



FREEDOM OF INFORMATION REQUEST



Request Number: F-2012-01785

Keyword: Finance

Subject: Occupational sick pay for support staff

Request and Answer:

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

I have today decided to:

- disclose information in response to question 2 in full; and
- fully exempt information in response to question 1 pursuant to the provisions of Section 21 of the Act.

Question

How is occupational sick pay for PSNI support staff calculated?

Answer

Section 17(1) of the Freedom of Information Act 2000 requires the Police Service of Northern Ireland, when refusing to provide such information (because the information is exempt) to provide you the applicant with a notice which:

- (a) states that fact,
- (b) specifies the exemption in question and
- (c) states (if not otherwise apparent) why the exemption applies.

The following exemption has been applied:

Section 21 – Information Reasonably Accessible by Other Means

PSNI comply with occupational sick pay terms and conditions as detailed in NICS Sickness Absence Policy (Chapter 3, annex 2)

The information you requested is available from the Department of Finance and Personnel government website and can be accessed using the following links

<http://www.dfpni.gov.uk/3.01-sickness-absence.pdf>

Question

If a member works shift patterns and receives shift allowance whilst at work, do they also receive these allowances in their occupational sick pay had they been at work?

Answer

Shift allowance is included in occupational sick pay for a total of 60 days sick absence in a rolling year. Where a sick absence commences, and there have been no other sick absences in the previous rolling year, a total of 60 days shift allowance will be included in occupational sick pay from the start date of the absence. Where a sick absence has occurred in the previous rolling year the number of days accrued by this absence would be included along with the current absence in the calculation of the 60 day entitlement. When the 60 day entitlement has been exhausted the shift allowance would be stopped and would not restart until the employee returns to work.

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.psnipolice.uk

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