



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2009-01651

Keyword: Human Resources

Subject: RECRUITMENT TESTS INVOLVING PROTESTANTS / UNIONISTS

Request and Answer:

Question 1

How many Protestants/Unionists have passed all PSNI recruitment tests, but been turned down because of their religion /politics?

Answer

Appointment of police officers to the PSNI is governed by the temporary provisions set out in Section 46 (1) of The Police (Northern Ireland) Act 2001, which states:

“In making appointments... 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”.

The Recruitment Agent is tasked with providing the PSNI with a list of those who meet the required standard, through performance alone, and by merit order.

The PSNI then appoint on a '50/50' basis, in accordance with the temporary provisions, and on the basis of merit according to performance, until the required number of posts (normally 440 per annum) have been filled.

The Police Service of Northern Ireland do not “turn people down” because of their religion/ politics, and the preceding paragraphs should provide the appropriate context and clarification in this matter.

Question 2

Please advise figures for every year separately since the introduction of affirmative action measures.

Answer

Not applicable.

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.