

POLICE FEDERATION FOR NORTHERN IRELAND



POLICE REMUNERATION REVIEW BODY SUBMISSION

March 2025

Contents

Recommendations	4
Recommendation 1	4
Recommendation 2	4
Recommendation 3	4
Recommendation 4	4
Recommendation 5	4
Recommendation 6	5
Recommendation 7	5
Recommendation 8	5
Recommendation 9	5
Recommendation 10	5
Recommendation 11	5
Recommendation 12	5
1. INTRODUCTION	6
2. THE POLICING ENVIRONMENT	13
Pay Review Process	13
The Remit.....	20
PSNI Budget	23
PSNI Resources	25
3. ECONOMIC ANALYSIS	28
Cost of Livings Crisis – Latest Insights	28
Consumer Price Inflation UK. Main Points	29
Consumer Price Inflation Rates.	30
Notable Movements in Prices.....	32
Transport	33
Food and non-alcoholic beverages	36
Education	36
Housing and household services.	36
Latest movements in CPIH inflation	37
Latest Movements in CPI Inflation	39
Private rent and house prices.....	44
Private rents	47
Police relevant economic analysis.....	49
4. POLICE PAY	52
Police Allowances	57
Northern Ireland Transition Allowance (NITA)	58

Dog Handler's Allowance	61
Competency Related Threshold Payment (CRTP)	62
Recommendation 2	63
On call	63
Recommendation 3	64
Annual Leave	64
Recommendation 4	65
Maternity/Adoption Pay	65
Recommendation 5	66
Inspecting Ranks	66
Recommendation 6	67
Incremental Pay	68
Recommendation 7	69
Mutual Aid Allowances	69
Recommendation 8	70
Motor Vehicle Allowance	71
Recommendation 9	71
Unused Rest Days and Annual Leave	71
Recommendation 10	72
Constable Retention and Attrition	72
Recommendation 11	73
Shift Alteration Allowance	73
Recommendation 12	74
5. APPENDICES	75
Appendix A – Northern Ireland Remit Letter (1.1)	75
Appendix B – England and Wales Remit Letter (1.1)	77
Appendix C – Correspondence from PFNI to DOJ (2.20)	79
Appendix D – Correspondence from DOJ to PAG (2.21)	81
Appendix E – Correspondence from DOJ to PRRB (2.30)	88

Recommendations

Based upon the evidence presented, and the prevailing economic, political, and policing environment, the PFNI set out the following recommendations to the PRRB for the 2025/26 review of police pay, terms and conditions.

Recommendation 1

The 2023/24 pay increase was insufficient to cover the inflationary reduction in real pay that has taken place in previous years. Police Federation research shows that this is still 21%.¹

Our members were disappointed that the recommended pay award in 2024 was below that recommended by other public sector pay bodies.² PFNI are aware that the NPCC have recommended a pay award uplift recommendation of 3.8% and PSA and COPSA have recommended 4.8%.

PFNI seeks immediate action to compensate for the current pay degradation and a clearly defined timeline to restore police pay. This should include substantially above inflation pay increases for the next number of years.

This should be in the form of an equal percentage rise across all ranks, reflecting pay parity with England and Wales colleagues, with similar application to the Northern Ireland Transitional Allowance (NITA), Dog Handler's Allowance, and CRTP.

Recommendation 2

The introduction of Unsociable Hours Allowance and other associated allowances awarded to colleagues in England and Wales should CRTP be phased out.

Recommendation 3

An increase to On-Call Allowance from £25 to £35 as a minimum, reflecting the NPCC position, and an allowance of £40 in respect of any time on call during a day considered a public holiday or a rest day. The payment to be reckonable for pensionable purposes and uplifted in line with the annual pay award to reflect the impact performing this duty and the adverse impact this continues to have on the work life balance of police officers.

Recommendation 4

An increase in annual leave entitlements for federated ranks as follows:

- An uplift in annual leave entitlement to align with colleagues in Police Scotland.
- Reduce the time taken to reach the top of scale from 20 years to 5 years, so that 30 days (maximum entitlement) would be reached after 5 years.
- Introduce a period of 'Long Service Leave' (LSL) for officers who have served for 10 or more years (6 weeks on reaching ten years' service).

Recommendation 5

The increase in Maternity / Adoption pay for police officers from 18 weeks full pay to 26 weeks full pay in line with police officers in England and Wales.

¹ Police Federation of England and Wales. (2024). Economic Dashboard (2024). Leatherhead: Police Federation of England and Wales.

² Pressures on public sector pay | Institute for Fiscal Studies.

Recommendation 6

The re-introduction of either overtime payments or a non-pensionable supplement for Inspecting Ranks, which takes into consideration the additional hours many are required to work in performing their duties. Introduction of a determination to facilitate chief inspectors and inspectors to carry over, for a further 12-month period, any rest days in lieu not taken due to exceptional circumstances, exigencies of duty or work demands.

Recommendation 7

A Determination is added to the PSNI Regulations stating that pay increments are payable annually. This would align the PSNI Determinations with Annex F of the England and Wales Police Regulations 2003.

Recommendation 8

An increase in away from home overnight allowance and hardship allowance to mirror the provisions paid to officers Police Scotland.

Recommendation 9

Motor vehicles allowance – An increase to both the essential user lump sum element and the mileage rates for essential and casual users to properly reimburse members who make available their own vehicles for policing purposes. In advance of these proposals, the essential user lump sum in PSNI is uplifted to £846, £963, and £1239 pa to reflect parity.

Recommendation 10

Unused rest days and annual leave. For Constables and Sergeants any outstanding rest days after 3 months should have the option of being converted into pay, this would operate in a similar way to time off in lieu (TOIL).

For the inspecting ranks this should be the case once the rest day reaches 12 months and they have been unable to take the rest day owed to them.

There should also be an option for officers to buy up to 5 days annual leave at the start of annual leave year.

Recommendation 11

PFNI believes that police officers are fully experienced earlier than presumed, and there should be a shorter pay scale as in other professions.

Recommendation 12

Officers are entitled to know their shift pattern 90 days in advance. PFNI request that consideration to be given to a payment when excessive shifts are changed within the 90-day window.

1. INTRODUCTION

- 1.1 This is the eleventh annual written report submitted by the Police Federation for Northern Ireland (PFNI) to the Police Remuneration Review Body (PRRB). It has been prepared as evidence for the 2025/26 review of the pay, terms and conditions of police officers serving within the Police Service of Northern Ireland (PSNI). The contents of this submission have been made with reference to the remit letter published by the Justice Minister, Naomi Long dated 10 January 2025 (See Appendix A) and the remit letter published by the Home Secretary, Yvette Cooper MP, dated 30th September 2024. (See Appendix B).
- 1.2 The previous ten reports produced by the PFNI provide, in detail, information on what we believe are the key issues within policing in Northern Ireland (NI) at the time. This report should be considered as supplementary to these details and does not seek to replicate the information previously provided nor the commentary, but rather provides an updated position on these key issues.
- 1.3 Over the last eleven years the PFNI have been explicit in our concerns relating to policing in NI and the problems and delays with the pay review process. The PFNI believe that policing remains beyond the crisis point we have been warning about for some years and that appropriate and tangible steps are urgently necessary to address the very real and valid concerns of serving officers and staff associations.
- 1.4 Since 2010 PSNI experienced the largest expenditure reduction of any UK police service at a time when the threat environment remained broadly consistent. Between 2010 and 2023 PSNI experienced budget cuts amounting to a 3% reduction – a fall of 29% in real terms given inflation. In-year allocations from the Department of Justice of an additional £120 million was required to close the funding gap for 2024/25. This is the fifth year in a row in which in-year funding has been required to allow the PSNI to break even.

In December 2024 the Chief Constable welcomed the news that the Justice Minister had allocated £36.7m of additional funding to PSNI following the October monitoring round. This provided overdue financial certainty and enabled PSNI to close the remaining funding gap for the year.

PSNI had formally submitted their Workforce Recovery Plan to recover officer and staff numbers to 7,000 and 2,572 respectively over the next three years to the Department of Justice. The Chief Constable welcomed the Minister's support during the NI Assembly and her statement of shared ambition to recover police officer and staff numbers.

However, he highlighted that as welcome as the additional in-year funding was, the recent three-year budget planning exercise has highlighted PSNI are facing further fiscal pressures of over £100m in 2025/26. PSNI receiving an opening budget that accounts for these identified pressures will provide the necessary financial stabilisation going forward and end the cycle of uncertainty that comes with having to rely on in-year funding and the challenges that presents the organisation.

The Executive agreed and issued the draft budget for 2025/26 in December 2024 for consultation. On 29th January 2025 the DOJ advised PSNI of the draft budget for policing, which provided an additional £86 million. Despite the additional funding, this will still leave

PSNI with an opening funding shortfall. This will be in the form of another one year deficit budget with no capacity for growth or carryover into future years.

- 1.5 PSNI halted recruitment of student officers in October 2022, and this had a significant impact on Police officer numbers as officers continued to exit the organisation. The reduction in officer numbers had an impact on the morale, motivation and pressure on those officers who remained in service. On 22nd January 2025 PSNI launched an officer recruitment campaign, the first campaign in four years with an aim of boosting officer numbers to 7,000. At the close of the campaign PSNI had received 4,822 student officer applications. The Chief Constable is progressing the campaign while awaiting approval for the required funding from the Northern Ireland Executive. PFNI are supportive of the recruitment drive, but more is needed to halt the decline.^{3 4}
- 1.6 Assaults on Police continue to rise, year on year, with officers being spat on, kicked, head-butted, punched, and bitten. Increasingly attacks on Police have seen Police vehicles being deliberately rammed by offenders. Over the weekend of 8th - 9th February 2025 nine Police officers were assaulted in Londonderry and Strabane. Officers were punched, kicked, subject to racial and sectarian abuse and had blood spat on them. The Chief Constable described the attacks as *'absolutely shocking'* adding *'I'm proud of the resilience shown by these officers, all of whom remained on duty, serving their community'*. The Justice Minister Naomi Long said officers being attacked in the course of their duties was *'appalling'* adding *'I unreservedly condemn these disgraceful attacks on police officers in Strabane and Derry this weekend, the police are here to serve us all and keep us safe. It is appalling that they would be attacked during their duties. There is no place in our society for such actions and those responsible will be pursued and brought to justice'*.⁵

The assaults across this weekend from just one policing district in Northern Ireland, shows the often-grim reality of what officers on the ground are facing each day. The Chief Constable in his accountability report to the Northern Ireland Policing Board in March 2025 made the following comments *"I remain alarmed at the apparent tolerance and indifference that exists here in Northern Ireland. Such permissiveness does not exist elsewhere in the United Kingdom. Policing requires our officers and staff to handle difficult and hostile situations, but attacks upon them should never be accepted. They are not simply 'part of the job'. An attack on them must be seen as an attack on society as a whole."*

This is the stark nature of some of the attacks on police officers in Northern Ireland, with the number of assaults on officers reaching a five-year high in February 2023. There are an average of 9 assaults on police officers every day in PSNI. Official crime statistics recorded a total of 3,345 assaults for the period 2023/24 - assault with injury on a Constable was 978 incidents, an increase of 1.1%. Assault without injury on a Constable was 2,367 incidents, an increase of 3.2%.⁶

In response to the unacceptably high levels of assaults/attacks on police, the Police Federation for Northern Ireland will be proactively conducting a public campaign in Summer 2025 to raise awareness and ultimately influence public opinion in relation to the number of assaults and the impact on the officers and the community. The multimedia

³ PSNI recruitment drive aims to lift all-time low officer numbers - BBC News

⁴ PFNI welcome recruitment drive but says more's needed...

⁵ Weekend attacks on police 'disgraceful', says justice minister - BBC News

⁶ Police_Recorded_Crime_in_Northern_Ireland_1998-99_to_2023-24.xlsx

campaign will be jointly supported by the PSNI, the Department of Justice and the Northern Ireland Policing Board.

- 1.7 On the 8th of August 2023, the personal information (surnames, initials, ranks/grades, locations, and departments) of 9,483 police officers and staff working in the Police Service of Northern Ireland were published on a public website following a Freedom of Information request. Subsequently, the Information Commissioners Office (ICO) issued a fine of £750,000 to PSNI for exposing the personal information of its entire workforce, leaving many fearing for their safety. The fine was reduced from its original amount of £5.6 million following the decision by the Commissioner to apply the public sector approach. Following an appeal, the Enforcement Notice was not imposed by the ICO.

PFNI engaged directly with the Information Commissioners Office and shared the personal testimony of officers outlining the impacts felt by officers and their families because of the breach. PFNI continue to assist our members in a legal case to ensure officers receive appropriate compensation in relation to the data breach and the adverse impact the breach has had on the officers and their families. We are hopeful the case to provide compensation to our members will be resolved in mid to late 2025.⁷

In February 2025 two men appeared in court charged with possession on information in relation to the data breach in 2023. The charges of collecting information likely to be of use to terrorists related to possession of two spreadsheets containing details of serving police officers found on mobile phones. Additionally, screenshots of the spreadsheet which captured specific areas of the spreadsheet were discovered on the phones. This case clearly demonstrates that the details of police officers are in the hands of Violent Dissident republicans and the risk/threat to officer because of the data breach are on-going.⁸

- 1.8 In February 2021 the annual wreath-laying ceremony to mark the anniversary of the Sean Graham bookmakers attack in 1992 took place amid restrictions on public gatherings due to Covid regulations. During this event one person was arrested by police on suspicion of Disorderly Behaviour and later released. Following this incident, two officers faced disciplinary processes, one officer was suspended and another repositioned.

PFNI instigated a Judicial Review of the disciplinary action taken against the two Constables involved in the incident. On 29th August 2023 Mr Justice Scofield ruled the two officers were unlawfully disciplined because of the threat (whether real or perceived) that republican support for policing would be withdrawn. "To reach a decision on that basis was in my view unlawful."⁹

On January 2025 the Police Ombudsman for Northern Ireland (PONI) release the findings of their investigation which concluded that the Police officer did not respond 'with sensitivity'. PONI submitted a report to the Public Prosecution Service which decreed that no criminal charges should be brought. PONI submitted a file to PSNI's Professional Standards Department (PSD) recommending discipline against one officer. PSD accepted the recommendations; proceedings were held with the officer subsequently appealing the decision of the panel and won his case.¹⁰

⁷ What price privacy? Poor PSNI procedures culminate in £750k fine | ICO

⁸ Two men in court over major PSNI data breach - Belfast Live

⁹ In the high court of justice in Northern Ireland

¹⁰ PSNI officer who made Troubles commemoration event arrest did not respond 'with sensitivity' – The Irish Times.

The case is an example of the delay's faced by officers when criminal and/or misconduct investigations commence. This case took almost four years to reach a conclusion, which is an unacceptable delay. This has an impact on the officers involved effected their health, wellbeing, their career progression and has impacts on their family.

- 1.9 On Saturday 3rd August 2024 sustained public disorder took place in Belfast, following a pattern across the UK from people seeking to associate with the awful attacks in Southport. Eight Police officers were injured because of the disorder, with a further 12 officers injured in the following days. On the 7th August 2024 a major policing operation was implemented, with a decision to significantly mobilise the service. This resulted in the abstraction of officers from normal duties and a request for mutual aid for additional officers from the UK to support the policing operation. Police officers stepped up and accepted the impact that would have on them and their families – rest day cancellations and mandatory overtime. It is undoubtedly the actions and personal sacrifices of our officers that meant social unrest did not ignite into widespread rioting, as was feared. To date, 48 arrests and 38 charges have been made because of the efforts by the Public Order Enquiry Team (POET). Abstraction of officers to resource the enquiry team is on-going as police continue to identify, arrest and charge offenders involved in the disorder.¹¹
- 1.10 On the 2nd February 2023 the Secretary of State for Northern Ireland, the Right Honourable Chris Heaton-Harris MP announced an independent statutory enquiry would be established into the preventability of the Omagh bombing in August 1998. The Inquiry began formally in February 2024 when the Government issued its terms of reference. Commemorative hearings and personal statement hearings commenced on the 28th January 2025 for a period of four weeks. PSNI have acknowledged there are serving officers and staff who were themselves injured and/or affected by the bomb, or whose loved ones were either killed or injured. This includes many officers and staff who attended to assist in the aftermath of the bomb. Support, counselling, and medical services will be available throughout the commemorative hearings and legal services branch were available should anyone affected require support.

The PFNI have communicated to the Inquiry and highlighted that primarily, the responsibility for the terrorist atrocity inflicted in Omagh on the 15th August 1998 lies with the perpetrators. No police officer went to work that day with any other intention than to serve the communities and try to keep the people of Northern Ireland safe. The victims, survivors and bereaved families have suffered terribly. Our officers have paid a heavy price for what they policed and witnessed that day with many having to be medically discharged. 26 years on there are still many requiring ongoing mental health support. The Police Federation for Northern Ireland support and welcome the independent statutory public inquiry into the Omagh Bombing and would encourage our current and former members to provide whatever assistance they can to the inquiry.

- 1.11 In April and May 2023 PSNI conducted a workplace cultural audit carried out by an independent external consultancy firm. The key findings of the survey evidenced there were several underlying assumptions that many employees held, that drive patterns of behaviour in the organisation.

¹¹ Mobilisation and Mutual Aid Update | PSNI

Assumptions:

- We must deliver above all else.
- We should be fearful.
- Our strength comes from being cohesive.

Following consideration of the survey, through engagement with the staff associated the following recommendations were prioritised:

- Maintain and strengthen positives – recognising and celebrating excellence.
- Build trust and reduce fear – empowerment.
- Invest in people – build capability and capacity for all.
- Review promotion process – shared belief in a fair and equitable process.
- Show employees they are valued – reward and recognition of one team approach.

Since the completion of the Cultural Audit the PSNI has taken the steps to re-connect with the workforce and make a notable change to the culture. Above all else is the Chief Constables strategic priorities, one of which is that PSNI are workforce focused. Several Team PSNI events have taken place as part of the workforce focussed strategy. It is an opportunity for colleagues to engage with the Chief Constable and the Service Executive Team, along with an opportunity to engage with staff associations and 33 exhibitors in attendance at each event.

Progress continues towards the delivery of PSNI's commitment to reset relationships, built trust, celebrate excellence, and develop an inclusive one team approach.

- 1.12 The House of Commons Northern Ireland Affairs Committee published a report on 24th January 2024 titled: The effect of paramilitary activity and organised crime on society in Northern Ireland. They published a report on the 23rd May 2024 titled: The effect of paramilitary activity and organised crime on society in Northern Ireland: Government Response to the Committee's Second Report.

The recommendations contained in the report and the Governments response to the recommendations made in the report are reproduced below.

Recommendation 12 (paragraph 83)

"The Government's contribution to additional security funding for counter-terrorism has recently stagnated despite the continuing terrorist threat, and the justice budget in Northern Ireland has risen by just 3% compared to respective increases of 70% and 45% for health and education over the last 12 years. We consider this level of funding to be unsustainable and propose that improved funding arrangements are put in place as soon as possible."

Response to recommendation 12

Policing in Northern Ireland, and police funding, are devolved matters. It is for the NI Executive to determine the allocation of funding to the Police Service of Northern Ireland from the NI Executive block grant. The prioritisation of police resourcing is the responsibility of the Department of Justice, working with the wider Executive. It is an operational matter for the Chief Constable to determine how to deploy the funding allocated to the Police Service of Northern Ireland, in consultation with the Northern Ireland Policing Board.

The UK Government fully supports the excellent work that the Police Service of Northern Ireland undertakes to keep people in Northern Ireland safe, often in exceptionally challenging circumstances. Recognising the unique security situation in Northern Ireland, the UK Government makes additional contributions to PSNI through Additional Security Funding. The UK Government contribution has provided a set budget each year since 2015/16. This current level of Additional Security Funding for the PSNI from the UK Government has been confirmed through to 2024/25 at £32m per year. While the threat posed by NIRT remains, the number of security incidents, bombings and shootings have significantly reduced since 2015.

Additional Security Funding is solely to support PSNI's counter terrorism work which has led to the recent reduction in threat level. Additional Security Funding is not an alternative funding mechanism to support the delivery of day-to-day policing which remains the responsibility of the Executive. It remains the responsibility of the Department of Justice and the Chief Constable to make spending decisions allowing the PSNI to fulfil its statutory duties and to keep communities in NI safe.

Recommendation 13 (paragraph 86)

"We are concerned at the budgetary shortfall that the PSNI is facing, not least in the context of recent security incidents evidencing starkly the ongoing threat from terrorist and paramilitary groups in Northern Ireland. The financial liabilities that the Service may now incur because of the significant data breach in August 2023 will only serve to make this situation worse. Fewer resources for the PSNI will inevitably lead to a reduction in its ability to tackle paramilitary activity. A slowing of investigations, reduction of intelligence gathering capabilities and smaller neighbour policing presence means a less secure Northern Ireland. One of the Executive's priorities under the New Decade, New Approach agreement was to increase police numbers to 7,500. This is the same figure recommended by the Patten Report and is, at best, a minimum requirement for contemporary policing given that Northern Ireland's population has risen by almost 300,000. As part of its commitments under New Decade, New Approach, the Government pledged to ensure that the PSNI and others are appropriately resourced to deal with terrorism and paramilitary activity. Yet police numbers are falling and funding is inadequate. We recommend that the Government ensure that NI receives funding in 2024, and on a recurrent basis thereafter, which enables the PSNI to provide fair pay awards to officers and staff and increase, recommence officer recruitment and increase headcount to at least 7,500 officers."

Response to recommendation 13

The increase to 7,500 PSNI officers as outlined in the NDNA is not a UK Government commitment: it is listed under the NI Executive priorities. Policing in Northern Ireland is a devolved matter, and the prioritisation of police resourcing is firstly a matter for an Executive in setting a budget for all NI departments from the block grant, and then the responsibility of the Department of Justice. How that funding is used is an operational matter for the PSNI and Chief Constable.¹²

- 1.13 In its seventh report the Independent Reporting Commission (IRC) gave the following commentary on progress towards ending paramilitary activity in Northern Ireland:

¹² The effect of paramilitary activity and organised crime on society in Northern Ireland: Government Response to the Committee's Second Report

“We describe the situation in 2024 in terms of paramilitarism as mixed. There has been a decrease in shooting incidents and paramilitary style assaults. However, bombing incidents and casualties from paramilitary style shootings have remained consistent with previous years. Intimidation, coercive control, and threats linked to paramilitary groups persist and remain a real concern.”

“In 2024, we have seen shifting dynamics within both Republican and Loyalist paramilitary groups, including changes in leadership, reported splits, speculation about possible feuds, ongoing questions about whether actions were sanctioned by paramilitary leaders, various interpretations of larger gatherings of people, and increasing interactions with organised crime. We understand that this can be challenging for the PSNI and others in attributing responsibility for, or involvement in, certain actions. However, where there is paramilitary involvement, this must be called out and the harm it causes has to be named.”

In their Seventh Report, the Commissioners continue to emphasise the need for a ‘Twin Track’ approach to tackling paramilitarism, as well as a formal process of Group Transition.

Both tracks, which are inter-related, are vital in the task of tackling and ending paramilitarism.

They further call for a third dimension to complement the Twin Track approach: an agreed formal process of Group Transition, involving direct engagement with the paramilitary groups themselves, in order to bring about their ending.

Importantly, the IRC highlight that paramilitary-focused work needs to continue beyond March 2027 when the Executive Programme on Paramilitarism and Organised Crime is due to end.

