



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2009-01865
Keyword: Human Resources
Subject: PSNI SELECTION PROCESS

Request and Answer:

The PSNI do not hold the information in the format you request, however the branch responsible for external Police recruitment have provided the responses below which I hope will be of assistance.

Please advise figures for every year since affirmative action from Patten came into force. Where figures are not complete for a year please provide the figures for months.

Question 1

How many Protestants have passed the PSNI recruitment tests and subsequently been employed?

Question 2

How many Catholics have passed the same tests and subsequently been employed?

Answer 1 and 2

The Police Service of Northern Ireland monitor data by each campaign, and against the statutory requirement under section 46 (1) of The Police (Northern Ireland) Act 2000, which states:

"In making appointments.....on any occasion, the Chief Constable shall appoint from the pool of qualified applicants formed for that purpose by virtue of section 44(5) an even number of persons of whom—

(a) one half shall be persons who are treated as Roman Catholic; and

(b) one half shall be persons who are not so treated". These persons are referred to as 'Non-Catholics' in the attached tables and include those who declared their community background as being anything other than Catholic. Protestants would therefore be included in this category.

Therefore the response to questions 1 and 2 on the attached document is broken down by each recruitment campaign and the community background requirement set out at (a) and (b) above.

Question 3

How many Protestants have passed PSNI recruitment tests but have subsequently not been employed

Question 4

How many Catholics have passed the same tests and not been employed?

Answer 3 and 4

In order to answer questions 3 and 4, it has been necessary to assume that the same number of appointments were made from each campaign, as illustrated in the response to Q1 and Q2 above, but prior to the community background

split. For example, in campaign one, the 305 appointments in this case would simply be the highest 305 on the merit list from that campaign.

It is then a matter of assessing the community background of the first 305 applicants by merit alone, to determine how many catholic or non-catholic applicants were actually displaced by making appointments on a 50/50 basis. In the response to questions 3 and 4 on the attached document, it can therefore be seen that 65 applicants from a non-catholic background were displaced because of the application of the temporary provisions in campaign 1 and so on through the other campaigns.

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.

Appointments made on 50:50 basis			
Campaign	Non Catholic	Catholic	Total
1	152	153	305
2	98	98	196
3	83	83	166
4	201	201	402
5	150	150	300
6	150	150	300
7	135	135	270
8	110	110	220
9*	109	110	219
10	107	107	214
11*	77	77	154
12*	99	104	203
13*	183	198	381
14*	99	120	219

*** Recruitment Ongoing in these Competitions**

Applicants rejected due to 50:50		
Campaign	Non Catholic	Catholic
1	65	0
2	49	0
3	41	0
4	98	0
5	86	0
6	84	0
7	84	0
8	53	0
9*	69	0
10	50	0
11*	48	0
12*	58	0
13*	99	0
14*	61	0

*** Recruitment Ongoing in these Competitions**