

FROM THE OFFICE OF THE JUSTICE MINISTER



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Via email: Gabrielle.kann@businessandtrade.gov.uk

Zoë Billingham
Police Remuneration Review Body
Office of Manpower Economics
8th Floor Fleetbank House
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17 December 2024

Dear Zoë

**2024/25 PAY AWARD TO THE FEDERATED AND SUPERINTENDING RANKS OF
THE POLICE SERVICE OF NORTHERN IRELAND (PSNI)**

I am writing to thank you and your members for the Police Remuneration Review Body (PRRB) 2024 report in respect of PSNI officers at federated and superintending ranks.

I am pleased to confirm that I have approved the following PRRB recommendations.

- I. A consolidated increase of 4.75% to all police officer pay points for all ranks up to and including chief superintendent.
- II. The Chief Constable of Northern Ireland be given the discretion to set the starting salary for new constables in the PSNI at either pay point 1 or pay point 2 on the constable pay scale.

- III. The On-call Allowance for evenings and weekends in the PSNI be increased from £20 to £25 as an interim measure pending the outcome of the National Police Chiefs' Council's review of allowances in 2024/25.
- IV. That all constables receive their first pay increment exactly twelve months from when they first join the service.
- V. An increase of 4.75% in the current level of the Northern Ireland Transitional Allowance (NITA).
- VI. Dog Handlers' Allowance be uprated by 4.75% and the additional rate for officers with more than one dog be raised from 25% to 50% of the rate for the first dog.

I have agreed to defer the following recommendations for approval to allow further consideration as to how they may be progressed.

- VII. The introduction of a police regulation in Northern Ireland on police officer increments to ensure that they are paid on time.
- VIII. The DOJ plans for convergence on allowances with England and Wales alongside the phased removal of the Competence Related Threshold Payment (CRTP) in a way that mitigates the impact on overall pay for officers currently receiving CRTP. We ask that the DOJ submits by 30 November 2024 a full proposal, with a firm timeline, for delivering this. We recommend that the current level of the CRTP does not increase.
- IX. The time it takes the federated ranks in the PSNI to reach the maximum annual leave entitlement of 30 days be reduced from 20 to 10 years. Implementation of this change to be in line with the proposals put forward for England and Wales by the National Police Chiefs' Council. In advance of that, we also recommend that from September 2024 the annual leave for probationary officers in the PSNI is increased from 22 to 25 days.

I am content that you now publish the report for Northern Ireland on your website and would like to thank you for your work on the 2024/25 pay round. I look forward to working with you in the coming months.

FROM THE OFFICE OF THE JUSTICE MINISTER



Department of
Justice

An Roinn Dlí agus Cirt

Máinnystrie O tha Laa

www.justice-ni.gov.uk

Yours sincerely

NAOMI LONG MLA
Minister of Justice

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