In his remarks to the Northern Ireland Policing Board on Thursday 6 March the Chief Constable referenced the IRC report and highlighted the crucial role of neighbourhood policing teams in effectively dealing with paramilitary harm.

- He acknowledged the community’s frustration at the constant requirement to extract Neighbourhood officers to support other areas of the Police Service.
- He also highlighted the fight against paramilitarism also requires detectives to investigate and to manage intelligence.
- It requires specially trained and equipped search teams and officers able to respond to public disorder.
- Currently, PSNI have fewer officers than ever before in each of these areas and specialisms.

2. THE POLICING ENVIRONMENT

- 2.1 As a core public service, it is not unexpected that policing is influenced by the broader political environment. On 19 November 2024, in a speech at the annual conference hosted by the NPCC and APCC, Home Secretary Yvette Cooper outlined plans for major policing reforms. In her speech, the Home Secretary said that without a major overhaul to increase public confidence, the British tradition of policing by consent will be in peril.¹³

National and local political events and decisions have, in recent years, caused considerable concern within policing and have had direct and ongoing impacts on the pay, terms, and conditions of serving police officers in the UK and Northern Ireland. This section of our submission provides updated commentary on two key aspects of policing that are significantly affected by political decision-making: namely the pay review process and associated remit letters, and the setting of the PSNI budget.

Pay Review Process

- 2.2 It is frustrating that, eleven years after the establishment of an evidence-based, independent pay review process, the PFNI still feels compelled to begin each submission with comments on the process itself, rather than focusing directly on the evidence requirements for the upcoming review. However, due to significant concerns about the functioning of the police remuneration review process, both nationally and locally, we are once again forced to highlight these issues.
- 2.3 The pay review process is the sole mechanism through which police officers' pay, terms, and conditions are independently evaluated, making it a fundamental aspect of the policing environment. Since its inception in 2014, the process has significantly impacted morale and motivation within the police force, as well as officers' confidence in the system designed to assess their pay, terms, and conditions, fairly and independently.
- 2.4 The shortcomings of the pay review process from 2014 to 2024 have been detailed in our previous submissions. As the goal here is to provide an update rather than reiterate past concerns, this commentary will focus on the impact of the most recent pay review round. However, it is important to acknowledge the cumulative effect of a system that, over eleven consecutive years, has appeared to the remit group to lack independence and impartiality.
- 2.5 Unfortunately, in our view, the PRRB process is proving totally ineffective. Government sets their remit and the parameters around what they can recommend. Government can also choose not to implement what is recommended. The PRRB should make its recommendation independently of any financial or political constraints. There needs to be a disconnect between affordability and recommendations by the PRRB. Recommendations that are unaffordable should be for the Government to address and not the PRRB.

The Remit Letter 2025/26 from the Home Secretary to the Police Remuneration Review Body published in September 2024, states the departments *evidence* 'will also set out the funds available to the Home Office for 2025/26, which will be finalised through the Spending Review and announced at the Autumn Budget on 30 October. This comes against the backdrop of the challenging financial position this Government has inherited, including

¹³ Home Secretary announces major policing reforms - GOV.UK

*a £22 billion pressure against the spending plans set out for departments at Spring Budget 2024’.*¹⁴

This would appear to be prematurely directing the PRRB to make a pay award recommendation based on affordability, rather than make an independent, evidence-based, decision about what they consider fair pay.

- 2.6 The Home Secretary made the following commentary in relation to delayed pay awards *‘We know that public sector workers delivering our vital public services deserve timely pay awards, so as the Chancellor said in her July Statement, the Government’s intention is to announce pay awards as close to the start of the pay year as possible for 2025/26. For police officers, this is 1 September’.*¹⁵

In their tenth report on Northern Ireland the PRRB made the following comments –

*‘In our view, the practical ramifications and impact on morale for PSNI officers experiencing repeated lengthy delays in the payment of their annual pay award and increments are too great to go unaddressed. Because of the delay in responding to our 2023 Report, the PSNI officers in our remit group did not receive their 2023/24 pay award until the end of April 2024. We regard this delay of eight months as completely unacceptable, especially as they had received their previous pay award six months late’.*¹⁶

*‘In the context of the restoration of the Northern Ireland Executive, we hope that the Department of Justice can respond to our pay award recommendation in time for the start of the pay year (1 September 2024) and that police officers’ annual increments will not be subject to delay. We also hope that this report will be published in a timely fashion’.*¹⁷

Year after year, the PRRB has urged the government to implement our pay awards more promptly, consistently expressing that the delays are unacceptable. Despite these annual admonishments, the delays persist, causing significant dismay, anger, and frustration among our members. There seems to be no resolution in sight, and there are no apparent repercussions for the Department of Justice (DOJ) or the Department of Finance (DOF). This situation causes irreparable damage to our members' confidence and erodes trust in what should be a fair and transparent pay review process.

- 2.7 On behalf of our members, the PFNI wishes to formally express our dismay, anger, and disillusionment with the current police pay process. Our members continue to face a cost-of-living crisis while continuing to deal with the fallout from the most significant data breach in the history of UK policing. Additionally, they have once again experienced a delayed pay award, with our members receiving their pay award three months after our colleagues in England and Wales received their 2024 award.
- 2.8 In addition to the above, the PFNI continues to experience delays in accessing the PRRB report. In correspondence with the Department of Justice (DOJ) in May 2024, the PFNI requested a copy of the PRRB report once it was received by the DOJ. The report was

¹⁴ PRRB remit letter from the Home Secretary: 2025 to 2026 (accessible) - GOV.UK

¹⁵ PRRB remit letter from the Home Secretary: 2025 to 2026 (accessible) - GOV.UK

¹⁶ NI_Report_2024_-_for_publication.pdf

¹⁷ NI_Report_2024_-_for_publication.pdf

received by the Justice Minister on 26 June 2024 and subsequently shared with the PFNI as a key stakeholder on 9 October 2024, over three months after its receipt by the DOJ.

While the PFNI acknowledges that the report was shared in confidence prior to the Minister accepting and ratifying the PRRB recommendations and appreciates this development, it raises the question of why the report cannot be shared earlier. The PFNI finds it extremely challenging, if not impossible, to explain to our membership the DOJ's rationale for withholding the report from a key stakeholder.

We reiterate that the recommendations contained in the PRRB report are final and remain unchanged. The PFNI requests to receive a copy of the PRRB report at the earliest opportunity as a key stakeholder in the process.

- 2.9 We reiterate this point annually, and while its significance never diminishes, it seems its importance is not fully recognized or continues to fall on deaf ears. Unlike other public sector workers, police officers cannot join a union or take industrial action. Therefore, it is crucial that deliberations on issues directly affecting their pay and conditions are balanced and fair, ensuring they feel valued by the Government. Government Departments must listen to and address the needs of those in the police service, rather than ignoring them simply because they lack the right to take industrial action. It is encouraging that the PRRB acknowledged this in their latest report and made the following commentary.

'In reaching our pay award recommendation, we gave weight to the fact that police officers are prohibited from taking industrial action. We recognise that other public sector workforces in Northern Ireland have experienced prolonged delays with their pay awards because of the particular political and budgetary context. However, we also observe that police officers provide invaluable support to their many public sector partners and that we have a moral obligation to deliver a fair and just pay award for our remit group because they do not have the right to take industrial action'.

'In addition, we have considered the prohibition on police officers taking industrial action and the strong moral obligation therefore placed on us to deliver a fair, just and equitable pay award. We note that in the last two years in particular, industrial action has led to instances of significant additional pay awards in the public sector'.¹⁸

Our members have seen very clearly how other public sector roles, who have the right to strike, have gained better pay increases. Since 2010, policing has fallen significantly behind the professions it was once benchmarked alongside – experienced nurses and teachers. It cannot be coincidence that both these professions, along with many other public sector bodies, have had to apply their right to strike over recent years. Our members are clear they feel like the 'easy target' of poor pay increases, despite their increasingly violent and difficult working conditions.

Police officers deserve a pay award that recognizes the ongoing cost-of-living pressures, the unique responsibilities placed on them by society, and the restrictions imposed on their private lives and profession, such as the lack of industrial rights. This principle is fundamental to the pay review process and must be upheld consistently.

- 2.10 The PFNI can see the merit in a pay review process which enables all key policing stakeholders the opportunity to engage equally and directly with the process through the

¹⁸ NI_Report_2024_-_for_publication.pdf

provision of robust evidence. However, the persistent shortcomings of this system have eroded trust in this process to such a point that the PFNI have, for the third year, taken the decision to submit a significantly reduced written submission and join our England and Wales colleagues in requesting a new approach to police officer pay that is meaningful and eradicates bureaucracy. Alternatively, PFNI would much rather discuss pay and conditions directly with PSNI and Government and have the option to explore mediation and/or binding arbitration.

- 2.11 In relation to pay parity PFNI note the PRRB commentary in relation to parity - *‘We understand that the political and budgetary environment in Northern Ireland is very complex but, in our view, this makes it more important to uphold clear principles. The NITA, like the London and South East Allowances in England, is a geographical allowance and although the rationale for it is very different, we do not regard its existence as grounds for use of the phrase ‘broad alignment’ rather than parity. We therefore urge all parties from now on to use the term ‘parity’ instead and this definition which we have set out in previous reports.*

PFNI agree with the PRRB definition in relation to parity – *‘We define parity as meaning the same pay scale and allowances across the police service in England, Wales and Northern Ireland to reflect the fact that the role of police officer is fundamentally the same across all three areas, while also recognising the need for variation in geographical allowances to reflect exceptional local conditions. This means that the NITA, which is unique to Northern Ireland, is from a Northern Ireland perspective the one allowance excluded from the parity principle. On all non-geographical allowances, the PSNI should plan for convergence with England and Wales’.*

- 2.12 The following information is provided as a summary of some of the issues which have arisen following recommendations made by the PRRB relating to issues of pay for police officers in NI over the last number of years: See table below.

Year	PRRB Recommendation	NI Outcome	Delay
2019/20	A consolidated increase of 2.5% to all police officers pay points for all ranks – from September 2019.	Delayed until February 2020	6 months
	An increase of 2.5% in the current level of the NITA – from September 2019.	Delayed until February 2020	6 months
	Dog Handlers Allowance should increase by 2.5% - from September 2019.	Delayed until February 2020	6 months
2020/21	Removal of the lowest point on the Sergeants' pay scale – from September 2020.	Delayed until January 2022	17 months
	A consolidated increase of 2.5% to all police officers pay points for all ranks – from September 2020.	Delayed until December 2020	4 months
	An increase of 2.5% in the current level of NITA – from September 2020.	Delayed until December 2020	4 months
	Dogs Handlers Allowance should increase by 2.5% - from September 2020.	Delayed until December 2020	4 months
2021/22	Pay point 0 of the Constable pay scale is uplifted by £250 – from September 2021.	Delayed until March 2022	7 months
	A 1% increase in the NITA for all police officers – from September 2021.	Delayed until March 2022	7 months
2022/23	A consolidated increase of £1,900 to all police officers pay points for all ranks.	Delayed until February 2023	6 months
	A 5% increase has also been applied to the NI Transitional Allowance.	Delayed until February 2023	6 months
	A 5% increase to Dog Handler's Allowance.	Delayed until February 2023	6 months
2023/24	A consolidated increase of 7% to all police officers pay points for all ranks – from September 2023.	Delayed until April 2024	8 months
	An increase of 7% in the NITA for all police officers – from September 2023.	Delayed until April 2024	8 months
	An increase of 7% in the Dog Handlers Allowance – from September 2023.	Delayed until April 2024	8 months
2024/25	A consolidated increase of 4.75% to all police officers pay points for all ranks – from September 2023.	Delayed until December 2024	3 months
	An increase of 4.75% in the NITA for all police officers – from September 2023.	Delayed until December 2024	3 months
	An increase of 4.75% in the Dog Handlers Allowance and the additional rate for officers with more than one dog be raised from 25% to 50% of the rate for the first dog – from September 2023.	Delayed until December 2024	3 months

Contractual, Incremental payments – from September 2021	Delayed until March 2022	7 months
Contractual, Incremental payments – from September 2022	Delayed until February 2023	6 months
Contractual, Incremental payments – from September 2023	Delayed until November 2023	2 months

2.13 When summarised, the scale and frequency of the issue become evident, highlighting its progressive deterioration in past years. If these issues were affecting the pay of police officers in England and Wales, there would rightly be an uproar. However, it seems that police officers in Northern Ireland are expected to simply show patience.

2.14 PFNI have previously experienced an issue in the provision of contractual, incremental payments to officers who attain to the next point on their respective pay scale. In the face of ongoing challenges in our efforts to avoid delays with incremental pay, PFNI were left with no option but to initiate Judicial Review proceedings. The resolution of the issue in November 2023, whilst welcome, was in our view entirely avoidable.

In their tenth Northern Ireland report PRRB made the following recommendation. *The introduction of a police regulation in Northern Ireland on police officer increments to ensure that they are paid on time.* In June 2024 a solution was proposed whereby DOJ officials will invite an incremental only pay remit if pay negotiations are not settled by 31 July. The aim is to avoid any undue delay in respect of payments to be made to officers who are due their incremental increase with effect from 1 September. Should it become apparent that any wider pay negotiations will be delayed, PSNI will be invited to submit a temporary approval pay remit submission for the approval of incremental progression for officers.

This solution, whilst addressing the immediate issue, failed to address the wider issue, whereby a future change in policy may have an impact on the timely payment of police officer incremental pay. Therefore, to avoid future delays, PFNI continue to request a determination is added to the PSNI Regulations stating that pay increments are payable annually. This would align the PSNI Determinations with Annex F of the England and Wales Police Regulations 2003.

2.15 According to PSNI figures, in the years 2014 – 2024, some 232 probationers walked away from their police careers during their probationary period. In 2022 alone, the figure was 49 leavers – the highest ever yearly total in recent years. In 2023 the figure was reduced to 44 leavers; however, this remained a worrying trend. 2024 has seen a reduction in the number of probationary officers leaving the service, down to a figure of 27. However, this figure remains unacceptably high, given the cost of recruitment and training, even without considering the impact of workforce recovery.

There is little doubt that making ends meet was a significant factor. Anecdotally, they left for other employment where the financial rewards are greater, and the daily pressures are considerably less. The exodus has a huge cost burden for the organisation and officers. The increase in these numbers has a cumulative impact on the morale, motivation and pressure on those officers who remain in service.

This is exacerbated by the fact that in the period 2014 – 2024, some 132 student officers left the organisation, with 16 student officers leaving in 2022 and a further 16 leaving in 2023. Again, 2024 seen a welcome reduction, with only 3 student officers leaving the service.

PSNI Leavers by Year - Probation Constables and Student Officers			
Year	Probationer Constable	Student Officer	Grand Total
2014	7	5	12
2015	3	14	17
2016	5	13	18
2017	15	8	23
2018	10	16	26
2019	13	17	30
2020	19	13	32
2021	40	11	51
2022	49	16	65
2023	44	16	60
2024	27	3	30
Grand Total	232	132	364
Prepared by Workforce Planning, HR, People & Organisational Development, PSNI			

19

Further analysis of the number of Constable leavers at each pay point shows a continuation of leavers as they progress through the first number of years in the service. The undernoted table shows pay points 1 to 4 are the key attrition points with figures particularly high at pay point 1 and 2. The increase in student officer and probationary officer pay should continue to have an impact on reducing the numbers of officers leaving the service early in the career.

Number of Constable Leavers at each Pay Point (Calendar Years)²⁰

Number of Constable Leavers at each Pay Point								
Year	Pay Point 1	Pay Point 2	Pay Point 3	Pay Point 4	Pay Point 5	Pay Point 6	Pay Point 7	Pay Point 8
2020	16	3	1	1	0	0	0	185
2021	26	14	3	1	2	1	0	168
2022	29	17	11	7	3	4	0	240
2023	25	9	11	14	7	4	5	171
2024	7	7	9	13	5	5	3	243
Grand Total	103	50	35	36	17	14	8	1007

¹⁹ Internal workforce planning communication to PFNI dated 10/02/25, unpublished.

²⁰ Internal workforce planning communication to PFNI dated 11/01/25, unpublished.

However, the gradual erosion of police pay has occurred over many years, starting with austerity measures. The ground lost to austerity has never been regained. Indeed, the opposite has proven to be true, as pay for the frontline has been continually falling behind year after year. At the close of 2024, the pay of Constables had fallen behind by 21.2%. This clearly shows the link between remuneration and officer retention.²¹

- 2.16 Regrettably many of our members have stopped expecting any tangible recognition from our Government Departments for their unique role and responsibilities, the very real threat to their personal safety and the draconian restrictions placed on their private and professional lives. Our officers also look right across the public sector and see their counterparts in the health and education sectors taking industrial action and achieving better pay awards. It leads them to perceive and feel that police officers are not properly valued for the unique role they commit to for society and are being treated with disdain.

Since 2010, policing has fallen significantly behind the professions it was once benchmarked. Our members are clear they feel like the “easy target” of poor pay increases, despite their increasingly violent and difficult working conditions.

During the social unrest of 2024, we saw the reliance on policing in keeping people safe. There was a serious risk that the disorder could spread across the province. Police officers stepped up and accepted the impact that would have on them and their families - rest day cancellations, mandatory overtime, with long hours away from their families. It is undoubtedly the actions and personal sacrifices of our officers that meant social unrest did not ignite into widespread public disorder.

This is an issue, primarily, about fairness. It has long been the rhetoric from government that affordability is the primary driver for sub-optimal pay increases, but affordability is a political choice. The PRRB should make its recommendation independently of any financial or political constraints. There needs to be a disconnect between affordability and recommendations by the PRRB. Recommendations that are unaffordable should be for the Government to address and not the PRRB.

The evidence demonstrates there has been a substantial degradation of police pay for more than a decade, which insults and devalues the unique and difficult work of police officers. The evidence demonstrates that our frontline officers are now 21 percent worse off than at the start of austerity measures. Our proposal to the PRRB is a plan to fully restore police pay and reverse long-term pay degradation.

The Remit

- 2.17 The PFNI view the annual remit letter as the starting point of each annual review round. We note in the Remit Letter 2025/26 from the Home Secretary to the Police Remuneration Review Body published in September 2024, it states the departments evidence ‘*will also set out the funds available to the Home Office for 2025/26, which will be finalised through the Spending Review and announced at the Autumn Budget on 30 October. This comes against the backdrop of the challenging financial position this Government has inherited, including a £22 billion pressure against the spending plans set out for departments at Spring Budget 2024*’.

²¹ Police Federation of England and Wales. (2024). Economic Dashboard (2024). Leatherhead: Police Federation of England and Wales.

We reiterate, this appears to be prematurely directing the PRRB to make a pay award recommendation based on affordability, rather than make an independent, evidence-based, decision about what they consider fair pay.²²

- 2.18 This year's Northern Ireland remit letter published by the Justice Minister, Naomi Long on the 10th of January 2025. The Minister has requested the PRRB considers the following matters:
- How to apply the pay award for 2025/26 for police officers in the PSNI up to and including chief superintending rank; and
 - Consideration of the regular elements of the Northern Ireland Transitional Allowance in relation to the Northern Ireland security threat level for Police Officers and the Dog Handlers' Allowance.
- 2.19 We note in the letter it states '*I would ask that the PRRB considers the affordability and budgetary position, along with the different funding structures available in Northern Ireland. Further detail on this will be set out in both written and oral evidence*'. PFNI maintain our position that the PRRB should make its recommendation independently of any financial or political constraints. There needs to be a disconnect between affordability and recommendations by the PRRB. Recommendations that are unaffordable should be for the Government to address and not the PRRB.²³
- 2.20 The publication of the remit letter followed pre-consultation with relevant policing stakeholders, outlining the key points to be addressed within the upcoming review round (See Appendix C). It is our position that this letter sets the parameters within which the review body are to operate each year; notwithstanding the wider PRRB Terms of Reference. The Anti-social Behaviour, Crime and Policing Act 2014 Section 132 (64B) is clear that "*The Police Remuneration Review Body may include in a report under this section any recommendations it considers appropriate arising out of matters referred to it under this section (whether or not it is required to do so by a direction under subsection (5)).*"
- 2.21 The PFNI have previously submitted seven of the twelve recommendations in this submission for consideration by PRRB under The Anti-social Behaviour, Crime and Policing Act 2014 Section 132 (64B).²⁴ On 13 November 2024 PFNI submitted seven matters in this submission to the DOJ to be considered for inclusion in the current remit letter. On 10th January 2025 PFNI received correspondence from The Justice Minister, Naomi Long setting out her rationale for not including our recommendations in this year's remit letter. (See Appendix D)
- 2.22 In the tenth report on NI the PRRB state "*In our view, the practical ramifications and impact on morale for PSNI officers experiencing repeated lengthy delays in the payment of their annual pay award and increments are too great to go unaddressed. Because of the delay in responding to our 2023 Report, the PSNI officers in our remit group did not receive their 2023/24 pay award until the end of April 2024. We regard this delay of eight months as completely unacceptable, especially as they had received their previous pay award six months late*".
- 2.23 PRRB further state "*We stress our concerns this year about the cumulative damage caused to officers' morale by repeated delays to the annual pay award and continuing uncertainty*

²² PRRB remit letter from the Home Secretary: 2025 to 2026 (accessible) - GOV.UK

²³ NI_Justice_Minister_2025-26_remit_letter_to_PRRB_10.1.25.pdf

²⁴ Our remit suggestions (appendix A)

over the timing of salary increments. We therefore recommend again the introduction of a police regulation to ensure that police officer increments in Northern Ireland are paid on time and received after one year. This includes the first constable increment. This accords with the principle of parity with England and Wales.”.

- 2.24 PRRB further state *“Because of the delay in the response to our 2023 Report, the PSNI officers in our remit group did not receive their 2023/24 pay award until the end of April 2024. We regard this delay of eight months as completely unacceptable, especially as they had received their previous pay award six months late. Furthermore, it meant that our Northern Ireland parties had to submit their proposals to us for the 2024/25 pay award without confirmation of the pay award for the previous year.*
- 2.25 PRRB further state *“The annual pay award for PSNI officers has been subjected to delay for each of the last five years (Table 1.1). We are extremely concerned at the impact of this on 5 morale levels in our remit group, particularly in the current economic context. We note that these delays have not occurred in England and Wales policing”.*
- 2.26 PRRB further state *“When we visited the PSNI in February this year, officers were still awaiting the outcome of the 2023/24 pay award. This was not paid to the federated and superintending ranks until the end of April 2024, eight months after their counterparts in England and Wales had received it. This was the seventh consecutive year in which the pay award for our remit group in Northern Ireland was significantly delayed”.*
- 2.27 PRRB further state *“In written evidence in March 2024, the PFNI told us that the DOJ had received additional funding to cover the 2023/24 pay award in February 2024. The PFNI added that the delay experienced by police officers had contrasted with other public sector workforces who had already received a pay award from their sponsoring department. The PFNI said it did not understand the continuing delay for PSNI officers, as sufficient funds had been allocated to ensure that the award could be approved”.*
- 2.28 PRRB further state *“We recognise that other public sector workforces in Northern Ireland have experienced prolonged delays with their pay awards because of the particular political and budgetary context. However, we also observe that police officers provide invaluable support to their many public sector partners and that it is our moral responsibility to focus on police officers as our remit group. In addition, the SANI has drawn our attention to the practical, financial ramifications of delayed pay awards for the federated and superintending ranks and the cumulative damage of this reoccurrence to officer morale. With the restoration of the Northern Ireland Executive, we expect police officers to receive their 2024/25 pay award on time (1 September 2024)”.*
- 2.29 PRRB lastly state in relation to delays *“In the context of the restoration of the Northern Ireland Executive, we hope that the Department of Justice can respond to our pay award recommendation in time for the start of the pay year (1 September 2024) and that police officers’ annual increments will not be subject to delay. We also hope that this report will be published in a timely fashion”.*²⁵
- 2.30 Despite the annual commentary from PRRB in relation to delays, predictably, delays with the main pay award were again experienced by officers amid a cost-of-living crisis. Payment of the main pay award was delayed by 3 months until December 2024. (See Appendix E)

²⁵ NI_Report_2024_-_for_publication.pdf

- 2.31 The 2025/26 NI remit letter was published on the 10th of January 2025, fourteen weeks after the publication of the remit letter for England and Wales. Following the annual call for input into the NI remit letter, the Justice Minister has requested the following:

“In line with the principle of broad alignment of PSNI officer pay with those in England and Wales, I ask that for the 2025/26 pay round the PRRB considers the following matters:

- *How to apply the pay award for 2025/26 for police officers in the PSNI up to and including chief superintending rank; and*
- *Consideration of the regular elements of the Northern Ireland Transitional Allowance in relation to the Northern Ireland security threat level for Police Officers and the Dog Handlers’ Allowance.*

The Northern Ireland Public Sector Pay Policy has not yet been set for 2025/26, but I would ask that the PRRB considers the affordability and budgetary position, along with the different funding structures available in Northern Ireland. Further detail on this will be set out in both written and oral evidence”.

