



Police Federation for Northern Ireland

National Crime Agency Remuneration Review Body Submission 2014

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1. Executive Summary

- 1.1** The Police Federation for Northern Ireland (PFNI) is the recognised representative body for Officers within the Police Service of Northern Ireland (PSNI), covering all ranks from Constable to Chief Inspector.
- 1.2** We are responding to the Police and National Crime Agency Remuneration Review Body (NACRRB), in its first year of operation.
- 1.3** This submission is by way of evidence, justifying our case for a fair and meaningful pay increase for our Officers.
- 1.4** We are cognisant of the many reforms to Police Officer terms and conditions recently agreed through PNB arrangements, simultaneously acknowledging the position of HM Treasury, setting out the pay award limitations for 2015 / 2016.
- 1.5** At the time of submission, we are not sighted on the Department of Finance & Personnel (Northern Ireland) position, but make the assumption it will reflect national restrictions, in maintaining uniformity with similar ranks in England & Wales.
- 1.6** Notwithstanding the decision to maintain uniformity with England & Wales, we strongly believe the full remuneration package paid in Northern Ireland should reflect the specific “special and different” challenges and circumstances facing Police Officers in Northern Ireland.
- 1.7** This response should be viewed in the context of circumstances and environment that defines the landscape of policing in Northern Ireland.

2. Policing in Northern Ireland

- 2.1** Policing in Northern Ireland is unique and different from other parts of the United Kingdom. We are a single police service, covering all areas of Northern Ireland, and our Officers are routinely armed. Officers are also permitted to carry personal protective weapons whilst off duty, because of the prevailing threat of terrorist attack.
- 2.2** There is a fundamental distinction that sets us apart from our colleagues in the rest of the United Kingdom, which evolves around an incessant volatile and hostile working environment. In the last two years alone there have been 89 shooting incidents, 125 bombing incidents, and 1,300 Officers injured on duty (some with career ending injuries) whilst having to deal with widespread public disorder, where it is not unusual for Officers to sustain a bombardment of blast bombs, petrol bombs, heavy masonry and other missiles.
- 2.3** The aforementioned statistics coupled with the ever decreasing number of Officers, (currently 6,600) falling far short of the Report of The Independent Commission on Policing for Northern Ireland (1999) 'The Patten Report' which recommended '*provided the peace process does not collapse and the security situation pertaining at present, the approximate size of the police service over the next ten years should be 7,500 full-time Officers¹*'.
- 2.4** The considerable deficiency in Officer numbers has much broader implications for our resilience. The majority of Officers are suffering fatigue and burnout, and are unable to avail of rest days and in some cases annual leave. Police Officers are stretched to the limit, as borne out by the Criminal Justice Inspectorate Report², which highlighted that the PSNI, were and still are failing to meet certain targets, and are very much burdened by ongoing cuts.
- 2.5** We believe that the immense and current policing challenges facing the PSNI are unlikely to improve in the short to medium term, and will in all probability remain largely unchanged for the next ten years. The cuts to the PSNI budget in the words of the Chief Constable George Hamilton will render the PSNI 'unrecognisable'.

¹ The Report of the Independent Commission on Policing for Northern Ireland (1999)
Recommendation 105 [Para. 13.9]

² Finding the Balance: Matching Human Resources with Priorities in the Police Service of Northern Ireland
(2013) Criminal Justice Inspectorate (Northern Ireland)

- 2.6** Officers of the PSNI are routinely targeted for injury and murder, simply for the reason that they are Police Officers. Scores of Officers and their families have been forced from their homes due to imminent death threats. Officers are considered as legitimate targets by Terrorists in Northern Ireland, and are constantly on the alert for possible attack, both on and off duty.
- 2.7** The threat level remains at the upper end of severe and is very real and present. The risks to Officers are an everyday factor in their lives, both on and off duty:
- 2.8** *'All my family know [that I am a Policeman] apart from my son and daughter. My two kids don't know. It's too dangerous for me. It brings me under notice from their friends if they happen to let it slip³'.*

³ Quote from Serving PSNI Officer, Broadcast: Channel 4 News, Thursday 04 December 2014
Web Link: [Cuts 'could damage' counter-terrorism in Northern Ireland](#)

3. Security Situation Statistics

3.1 Trends⁴

3.1.1 The security situation in Northern Ireland has improved over the last decade in that there have been fewer security related deaths, in 2013 / 2014 than ten years ago in 2004 / 2005.

