



FREEDOM OF INFORMATION REQUEST



Request Number: F-2019-01622

Keyword: Human Resources

Subject: Recruitment 1710

Request and Answer:

Your request for information below has now been considered. In respect of Section 1(1)(a) of the Freedom of Information Act 2000 (FOIA) I can confirm that the Police Service of Northern Ireland does hold the information you have requested however it is estimated that the cost of complying with your request for information would exceed the “appropriate costs limit” under Section 12(1) of the Freedom of Information Act 2000.

Can you please advise the following for the full duration of the 1710 recruitment campaign.

Request 1

Total number of those who reached the merit list who withdrew

Request 2

Total number of PCA 1st attempt and 2nd attempt fails.

Request 3

Total number of candidates who did not complete online learning in time. Both recruitment online learning and pre-joining online learning

Clarification sent to you the requester:

Can you please clarify and detail what you term as ‘recruitment online learning’ and separately ‘pre-joining online learning’

Clarification received from you the requester:

For pre joining online learning I am referring to online learning modules that student officers are required to undertake prior to starting the police college.

Request 4

Total number of medical fails and subsequent Appeals; please show appeals dismissed and appeals won.

Request 5

Total number of SMT fails and subsequent appeals; please show appeals won and appeals dismissed

Request 6

Total number of vetting fails and subsequent appeals; please show appeals won and appeals dismissed

Request 7

Total number of appointable candidates who declined an offer of appointment

Answers

Section 17(5) of the Freedom of Information Act 2000 requires the Police Service of Northern Ireland, when refusing to provide such information (because the cost of compliance exceeds the appropriate limit) to provide you the applicant with a notice which states that fact.

It is estimated that the cost of complying with your request for information would exceed the "appropriate costs limit" under Section 12(1) of the Freedom of Information Act 2000. Section 12 of FOIA allows a public authority to refuse to deal with a request where it estimates that it would exceed the appropriate limit to either comply with the request in its entirety or confirm or deny whether the requested information is held. The estimate must be reasonable in the circumstances of the case. The 'appropriate limit' is currently £600 for central government and £450 for all other public authorities including PSNI. The relevant Regulations which define the appropriate limit for section 12 purposes are The Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulation 2004 SI 2004 No 3244. These are known as the 'Fees Regulations' for brevity.

Regulation 4(3) of the Fees Regulations states that a public authority can take into account the costs it reasonably expects to incur in carrying out the following permitted activities in complying with the request:

- (i) determining whether the information is held;
- (ii) locating the information, or a document containing it;
- (iii) retrieving the information, or a document containing it; and
- (iv) extracting the information from a document containing it.

Under those regulations PSNI can calculate the time spent on each of these permitted activities at £25 per hour (thus if the activity(s) takes more than 18 hours PSNI will be in excess of the 'appropriate limit').

The information requested is not held in a central location and therefore in an attempt to respond to your request I contacted the relevant Record Owners who had advised that some information although held electronically also requires manual intervention. PSNI Policing College has advised to respond to your request 3 specifically for 'pre joining online learning', this remains an active campaign and to date there have been a total of 522 appointments made and this would require each record to be individually checked. PSNI Human Resources assign each candidate a Unique ID and they are then assigned a Service Number by the College when they're appointed. The College would need to cross reference the UID and Service Number to identify all 522 candidates. Thereafter the College would need to check each candidate's online learning to answer this part of your request number 3. Allowing a conservative estimate for only 5 minutes per candidate, is estimated at a total of 43 1/2 hours, which grossly exceeds the 18 hour limit under the FOI Act as set by the Secretary of State.

In accordance with the Freedom of Information Act 2000, this letter should be considered as a Refusal Notice, and the request has therefore been closed.

You may wish to submit a refined request in order that the cost of complying with your request may be facilitated within the 'appropriate limit'. In compliance with Section 16 of the Act, I have considered how your request may be refined to bring it under the appropriate limit and it may be possible to provide responses to the following request numbers 1,2,4,5,6,7 and for request number 3 'total number of candidates who did not complete online learning', however submission of a refined

request would be treated as a new request, and considered in accordance with the Freedom of Information Act 2000, including consideration of relevant Part II exemptions.

If you have any queries regarding your request or this 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.