



FREEDOM OF INFORMATION REQUEST



Request Number: F-2015-01529

Keyword: Human Resources

Subject: Policies For POPT/PTR

Request and Answer:

Question 1

Does a sickness absence policy exist for the POPT/PTR and if so could you provide me with a copy?

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.

The Current Unsatisfactory Attendance and Performance Regulations do not relate to PTR officers and therefore this grouping is not covered under the PSNI Managing Sickness Absence Processes. Currently PTR who are unable to parade for duty are regarded as being unavailable for duty and are not recorded as sick absent.

Question 2

Does a performance management policy exist for the POPT/PTR and if so could you provide me with a copy?

Answer

As per response to Q1 the current Unsatisfactory Attendance and Performance Regulations do not apply to the PTR and therefore they are not managed via the Individual Performance Review Process.

The Department of Justice are currently in the process of amending the PSNI Unsatisfactory Attendance and Performance Regulations to include the PTR.

Question 3

Does an inefficiency performance policy exist for the POPT/PTR and if so could you provide me with a copy?

Answer

No policy in place at present.

Question 4

Could you provide all correspondence relating to the setting up of a panel to consider the

explanations given by officers (POPT/PTR) regarding the completion of their required hours - to include composition of panel members, their rank/or association with the PSNI?

Answer

No Panel has yet been convened. The decision to convene a panel to consider appeals where the local Commander has concluded that the PTR has not fulfilled the required number of hours is based on a DRAFT process regarding consideration of dismissal. As this is a DRAFT paper there is no formal status at present.

Question 5

Could you provide the terms of reference and criteria by which decisions will be made by the panel set up to consider the explanations given by those POPT/PTR officers who have not completed their required hours of duty?

Answer

Not yet developed.

Question 6

Was a press release issued to the media on the matter of POPT/PTR worked hours over the past 2 weeks (by PSNI) and if so what date and time was this issued?

Answer

A Press Release was issued at 18.00 on 21st April 2015 under a strict embargo of 00:01 on 22nd April 2015. This means that the material was issued to media on 21st April but was not to be printed or broadcast before 22nd April.

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.