



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2008-05203

Keyword: Human Resources

Subject: POLICE STAFF OVER 60 YEARS OF AGE

Request:

Question 1: How many Police Staff are currently in the employment of Police Service of Northern Ireland who are aged 60 or over?

Question 2: How many individuals who have applied to become a member of the Police Staff of Police Service of Northern Ireland have been refused employment because they are aged 60 or over at the time of submission of their application?

Question 3: How many individuals who have applied to become a member of the Police Staff of Police Service of Northern Ireland have not been considered for employment because at the time of submission of their application their age is:
(a) 55 (b) 56 (c) 57 (d) 58 (e) 59

Question 4: When was the policy introduced by the Police Service of Northern Ireland NOT to engage or accept applications for employment from individuals 60 years of age or over as Police Staff?

Question 5: Under the leadership of which Chief Officer of the Police Service of Northern Ireland was this policy (as per Q4) confirmed and implemented?

Answer:

I am writing to confirm that the Police Service of Northern Ireland has now completed its search for the information.

Answer 1: As of 1st December 2008, **99** Police Staff members were aged 60 or over.

Answers 2 – 5: In answer to questions 2 to 5 of your request, searches were conducted however these searches failed to locate any records or documents relevant to your request based on the information you have provided. Accordingly, I have determined that the Police Service of Northern Ireland does not hold the information to which you seek access.

It is unlawful for employers to discriminate on the grounds of age, unless it can be objectively justified for a particular role. Following the Report of the Independent Commission on Policing in Northern Ireland, the recruitment of support staff to the Police Service of Northern Ireland was outsourced to a recruitment agency and the Police Service continues to ensure recruitment activity conducted on its behalf is within legislative parameters and reflects best practice.

No such policy as referred to in questions 4 and 5 is in place, as it is unlawful for employers to discriminate on the grounds of age, unless it can be objectively justified for a particular role.

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.

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

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