



## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2011-01825

**Keyword:** Human Resources

**Subject:** Job Vacancies In PSNI From 2006 To Present

### Request and Answer:

This is to inform you that the Police Service of Northern Ireland (PSNI) has now completed its search for the information you requested and the answers to your questions are as follows.

#### Question A

How many job vacancies were publicly available to apply for with your organisation from 2006 to present?

#### Answer

Human Resources have advised that recruitment within the PSNI is dealt with separately for Police Officers and Police Staff and to assist they have provided answers for each.

In answer to Question A regarding Police Officers they have provided the following information to briefly set out the context of the recruitment process which helps to illustrate job vacancies available for Police Officers.

The Report of the Independent Commission on Policing in Northern Ireland, published in 1999, had 175 recommendations aimed at transforming policing and ensuring the broadest community support for the new Police Service of Northern Ireland. Several of these recommendations were specifically about the recruitment process, in particular that it should be outsourced to a recruitment agency in order to instil an openness and transparency that would encourage applications from all communities, and that an equal number of Protestants and Catholics should be drawn from the appointable pool of candidates to address the historic compositional imbalance.

This latter recommendation was later enshrined in legislation, paragraph 46 (1) of the Police (Northern Ireland) Act 2000 states: 'In making appointments...the Chief Constable shall appoint from the pool of qualified applicants formed for that purpose....an even number of persons of whom one half shall be persons who are treated as Roman Catholic; and one half shall be persons who are not so treated'. The mechanics of this process are commonly referred to as '50/ 50', and again may benefit from some preliminary introduction. The recruitment process is on the basis of performance alone, against set national standards for the role of police officer, and all aspects of assessment are carried out by the recruitment agent. However, when the list of successful candidates is passed to the PSNI, we are obliged to break that merit list into two categories, according to community

background (Catholic and non-Catholic) as per the legislation, and then conduct medical, vetting, and (more recently) substance misuse processes. Appointments are offered to those who pass all three further stages, in top-down merit order from both lists, up to a maximum of 220 places or thereabouts from each.

The PSNI generally expect to appoint up to 440 student officers per financial year, and therefore the recruitment agent is expected to provide a pool of sufficient number to enable the PSNI to fulfil this requirement against the application of the '50/ 50' criteria as outlined. The overall number appointable is governed by the maximum available in the smallest pool - for example if we can only appoint 190 successful Catholic applicants, then the maximum number from that campaign will be 380.

In respect of Police Staff I have been advised that from 2006 to present there have been 136 permanent campaigns advertised and 125 of these campaigns created a total of 366 confirmed vacancies. There were an additional 11 campaigns advertised to which the number of vacancies were not disclosed at time of advertising.

**Question B**

How many people in total applied for these jobs from 2006 to present?

**Answer**

The number of applicants for police recruitment competitions from 2006 to date, and the number appointed, are contained in the table below.

COMPETITION	DATE ADVERTISED	APPLICANTS	APPOINTED
Campaign 11	March 06	7861	155
Campaign 12	September 06	7735	211
Campaign 13	March 07	7418	412
Campaign 14	March 08	8363	434
Campaign 15	March 09	9825	264
Campaign 16	January 10	8987	206

Human Resources have advised that in respect of Police Staff there have been a total of 21,968 job applicants from 2006 to present.

**Question C**

How many new employees in total did your organisation hire from 2006 to present?

**Answer**

With regard to Police Officers appointed please see table above provided in answer to Question B.

I have been advised that there have been 597 new Police Staff appointees to PSNI from 2006 to present.

**Question D**

How many people at present does your organisation employ?

**Answer**

Human Resources have confirmed the PSNI currently employs 7191 regular officers, 632 part-time officers and 2526 staff.

**Question E**

Of this total how many describe themselves as 'disabled'?

## **Answer**

The PSNI Equality and Diversity Unit have advised that as of 03 August 2011 the PSNI Personnel Computer System shows 132 Police Officers and 100 Police Staff have declared a disability through the equal opportunities monitoring form.

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.