



Police  
Remuneration Review Body

# Police Remuneration Review Body

**Fourth Report on Northern Ireland 2018**

*Chair: David Lebrecht*



# Police Remuneration Review Body

## Terms of reference<sup>1</sup>

The Police Remuneration Review Body<sup>2</sup> (PRRB) provides independent recommendations to the Home Secretary and to the Northern Ireland Minister of Justice on the hours of duty, leave, pay, allowances and the issue, use and return of police clothing, personal equipment and accoutrements for police officers of or below the rank of chief superintendent and police cadets in England and Wales, and Northern Ireland respectively.

In reaching its recommendations the Review Body must have regard to the following considerations:

- the particular frontline role and nature of the office of constable;
- the prohibition on police officers being members of a trade union or withdrawing their labour;
- the need to recruit, retain and motivate suitably able and qualified officers;
- the funds available to the Home Office, as set out in the Government's departmental expenditure limits, and the representations of police and crime commissioners and the Northern Ireland Policing Board in respect of local funding issues;
- the Government's wider public sector pay policy;
- the Government's policies for improving public services;
- the work of the College of Policing;
- the work of police and crime commissioners;
- relevant legal obligations on the police service in England and Wales and Northern Ireland, including anti-discrimination legislation regarding age, gender, race, sexual orientation, religion and belief and disability;
- the operating environments of different forces, including consideration of the specific challenges of policing in rural or large metropolitan areas and in Northern Ireland, as well as any specific national roles which forces may have;
- any relevant legislative changes to employment law which do not automatically apply to police officers;
- that the remuneration of the remit group relates coherently to that of chief officer ranks.

The Review Body should also be required to consider other specific issues as directed by the Home Secretary and/or the Northern Ireland Minister of Justice, and should be required to take account of the economic and other evidence submitted by the Government, professional representatives and others.

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<sup>1</sup> The terms of reference were set by the Home Office following a public consultation – Implementing a Police Pay Review Body – The Government's Response, April 2013.

<sup>2</sup> The Police Remuneration Review Body was established by the Anti-social Behaviour, Crime and Policing Act 2014, and became operational in September 2014.

It is also important for the Review Body to be mindful of developments in police officer pensions to ensure that there is a consistent, strategic and holistic approach to police pay and conditions.

Reports and recommendations of the Review Body should be submitted to the Home Secretary, the Prime Minister and the Minister of Justice (Northern Ireland), and they should be published.

### **Members<sup>3</sup> of the Review Body**

David Lebrecht (Chair)  
Elizabeth Bell  
Anita Bharucha  
Monojit Chatterji<sup>4</sup>  
Paul Leighton  
Christopher Pilgrim  
Patrick Stayt

The secretariat is provided by the Office of Manpower Economics.

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<sup>3</sup> Members of the Review Body are appointed through open competition adhering to the Commissioner for Public Appointments' Governance Code on Public Appointments. Available at: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/578498/governance\\_code\\_on\\_public\\_appointments\\_16\\_12\\_2016.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/578498/governance_code_on_public_appointments_16_12_2016.pdf) [Accessed on 24 May 2018]

<sup>4</sup> Monojit Chatterji was appointed to the Review Body in March 2018.

# POLICE REMUNERATION REVIEW BODY

## Fourth Report on Northern Ireland 2018

### Executive Summary

#### **Our 2018/19 recommendations (from 1 September 2018):**

- **We recommend that the time-limited 1% non-consolidated pay award received by the federated and superintending ranks in 2017/18 should be consolidated into all pay points for officers at these ranks.**
- ***In addition to and following* the above recommendation, we recommend a consolidated increase of 2% to all pay points for police officers at all ranks.**
- **We recommend an increase of 2% in the current level of the Northern Ireland Transitional Allowance (NITA) and the Dog Handlers' Allowance.**
- **We recommend that the CRTP scheme remains open to new applicants pending the outcome of the comprehensive review and that the current level of CRTP does not increase.**

1. The Vision for the Police Service of Northern Ireland (PSNI) states: “We want to help build a safe, confident and peaceful Northern Ireland. We will prevent crime, detect offenders and protect the most vulnerable in society”<sup>5</sup>. The PSNI has a workforce of around 8,850 individuals, of whom just over 6,700 are police officers. Our terms of reference relate only to the pay and certain other conditions of service of PSNI police officers, and not to police staff or other groups.

#### *Our remit*

2. Our Fourth Report contains our recommendations for 2018/19 for police officer pay and allowances for all police ranks in Northern Ireland. The Chief Secretary to the Treasury (CST) stated that the 2015 Spending Review had budgeted for a 1% average increase in basic pay and progression pay awards for specific workforces. However, she also observed that the Government recognised that in some parts of the public sector, particularly in areas of skill shortage, more flexibility might be required, including in return for improvements to public sector productivity. The remit letter from the Permanent Secretary at the Department of

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<sup>5</sup> Police Service of Northern Ireland - Our Strategy and Vision. Available at: <https://www.psnipolice.uk/inside-psni/our-strategy-and-vision/> [Accessed on 24 May 2018]