- 2.32 As in previous rounds, the PFNI remains resolute in our opposition to the continued requirement for pay increases to be funded from within existing budgets. We have highlighted this issue in each of the last five pay review rounds, emphasizing the deep-rooted unfairness and unsustainability of this approach. We firmly believe it acts as an immediate and deliberate impediment to providing fair and warranted pay for dedicated and hardworking police officers.

PSNI Budget

- 2.33 PSNI officer numbers have declined to an alarming level, with officer numbers falling to 6,300. This is due to the cumulative impacts of an inadequate funding package over a sustained number of years. Currently, PSNI have the lowest number of officers since its inception. The Chief Constable has consistently and clearly outlined the consequences of inadequate funding for policing in Northern Ireland.
- 2.34 In his accountability report to the Northern Ireland Policing Board in February 2025 the Chief Constable highlighted what he believed was a watershed moment for PSNI, with officer numbers declining to an unprecedented and dangerous level. He made the following comments:

“I have repeatedly aired my concerns to the Board and wider public at the lack of financial support for policing and the impact reduced officer and staff levels is having on victims of crime, local communities, and our own workforce. I cannot be any clearer. The public of Northern Ireland find themselves as outliers when investment in their safety is compared to that of neighbouring police services across the United Kingdom and Ireland. Either the PSNI continues to be underfunded, with all the associated repercussions that come with this, and these will worsen, or a sufficient and more sustainable funding settlement is provided.”

“In December, I welcomed the fact that policing had been given a priority in the October Monitoring Round. This resulted in a further £37m of additional funding being allocated in year and is recognition that our key messages are being heard. This year to date, PSNI has received an additional £120m over the opening baseline or 15% of total costs. Although

this additional funding is much needed and now enables a projected break-even position for the full year, it is stark evidence that the baseline funding is simply inadequate. This repeated cycle needs to stop, and I want to gain your support to help ensure that the necessary funding is included in the opening baseline budget next year, to provide the necessary financial stability moving forward.”²⁶

- 2.35 The PFNI has consistently expressed significant concerns about the lack of financial support for policing and the resulting decline in police officer and staff headcount in Northern Ireland. This decline occurs against a backdrop of increasing demand and complexity of investigations. The Chief Constable has stated the failure to properly resource the PSNI is impacting their ability to protect communities and is putting lives at risk.
- 2.36 Since 2010 PSNI experienced the largest expenditure reduction of any UK police service at a time when the threat environment remains broadly constant: Between 2010 and 2023 PSNI experienced budget cuts amounting to a 3% reduction (a fall of 29% in real terms given inflation). Public sector spending elsewhere in Northern Ireland has not seen the same trend – during this same period there was an 89% increase in health spending and 23% increase in education spending.
- 2.37 For the fifth year in a row PSNI have had to rely on in-year funding to allow the Police Service to break even. In December 2024, the Northern Ireland Executive again announced a draft budget for one year only. PSNI have a projected funding gap of £100m against planning budget for next year 2025/26. Receiving an opening budget next year that accounts for these identified pressures is essential, providing financial stability and ending the cycle of uncertainty that comes with having to rely on in-year funding. We understand that PSNI have already been informed to plan for having a deficit budget in 2025/2026 and that their three-year workforce recovery plan would only be currently capable of being funded for one year. This is a wholly unsatisfactory position as stabilising and growing the police officer numbers is entirely dependent on having an effective budget.
- 2.38 In evidence to the Northern Ireland Affairs Committee Inquiry – The funding and delivery of Public Services in Northern Ireland: Follow up, PSNI made the following points:

“The PSNI has been clear for some time that we have significant concerns about the lack of financial support for policing and the resultant declining police officer and staff headcount in Northern Ireland. This decline takes place against a backdrop of increasing demand and complexity of investigations. The Chief Constable has been open with the public and the Northern Ireland Policing Board (NIPB) that he believes the failure to properly resource the PSNI is impacting our ability to protect communities and is putting lives at risk.”

“The work that police officers and staff do every day is complex, challenging and in Northern Ireland’s unique context – dangerous. Policing in Northern Ireland is unique compared to the rest of the UK. It comes with challenges and costs faced by no other Police Service on these islands. We are the emergency service of last resort; the one the other emergency services call when they cannot carry out their own core statutory functions.”

“Since 2010 PSNI experienced the largest expenditure reduction of any UK police service at a time when the threat environment remains broadly constant [1]. Between 2010 and 2023

²⁶ Monthly Accountability Report | Police Service of Northern Ireland

PSNI experienced budget cuts amounting to a 3% reduction (a fall of 29% in real terms given inflation). Public sector spending elsewhere in Northern Ireland has not seen the same trend – during this same period there was an 89% increase in health spending and 23% increase in education spending.”

“Currently the burden of our headcount shortfall is falling principally on our officers and staff who are achieving remarkable results in the face of growing demand and complexity. However, our sickness levels and ill health retirements are alarmingly high simply because the organisation is exhausted.”

“The PSNI has been underfunded for a protracted period leaving Northern Ireland with a smaller, less resilient Police service than it needs. This situation is unsustainable. It has resulted in a policing service which is at significant risk of failing victims, local communities, and its own workforce. This is simply unpalatable and unacceptable for a society which continues to emerge from the traumas of a post-conflict environment.”²⁷

- 2.39 Liam Kelly, the Chair of the Police Federation for Northern Ireland, has previously called on the Government and the Stormont Executive to end their ‘*shameful, penny-pinching betrayal of policing*’ and the officers who put themselves in harm’s way every day. “We will not stop until we convince the Government and the Executive to end their shameful, penny-pinching betrayal of policing in Northern Ireland and, more specifically, the men and women of the PSNI who puts themselves in harm’s way every day for the benefit of our society.”

He warned of an £80 million deficit in the PSNI budget which would mean the organisation would again have to “*drastically pare back services.*”

“There is an abject failure to properly fund and resource policing. We felt we earned the right to expect something better from our newly restored devolved institutions. That was misplaced confidence on our part. Not even having the ability to stand still is a recipe for disaster for the Service. Right now, we are in the deepest resourcing crisis since the formation of the PSNI in 2001.”

He added “We must stretch ourselves to be heard where it matters most. Convincing Treasury and No 10 that policing here is poorly resourced and supported by Departments will be Step One. We will put our members first; we will effectively advocate and fight the battles on their behalf.”²⁸

- 2.40 PSNI need to be provided with multi-year budgets which will enable long-term planning for planning service delivery, delivering a high-quality service with a focus on supporting the workforce.

PSNI Resources

- 2.41 The PSNI was formed in 2001 arising from the recommendations within the Report of the Independent Commission on Policing for Northern Ireland (the Patten Report). One of the recommendations is that: “*Provided the peace process does not collapse and the security situation does not deteriorate significantly from the situation pertaining at present, the*

²⁷ Documents available on the UK Parliament website.

²⁸ Press Releases | Police Federation NI

approximate size of the police service over the next ten years should be 7,500 full time officers."

Additionally, and a factor often overlooked, was that *"There should be an enlarged Part Time Reserve of up to 2,500 officers, the additional recruits to come from those areas in which there are currently very few reservists or none at all."*

- 2.42 This was Patten's ten-year vision for the Police Service of Northern Ireland and was reflected in the New Decade, New Approach (NDNA) document, where the British and Irish governments set out several priorities for the Executive, including increasing police numbers to 7,500.
- 2.43 Independent analysis commissioned by the Chief Constable compared the available evidence and benchmarked with other jurisdictions and UK Police Services. As a result, there is a compelling case for a police officer headcount of 8,500 officers in Northern Ireland.

The Police Service currently has less than 6,300 Police Officers and around 2,200 Police Staff. This is the smallest the organisation has ever been at a time when demand and complexity of investigations is increasing. The downward trend in the PSNI's workforce levels is directly in-line with its reducing financial settlement.

Rates of Police Officer replacement have not kept track with those leaving. This has been particularly acute since 2021/22, as recruitment was dramatically slowed as difficult decisions had to be taken to respond to increasing financial pressures.

Analysis in the Leapwise report indicates that if PSNI resourcing had kept pace with UK Police Services since 2010, it would currently have between 8,005 - 8540 officers and 2464 - 3,018 staff.²⁹

- 2.44 PSNI have admitted that they are *"increasingly unable to keep people safe"* due to staffing levels. In its formal response to the draft Programme for Government, the PSNI stated that, with declining headcount as well as increasing complexity of demand, the Policing Service is facing a watershed moment due to workforce levels being at an all-time low. The 6,358 Police Officers and 2,344 Police staff are well below the levels envisaged in the Patten Review or New Decade New Approach.³⁰
- 2.45 PSNI have submitted an Outline Business Case for Workforce Recovery to the Department of Justice. This business case sets out my plans to recover headcount to 7,000 police officers and 2,572 police staff over the next three years. It is estimated that working to the current capacity of the Police College, it may take until February 2039 to reach the level of 8,500 officers.
- 2.46 Recruitment recommenced in April 2024 but was limited to preventing officer levels falling any further. PSNI launched a recruitment campaign in January 2025 and by close of the campaign in February 2025 had received 4,822 applications.
- 2.47 PFNI welcomed the recruitment drive, stating it was an essential first step towards rebuilding officer numbers, but stated more was needed to halt the decline. *"Our hope is*

²⁹ Leapwise Report - Assessing the officer and staff requirement for the Police Service of Northern Ireland

³⁰ PSNI warn they're 'increasingly unable to keep people safe' due to staffing levels - Belfast Live

that this is a turning point. We must halt the decline in officer numbers and work towards bringing the size of the Service up to where it needs to be. Reaching a headcount of 7,000 within three years is the ambition but it is all heavily conditional on the PSNI receiving a budget that allows it to go out and recruit.

“At present, we are 700 below the target figure of 7,000 and 1,200 short of the figure recommended for a peacetime Service of 7,500. Our officers face appalling work pressures with units and sections operating dangerously below strength. This is a crisis that must be tackled for the sake of our entire community and right now, I don’t see any appetite from our political leaders to confront the challenge.”

“We are wholly supportive of this announcement and will continue to be engaged with the Service in helping to shape and configure the recruitment initiative.”³¹

³¹PFNI welcome recruitment drive but says more’s needed...

3. ECONOMIC ANALYSIS

Cost of Livings Crisis – Latest Insights

Households in the United Kingdom have experienced a significant fall in living standards since late 2021. The cost of living increased sharply in the UK during 2021 and 2022. The annual rate of inflation peaked at 11.1% in October 2022, a 41-year high, before subsequently easing. In May 2024, inflation fell to 2.0% (the Bank of England's target) for the first time since July 2021. Even though inflation is no longer high, it's important to stress that the cumulative effect of rising prices means households face a much higher cost of living than in 2021. Households that were struggling before the period of high inflation have been most severely affected.

In February 2025, 56 percent of households in Great Britain reported that their cost of living had increased in the previous month, compared with 45 percent in late July. Although the share of people reporting a cost-of-living increase has generally been falling since August 2022, when 91 percent of households reported an increase, the most recent figures indicate that the cost-of-living crisis is still ongoing for many households in the UK.

Although various factors have been driving the cost-of-living crisis, high inflation has undoubtedly been one of the main factors. After several years of relatively low inflation, the CPI inflation rate shot up from 2021 onwards, hitting a high of 11.1 percent in October 2022. In the months since that peak, inflation has fallen to more usual levels, and was 2.5 percent in December 2024, slightly up from 1.7 percent in September.³² The Bank of England have acknowledged that the rate of inflation is following a bumpy path. They predict inflation to rise temporarily this year, to 3.7%, mainly due to higher energy prices. Inflation is expected to fall back again to the 2% target after that.³³ Whilst inflation may spike at 3.7% between July and September 2025 due to higher energy prices, water bills and bus fares, the Bank of England then thinks inflation will drop back towards the 2% target towards the end of 2027, having previously predicted this would happen earlier in the year.³⁴

The households that are facing increasing prices mainly attributed this increase to higher food, electricity, and fuel costs. The crisis is even more acute for the poorest UK households, which typically spend a higher proportion of their income on food and housing costs.

Although the UK economy returned to growth in 2021 and avoided high levels of unemployment, inflation reached levels not seen for decades in 2022. The CPI inflation rate reached a peak of 11.1 percent in October 2022 and did not fall below double figures until April 2023, and took until May 2024 to reach the Bank of England's target rate of two percent. Furthermore, while wages are currently growing faster than inflation, this was not the case for twenty months between November 2021 and June 2023, when inflation consistently outpaced wage growth. Due to the crisis, real household disposable income in the UK fell by 2.2 percent in the 2022/23 financial year, representing the biggest fall in living standards since at least 1956.³⁵

³² Great Britain cost of living increase 2025 | Statista

³³ Monetary Policy Report - February 2025 | Bank of England

³⁴ UK inflation rate: How quickly are prices rising? - BBC News

³⁵ Cost of living crisis in the UK - statistics & facts | Statista

Consumer Price Inflation UK. Main Points

3.1

- The Consumer Prices Index including owner occupiers' housing costs (CPIH) rose by 3.9% in the 12 months to January 2025, up from 3.5% in December 2024.
- On a monthly basis, CPIH was little changed in January 2025, compared with a 0.4% fall in January 2024.
- The Consumer Prices Index (CPI) rose by 3.0% in the 12 months to January 2025, up from 2.5% in the 12 months to December 2024.
- On a monthly basis, CPI fell by 0.1% in January 2025, compared with a 0.6% fall in January 2024.
- The largest upward contribution to the monthly change in both CPIH and CPI annual rates came from transport, and food and non-alcoholic beverages; the largest downward contribution to both came from housing and household services.
- Core CPIH (excluding energy, food, alcohol, and tobacco) rose by 4.6% in the 12 months to January 2025, up from 4.2% in December 2024; the CPIH goods annual rate rose from 0.7% to 1.0%, while the CPIH services annual rate rose from 5.4% to 5.8%.
- Core CPI (excluding energy, food, alcohol, and tobacco) rose by 3.7% in the 12 months to January 2025, up from 3.2% in December 2024; the CPI goods annual rate rose from 0.7% to 1.0%, while the CPI services annual rate rose from 4.4% to 5.0%.
- The Consumer Prices Index including owner occupiers' housing costs (CPIH) rose by 4.2% in the 12 months to January 2024, the same rate as in December 2023.

Consumer Price Inflation Rates.

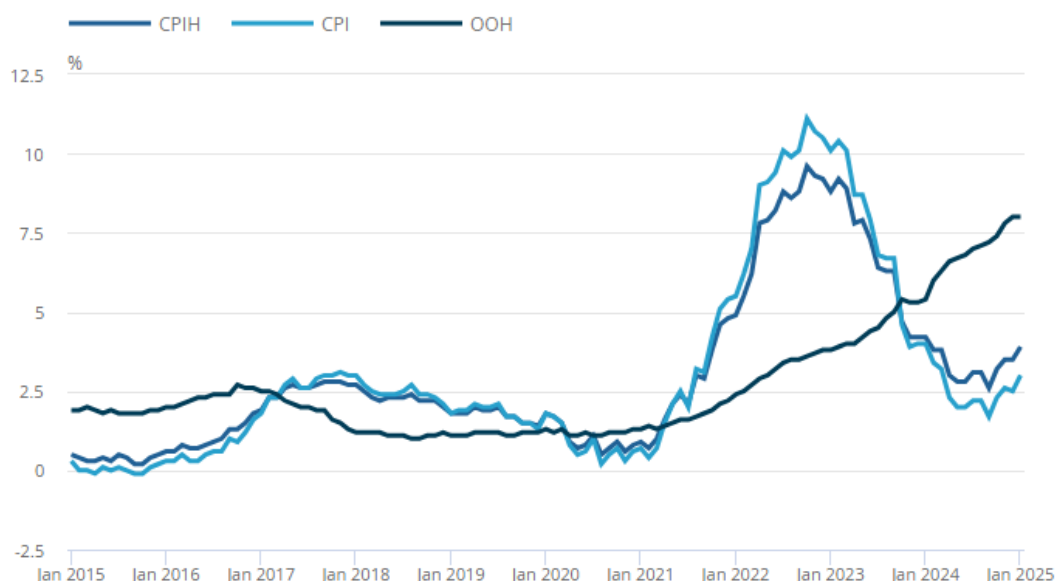
Table 1: CPIH, OOH component and CPI index values, and annual and monthly rates
UK January 2024 to January 2025

		CPIH Index (UK, 2015 = 100)	CPIH 12- month rate (%)	CPIH 1- month rate (%)	CPI Index (UK, 2015=100)	CPI 12- month rate (%)	CPI 1- month rate (%)	OOH Index (UK, 2015=100)	OOH 12- month rate (%)
2024	Jan	130.0	4.2	-0.4	131.5	4.0	-0.6	122.1	5.4
	Feb	130.8	3.8	0.6	132.3	3.4	0.6	123.2	6.0
	Mar	131.6	3.8	0.6	133.0	3.2	0.6	123.9	6.3
	Apr	132.2	3.0	0.5	133.5	2.3	0.3	124.6	6.6
	May	132.7	2.8	0.4	133.9	2.0	0.3	125.3	6.7
	Jun	133.0	2.8	0.2	134.1	2.0	0.1	126.1	6.8
	Jul	132.9	3.1	0.0	133.8	2.2	-0.2	126.9	7.0
	Aug	133.4	3.1	0.4	134.3	2.2	0.3	127.7	7.1
	Sep	133.5	2.6	0.1	134.2	1.7	0.0	128.5	7.2
	Oct	134.3	3.2	0.6	135.0	2.3	0.6	129.5	7.4
	Nov	134.6	3.5	0.2	135.1	2.6	0.1	130.5	7.8
	Dec	135.1	3.5	0.3	135.6	2.5	0.3	131.3	8.0
2025	Jan	135.1	3.9	0.0	135.4	3.0	-0.1	131.8	8.0

Source: Consumer price inflation from the Office for National Statistics

Figure 1: Annual CPI inflation rate highest since March 2024

CPIH, owner occupiers' housing (OOH) costs component and CPI annual inflation rates, UK, January 2015 to January 2025



Source: Consumer price inflation from the Office for National Statistics

- 3.2 The Consumer Prices Index including owner occupiers' housing costs (CPIH) rose by 3.9% in the 12 months to January 2025, up from 3.5% in December 2024 (Figure 1).
- 3.3 On a monthly basis, CPIH was little changed in January 2025, compared with a 0.4% fall in January 2024.
- 3.4 The owner occupiers' housing costs (OOH) component of CPIH rose by 8.0% in the 12 months to January 2025, unchanged from the 12 months to December 2024. This is the joint-highest annual rate since February 1992 in the constructed historical series. OOH costs rose by 0.4% on the month, the same rate as a year earlier.
- 3.5 The Consumer Prices Index (CPI) rose by 3.0% in the 12 months to January 2025, up from 2.5% in December 2024.
- 3.6 On a monthly basis, CPI fell by 0.1% in January 2025, compared with a 0.6% fall in January 2024.
- 3.7 The main drivers of the annual inflation rate for CPIH and CPI are the same where they are common to both measures. However, the OOH component accounts for approximately 17% of the CPIH and is the main driver for differences between the CPIH and CPI inflation rates. This makes CPIH our most comprehensive measure of inflation.

