



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2008-05327

**Keyword:** Human Resources

**Subject:** LATERAL ENTRY INTO PSNI

### Request and Answer:

#### Question

Under the FOI Act could I request a copy of all correspondence relating to 'Lateral Entry' from the past 12 months

#### Clarification from requester:

Lateral entry is a means of recruiting people from other policing services into the PSNI. It was primarily intended to apply to the Gardai and there are three basic means of transfer: personnel exchange; secondment; and lateral entry.

#### Answer

I contacted the Police Service of Northern Ireland (PSNI) Personnel Branch with regard to your request and they have advised that the understanding of the term 'lateral entry' is as contained in Recommendation 159 of The Report of the Independent Commission on Policing for Northern Ireland (otherwise known as the Patten Report), published in September 1999, which states that there should be a programme of long-term personnel exchanges, such as fixed term secondments, between the Northern Ireland police and An Garda Síochána, in specialist fields where co-operation between the two services is most needed, such as drugs, and in areas such as training.

This recommendation was addressed through the framework of an Inter-Governmental Agreement on Policing Co-operation, which was signed by both Governments on 29 April 2002.

In accordance with Article 3 of the Agreement, the PSNI and An Garda Síochána have devised Protocols, which now facilitate the movement of officers between both forces.

The agreement determined 3 levels of movement envisaged between the two services to include

- Personnel Exchanges: for all ranks, without policing powers, for up to one year;
- Secondments: for ranks Sergeant to Chief Superintendent, with policing powers, for up to three years; and
- Lateral entry by the permanent transfer of officers for ranks above Inspector and under Assistant Commissioner.

The legal framework for secondments between the PSNI and the An Garda Síochána is provided by the Police Service of Northern Ireland, (Secondment) (Garda Síochána), Regulations 2004 which came into operation on 30 April 2004.

In respect of lateral entry through recruitment Personnel advised that promotion processes to the ranks of Chief Inspector and above within the PSNI are advertised nationally, both within the UK and Republic of Ireland. Officers who are at the substantive rank can apply to transfer laterally through these processes, providing they meet the eligibility criteria and the required standard at assessment. For example, a substantive Superintendent can apply to transfer through the PSNI's Chief Inspector to Superintendent promotion process.

However, the PSNI has undergone significant downsizing and is currently reviewing its rank structure to ensure we can maintain an effective, progressive policing service to the community, within the budget available. This is likely to impact on the number or frequency of opportunities available in the future.

Personnel provided copies of correspondence relating to Lateral entry and I have today decided to:

- disclose pages numbered 1,5,9,10,15 and 17-20 in full;
- disclose pages numbered 2-4,6-8 and 11-13 subject to the deletion of information pursuant to the provisions of sections 38 and 40 of the Freedom of Information 2000 (the Act)

Pages 14 and 16 have been withheld, as they contain information not relevant to your request.

Section 17 of the Freedom of Information Act 2000 requires the Police Service of Northern Ireland, when refusing to provide such information (because the information is exempt) to provide you the applicant with a notice which:

- (a) states that fact,
- (b) specifies the exemption in question and
- (c) states (if not otherwise apparent) why the exemption applies.

The exemptions as well as the factors the Department considered when deciding where the public interest lies are listed below:

Section 38(1)(a)&(b) - Health and Safety is a prejudiced based exemption and this means it is the Public Authority's responsibility to evidence the harm. It is also a qualified exemption and therefore a Public Interest Test must be carried out.

Section 40(2)(a) Personal information is an absolute exemption which means there is no requirement on the Public Authority to consider whether there is a public interest in disclosure.

This is so because personal data is governed by other law (The Data Protection Act 1998) and there are two elements to this exemption.

All requests made under the FOIA are applicant blind. A request must be treated as such and a public authority will always view any disclosure as into the public domain. Thus the PSNI must be satisfied that any release of information will be potentially available to the general public. It is therefore on this basis that the following is very relevant.

The first element of this exemption is engaged if the information requested constitutes personal data and is made by the data subject. The information will be covered by section 40(1) and the request will be dealt with under section 7 of the Data Protection Act 1998, rights of access.

The second element of this exemption is engaged if the personal data is about someone other than the applicant. Where someone makes an application for information other than the data subject, disclosure of that information will often constitute a breach of the Data Protection Act covered by section 40(2).

Personal Data is regulated under the principles of the Data Protection Act 1998 and when information contains personal data about a third party it can only be refused if disclosure would breach any of the data protection principles.

As previously highlighted, any disclosure under FOIA is a **public disclosure** and release of the personal data of an individual relating to their health records would breach principles 1 & 2 of the Data Protection Act 1998.

Principle (1), that personal data is processed lawfully and fairly. Personal data imparted and recorded for health and welfare purposes will be confidential and any public disclosure would be unlawful if there would be a breach of that law of confidentiality. Persons who give their data to the PSNI for the purpose of informing and maintaining their sickness records have the expectation that it will be treated fairly and it would be unfair to an individual concerned to disclose his/her personal data into the public domain.

Principle (2), that personal data is processed for a specific purpose and not further processed in any manner incompatible with that purpose. Data in this case was gathered and processed for a staff administration purpose. Once personal data has been publicly disclosed, it will in most cases be used for a purpose other than it was initially obtained. Public disclosure would cause unnecessary distress or damage to the persons involved, they would not have an expectation their personal data will be disclosed to others or possibly used for another purpose.

The key issue in this case is whether release of names of police staff would be fair and lawful.

Names of police staff could be used in conjunction with other information which may already be in the public domain or which may become available in the future to compromise the security of those staff. Recent evidence (the murder of a

police officer and 2 soldiers) demonstrates that the PSNI have a duty of care to ensure the safety of police officers/staff. A release under the Freedom of Information Act is considered to be a release to the public at large. Releasing the names of police staff in association with the other data requested would be unfair and unlawful and therefore breach the First Principle of the Data Protection Act 1998.

The Harm test and Public interest test are now provided with regard to section 38 exemption.

### **Harm Test**

By releasing the names of individuals there is potential for persons to be identified as being employed by the Service, which could ultimately endanger the physical or mental health of an individual and / or their families. Releasing names would identify employees of the Police Service of Northern Ireland leaving them vulnerable to attack by certain elements in the community as has been evidenced through recent events. This danger not only relates to the particular individual, but also to his / her family. Releasing such information identifying employees also has a detrimental effect on future recruitment plans as individuals would perhaps decide not to apply for jobs within the organisation as they would feel their security would at some future stage, be compromised by the release of identifying data.

