carry out an internal review, by writing to the address shown on this letterhead or by emailing [HMIC@hmic.gov.scot](mailto:HMIC@hmic.gov.scot). Your request should explain why you wish a review to be carried out and should be made within 40 working days of receipt of this letter. We will then reply within 20 working days of receipt of any such letter.

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You then have a right of appeal to the Scottish Information Commissioner if you are dissatisfied with our internal review. The Commissioners website has a guide containing the full details for this process ([www.itspublicknowledge.info](http://www.itspublicknowledge.info)) or they can be contacted via the following:

**Scottish Information Commissioner**

Kinburn Castle  
Doubledykes Road  
St Andrews  
Fife  
KY16 9DS  
Tel: 01334 464 610

Yours Sincerely,

A large black rectangular redaction box covering the signature area.