



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2008-04364

**Keyword:** Organisational Information/Governance

**Subject:** INDUSTRIAL TRIBUNALS INVOLVING POLICE/CIVILIAN STAFF

### Request:

**Question 1** - The number of industrial tribunal cases lodged against your force by officers and civilians in the last five years. By lodged, I mean all cases that were referred to an industrial tribunal, whether they were settled or not before they were heard.

**Question 2** - Can you please split these figures by year?

**Question 3** - Can you also please give the numbers for racial and sexual cases?

**Question 4** - Finally, can you please give the total amounts paid in settlement (including those made out of court), as well as legal costs, as well as the particular cost for racial and sexual claims?

### Answer:

This is to inform you that the Police Service of Northern Ireland has now completed its search for the information you requested. The decision has been taken to disclose the located information to you in full.

#### Answer 1

6331 cases (6177 claims in respect of the Working Time Regulations)

#### Answer 2

2003 / 2004 - 6219 (6177 claims in respect of the Working Time Regulations)

2004 / 2005 - 55

2005 / 2006 - 21

2006 / 2007 - 16

2007 / 2008 - 20

#### Answer 3

2003 / 2004 - Race 5, Sex 13

2004 / 2005 - Race 3, Sex 26

2005 / 2006 - Race 0, Sex 8

2006 / 2007 - Race 3, Sex 6  
2007 / 2008 - Race 0, Sex 6

#### **Answer 4**

Please find attached record numbered 1677.pdf (Appendix A).

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 email.

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 all PSNI replies under Freedom of Information will be released simultaneously 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.

**Question 4**

| Year        | Total Paid  | Legal Costs | Race Cases | Legal Costs | Sex Cases  | Legal Costs |
|-------------|-------------|-------------|------------|-------------|------------|-------------|
| 2003 / 2004 | £42,112.76  | £32,480.76  | Nil        | Nil         | £1,850.00  | £1,351.25   |
| 2004 / 2005 | £123,956.00 | £56,859.72  | Nil        | Nil         | £30,600.00 | £39,466.78  |
| 2005 / 2006 | £34,903.91  | £16,553.41  | Nil        | Nil         | £31,303.91 | £5,697.58   |
| 2006 / 2007 | £65,750.00  | £56,539.25  | £7,500.00  | £9,468.15   | £36,000.00 | £5,522.50   |
| 2007 / 2008 | £9,500.00   | £2,056.25   | Nil        | Nil         | £9,500.00  | £2,056.25   |