### **Public Interest Test**

#### Consideration Favouring Release

##### **Accountability**

The information provided relates directly to the efficiency and effectiveness of the Service and it illustrates how the Police Service of Northern Ireland are continuing to implement the Patten principles

#### Considerations Favouring Retention

##### **Human Rights, Morals and Ethics**

Staff have the right to privacy under Article 8 of the Human Rights Act. Releasing names of staff into the public domain may cause those staff and their families' distress and pose a risk to their safety.

##### **Public Safety**

A risk could exist to members of the public if a criminal or terrorist attack was carried out on a member of staff at their home or in the public arena.

### **Balancing Test**

Disclosing the names of police staff contained within the information has a potential risk to individual's health and safety. The PSNI will not release information that will endanger any persons' safety. In this case, in the light of recent attacks and murders I believe that there is an even stronger argument for retention of this information. I have therefore decided that this information should not be released and that the exemption under 38(1) (a) and (b) should be applied.

If you have any queries regarding your request or the decision please do not hesitate to contact me on 028 9070 0164. When contacting the Freedom of Information Team, please quote the reference number listed at the beginning of this letter.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible, or in any case within two months of the date of issue of this letter. In the event that you require a review to be undertaken, you can do so by writing to the Head of Freedom of Information, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing [foi@psni.pnn.police.uk](mailto:foi@psni.pnn.police.uk).

If following an internal review, carried out by an independent decision maker, you were to remain dissatisfied in any way with the handling of the request you may make a complaint, under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the PSNI has complied with the terms of the Freedom of Information Act. You can write to the Information Commissioner at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out, however the Commissioner has the option to investigate the matter at his discretion.

Please be advised that PSNI replies under Freedom of Information may be released into the public domain via our website @ [www.psni.police.uk](http://www.psni.police.uk)

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.

**From:** WILSON Robert  
**Sent:** 15 July 2008 08:22  
**To:** CAMPBELL Andrew (SO to CC)  
**Subject:** : FW: Shortfall in Detectives (06\2505)

**Attachments:** NIPB - CC - Shortfall in Detectives in Crime Operations Dept.TIF; NIPB - CC - Shortfall in Detectives in Crime Operations Dept.tr5  
Andrew

- Despite over 30 application packs being requested only 17 officers made application.
- Following a selection & appointment process 13 Detective Constables were appointed into PSNI in March & April 2008.
- Appointed Detective Constables underwent 5 weeks familiarisation training & 3 weeks firearms training, as this ran in tandem with training of student officers the impact on the college was minimal.
- All 13 Detective were appointed to Crime Operations Department and offsetting some of the impact on Districts.

Bob

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**From:** CAMPBELL Andrew (SO to CC)  
**Sent:** 11 July 2008 13:59  
**To:** WILSON Robert  
**Cc:** DUNLOP Angela; ROBSON Suzanne; zComsec1  
**Subject:** Shortfall in Detectives (06\2505)

Bob

You have kindly provided a response to Comsec for the CC regarding this matter. He has now asked for some additional information to be added.

Specifically he has asked for

- Exact numbers of applications and appointments
- The impact on our output and from a training perspective
- Any gaps which exist at District level and which are being closed through lateral transfers

Could you please forward this information to zComsec1 by 25 July 2008 and I will incorporate it into the final response.

Much appreciated.

*Andrew S Campbell*

A/Chief Inspector  
Staff Officer to Chief Constable

Ext. 21003  
DDI: 02890700003  
Mobile: 07795152728

Andrew.Campbell@psni.pnn.police.uk

**Not relevant to Request**

**Not relevant to Request**

**From:** WILSON Robert  
**Sent:** 09 July 2008 08:40

**Subject:** : FW: 2.RESTRICTED:: FW: Shortfall in Detectives (06\2505)

**Attachments:** NIPB - CC - Shortfall in Detectives in Crime Operations Dept.TIF  
Ann

Draft response

- The Human Resource Personnel Branch working closely with Crime Operations Department continues to make all available efforts to fill vacancies within this Department and have recently appointed a significant number of officers.
- During September / October 2007 Personnel Branch & Crime Ops ran a recruitment campaign for the lateral transfer of Detective Constables both from the UK mainland and from the Republic or Ireland. Only one An Garda Siochana officer attended the presentation in Dublin. There were no applications, this is believed to be as a consequence of AGS being unable to transfer pension rights to the PSNI.

Bob

**s.F38(1)(a) s.F38(1)(b) s.F40(2)(a)**

[Redacted]  
**Sent:** 08 July 2008 14:19  
**To:** WILSON Robert; [Redacted]  
**Subject:** 2.RESTRICTED:: RE: : FW: 2.RESTRICTED:: FW: Shortfall in Detectives (06\2505)

**s.F38(1)(a)**  
**s.F38(1)(b)**  
**s.F40(2)(a)**

Ann

I have written on this subject many times for the policing board. With regards to the specific question on AGS when we went out to do the recruitment campaign last Sept/Oct we also included the AGS. WE held a road show in Dublin with only one attendee who was from the Met and he eventually started with us. I believe one of the main issues for AGS not joining is to do with transfer of pension however Bob may be able to expand on this.

Hope this is helpful and if you need anything else give me a call.

Thanks

Rodney

**s.F38(1)(a)**

**From:** WILSON Robert **s.F38(1)(b)**  
**Sent:** 08 July 2008 10:41  
**To:** [Redacted] **s.F40(2)(a)**  
**Subject:** : FW: 2.RESTRICTED:: FW: Shortfall in Detectives (06\2505)

Rodney

I am ware that you have provided some previous responses to similar questions, to ensure consistency do you wish to respond or can you send me previous responses.

Thanks

Bob

**Not relevant to Request**

**Not relevant to Request**

s.F38(1)(a)

s.F38(1)(b)

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**From:** [REDACTED] s.F40(2)(a)  
**Sent:** 08 July 2008 10:26  
**To:** WILSON Robert  
**Subject:** 2.RESTRICTED:: FW: Shortfall in Detectives (06\2505)

Bob

As discussed.

Regards

Ann

s.F38(1)(a)

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**From:** [REDACTED] s.F38(1)(b)  
**Sent:** 07 July 2008 17:13 s.F40(2)(a)  
**To:** [REDACTED]  
**Subject:** FW: Shortfall in Detectives (06\2505)

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**From:** CAMPBELL Andrew (SO to CC) s.F38(1)(a) s.F38(1)(b)  
**Sent:** Monday, July 07, 2008 5:12:49 PM s.F40(2)(a)  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** Shortfall in Detectives (06\2505)  
**Auto forwarded by a Rule**

**Mr J Stewart**  
**Director of Human Resources**

The attached correspondence refers. This has been acknowledged.

