



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2011-01019

**Keyword:** Human Resources

**Subject:** Officers and Staff Employed by PSNI

### Request and Answer:

#### Question

- a) Please state how many serving police officers are currently employed by your police force.
- b) Please state how many female officers are employed by your police force.
- c) Please state how many male officers are employed by your police force.
- d) Please state how many police community service officers are employed by your police force.
- e) Please state how many police community service officers are male.
- f) Please state how many police community service officers are female.
- g) Please state how many non-Police Officers and/or police community service officers (civilians) are employed by your police force.
- h) Please state how many other male persons (civilian staff) i.e. non-police officers/non-police community service officers, are employed by your police force.
- i) Please state how many other female persons (civilian staff) i.e. non-police officers/non-police community officers, are employed by your police force.
- j) Please state if your police force operates a "flexible individual shift pattern" or "flexible working" policy, whereby officers and civilians are entitled to make an application to tailor their shifts or duties to suit their personal requirements, under The Flexible Working Regulations 2010.
- k) If the answer to (j) above is "Yes," please supply exact details of that policy, and explain how an officer, or employee makes application to implement a "flexible individual shift pattern" or "flexible working" pattern.
- l) If the answer to (j) is "Yes," as of 31st March 2011, please state how many "flexible individual shift

patterns" or "flexible working" patterns are operated by your police force.

m) If the answer to (j) is "Yes," please state the date of the first application for a "flexible working" or "flexible individual shift pattern."

n) If the answer to (j) is "Yes," up until 31st March 2011, please state the dates any other applications for "flexible working" or "flexible individual shift pattern" were made.

o) If the answer to (j) is "Yes," please supply details of every application for a "flexible working" or "flexible individual shift pattern". The information supplied should be sufficient for us to understand exact details of the request made in respect of every "flexible working" or "flexible individual shift pattern" application.

p) In addition to the information requested at (o) please indicate against the details of each application whether the application was initially granted or refused.

q) In addition to the information requested at (o) and (p) if the application was refused, please state the reason for refusal.

r) In addition to the information requested at (o) and (p) if the application was refused, please state if the applicant appealed against the refusal.

s) In addition to the information requested at (o) and (p) if the applicant appealed, please detail the result of the appeal and the date the appeal was granted. The information should be sufficient for us to understand why the appeal was refused or granted.

t) When supplying information requested at (o) and (p) please indicate whether the applicant was a police officer, a community service police officer or a civilian employed by Essex Police. If the applicant was a police officer, please state that officer's rank.

u) When supplying information requested at (o) and (p) please state the gender of the applicant.

v) If the answer to (j) is "Yes," please supply details of the appeals procedure an unsuccessful applicant may make against refusal to grant a "flexible working" or "flexible individual shift pattern."

## **Answer**

Section 17(5) of the Freedom of Information Act 2000 requires the Police Service of Northern Ireland (PSNI), 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).

The information requested in questions L, O, P, Q, R, S, T and U is not held in a central location within PSNI but is held within the eight District Command Units. Each of the Districts were asked to provide time estimates as to how long it would take to retrieve this information from their separate filing systems. A District alone advised that retrieval would require a trawl of individual paper records and would take an estimated 20 hours to retrieve. It is estimated that the total time required for all Districts to locate, retrieve and extract the information requested in this part of your request would take an estimated 67 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 provide a response for the information requested in questions K, M, N and V within the cost threshold. In addition it may be possible to provide a response to questions L, O, P, Q, R, S, T and U for a specified District or Districts. Details on the areas covered by each District can be accessed using the following link;

[http://www.psnipolice.uk/index/about-us/departments/district\\_policing\\_command.htm](http://www.psnipolice.uk/index/about-us/departments/district_policing_command.htm)

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.

I can advise you that information relating to questions A, B, C, H and I can be found on the PSNI website and can be accessed using the following links which provide details of service strength and workforce composition;

[http://www.psnipolice.uk/index/updates/updates\\_statistics/updates\\_strength\\_of\\_police\\_service\\_statistics.htm](http://www.psnipolice.uk/index/updates/updates_statistics/updates_strength_of_police_service_statistics.htm)

[http://www.psnipolice.uk/index/updates/updates\\_statistics/updates\\_workforce\\_composition\\_figures.htm](http://www.psnipolice.uk/index/updates/updates_statistics/updates_workforce_composition_figures.htm)

I can also advise that PSNI do not employ Police Community Service Officers (questions D, E, F and G) and that a Flexible Working Policy is operational within the service (question J).

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](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.psnipolice.uk](http://www.psnipolice.uk)

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