

FROM THE OFFICE OF THE JUSTICE MINISTER



Department of

**Justice**

[www.dojni.gov.uk](http://www.dojni.gov.uk)

Minister's Office Block B,  
Castle Buildings  
Stormont Estate  
Ballymiscaw  
Belfast  
BT4 3SG  
Tel: 028 9052 8121  
[private.office@dojni.x.gsi.gov.uk](mailto:private.office@dojni.x.gsi.gov.uk)

Our ref: SUB/1184/2015

Mr David Lebrecht  
Chairman PRRB  
c/o Office of Manpower Economics  
8<sup>th</sup> Floor  
Fleetbank House  
2-6 Salisbury Square  
LONDON EC4Y 8JX

20 October 2015

*Dec M. Lebrecht*

## **POLICE REMUNERATION REVIEW BODY – REMIT LETTER**

I am pleased to provide the Police Remuneration Review Body with this remit letter for the review of the remuneration for police officers serving in the Police Service of Northern Ireland (PSNI) up to and including the rank of chief superintendent.

During your first year of review, parties in Northern Ireland were conscious of the reforms applied to police officers' terms and conditions following agreements reached at the Police Negotiating Board. Some of these are still in the process of implementation, while the effect of the loss of some allowances and pension reforms is still being assessed. I can confirm that the approach taken last year in making recommendations consistent with other forces in England and Wales was helpful and that your recommendations have been applied in full.

### **Public Sector Pay Policy**

The Northern Ireland Executive has not yet agreed the public sector pay policy applicable to Northern Ireland for 2016/17. In general terms, it has however endorsed the principle of adherence to the UK Government's public sector pay policies and public sector pay growth limits.

I am aware of the letter that the Chief Secretary to the Treasury sent to the chairs of pay review bodies on 19 August. In the absence of a clear policy for Northern Ireland, I would suggest that the body operates within the parameters set out therein, noting that these may be subject to further restraint. The Executive's position will be provided in evidential submissions as the position becomes clearer.

## **2016/17**

I would ask for recommendations from the Review Body on:

- the application of any pay award for these police officers, effective from 1 September 2016;
- whether any increase should be applied to the Northern Ireland Transitional Allowance and whether to change its current non-pensionable status;
- whether any increase should be applied to the Competence Related Threshold Payment and/or Dog Handler's Allowance; and
- the operation of current on call arrangements for the Federated and Superintending ranks – including compensation levels and accessibility by those ranks.

The Review Body will want to consider the full package of remuneration paid to police officers in Northern Ireland and consider any specific challenges facing them which are not already addressed.

In making your recommendations for this year, you were able to retain uniformity with similar ranks in England and Wales, and the recommendations for the Senior Salaries Review Body's remit group. It remains important that no barriers to movement are created between forces and so parity in key areas remains desirable.

## **Future Agenda**

Last year I requested that the Review Body plan to undertake a comprehensive review of the CRTP scheme for implementation in September 2018. I remain committed to this review and understand that you require detailed evidence submissions from the parties to support this work.

FROM THE OFFICE OF THE JUSTICE MINISTER



Finally, I would note that consideration will have to be given to the ongoing reforms being taken forward by the College of Policing and what, if any, impact these might have on policing in Northern Ireland.

I trust that this letter is helpful as you undertake this year's assessments. I can confirm that input has been sought from the Police Federation of Northern Ireland, the Superintendents' Association of Northern Ireland, the Northern Ireland Policing Board and the PSNI on matters they would wish to see referred to you, all of which have been incorporated in this remit letter. They are in the process of gathering evidence for your consideration.

I look forward to receiving your recommendations in line with your proposed timetable.

A handwritten signature in black ink, appearing to read "David Ford".

**DAVID FORD MLA**  
**Minister of Justice**