Notable Movements in Prices

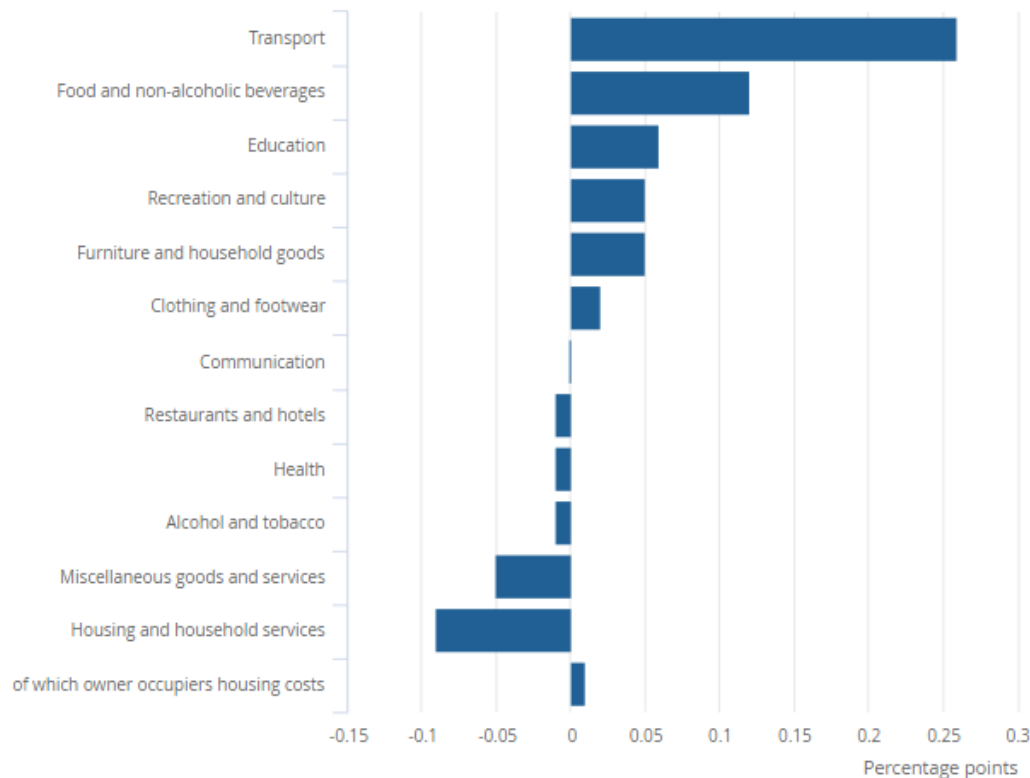
Table 2: CPIH annual and monthly inflation rates by division
UK January 2024, December 2024, and January 2025

	CPIH 12-month rate (%)		CPIH 1-month rate (%)	
	Dec 2024	Jan 2025	Jan 2024	Jan 2025
CPIH All items	3.5	3.9	-0.4	0.0
Food and non-alcoholic beverages	2.0	3.3	-0.4	0.9
Alcohol and tobacco	5.3	4.9	2.2	1.8
Clothing and footwear	1.1	1.8	-3.9	-3.3
Housing and household services	6.0	5.6	0.9	0.5
of which owner occupiers' housing costs	8.0	8.0	0.4	0.4
Furniture and household goods	-0.3	0.5	-3.1	-2.3
Health	5.6	5.0	1.3	0.7
Transport	-0.6	1.7	-2.8	-0.5
Communication	6.1	5.9	0.2	0.0
Recreation and culture	3.4	3.8	-0.1	0.3
Education	5.0	7.5	0.0	2.4
Restaurants and hotels	3.4	3.3	-0.9	-1.0
Miscellaneous goods and services	3.5	2.8	0.9	0.2
All goods	0.7	1.0	-0.4	-0.1
All services	5.4	5.8	-0.4	0.0
CPIH exc food, energy, alcohol and tobacco (core CPIH)	4.2	4.6	-0.6	-0.2

Source: Consumer price inflation from the Office for National Statistics

Figure 2: Upward contributions to the change in annual CPIH inflation from six divisions, led by transport

Contributions to change in the annual CPIH inflation rate, UK, between December 2024 and January 2025



Source: Consumer price inflation from the Office for National Statistics

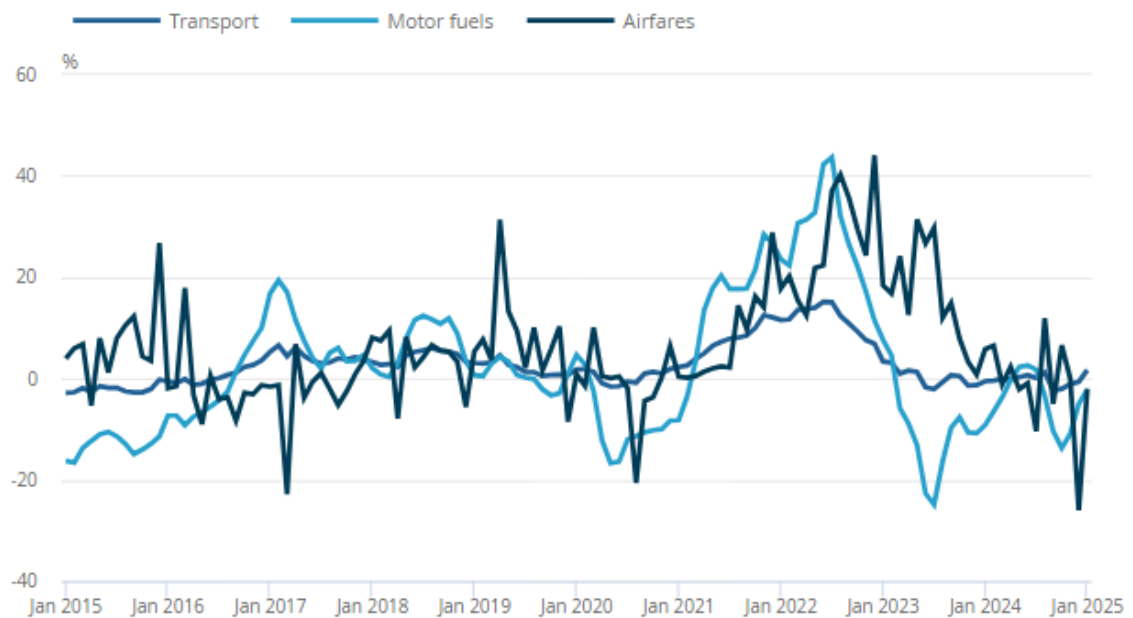
- 3.8 Figure 2 shows the contributions from the 12 divisions to the change in the annual Consumer Prices Index including owner occupiers' housing costs (CPIH) inflation rate between December 2024 and January 2025. These sum to the change in the annual rate between the latest two months, that is, the rise from 3.5% to 3.9%.
- 3.9 The increase in the rate into January 2025 reflected upward contributions from six divisions and downward contributions from five divisions. The largest upward contribution came from transport and the largest downward contribution came from housing and household services.

Transport

- 3.10 Overall prices in the transport division rose by 1.7% in the year to January 2025, compared with a fall of 0.6% in the year to December 2024 (Figure 3). On a monthly basis, prices fell by 0.5% in January 2025, compared with a fall of 2.8% a year ago.

Figure 3: Annual transport inflation at strongest rate since February 2023

Transport, motor fuels, and air fares annual inflation rates, UK, January 2015 to January 2025

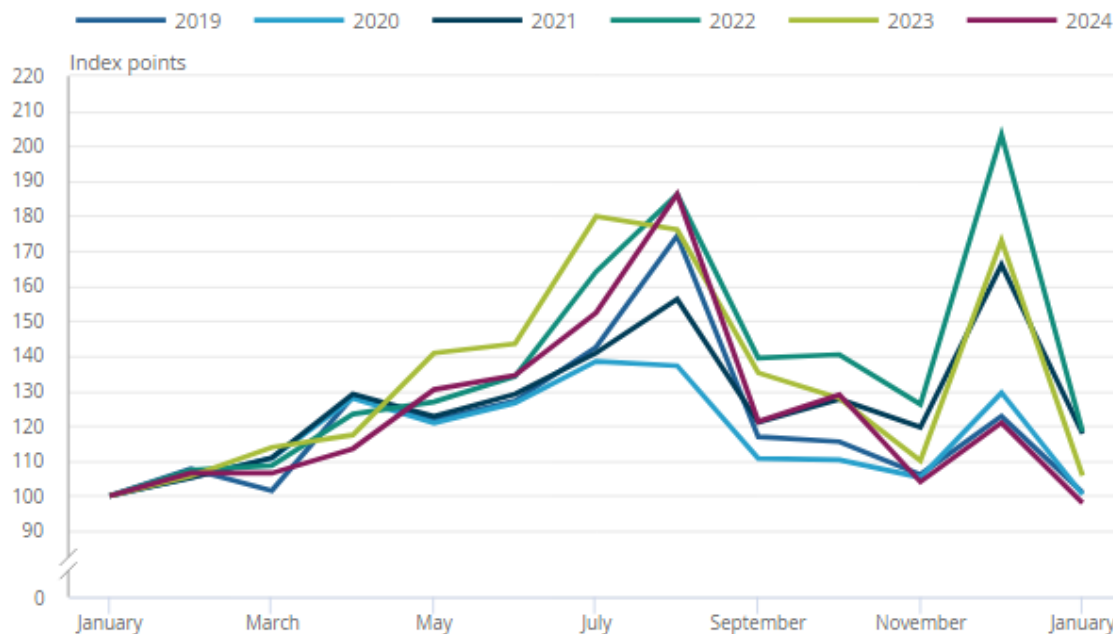


Source: Consumer price inflation from the Office for National Statistics

- 3.11 The change in the annual rate was mainly the result of upward effects from air fares and from motor fuels, partially offset by a downward effect from second-hand cars.

Figure 4: Monthly fall of air fare prices into January 2025 was the smallest January fall since January 2020

Air fares price indices rebased to January each year, UK, January 2020 to January 2025



Source: Consumer price inflation from the Office for National Statistics

- 3.12 Air fares tend to rise into December and fall into January (figure 4). However, in December 2024 and January 2025, this pattern was less pronounced than in previous years. The monthly rise in December 2024 was the third-lowest December rise since monthly price collection began in 2001, and part of the reason for this lower-than-usual growth may be because the return date for the European flights in December 2024's index was Christmas Eve, and the return date for long-haul flights was New Year's Eve.
- 3.13 The weaker growth into December 2024 led to a smaller fall than normal into January 2025. Air fares fell by 19.0% on the month in January 2025, up from negative 38.9% a year ago. This was the smallest January fall since January 2020 and is what led to the large positive change in contribution to the annual rate of CPIH between December 2024 and January 2025.
- 3.14 The average price of petrol rose by 0.8 pence per litre between December 2024 and January 2025 to stand at 137.1 pence per litre, down from 139.9 pence per litre in January 2024. Diesel prices rose by 1.5 pence per litre in January 2025 to stand at 144.1 pence per litre, down from 148.3 pence per litre in January 2024. These movements resulted in overall motor fuel prices falling by 2.2% in the year to January 2025, up from a fall of 5.0% in the year to December 2024.

- 3.15 Prices of second-hand cars fell by 0.4% in January 2025, compared with a monthly rise of 1.5% a year ago. On an annual basis, prices fell by 0.9% in the year to January 2025, compared with a rise of 1.0% in the year to December 2024.

Food and non-alcoholic beverages

- 3.16 Food and non-alcoholic beverage prices rose by 3.3% in the year to January 2025, up from 2.0% in December 2024.
- 3.17 Prices for this division rose by 0.9% in January 2025, up from a monthly fall of 0.4% a year ago. The annual rate of 3.3% in January 2025 compares with 7.0% to January 2024.
- 3.18 There were upward contributions to the change in the annual rate of inflation between December 2024 and January 2025 in 7 of the 11 food and non-alcoholic beverages classes. This is because prices rose this year but either fell or rose at a slower rate between the same two months last year. The contributions came from:
- meat (0.04 percentage points (pp))
 - bread and cereals (0.03pp)
 - fish (0.01pp)
 - milk, cheese, and eggs (0.01pp)
 - sugar, jam, honey, syrups, chocolate, and confectionery (0.01pp)
 - coffee, tea, and cocoa (0.01pp)
 - mineral waters, soft drinks, and juices (0.01pp)

The other four classes were little changed.

Education

- 3.19 The annual inflation rate for education was 7.5% in the year to January 2025, up from 5.0% in December 2024. On a monthly basis, prices rose by 2.4% in January 2025, but did not change a year ago.
- 3.20 The only item that changed price in the education division was private school fees, where prices rose by 12.7% on the month but did not change a year ago. A contributing factor to the rise in private school fees may have been education and boarding services provided by private schools becoming subject to VAT at the standard rate of 20%.

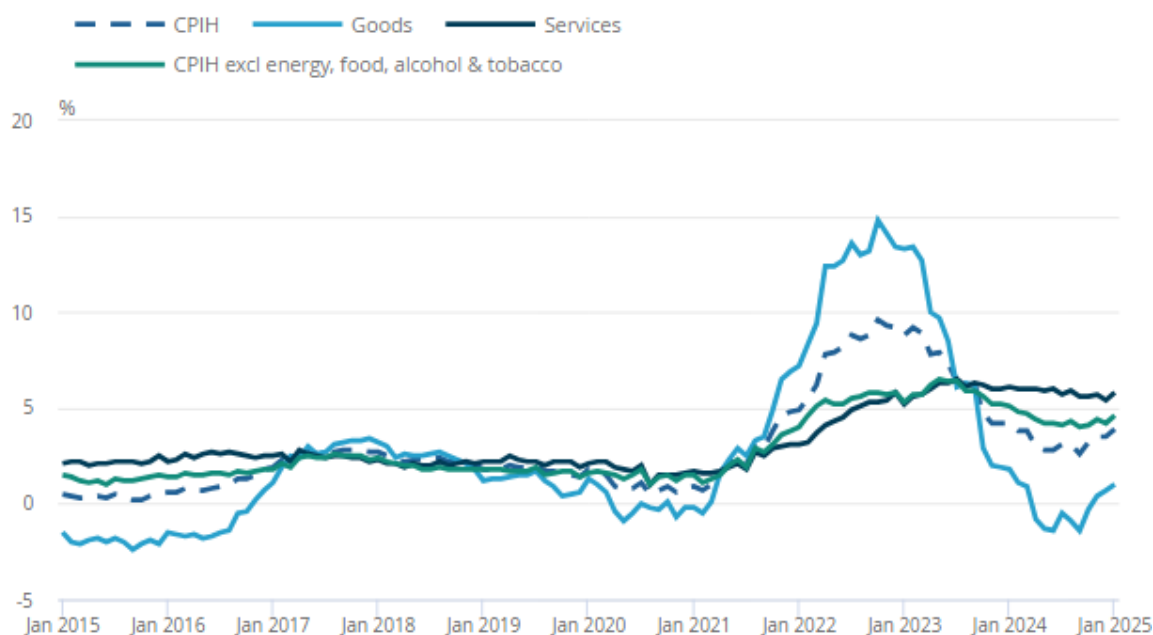
Housing and household services.

- 3.21 The annual inflation rate for housing and household services was 5.6% in the year to January 2025, down from 6.0% in December 2024. On a monthly basis, prices rose by 0.5% in January 2025, compared with a rise of 0.9% a year ago.
- 3.22 The 0.4 percentage-point decrease in the annual rate between December 2024 and January 2025 was mainly the result of downward effects from gas (a decrease of 0.07pp) and electricity (a decrease of 0.05pp). Gas prices rose by 1.3% between December 2024 and January 2025 having risen by 6.8% a year ago. Electricity prices rose by 1.2% between December 2024 and January 2025, having risen by 4.0% a year ago.

- 3.23 Owner occupiers' housing (OOH) costs rose by 8.0% in the year to January 2025, the same rate as in December 2024. The latest figure is the joint-highest since February 1992 when the rate was 8.6% in the constructed historical series.

Figure 5: CPIH core annual inflation rate at highest rate since March 2024

CPIH goods, services and core annual inflation rates, UK, January 2015 to January 2025



Source: Consumer price inflation from the Office for National Statistics

Latest movements in CPIH inflation

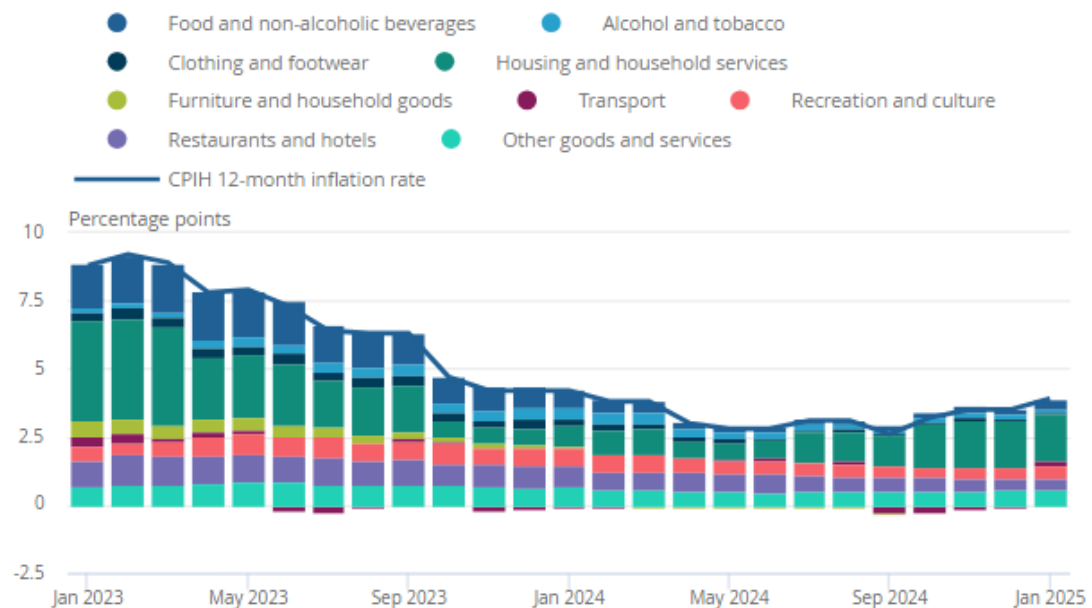
- 3.24 Figure 5 shows the annual inflation rates for the Consumer Prices Index including owner occupiers' housing costs (CPIH) series for all goods and all services, together with CPIH excluding energy, food, alcohol, and tobacco (often referred to as core CPIH). The CPIH inflation rate is added for comparison.⁴ shows the annual inflation rates for the Consumer Prices Index including owner occupiers' housing costs (CPIH) all goods and all services series, together with CPIH excluding energy, food, alcohol, and tobacco (often referred to as core CPIH). The CPIH inflation rate is added for comparison.
- 3.25 The CPIH all services index rose by 5.8% in the year to January 2025, up from 5.4% in December 2024. This is the highest rate since August 2024, and the largest upward contributions to the change in the annual rate came from transport services (particularly passenger transport by air) and miscellaneous and other services (particularly education).
- 3.26 The CPIH all goods index rose by 1.0% in the year to January 2025, up from 0.7% in the 12 months to December. This is the highest rate since February 2024 and the largest upward contributions to the change in the annual rate came from food and non-alcoholic

beverages (particularly meat, and bread and cereals) and non-energy industrial goods (particularly motor fuels).

- 3.27 The core CPIH annual inflation rate was 4.6% in the year to January 2025, up from 4.2% in December 2024. This the highest rate since March 2024.

Figure 6: Contribution to the annual CPIH rate from transport largest since February 2023

Contributions to the annual CPIH inflation rate, UK, January 2023 to January 2025

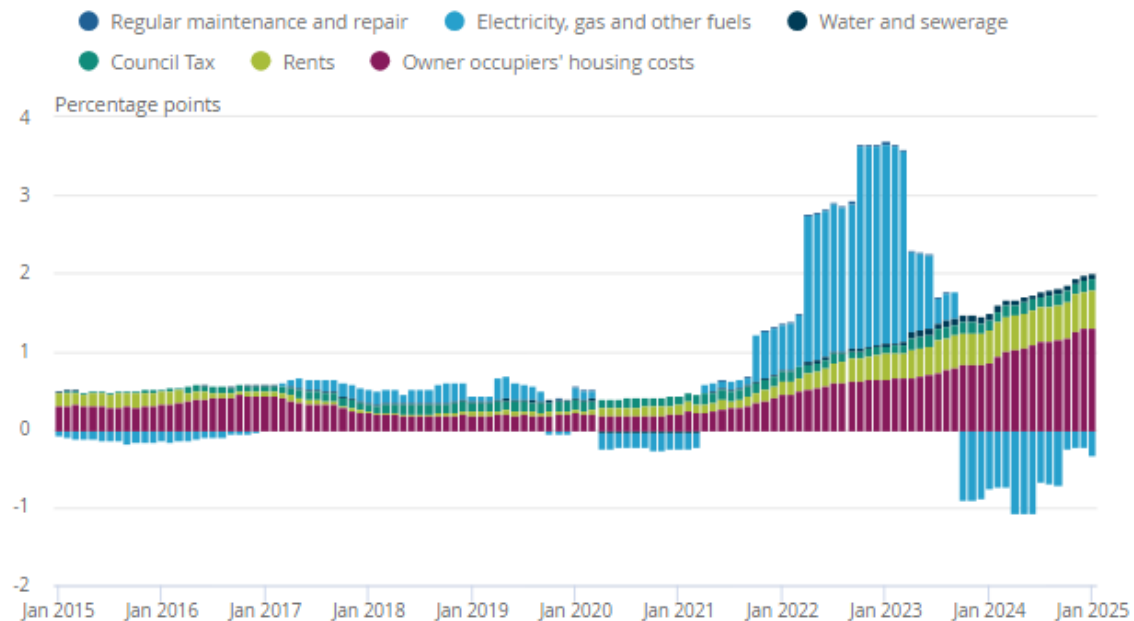


Source: Consumer price inflation from the Office for National Statistics

- 3.28 Figure 6 shows the extent to which the distinct categories of goods and services have contributed to the overall annual CPIH inflation rate over the last two years. The contribution of each category to the annual rate depends on the price movement in that category as well as its weight, which is updated annually.
- 3.29 The largest upward contributions to the annual CPIH inflation rate in January 2025 came from the housing and household services, restaurants and hotels, and recreation and culture divisions.
- 3.30 The contribution from the transport division was the largest since February 2023.

Figure 7: Contribution from owner occupiers' housing costs grew stronger for the 13th consecutive month

Contributions of housing components to the annual CPIH inflation rate, UK, January 2015 to January 2025



Source: Consumer price inflation from the Office for National Statistics

- 3.31 Figure 7 shows the contribution of owner occupiers' housing costs (OOH) and Council Tax to the annual CPIH inflation rate in the context of wider housing-related costs. The Consumer Prices Index (CPI) differs from the CPIH because it does not include these two components.
- 3.32 OOH's contribution rose from 1.30 to 1.31 percentage points between December 2024 and January 2025. This was the 13th consecutive month that the contribution from OOH grew stronger.

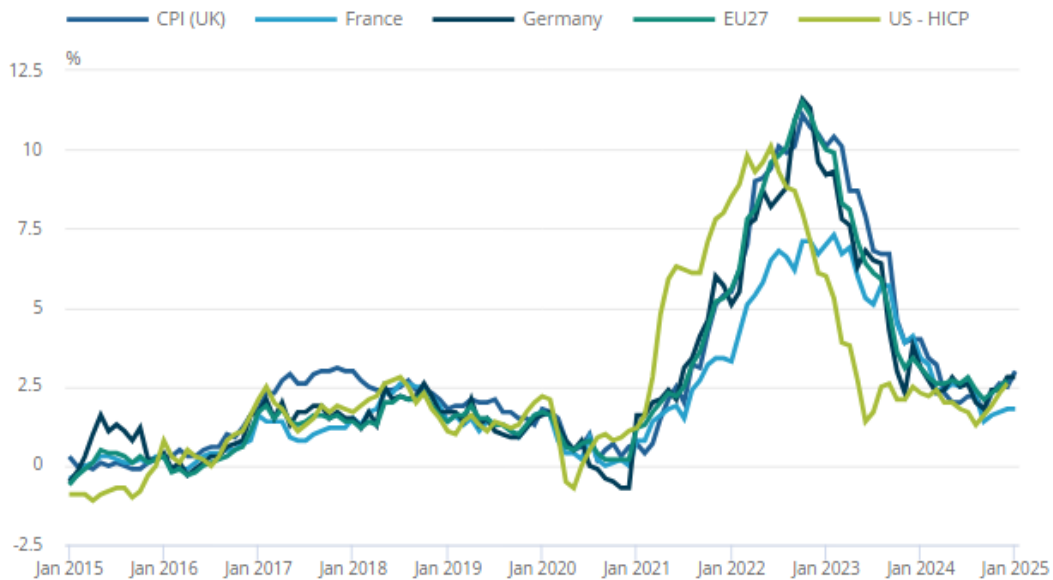
Latest Movements in CPI Inflation

- 3.33 While the Consumer Prices Index including owner occupiers' housing costs (CPIH) is our lead and most comprehensive measure of consumer price inflation, the Consumer Prices Index (CPI) is based on a harmonised methodology developed by Eurostat and allows for international comparisons to be drawn.
- 3.34 Figure 8 shows annual CPI inflation for the UK against the European Union (EU) average and selected Group of Seven (G7) countries. While the UK CPI is produced on a comparable basis with EU countries, the United States Harmonised Index of Consumer Prices (HICP) measure differs in some respects (see Footnote 1 of Figure 8). The UK's CPI inflation rate

of 3.0% was above the first (or "flash") estimates of inflation for France (1.8%) and Germany (2.8%) in the 12 months to January 2025.

