



FREEDOM OF INFORMATION REQUEST



Request Number: F-2022-02678

Keyword: Organisational Information Police/Staff Recruitment and Promotion

Subject: Recruitment Process For Officers

Request and Answer:

Your request for information has now been considered. In respect of Section 1(1)(a) of the Act we 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 1

Prior to the start of the Police Uplift Programme (September 2019) please could you describe the recruitment process for officers in detail, from first candidate contact until appointment.

Answer

Please see attached flow chart which detail the recruitment process used for the 2018 Student Officer Recruitment campaign (launched 1st October 2018).

Request 2

Please could you describe the recruitment process for officers, as it stands today (20th October 2022), from first candidate contact until appointment.

Answer

Please see attached flow chart which detail the recruitment process used for the most recent Student Officer Recruitment campaign (launched 2nd November 2021). Further information regarding the various stages of the process can be found via our website: 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 Corporate Information Manager, Corporate Information Branch, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing foi@psni.police.uk.

If, following an Internal Review carried out by an independent decision maker, you remain unhappy

about how your request has been handled you have the right to apply in writing to the Information Commissioner, under Section 50 of the Freedom of Information Act, at 'Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. There are a number of other platforms you can use to contact the ICO and these can be found on the ICO's website at the following link: [Make a complaint | ICO \(https://ico.org.uk/make-a-complaint/\)](https://ico.org.uk/make-a-complaint/).

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 their 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.