



## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2011-01156

**Keyword:** Human Resources

**Subject:** Decision Making Process for Call Handling or OCMT posts

### Request and Answer:

I am writing to confirm that the Police Service of Northern Ireland has now completed its search for the information.

### Question

I would like to see the paperwork showing the competition/decision making process which enabled (named individual) to publish a list of successful candidates.

### Answer

I have today decided to disclose information in response to your question subject to the deletion of information pursuant to the provisions of Sections 38 and 40 of the Freedom of Information 2000 (the Act);

Section 17 of the Freedom of Information Act 2000 requires the Police Service of Northern Ireland, when refusing to provide such information (because the information is exempt) to provide you the applicant with a notice which:

- (a) states that fact,
- (b) specifies the exemption in question and
- (c) states (if not otherwise apparent) why the exemption applies.

The exemption/s, as well as the factors the Department considered when deciding where the public interest lies, are listed below:

Section 38 (1) (a) and (b) – Health and Safety

Section 40 (2) (a) and (b) by virtue of Section 40(3)(a)(i) – Personal Information

Section 38 Health and Safety is a prejudiced based exemption which means that the PSNI must demonstrate that it is satisfied that to release the information would be likely to endanger the physical or mental health of any individual.

It is also a qualified exemption which means that the PSNI must consider the balance of the public interest in releasing the information against the public interest in withholding it.

A summary of the Harm and Public Interest Test considerations for Section 38 is provided below;

### **Harm Test Section 38**

Disclosure of the names of individuals in roles other than Senior Police or Support Staff roles which are contained in the documents below could put these individuals at risk and impact on their safety. The identities of these individuals are not currently in the public domain and disclosure could put them at risk and impact on their safety. The service is currently under threat from terrorists and releasing names of persons associated with the PSNI could assist these terrorists in targeting individuals.

### **Public Interest Test Section 38**

#### **Factors Favouring Release**

Releasing the information would promote openness and transparency. The public would be better informed about staff roles within the service.

#### **Factors Favouring Retention**

Releasing the names of individuals who work within the PSNI into the public domain would assist terrorists and criminal elements to carry out attacks on these persons.

### **Decision**

I have determined that the release of names of staff into the public domain would not be in the public interest. The Service is currently under severe threat from terrorists and disclosure of this information has the potential to assist those criminal elements seeking to carry out attacks against police officers/police staff/civilians and police premises. The safety of individuals is of paramount importance and the PSNI will not divulge any information which could put lives at risk.

**Section 40 Personal Information** is a Class-based exemption, therefore it is not necessary to evidence the harm caused by disclosure. The data protection rights of a third party would be breached by disclosure, therefore Section 40(2) is an Absolute exemption and a Public Interest Test is not necessary. This is so because personal data is governed by other law (The Data Protection Act 1998).

All requests made under FOIA are applicant blind. A request must be treated as such and a public authority will always view any disclosure as into the public domain and not just to an individual.

Personal Data is regulated under the principles of the Data Protection Act 1998 and when information contains personal data about a third party it can only be released if disclosure would not breach any of the data protection principles.

Principle 1 is that personal data must only be processed lawfully and fairly.

Members of staff are entitled to protection under the Data Protection Act 1998. The Service would be failing in its lawful duty were it to breach the Data Protection Act in order to furnish a disclosure under the Freedom of Information Act 2000. The Service has a duty to protect the personal data of all individuals. Therefore, in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

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.

[Redacted]

s.F38

**From:** [Redacted]

s.F40

**Sent:** 10 March 2011 11:29

s.F38(1)

**To:** zAll Police C-DISTRICT (Max send size 512KB)

s.F38(1)(a)

**Cc:** [Redacted]

s.F38(1)(b)

**Subject:** : CMU / OCMT

s.F40(2)

s.F40(2)(a)

To all Constables

s.F40(2)(b)

As you are aware as part of R4 the CMU and OCMT functions will be moving locations

s.F40(3)(a)

s.F40(3)(ai)

CMU to C'reagh and OCMT to Lislea Drive

At this time we would like to open the opportunity for any constable who wishes to be considered for a transfer to either of these functions in the knowledge that both functions will be moving location to register their interest in the first instance with [Redacted] by 24 March 2011.

It is anticipated that the CMU function, if agreed with the Federation work on a 12 hr shift basis.

Could all line managers ensure that this email is made available to officers who are currently absent from work

Any queries in the first instance should be forwarded via line management to [Redacted] or [Redacted]

[Redacted]  
Head of HR

Not relevant to Request

**From:** [REDACTED]  
**Sent:** 14 March 2011 12:09  
**To:** [REDACTED]  
**Subject:** : RE: : R4 - CMU / OCMT

s.F38  
s.F40  
s.F38(1)(a)  
s.F38(1)(b)  
s.F40(2)  
s.F40(2)(a)  
s.F40(2)(b)  
s.F40(3)(a)  
s.F40(3)(ai)

I know. I am just keen for everything to be lined up.

