



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2009-00148

Keyword: Human Resources

Subject: INDUSTRIAL TRIBUNALS 2005 - 2009

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

How many employees have taken the PSNI to an industrial tribunal since 2005-2009, and can you include reasons please?

Answer

The following table outlines how many employees have taken the PSNI to an industrial tribunal since 1 January 2005 to the date of your request, 15 January 2009. As the information is held in financial years, (1 April to 31 March) this is the format in which it has been supplied. Reasons are included as requested.

Reason	2004/05 (from 1/1/05)	2005/06	2006/07	2007/08	2008/09 (to date)
Disability Discrimination	1	2	5	4	2
Harassment	2				1
Sexual Orientation Discrimination				1	1
Sex Discrimination	3	6	1	5	8
Religious Discrimination	1	3	5	4	4
Political Opinion Discrimination			4	2	2
Breach of Contract	1			1	
Age Discrimination			1	4	1
Race Discrimination	1		2		
Unpaid Wages		1			
Unfair Dismissal	1		1	4	1
Constructive Dismissal				2	
Bullying	1				
Victimisation	1	2	4	1	
Unfair Treatment		2			
Equal Pay		1			
Unlawful Deductions from Wages		1		1	
Breach of Part Time Workers Regulations		2			
Number of Claimants*	7	15	11	16	10

*The type of complaints made to the Tribunal do not tally with the number of Claimants as a number of Claimants have included several complaints in their claims.

For your information please see this [document](#) published by the Information Commissioner's Office outlining the requirements of a valid request as regards a name and address for correspondence. I have provided this information as you have not provided a valid name as required by the Act in that you have not provided your full name. The PSNI have treated your request in the normal manner despite this small shortfall.

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.