



FREEDOM OF INFORMATION REQUEST



Request Number: F-2013-04401

Keyword: Human Resources

Subject: Personnel in Various Roles

Request and Answer:

Question 1

- (a) The number of PSNI personnel attached to community policing
- (b) The religious breakdown of those attached to community policing
- (c) The number of those attached to community policing that served in the Royal Ulster Constabulary

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.

PSNI is committed to the delivery of personal, professional and protective policing to Northern Ireland. This is embodied in our Policing with the Community strategy and the Equality, Diversity and Good Relations strategy as well as ensuring our workforce is reflective of the community it serves.

PSNI currently has over 9,300 staff, including police officers and support staff. As a part of the Patten policing reforms PSNI was subject to a 50:50 recruitment policy. Whilst controversial at the time it was successful in attracting Catholic applicants to join. Just over 30% of PSNI officers are from a perceived Roman Catholic background. As the figures related to your request show, many units and business areas of PSNI reflect this composition; Community policing for example in Question 1 having approximately 33% from this background. As this response details, there are business areas within PSNI, such as Tactical Support Group and C3 Intelligence Branch which rely heavily on staff having particular skills and length of service experience. It is anticipated that as new recruits come through the ranks, gain experience and such skills, the community composition of these units and indeed all business areas within PSNI will be subject to further change. A recent recruitment campaign for 100 new officers is also likely to impact on this figure. It is PSNI's expectation that further recruitment can take place in the future, to maintain and build upon the previous successes of engaging with communities and attracting staff from across all backgrounds in Northern Ireland.

PSNI workforce composition can be accessed via the PSNI website using the link provided below:

http://www.psni.police.uk/directory/updates/updates_statistics/updates_workforce_composition_figures.htm

- (a) As at 08/10/13 the number of personnel attached to Community Policing is 815.
 (b) The community background of those in Community Policing is detailed in the table below.

Community Policing	Total
CB1	535
CB2	265
CB3	15
Grand Total	815

**Please note: CB1 denotes Protestant community
 CB2 denotes Roman Catholic community
 CB3 denotes those who belong to neither community**

- (c) The number of those attached to Community Policing with an appointment date before the formation date of PSNI (04/11/2001) is 328.

Question 2

- (a) The number of PSNI personnel attached to PSNI C3 Intelligence Branch (including former police personnel re-hired under civilian status)
 (b) The religious breakdown of those attached to C3 policing
 (c) The number of those attached to C3 policing that served in the Royal Ulster Constabulary

Answer

- (a) As at 08/10/13 the number of personnel attached to C3 Intelligence Branch is 658.
 (b) The community background of those in C3 Intelligence Branch is detailed in the table below.

C3 Intelligence Branch	Grand Total
CB1	548
CB2	97
CB3	13
Grand Total	658

Please note the average length of total Police service for Regular Police who are currently attached to C3 Intelligence is 19 ½ years. There are prerequisites to transfer into C3 Intelligence Branch based on qualifications and other factors. Therefore the 50/50 recruitment since 04/11/2001 will not have had a major effect on Community Background in C3 Intelligence Branch.

- (c) The number of those attached to C3 Intelligence Branch with an appointment date before the formation of PSNI of 04/11/01 is 502.

Question 3

- (a) The number of PSNI personnel attached to PSNI Tactical Support Groups
 (b) The religious break down of those attached to TSG policing
 (c) The number of those attached to TSG policing that served in the Royal Ulster Constabulary

Answer

- (a) As at 08/10/13 the number of personnel attached to TSG Units, duty type Patrol is 419.
 (b) The community background of those in TSG Units, Duty Type Patrol is detailed in the table below.

TSG Patrol	Total
CB1	290
CB2	122
CB3	7
Grand Total	419

Please note the average length of total Police service for Regular Police who are currently attached to TSG is 15 years. Therefore the 50/50 recruitment since 04/11/2001 is now starting to have an impact on the CB2 representation in TSG.

(c) The number of those attached to TSG Units, Duty Type Patrol with an appointment date before the formation date of PSNI of 04/11/2001 is 213.

