



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2010-03136

Keyword: Human Resources

Subject: Police Staff Injury Awards

Request and Answer:

Question 1

Please confirm who accepts Police Staff injury awards?

Question 2

Please confirm the number of Police Staff who applied for civilian benefit awards over the calendar years 2007, 2008, 2009 and 2010?

Question 3

Please confirm of the number of days sick within the timeframe and whether absence was accepted/not accepted?

Question 4

Please confirm the number of police staff within the time period outlined who have been awarded an injury who have not had pay reinstated during the period accepted?

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.

The information you requested is not held centrally within the Police Service of Northern Ireland and so the Human Resource Managers in each of our District Command Units and Departments had to be contacted 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/Departments 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 managers of the larger areas would have to carry out prolonged

manual searches of personnel records. One district alone estimated that this information would take 19 hours to retrieve which, when added with estimates from the other Districts and Departments, would greatly exceed the cost threshold. To retrieve this information would require cross referencing all manual records held for Police Staff Injury Awards Accepted, with a report from the Human Resource Management Computer System for all those who have reported an absence during the period given before commencing checking individual pay details.

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.

You may wish to submit a refined request in order that the cost of complying with your request may be facilitated within the 'appropriate limit'. It may be possible to retrieve this information, for the requested time period, for a selected District(s)/Department(s).

Submission of a refined request would be treated as a new request, and considered in accordance with the Freedom of Information Act 2000, including consideration of relevant Part II exemptions.

Although excess cost removes the service's obligations under the Freedom of Information Act, as a gesture of goodwill, I have supplied information, relative to your request, retrieved before it was realised that the fees limit would be exceeded. I trust this will be helpful, but it does not affect our legal right to rely on the fees regulations for the remainder of your request.

Police civilian employees are covered by the Principal Civil Service Pension Scheme (Northern Ireland) and its associated schemes, which includes the Civil Service Injury Benefit Scheme (Northern Ireland) [CSIBS(NI)]. Civil Service Pensions, Department of Finance and Personnel, as managers and administrators of these schemes deal with any Injury Benefit applications in respect of Police civilian staff.

Address - Civil Service Pensions
Waterside House
Department of Finance and Personnel
75 Duke Street
Londonderry
BT47 6FP

Civil Service Pensions, Department of Finance and Personnel, may be able to assist with some of your request. If you wish to make a request under Freedom of Information you can contact them by email at cspensions.cpg@dfpni.gov.uk.

Please note the CSIBS(NI) covers both temporary and permanent injury benefits payable in respect of qualifying injuries. Temporary benefits are payable for periods of sickness which are as a result of a qualifying injury and permanent benefits are payable where the member has left the service as a result of the qualifying injury and earnings capacity has been impaired by the injury.

Civil Service Pensions have statistics (covering numbers received, refused and allowed) in respect of temporary and permanent injury benefits from 2008 onwards but have no data relating to sick absences.

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 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.psni.police.uk

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