



FREEDOM OF INFORMATION REQUEST



Request Number: F-2011-02791

Keyword: Human Resources

Subject: Disestablished Posts

Request and Answer:

Question 1

A list of staff posts that have been disestablished or are proposed or scheduled to be disestablished during 2011/12 as part of budgetary savings, stated both as pure headcount and full-time equivalent if possible. Please highlight where the holder of the disestablished post has been redeployed to a frontline policing role (HMIC definition, see below). Please provide the most detailed information permissible under the Data Protection Act, noting that this request does not ask for identifying personal details of any staff member.

Question 2

Broken down by each of the staff categories listed below, the number of full-time equivalent staff within the police force's establishment as of October 2010 (April 2010 figures will suffice if October 2010 figures are not available; please specify if this is the case); and then these figures as of August 2011 (or the most current figures available; please specify the applicable date); and then proposed or forecast figures for April 2012 (i.e. 2012/13), April 2013 (i.e. 2013/14), and April 2014 (i.e. 2014/15). Staff not employed within the staff categories listed below should be excluded from the data.

The staff categories referred to at point 2 are those listed by Her Majesty's Inspectorate of Constabulary (HMIC) in its definition of frontline policing:

- Response
- Neighbourhood
- Community safety/relations
- Probationers (Student Officers)
- Traffic
- Dogs
- Firearms (tactical)
- Mounted
- Air
- Firearms (specialist)
- Marine / Underwater
- Surveillance Unit
- Ports / Special Branch / Protection / Immigration / Nationality
- Child / Sex/ Domestic / Missing Persons

- Fingerprints / Photographic
- Scenes of Crime
- Technical Support Unit (specialist, not process support)
- Asset Confiscation (specialist, not process support)
- Burglary (specialist, not process support)
- CID (specialist, not process support)
- CID – Specialist Crime Unit (specialist, not process support)
- Drugs (specialist, not process support)
- Fraud (specialist, not process support)
- Hate Crime (specialist, not process support)
- Vehicle Crime (specialist, not process support)
- Intelligence (specialist, not process support)
- Vice (specialist, not process support)
- Custody
- Control Room / Call Handling (process management, not process support)
- Enquiry / Station Counters
- Local Commanders
- Police Standards Unit (process management, not process support)

Question 3

Where the police force does not hold or cannot access the requested information in the form requested at point 2 (i.e. broken down by staff categories above), please provide the information broken down by the most detailed categorisation available within the appropriate time limit under section 12 of the Freedom of Information Act. In this event, please provide figures across the entire staffing establishment (not just frontline categories), and then highlight the figures that apply to frontline posts and categories (please also provide the police force's definition of 'frontline' for the purposes of responding to this request).

If the police force responds to this request in line with the categories listed, it may ignore question 3.

Clarification

'Staff' refers to both civilian staff and police officers.

Regarding 'process support', this is a reference to the categorisation of posts used by HMIC in its definition of frontline posts - see the table on page 19 of the this document ('process support' is listed under 'Middle Office'):

<http://www.hmic.gov.uk/media/demanding-times-20110330.pdf>

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.

This information is not collated centrally within the organisation. Therefore a response would require input from Human Resources Managers in each of the District Command Units and Departments. Files would have to be manually checked and a vast number of emails would require trawling. All paperwork relating to the Risk to Resources process dating back to 2009 would also have to be assessed for relevant information. One Department alone has advised that this process would take an estimated 18 hours. In total, retrieval of the information would take an estimated 57.5 hours.

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'. In compliance with Section 16 of the Act, I have considered how your request may be refined to bring it under the appropriate limit. It may be possible to retrieve the information for a specified District or Department or combination of a few Districts/Departments.

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.

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.