The Chief Constable would appreciate your assistance with this matter by way of a **draft response** fro his signature.

Please forward your response to **zComsec1 by 21 July 2008**.

Thank you.

*Andrew S Campbell*

A/Chief Inspector  
Staff Officer to Chief Constable

Ext: 21003  
DDI: 02890700003  
Mobile: 07795152728

Andrew.Campbell@psni.pnn.police.uk

**Not relevant to Request**

**Not relevant to Request**

**From:** [redacted]  
**Sent:** 16 December 2008 13:46  
**To:** zComsec1  
**Cc:** [redacted]

**s.F38(1)(a)**  
**s.F38(1)(b)**  
**s.F40(2)(a)**

**Subject:** Personnel Exchanges AGS and PSNI

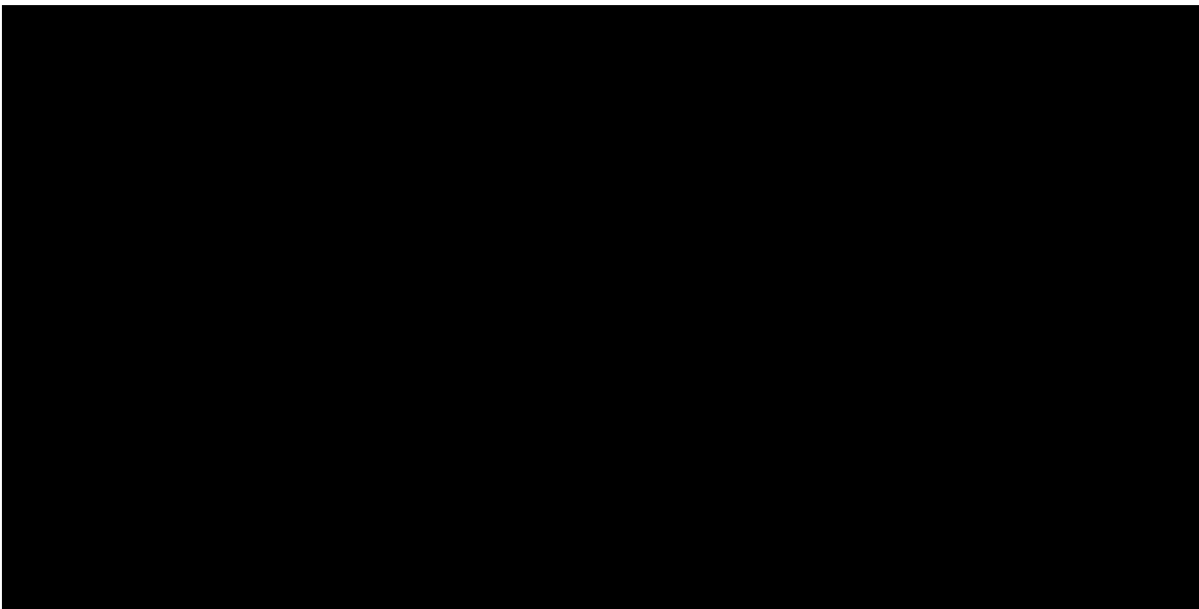
At the recent British - Irish Interparliamentary Association Committee meeting they focused on two topics, one of which was Personnel Exchanges. I would appreciate it if you could have the team in Lisnasharragh provide a response to the following questions which will be included in the supplementary memorandum which will be published in a BIIPA report due in spring

if it would be easier to meet up with the team then that would be great as I have some of the answers already but will want to confirm the form of words used. I have to have a response to senior management by 8 Jan but I'm off on leave from the 4th so would appreciate an early reply

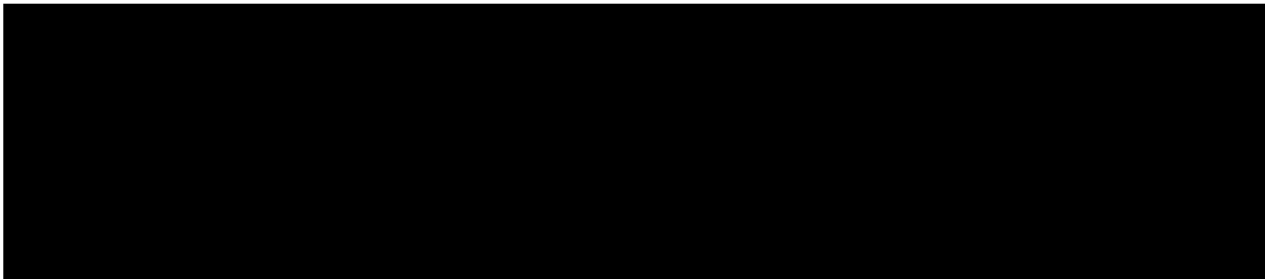
thanks

**AGS personnel interchanges**

**Not relevant to Request**



- What are the difficulties surrounding lateral entry and secondment particularly in relation to pensions?
- Has consideration been given to developing pension solutions just for the PSNI/AGS?



[redacted]  
Northern Ireland Office

**s.F38(1)(a)**  
**s.F38(1)(b)**

**Not relevant to Request**

Policing Human Resources Branch  
Policing Policy and Strategy Division  
office - 028 90520060

**s.F38(1)(a)**

internal - [redacted]  
mobile - [redacted]

**s.F38(1)(b)**

**s.F40(2)(a)**

Communications on the Northern Ireland Office's computer systems

**Not relevant to Request**

**Not relevant to Request**



**From:** CAMPBELL Andrew (SO to CC)  
**Sent:** 28 August 2008 10:07  
**To:** WILSON Robert  
**Subject:** RE: : RE: : RE: : RE: Secondments  
Bob

brill

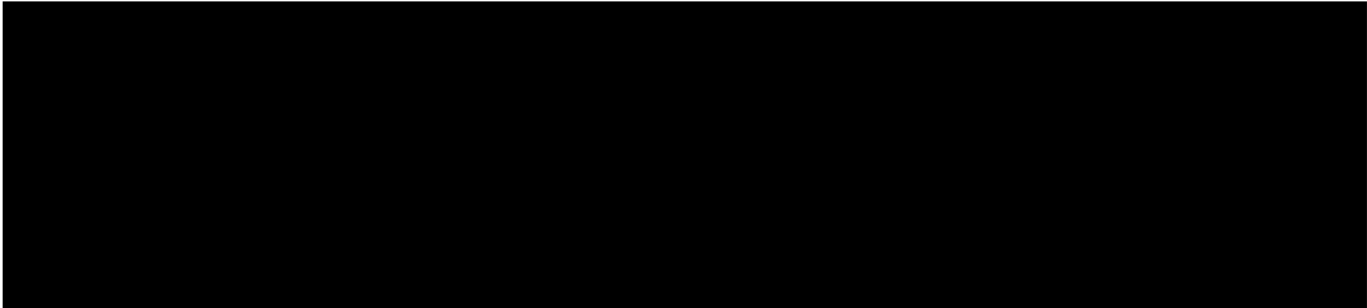
AC

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**From:** WILSON Robert  
**Sent:** 28 August 2008 10:00  
**To:** CAMPBELL Andrew (SO to CC)  
**Subject:** : RE: : RE: : RE: Secondments