Figure 8: UK inflation above estimate for France and Germany

CPI compared with selected G7 and EU annual inflation rates, January 2015 to January 2025



Source: Consumer price inflation from the Office for National Statistics, Eurostat, and the US Bureau of Labor Statistics

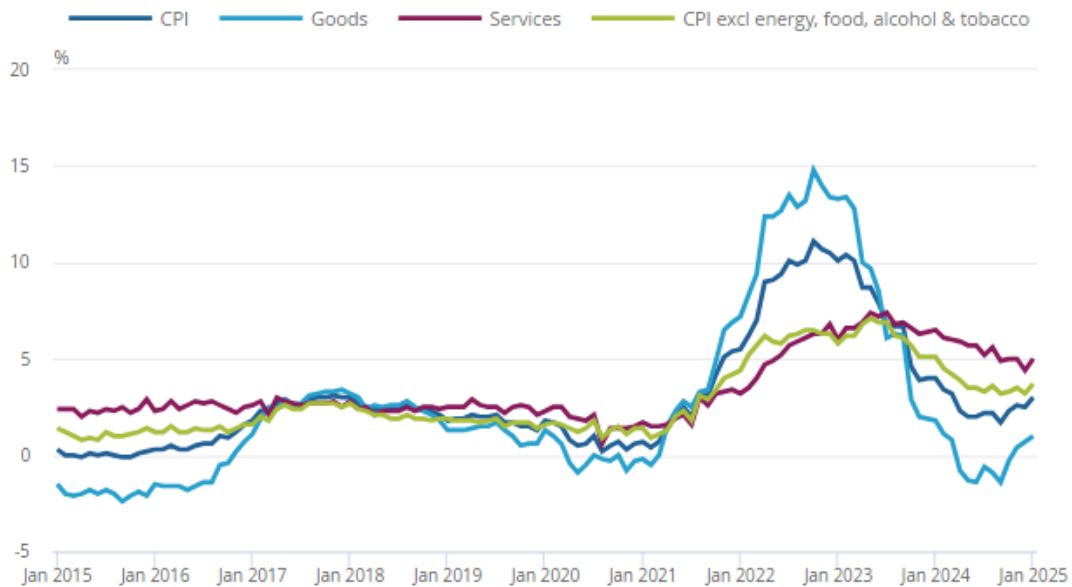
Table 3: CPI annual and monthly inflation rates by division
UK January 2024, December 2024, and January 2025

	CPI 12-month rate (%)		CPI 1-month rate (%)	
	Dec 2024	Jan 2025	Jan 2024	Jan 2025
CPI All items	2.5	3.0	-0.6	-0.1
Food and non-alcoholic beverages	2.0	3.3	-0.4	0.9
Alcohol and tobacco	5.3	4.9	2.2	1.8
Clothing and footwear	1.1	1.8	-3.9	-3.3
Housing and household services	3.1	2.1	1.8	0.8
Furniture and household goods	-0.3	0.5	-3.1	-2.3
Health	5.6	5.0	1.3	0.7
Transport	-0.6	1.7	-2.8	-0.5
Communication	6.1	5.9	0.2	0.0
Recreation and culture	3.4	3.8	-0.1	0.3
Education	5.0	7.5	0.0	2.4
Restaurants and hotels	3.4	3.3	-0.9	-1.0
Miscellaneous goods and services	3.5	2.8	0.9	0.2
All goods	0.7	1.0	-0.4	-0.1
All services	4.4	5.0	-0.8	-0.2
CPI exc food, energy, alcohol and tobacco (core CPI)	3.2	3.7	-0.9	-0.4

Source: Consumer price inflation from the Office for National Statistics

Figure 9: CPI core annual inflation rate was last higher in April 2024

CPI goods, services and core annual inflation rates, UK, January 2015 to January 2025

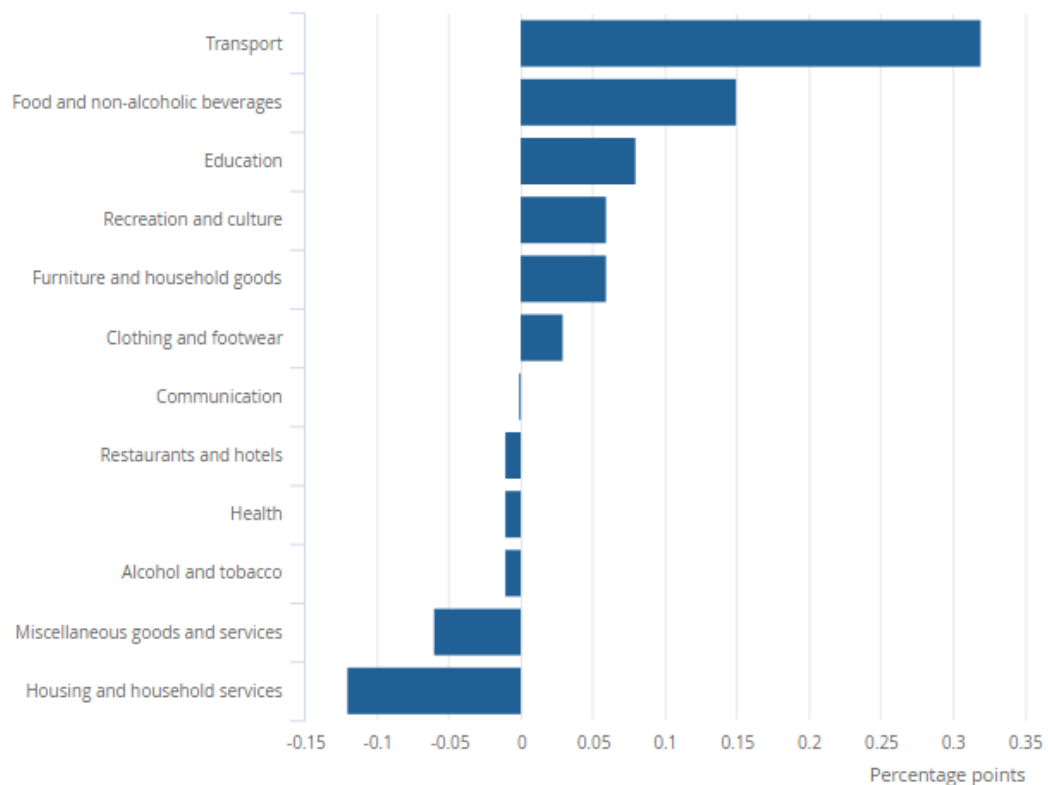


Source: Consumer price inflation from the Office for National Statistics

- 3.35 Figure 9 shows the annual inflation rates for the CPI all goods and all services series, together with CPI excluding energy, food, alcohol, and tobacco (often referred to as core CPI). The headline CPI inflation rate is added for comparison.
- 3.36 The CPI all services index rose by 5.0% in the year to January 2025, up from 4.4% in December 2024. The rate was last higher in August 2024.
- 3.37 The CPI all goods index rose by 1.0% in the year to January 2025, up from 0.7% in the year to December 2024. This is the highest rate since February 2024.
- 3.38 The core CPI annual inflation rate was 3.7% in the year to January 2025, up from 3.2% in December 2024. This is the highest rate since April 2024.
- 3.39 As with the all-items annual inflation rates, the drivers of CPIH and CPI goods and services inflation are the same (except for owner occupiers' housing costs (OOH) and Council Tax, which are excluded from CPI).

Figure 10: Upward contributions to the change in annual CPI inflation from six divisions, led by transport

Contributions to change in the annual CPI inflation rate, UK, between December 2024 and January 2025

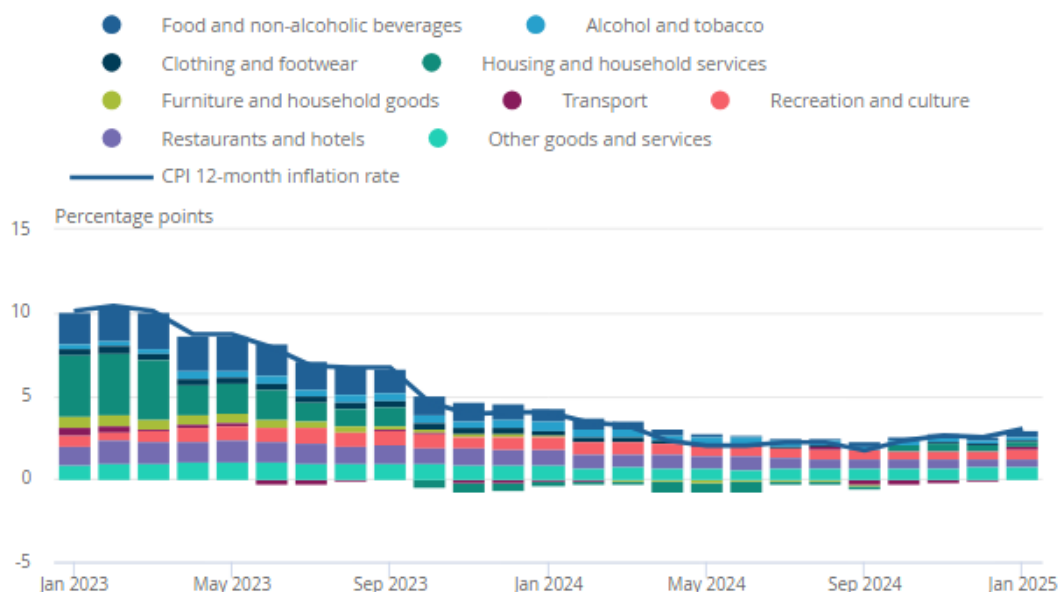


Source: Consumer price inflation from the Office for National Statistics

- 3.40 Figure 10 shows how each of the main groups of goods and services contributed to the change in the annual CPI inflation rate between December 2024 and January 2025.
- 3.41 The rise in the annual CPI rate into January 2025 reflected upward contributions from six divisions, partially offset by a downward contribution from five divisions. The largest upward contributions came from transport, food and non-alcoholic beverages, and education.
- 3.42 Although the sizes of the contributions differ from CPIH, the main drivers to the change are the same where they are common to both measures.

Figure 11: Positive contributions to annual CPI from 10 divisions, led by recreation and culture, and restaurants and hotels

Contributions to the annual CPI inflation rate, UK, January 2023 to January 2025



Source: Consumer price inflation from the Office for National Statistics

- 3.43 Figure 11 shows the extent to which the distinct categories of goods and services have contributed to the overall annual CPI inflation rate over the last two years.
- 3.44 The CPIH includes extra housing components not included in the CPI. This can result in the largest contributions to the annual CPI and CPIH inflation rates coming from different divisions. In January 2025, the largest-contributing division to CPI was recreation and culture (0.54 percentage point contribution to the CPI rate) whereas the largest-contributing division to CPIH was housing and household services. OOH had a large upward contribution to housing and household services in CPIH but is excluded from CPI.

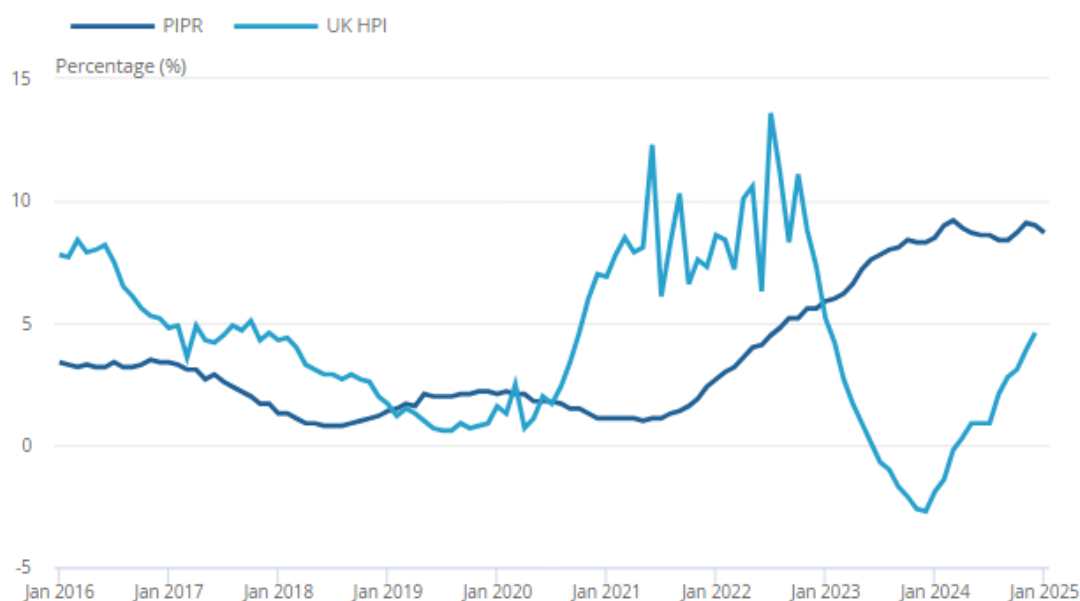
Private rent and house prices.

- Average UK private rents increased by 8.7% in the 12 months to January 2025 (provisional estimate); this is down from 9.0% in the 12 months to December 2024.
- Average rents increased to £1,375 (8.8%) in England, £780 (8.4%) in Wales and £995 (6.2%) in Scotland, in the 12 months to January 2025.
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- Average rents increased to £1,375 (8.8%) in England, £780 (8.4%) in Wales and £995 (6.2%) in Scotland, in the 12 months to January 2025.
- 3.45 Average UK private rents increased by 8.7% in the 12 months to January 2025 (provisional estimate). This was down from 9.0% in the 12 months to December 2024 and was below the record-high annual rise of 9.2% in March 2024.
- 3.46 UK House Price Indexes (HPI) reference period has been updated from January 2015 to January 2023 to reflect the observed reduction in size of the "average" UK property sold and its increased tendency to be in a cheaper part of the UK. This has led to a 7.9% downwards shift for the "average" UK property price level series.
- 3.47 Average UK house prices increased by 4.6% (provisional estimate), to £268,000, in the 12 months to December 2024. This annual growth was up from 3.9% in the 12 months to November 2024. Annual inflation has been generally increasing since its low point of negative 2.7% in the 12 months to December 2023.

Figure 1: UK rents annual inflation eased, while house price annual inflation rose

Private rent and house price annual inflation, UK



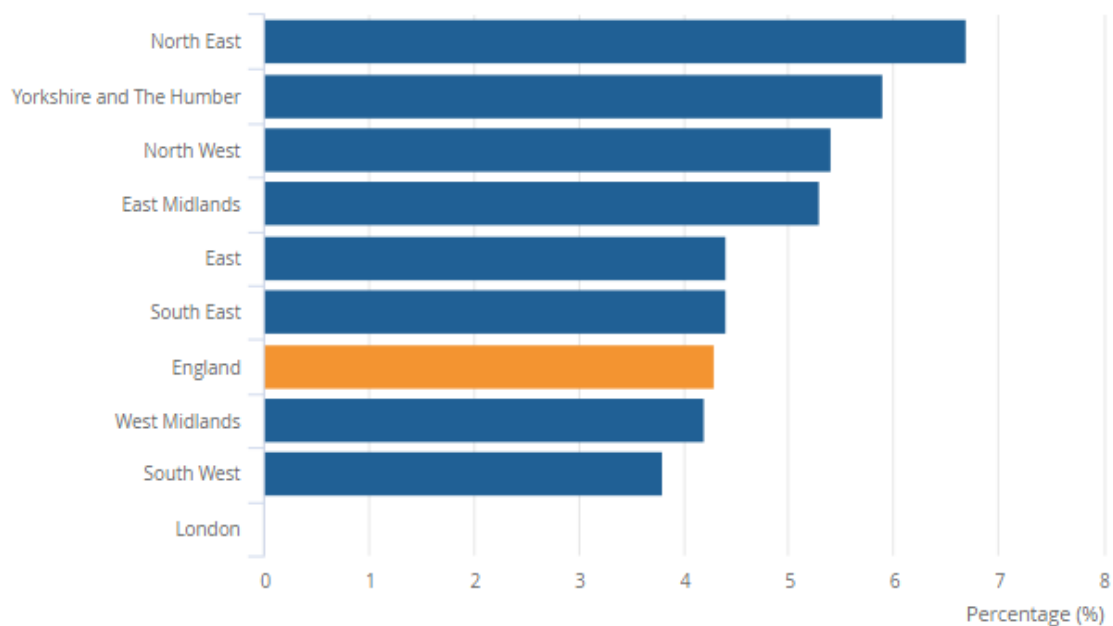
Source: Price Index of Private Rents (PIPR) and UK House Price Index from the Office for National Statistics

- 3.48 The average house price for England was £291,000 in December 2024, up 4.3% (£12,000) from a year earlier. This annual rise was higher than in the 12 months to November 2024 (3.4%).

- 3.49 The average house price for Wales was £208,000 in December 2024, up 3.0% (£6,000) from a year earlier. This annual rise was lower than in the 12 months to November 2024 (3.7%).
- 3.50 The average house price for Scotland was £189,000 in December 2024, up 6.9% (£12,000) from a year earlier. This annual rise was higher than in the 12 months to November 2024 (5.9%).
- 3.51 The average house price for Northern Ireland was £183,000 in Quarter 4 (Oct to Dec) 2024, up 9.0% (£15,000) from Quarter 4 a year earlier.

Figure 2: Annual house price inflation is highest in the North East

Annual house price inflation, English regions, December 2024



Source: UK House Price Index from the Office for National Statistics

- 3.52 The Northeast was the English region with the highest house price inflation in the 12 months to December 2024, at 6.7%. This was up from 6.4% in the 12 months to November 2024.
- 3.53 Annual house price inflation was lowest in London, at 0.0% in the 12 months to December 2024. This was down from 0.5% in the 12 months to November 2024.
- 3.54 However, according to Halifax, property prices in Northern Ireland (NI) are rising faster than anywhere else in the UK, according to the latest Halifax house price survey. Homes in NI were costing 6.8 per cent more in November than at the same time last year,

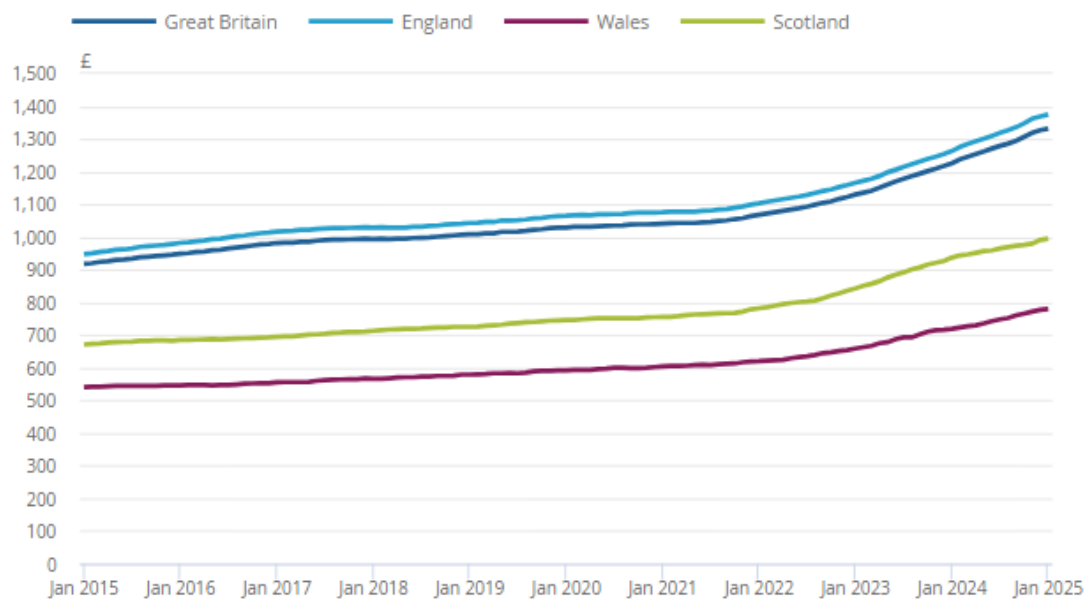
according to the monthly report. Properties in Northern Ireland now cost an average of £203,131.³⁶

Private rents

- 3.55 The average private rent in Great Britain was £1,332 per month in January 2025. This is £106 (8.7%) higher than 12 months previously.

Figure 3: The average rent in Great Britain was £1,332 in January 2025

Average private rent, Great Britain and its countries, January 2015 to January 2025



Source: Price Index of Private Rents (PIPR) from the Office for National Statistics

- 3.56 Average rent for England was £1,375 in January 2025, up 8.8% (£112) from a year earlier. This annual rise was lower than in the 12 months to December 2024 (9.2%) and below the record-high annual growth in the 12 months to November 2024 (9.3%).
- 3.57 Average rent for Wales was £780 in January 2025, up 8.4% (£61) from a year earlier. This annual rise was lower than in the 12 months to December 2024 (8.5%) and below the record-high annual rise of 9.8% in November 2023.
- 3.58 Average rent for Scotland was £995 in January 2025, up 6.2% (£58) from a year earlier. This annual rise was lower than in the 12 months to December 2024 (6.9%). Scotland's

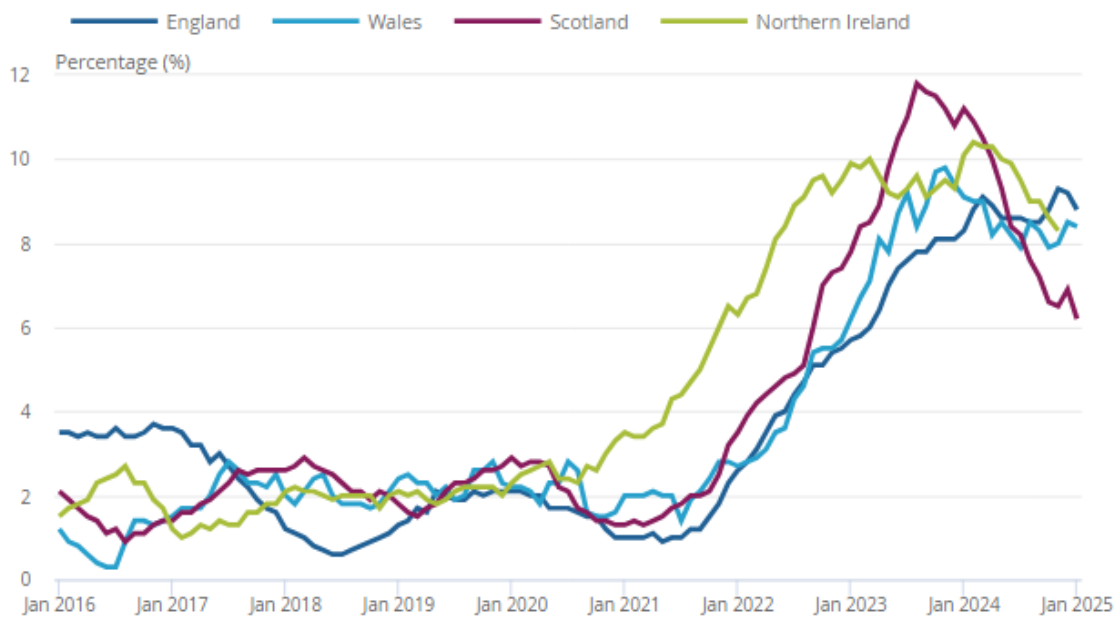
³⁶House prices in Northern Ireland rising fastest in UK - Halifax – The Irish Times

annual inflation rate has been generally slowing since the record-high annual rise of 11.8% in August 2023.

- 3.59 Northern Ireland data are currently available up to November 2024. Average rent in Northern Ireland increased by 8.3% in the 12 months to November 2024. This was lower than in the 12 months to October 2024 (8.6%). Northern Ireland's annual inflation rate has been generally slowing since the record-high annual rise of 10.4% in February 2024.