Thanks.

**From:** [REDACTED]  
**Sent:** 14 March 2011 12:08  
**To:** [REDACTED]  
**Cc:** TODD Alan; MCCOY Ernest  
**Subject:** : RE: : R4 - CMU / OCMT

We currently have a shortage of officers to cover call handling and do not have the capacity within our support staff to cover this. Whether CMU had been moving to C'reagh or staying in Ards we need more officers to cover the gaps we have in this area at this time

s.F38  
s.F40  
s.F38(1)(a)  
s.F38(1)(b)  
s.F40(2)  
s.F40(2)(a)  
s.F40(2)(b)  
s.F40(3)(a)  
s.F40(3)(ai)

**From:** [REDACTED]  
**Sent:** 11 March 2011 14:32  
**To:** [REDACTED]  
**Cc:** TODD Alan  
**Subject:** : : R4 - CMU / OCMT

I meant to add, one of the lessons learnt from G&H was the need to line up the actions for the two Districts to ensure a consistent approach. We discussed this in Castlereagh at our meeting and I need to reinforce the message re please talk to each other before actions move forward which may have an impact on R4 matters in another District.

Thanks.

**From:** [REDACTED]  
**Sent:** 11 March 2011 14:16  
**To:** [REDACTED]  
**Cc:** TODD Alan;  
**Subject:** : RE: R4 - CMU / OCMT

s.F38  
s.F40  
s.F38(1)(a)  
s.F38(1)(b)  
s.F40(2)  
s.F40(2)(a)  
s.F40(2)(b)  
s.F40(3)(a)  
s.F40(3)(ai)  
000002

It has always been the case that it is not the preferred option for R4 to have Police Officers in OCMT, as roles can essentially be carried out by suitably trained Support Staff. However it is very much acknowledged that in

the short term there may be a requirement for Police Officers in OCMT reflecting the tight lead in times for centralisation, and the matter of Establishment for the civilianisation of roles. The number of Police Officers (and at what Rank) in Urban who may move with R4 OCMT will be identified as part of the matching of the existing resource to the Urban R4 model. This process will be commencing shortly.

In relation to Call Management, this area of business has a significant number of Police Officers currently delivering the function and as such these individuals will move with the function of Call Management to Castlereagh.

It is key to remember that Call Management as a first contact point for the organisation is about quality, which is the underpinning ethos of R4. There have been efficiencies in OCMT to date; these have been achieved to date though a refining processes on a corporate basis, the release of Officers back to frontline and a reduction in some areas of OCMT in the number of Support Staff posts.

The above information will be outlined in more detail at the forthcoming group presentations for Urban Districts.

[REDACTED]

**From:** [REDACTED]  
**Sent:** 11 March 2011 13:44  
**To:** [REDACTED]  
**Subject:** : FW: R4 - CMU / OCMT

s.F38  
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s.F38(1)  
s.F38(1)(a)  
s.F38(1)(b)  
s.F40(2)  
s.F40(2)(a)  
s.F40(2)(b)  
s.F40(3)(a)  
s.F40(3)(ai)

To see below.

[REDACTED]

**From:** [REDACTED]  
**Sent:** 10 March 2011 14:02  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** 3.CONFIDENTIAL:: R4 - CMU / OCMT

[REDACTED] the contents of this message are at odds with what was presented to me. I understood that no OCMT Police Constables would move into the larger structure as PSNI saw that establishment of personnel as an efficiency saving. Likewise Sgt's although there were indications some posts would be available.

Can you clarify as this creates uncertainty.

Many thanks.

[REDACTED]

**From:** [REDACTED]  
**Sent:** 10 March 2011 13:38  
**To:** [REDACTED]  
**Subject:** : FW: CMU / OCMT

s.F38  
s.F40  
s.F38(1)  
s.F38(1)(a)  
s.F38(1)(b)  
s.F40(2)  
s.F40(2)(a)  
s.F40(2)(b)  
s.F40(3)(a)  
s.F40(3)(ai)

Inspector

Would you like to peruse the content of this email from C District HR. It gives the impression they have more of information than we do!

