



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2010-01693

**Keyword:** Human Resources

**Subject:** Police Recruitment and Police Establishment

### 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 and the answer to your questions are as follows:

#### Question 1

Are you currently advertising for any jobs within your police force? If so, please give details.

#### Answer

No, the most recent police recruitment process for the PSNI was advertised in January 2010, closing on 12<sup>th</sup> February 2010.

#### Question 2

Do you currently have a 'Recruitment Freeze', either affecting all categories, or just some categories of jobs. Please specify:

- a. which categories,
- b. how long you expect it to last
- c. when did it start

#### Answer

There is no 'recruitment freeze' currently in place, though requirement post-March 2011 will be determined by affordability and need.

#### Question 3

How many candidates have been told, they have got a job, but are waiting to be given a start date?

#### Answer

Candidates who pass the Assessment Centre stage enter the merit pool, and are then required to satisfactorily complete the medical, vetting and substance misuse process, and be within the appointable band, according to community background, as per the temporary provisions set out in The Police (Northern Ireland) Act 2000. Each campaign then populates the training centre programme of 5 weekly intakes on a rolling basis. Approx 70 candidates are identified for appointment at any one time, having successfully completed the processes outlined above, and are notified 4 – 6 weeks before the next intake start date.

#### **Question 4**

Have you had to reduce the number of employees in your police force in the last year? How have you done this? (i.e. early retirement, voluntary redundancies, forced redundancies)

#### **Answer**

The strength of regular officers, in the last financial year, had increased from 7402 to 7405. While a voluntary severance programme has been in place for some years, the purpose in recent years has been to change the community background composition of the service, not reduce its numbers – in accordance with the Government's implementation plan for the recommendations arising from the Report of the Independent Commission on Policing in Northern Ireland.

#### **Question 5**

Please detail how many people were employed by the force

- a. One year ago
- b. Six months ago
- c. now

#### **Answer**

The figures from the last financial year are as follows, regular officers headcount only:

April 2009 – 7402

Oct 2009 – 7283

March 2010 – 7405

#### **Question 6**

For each job advertised since 1st June 2009, please detail, how many people applied.

#### **Answer**

There has been one campaign only, as per question 1 above, in which 8987 candidates applied.

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.