



FREEDOM OF INFORMATION REQUEST



Request Number: F-2015-01357

Keyword: Human Resources

Subject: Police Applications Rejected

Request and Answer:

Question 1

This is a Freedom of Information Act request. I would like to know the following information for each of the last five calendar years (2010, 2011, 2012, 2013 and 2014).

- a) How many people applying for jobs as police officers have been rejected?
- b) What were the nationalities of these people? If nationality is not recorded, please provide their ethnicity.

Question 2

- a) How many people applying for jobs as PCSOs have been rejected?
- b) What were the nationalities of these people? If nationality is not recorded, please provide their ethnicity.

Clarification Received: Please consider rejections at all stages of the recruitment process, providing a total figure. Please ignore all questions referring to PCSOs.

2nd Clarification Sought: PSNI would not be able to provide figures for the year a person withdrew or was rejected during an application. It may be possible to provide data on rejections for each campaign run during the years requested but this would not always mean that a person was rejected in a particular year as the campaign process is quite long and can straddle more than one year.

2nd Clarification Received: I am content with what you have suggested.

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.

Please see the data table on page number 1 below.

N.B. As some of these competitions are ongoing the numbers rejected may be subject to change. Also, due to the length of the competition process those who were rejected were not necessarily

rejected in the same year that the competition started. The figures given are shown against the recruitment competition in which the applicant applied and the year denotes when the competition began and not necessarily the year in which a person was rejected.

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.

Date		White	Black African	Black Caribbean	Black Other	Chinese	Indian	Pakistani	Bangladeshi	Mixed Ethnic	Irish Traveller	Other	Info not Provided	Total
2010	Applications	8813	28	1	3	24	15	7	2	31	1	33	29	8987
	Voluntary Withdrawals	3537	21	1	3	13	12	5	0	14	1	19	3	3629
	Appointed	206	0	0	0	0	0	0	0	0	0	1	0	207
	Rejected	5070	7	0	0	11	3	2	2	17	0	13	26	5151
2013	Applications	7374	12	1	3	21	10	9	0	40	0	23	0	7493
	Voluntary Withdrawals	2409	4	0	0	5	2	4	0	16	0	7	0	2447
	Appointed	368	0	0	0	0	0	0	0	3	0	0	0	371
	Pending	31	0	0	0	0	0	0	0	0	0	0	0	31
	Rejected	4566	8	1	3	16	8	5	0	21	0	16	0	4644
2014	Applications	5766	10	3	1	14	8	8	2	37	0	7	0	5856
	Voluntary Withdrawals	2148	6	2	0	4	3	3	0	12	0	0	0	2178
	Merit pool	902	0	1	0	1	1	1	0	7	0	2	0	915
	Rejected to date	2716	4	0	1	9	4	4	2	18	0	5	0	2763