



FREEDOM OF INFORMATION REQUEST



Request Number: F-2015-02646

Keyword: Human Resources

Subject: Termination of Part Time Police Officer Contracts

Request and Answer:

On the 17.04.15 (and as stated in the media on the 22.04.15, which preceded the letters being received by many of the Officers) the PSNI wrote to certain individual Police Officers Part Time (P.O.P.T.) and advised them that they had not completed a minimum of 144 hours per annum under 'Regulation 10, of the PSNI Reserve (Part Time) Regulations 2004. It further advised that this matter would now be reviewed.

I wish to be advised of the answers in respect of the following questions in relation to this matter.

Question 1

Prior to the recent review of the P.O.P.T. working hours, how many P.O.P.T were there in the PSNI?

Clarification Request: In your recent FOI request regarding part time police officer contracts, the first question asks "Prior to the recent review of the P.O.P.T. working hours, how many P.O.P.T. were there in the PSNI?" We have been advised by the record keeper that in order to provide an answer to this question they would need an exact date to be specified. Can you please respond clarifying the exact date that would be of interest to you in relation to this question?

Clarification Response: As the letters were issued on the 17.04.15, the date that can be considered for this question, can be the 01.04.15.

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.

As at the 1st April 2015 there were 462 Part-Time Reserve officers in the PSNI.

Question 2

How many P.O.P.T. were written to since 2004, not including the above mentioned letter, in 2014/2015, in relation to their failure to complete 144 hours per annum?

Answer

This is the first time that this process has been corporately managed in this way, prior to this review, individual officers may have been written to individually by their local HR/management teams but there is no corporate record of this and due to recent changes in structure it is not possible to

collate this information retrospectively. As a consequence, the PSNI is unable to provide any information prior to the review exercise carried out in respect of the 2014/15 financial year.

Question 3

How many member of the P.O.P.T. were written to in respect of their failure to complete a minimum of 144 hours per annum in the financial year of 2014/2015, as per the letter dated 17.04.15.

Answer

110 Part-Time Officers were initially contacted to seek an explanation as to why they had not completed the required 144 hours.

Question 4

In this letter P.O.P.T. were offered the opportunity to explain why they had not completed 144 hours per annum. Following their explanation, how many P.O.P.T. received letters advising that their explanation had been accepted by the PSNI and they were being retained on contract by the PSNI?

Answer

4 Part-Time Officers were advised that their explanation had been accepted.

Question 5

Of the P.O.P.T. being advised that their explanations were not being accepted and that their contracts were being terminated as of the 29.06.2015, how many appealed this decision offered in the letter dated 29.05.2015?

Answer

85 Part-Time Officers appealed the decision that their contracts were being terminated.

Question 6

Following the appeal to this 'Termination of Contract' offered to the P.O.P.T. in the letter dated 29.05.2015, how many P.O.P.T. were successful in their appeal and retained on contract by the PSNI?

Answer

67 Part-Time Officers were successful in their appeal and retained on contract by the PSNI.

Question 7

How many P.O.P.T. were not successful in their appeal and now further advised that their contracts were now being terminated as of the 01.08.2015?

Answer

18 Part-Time Officer's appeals were not upheld.

Question 8

Of the P.O.P.T. successful in their appeal, how many were members of the 'Police Federation'?

Answer

The PSNI Human Resources department have advised that they do not hold the information on the number of officers who are members of the Police Federation.

Question 9

Of the P.O.P.T. not successful in their appeal, how many were not members of the Police Federation?

Answer

As above, the PSNI do not hold the information on the number of officers who are members of the Police Federation.

Question 10

Of the P.O.P.T. successful in their appeal, how many are currently on extended sick leave from their full time employment (and advised to the PSNI) are not currently carrying out their duties as a P.O.P.T.?

Answer

The PSNI Human Resources department have advised us that the PSNI does not record the sick absence from a Part-Time Officer's full-time employment.

Question 11

How many of the P.O.P.T. on extended sick leave from their full time employment (and advised to the PSNI) did not have their contracts terminated?

Answer

As above, the PSNI Human Resources department have advised us that the PSNI does not record the sick absence from a Part-Time Officer's full-time employment.

Question 12

How many of the P.O.P.T. on extended sick leave from their full time employment (and advised to the PSNI) have not completed the minimum 144 hours required during the last financial year of 2015/2015?

Answer

As above, the PSNI Human Resources department have advised us that the PSNI does not record the sick absence from a Part-Time Officer's full-time employment.

Question 13

How many of the P.O.P.T. on extended sick leave from their full time employment (and advised to the PSNI) are currently completing and claiming worked hours from the PSNI in the last financial year 2014/2015?

Answer

As above, the PSNI Human Resources department have advised us that the PSNI does not record the sick absence from a Part-Time Officer's full-time employment.

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.psnipolice.uk

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