



FREEDOM OF INFORMATION REQUEST



Request Number: F-2015-02513

Keyword: Human Resources

Subject: Staff Absences D District

Request and Answer:

Question 1

I would like to request a number of things under the Freedom of Information Act. These are in relation to AMP Panels and the management of absences.

From when Policy Directive 10/09 was cancelled and the new absence management guidance was introduced how many people in D District (Lisburn, Antrim and Newtownabbey), have been off for longer than 28 days, in a single absence, but have not been issued with any sanctions such as an informal note of concern (stage1 of absence management procedures), or formal note of concern (stage2)?

Note – If cost is deemed to be an issue regarding this request then if this just covers the Lisburn Command Area that should suffice.

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.

94 people in D District (Lisburn, Antrim and Newtownabbey), were off longer than 28 days, in a single absence, but were not issued with any sanctions such as an informal note of concern (stage1 of absence management procedures), or formal note of concern (stage2).

Question 2

How many people in D District (Lisburn, Antrim and Newtownabbey), have been off for longer than 90 days, or breached Bradford factor of 90, but have not been referred for an AMP?

Answer

41 people in D District (Lisburn, Antrim and Newtownabbey), were off for longer than 90 days, or breached Bradford factor of 90, but have not been referred for an AMP.

Question 3

How many officers that have been subjected to an AMP, have been off in excess of 90 days for a single absence, and not had their absence/attendance deemed to have been unsustainable or unsatisfactory?

Answer

7 people in D District were off in excess of 90 days for a single absence, and did not have their absence/attendance deemed to be unsustainable or unsatisfactory.

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.