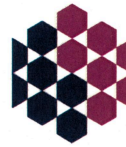


FROM THE OFFICE OF THE JUSTICE MINISTER



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6 October 2014

**POLICE AND NATIONAL CRIME AGENCY REMUNERATION REVIEW
BODY – REMIT LETTER**

I am pleased to provide the Police and National Crime Agency Remuneration Body with this, my first annual remit letter for 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.

2015/16

In this first year, the parties are cognisant of the many reforms to police officer terms and conditions recently agreed through the PNB arrangements. On this basis, I would ask for recommendations from the Body on the application of any pay award for these police officers from 1 September 2015. I also ask that consideration be given to whether the same increase be applied to the Northern Ireland Transitional Allowance and Competence Related Threshold Payment (CRTP) and I would welcome your views. Supporting evidence will be submitted in due course.

Whilst I note that you have received a letter from HM Treasury setting out the pay award limitations for 2015/16, I currently await a letter from the Department of Finance and Personnel in Northern Ireland setting out the pay policy for 2015/16. The Northern Ireland Executive has endorsed the principle of adherence to the UK Government's public sector pay policies and enforcement of pay growth limits is devolved to the Executive within the overarching parameters set by HM Treasury (up to 1% for 2015/16 as announced by the UK Government in the Budget 2013). Further detail on Executive pay policy will be provided in our submission of evidence.

In making your recommendation, I think it is important for you to note that it remains important to retain uniformity with similar ranks in England and Wales, and that the remuneration of the Review Body's remit group relates coherently to that of chief officer ranks.

However, in maintaining uniformity with England and Wales you will want to consider the full package of remuneration paid in Northern Ireland and consider any specific challenges facing police officers in Northern Ireland not already addressed.

Future agenda

It was also agreed during our recent negotiations that a comprehensive review of the current Competence Related Threshold Payments scheme should take place in time for the September 2018 pay settlement. I would ask you also to plan this into your forward work plan accordingly.

I trust that this narrow remit is helpful to the Body in its first year and that early indication of matters the parties wish to have reviewed in forthcoming years will assist your planning processes. Finally, 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.

FROM THE OFFICE OF THE JUSTICE MINISTER



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

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

DAVID FORD MLA
Minister of Justice