3.1.2 However, a significant threat still remains as evidenced by the increased number of bombing incidents in 2013 / 2014 compared with the same period in 2004 / 2005, and the continued use of paramilitary style shootings and assaults.

3.2 Shooting Incidents

3.2.1 Shooting incidents have increased throughout 2014, which totals year to date 48, in comparison with 41 for the complete period in 2013. These can be categorised by paramilitary style attacks, shots at property, shots aimed at PSNI or PSNI property, murders and others.

3.2.2 Two Year Comparator (Shootings)

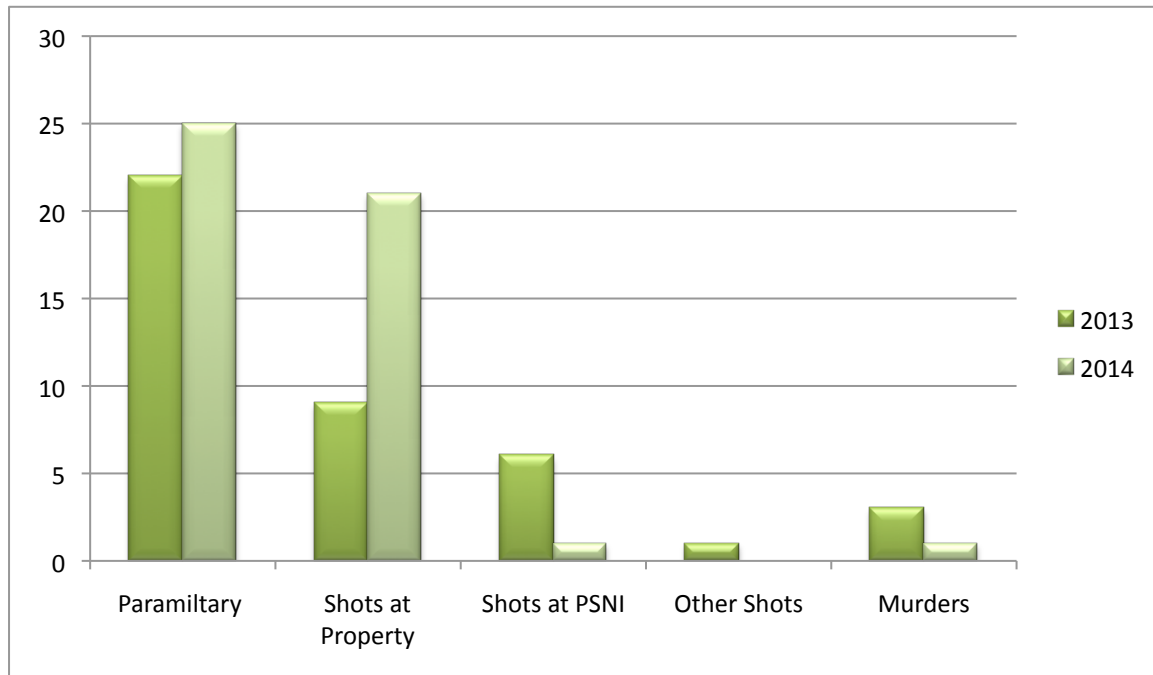
Year	Paramilitary Style Attacks	Shots at Property	Shots at PSNI / Stations	Other Shots Fired	Murders	Total
2013	22	9	6	1	3	41
2014	25	21	1	-	1	48
TOTAL	47	30	7	1	4	89

⁴ Statistics referred to in Section 3 are sourced from:

PFNI Internal Threat Book

Police Recorded Security Situation Statistics (Period Nov 13 – Oct 14)