**Not relevant to Request**

Andy



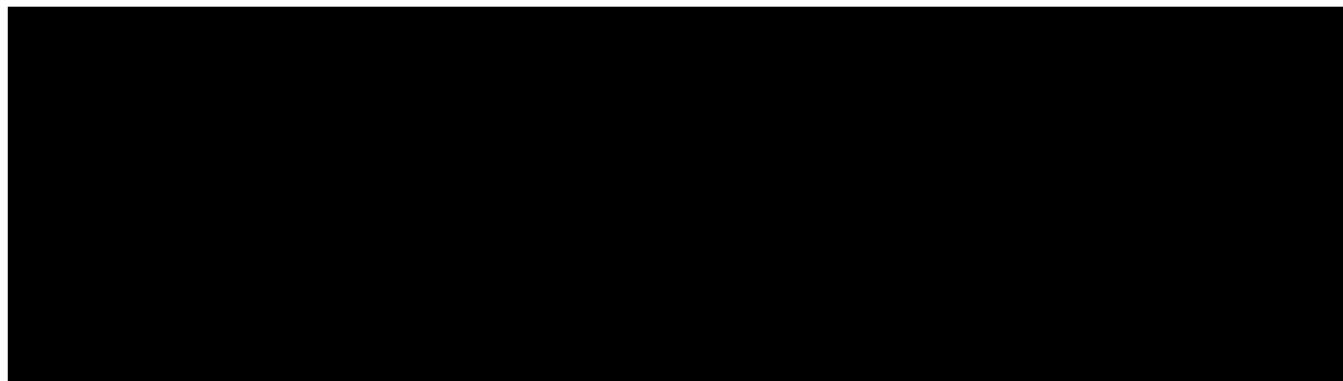
**Not relevant to Request**

Lateral Transfers

Ability to transfer pension rights (AGS to PSNI) - This will take inter governmental approval not sure if this is being addressed

Lower Salaries & transfer of pension rights ( PSNI to AGS) - Likely to be a barrier to PSNI going to AGS. If pensions issues resolved AGS going to PSNI is likley to be taken up.

**Not relevant to Request**



**Not relevant to Request**

Bob

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**From:** CAMPBELL Andrew (SO to CC)  
**Sent:** 28 August 2008 09:42  
**To:** WILSON Robert  
**Subject:** RE: : RE: : RE: Secondments

bob

**Not relevant to Request**

**Not relevant to Request**





Thanks for this. Are steps being taken to address these issues at any level

AC

**From:** WILSON Robert  
**Sent:** 27 August 2008 16:30  
**To:** CAMPBELL Andrew (SO to CC)  
**Subject:** : RE: : RE: Secondments

Andy

**s.F38(1)(a)**

Apologies thought I had responded already. **s.F38(1)(b)**

**s.F40(2)(a)**

I am unsighted to [REDACTED] letter so am not sure exactly what the question is being asked.

The main areas that would require further consideration for AGS / PSNI Secondments & Transfers are as follows:-

**Not relevant to Request**

[REDACTED]

Lateral Transfers  
Ability to transfer pension rights (AGS to PSNI)  
Lower Salaries & transfer of pension rights ( PSNI to AGS)

[REDACTED]

**Not relevant to Request**

Bob

**From:** CAMPBELL Andrew (SO to CC)  
**Sent:** 27 August 2008 08:03 **s.F38(1)(a)**  
**To:** WILSON Robert **s.F38(1)(b)**  
**Cc:** [REDACTED] **s.F40(2)(a)**  
**Subject:** FW: : RE: Secondments

Bob

**s.F38(1)(a)s.F38(1)(b)**  
**s.F40(2)(a)**

This letter needs to be sent and with [REDACTED] before Friday. Can you get something to me. Need it today.

Cheers

Andy

**From:** CAMPBELL Andrew (SO to CC)  
**Sent:** 15 August 2008 15:16 **s.F38(1)(a)**  
**To:** WILSON Robert **s.F38(1)(b)**  
**Cc:** [REDACTED] **s.F40(2)(a)**  
**Subject:** FW: : RE: Secondments

**Not relevant to Request**

[REDACTED]

Bob

**s.F38(1)(a) s.F38(1)(b)  
s.F40(2)(a)**

I am on AL from today. If not in a position to send over this afternoon, can you forward this to Insp [redacted] at Comsec who will put together the response for signing.

Cheers  
Andy

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**From:** CAMPBELL Andrew (SO to CC)  
**Sent:** 08 August 2008 11:57  
**To:** WILSON Robert  
**Subject:** RE: : RE: Secondments

Bob

Any joy with the short update we discussed last week

Andy

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**From:** WILSON Robert  
**Sent:** 29 July 2008 13:03  
**To:** CAMPBELL Andrew (SO to CC)  
**Subject:** : RE: Secondments

Andy

As per the text a total of 50 - breakdown is on the attached spreadsheet.

bob

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**From:** CAMPBELL Andrew (SO to CC)  
**Sent:** 29 July 2008 12:58  
**To:** WILSON Robert  
**Subject:** Secondments

Bob

Thanks for this. Any idea on numbers to date

Andy

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**From:** WILSON Robert **s.F38(1)(a)**  
**Sent:** 29 July 2008 12:37 **s.F38(1)(b)**  
**To:** [redacted] **s.F40(2)(a)**  
**Cc:** CAMPBELL Andrew (SO to CC)  
**Subject:** : RE: 3.CONFIDENTIAL:: FW: Secondments

Andy

see attached

Bob

Not relevant to Request

Not relevant to Request

**s.F38(1)(a) s.F38(1)(b)**  
**s.F40(2)(a)**

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**From:** [REDACTED]  
**Sent:** 29 July 2008 12:27  
**To:** WILSON Robert  
**Cc:** CAMPBELL Andrew (SO to CC)  
**Subject:** 3.CONFIDENTIAL:: FW: Secondments

Bob could you please advise Andy and cc me in please Thankyou John

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**From:** CAMPBELL Andrew (SO to CC)  
**Sent:** 29 July 2008 11:12 **s.F38(1)(a)**  
**To:** [REDACTED]  
**Cc:** [REDACTED] zHRSecretariat; zComsec1  
**Subject:** Secondments **s.F38(1)(b)**  
**s.F40(2)(a)**

John

Need a bit of info. Can you tell how many officers have been seconded between PSNI and AGS and how long this programme has been running.

