

Keeping People Safe



FREEDOM OF INFORMATION REQUEST



Request Number: F-2020-02363

Keyword: Human Resources

Subject: Promotion to Sergeant and Inspector Ranks

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:

Please provide the following details in respect of the 2019 promotion process to the ranks of Sergeant and Inspector:

Request 1

How many candidates sat each exam?

Request 2

How many candidates passed each exam?

Answers 1 and 2

Please see the responses provided in the separate attached spreadsheet, which can be found under the tab titled 'Requests 1, 2, 5, 6 and 11'.

Request 3

What were the respective pass marks and how were these agreed upon?

Answer

There was no pass mark as such it was decision taken by Agreed by Strategic Promotions and Examination Board (SPEB) to rank the candidates by score and set a cut-off point based upon the number of candidates that would proceed to the next stage of selection. The number who would proceed to the next stage of selection was based upon the number of current and projected vacancies within the organisation.

Request 4

A breakdown of how many candidates achieved each mark: For example, 100%, 99%, 98% and so on (including both successful and unsuccessful candidates).

Answer

Please see the separate tab within the spreadsheet which provides both successful and unsuccessful in both processes.

Request 5

How many candidates sat the respective interviews?

Request 6

How many candidates passed the respective interviews?

Answers 5 and 6

Please see the responses provided in the separate attached spreadsheet, and can be found under the tab titled Requests 1, 2, 5, 6 and 11.

Request 7

What were the respective pass marks and how were these agreed upon?

Answer

Please refer to the answer provide in request number 3 above.

Request 8

A breakdown of how many candidates achieved each mark: For example, 100%, 99%, 98% and so on (including both successful and unsuccessful candidates).

Answer

Please see the separate attached spreadsheets successful and unsuccessful

Request 9

How many appeals were submitted in respect of the exam and interview in respect of both processes?

Answer

There were a total of 2 appeals submitted in respect of the 'Sergeants process'.
There were a total of 6 appeals submitted in respect of the 'Inspectors process'.

Request 10

How many appeals were upheld?

Answer

In regard to both process none of the appeals were upheld.

Request 11

A breakdown of the sex, age, and religious background of both successful and unsuccessful candidates in each process?

Answer

Please see the responses provided in the separate attached spreadsheet, and can be found under the tab titled Requests 1, 2, 5, 6 and 11 and Request 4.

Please provide the following details in respect of the 2020 promotion process to the rank of Inspector:

Request 12

How many candidates sat the exam?

Answer

A total of 307 candidates sat the exam.

Request 13

How many candidates passed the exam?

Answer

A total of 241 candidates passed the exam.

Request 14

What was the pass mark and how were these agreed upon?

Answer

There is no specific pass mark; however there was a cut off point for progression to interview which was 65%. This was agreed by the Strategic Promotions and Examination Board.

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 Corporate Information Branch, 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 Corporate Information Branch, 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.