3.2.3 Two Year Comparator (Shootings)



3.3 Bombing Incidents⁵

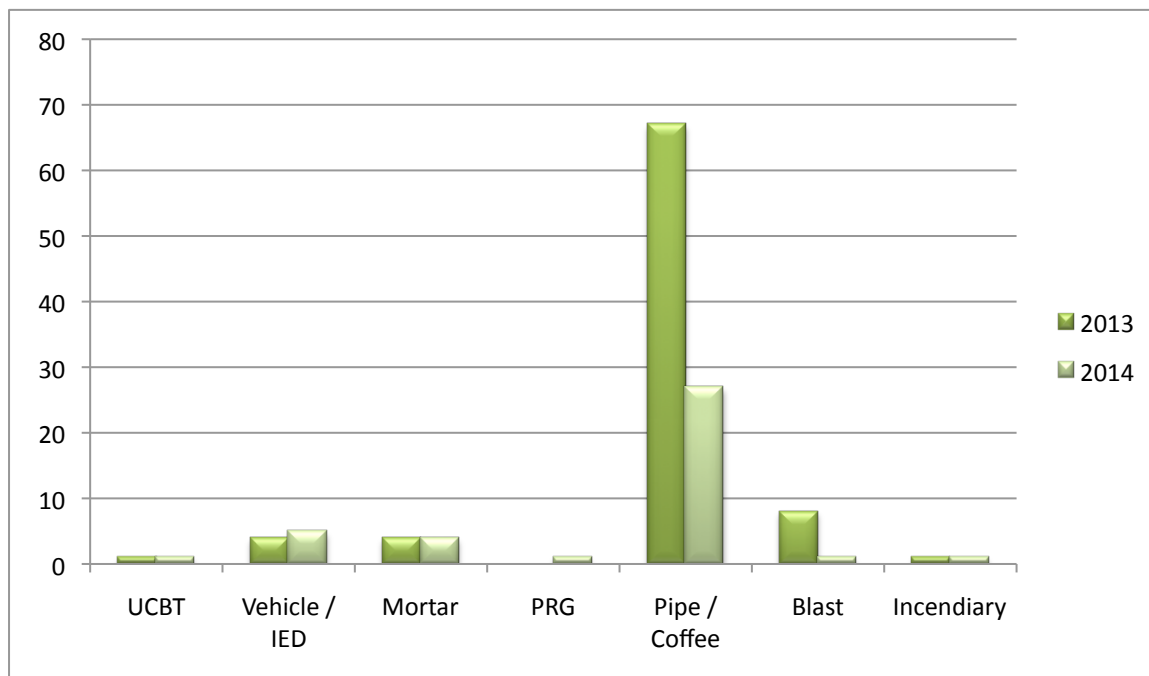
3.3.1 There has been a decrease in the number of bombing incidents year to date in comparison with the period in 2013, where a high of 16 bombing incidents were recorded in October 2013. This is also set in context of a higher number recorded in the period, than in the same period in 2004 / 2005.

3.3.2 Two Year Comparator (Bombings)

Year	UCBT	Vehicle / IED	Mortar	PRG	Pipe / Coffee	Blast	Incendiary	Total
2013	1	4	4	-	67	8	1	85
2014	1	5	4	1	27	1	1	40
TOTAL	2	9	8	1	94	9	2	125