Cheers

Andy

Not relevant to Request

**From:** WILSON Robert  
**Sent:** 03 November 2008 16:52  
**To:** COX Michael  
**Subject:** : RE: 2.RESTRICTED:: FW: : URGENT: Information Request

Michael

## Background

Recommendation 159 of The Report of the Independent Commission on Policing for Northern Ireland (otherwise known as the Patten Report), published in September 1999 recommended

*‘There should be a programme of long-term personnel exchanges, such as fixed term secondments, between the Northern Ireland police and the Garda Siochana, in specialist fields where co-operation between the two services is most needed, such as drugs, and in areas such as training.’*

This recommendation was addressed through the framework of an Inter-Governmental Agreement on Policing Co-operation, which was signed by both Governments on 29 April 2002. In accordance with Article 3 of the Agreement, the PSNI and Garda Siochana have devised Protocols, which now facilitate the movement of officers between both forces.

The agreement determined 3 levels of movement envisaged between the two services –

- Personnel Exchanges: for all ranks, without policing powers, for up to one year;
- Secondments: for ranks Sergeant to Chief Superintendent, with full policing powers, for up to three years; and
- Lateral entry by the permanent transfer of officers for ranks above Inspector and under Assistant Commissioner.

The legal framework for secondments between the PSNI and the An Garda Siochana is provided by the Police Service of Northern Ireland, (Secondment) (Garda Siochana), Regulations 2004 that came into operation on 30 April 2004.

On 21 February 2005 the Chief Constable of PSNI and the Commissioner of AGS signed Protocols on Personnel Exchanges and Long Term Secondments with police powers.

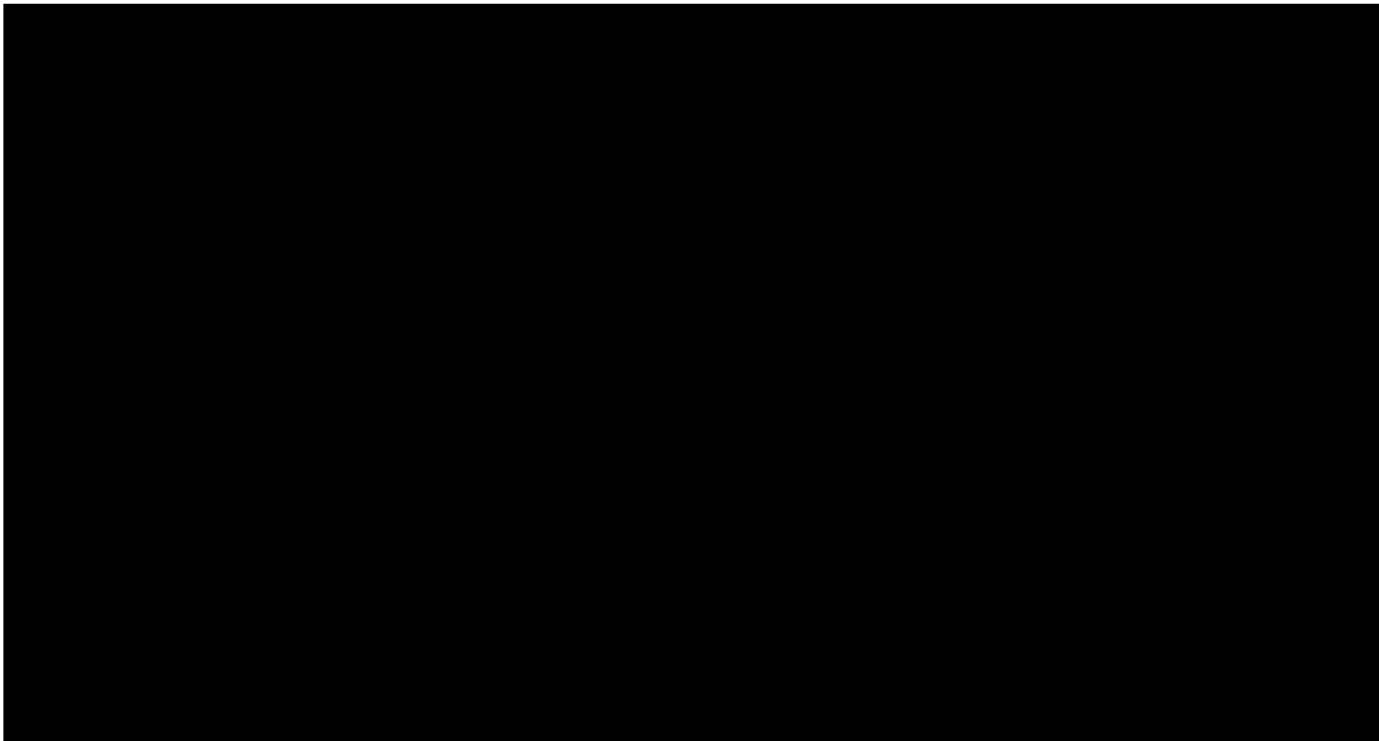
The Protocols put in place the formal arrangements between the two services, which will allow for the secondment, for a fixed period, of personnel from specialised areas. The PSNI and Garda Siochana have a close professional working relationship and the Protocols provide officers, from both services, the opportunity to enhance this relationship and to develop their own professional skills. Allowing officers to share knowledge and experience can only be of benefit to the public, both North and South, in tackling crime. The mutual exchange of police officers, on both sides of the border, also allows both forces to work closer together in areas of mutual interest and share areas of best practice and expertise.

