



FREEDOM OF INFORMATION REQUEST



Request Number: F-2018-00202

Keyword: Human Resources

Subject: PSNI Establishments and Retirements

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.

It's my understanding that 633 officers are to retire from the PSNI this April.

Request 1

Is that figure of 633 accurate?

Answer

The FOI Act legislates for the rights of an individual to seek access to information held by Public Authority and the Act only extends to recorded information and is not based on Yes / No responses.

No.

Request 2

If not, then what is the figure?

Answer

A total of 80 - 90 officers are anticipated to leave in the month of April 2018.

Request 3

Is the date 4 April 2018 for officers retiring accurate?

Answer

No, only one officer has allotted to leave on this date.

A number of former Full Time Reserve Officers who were recruited as regular officers had a pension date of 6 April 1988 and if still serving, would achieve 30 years pensionable service in April 2018.

Request 4

In 2009 Matt Baggott outlined his rationale for scrapping the 440-strong Full Time Reserve. Is this part of that? Is this the date when the Full Time Reserve will leave?

Answer

No.

No Full Time Reserve ranks have been in the PSNI since 2011, and all Full Time Reserve officers had left the service by the end of 2011.

A number of former Full Time Reserve Officers who were recruited as regular officers had a pension date of 6 Apr 1988 and if still serving, would achieve 30 years pensionable service in April 2018.

The number of regular officers expected to leave the service in April 2018 is forecast at around 80 to 90.

Request 5

What rank are the officers in that are due to leave?

Answer

The officers who have indicated that they are leaving are at the following ranks - Chief Superintendent, Chief Inspector, Inspector, Sergeant, Constable and Constable Part-time.

Request 6

What is the mandatory age for people to leave the PSNI?

Answer

The compulsory retire age for federated police officers' is 60 years of age (65 years of age for non-federated police officers'). Police officers can however apply to the Chief Constable for an Extension of Service which would permit them to serve beyond the compulsory retirement age. Subject to a satisfactory medical assessment, role related risk assessment, the officer's continued operational effectiveness and their attendance and discipline record, approval for an Extension of Service may be granted, initially for a period of 2 years and then renewed for single years thereafter.

The 1988 and 2006 pension schemes have a maximum age of membership of State pension age; the 2015 pension scheme does not have any maximum limit.

Request 7

What was the PSNI's budget in 2014/2015?

Request 8

What was the PSNI's budget in 2015/2016?

Request 9

What was the PSNI's budget in 2016/2017?

Answers 7 – 9

Please see the table below providing the information regarding PSNI budgets:

PSNI Budget Allocation

Financial Year	Budget Category
	Resource DEL 1
	£m
2014/15	761
2015/16	735
2016/17	743

Note:

1. Figures are closing budget for the year and include all sources of funding (Main Grant, Additional Security, Fresh Start etc.)

Request 10

Will the budget be cut in 2018/2019? How much will it be cut by?

Answer

2018/19 - PSNI Resource DEL Budget cut of 1.5% or approximately £10.0m.

Request 11

How many people work within the PSNI currently?

Answer

A of 12th March 2018 total = 2365 Police Staff, total = 7032 Police Regulars and Constable Part Time

Request 12

How many people worked within the PSNI this time five years ago?

Answer

In 13th March 2013 , total = 2427 Police Staff, and total = 7482 Police Regulars and Constable Part Time

Request 13

If 633 officers are retiring from the PSNI in April, how many officers will that leave in the force?

Answer

As per response 1, the number of regular officers expected to leave the service in April 2018 is forecast at around 80 to 90.

Request 14

Are there plans in place to replace those people?

Answer

The service constantly recruits to meet the demands of the organisations establishment.

Request 15

How many officers usually leave the PSNI annually for different reasons?

Answer

2014/2015 = 284 officers.

2015/2016 = 336 officers.

2017/2018 = 317 officers.

Request 16

The PSNI launched an LGBT recruitment drive last year, aiming to employ 300 new officers by the end of March 2018? Is that still the plan?

Answer

PSNI launched our last Police Officer Recruitment Campaign in October 2017. Applications were not limited by any specific equality characteristic and all those interested who met the associated eligibility criteria were welcome to apply. As part of our outreach strategy, PSNI engaged with a range of communities, including the Lesbian, gay, bisexual, and transgender (LGB&T) community, to

encourage applications from under-represented groups within the PSNI.

The selection process is ongoing and it is anticipated that PSNI will commence appointments from this campaign in summer 2018.

Request 17

How many officers have been brought on by that LGBT recruitment drive so far?

Answer

No officers have been appointed from this campaign to date and as outlined in response 16, it is anticipated that PSNI will commence appointments from this campaign in summer 2018.

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.