



FREEDOM OF INFORMATION REQUEST



Request Number: F-2012-02066

Keyword: Human Resources

Subject: Second Jobs

Request and Answer:

Question 1

How many employees of the police have declared a second job?

Question 2

Please provide details for the years 2010, 2011, 2012. If these details are measured in financial years then please provide them for the years 2009/10, 2010/11, 2011/12.

Question 3

Please indicate how many of this number are civilian employees and how many are serving police officers.

Question 4

Please give details of the job title of each employee who has declared a second job and all available details of the second job that they have provided to the force.

Question 5

Please give details of the hours each employee who has declared a second job works with the police and how many hours they work in the second job.

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.

I contacted the record owner Central Human Resources Branch to retrieve the information required to respond to your request. To provide the exact job titles of each employee who have declared a second job would involve a manual trawl of the data that is held on both the SAP computer system and information held by Professional Standards Department (PSD). This will involve staff amalgamating information held on both of these systems and when this is completed the information would require to be issued locally for Districts/Departments to review and confirm the information is

accurate. It is therefore estimated that it would take approximately 36 hours to carry out the above process, this would take well in excess of time permitted under legislation (18 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 however the nature and structure of the information unfortunately makes this impossible.

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.

Although excess cost removes the PSNI's obligations under the Freedom of Information Act, I have provided below the information which was retrieved before it was realised that the fees limit would be exceeded. I trust this is helpful but it does not affect our legal right to rely on the fees regulations for the remainder of your request.

Please also note that PSNI would refer to this subject as officers Business Interests and not second jobs.

The term Business Interest is a more comprehensive term than second job as this may include ownership of land etc. By default any second job would be deemed a business interest however there maybe a business interest that would not necessarily be defined as simply as a second job.

Answer 1

The total of police officers who have declared a second job from 2005 is 290.

Answer 2

The information requested is available from the PSNI Publication Scheme and can be accessed using the following link:

http://www.psni.police.uk/psni_business_interests_approved_each_year_2011.pdf

Answer 3

There are 290 police officers from 2005 to date.

There are no civilian employees who have declared a second job. Civilian staff currently adhere to the NICS Standards of Conduct which refers to declaring work with another Government Department or Public body.

Please find a link to the NICS Handbook which can be accessed using the following link:

<http://www.dfpni.gov.uk/6.01-standards-of-conduct.pdf>

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.

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.