



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2009-01069

Keyword: Human Resources

Subject: SERGEANTS POSTS

Request and Answer:

The Police Service of Northern Ireland has now completed its search for the information requested and the information is as follows:

Question 1

The number of established Sergeants posts currently vacant within each Department of the Service.

Question 4

The number of the vacant Sergeants posts (question 1), which are due to be suppressed under the Rank Ratio strategic review.

Answer

Please refer to the attached PDF document 0000002085.

Question 2

The number of Constables currently performing 'Acting-Up' duties to the rank of Sergeant within each Department of the Service.

Question 3

A breakdown of the reasons for the persons performing 'Acting-Up' duties i.e. is it a permanent vacancy, is it a temporary role or is it long-term sick cover.

Answer

Please refer to the attached PDF document 0000002119pdf

Question 5

The anticipated number of vacancies arising at Sergeant rank in the year 2009/10 and 2010/11.

Answer

The **anticipated** vacancies to 2009/2010, Sergeant - 55
The **anticipated** vacancies to 2010/2011, Sergeant - 149

Question 6

Minutes of any meeting of Chief Constables Forum, Finance Personnel and Training Committee, Departmental HR meetings or any other meeting where the issue of Sergeants vacancies has been discussed.

Answer

The information requested in question 6 would take in excess of 40hrs requiring every Departmental HR Manager to examine every minute of every meeting in relation to any reference to sergeant post vacancies. Because of this the cost

of complying with question 6 would far exceed the "appropriate limit" as stated in the Freedom of Information Regulations 2004, which is currently set at £450 (18hrs) for each request. In view of this, this notice should be considered a refusal in relation to question 6.

The Police Service of Northern Ireland have also considered whether we can be of any assistance in terms of helping you refine your request to bring it under the cost limit however the nature and structure of the information unfortunately makes this impossible.

Question 7

Details of the number of vacancies at Sergeant rank that were anticipated when OSPRE 2 2007 and OSPRE 2 2008 were conducted.

Answer

There was no specific research carried out in relation to projecting the vacancies to the rank of Sergeant at the time of OSPRE II 2007 and OSPRE II 2008 as it was not required due to the set pass mark (set by NPIA) which meant that all successful officers were listed irrespective of the vacancies at the rank.

It has been possible to get the anticipated figures as at these dates however they would have been subject to daily change due to the pull through of promotions to higher ranks and natural wastage by means of severance, resignations etc.

Figures quoted for Sep 2007(Ospre part II held) - Sep 2008 anticipated 221 vacancies to the rank of Sergeant

Figures quoted for Feb 2008(Ospre part II held) - Feb 2009 anticipated 221 vacancies to the rank of Sergeant.

If you have any queries regarding your request or this 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.

FOI REQUEST F-2009-01069 - Question 1 Figures

Attachment	Nett Sergt Vacancies/Over established as at 30/03/09
	Rank Ratio Posts not removed/Regional Restructuring not taken place
Command/Force Command	-1
Criminal Justice	-6
Crime Ops	-4
Crime Suppt	0
Fin & Suppt	-2
HR Dept	-2
Media & PR	0
Op Support	-6
PSD	2
Rural inc Reg & Districts	-21
Urban inc Reg & Districts	-14

FOI Request – F-2009-01069 - Questions 2 and 3 Figures.

Department	Constables Acting Up to Sergeant Rank	Reason
CJ1	2	Backfill of shortfall
CJ2	1	Sergeant is acting up to Inspector rank
CJ3	1	Sergeant is acting up to Inspector rank
CJ4	NIL	
Crime Ops	22	Filling Vacant posts
Equality & Diversity	NIL	
Finance River House	NIL	
Firearms & Explosives	NIL	
ICS	NIL	
Internal Selection	NIL	
People Development	NIL	
Professional Standards	NIL	
Relations, Reward & Evaluation	NIL	
Roads Policing	4	1 x Temporary filling post whilst sergeant off 1 x temporary acting up to establish new office 1 x covering for sergeant on restricted duties 1 x Temporary filling backfill due to sergeant being off
Training Education & Development	2	Temporarily filling post whilst sergeants off.