⁵ Bombings, refers to attacks whether detonated, diffused or failed

3.3.3 Two Year Comparator (Bombings)

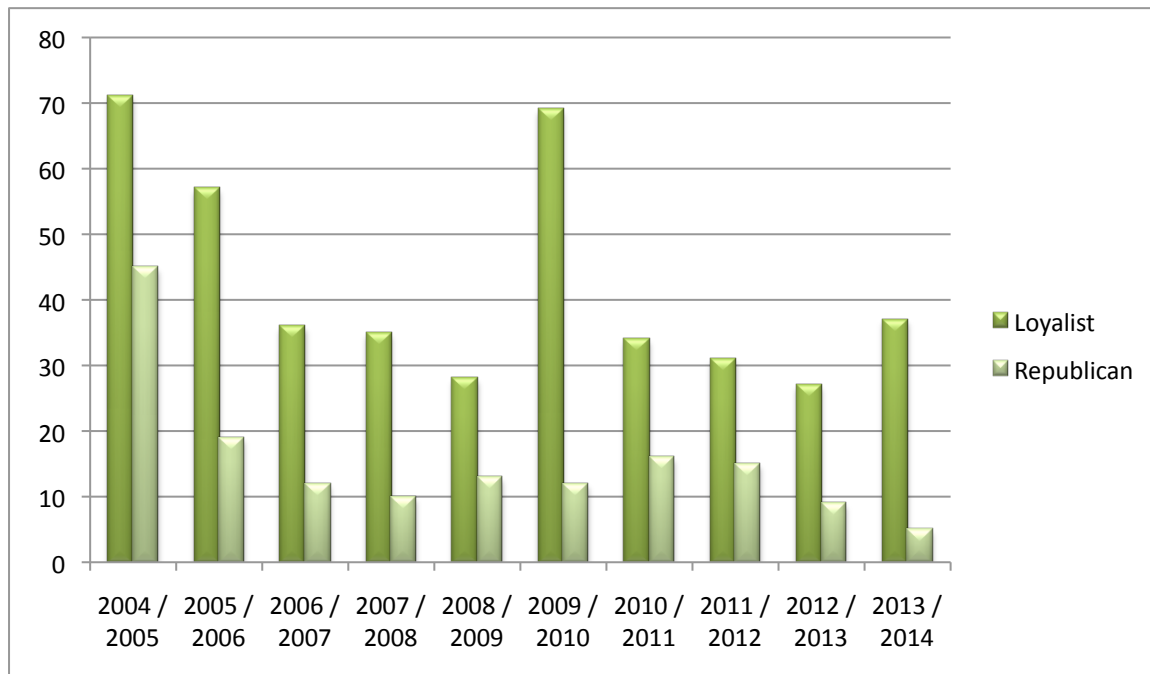


3.4 Paramilitary Styled Assaults & Shootings

3.4.1 There has been an increase in the number of casualties from paramilitary style assaults from October 2013 – 2014, with 52 assaults recorded, compared with 36 in the period before. April to October 2014 has been a particularly turbulent period with some 32 casualties recorded.

3.4.2 It is noted that the majority of Paramilitary Style Assaults in the ten year period 2004 / 2005 – 2013 / 2014 have been attributed to Loyalists. (Graph 3.4.3 Refers)

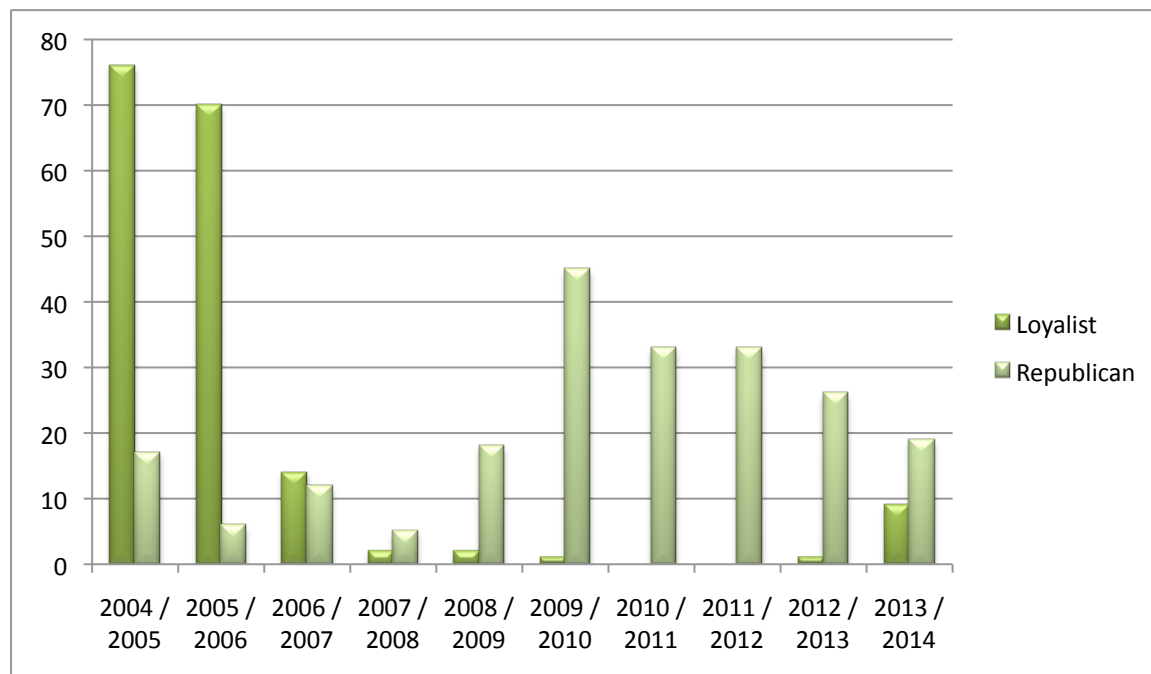
3.4.3 Ten Year Comparator (Assaults)



