



FREEDOM OF INFORMATION REQUEST



Request Number: F-2015-03546

Keyword: Human Resources

Subject: PSNI Officer's Sick Leave

Request and Answer:

Question 1

I wish to know how many officers in the last 5 years have exceeded 6 months sick leave.

Question 2

Of these, how many have been reduced to half pay?

Question 3

How many have remained on full pay?

Question 4

How many have been dismissed as a result?

Question 5

Lastly, could these be broken down into those officers whose sick qualifies as an injury on duty and those who don't.

Clarification Request: In your recent FOI request, you have asked for information on 'how many officers have been reduced to half pay' and 'how many have remained on full pay' after exceeding a period of 6 months of sick absence in the last 5 years. The record keeper advised us that they would not have the ability to extract this requested information from the PSNI systems as they can only generate reports on those officers who are on half pay or off pay for the current month and that in order to answer questions 2 and 3 it would be necessary to manually examine the payslips for each relevant PSNI officer.

The record keeper has identified that there are 505 PSNI officers that have exceeded 6 months of sick absence in the last 5 years and they have estimated that it would take approximately 126 hours to examine the relevant records and retrieve the requested information and this would mean that your FOI request would exceed the legislative time limit of 18 hours.

Bearing this information in mind, would you be content to withdraw questions 2 and 3, as the record keeper would be able to provide a response to the remainder of your FOI request within the cost limit if this were the case?

Clarification Response: If it makes matters easier could I have the records for the previous 12 months?

Clarification Request: The record keeper has come back to me and they have confirmed that unfortunately it would still exceed the legislative cost limit to provide an answer to question 2 or 3 even for a single year. Bearing this in mind would you be content for these questions to be withdrawn from this FOI request so that you may be provided the information in relation to the other questions?

Clarification Response: Yes that's ok, although I may request further information in the future regarding questions 2 & 3.

Question 1

I wish to know how many officers in the last 5 years have exceeded 6 months sick leave.

Answer

In total 505 PSNI officers have exceeded 6 months of sick absence in the last 5 years.

Question 2

Of these, how many have been reduced to half pay?

Answer

Withdrawn under clarification.

Question 3

How many have remained on full pay?

Answer

Withdrawn under clarification.

Question 4

How many have been dismissed as a result?

Answer

In the last 5 years, a total of 4 PSNI officers have been dismissed due to attendance.

Question 5

Lastly, could these be broken down into those officers whose sick qualifies as an injury on duty and those who don't.

Answer

Determinations in respect of the Injury on Duty 'status' are made by the Policing Board for Northern Ireland under the 'Police Service of Northern Ireland Injury Benefit Regulations 2006' and as such the PSNI would hold no information with which to answer this request.

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.psnj.police.uk

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