Figure 4: Rent annual inflation slowed in all UK countries

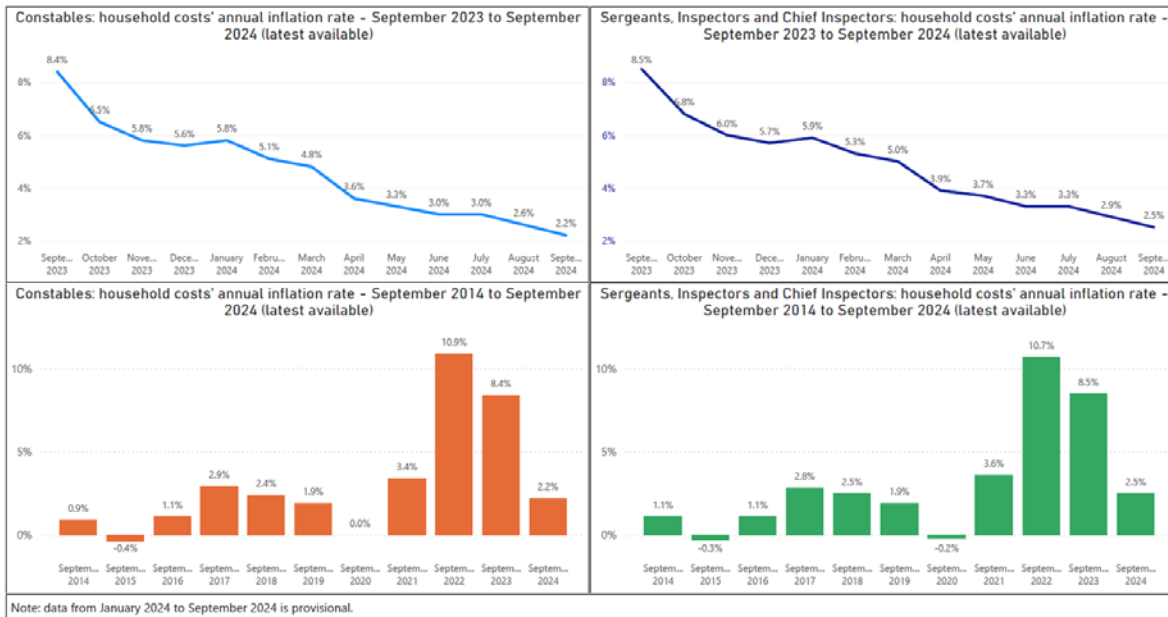
Private rents annual inflation, UK countries, January 2016 to January 2025



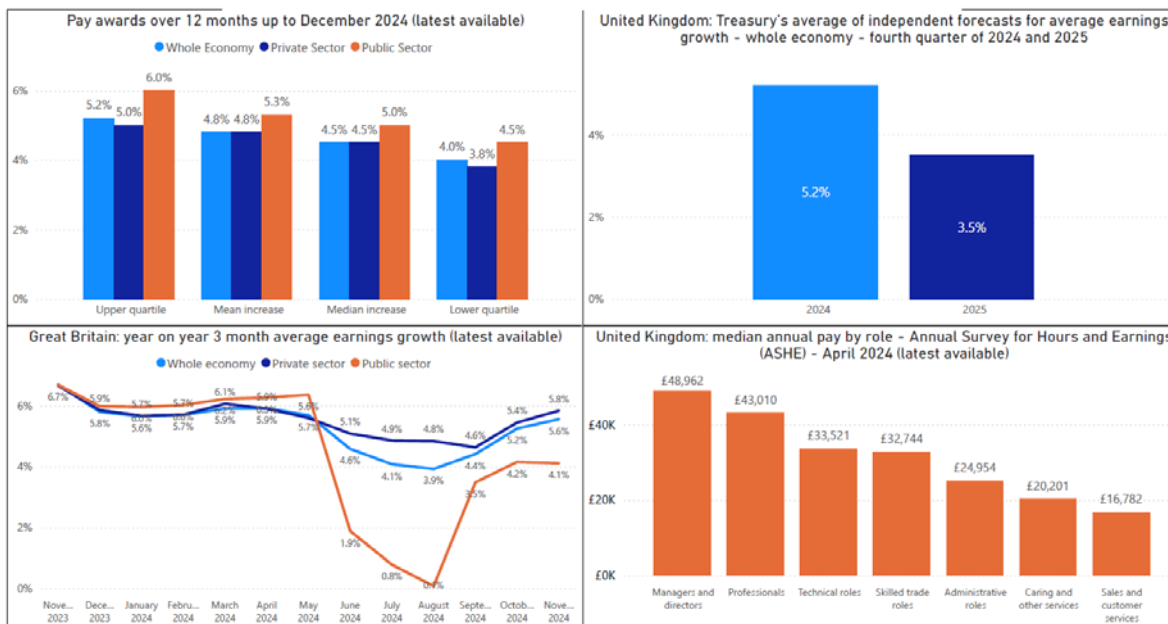
Source: Price Index of Private Rents (PIPR) from the Office for National Statistics

Police relevant economic analysis.

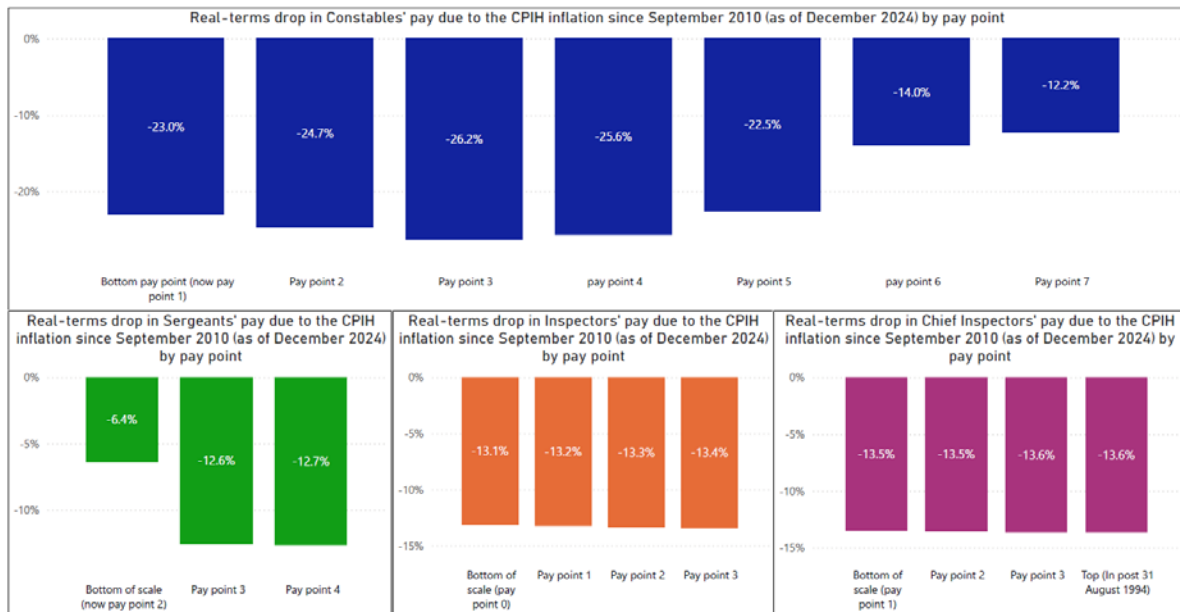
Police Officers' estimated household costs



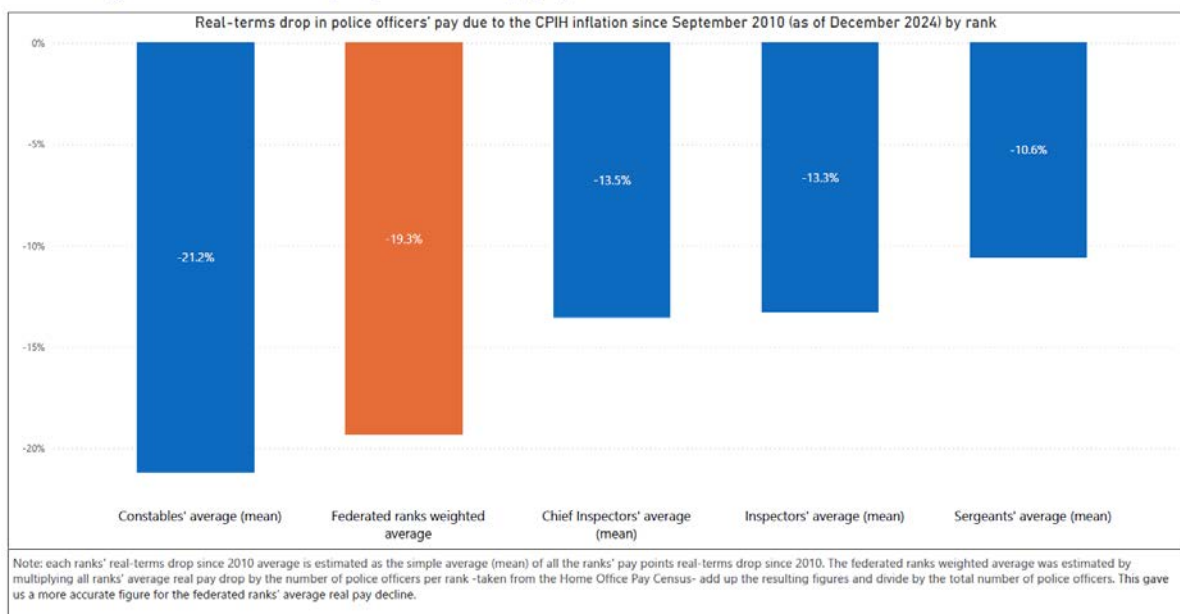
Whole economy: pay awards and average earnings



Real-terms drop in police officers' pay due to the CPIH inflation by rank (Federated ranks)

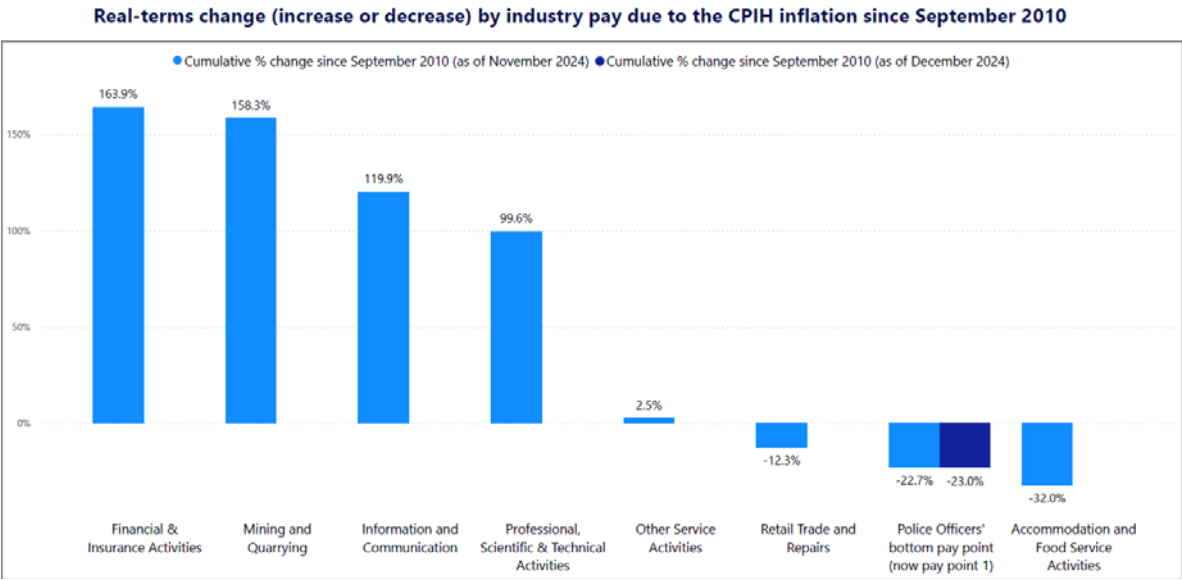


Average of the real-terms drop in police officers' pay by rank and for the federated ranks due to the CPIH inflation



37

³⁷ PFEW Economic Dashboard Police Federation of England and Wales. (2024). Economic Dashboard (2024). Leatherhead: Police Federation of England and Wales



4. POLICE PAY

- 4.1 To fully contextualise the evidence regarding police pay, it is crucial to remember that police officers in Northern Ireland are currently facing the consequences of the eighth consecutive delay in implementing recommendations from the pay review process. Evidence has already been presented on the impact of these delays on morale within the PSNI and the real-life implications of such disregard for the personal finances of serving police officers, especially during a time of widespread concern about the cost of living. However, consideration must be given to the cumulative impact of year-on-year delays on officers in relation to their welfare and wellbeing. This remains a major concern for the PFNI and a significant source of anger and disillusionment among our members.
- 4.2 Debates and discussions regarding police pay have become increasingly fractious over the last number of years. It is no secret, and indeed the PFNI see no benefit in providing additional 'evidence' to highlight what is readily acknowledged and accepted, that the value of police pay has been continuously eroded since 2011, because of three pay freezes, five 1% pay caps and previous 'pay restraint'. Regardless of the favoured measure of inflation used, there is simply no disputing the fact that police pay has been substantially cut, in real terms, over the last ten years.
- 4.3 There has been a substantial degradation of police pay over for more than a decade, which insults and devalues the unique and difficult work of police officers. While the 2024/25 pay increase was welcomed and necessary, it merely covered the inflationary pressures of the previous year. Police officers real pay has fallen significantly across all ranks since September 2010. The evidence demonstrates that our officers are now 21% worse off than at the start of austerity measures.³⁸
- 4.4 PFNI argue strongly that the Government cannot afford to not meet these recommendations, as lack of immediate improvement and well-planned future improvements will have many undesirable consequences both for our officers and our society. It has long been the rhetoric from government that affordability is the primary driver for sub-optimal pay increases, but affordability is ultimately a political choice. The future of policing has to be a priority, therefore the budget to allow better pay for officers must be found – it simply requires the political will to make that a reality rather than an aspiration.
- 4.5 In a joint statement by the NPCC, CPOSA and PSA they state *"it is our ongoing belief that decisions around the remuneration packages proposed for policing should be based on what is appropriate for the service, reflective of the demands police officers face, the responsibility they hold, and their unique position as crown servants. The service continues to operate in a context of year-on-year real-term pay cuts for officers."*

They added *"The reward package provided to our workforce plays a central role in this, impacting feelings of value, workforce morale and wellbeing and personal financial stability. We know from evidence shared within submissions from each organisation, that police officers do not believe their reward package is fair, and that as a result, alongside the demand they are facing, morale is low. Fair, transparent reward packages are essential*

³⁸ Police Federation of England and Wales. (2024). Economic Dashboard (2024). Leatherhead: Police Federation of England and Wales.

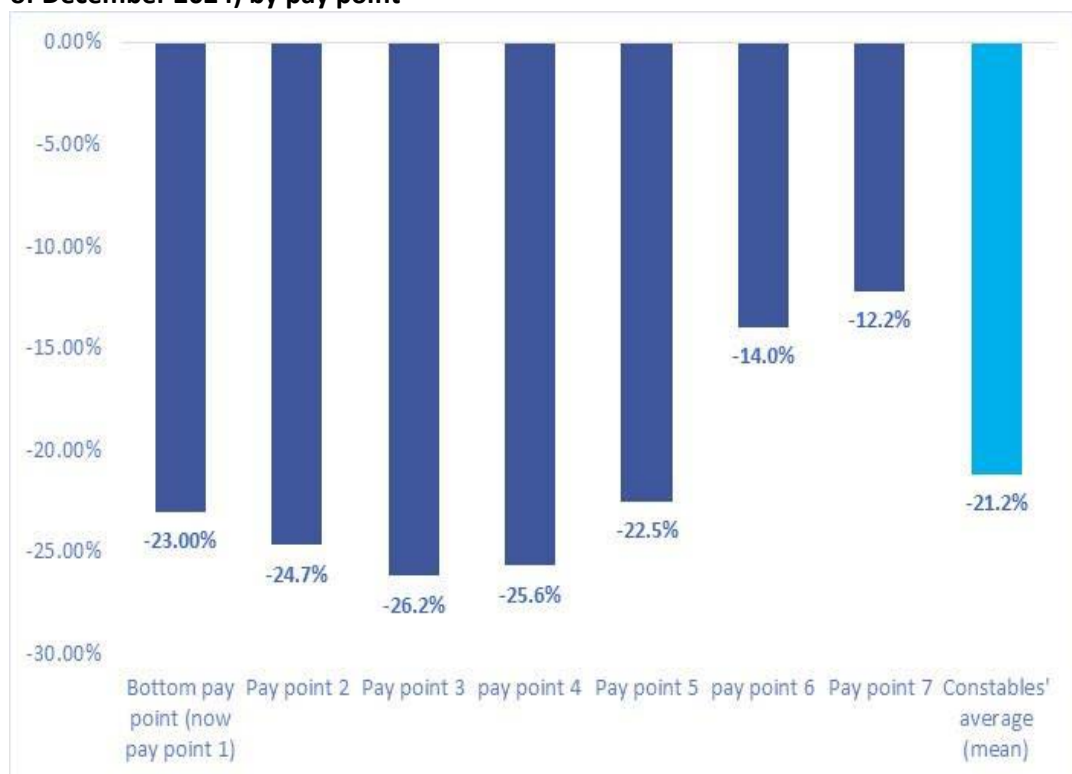
in retaining skill and talent, particularly that of officers longer in service, and in attracting new people to join.”

Their submissions outline ambitions for changes to the pay structure to ensure it is fair, transparent and compensates officers for the realities of the work they face. Each organisation’s recommendations include a pay uplift (NPCC recommendation of 3.8%, and PSA and CPOSA of 4.8%), and uplifts in several allowances, many of which have not been reviewed for a considerable time.³⁹

Policing remains an incredibly challenging and stressful occupation, with each police officer facing between 400 and 600 traumatic events during their career, compared with between three and four for most people during their lifetime. The pay premium which was designed to compensate officers for the unique nature of their work physically and psychologically has been eroded due to long-term below inflation pay rises.

- 4.6 Real pay estimates demonstrate that policing is facing various challenges including the continuous decline of real pay. Following a period of austerity and nominal pay freezes, the high rate of inflation has carved a large cut out of the real pay of officers. Police officers’ real pay has fallen significantly across all ranks since September 2010. When using the Consumer Prices Index including owner occupiers’ housing costs (CPIH) inflation to estimate real pay, Constables’ average (mean) pay has decreased by 21% between September 2010 and December 2024.

Real terms drop in Constables’ pay due to the CPIH inflation since September 2010 (as of December 2024) by pay point⁴⁰



³⁹ Joint statement 310125 Final (1).pdf

⁴⁰ Police Federation of England and Wales. (2024). Economic Dashboard (2024). Leatherhead: Police Federation of England and Wales.

- 4.7 The salary of Constables does not cover the cost of running an average household. The Office of National Statistics provides an estimate of household expenditure. When overlaid with the pay scale for Constables, the evidence is alarming. It demonstrates the reality that our members have already told us. Despite working in this dangerous and critical profession, our members report not being able to support themselves and their families.

The evidence supports this: From the table, it is shown that a Constable would have to work for a minimum of 6 years as a Constable to reach a point when they can just cover the average household expenditure. This evidence underlines that it is no surprise the retention of officers is so problematic. They must learn and undertake a job the requires exposure to danger and violence; cancelled rest days; understaffing and a myriad of other challenges. All while doing so, they aren't even making a salary high enough to support an average family's cost.

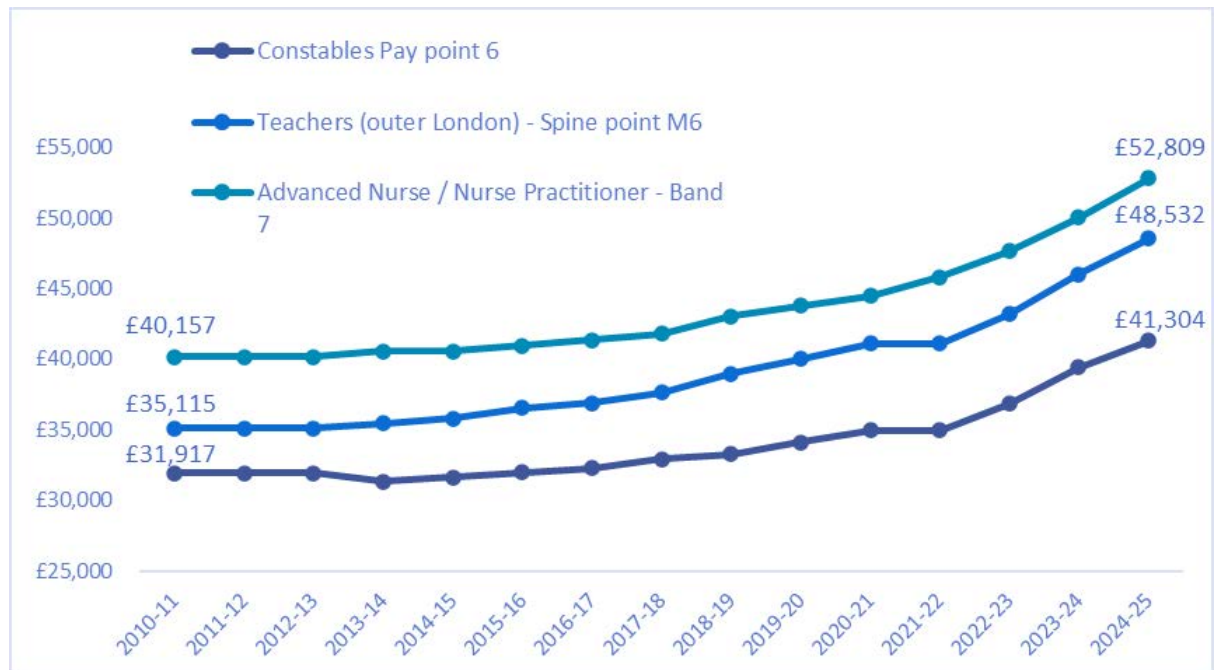
Constables' pay points as a percentage of family spending – September 2022 to March⁴¹

- 4.8 Public Sector roles that have the right to strike have fared better with pay increases. It is the view of the PFNI that the inability of a police officer to take industrial action has meant that police officers have taken the brunt of austerity measures. Whilst public sector pay has been falling out of step, police officers have fallen behind more significantly than public sector colleagues.

Previously, an experienced police officer's pay was benchmarked to other critical public sector roles, namely experienced teachers, and nurses. As can be seen from the chart below, Constables are now making significantly less than those professions.

⁴¹ Ferrer, R., (2024). Analysis of the Constables' Pay Scale December 2024. Police Federation of England and Wales. Research Report R069/2024. Leatherhead: Police Federation of England and Wales.

Police Constable's pay point 6 and comparable roles' pay scales -- 2010/11 to 2024/25⁴²



It is not a coincidence that both the nursing and teaching professions have had to engage in much publicised industrial action over recent years, which will have undoubtedly strengthened the case to government in make increases in pay.

Indeed, in the most recent round of government pay recommendations of 2024, teachers and nurses were given an increase of 5.5 percent. While nurses have accepted their pay award teachers in Northern Ireland have rejected their pay award and are set to take action short of strike.⁴³

Police officers were worse off, given an increase of 4.75 percent which they have no choice but to accept given the restrictions in place in relation to industrial action.

Given the scale of danger and difficult working conditions of their daily work, police officers deserve to have this pay gap closed and have a negotiating mechanism that works. It cannot be right for the policing profession to be “service of last resort” and be an easy target for sub-optimal pay increases that continue to leave them worse off.