000003

19/05/2011

[REDACTED]

**om:** [REDACTED]  
**Sent:** 10 March 2011 11:29  
**To:** zAll Police C-DISTRICT (Max send size 512KB)  
**Cc:** [REDACTED]  
**Subject:** : CMU / OCMT

**s.F38**  
**s.F40**  
**s.F38(1)**  
**s.F38(1)(a)**  
**s.F38(1)(b)**  
**s.F40(2)**  
**s.F40(2)(a)**  
**s.F40(2)(b)**  
**s.F40(3)(a)**  
**s.F40(3)(ai)**

To all Constables

As you are aware as part of R4 the CMU and OCMT functions will be moving locations

CMU to C'reagh and OCMT to Lislea Drive

At this time we would like to open the opportunity for any constable who wishes to be considered for a transfer to either of these functions in the knowledge that both functions will be moving location to register their interest in the first instance with [REDACTED] by 24 March 2011.

It is anticipated that the CMU function, if agreed with the Federation work on a 12 hr shift basis.

Could all line managers ensure that this email is made available to officers who are currently absent from work

Any queries in the first instance should be forwarded via line management to [REDACTED] or [REDACTED]

[REDACTED]  
Head of HR

**Not relevant to Request**

**From:** [REDACTED]  
**Sent:** 04 April 2011 11:05  
**To:** [REDACTED]  
**Subject:** 3.CONFIDENTIAL:: RE: CMU / OCMT  
**Attachments:** RESULT OF APPLICATIONS.xls

Good morning [REDACTED]

Please see attached Spreadsheet in respect of the CMU/OCMT Expression of interest.

In respect of the Castlereagh Post, no applicants were received.

Many thanks

[REDACTED]

s.F38

**From:** [REDACTED]  
**Sent:** 31 March 2011 17:02  
**To:** [REDACTED]  
**Subject:** : CMU / OCMT

s.F40

- s.F38(1)
- s.F38(1)(a)
- s.F38(1)(b)
- s.F40(2)
- s.F40(2)(a)
- s.F40(2)(b)
- s.F40(3)(a)
- s.F40(3)(ai)

[REDACTED]

Can you give me a list of officers who applied for OCMT and CMU please

Can you also advise if any Insp was interested in the C'reagh post ?

Thanks

[REDACTED]

Head of HR | C District and Criminal Justice Department | Ext: [REDACTED] | Direct Dial: [REDACTED]  
Mobile: [REDACTED]



**Page(s) 000006**

**is(are) not relevant**

Not relevant to Request

**From:** [REDACTED]  
**Sent:** 08 April 2011 14:22  
**To:** [REDACTED]  
**Subject:** : FW: CMU / OCMT  
**Attachments:** RESULT OF APPLICATIONS.xls

s.F38  
s.F40  
s.F38(1)  
s.F38(1)(a)  
s.F38(1)(b)  
s.F40(2)  
s.F40(2)(a)  
s.F40(2)(b)  
s.F40(3)(a)  
s.F40(3)(ai)

[REDACTED]

Please see attached for permanent duty restrictions, there are two, [REDACTED]

Regards

[REDACTED]

[REDACTED]

HR Manager  
C District  
Ext [REDACTED]

**From:** [REDACTED]  
**Sent:** 08 April 2011 14:16  
**To:** [REDACTED]  
**Subject:** 3.CONFIDENTIAL:: FW: CMU / OCMT

s.F38  
s.F40  
s.F38(1)  
s.F38(1)(a)  
s.F38(1)(b)  
s.F40(2)  
s.F40(2)(a)  
s.F40(2)(b)  
s.F40(3)(a)  
s.F40(3)(ai)

[REDACTED]

Please find attached requested info

Thanks

[REDACTED]

**From:** [REDACTED]  
**Sent:** 08 April 2011 11:28  
**To:** [REDACTED]  
**Subject:** : FW: CMU / OCMT

[REDACTED]

As discussed, will talk you through this.

Regards

[REDACTED]

[REDACTED]

HR Manager  
C District  
Ext [REDACTED]

s.F38  
s.F40  
s.F38(1)  
s.F38(1)(a)  
s.F38(1)(b)  
s.F40(2)  
s.F40(2)(a)  
s.F40(2)(b)  
s.F40(3)(a)  
s.F40(3)(ai)

**From:** [REDACTED]  
**Sent:** 08 April 2011 10:36  
**To:** [REDACTED]  
**Subject:** : FW: CMU / OCMT

[REDACTED]

Attached is list

Can we check for permanent duty restriction of the ones in Red only

Can this be done urgently pl

[REDACTED]

**From:** [REDACTED]  
**Sent:** 04 April 2011 11:05  
**To:** [REDACTED]  
**Subject:** 3.CONFIDENTIAL:: RE: CMU / OCMT

s.F38  
s.F40  
s.F38(1)  
s.F38(1)(a)  
s.F38(1)(b)  
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s.F38  
s.F40  
s.F38(1)  
s.F38(1)(a)  
s.F38(1)(b)  
s.F40(2)  
s.F40(2)(a)  
s.F40(2)(b)  
s.F40(3)(a)  
s.F40(3)(ai)