## Personnel Exchanges

**Not relevant to Request**

**Not relevant to Request**

Not relevant to Request

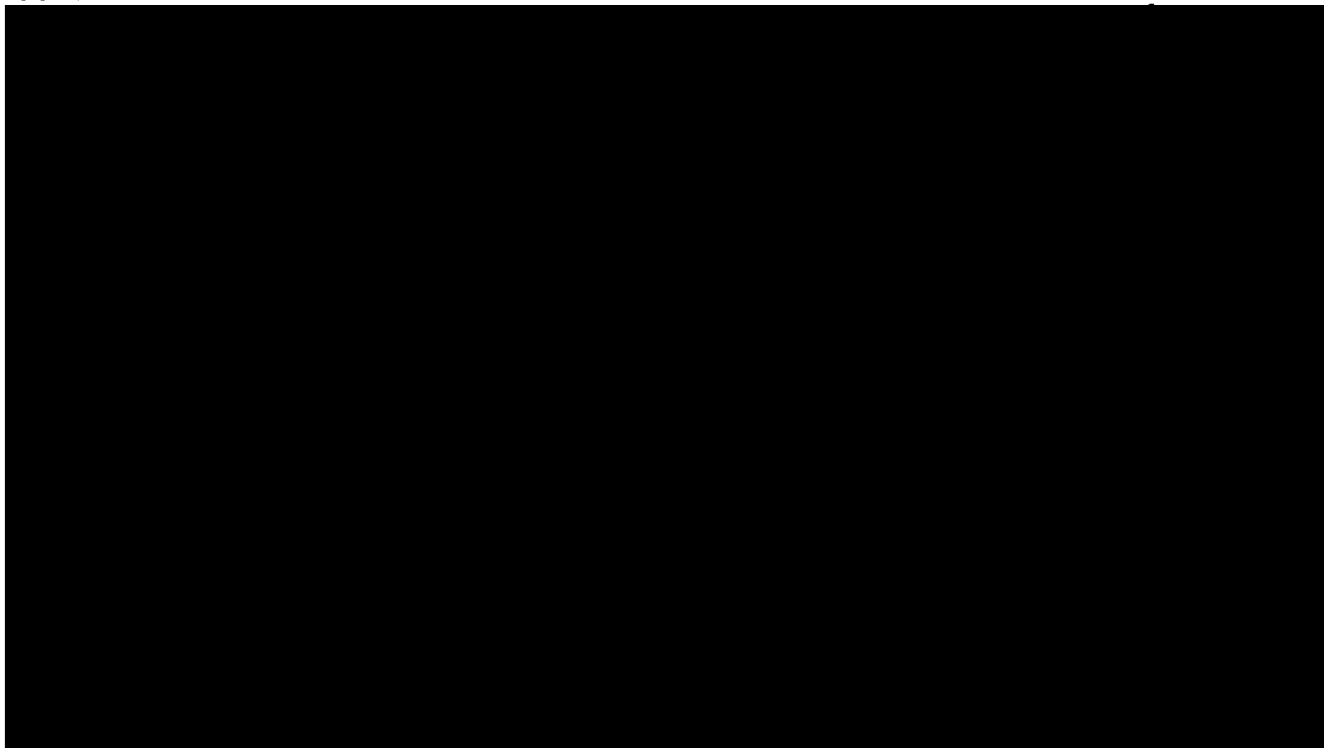


**Lateral Transfers**

To date there has been no lateral transfers between AGS and PSNI, the main stumbling block is the pensions issue. There is no legislation to allow for facilitation of the movement of a pension between two European police services. PSNI regularly advertises promotion opportunities to the AGS. AGS Detective Constables were also invited to join PSNI last year but there were no applications

Not relevant to Request

**Secondments**



Not relevant to Request

Not relevant to Request



## Not relevant to Request

Bob **s.F38(1)(a)s.F38(1)(b)s.F40(2)(a)**

**From:** [REDACTED] **On Behalf Of** COX Michael  
**Sent:** 03 November 2008 14:45  
**To:** WILSON Robert  
**Subject:** 2.RESTRICTED:: FW: : URGENT: Information Request  
**Importance:** High

C/Insp Wilson

Please would you respond to me asap. I apologise but I have only just received this request which requires an urgent response.

Thank you

Anne

**s.F38(1)(a)s.F38(1)(b) s.F40(2)(a)**

**From:** [REDACTED]  
**Sent:** 03 November 2008 14:40  
**To:** COX Michael  
**Subject:** : URGENT: Information Request  
**Importance:** High

Anne

Please see below e-mail request for information. I would be grateful if you could ask for a response from Bob Wilson and liaise directly with Com Sec for reply but side copy to me for information. I have spoken with Com Sec re this and they only received this request this morning and it is required urgently as the CC is giving a speech on Wednesday.

Thanks

Kathryn

**From:** [REDACTED] **s.F38(1)(a)**  
**Sent:** 03 November 2008 13:52 **s.F38(1)(b)**  
**To:** zHRSecretariat **s.F40(2)(a)**  
**Cc:** [REDACTED]  
**Subject:** : Information Request  
**Importance:** High

Please see below request from the NIO, can you please forward information pertaining to the two issues raised.

Grateful for your assistance you can provide ASAP.

Many thanks

Lisa

**s.F38(1)(a) s.F38(1)(b) s.F40(2)(a)**

**From:** [REDACTED]  
**Sent:** 03 November 2008 12:50

Not relevant to Request

000011

s.F38(1)(a)

To: zComsec1; [redacted] s.F38(1)(b)  
Cc: [redacted] s.F40(2)(a)  
Subject: RE: Information Request  
Importance: High

Hi Lisa

I spoke with Nicola in your office this morning.

The information requested below is for a briefing which is due today.  
If you are unable to provide this information today could you please advise when we can expect it.

I am out of the office this afternoon and tomorrow - therefore, I'd be grateful if you could sent any response to Kathie and myself

Thanks s.F38(1)(a)

[redacted] s.F38(1)(b)  
[redacted] s.F40(2)(a)

*Policing Human Resources Branch  
Policing Policy & Strategy Division  
A4.16 Castle Buildings  
Stormont Estate  
Belfast  
BT4 3SG*

Tele: 028 9052 3376

s.F38(1)(a) s.F38(1)(b)

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From: [redacted] s.F40(2)(a)  
Sent: 27 October 2008 13:44  
To: 'comsec1@psni.pnn.police.uk'  
Subject: Information Request

Hello

Further to the briefing we supplied a last week we've now been asked to provide **more detailed** information/briefing on the following for the NIAC Inquiry committee and would be grateful for input in the following areas:

1. The powers of seconded officers (both AGS and PSNI) will have; i.e. do they have the full range of police powers such as the power of arrest.
2. Detailed breakdown of the number of personnel exchanges and lateral entries including start dates and for how long etc; both from PSNI to AGS (and vice versa) and PSNI and other.

