



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2010-00324

Keyword: Human Resources

Subject: Maternity and Paternity Leave taken in the PSNI

Request and Answer:

Question 1

Please state how many police officers have taken maternity leave in Northern Ireland within a year of taking up a post with PSNI in the years 2007, 2008 and 2009.

Please provide comparison figures for F-District, Dungannon and Cookstown.

Question 2

Please state how many police officers have taken maternity leave in Northern Ireland in the years 2007, 2008 and 2009.

Please provide comparison figures for F-District, Dungannon and Cookstown.

Question 3

Please state which sector in Northern Ireland has the highest rate of police officers taking maternity leave within a year of taking up post in the years 2007, 2008 and 2009.

Please provide comparison figures for F-District, Dungannon and Cookstown.

Question 4

Please state how many police officers have taken maternity leave more than once between January 2007 and February 2010 in Northern Ireland?

Please provide comparison figures for F-District, Dungannon and Cookstown.

Question 5

How many people in total have been brought in to cover police officers' maternity leave in the years 2007, 2008 and 2009.

Please provide comparison figures for F-District, Dungannon and Cookstown.

Question 6

What is the total budget spend on providing cover for maternity leave in the years 2007, 2008 and 2009.

Please provide comparison figures for F-District, Dungannon and Cookstown.

Question 7

How many police officers have taken paternity leave in the years 2007, 2008 and 2009.

Please provide comparison figures for F-District, Duncannon and Cooks town.
What is the average time taken on paternity leave?

Question 8

Have there been any meetings regarding maternity and/or paternity leave within these past three years, if so please provide a copy of all correspondence relating to these meetings.

Answer

Section 17(5) of the Freedom of Information Act 2000 requires the Police Service of Northern Ireland, when refusing to provide such information (because the cost of compliance exceeds the appropriate limit) to provide you the applicant with a notice which states that fact.

It is estimated that the cost of complying with your request for information would exceed the "appropriate costs limit" under Section 12(1) of the Freedom of Information Act 2000, which is currently set by the Secretary of State at £450 (18 hours).

The information you requested relates to police staff and as this is not held centrally within the Police Service of Northern Ireland we had to contact the Human Resource Managers in each of our District Command Units and Departments in an attempt to retrieve any available information.

I would like to draw your attention to the fact that there is no standardised way to collate the requested information within different Districts which is why some Human Resource managers may be able to retrieve the information and provide a response within the time permitted under FOI legislation and other Manager of the larger districts would have to carry out prolonged manual searches of Personnel records. One district alone estimated that this information would take 43 hours to retrieve which in itself would exceed the cost threshold.

In accordance with the Freedom of Information Act 2000, this letter should be considered as a Refusal Notice, and the request has therefore been closed.

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.

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.

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.psnipolice.uk

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