



## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2018-01867

**Keyword:** Human Resources

**Subject:** Detective Sergeant Process (VB 03/18)

### Request and Answer:

Your request for information has now been considered. In respect of Section 1(1)(a) of the Act I can confirm that the Police Service of Northern Ireland does hold information to which your request relates. The decision has been taken to disclose the following.

#### Request 1

What other open roles were available within C1, C2, C7 and legacy and justice on the merit list for and after position 22

#### Answer

It is not possible to advise what posts were available when the officer at number 22 on the merit list was considered. There were 30 vacancies and these were to be offered to the top 30 on the merit list. Posts were allocated in accordance with the organisational SMAP principles.

#### Request 2

What criteria was used to select how each role was filled

#### Answer

In determining the allocation against posts those present agreed that they would consider the operational requirements of each branch and the specific challenges of each particular role. It was also understood that, in addition to the specific skills, qualifications and experience held by each officer there was also a requirement to treat each officer fairly. Therefore those present sought, where operationally possible, to avoid allocations that would result in excessive journeys due to the potential impact on operational effectiveness, the welfare of the officer and to ensure as much as possible the retention of the officer in role. The development needs of the officer would also be factored in where appropriate.

#### Request 3

What weight was given to previous skills, qualifications and experience

#### Answer

Please see response to question 2.

**Request 4**

What information was put to the panel in general regarding skills and experience

**Answer**

Officer's previous postings within the PSNI.

**Request 5**

What was the makeup of the panel

**Answer**

D/Chief Superintendent, D/Superintendent x 2, T/D/C/I, HR Partner x 2 and T/SO Internal Resourcing.

**Request 6**

Was a representative of C1, C2, C7 and legacy and justice present for the panel

**Answer**

C1 & C7 were represented. C2 and Legacy & Justice were not represented as their vacancies had been filled via transfers.

**Request 7**

Were any other posts in C1, C2, C7 and legacy and justice made available for placement within 10 days of the panel meeting namely between 30th of July and the 10th of August

**Answer**

No new vacancies within 10 days.

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](mailto: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](http://www.psnipolice.uk)

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