

FROM THE OFFICE OF THE JUSTICE MINISTER



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Anita Bharucha (Chair)
Police Remuneration Review Body
Office of Manpower Economics
8th Floor Fleetbank House
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 February 2020

Dear Anita,

Firstly, I would like to thank you for the work undertaken by the Police Remuneration Review Body (PRRB) in support of the 2019/20 pay process. As you will be aware, officials are working to conclude this pay round as expeditiously as possible following publication of the Northern Ireland Public Sector Pay Policy.

You may be aware that previous correspondence from the Department of Finance (DoF) in October 2019 has indicated that setting of the 2020/21 Pay Policy will be aligned to publication of the Budget for that period. We would, therefore, envisage that the PRRB will be in a position to consider it as part of the evidence process.

I would be grateful if the PRRB would commence its annual review of pay and conditions for officers of the PSNI for 2020/21, in conjunction with that for police officers in England and Wales.

Having taken the views of stakeholders, I would welcome the PRRB's recommendations on the following matters:

- the application of any pay award for all ranks, including the starting salary for student officers;
- whether any increase should be applied to the Northern Ireland Transitional Allowance (NITA) and other allowances, including those for on-call (federated ranks) and dog handlers;
- whether the superintending ranks should have access to targeted payments, bonuses and/or payment for on-call duties; and
- the future of the Competence Related Threshold Payment (CRTP) scheme following consideration of proposals submitted by stakeholders.

The Department has, for the second consecutive year, been asked to consider including the introduction of payment for rest days untaken as a result of exigencies of duty. We plan to include this as a substantive item for discussion under the framework of the Police Advisory Group (NI). Any views the PRRB would wish to offer on this or other matters would, however, be most welcome.

You will be aware that, historically, awards to officers of the PSNI have been broadly consistent with those made to their counterparts in England and Wales. I understand that all stakeholders remain keen that this should be maintained into the future.

We can confirm that stakeholders have, to date, received a redacted version of the PRRB's last report to inform preparation of their written evidence.

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The Department would welcome receipt of your report and recommendations by 12 June 2020. I look forward to working with you and your members in support of the process for the year ahead.

Regards, *Naomi*

NAOMI LONG MLA
Minister of Justice