Justice for Northern Ireland asked for recommendations on: (i) the application of any pay award for 2018/19 for police officers of all ranks, including chief officers, in the context of the CST's letter of 21 September 2017 on public sector pay; (ii) whether any increase should be applied to the Northern Ireland Transitional Allowance (NITA) and other allowances; (iii) whether any increase should be applied to the Competence Related Threshold Payment, pending its review by the PSNI; and (iv) consideration of any specific challenges from the PSNI highlighted in written evidence from Northern Ireland parties, particularly in terms of recruitment and retention pressures. (Paragraphs 1.8 to 1.10)

### *Our analysis of the 2018/19 evidence*

3. The main points which we noted from the evidence are as follows:
  - Policing environment – the overall level of demand on the PSNI remains high while officer numbers have reduced. In this context the increase in the use of casual overtime in 2016/17 is a matter for concern. Brexit is expected to present significant future challenges to policing in Northern Ireland but there is uncertainty on how this will manifest itself. The Northern Ireland security situation remains 'SEVERE'; (Paragraphs 2.21 to 2.23)
  - Pay parity – it remains important to the parties to maintain the fundamental principle of a single police service across England, Wales and Northern Ireland and we agree with their position. However, pay and workforce reforms in England and Wales and PSNI budget constraints could strain the argument for pay parity in future; (Paragraphs 2.29 to 2.31)
  - Public sector pay policy – not having a current public sector pay policy in place for Northern Ireland when we are evaluating the evidence and making our recommendations continues to hinder our processes; (Paragraph 2.43)
  - Affordability – the funding mechanisms for the PSNI lack the flexibility afforded to police forces in England and Wales and an alternative funding arrangement would be beneficial. However, the PSNI proposed a 2% pay award so we conclude that this would be affordable; (Paragraphs 2.44 to 2.45)

- Economy and labour market – Consumer Prices Index (CPI) inflation fell to 2.5% in March 2018, having peaked at 3.1% in November 2017 and is expected to fall further during 2018. Average earnings growth in the UK was 2.8% in the three months to February 2018 and UK median pay settlements increased to 2.5% in January 2018, with forecast surveys expecting settlements to stay close to this level in 2018. For Northern Ireland, economic activity was lower and therefore the economic picture was not as strong as for the rest of the UK; (Paragraphs 2.51 to 2.52)
- Earnings – police officer median earnings increased by 1.5% in 2016/17 after falls in previous years. The pay lead of PSNI officers relative to their England and Wales counterparts was 19% because of higher amounts of overtime, differences in allowances received and the greater number of officers at the top of the pay scales; (Paragraph 2.65)
- PSNI workforce – the budgetary pressures on the PSNI appear to have reached a critical point and will soon be the driving factor behind workforce decisions. These pressures are also resulting in an increased impact on service provision and a strained environment in which to manage demand. The increase in sickness absence recorded in the 2017/18 year to date was an additional cause for concern. We continue to be mindful of the level of potential retirements. (Paragraphs 2.54 to 2.89)

*Pay proposals and recommendations for 2018/19*

4. We noted that the 1% non-consolidated and time-limited element from the 2017/18 police officer pay award for the federated and superintending ranks would cease at the end of August 2018. The ending of the payment would be equivalent to a pay cut and would be perceived as such by police officers. Therefore, **we recommend that the time-limited 1% non-consolidated pay award, that was paid to federated and superintending ranks from 1 September 2017, should be consolidated into all pay points for officers at these ranks with effect from 1 September 2018.** (Paragraphs 3.7 to 3.8)

5. We **further recommend** that, *in addition to and following* the consolidation from September 2018 of the 1% non-consolidated pay award for 2017/18, a

**consolidated increase of 2% to all pay points for police officers at all ranks, from 1 September 2018.** (Paragraphs 3.13 to 3.22)

6. We again recommend that the **NITA** and **Dog Handlers' Allowance** are increased in line with the annual pay award and therefore **we recommend a 2% increase from 1 September 2018.** (Paragraphs 3.27 to 3.28 and 3.30)

7. We were pleased to learn that the PSNI had begun the process of engagement with the parties on the comprehensive review of the CRTP scheme. We suggest that the PSNI and the other parties refer back to our 2016 Report for our expectations on the review and ask them to take pay parity into account. We hope to be presented with a unified proposal on the future of the scheme before the end of 2018. **We therefore recommend that the CRTP scheme remains open to new applicants pending the outcome of the comprehensive review and that the current level of CRTP does not increase.**

#### *Forward look*

8. In order to avoid the considerable and unfortunate delay before PSNI police officers could receive their pay award for 2017/18, or gain access to our Third Report, we would ask for consideration to be given to a much earlier response to this report, recognising the political situation at the time of writing. (Paragraphs 4.12 to 4.13) If police officers are to receive a pay award on the normal timescale, our report would need to be published no later than 31 August. It is regrettable that this timetable was not met in 2017, and it would be very desirable if this was not repeated in 2018.

David Lebrecht (*Chair*)  
Elizabeth Bell  
Anita Bharucha  
Monojit Chatterji  
Paul Leighton  
Christopher Pilgrim  
Patrick Stayt

*25 May 2018*