Thanks s.F38(1)(a) s.F38(1)(b)  
[redacted] s.F40(2)(a)

*Policing Human Resources Branch  
Policing Policy & Strategy Division  
A4.16 Castle Buildings  
Stormont Estate  
Belfast  
BT4 3SG*

Not relevant to Request



**From:** WILSON Robert  
**Sent:** 17 December 2008 18:20  
**To:** zHRSecretariat **s.F38(1)(a)s.F38(1)(b)**  
**Cc:** [REDACTED] **s.F40(2)(a)**  
**Subject:** : RE: Personnel Exchanges AGS and PSNI

**Attachments:** WILSON Robert.vcf  
John

Suggested responses

Bob

**Not relevant to Request**

**AGS personnel interchanges**

[REDACTED]

**Not relevant to Request**


[REDACTED]



**Page(s) 000014**

**is(are) not relevant**

**Not relevant to Request**

- 
- What are the difficulties surrounding lateral entry and secondment particularly in relation to pensions?
  - There has been no movement with regards to lateral entry as the main stumbling block is the pensions issue. There is no legislation to allow for facilitation of the movement of a pension between two European police services. It is probably fair to say that when an officer moves laterally for example; to the Police Service of Northern Ireland from An Garda Siochana, the officer's pension is frozen until the officer reaches the age of 60. The officer will then take out a new pension with the parent force. I am aware that the Northern Ireland office has engaged consultants to examine and find possible solutions to the issue of the pensions obstacle and their report is awaited. I am aware that the Department of Justice has written to its counterpart, The Department of Finance seeking views on the issue of pension portability between the two police services North and South.
  - Has consideration been given to developing pension solutions just for the PSNI/AGS?
  - As above.

**Not relevant to Request**

**Not relevant to Request**

**Page(s) 000016**

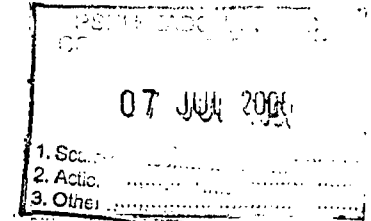
**is(are) not relevant**

Professor Sir Desmond Rea  
Chairman

~~02/2328~~  
06/2505

Date: 2 July 2008

Sir Hugh Orde OBE  
PSNI Headquarters  
Brooklyn  
Knock Road  
Belfast



Dear Chief Constable

### SHORTFALL IN DETECTIVES IN CRIME OPERATIONS DEPARTMENT

The Corporate Policy Planning and Performance Committee considered a letter from ACC Sheridan dated 15 May 2008 regarding action being taken by the PSNI in addressing the current shortfall in detectives within Crime Operations Department.

Members recognise the efforts that are being made to bridge the gap and the additional staffing resources which will be put in place in the coming months. The Human Resources Committee is also reviewing the issue in the context of the Human Resources Strategy. Arising from the discussion at the Corporate Policy, Planning and Performance Committee, Members have requested that I write to you with regard to whether the opportunity for lateral entry to detective roles from An Garda Siochana has been fully explored and, if so, Members would appreciate an update on progress.

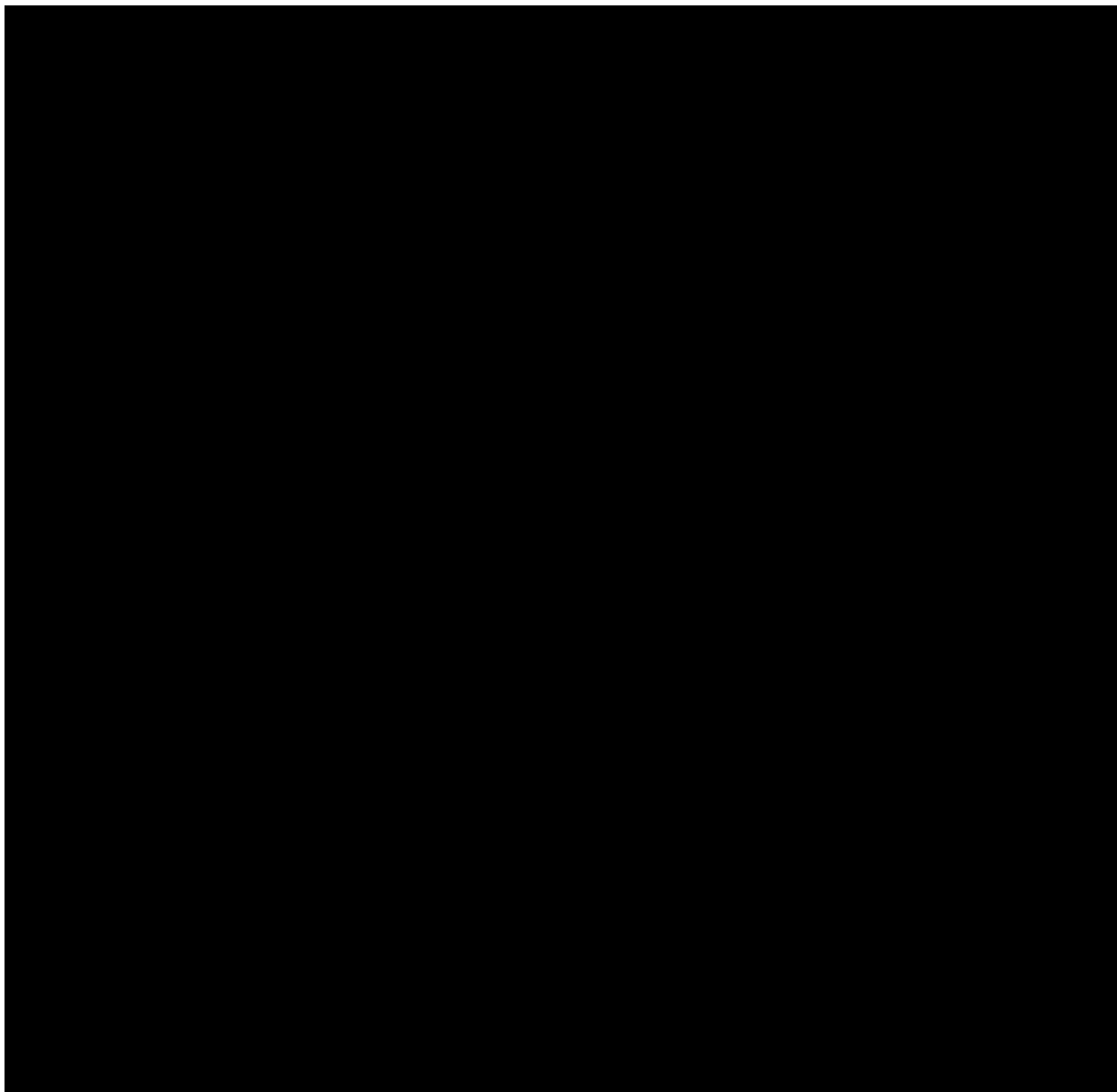
Yours sincerely

**SUBJECT: PSNI/GARDA PERSONNEL EXCHANGE/SECONDMENTS  
WITH POLICE POWERS PROGRAMME, PATTEN  
RECOMMENDATION 159**

**Deputy Chief Constable  
Via  
Director of Human Resources  
Lisnasharragh**

**Development of Personnel Exchanges**

- 1 The PSNI/Garda Personnel Exchange Programme has been ongoing since 2005 when the Chief Constable approved the following areas as suitable for Personnel Exchanges of periods up to one year, these are outlined below:



