



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2009-00480

Keyword: Human Resources

Subject: DISABILITY DISCRIMINATION INDUSTRIAL TRIBUNAL CASES

Request and 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.

Question 1

The numbers of industrial tribunal cases lodged against your force on the grounds of disability discrimination for the last five years (e.g. 2003 to 2004: two cases; 2004 to 2005: four cases; 2005 to 2006 three cases; 2006 to 2007: seven cases; 2007 to 2008: four cases).

Answer

Number of Industrial Tribunal cases lodged against PSNI re disability discrimination for the past 5 years

2003 - 2004 2

2004 - 2005 2

2005 - 2006 4

2006 - 2007 5

2007 - 2008 4

* The figures include cases where the complaint is not solely disability discrimination but may also include a second type of discrimination, such as Disability and Sex Discrimination etc.

Question 2

I also need the amount paid out in settlements for these cases (including any external legal fees), preferably for each individual year but, failing that, for the total paid over those five years.

Answer

The PSNI has provided **total figures** for the five years.

Compensation Payment for the period 2003 - 2008 is £38,917

Legal Fees for claims lodged for the period 2003 - 2008 is £67,887.74

NB - The compensation amounts and legal expenses paid refer to the cases lodged in the years outlined, however, it should be noted that the claims were not necessarily concluded 'in year'.

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.psnipolice.uk/>

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