



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2009-01894

**Keyword:** Human Resources

**Subject:** ROLE PLAYERS FOR STUDENT OFFICER TRAINING

**Request and Answer:**

### Question 1

When did the current agreement to "pay" role-players come into effect?

(a) Month (b) Year

### Answer

October 2005.

### Question 2

How many times since its introduction (as per Q1 above) has the fee for an Associate 'Role Player' been reviewed or modified?

### Answer

The current Associate Role Player fee is £10 per hour.

The Role Player fee has not been reviewed or modified since October 2005.

### Question 3

How many hours, on average, is a Role Player required for per day?

### Answer

An individual can be requested to attend a role-play from a minimum of 3 hours to a maximum of 8 hours. It is not necessary for an individual to be asked to role-play on daily basis. This is done on a rotational basis.

### Question 4

How many times have Role Players claimed for travel expenses to and from a location?

### Answer

Travel expenses are included in the hourly rate.

### Question 5

How is the overall fee calculated - i.e. a set period say from 10 am until 4 pm?

### Answer

Role players are used on a rotational basis and are booked according to the hours stipulated by trainer for the particular

scenario.

### **Question 6**

How does a lunch or other such break affect the fee - i.e. not paid for a given period allocated as a lunch break?

### **Answer**

Breaks are not paid for.

### **Question 7**

How often are the Role Play days advertised, or otherwise made known in a publicity campaign etc, outside of Northern Ireland?

### **Answer**

The role has never been advertised in newspapers because it was agreed between Grafton Recruitment and the PSNI's Foundation Programmes at the outset of the project that a more targeted PR and outreach strategy was required for this type of ad hoc role. A flyer/poster was designed specifically by Grafton Recruitment and approved by PSNI.

The role was publicised in June 2005, October 2006, February 2008 and October 2008 upon request from PSNI for additional role players.

Grafton Recruitment publicised the role player position as stated via extensive PR and outreach programmes. Flyers/posters were forwarded to the following groups and centres

- Candidates registered on Grafton Recruitment's database who have been security cleared, are interested in part time work and who are interested in working in Belfast
- Grafton Recruitment branches in Belfast, Bangor, Newtownards and Lisburn
- Police College of Northern Ireland
- All Cultures Together in Education
- Anti-Racism Network
- Bahai Council for Northern Ireland
- Black Youth Network
- Hare Krishna Food for Life
- Indian Community Centre in Belfast
- Japan Society for Northern Ireland
- Multi-Cultural Centre for Northern Ireland
- NI Filipino Community in Action
- NI Muslim Family Association
- NI Pakistani Association
- Northern Ireland Council for Ethnic Minorities
- Pakistani Community Association
- Polish Welfare Association
- Sikh Cultural Centre
- All Cultures Together in Education (ACTE)
- Al-Nisa Association NI
- Hare Krishna Community
- Hungarian Community Association
- Mandarin Speakers Association
- Northern Ireland Interfaith Forum
- The Egyptian Society of Northern Ireland
- Ulster of Ulster
- Belfast Institute of Further and Higher Education (now Belfast Metropolitan College)
- Queens University Belfast
- South Eastern Regional College
- Northern Regional College
- East Antrim Institute
- Southern Regional College

The role was also published on [www.thesupportteam.org](http://www.thesupportteam.org) where candidates could apply online.

### **Question 8**

How many times have Role Players been allocated accommodation expenses?

**Answer**

Role Players have never been allocated accommodation expenses.

**Question 9**

How many times has the Police Service of Northern Ireland used the current agency to provide Role Players for its Student Officer Training?

**Answer**

On a weekly basis since October 2005.

**Question 10**

As Role Players are not directly employed by the Police Service of Northern Ireland, how does it ensure that the Role Players that are provided are suitable for the particular scenarios:

- (a) by qualifications
- (b) by age
- (c) by gender
- (d) by previous experience or employment by a Police Authority/Force

**Answer**

There is no criteria stipulated for role players. Anyone who applies is invited to a registration interview and assessment. The assessment has been designed to assess the individual's ability to role-play.

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.psni.police.uk](http://www.psni.police.uk)

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