Police officers feel strongly that their incomes are not reflective of their work. They are far more likely to experience trauma, stress and impacts on their mental health. Countless studies evidence that the unique psychological impact of policing on our officers. Whilst it is unsurprising to state there is inherent trauma with policing, the depth of the impact on officers is alarming. Pay should reflect risk, and a more informed discussion on the impacts of trauma (and not just physical injury) should form part of considerations in pay

⁴² Ferrer, R., (2024). Analysis of the Constables' Pay Scale December 2024. Police Federation of England and Wales. Research Report R069/2024. Leatherhead: Police Federation of England and Wales. Get a reference from John Partington.

⁴³ NI Education: Teachers reject pay rise of 5.5% - BBC News

settlement and future pay reform. A few examples of the level of unique psychological stressors:

- A report from the University of Cambridge in conjunction with Police Care UK indicates how 90 percent of officers experience trauma, and that complex PTSD can be exacerbated by lack of support. The study also found that one in five officers reported experiencing either PTSD or Complex PTSD symptoms in the past four weeks.^{44 45}
- A study done by personal injury experts claims indicates that police officers have the highest rate of mental health issues linked to their jobs. The report found that 6500 out of every 100,000 current or former officers reporting mental health problems. This rate is almost two and a half times the national average at 242%.⁴⁶

The UK's 10 most stressful jobs⁴⁷

Rank	Job Title	Estimated people affected	Out of a total estimated employed in role	Rate per 100,000 residents	Percentage of total role workforce	Increase/decrease compared to national average
1	Police officers (sergeant and below)	11,000	169,231	6,500	6.50%	242%
2	Social workers	7,000	114,754	6,100	6.10%	221%
3	Welfare and housing associate professionals	8,000	137,694	5,810	5.81%	206%
4	Community nurses	4,000	85,106	4,700	4.70%	147%
5	Other nursing professionals	16,000	380,952	4,200	4.20%	121%
6	Higher education teaching professionals	9,000	217,391	4,140	4.14%	118%

⁴⁴ University of Cambridge (2022, 19 October). UK policing: psychological damage among officers heightened by bad working conditions. (Press release). Available at UK policing: psychological damage among officers heightened by bad working conditions.

⁴⁵ 26 Police Care UK. (2018). Policing: The Job & The Life survey 2018. Summary Report. Available at The Job The Life - Police Care UK

⁴⁶ The Workers Union (2024, 13 September). UK Workers Top 10 Most Stressful Jobs in UK Revealed (Press release). Available at UK Workers Top 10 Most Stressful Jobs in UK Revealed

⁴⁷ Index Digital | 10 Most Stressful Professions in The UK Revealed

7	Primary education teaching professionals	16,000	414,508	3,860	3.86%	103%
8	Secondary education teaching professionals	15,000	442,478	3,390	3.39%	78%
9	Human resource managers and directors	7,000	212,121	3,300	3.30%	74%
10	National Government administrative occupations	6,000	183,486	3,270	3.27%	72%
N/A	All jobs – UK wide	636,000	33,473,684	1,900	1.90%	N/A

Officers are very aware they have experienced worse pay settlements from the government because of the inability to take industrial action in the same fashion as other public sector workers. Government cannot continue to use poor increases in police pay to meet affordability targets – there must be better choices made about investing in the future of policing.

Police Allowances

- 4.9 Following a recommendation by the PRRB, an ‘independent’ review of PSNI allowances was carried out by an external consultancy between October and December 2021. This review considered the following five allowances: the Northern Ireland Transitional Allowance (NITA), the Competency Related Threshold Payment (CRTP), On-Call allowance, Dog Handlers’ allowance and Motor Vehicle allowance.
- 4.10 The PFNI remain of the view that PSNI officers’ pay, terms and conditions are already considered as part of an independent review process, through which the Police Remuneration Review Body review evidence submitted and make informed recommendations based on such. The inclusion of a secondary ‘review’ by a consultancy body remains perplexing. We believe that it is the role of the PRRB to gather evidence, review that evidence and come to informed decisions based on the evidence presented.
- 4.11 Nevertheless, the PFNI reluctantly participated in this ‘review’ in October 2021. During our sole engagement with the reviewer the PFNI were asked to provide clarity around the practicalities and purpose of each of the five allowances, rather than any attempt to understand the integral importance of each allowance to the officers in receipt, as well as to the service. For example, there was little in the way of discussion about the emotional value attached to the NITA, nor the historical importance of this payment as a vital recognition of the extraordinary environment in which police officers continue to operate, relative to their counterparts across the UK. The PFNI believe that it is difficult for

bodies/groups who are not closely involved in policing, to truly appreciate the impact of having to check under your car each morning for a bomb, or to hide your occupation from family and friends. This is made even more difficult when there is no consideration given to, nor evidence sought about, such complex and unnatural actions.

4.12 PFNI note the Justice Ministers response to the recommendations contained in the PRRB 2024 report dated 17 December 2024. The Justice Minister has agreed to defer the following recommendation for approval to allow further consideration as to how they may be progressed. *“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.”* PFNI are unsighted to any DOJ proposal in relation to the phased removal of CRTP.

4.13 Overall, officers are being let down in relation to allowances. Allowances have been left to stagnate, some for over a decade, to the point they are no longer fit for purpose. Significant increases are desperately needed. Nationally, PFNI maintain a watching brief on the work of the Police Consultative Forum (PCF) and the National Rewards Team (NRT) as colleagues in Police Federation England and Wales (PFEW) submit proposals to the respective groups, including a proposal that the PCF commence a rolling programme for a review of allowances.

- In January 2024, the PCF agreed a priority order for the structured review of all allowances.
- PFNI are supportive of PFEW’s position that allowances must track inflation, failure to do so means they fall in real terms every year. All allowances should be reckonable for pension purposes.
- In 2024, the PRRB said that allowances should be reviewed urgently, in their entirety in 2024/25 as part of the comprehensive review of police remuneration. However, this did not happen. It is our view that officers are being failed by the Government, through the refusal to provide the funding needed to ensure allowances are fair and fit for purpose.

Northern Ireland Transition Allowance (NITA)

4.14 The Northern Ireland Transitional Allowance (NITA) is a taxable non-pensionable allowance received by all police officers. Its current value is £3,924 per annum. It is a payment unique to PSNI police officers, in recognition of the fact that in Northern Ireland, police officers and their families must live with the constant threat of a terrorist attack and the other adverse effects of the political context.

The increase in NITA recommended in the 2024 report is a welcome acknowledgment of the ongoing importance of this payment. It also recognises the challenging and unique circumstances under which policing in Northern Ireland continues to operate. This signal of support is greatly appreciated by our members.

4.15 On 22nd March 2022, the Secretary of State for Northern Ireland, Brandon Lewis announced that the Northern Ireland-related Terrorism threat level in Northern Ireland

was being lowered from 'Severe' to 'Substantial'. 'Substantial' means that a terrorist attack is likely and might well occur without further warning. This was the first time that the threat in Northern Ireland had changed in 12 years.

On 28 March 2023 NI Secretary Chris Heaton-Harris announced MI5 has increased the threat to Northern Ireland from Northern Ireland Related Terrorism from 'SUBSTANTIAL' (an attack is likely) to 'SEVERE' (an attack is highly likely). *"In recent months, we have seen an increase in levels of activity relating to Northern Ireland Related Terrorism, which has targeted police officers serving their communities and put at risk the lives of children and other members of the public. These attacks have no support, as demonstrated by the reaction to the abhorrent attempted murder of DCI Caldwell."*⁴⁸

On 6th March 2024 the terrorism threat level in Northern Ireland was reduced from severe to substantial. It means an attack is likely, as opposed to highly likely, with the decision to change the threat level taken by MI5.

NI Secretary Chris Heaton-Harris announced the decision and said it was a *"comprehensive and rigorous process"*. He said it was based on *the "very latest intelligence and analysis of factors which drive the threat"*. "The fact that the threat level is being lowered is testament to the tremendous efforts of the Police Service of Northern Ireland and MI5 to tackle Northern Ireland related terrorism."⁴⁹

Northern Irish Related Terrorism in Northern Ireland Threat Level

Date	Threat Level
6 March 2024	Substantial
28 March 2023	Severe
22 March 2022	Substantial
23 July 2019	Severe

- 4.16 Recent events have demonstrated that violent dissident republicans still pose a deadly threat to PSNI officers as they provide a policing service to the community. This continuance of Violent Dissident Republican activity adds an additional layer of worry and challenge to PSNI officers both on and off duty, more so following the data breach which continues to have an impact on officers and their families.

The attempted murder of Detective Chief Inspector John Caldwell on 22 February 2023 was a start reminder of the threat still faced by PSNI officers.

The following incidents also took place during this period:

- 8 January – Ammunition Technical Officers (ATO) were tasked following a report that a suspicious device had been in a house clearance in Londonderry. An improvised explosive device was subsequently made safe by ATO.
- 19 January - Three masked males had entered licenced premises in Dungiven, County Londonderry and issued a warning about drug dealing in the local area. One of the males was reported to be armed with a handgun and claimed to represent the new IRA. These males were reported to have visited three other licenced premises in Dungiven.

⁴⁸ Northern Ireland-related Terrorism threat level raised - GOV.UK

⁴⁹ Northern Ireland-related Terrorism Threat Level - Hansard - UK Parliament

- 24 February Local media reported that they had been contacted by a person claiming to represent a dissident republican group who claimed that two devices had been thrown at police in the Dungiven, County Londonderry. Following a security operation police recovered a viable pipe bomb.
- 22 April – police received a report that the new IRA had claimed responsibility for deploying three devices at train stations on the UK mainland. No devices were recovered.
- 24 April – Police conducted a search of grounds linked to a church in Rushall Road, Londonderry and a revolver was in undergrowth.
- 17 May – the National Crime Agency secured their first Unexplained Wealth Order (UWO) in Northern Ireland which compels the recipient to explain the source of funds used to construct a property in County Armagh that is now worth £275,000. It was obtained at the High Court in Belfast on Friday (17 May) as part of an ongoing NCA civil recovery investigation.
- 21 May – 56-year-old male was arrested under Sect 41 Terrorism Act on the Letterkenny Road, Londonderry following a vehicle search. An AKM assault rifle, magazine and ammunition were recovered from the vehicle.
- 9 June – An improvised explosive device (IED) was located by A Garda Síochána in the Ravensdale area of Co. Louth. A series of searches were conducted in Northern Ireland as part of the follow up investigation in Co Fermanagh.
- 24 Sept Police carried out a security operation in the Cairnhill area, Co Londonderry which may have been caused by two viable pipe bombs being left in the area, damaging three vehicles.
- 3 December - HM Treasury announced a full asset freeze against 48-year-old male due to his suspected involvement in facilitating terrorism and associating with members of the New IRA. He was also suspected of providing or assisting others in providing financial services or making funds or economic resources for the new IRA. This action is the first use of Treasury led domestic counter terrorism financial sanctions regime targeting Northern Ireland related terrorism.
- 18 December – PSNI recovered a handgun at an address in Strabane as part of their investigations into the activity of the New IRA in the North West. A male was arrested for questioning and subsequently released.
- 23 February 2025 – The attempted murder of a taxi driver who was shot by two masked men as he sat in his taxi in West Belfast. The attempted murder has been linked to feud between dissident Republican groups. Political party, Republican Network for Unity, has since claimed the victim as one of its members. The party has links to dissident paramilitary organisation Óglaigh na hÉireann (OnH) who have been linked with numerous gun attacks in the north of Ireland over recent years. Sources have speculated about a recent split within the group as the cause for this latest escalation in violence.⁵⁰

The Police Recorded Security Situation Statistics from 1 January 2024 to 31 December 2024 show the following incidents took place:

- there was one security related death, compared to none during the previous 12 months.
- there were fewer shootings, bombings, and paramilitary style attacks than during the previous 12 months.
- there were 6 bombing incidents, compared to 8 during the previous 12 months and 17 shooting incidents, compared to 33.

⁵⁰ West Belfast shooting linked to dissident republican feud | The Irish Post

- there were 23 casualties of paramilitary style assaults, compared to 31 during the previous 12 months. The greatest number of assaults occurred in Belfast (7). Of the 20 casualties, one was under 18 years old.
- there were 5 casualties of paramilitary style shootings, approximately a quarter of the number that occurred during the previous 12 months (19). Ards and North Down and Causeway Coast and Glens each experienced two such attacks while Derry City and Strabane experienced one. All 5 casualties were aged 18 years or older.
- there were 67 security related arrests under Section 41 of the Terrorism Act 2000, compared to 104 during the previous 12 months.
- 9 persons were subsequently charged, compared to 21 during the previous 12 months.⁵¹

4.17 In February 2025 two men appeared in court charged with possession on information in relation to the data breach in 2023. The charges of collecting information likely to be of use to terrorists related to possession of two spreadsheets containing details of serving police officers found on mobile phones. Additionally, screenshots of the spreadsheet which captured specific areas of the spreadsheet were discovered on the phones. This case clearly demonstrates that as a direct result of the data breach, the details of police officers are in the hands of Violent Dissident republicans and the risk/threat to officer because of the data breach are relevant and on-going.⁵²

4.18 As with our previous submissions, it is our position that the Northern Ireland Transitional Allowance (NITA), as a fundamental element of the reward package provided to police officers in NI and paid in recognition of the extraordinary circumstances in which police officers continue to serve here, should continue to be uplifted in line with the pay award.

Dog Handler's Allowance

4.19 The value of the Dog Handlers' Allowance has historically been uprated in line with the pay award, meaning that it has been subject to the same decade long period of restraint as pay, thus reducing its value over time. It has been, and remains, our position that such is the importance of this payment that it should be protected from inflationary pressures to ensure its value is not eroded to such a point whereby the cost of keeping and caring for a police dog becomes financially burdensome. This is particularly important in the current economic climate, where the cost of living has increased substantially, as previously evidenced.

The only alternative solution to the payment of the Dog Handler's Allowance is for police dogs to be homed and cared for solely within police kennels. However, this has obvious negative cost implications as well as inevitably increasing the call out time for operations requiring a police dog.

It is therefore the recommendation of the PFNI that the historical link between the pay award and the Dog Handlers' Allowance is maintained, albeit with a provision for protection against the cost of living in circumstances where no pay award (or a pay award significantly below inflation) is recommended.

⁵¹ Police Recorded Security Situation Statistics

⁵² Two men in court over major PSNI data breach - Belfast Live

Competency Related Threshold Payment (CRTP)

- 4.20 In our tenth submission to the PRRB the PFNI clearly articulated our position on the Competency Related Threshold Payment (CRTP) which has been the subject of debate over the last number of pay review rounds. Our position on this payment remains in line with that provided in 2024/25, namely that whilst we oppose the removal of this important allowance, we reluctantly accept the position of the PRRB regarding the impact of retention on pay parity with England and Wales.

As such, and in keeping with the requirements of pay parity, the PFNI remain steadfast in our position that the removal of this allowance must therefore coincide with the *immediate* implementation of the appropriate replacement allowance, as available in England and Wales i.e., the Unsocial Hours Allowance. This will ensure the continuation of parity in pay and minimal detriment to the least number of officers within the PSNI.

This allowance would allow for payments to be made to officers, regardless of length of service, to compensate them for every full hour worked between the hours of 8pm and 6am. This allowance should be paid at an hourly rate of 10% of the member's hourly rate of pay. A fixed rate for a full-time officer working a standard shift system should also be implemented at the same rate as England and Wales.

The options for the removal of CRTP are as follows:

- A phased removal of CRTP over two years, whilst remaining open to new applicants during this time. This would involve the reduction in the value of the allowance over a two-year period by approximately 33% each year. The scheme would remain open to new applicants and would be removed in its entirety by 1st September 2027.
- A phased removal of CRTP over two years, however, closed to new applicants during this time. This would involve a reduction in the allowance over two years as outlined above. The scheme would be closed to new applicants from 1st September 2025 and removed in its entirety by 1st September 2027.
- Full removal of CRTP on 1st September 2026 with the appropriate replacement allowances implemented immediately from that date.

In the interests of fairness and ensuring the most equitable transition from the use of CRTP for our members, it is the PFNI's position that the replacement Unsocial Hours Allowance must be paid *immediately* to those officers to whom CRTP will not be open for application and phased in for those officers currently in receipt of CRTP, as that allowance is removed over a period. In reckoning any payment, the relevant date should be the date the PRRB recommendations are finally ratified in Northern Ireland.

In addition, consideration must be given to additional allowances payable in England and Wales. Many officers are required to undertake a national exam or training course and must complete continuing professional development to maintain their qualification and accreditation. We note PFEW colleagues have requested consideration of providing a detective allowance to promote recruitment and retention in detective roles.

We are concerned about the reduction in pay for those choosing such specialist roles, which would include a detective career pathway among others. An example of this is the unsocial hours payment which would be more widely received by uniformed officers. This is a financial consideration when deciding to undertake a career pathway into a specialist role

and one which doesn't fully acknowledge the additional study and accreditation required to attain and maintain accreditation in such a role.

The PFNI will not countenance any situation in which CRTP is removed from our members and the appropriate replacement allowance is not implemented.

Recommendation 1

The 2023/24 pay increase was insufficient to cover the inflationary reduction in real pay that has taken place in previous years. Police Federation research shows that this is still 21%.

Our members were disappointed that the recommended pay award in 2024 was below that recommended by other public sector pay bodies. PFNI are aware that the NPCC have recommended a pay award uplift recommendation of 3.8% and PSA and COPSA have recommended 4.8%.

PFNI seeks immediate action to compensate for the current pay degradation and a clearly defined timeline to restore police pay. This should include substantially above inflation pay increases for the next number of years.

This should be in the form of an equal percentage rise across all ranks, reflecting pay parity with England and Wales colleagues, with similar application to the Northern Ireland Transitional Allowance (NITA), Dog Handler's Allowance, and CRTP.

Recommendation 2

The introduction of Unsociable Hours Allowance and other associated allowances awarded to colleagues in England and Wales should CRTP be phased out.

On call

- 4.21 Police regulations set out 'on-call' as a pre-determined requirement for a police officer to be available to attend or undertake duty, if called upon outside of their normal working hours. An occasion of 'on-call' is defined as a period of hours determined as the force 'day' by the Chief Constable. An officer who is on call is essentially off duty, but needs to be ready for duty, and thereby certain constraints are placed on them, in that they must be:
- Contactable by telephone or mobile telephone.
 - Available to return to duty within a reasonable period.
 - Able to obtain access to appropriate transport.
 - Fit for duty (this includes not having consumed alcohol, being mentally or physically exhausted from previous extended shifts or any other personal circumstances that may affect decision making).

There is no lawful requirement to be on-call, and officers do so purely on a voluntary basis. On call is utilised by PSNI to cover high risk areas of policing outside office hours. On call can be seen as an efficiency saving and an effective way to maintain capabilities. There must be recognition of the high level of on call within certain roles, and the need to balance this against officer wellbeing. The current allowance does not fully reflect the restrictions placed on officers who perform this duty – restricted freedoms with the ability to respond to various high-risk issues. This may necessitate ensuring alternative caring arrangements are in place etc.

PFNI note the recommendation in the NPCC submission to PRRB in 2025 to increase the On Call Allowance by £10, from £25 to £35, with effect from September 2025.

PFNI also note the following from the PSA/SANI submission to PRRB *'We request that the PRRB recommends to the home secretary that the 24-hour on call for our members be increased to £60 (which after income tax at higher rate of 40% would amount to £36 net per 24hr period of on call) and in addition that the £60 payment becomes reckonable for pensionable purposes.'*⁵³

PFNI note that in 2022 Police Scotland negotiated an increase of 5% to the 24-hour rate and that the payment becomes reckonable for pensionable purposes.

Recommendation 3

An increase to On-Call Allowance from £25 to £35 as a minimum, reflecting the NPCC position, and an allowance of £40 in respect of any time on call during a day considered a public holiday or a rest day. The payment to be reckonable for pensionable purposes and uplifted in line with the annual pay award to reflect the impact performing this duty and the adverse impact this continues to have on the work life balance of police officers.

Annual Leave

- 4.22 Annual leave allows employees to take paid time off from work for the purpose of having regular breaks so that they can rest and re-energise. Employees who take regular holidays can be more motivated about their work and perform more effectively than those who do not. Annual leave is vital to promote good physical and mental health in the workplace and will improve work-life balance. We welcome the recognition by PRRB of the importance of annual leave however note the concerns highlighted by in their last report *'We note with concern anecdotal evidence suggesting that PSNI officers have difficulty in taking their existing leave entitlements and rest days. We observe that ensuring that officers can take their leave is as important as increasing the amount of leave to which they are entitled.'*⁵⁴

PFNI previously identified significant issues with the current annual leave entitlements with regards to equality considerations and the potential for indirect discrimination. We welcome the recommendations in the last PRRB report which:

- Recognise the PFNI's position on the time taken to reach maximum entitlement is likely to impact disproportionately on those with protected characteristics, reducing the time from 20 to 10 years. (We note the requirement to have an Equality Impact Assessment completed).
- An increase in the amount of annual leave for probationary officers to 25 days.

PFNI welcome the above changes however in our view concerns remain on several issues in relation to annual leave which remains an area in need of further improvements.

Our members are still worse off in terms of annual leave compared to officers in Scotland and to other public sector workers. In the NHS, an employee with more than 10 years' service is entitled to 41 days (annual leave plus public holidays).⁵⁵ It's not easy to make a

⁵³ policesupers.com/blog/superintendents-join-with-chief-officers-in-urging-government-to-drive-critical-funds-into-policing#:~:text=Back to Blogs, via its yearly pay survey.

⁵⁴ *NI_Report_2024_-_for_publication.pdf

⁵⁵ NHS Annual Leave – Public Sector Pay

direct comparison given officers in Scotland have only two public holidays recognised by Police Scotland (Christmas Day and New Year's Day) and the remaining days are rolled into the overall annual leave entitlement.

However, even with these differences considered, it remains the case that officers in Scotland receive more days in total (annual leave plus public holidays) at every stage except for those with less than 2 years' service and less than 9 years' service.

The maximum entitlement in Scotland of 39 days (plus 2 public holidays = 41) equates to three more days than PSNI, where officers receive 30 days of annual leave plus 8 public holidays.

Recent changes to pensions have highlighted there is currently no increase in entitlement after 20 years' service, reducing to 10 years. Many police officers will in future be required to work significantly past the 30 years' service mark. For example, an 18-year-old joining the PSNI would have to work for 42 years to attain a full unreduced pension (or a minimum of 37 years for an actuarially reduced pension).

Our recommendation addresses these issues and would help enhance the total reward package, making policing a more attractive option for new and existing recruits at a time when pay rises have been lacking or insufficient to cover inflation.

The Police Federation of England and Wales (PFEW) submitted a claim to the Police Consultative Forum meeting in April 2022 requesting similar improved annual leave entitlements for federated ranks. The Long Service Leave and additional annual leave are areas being discussed and therefore are submitted for consideration on that basis.

PFNI are also aware that PFEW have submitted several proposals to NPCC in relation to family leave and pay and recuperation leave. We are aligned with PFEW in relation to these proposals and endorse the position that family leave/recuperation leave should be paid at full pay rather than statutory rates or no pay. PFNI will continue to monitor the progress made on these proposals.