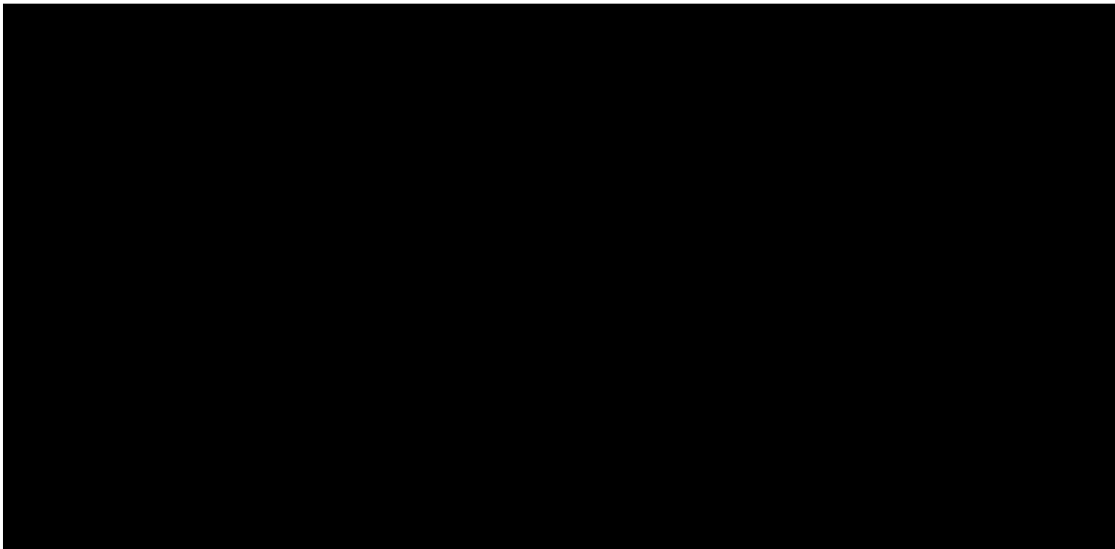
**Not relevant to Request**



On May 2008, PSNI will have sent 25 officers to An Garda Siochana.

**2 Secondments with Police Powers**

Not relevant to Request



**3 Lateral Entry**

The Northern Ireland office has engaged consultants to examine and find possible solutions to the issue of the pensions obstacle and their report is awaited. I am aware that the Department of Justice has written to its counterpart, The Department of Finance seeking views on the issue of pension portability between the two police services North and South.

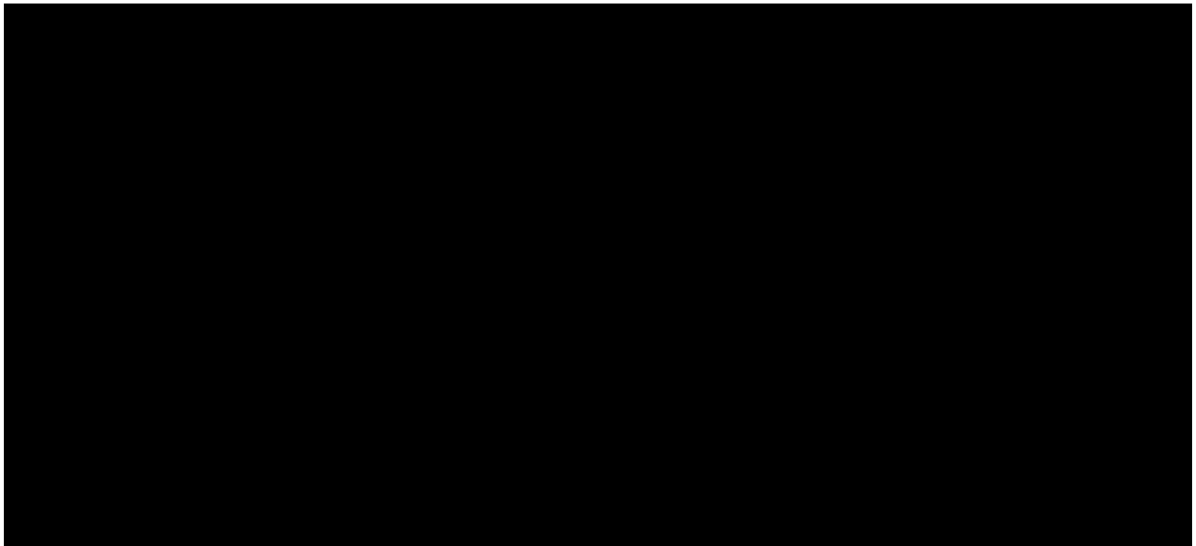
Another issue relates to the Chief Inspector rank in the PSNI and the difficulty regarding the eligibility for promotion to the rank of Superintendent in An Garda Siochana. Only a PSNI Chief Inspector may apply for Superintendent Rank in the PSNI, and allowing a Garda Inspector to apply for a PSNI Superintendent's post raises difficulties in circumstances where a PSNI Inspector is not eligible to apply for a Superintendent post in his or her own police service.

A working group under the auspices of the five sided project board examined this issue some time ago. The preferred option recommended was that "Inspectors in either service with two years service in the rank or Chief Inspectors can apply for Superintendent in the other service". This option was never progressed to acceptance by both police services.

There has been no movement with regards to lateral entry as the main stumbling block is the pensions issue. There is no legislation to allow for facilitation of the movement of a pension between two European police services. It is probably fair to say that when an officer moves laterally for example; to the Police Service of Northern Ireland from An Garda Siochana, the officer's pension is frozen until the officer reaches the age of 60. The officer will then take out a new pension with the parent force.

#### **4 Diving Services**

**Not relevant to Request**



#### **5 Update on joint Investigations**

Update to be given by the Deputy Chief Constable

#### **6 Development on Community Policing**

Update to be given by the Deputy Chief Constable