



## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2014-05588

**Keyword:** Human Resources

**Subject:** Officers Breaching the Bradford Factor

### Request and Answer:

#### Question 1

The number of officers per District (that is all Districts) who in the last 24 months to date, have breached the Bradford factor. As a comparator in this instance can I also ask that CID is included?

#### Question 2

Of this number and per District (and CID) how many of these Officers were recommended by their supervisors to go forward to the AMP process and how many were not recommended by their supervisors as to proceed to the AMP process.

#### Question 3

Of the Officers who breached the Bradford scale at first instance how many were deemed to fall under the DDA by the organisation?

#### Question 4

Of this number (DDA Recognised) that is those who were deemed DDA, how many went forward to the AMP process?

#### Question 5

The number of Officers per District (and CID) who are on sick leave for greater than six months.

#### Question 6

Of those number how many have been moved to half pay?

#### Question 7

How many have been extended to full pay?

#### Question 8

Of those Officers who at the six month point were about to move to half pay and appealed seeking an extension, how many were successful as against those who appealed and were turned down?

#### Question 9

How many Officers again by District and Department have applied for an extension to pay at the six month point relying on the point that the primary cause of their absence is due to an injury in the execution of on duty?

## Question 10

Of the number of Officers (again by District and CID) who applied under (8) as above how many were turned down on the grounds that it was not in the execution of their duty.

## 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 have been advised by the record holder that the requested information is not readily available for extraction on their databases. In order to retrieve the requested information, they would be required to conduct a manual check through 1734 personal files. This is to total number of Officers who have breached the Bradford figure during the last two years.

They have estimated that it would take approximately 5 minutes to retrieve and review each individual file against the requested information. This would equate to 406 hours to complete. This would grossly exceed the £450 (18 hours) cost ceiling as set by the Secretary of State.

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 and have been advised by the Department concerned that it may be possible to answer Questions 1, 5 and 6 within the FOI Legislation time of 18 hours.

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.

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](mailto: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](http://www.psni.police.uk)

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