

**FROM THE PERMANENT SECRETARY**  
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Chair  
Police Remuneration Review Body  
Office of Manpower Economics  
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Dear Chair

## **POLICE REMUNERATION REVIEW FOR 2019/20**

Firstly, I would like to take this opportunity to congratulate you on your recent appointment to the role of Chair of the Police Remuneration Review Body (PRRB).

While I am acutely aware that the pay round for 2018/19 has not yet been concluded for PSNI officers, I am keen to ensure that the process for next year is not unduly delayed. I am therefore writing to ask that the PRRB commences its annual review of pay and conditions for officers of the PSNI for 2019/20, simultaneously with that for officers in England and Wales.

Having taken the views of stakeholders in preparation for the review, we would welcome the PRRB's recommendations on the following matters:

- the application of any pay award for 2019/20 for police officers of all ranks, including chief officers;
- whether any increase should be applied to the Northern Ireland Transitional Allowance (NITA) and other allowances, including those for on-call and dog handlers;
- any changes which should be applied to the existing Competence Related Threshold Payment (CRTP) in light of the review currently being concluded by the PSNI;

- whether the superintending ranks should have access to targeted payments or bonuses;
- consideration of any specific challenges for the PSNI highlighted in written evidence from NI parties, particularly in terms of targeting pay awards to address recruitment and retention pressures.

I can confirm that the Department was also asked to consider including the introduction of payment for rest days untaken as a result of exigencies of duty, as well as access by the superintending ranks to payment for on-call duties. Mindful that these areas are important to ensuring officer wellbeing and work/life balance, we will ask the PSNI to engage directly with the relevant stakeholders on these matters as soon as possible. Any views the PRRB might wish to offer would, of course, be most welcome.

The Public Sector Pay Policy for Northern Ireland for the next financial year has not yet been published and officials are engaging with the Department of Finance in this regard. It is suggested that, in the interim, the PRRB continues to take account of the importance of affordability in reaching its recommendations, as has been the case in previous years.

For some years, the stakeholders in Northern Ireland have been keen that the PRRB recommendations for PSNI officers are broadly consistent with their counterparts in England and Wales. This remains the case and has been reflected in inputs I have received to date. I am also aware of the reforms being led in England and Wales by the National Police Chiefs' Council (NPCC). The PSNI has established a working group which will engage closely with the NPCC and the College of Policing with a view to considering the implications of these reforms for officers in Northern Ireland. I understand that the PRRB expects written evidence submissions to address these points in detail.

Consistent with last year, this letter is issued subject to the views of an incoming Minister of Justice. Departmental officials will continue to liaise closely with your secretariat in respect of local political developments.

I am grateful to the PRRB for the work undertaken in support of the 2018/19 pay round and look forward to working with you and your members in support of the process for the year ahead.

Yours sincerely



**PETER MAY**