

Keeping People Safe



FREEDOM OF INFORMATION REQUEST



Request Number: F-2020-02461

Keyword: Human Resources

Subject: Hiring of Candidates

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

Does PSNI hire candidates who have had a gross misconduct dismissal on their record previous employment or would the PSNI still consider those candidates for recruitment?

Clarification sought from you the Requester:

Can you please clarify if the request is for Police Officers, Civilian Staff or both?

Clarification received from you the Requester:

The request is for Police Officers, Civilian Staff.

Answer

At the application stage of the recruitment process candidates are not currently required to confirm whether they have been subject to dismissal or disciplinary action by previous employers.

However, candidates are required to provide the contact details of previous employers within the last 10 years as part of the vetting process. If there is information that comes to light during the vetting process that gives cause for concern with regard to candidate suitability, applications are referred to a vetting panel who will determine candidate suitability. Each case is considered on an individual basis.

Further information on the vetting process is available within the Guidance for Applicants document, which can be accessed via the Join PSNI website at www.joinpsni.co.uk

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.psnipolice.uk

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