



FREEDOM OF INFORMATION REQUEST



Request Number: F-2011-02670

Keyword: Human Resources

Subject: Recruitment And Redundancies

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 1

Please provide a list of all publicly advertised jobs in the last 12 months and the salary (if within a band such as £35-40k dependent on experience please state this).

Answer

For details of all publicly advertised jobs in the last 12 months, please refer to the table below:

Title	Date Advertised	Closing Date	Salary details Advertised
Head of Finance	4th February 2011	18th February 2011	£57,000 - 75,000 plus attractive benefits
PPANI Co-Ordinator	27th May 2011	10th June 2011	£41,661 - £50,796
Assistant Investigator	24th June 2011	8th July 2011	£20,285 - £23,250 plus attractive benefits
Administrative Support Officer	24th June 2011	8th July 2011	£16,312 - £22,180 plus attractive benefits
Forensic Accountant	24th June 2011	8th July 2011	£31,663 - £38,895 plus attractive benefits
Fingerprint Officer	17th June 2011	1st July 2011	£31,663 - £38,893 plus attractive benefits
Website Digital Communications Officer	17th June 2011	1st July 2011	£21,826 - £26,086 plus attractive benefits

Question 2

Please state the number of frontline serving Police Officers / Police Community Support Officers

(PCSOs) who have joined the force in the last year. If possible, break this down by rank.

Clarification re frontline officers: Front line refers to serving police officers rather than civilian staff. Obviously all officers have some administrative duties as well.

However, the Home Office are provided with figures on the number of officers each force has - these figures might be the best ones to use.

What matters is not so much the raw numbers but the year-on-year change. The same definition of what a serving police officer is must be used for both years.

Answer

PCSOs are not employed by the Police Service of Northern Ireland

The number of officers who have joined the PSNI in the last year are

Constable	- 325
Superintendent	- 1

Question 3

Please state the number of frontline serving police officers / PCSOs who have left the force in the last year.

Answer

The number of officers who have left the service in the last year are as follows

Police Officers	- 502
Part time Officers	- 52

For information 402 of these officers left by way of the Severance arrangements and the remainder by the usual natural wastage methods.

Question 4

Please state the number of civilians who have joined the force in the last year.

Answer

The number of civilians who have joined the service in the last year is 76.

Question 5

Please state the number of civilians who left the force in the last year.

Answer

The number of civilians who have left the service in the last year is 97.

Question 6

Please provide a breakdown of the number of staff made redundant in the last 12 months. Break this down to include both civilian staff and frontline officers. Also state how many were compulsory and voluntary redundancies.

Answer

Human Resources Department have advised that no Civilian Staff have been made redundant in the last 12 months.

Police Officers cannot be made redundant and as such the PSNI do not operate a redundancy package for police officers therefore we hold no information with regard to this.

Question 7

How much has been paid out in redundancy pay-offs in the last year?

Answer

As per the answer to question 6 no redundancy pay outs have been made.

Question 8

Please state the top five biggest redundancy pay-outs and give (a) the job title of the individual, (b) the number of years service and(c) the name of the individuals.

Answer

As per the answer to question 6 no redundancy pay outs have been made.

Question 9

Are there plans to make officers / staff redundant? If so, how many and when?

Answer

Human Resources have advised that there are no current plans to make officers/staff redundant.

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.

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.