



## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2015-02508

**Keyword:** Human Resources

**Subject:** Monies Paid To Trade Unions By PSNI

### Request and Answer:

#### Question 1

A list of trade unions which received payments from your organisation and the total amounts paid to each union for financial years i) 2011-12, ii) 2012-13, and iii) 2013-14. If it is not possible to list the amount paid to each union, please provide a total amount paid to all unions.

Please do not include membership dues or salary costs.  
Please only include direct payments.

#### 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.

Other than membership subscriptions, no other payments have been made by PSNI to any trade union in any of the periods in question.

#### Question 2

Please state:

- a) Which trade unions your organisation provide staff time to work on trade union duties and / or activities (sometimes called 'Trade Union facility time') in i) 2011-12 ii), 2012-13, and iii) 2013-14.
- b) The number of full-time equivalent (FTE) staff that were provided for each trade union in i) 2011-12, ii) 2012-13, and iii) 2013-14. For example, if a member of staff spends 2 days per week on union business, this is equal to 0.4 FTE.

#### Answer

- a) During each of the years you have requested PSNI has provided staff time to representatives of the Northern Ireland Public Service Alliance (NIPSA) to work on matters relating to Non-Industrial staff members and to representatives of UNITE Union to work on matters relating to Industrial staff members.
- b) Throughout the periods in question there have been 8 NIPSA Departmental Committee Representatives who were permitted facilities time to attend Departmental Committee meetings and to attend local management meetings relating to local issues as required. Three of the NIPSA

representatives also attend scheduled bi-monthly meetings with central HR management within the Joint Consultative and Negotiation Committee (JCNC) arrangements. These meetings are scheduled to be held on a bi-monthly basis and would normally extract the individual from the workplace for approximately 4 hours. This equates to a total of 24 hours per person or approximately 192 hours for all 8 representatives per annum. In addition, PSNI have 2 members of staff who are seconded to NIPSA on a full-time basis. There are 3 UNITE Local Representatives who are permitted facilities time to attend local management meetings relating to local issues as required. Two of the UNITE local representatives also attend scheduled bi-monthly meetings with central HR management within the Joint Consultative and Negotiation Committee (JCNC) arrangements. These meetings would normally extract the individual from the workplace for approximately 4 hours. This equates to an approximate total of 24 hours per person or approximately 48 hours for both representatives per annum. As facilities time is not formally recorded but facilitated by local management, all of the above figures are estimates.

### **Question 3**

- a) Does your organisation provide the facility to deduct trade union subscriptions from staff salaries in the payroll process?
- b) If so, for each union please state what your organisation charged for this service (whether as a fixed amount per employee or a percentage), and the total amount collected in i) 2011-12, ii) 2012-13, and iii) 2013-14??

### **Answer**

- a) The PSNI does provide the facility to deduct trade union subscriptions from staff salaries.
- b) The PSNI has not charged for this service during any of the stated periods.

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](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.psnipolice.uk](http://www.psnipolice.uk)

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