3.4.3 Similarly, and as outlined in 4.2.1, the number of Paramilitary Style Shootings has increased in the period, with three more recorded year to date than in 2013 in its entirety. The period April to October 2014 has seen 15 casualties recorded.

3.4.4 It is noted that the majority of Paramilitary Style Shootings in the period 2006 / 2007 – 2013 / 2014 have been attributed to Republicans. (Graph 3.4.5 Refers)

3.4.5 Ten Year Comparator (Shootings)



3.5 Firearms Finds

3.5.1 The number of firearms seized in the period has decreased, with 82 firearms found in the period November 2012 – October 2013, and in the same period in 2014, a total of 74 firearms were seized. The number of firearms seized per month ranged from a low of 1 (August 2014), to a high of 22 (December 2013). In the financial year to date there have been 34 firearms discovered by the PSNI. (Table 3.8 Refers)

3.6 Explosive Finds

3.6.1 There has been an increase in the amount of explosives seized during the last rolling 12 month period. 26.0kg of explosives were recovered by PSNI, more than four times the amount seized in 2013.

3.6.2 This is mainly attributed to one very large seizure in West Belfast in March 2014. In the financial year to date, the PSNI has seized 4.8kg of explosives. (Table 3.8 Refers)

3.7 Ammunition Finds

3.7.1 The number of rounds of ammunition recovered by the PSNI in the period ending October 2014 has decreased. In the period November 2012 – October 2013 5,173 rounds of ammunition were seized, in comparison with 3,844 in the period for 2014. In the financial year to date, the PSNI have discovered and seized 3,046 rounds of ammunition. (Table 3.8 Refers)

3.8 Seizures in 24 Months

Previous Rolling 12 Month Period				Most Recent 12 Month Period			
Date	Firearm	Explosive (KG)	Ammut.	Date	Firearm	Explosive (KG)	Ammut.
Nov 12	6	0.77	74	Nov 13	7	0.24	177
Dec 12	5	0.31	247	Dec 13	22	0.18	19
Jan 13	2	0.72	145	Jan 14	3	0.20	73
Feb 13	3	0.87	269	Feb 14	2	0.50	33
Mar 13	5	1.44	179	Mar 14	6	20.13	496
Apr 13	11	0.08	282	Apr 14	9	2.56	136
May 13	6	0.32	1,385	May 14	3	0.06	1,771
Jun 13	4	0.26	348	Jun 14	7	0.27	114
Jul 13	8	0.17	823	Jul 14	7	1.61	189
Aug 13	19	0.40	862	Aug 14	1	0.00	207
Sep 13	5	0.50	377	Sep 14	4	0.20	144
Oct 13	8	0.11	182	Oct 14	3	0.06	485
TOTAL	82	5.95	5,173	TOTAL	74	26.01	3,844

3.9 Section 41, Terrorism Act Arrests

3.9.1 Over the 12 month period ending October 2014, the number of persons arrested under Section 41 of the Terrorism Act has increased in comparison with the previous period. In the most recent period a total of 207 arrests were made, which equates to 55 more than in the previous rolling period which had 152 arrests.

