



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2009-00951

Keyword: Human Resources

Subject: CAREER DEVELOPMENT OF SENIOR STAFF

Request and Answer:

Question

What career development is required to be provided to senior management to assist their promotion prospects?

Answer

The PSNI has a number of formal programmes through which it will support individuals endeavouring to fulfil their full potential by making available participation in schemes such as, The High Potential Development Scheme, The Senior Leadership Development Programme and The Police National Assessment Centre. Participation in any of these schemes is voluntary and is subject to an application and selection process. Individuals within PSNI are not required to have undertaken any specific career development that is directly correlated to their promotion prospects.

If the above does not fully answer your question you can submit a new request but you may wish to clarify the following terms.

Career development – This is a very general term, what is the applicant referring to when using this term?

Senior management – in terms of our rank structures, who is the applicant referring to when using this term?

Assist their promotion prospects – what is meant by this?

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

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 @ <http://www.psni.police.uk/>

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