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Thanks

[REDACTED]

[REDACTED]

Head of HR | C District and Criminal Justice Department | Ext: [REDACTED] Direct Dial: [REDACTED]  
Mobile: [REDACTED]

**Page(s) 000009**

**is(are) not relevant**

**Not relevant to Request**

s.F38  
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s.F38(1)  
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s.F38(1)(b)  
s.F40(2)  
s.F40(2)(a)  
s.F40(2)(b)  
s.F40(3)(a)  
s.F40(3)(ai)

**From:** [redacted]  
**Sent:** 11 April 2011 12:50  
**To:** [redacted]  
**Cc:** MCCOY Ernest; [redacted]  
**Subject:** : FW: CMU / OCMT  
**Attachments:** RESULT OF APPLICATIONS.xls; RESULT CMU to R4.xls

I had to advise the R4 team by Friday at the latest of officers moving to CMU, - I was only able to complete this morning we had to identify 6 officers as we had 12 and need to send 16 - we have [redacted] also going to the Crime controller post and [redacted] going to crime

Following the notice of interest we had more officers interested than posts, so needed to quickly identify people, and had no time to run a full competition or interview.

I spoke with [redacted] on Friday and discussed in the first instance moving those officers with permanent restrictions who we needed to accommodate going forward, then as a second phase those who were C&C input trained, we can in slower time if more are needed get officers C&C trained if there are likely to be more vacancies in the future

We identified 2 officers re restrictions - [redacted] and [redacted] and carried out a random selection with the federation [redacted] present - attached as they were selected

Prior to the selection I removed officers who were still in probation or who had not completed there commitment period in their current role

Can you make officers to people

2 with restrictions and then stating at no 1 until we have 6 accepting.

I will give names of the the 2 + top 4 to R4 in anticipation of them accepting - I can change names if necessary

happy to discuss

[redacted]

[redacted]

**Head of HR | C District and Criminal Justice Department | Ext:** [redacted] **Direct Dial:** [redacted]  
**Mobile:** [redacted]

s.F38  
s.F40  
s.F38(1)  
s.F38(1)(a)  
s.F38(1)(b)  
s.F40(2)  
s.F40(2)(a)  
s.F40(2)(b)  
s.F40(3)(a)  
s.F40(3)(ai)

**From:** [redacted]  
**Sent:** 08 April 2011 14:22  
**To:** [redacted]  
**Subject:** : FW: CMU / OCMT

[redacted]

Please see attached for permanent duty restrictions, there are two, [redacted] and [redacted]

Regards

[Redacted]

HR Manager  
C District  
Ext [Redacted]

s.F38  
s.F40  
s.F38(1)  
s.F38(1)(a)  
s.F38(1)(b)

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**From:** [Redacted]  
**Sent:** 08 April 2011 14:16  
**To:** [Redacted]  
**Subject:** 3.CONFIDENTIAL:: FW: CMU / OCMT

s.F40(2)  
s.F40(2)(a)  
s.F40(2)(b)  
s.F40(3)(a)  
s.F40(3)(ai)

Please find attached requested info

Thanks

[Redacted]

---

**From:** [Redacted]  
**Sent:** 08 April 2011 11:28  
**To:** [Redacted]  
**Subject:** : FW: CMU / OCMT

[Redacted]

As discussed, will talk you through this.

Regards

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HR Manager  
C District  
Ext [Redacted]

s.F38  
s.F40  
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s.F40(2)  
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s.F40(2)(b)  
s.F40(3)(a)  
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[Redacted]

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Can we check for permanent duty restriction of the ones in Red only

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<b>From:</b> [Redacted]	<b>s.F38</b>
<b>Sent:</b> 31 March 2011 17:02	<b>s.F40</b>
<b>To:</b> [Redacted]	<b>s.F38(1)</b>
<b>Subject:</b> : CMU / OCMT	<b>s.F38(1)(a)</b>
[Redacted]	<b>s.F38(1)(b)</b>
	<b>s.F40(2)</b>
Can you give me a list of officers who applied for OCMT and CMU please	<b>s.F40(2)(a)</b>
	<b>s.F40(2)(b)</b>
Can you also advise if any Insp was interested in the C'reagh post ?	<b>s.F40(3)(a)</b>
	<b>s.F40(3)(ai)</b>

Thanks

[Redacted]

[Redacted]

**Head of HR | C District and Criminal Justice Department | Ext:** [Redacted] **| Direct Dial:** [Redacted]  
**Mobile:** [Redacted]

**Page(s) 000013**

**is(are) not relevant**