Question 4

(a) The number of PSNI personnel attached to PSNI Serious Crime Branch (including former police personnel re-hired under civilian status)

(b) The religious breakdown of those attached to Serious Crime Branch

(c) The number of those attached to Serious Crime Branch that served in the Royal Ulster Constabulary

Answer

(a) As at 08/10/13 the number of personnel attached to Serious Crime Branch is 432.

(b) The community background of those in Serious Crime Branch is detailed in the table below.

Serious Crime Branch	Grand Total
CB1	321
CB2	101
CB3	10
Grand Total	432

Please note the average length of total Police service for Regular Police who are currently attached to Serious Crime Branch is 15 years. There are prerequisites to transfer into Serious Crime Branch based on qualifications and other factors. Therefore, the 50/50 recruitment since 04/11/2001 will not have had a major effect on Community Background.

(c) The number of those attached to Serious Crime Branch with an appointment date before the formation date of PSNI (04/11/2001) is 259.

Question 5

(a) The number of PSNI personnel attached to PSNI Historical Enquiries Team (including former police personnel re-hired under civilian status)

(b) The religious breakdown of those attached to the HET

(c) The number of those attached to HET that served in the Royal Ulster Constabulary

Answer

(a) As at 08/10/13 the number of personnel attached to Historical Enquiries Team is 19.

(b) The community background of those in Historical Enquiries Team is detailed in the table below.

Historical Enquiries Team	Grand Total
CB1	13
CB2	4
CB3	2
Grand Total	19

(c) The number of those attached to Historical Enquiries Team with an appointment date before the formation date of PSNI (04/11/2001) is 7.

Question 6

- (a) The number of PSNI personnel at the rank of Area Commander and above
- (b) The religious break down of those at the rank of Area Commander and above
- (c) The number of those at the rank of Area Commander and above that served in the Royal Ulster Constabulary

Answer

- (a) As at 08/10/13 the number of Chief Inspectors and above in Districts is 60.
- (b) The community background for Chief Inspector and above in Districts is detailed in the table below.

C/Insp & Above in Districts	Total
CB1	46
CB2	10
CB3	4
Grand Total	60

Please note the average length of total Police service for Regular Police who are currently Chief Inspector and above rank in Districts is 22 years. Therefore 50/50 recruitment since 04/11/2001 will not have had a major effect on Community Background and also the lack of promotion competitions to ranks will also impact.

(c) The number of those who are Chief Inspector and above with an appointment date before the formation date of PSNI (04/11/2001) is 53.

Question 7

- (a) The number of recruits into the PSNI since 2007
- (b) The religious breakdown of these recruits
- (c) The number that have previously served in police forces elsewhere in the UK
- (d) A breakdown of recruit numbers by PSNI Operational Districts
- (e) A further breakdown of recruit numbers in Operational Areas in Districts A, B, D and E

Answer

- (a) From 01/01/2007 there have been 1,792 recruits to PSNI.
- (b) Of these, there were 879 Protestant community background, 897 Catholic community background and 16 Undetermined community background.
- (c) The number of recruits since 2007 (recruited through recruitment competitions and not transferees) who had served in another UK Police Force in a regular police capacity is 36.
- (d) For the purposes of this request information has been retrieved in relation to where recruits were living prior to joining PSNI. Of the 1792 recruits since 2007, 1706 applied to the PSNI from a NI

postcode.

A District - 63
B District - 184
C District - 382
D District - 352
E District - 179
F District - 113
G District - 100
H District - 187

146 recruits home District could not be defined as some postcodes overlap between 2 areas.

Please note the PSNI currently meets statutory monitoring obligations by monitoring for community background. This in effect means that, it currently has data on those who are members of the Roman Catholic community (denoted by CB2), the Protestant community (denoted by CB1) and on those who belong to neither community (denoted by CB3).

(e)The number of recruits since 2007 (recruited through recruitment competitions and not transferees) in A, B, D & E Districts who joined PSNI (on or after 04/11/01) is detailed below.

District	Total
A DISTRICT	199
B DISTRICT	135
D DISTRICT	191
E DISTRICT	289

Central HR are unable to provide a further breakdown into Operational areas/local command as this information is not recorded on the HR System.

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.