



FREEDOM OF INFORMATION REQUEST



Request Number: F-2018-00998

Keyword: Organisational Information/Governance

Subject: Severance of Employer/Employee Relationship

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 and the decision has been taken to disclose the following.

We have interpreted your requests as relating to severance of the employer/employee relationship. We consider this to be the objective reading of your request and are supplying you with the following information.

Request 1

The total number of confidentiality clauses agreed in severance deals or agreements for staff per year from 2015-2017 inclusive?

Answer

In relation to claims lodged with the Office of the Industrial Tribunals and Fair Employment Tribunal where the outcome resulted in the severance of the Employer/Employee relationship, there were two in the specified time-frame.

Request 2

The total number of severance deals or agreements agreed per year from 2015-2017 (inclusive) that included confidentiality clauses for staff who had made an allegation of sexual assault or sexual harassment against another member of staff.

Answer

In relation to claims lodged with the Office of the Industrial Tribunals and Fair Employment Tribunal where the outcome resulted in the severance of the Employer/Employee relationship, there were none in the specified time-frame.

Request 3

The total amount of financial compensation paid to former employees where confidentiality clauses were included as part of severance deals or agreements from 2015-2017 inclusive. In the figure please include payments for notice, redundancy, annual leave and TOIL (Time off in lieu).

Answer

In relation to claims lodged with the Office of the Industrial Tribunals and Fair Employment Tribunal

where the outcome resulted in the severance of the Employer/Employee relationship, a total of £92,022.15 was paid.

Request 4

The total amount of financial compensation paid to former employees where confidentiality clauses were included as part of severance deals or agreements and where that person had made an allegation of sexual assault or sexual harassment against another member of staff from 2015-2017 inclusive.

Answer

In relation to claims lodged with the Office of the Industrial Tribunals and Fair Employment Tribunal where the outcome resulted in the severance of the Employer/Employee relationship, there were none.

Request 5

How many 'former employees' are now back working at the organisation?

Answer

None.

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.