3.9.2 Over the last 24 months, the numbers of persons arrested has fluctuated from a low of 4 in July 2014, to a high of 48 in April 2014. In the current financial year there have been 130 arrests under Section 41, in comparison with 91 in the same period in 2013.

3.10 Subsequent Charges

3.10.1 The number of persons arrested and subsequently charged under Section 41 of the Terrorism Act increased from 34 persons in the previous 12 month period to 35 in the most recent.

3.10.2 The number of persons charged varied from a low of none in July 2013 and August 2014, to a high of 10 in June 2014. In the first seven months of this financial year there have been 20 persons subsequently charged after being arrested under Section 41 of the Terrorism Act.

4. Government Pay Policy and Impact on Police Pay

- 4.1** Pay is a crucial factor in the recruitment, retention, motivation and performance of employees. More specifically, it is important that the level of pay is seen as fair and reasonable recompense for the degree of responsibility and skill required to meet the needs of the role.
- 4.2** Police Officers have not been immune to the effect of the current austerity measures, imposed on all public sector workers, and, in real terms, we have suffered a decrease in the value of take home pay, coupled with higher contribution rates to the Police Pension.
- 4.3** Since 2013, the UK economy has continued to grow in every quarter, resulting in annual growth of 2.7% in 2013, and 2.3% in the first three quarters of 2014. Total projected growth for 2014, is currently estimated by the Office of Budgetary Responsibility to be 3%, and 2.4% in 2015. This economic improvement has not been felt by employees especially the public sector, where real earnings have remained suppressed due largely to the Governments public sector pay policy.
- 4.4** Police Officers in Northern Ireland have had further erosion of their pay, during the recent negotiations, with the removal of Special Priority Payments (SPP). With a loss of Annual payments in excess of £500. A reduction the period of notice when detailed to work rest days or public holidays, together with increased Pension contributions.
- 4.5** Moving forward, with an eye to the past few years, Police Officer pay has fallen short of RPI and CPI inflation. At the same time, basic items of expenditure have increased. Although RPI was 2.3% in September 2014, fuel and light inflation was 4.1%, fares and travel 3.4% and clothes and furniture was 7.0%.
- 4.6** RPI inflation rates are presented as averages for each financial year, and are based on the 12 month rate published every monthly by ONS. Over the three years following the base year, RPI inflation has been 5.0% for the financial year 2010 – 2011, 4.8% for the financial year 2011 – 2012, and 3.1% for the financial year 2012 – 2013. Although not presented here, a similar trend of falling real earnings occurs even when CPI inflation figures of 3.5%, 4.3% and 2.7% are used.

5. Proposals for Consideration

- 5.1** We propose an uplift in basic salary for all Officers of the federated ranks, in line with the RPI, which currently sits at 2.3%⁶.
- 5.2** For reasons previously outlined in this submission, we propose that the Northern Ireland Transitional Allowance, coupled with the Competence Related Threshold Payment, also be uplifted in line with that of basic salary.
- 5.3** For over four decades, the Northern Ireland Transitional Allowance, (formally the Northern Ireland Allowance), has been paid to Officers in this part of the United Kingdom, in consideration of the severe terrorist threat, and the volatile public order situation. It is the strongly held view of this Federation that now is the time to make the Northern Ireland Transitional Allowance pensionable. This would allow retired Officers to benefit in a small way (as an addition to their retirement pension). It should be remembered that post retirement, these Officers continue to be under severe threat, as are their families, from paramilitary organisations.
- 5.4** Moving forward, we acknowledge the proposed comprehensive review of the Competence Related Threshold Payment Scheme in 2019. We look forward to the debate at that time, in a constructive and meaningful manner.

⁶ UK Statistics Authority