



FREEDOM OF INFORMATION REQUEST

FOI Reference number: 50/2017

Date: 18 September 2017

Request:

1. I've heard that PSNI spend a lot of money paying compensation out to staff who have been unfairly treated/ discriminated against by the organisation itself rather than ensuring that robust policies and procedures are in place and adhered to. Can you therefore tell me on how many occasions since 1/1/2010 PSNI have paid compensation to staff due to failings by PSNI to include injury to feelings compensation, discrimination cases and any with regards any other procedural failings by HR or any other dept.
2. How many of these relate to failings by HR department.
3. I am aware that there was an issue which hit the headlines IN 2016 regarding 2 squads of PSNI trainees were caught cheating. Did PSNI rerun these assessments for those in question?
4. How many of trainees were caught cheating?
5. How many are now employed as PSNI Constables?
6. I am aware that PSNI staff incorrectly approved 12 exam questions for inclusion in a sgt promotion process which either weren't covered in syllabus/ exam literature or were not relevant to NI LAW (as per College of Policing).
7. How much did this examination cost to run?
8. What action or investigation has taken place in respect of these 12 questions not being identified as being inappropriate prior to the exam taking place. Who were the staff who reviewed the questions which College of Policing provided and deemed them suitable for inclusion?
9. Is it correct that almost 25% of the merit list (those successful in con-sgt promotion process) are staff who would have failed this 3 hour legal and procedural examination if PSNI had not awarded everyone an extra 12 marks?

10. What was the cost to run the 2017 sgt promotion process and how many are on the merit list for promotion?
11. What was the cost to run the 2015 promotion process and how many were on its merit list for promotion?
12. Is it correct that PSNI introduced an additional computer based assessment into the promotion process just giving candidates 6 weeks notice (if they wanted to brush up on computing skills)? Without carrying out an equality impact assessment?
13. Can policing board confirm if it is correct that pass rates for candidates who undertook this who were aged 45 and over had almost half the pass rate of younger candidates and if there is a significantly higher pass rate for those aged 30 and under as well?
14. Can policing board confirm if it is true that candidates trained pre 2005 had no computer based assessment in initial police training whilst newer recruits in the years since 2005 have had up to 35 hours of computer based assessment within training and that the results of this assessment show that those who have had this computer based assessment 35 hours in initial police training have done better than their counterparts who did not have this assessment in initial training?
15. Please confirm if it is correct that due to a technical issue one group out of the 37 groups who undertook this assessment got 25 minutes to read the introduction info which other candidates only got 5 minutes to read and that despite several complaints by officers the resourcing dept of PSNI sent an email to all candidates saying that this group was not at an advantage?
16. Out of the 37 groups assessed and in terms of average group scores where did this group who got the extra time rank out of 37?
17. How much did this assessment cost PSNI? I have been reliably informed that another force paid £45000 for this assessment.

Answer:

1. The Northern Ireland Policing Board (the Board) does not hold this information in the format requested.

PSNI provide the Board with information on compensation claims including personal injury claims under the headings "Employers Liability" and "Industrial Tribunal/Fair Employment Action". From 1 January 2010 to 31 December 2015 there were 8028 Employer's Liability claims received and 2618 Industrial Tribunal/Fair Employment Action claims received. From April 2013 the figure for Employer's Liability included claims from individuals with service in the PSNI and Prison Service.

Since January 2016, the Board holds figures for the number of compensation cases paid under both headings (697 Employer's Liability and 241 Industrial Tribunal/Fair Employment Action respectively) rather than claims received.

2. The Board does not hold this information in the format requested.
3. The Police College Review Report contains this information. The report is in the public domain and can be accessed via the following link :

<https://www.psni.police.uk/globalassets/news-and-appeals/latest-news/news-stories/2016/november/college-report/police-college-review-final-version-1.2---official-marking.pdf>

As such the exemption at section 21 (Information accessible by other means) of the Freedom of Information Act 2000 applies.

4. The Police College Review Report contains this information. The report is in the public domain and can be accessed via the following link :

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As such the exemption at section 21 (Information accessible by other means) of the Freedom of Information Act 2000 applies.

5. The Northern Ireland Policing Board does not hold this information.
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15. The Northern Ireland Policing Board does not hold this information.

16. The Northern Ireland Policing Board does not hold this information.

17. The Northern Ireland Policing Board does not hold this information.

By way of assistance, requests for information relating to Point 2 and Points 5 – 17 might be more appropriately made to PSNI.

If you have queries about this request or the decision please contact the Board quoting the reference number above. If you are unhappy with the service you have received and wish to make a complaint or request a review you should write to the Board's Chief Executive at the following address:

Northern Ireland Policing Board
Waterside Tower
31 Clarendon Road
Clarendon Dock
Belfast BT1 3BG

Email: foi@nipolicingboard.org.uk

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner. Generally, the Information Commissioner's Office cannot investigate or make a decision on a case unless you have exhausted the complaints procedure provided by the Board. The Information Commissioner can be contacted at:-

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
SK9 5AF

Telephone: - 0303 1231114
Email: - ni@ico.org.uk

Please be advised that Policing Board replies under Freedom of Information may be released into the public domain via our website @ www.nipolicingboard.org.uk.

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