



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2010-01570

Keyword: Human Resources

Subject: Administrative Support Officer Recruitment Campaigns

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 a)

In the 2008 campaign what was the total number of candidates who were placed in the overall merit pool and how many each of catholic and others were there in the pool?

Question 1 b)

How many appointments were made from this merit pool?

Question 1 c)

What was the reason for not making more appointments considering that a large number of vacant posts remained unfilled?

Answer

The PSNI did not have an ASO competition in 2008.

Question 2 a)

In the 2009 campaign what was the total number of candidates who were placed in the overall merit pool and how many each of catholic and others were there in the pool?

Answer

There were 1021 candidates in the merit pool. Of the 1021, there were 270 Catholic candidates and 751 others.

Question 2 b)

At present, how many vacancies are there for civilian support staff including those presently occupied by temporary Grafton workers?

Answer

At present there are 70.5 substantive ASO vacancies. The policy of the PSNI is to offer internal

promotions before consideration is given to external appointments. The PSNI is currently undergoing a structural review which could significantly change the numbers and overall number of vacancies.

Question 2 c)

How many appointments have been made from the current pool and how many appointments are there yet to be made from the current merit pool.

Answer

No appointments have been offered to date and until the finalisation of the structural review there are no plans to make any offers at present.

Question 2 d)

Will all vacancies for civilian staff (including those presently filled by temporary workers) be filled from this merit pool? If all vacancies are not to be filled, what is the reason for this and why are more candidates who have been excluded from the merit pool not being given the opportunity to be offered vacancies?

Answer

The outcome of the structural review will determine the vacancies that require filled with permanent police staff and if vacancies will or will not be offered to the external list. Until this is known, an answer cannot be provided if any offer of appointment from the external list or on the future use of agency staff . There are no candidates excluded from the external merit pool at this time.

Question 2 e)

In what respect is the number of posts available in this campaign 'limited'?

Answer

The above answers in respect of structural change refer.

Question 3

Why are the PSNI presently continuing to recruit temporary staff whenever it is clear that a merit pool of permanent suitable candidates is/was available for immediate appointment?

Answer

The organisation is currently undergoing a major restructure to deploy more operational officers to frontline policing. Subsequent vacancies in operational support roles, where possible, will be filled from internal resourcing. However, to complete this task will require retraining of individuals and will therefore, require time to complete. In the interim, whilst the restructuring is ongoing, it may be necessary to engage temporary workers to support the delivery of service to the public.

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.