



# FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2020-01566

**Keyword:** Human Resources

**Subject:** Allocation of Posts Police Promotion Processes

**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.

This FOI relates to HR's allocation of posts to candidates who were successful in the most recent Constable-Sergeant, Sergeant-Inspector and Inspector-Chief Inspector promotion processes.

**Request 1**

How many staff In each of the 3 allocation processes declined posts they were allocated?

**Request 2**

How many who declined were men?

**Request 3**

How many who declined were women?

**Answers 1 – 3**

No allocations were declined in the Chief Inspector process.

Please see the responses provided in the tables below for the Inspector and Sergeant promotion process:

<b>Inspector Process</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Declined 1st allocation	4	2	<b>6</b>
Declined 2nd allocation	0	0	<b>0</b>

<b>Sergeant Process</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Declined 1st allocation	8	13	<b>21</b>
Declined 2nd allocation	2	3	<b>5</b>

#### **Request 4**

How many complaints in relation to allocation of posts for these processes?

#### **Request 5**

How many complaints from each of the 2 categories of people above.

**Clarification sought:** Can you please confirm if you mean 'appeals' as opposed to complaints.

**Clarification received:** Please provide information on both.

#### **Answers**

No complaints were received for either the Sergeant or Inspectors process.

For the 'Sergeant' promotion process a total of 21 appeals have been received and the breakdown is a total of 11 males and a total of 10 females.

For the 'Inspector' promotion process a total of 5 appeals have been received and the breakdown is total of 3 males and a total of 2 females.

Please note these figures refer to the number of complaints received during the allocation process i.e. name on merit list to acceptance of allocated post.

#### **Request 6**

Please detail any special provisions put in place for any candidates with caring responsibilities in relation to the allocation process. Regards special provisions, how many were male - how many were female?

**Clarification sought:** Can you the requester please provide further information i.e. type of special provisions and caring responsibilities for who?

**Clarification received:** This refers to those who were granted any preference of post due to caring or other arrangements.

Of those whose allocation of post was influenced by caring responsibilities or other reasons how many were male how many were female.

As example I know a person who was unhappy with their allocation and requested it changed due to personal circumstance. I request to know how many occasions this occurred and how many males and how many females were granted alternate post.

#### **Answer**

Enquiries made by PSNI in relation to this part of your request failed to locate any records or documents relevant to your request based on the information you have provided as this information is not recorded.

Accordingly, I have determined that the Police Service of Northern Ireland does not hold the information to which you seek access.

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](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.psni.police.uk](http://www.psni.police.uk)

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