

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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2 March 2021

Dear Chair

POLICE REMUNERATION REVIEW BODY REMIT FOR 2021/22

Firstly, I would like to thank you for the work undertaken by the Police Remuneration Review Body (PRRB) in support of the 2020/21 pay process. On 16 December I approved the payment of the main 2020/21 award. Payments were made to the federated and superintending ranks in January salaries backdated to 1 September 2020. Officials are working to conclude the award for senior officers having recently received a pay remit for this cohort from the Northern Ireland Policing Board.

I can confirm that I have approved all the PRRB recommendations contained in the 6th report and my officials are liaising with the PSNI as to their practical application. I can confirm that I am content that the 6th report on Northern Ireland 2020 is now published on your website. In relation to the recommendation for a review of allowances for PSNI officers, preparatory work is now underway to take this forward. However, the pace with

which we have been able to progress this recommendation has, inevitably, been impacted by the need to prioritise our response to the current pandemic.

I would be grateful if the PRRB would now commence its annual review in respect of officers of the PSNI for 2021/22, in conjunction with that for police officers in England and Wales.

I have had sight of the Home Secretary's remit letter for officers in England and Wales and note her position in support of a temporary pause to public sector pay awards for 2021/22. I have not yet been given any indication as to whether the Northern Ireland Executive will be considering a similar approach to public sector pay in this jurisdiction. However, I remain in favour of maintaining the principle of broad alignment on police pay between the different jurisdictions and will not therefore be seeking a recommendation for police officer pay uplifts for 2021/22.

The Northern Ireland Policing Board (NIPB) has also raised the issue of pay scales for Assistant Chief Constables (ACCs) in Northern Ireland, following a decline in the number of applicants for the recent ACC competition. The Board recently completed a review of senior officer allowances, as an outworking of their consideration of the written submission to the PRRB 2020/21 process and since the Board had not reviewed the Chief Officer allowances for a considerable period of time, which included a benchmarking exercise. I have taken the view that it would be preferable to look at the issue of ACC pay scales alongside the Board's proposals on the allowances available for ACCs, since allowances are also part of the reward package.

I would, therefore, welcome the PRRB's consideration of the parties' proposals in respect of the overall remuneration package for (ACCs), taking into account the Board's report of its review of allowances, a proposal on ACC pay scales from CPOSA and any other evidence provided by the parties in their submissions on the proposals being put forward on both pay scales and allowances.

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As in previous years, I would also invite you to have regard to PRRB's standing terms of reference.

I can confirm that stakeholders have received a copy of the PRRB's last report to inform preparation of their written evidence.

The Department would welcome receipt of your seventh report and recommendations by early June 2021. I look forward to working with you and your members in support of the process for the year ahead.

Yours sincerely,

NAOMI LONG MLA
Minister of Justice

Please ensure that you quote our reference number in any future related correspondence.