



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2009-01609

**Keyword:** Human Resources

**Subject:** POLICE OFFICERS PART TIME (POPT)

### Request and Answer:

#### Question 1

What is the religious split of the new Police Officer Part Time (POPT) Section?

#### Answer

Catholic 17.01 % Non – Catholic 82.99%

#### Question 2

How many POPT have been recruited since 2003?

#### Answer

There have been 288 POPT recruited.

#### Question 3

What is the estimated cost of the recruitment process, per applicant and per recruit, for the Full Time Officer course?

#### Answer

Human Resources department have advised that the estimated cost would be a figure of £52k per student and this is based on the cost to recruit and put a student officer through the 21 week training programme.

#### Question 4

How many POPT have applied and gone through various stages of the recruitment process to become a Full Time officer, what proportions have been successful and what is the estimated cost of POPT applying for two roles, and training for two roles, to include failed applications due to 50/50 legislation?

#### Answer

363 applications have been received from POPT to become a Full Time officer. This figure is greater than the number of POPT recruited as multiple applications have been received from some employees. 39 have been appointed to date, giving a success rate of 10.74%. With regard to the estimated cost requested in this question I can advise that the Human Resources have never estimated the cost of applying for two roles and training for these roles. To provide a response would require data to be created which is not a requirement under FOIA as a freedom of information request is a request for recorded information.

#### Question 5

How much money would the PSNI / NIO save by running a “ bridging course “ to allowing POPT to re-train and become Full Time Police Officers, without the lengthy and expensive role of Deloitte?

#### Answer

Under the Freedom of Information Act, a valid request is for recorded information held by the public authority at the time of the request. As this question asks for speculation on the part of the PSNI, this question has not been answered as it

does not constitute a valid request.

However I can advise that Human Resources have never costed a bridging course because the provisions mentioned below would not permit a course of this nature.

The issue of transfer from Police Officer Part Time to Regular Constable is of a complex nature and bound by a number of restrictions currently in place.

Firstly, there are currently different regulations governing Part Time and Regular officers in the Service. POPT are governed by the Police Service of Northern Ireland Reserve (Part Time) Regulations 2004, whereas Regular officers are governed by The Police Service of Northern Ireland Regulations 2005. The regulations reflect that these are two distinct roles with different responsibilities, with no comparator from an equal work perspective. Officers in both cases will be required to undertake the full range of duties pertaining to the respective roles, and therefore, there is no provision currently to change from one role to the other.

Secondly, there are unique recruitment arrangements in place currently for Regular officer trainees, which are the temporary provisions governing appointment at this rank, as contained in Section 46 (1) of the Police (Northern Ireland) Act 2001. These temporary provisions did not apply to POPT recruitment, and therefore prevent direct transfer to Regular officer.

Finally, the outsourcing of the police recruitment process was implemented as a result of recommendations from the Report of the Independent Commission on Policing in Northern Ireland, as part of a range of measures to address compositional imbalance. The Police Service is entirely committed to this process, and has implemented those recommendations directly relating to recruitment in full.

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 letter.

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 PSNI replies under Freedom of Information may be released into the public domain via our website @ [www.psnipolice.uk](http://www.psnipolice.uk)

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