



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2011-00189  
**Keyword:** Human Resources  
**Subject:** PSNI Recruitment Statistics

### Request and Answer:

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

### Question

Please can you provide the following statistical information relating to PSNI recruitment?

What has been (year on year) the average and minimum assessment score and the average and highest (numerical) merit pool position for recruits from NRC and RC backgrounds to PSNI?

### 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.

The current process in relation to recruitment assessments requires the recruitment agent to conduct the assessments and provide the PSNI with a single merit list, according to performance only. The PSNI then apply the community background split, in accordance with legislative requirement, process vetting and medical, and subsequently offer appointments. The recruitment agent is unaware of exactly which candidates have ultimately been appointed and therefore this request requires the PSNI to extract all Unique Identifying Numbers (UID's), and then pass to the recruitment agent to individually collate the scores as requested. This will be excessive in terms of time as an estimate of 30 hours has been provided by our Human Resources Department which indicates the minimum amount of time to retrieve this information.

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.

The Police Service of Northern Ireland have also considered whether we can be of any assistance in

terms of helping you refine your request to bring it under the cost limit. It may be possible to provide this information for a shorter (assuming most recent) timescale, for example for the past three years. If you do require this information over the 10 year period, i.e. since the inception of PSNI, then it may be possible to supply the average and minimum assessment score to reach the merit pool which covers all those who reach the standard to be appointed, but is not specifically referring to appointees, and also include for the highest position only, leaving out the average for this part.

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'. 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](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.