



FREEDOM OF INFORMATION REQUEST



Request Number: F-2012-00008

Keyword: Human Resources

Subject: Negotiations Between HR PSNI and Grafton

Request and Answer:

This is to inform you that the Police Service of Northern Ireland has now completed its search for the information you requested. The decision has been taken to disclose the located information to you in full.

Question 1

I request information in relation to:

The negotiations between HR PSNI and Grafton transferring Call Handlers to Resource.

Answer

There was no "transfer" of Call Handlers to Grafton. The decision taken by the organisation was to use managed service provision through the Resource Contract as part of the exit strategy for Grafton workers in line with organisational decisions in this area. As such Grafton workers were informed their services would no longer be required and appropriate timelines put in place. They were however advised they could apply to Resource for a substantive post with the organisation.

Question 2

Who made the decision to cut the pay by some 25% and stop overtime payments.

Answer

There was no pay cut. Grafton workers were advised they could apply for a substantive post with Resource as part of the managed service contract. The rates of pay associated with this contract were advised to applicants by Resource. It was then a matter of personal choice as to whether or not an individual moved forward with their application for employment.

Question 3

Who made the decision to have all Grafton employees' jobs terminated by June 2011.

Answer

All Grafton agency workers left on 30 June 2011 in line with the Risk, Demand and Resource Committee's decision.

Question 4

Who made the decision to then keep selected Grafton employees and to renew the Grafton contract to December 2012.

Answer

The approval of the use of Grafton Associates was taken on an individual basis by the Director of Human Resources on behalf of the Risk, Demand and Resource Committee. The contractual arrangement with Grafton was renewed for one year as there was scope within the original contract to extend it. It will finish on 31 December 2012.

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.