



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

FREEDOM OF INFORMATION REQUEST



Request Number: F-2011-00583

Keyword: Human Resources

Subject: PSNI Civilian Staff

Request and Answer:

Question 1

I am writing regarding information relating to Civilian Workers within the PSNI and would be obliged to receive the following figures under the Freedom of Information Act.

How many Civilian Workers currently employed within the PSNI are former members of the RUC, PSNI, UDR, British Army?

Question 2

The religious makeup of these employees?

Question 3

In what capacity are they employed i.e. Training, Security, Advisory, Administration etc?

Question 4

Which recruitment agency/agencies if any are approached when recruiting the above?

Question 5

How many former RUC members are currently employed by the HET?

Question 6

In what capacity are they employed?

Question 7

Do they have a fixed term of employment?

Question 8

A breakdown of running costs regarding the HET i.e. Wages, Administration costs, Travel etc.?

Question 9

What percentage of the HET's overall budget is spent on conflict related investigations?

I am requesting this information as a relative of a victim murdered during the conflict and would

appreciate your co-operation regarding this information.

In relation to question 8, you previously clarified that you require a breakdown of travelling expenses incurred by investigators per annum to date i.e land, sea, air, accommodation, food and drink.
Breakdown of Wages per annum to date of employees directly or indirectly employed by the HET.

Breakdown of Administration costs per annum to date of buildings, heat, light, phone bill and rental, maintenance, rent, rates, security cameras, service charges, office equipment, postage, paper, pens, envelopes, franking machine(rental), computers, fax machines etc.

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)

In relation to question 1, the information in relation to UDR/Army is not recorded centrally and retrieval would require the examination of approximately 2400 civilian personnel files to ascertain their employment history. Allowing 15 minutes per file to examine, extract and collate the information, this process would take a cumulative 600 hours and therefore greatly exceed the 18 hours cost limit.

In relation to question 8, to provide a breakdown of travelling expenses is not easily available. It would be necessary to examine all the spreadsheets for each individual cost code for the 4 year period. Invoices may include more than 1 cost ie accommodation and meals and would therefore require further examination to identify individual costs. This process would be very time consuming and would take approximately 5 working days to retrieve. Again this would greatly exceed the cost limit of 18 hours.

In accordance with the Freedom of Information Act 2000, this letter should be considered as a Refusal Notice, in relation to question 1 and question 8.

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'. In compliance with Section 16 of the Act, I have considered how your request may be refined to bring it under the appropriate limit. In relation to question 8 it may be possible to provide a year on year total for subsistence and travel together within the cost limit.

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 PSNI's obligations under the Freedom of Information Act, I have provided below the information which was retrieved before it was realised that the fees limit would be exceeded. I trust this is helpful but it does not affect our legal right to rely on the fees regulations for the remainder of the request.

Answer 1

The PSNI currently employ 54 former RUC/PSNI members as civilian staff.

Answer 2

Of the 54 civilian staff, there are 47 Protestant, 6 Roman Catholic and 1 Undetermined.

Answer 3

Function	Total
Administration	8
Human Resources	3
Investigation	18
Policy	2
Training	23
Total	54

Answer 4

Grafton Employment Solutions Portfolio

Answer 5

There are 38 former RUC members currently employed by the HET

Answer 6

1 x Grade 6 (Director of Performance)
1 x Grade 7 - (Lead Senior Investigating Officer)
8 x Deputy Principal (Senior Investigating Officer)
1x Deputy Principal (Intelligence Office Manager- equivalent to Senior Investigating Officer)
12 x Staff Officer (Investigating Officer)
2 x Staff Officer (Investigating Officer Documents and Exhibits)
1 x Fingerprint Officer
8 x Staff Officer (Intelligence Officer - equivalent to Investigating Officer)
1 x Premises Officer (Executive Officer 2)
1 x Transport Co-ordinator
1 x Administration Support Officer (Photography)
1 x Consultant

Answer 9

Effectively the entire HET budget is spent on conflict related investigations. All spending whether it is wages, travel or stationery etc as in any company or body is relative to the product which in the case of the HET is the investigation and review process.

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.psnj.police.uk

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