



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2009-00188

Keyword: Human Resources

Subject: UNSATISFACTORY ATTENDANCE PROCEDURES

Request and Answer:

This is to inform you that the Police Service of Northern Ireland has now completed its search for the information you requested. The decision has been taken to disclose the located information to you in full.

Question 1

Out of the 8 PSNI Districts, how many of them implement PSNI Unsatisfactory Attendance Procedures before an officer has returned to work from sick leave i.e. LARP (local absence review panel)? How many do not?

Answer

The PSNI Unsatisfactory Attendance Procedure is contained in the PSNI Service Procedure number 43/2007. The PSNI (Unsatisfactory Performance and Attendance) Regulations 2007 are the enabling statutory provision for this Service Procedure. To attempt to address your question in the best possible way I have canvassed the Districts as to whether they have had occasion to implement the procedures before an officer has returned to work from sick leave. Out of the eight Districts seven of them have had occasion to implement the PSNI Unsatisfactory Attendance Procedures before an officer has returned to work from sick leave. One District has not.

Question 2

In PSNI HQ Departments, how many of them implement PSNI Unsatisfactory Attendance Procedures before an officer has returned to work from sick leave i.e. LARP? How many do not?

Answer

To attempt to address your question in the best possible way I have canvassed the Departments as to whether they have had occasion to implement the procedures before an officer has returned to work from sick leave. Of the Departments two of them have had occasion to implement the PSNI Unsatisfactory Attendance Procedures before an officer has returned to work from sick leave. Eight have not.

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.