Recommendation 4

An increase in annual leave entitlements for federated ranks as follows:

- An uplift in annual leave entitlement to align with colleagues in Police Scotland.
- Reduce the time taken to reach the top of the scale from 20 years to 5 years, so that 30 days (maximum entitlement) would be reached after 5 years.
- Introduce a period of 'Long Service Leave' (LSL) for officers who have served for 10 or more years (6 weeks on reaching ten years' service)

Maternity/Adoption Pay

- 4.23 From 4 January 2021, police officers in England and Wales on maternity or adoption leave have been entitled to full pay for 26 weeks instead of 18. Police Federation England and Wales progressed these extra pay benefits through the Police Consultative Forum. However maternity and adoption pay for PSNI officers remains at 18 weeks. In recognition of pay and allowances parity, PFNI initially raised this as an issue in December 2020 however to date we have been unsuccessful in obtaining a similar increase for our officers.

This matter has been discussed at the Police Advisory Group (PAG) on 28th January 2025. DOJ officials confirmed at that meeting the business case had been approved by the Justice Minister on the 27th of January 2025 and has been submitted to the Department of Finance. Given PFNI first raised this issue in December 2020 we have again included it in our submission to seek PRRB support in its implementation.

Recommendation 5

The increase in Maternity / Adoption pays for police officers from 18 weeks full pay to 26 weeks full pay in line with police officers in England and Wales.

Inspecting Ranks

- 4.24 Long working hours have always been a feature of police work, creating growing concerns about the impact of excessive and unpredictable hours of work on the health of individual Inspectors. The impacts include the additional stress and impact on officer wellbeing, strains this can impose on family life and work-life balance, and the adverse effects this has on the efficiency and effectiveness of the Police Service. Police Inspecting ranks regularly contact PFNI seeking clarity on excess hours worked. Anecdotal evidence would demonstrate that police inspecting ranks regularly work more than their salaried hours and well over the 48 hours limit specified in the Working Time Regulations.

Nationally, PFNI note the contents of the Inspecting ranks survey carried out by PFEW colleagues and the key findings published in December 2024. The key findings will be replicated in PSNI where Inspecting ranks face the same challenges and excessive hours, and we are supportive of the issues being raised by PFEW at the Police Consultative Forum. The issue of the outdated PNB 1994 agreement has also been raised at the Police Advisory Board.

The 1994 PNB Agreement, which governs pay and conditions for Inspecting Ranks, is outdated and needs urgent revision. The agreement has not been reviewed in over three decades, and as a result, the conditions that officers face today are vastly different from when it was first introduced. The modern policing landscape demands a more flexible and responsive pay structure.

Since 1994, the Inspecting ranks have worked under different police regulations from constables and sergeants. The changes that were made under the Police Negotiating Board Agreement and are often referred to as the 1994 PNB Agreement.

The main difference this agreement brought about was that casual overtime was no longer paid to inspectors and chief inspectors. It is important to remember a part of the agreement was that inspecting ranks should not be expected to work regular additional hours.

However, since 1994 many inspectors and chief inspectors have been working excessive hours, which has affected their work-life balance and general wellbeing. The following areas of concerns have been highlighted by PFEW colleagues:

- There are serious concerns the 1994 PNB agreement is now outdated for modern policing. The PFEW Inspectors survey has shown the majority (93 per cent) believe the inspecting ranks should be entitled to a shift pattern like constables and sergeants.

- Almost a quarter work an extra 21-40 hours a month, this is excessive which raises concerns about the impact this is having on our members' mental health and wellbeing as they face burnout.
- As a disincentive, overtime payments should be introduced to act as a balance between the 1994 PNB Agreement and as compensation for additional hours worked.
- We also believe the base pay of both ranks needs to increase given the demands and responsibility of these ranks in the current workplace.
- There are concerns over the gap between the inspector and chief inspector ranks and that there should be a clear gap between the two ranks. In addition, there should also be an increase in the gap between the ranks of sergeant and inspector.
- After 30 years since the introduction of the 1994 PNB agreement, it is disappointing this agreement has not been adequately reviewed.
- Given the length of time any work in this area could take, we are seeking an interim pensionable payment be made to the inspecting ranks. This would encourage both promotion into the ranks and assist with retention and experience within the ranks.⁵⁶

PFNI note the following in relation to the position in relation to Police Scotland. The Scottish Police Federation Police pay claim in 2021 reached the following agreement – a new pay point will be added to the top of the chief Inspectors pay scale creating a four point pay scale. Currently a Chief Inspector in Police Scotland at the top of their scale will earn £74, 952. Conversely, a Chief Inspector in PSNI at the top of their scale will earn £70,200. PFNI would be supportive of this approach to reduce the gap between the top of the Chief Inspector rank and the bottom of the Superintendent rank.

Inspecting ranks who are 'on call' on a working day, if recalled to duty, do not receive any additional remuneration apart from the 'on call' allowance. A further measure of excessive hours is accrued hours (time owed) which can be taken back as shorter days and/or re-rostered rest days. As of 1 February 2025, in PSNI there are 89 Chief Inspectors with 647 days owing and 358 Inspectors with 2002 days owing.⁵⁷

With effect from 28 April 2020 Annex H, England & Wales Police Regulations 2003 was amended so that Inspectors and Chief Inspectors can carry over, for a further 12-month period, any rest days in lieu not taken due to exceptional circumstances, exigencies of duty or work demands.

Currently PSNI Regulations, only allow Inspectors to avail of days in lieu, for twelve months from the date they are earned. This puts our Inspecting ranks at a detriment to their equivalent ranks, and we request that consideration be given to updating the PSNI regulations to provide parity with counterparts in England & Wales.

Recommendation 6

The re-introduction of either overtime payments or a non-pensionable supplement for Inspecting Ranks, which takes into consideration the additional hours many are required to work in performing their duties. Introduction of a determination to facilitate chief inspectors and inspectors to carry over, for a further 12-month period, any rest days in lieu not taken due to exceptional circumstances, exigencies of duty or work demands.

⁵⁶ Serious concerns over inspecting rank regulations as survey findings reveal extent of excessive working hours.

⁵⁷ PSNI HR department data, unpublished.

Incremental Pay

4.25 In our tenth submission to PRRB we highlighted the issues with delays in awarding incremental pay and summarise the past delays below:

- Contractual, Incremental payments – from September 2021 – delayed until March 2022 - 7 months.
- Contractual, Incremental payments – from September 2022 – delayed until February 2023 - 6 months.
- Contractual, Incremental payments – from September 2023 – delayed until November 2023 - 2 months.
- Contractual, Incremental payments – from September 2024 – no delay.

PFNI welcomed the recommendation in PRRB's ninth report in relation to incremental pay – *'The introduction of a police regulation in Northern Ireland on police officer increments to ensure that they are paid on time.'*⁵⁸

This recommendation was repeated in PRRB's tenth report in relation to incremental pay. PRRB also included the following commentary *'PSNI officers have also been experiencing lengthy delays in the payment of their increments since 2021 but, because of a decision taken this year to separate increments from the annual pay award, the delay was reduced to two months. However, we were concerned to learn that this timelier payment of increments had been approved just this once. We consequently recommend again the introduction of a police regulation in Northern Ireland on police officer increments to ensure that they are paid on time.'*

'We stress our concerns this year about the cumulative damage caused to officers' morale by repeated delays to the annual pay award and continuing uncertainty over the timing of salary increments. We therefore recommend again the introduction of a police regulation to ensure that police officer increments in Northern Ireland are paid on time and received after one year. This includes the first constable increment. This accords with the principle of parity with England and Wales.'

'We await a response from the Justice Minister to our 2023 recommendation on the introduction of a police regulation in Northern Ireland on police officer increments to ensure that they are paid on time. The practical, financial, ramifications for officers not receiving their annual increments on time, and the associated impact on their morale, are too great for this matter to go unaddressed. We therefore repeat this recommendation and in doing so uphold the parity principle. We observe that the payment of police officer increments in England and Wales is not subject to delay.'

In a letter to PRRB dated 17 December 2024, the Justice Minister had stated –

'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.'*⁵⁹

⁵⁸ 2023 PRRB NI Report

⁵⁹ Letter_from_Minister_of_Justice_to_PRRB_Chair_17.12.24.pdf

The PFNI has consistently highlighted this as a significant area of concern. We had to resort to issuing judicial review proceedings to resolve the matter definitively. Unfortunately, we remain concerned that without the introduction of a determination added to the regulations, any future policy change may result in easily avoidable delays to police officer increments. Therefore, we once again include this recommendation in our submission.

Recommendation 7

A determination is added to the PSNI Regulations stating that pay increments are payable annually. This would align the PSNI Determinations with Annex F of the England and Wales Police Regulations 2003.

Mutual Aid Allowances.

4.26 Away from home overnight allowance and hardship allowance.

In PFNI's eight submission to PRRB we made the following recommendations

Recommendation 6. That the Hertfordshire Agreement used by the PSNI to determine the conditions and entitlements of officers deployed as mutual aid support is abolished and replaced with a system which mirrors the allowances provided to officers in England and Wales.

In the Justice Ministers remit letter to PRRB in 2022 she requested their recommendations in relation to mutual aid payments. Accordingly, a recommendation was included in PRRB's 2022 report t t that the payment of PSNI officers providing mutual aid should be brought in line with the arrangements in England and Wales.

Recommendation 7. That the Standby Allowance currently utilised by the PSNI as payment to an officer who sleeps at a place of duty away from their private residence under authorisation to be immediately available for duty if required in an emergency, is abolished, and replaced with the Away from Home Overnight Allowance, currently valued at £50 per night, as used in England and Wales.

Recommendation 8. That the 'held in reserve' definition to be used to determine the eligibility of officers for the Away from Home Overnight Allowance includes 'an officer who is serving away from his/her normal place of duty and is required to stay in a particular, specified place rather than being allowed to return home by reason of the need to be ready for immediate deployment' alongside provisions for officers who are unable to return home for practical reasons due to geography/location.

Recommendation 9. That the out-of-date criteria currently utilised in determining the applicability of the 'Hardship Allowance' and the definition of 'proper' and 'higher' sleeping accommodation by the PSNI is modernised and brought into line with that currently used by all forces in England and Wales

Recommendation 10. That as and when improvements are made to the mutual aid allowances in England and Wales, these should automatically apply to the provisions within the PSNI.

In 2022, the remit letter from the Minister of Justice requested PRRB's recommendations on the matter of mutual aid payments and allowances for police officers in Northern Ireland.

In accordance with the principle of parity on pay and allowances with England and Wales, PRRB recommended in their 2022 report that the payment of PSNI officers providing mutual aid should be brought in line with the arrangements in England and Wales.

The introduction of Determination W in May 2023 by DOJ brought PSNI officers in line with colleagues in England and Wales, however they are significantly behind colleagues in Police Scotland in relation to payment for mutual aid duties. In line with our previous recommendation 10 above, we make the following submission.

PFNI, along with PFEW colleagues, request an uplift in these allowances to the Scottish model of two types of overnight allowance: an overnight allowance and a separate held in reserve allowance; with a hardship allowance payable for sub-standard accommodation.

An Overnight allowance for those members who are not "held in reserve" but are practically unable or prevented from returning home (i.e. required to stay overnight away from home) because of the need to perform duty away from their usual place of duty - £72.51.

A Held in Reserve allowance, in addition to the overnight allowance, where officers are required to stay away from home overnight *and* restrictions are placed on their off-duty activities for operational or security reasons and/or they are required to be available for recall to duty at any time during this period, they should be paid an additional allowance - £48.34.

A Hardship allowance, for officers who are required to stay overnight away from home whenever the basic standard of accommodation, namely minimum 3-star industry standard, is not met - £108.77.

The above recommendations would ensure members are adequately compensated for the inconvenience, the disruption to family life and caring responsibilities; and being unable to return home. It acknowledges that officers can be deployed on mutual aid often at short notice.

They would remove the inconsistency of payments currently made to officers in similar circumstances and would improve morale. In addition, it would ensure parity between officers throughout the UK, often required to work alongside each other.

We are aware that this is an area under the National Rewards Team with development of proposals ongoing, however they do not recommend a mechanism of annual uprating. The current rates of the Away from Home Overnight and Hardship allowances were set in 2012 and have not been uprated since. It is our view that they are outdated, do not reflect the cost-of-living crisis or the impact of officers who volunteer for duties and are unable to return home.

Recommendation 8

An increase in away from home overnight allowance and hardship allowance to mirror the provisions paid to officers Police Scotland.

Motor Vehicle Allowance.

- 4.27 The post of a Police Officer may be designated an Essential User post where it is essential for the post holder to have the use of a motor vehicle due to:
- No official vehicle or other means of transport being available or suitable for the post holder to use, and
 - The normal duties of the post will, or are likely to, require the post holder to frequently and without advance notice use a private vehicle for the performance of the duties of the post which cannot be deferred or rearranged.

It is important to note that expenditure on Motor Vehicle Allowance (MVA) is in the gift of PSNI. If there is concern about expenditure on MVAs then the option exists to provide police vehicles to enable members to perform their duties. Likewise, there is no obligation on a member to provide or use their own personal vehicle i.e., a member may not own a vehicle or due to the impact on their family may not be able to have it at all material times. For clarity, an essential user is entitled to be paid a lump sum and to be reimbursed mileage expenses. A casual user is entitled to be reimbursed mileage expenses only.

PFNI are aware this is an area of work under review by the National Reward Team, however it appears that a resolution may be some time off, given NPCC and PFEW have yet to reach agreement.

Currently, PSNI officers do not have parity with colleagues in England and Wales in relation to the annual lump sum payable to officers.

	451 – 999cc	1000 – 1199cc	1200cc+
Annual Lump Sum PSNI	£795	£906	£1,170
Annual Lump Sum E&W	£846	£963	£1,239

Recommendation 9

Motor vehicles allowance – An increase to both the essential user lump sum element and the mileage rates for essential and casual users to properly reimburse members who make available their own vehicles for policing purposes. In advance of these proposals, the essential user lump sum in PSNI is uplifted to £846, £963, and £1239 pa to reflect parity.

Unused Rest Days and Annual Leave

- 4.28 PSNI rely on officers working their rest days due to a lack of resources and there is often not the ability, or reduced options for officers to take annual leave entitlements. Whilst regulations dictate that for Constables and Sergeants these rest days should be rostered within four days, in practice this is not the case.

Number of rest days owing to federated ranks as per February 2025.

Rest days owed to Chief Inspectors	647
Rest days owed to Inspectors	2002
Rest days owed to Sergeants	1639
Rest days owed to Constables	6704

For Constables and Sergeants any outstanding rest days after 3 months should have the option of being converted into pay, this would operate in a similar way to time off in lieu (TOIL).

For the Inspecting ranks this should be the case once the rest day reaches 12 months and they have been unable to take the rest day owed to them.

In addition, there should also be an option for officers to buy up to 5 days annual leave at the start of the annual leave year. This is quite common in the NHS and other organisations.

Recommendation 10

Unused rest days and annual leave. For Constables and Sergeants any outstanding rest days after 3 months should have the choice of being converted into pay, this would operate in an analogous way to time off in lieu (TOIL).

For the Inspecting ranks this should be the case once the rest day reaches 12 months and they have been unable to take the rest day owed to them.

There should also be an option for officers to buy up to 5 days annual leave at the start of annual leave year.

Constable Retention and Attrition.

- 4.29 Policing is currently experiencing challenges in both recruitment and retention. By addressing retention issues, PSNI can build a more sustainable and effective workforce. This will link directly to operational outcomes, such as improved community engagement and response times and will strengthen public trust and confidence.

By prioritising long-term planning and investing in the workforce, PSNI can create a stronger foundation for the future, one that serves both officers and the communities they protect.

The challenges faced by Policing can be summarised as follows:

- Recruitment challenges – a shrinking talent pool.
- Retention challenges – losing talent too soon.
- The impact of retirement – decades of experience exiting PSNI, often specialist roles.
- Declining experience levels – imbalance between experienced and inexperienced officers creates vulnerabilities.

Analysis of the Constables pay scale by PFEW shows the following key points:

- Constables' real base pay has been falling significantly across all pay points since September 2010, but much more at lower pay points.
- Constables' average (mean) real pay has decreased by 21.2 per cent between September 2010 and December 2024.
- Between September 2010 and October 2024, and in relation to other industries, Constables' real pay point 1 has performed the second worst in comparison to all the sectors and only better than Accommodation and Food Service Activities' pay.

- Family spending: Constables' pay point 1 to pay point 5 did not receive enough income to cover their total annual family spending between September 2022 and March 2023.
- Length of service: The evidence shows that the number of police officers with 1 year to less than 5 years in service has been rising since 2019, and this trend is expected to continue in the future.⁶⁰

PFNI believes that police officers are fully experienced earlier than presumed, and there should be a shorter pay scale as in other professions. PFNI note the proposals submitted by the NPCC in relation to restructuring the constable pay scale. This includes the abolition of pay point 1 and the restructuring of the remaining pay points. The NPCC view is that current pay scale mostly rewards officers after years 5 and 6, however, officers are experienced after 4 years and continue to leave the service in larger numbers at this career stage, as opposed to years 5 and 6.

In respect of PSNI data the table below shows the number of Constable leavers at each respective pay point. Pay points 1 to 4 are the key attrition points with figures particularly high at pay point 1 and 2. It is noted that figures should however be considered in conjunction with the number of joiners in each particular year and the requisite recruitment rates in previous years.

Number of Constable Leavers at each Pay Point								
Year	Pay Point 1	Pay Point 2	Pay Point 3	Pay Point 4	Pay Point 5	Pay Point 6	Pay Point 7	Pay Point 8
2020	16	3	1	1	0	0	0	185
2021	26	14	3	1	2	1	0	168
2022	29	17	11	7	3	4	0	240
2023	25	9	11	14	7	4	5	171
2024	7	7	9	13	5	5	3	243
Grand Total	103	50	35	36	17	14	8	1007

Recommendation 11

PFNI believes that police officers are fully experienced earlier than presumed, and there should be a shorter pay scale as in other professions.

Shift Alteration Allowance.

- 4.30 This type of allowance is currently not in Police Regulations. In conjunction with colleagues in PFEW, we have evidence that shows that the shifts of Police Officers are being changed at an unsustainable rate.

Officers are entitled to know their shift schedules 90 days in advance. While changes are sometimes necessary due to exigencies, they often result from inadequate forward planning. Regardless of the reason, such changes can have a financial impact on officers, for instance, requiring them to arrange additional childcare.

⁶⁰ Analysis of the constables pay scale December 2024. PFEW document submitted to PRRB.

Recommendation 12

Officers are entitled to know their shift pattern 90 days in advance. PFNI request that consideration to be given to a payment when excessive shifts are changed within the 90-day window.

5. APPENDICIES

Appendix A – Northern Ireland Remit Letter (1.1)

FROM THE OFFICE OF THE JUSTICE MINISTER



Minister's Office Block B,
Castle Buildings
Stormont Estate
Ballymiscaw
Belfast
BT4 3SG
Tel: 028 9076 5723
DOJ.MinistersOffice@justice-ni.gov.uk

Our Ref: SUB-0007-2025

Zoë Billingham
Chair
Police Remuneration Review Body
Office of Manpower Economics
3rd Floor
Windsor House
50 Victoria Street
LONDON
SW1H 0TL
Gabrielle.kann@businessandtrade.gov.uk

10 January 2025

Dear Zoë,

I wrote to you last month to advise that approvals for the pay award for 2024/25 for federated and superintending officers had concluded and I am happy to advise that payments have been made to officers, backdated to 1 September 2024.

I am now writing to ask the PRRB to commence its annual review in respect of federated and superintending officers in the PSNI for 2025/26 in conjunction with that for police officers in England and Wales.

In line with the principle of broad alignment of PSNI officer pay with those in England and Wales, I ask that for the 2025/26 pay round the PRRB considers the following matters:

Working in partnership to create a fair, just and safe community where we respect the law and each other.

FROM THE OFFICE OF THE JUSTICE MINISTER



- How to apply the pay award for 2025/26 for police officers in the PSNI up to and including chief superintending rank; and
- Consideration of the regular elements of the Northern Ireland Transitional Allowance in relation to the Northern Ireland security threat level for Police Officers and the Dog Handlers' Allowance.

The Northern Ireland Public Sector Pay Policy has not yet been set for 2025/26, but I would ask that the PRRB considers the affordability and budgetary position, along with the different funding structures available in Northern Ireland. Further detail on this will be set out in both written and oral evidence.

I would invite you to have regard to the PRRB's standing terms of reference and 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.

Working in partnership to create a fair, just and safe community where we respect the law and each other.

Appendix B – England and Wales Remit Letter (1.1)



Home Secretary

2 Marsham Street
London SW1P 4DF
www.gov.uk/home-office

Zoë Billingham
Chair
Police Remuneration Review Body
Windsor House
50 Victoria Street
London
SW1H 0TL

30 September 2024

Dear Zoë

Police Remuneration Review Body Remit 2025/26

I would once again like to take this opportunity to thank you and the members of the Police Remuneration Review Body (PRRB) for the work you undertook in considering the pay and allowances for police officers in the last pay round.

I write to you now to formally commence the 2025/26 pay round and ask for the PRRB to make recommendations on how to apply the pay award for all police officers in ranks up to and including chief superintendent.

I also ask that you consider proposals resulting from year one of the National Police Chiefs' Council's review of allowances, taking into account the views of policing stakeholders.

During this pay round, you will receive evidence from my department, HM Treasury and key stakeholders. My department's evidence will, as usual, cover the recruitment and retention context for police officers, alongside pay and earnings data, and the expected position following the implementation of the 2024/25 pay award. It will also set out the funds available to the Home Office for 2025/26, which will be finalised through the Spending Review and announced at the Autumn Budget on 30 October. This comes against the backdrop of the challenging financial position this Government has inherited, including a £22 billion pressure against the spending plans set out for departments at Spring Budget 2024.


My department will continue to strive to deliver mission-led public services to ensure they are equipped to efficiently deliver the vital, high quality public service we rely on, whilst ensuring value for money for taxpayers.

We know that public sector workers delivering our vital public services deserve timely pay awards, so as the Chancellor said in her July Statement, the Government's intention is to announce pay awards as close to the start of the pay year as possible for 2025/26. For police officers, this is 1 September.

To this end, where possible, I would be grateful if the PRRB can deliver recommendations to the Government on the 2025/26 pay award for police officers at the earliest point that allows you to give due consideration to the relevant evidence. To support with this, the Government will provide its written evidence as soon as possible after the provisional police funding settlement is published, as this will inform the affordability position.

I look forward to receiving your report in due course.

Yours sincerely,



Rt Hon Yvette Cooper MP
Home Secretary

Appendix C – Correspondence from PFNI to DOJ (2.20)



Amanda Montgomery
Department of Justice
Stormont Estate
Belfast BT4 3SG

77-79 Garnerville Road
Belfast
BT4 2NX
Tel: 028 90 764200
Email: office@policefedni.com
Web: www.policefed-ni.org.uk

Our ref: DW-AM-11-24

13 November 2024

Via email only: amanda.montgomery@justice-ni.gov.uk

Dear Amanda

I am corresponding with you in respect of the matters the Police Federation for Northern Ireland wish to be considered for inclusion in the Department's annual remit letter to the PRRB to initiate the 2025/26 review of pay and conditions for officers in the PSNI.

The Police Federation for Northern Ireland would welcome consideration of the following to be included in this year's remit letter:

1. An uplift to police officer's salaries (federated ranks), with similar application to Dog Handler's Allowance, Northern Ireland Transitional Allowance and Competency Related Threshold Allowance;
2. Introduction of Unsociable Hours Allowance and other associated allowances awarded to colleagues in England and Wales in the event CRTP is removed or phased out;
3. An increase to On-Call Allowance to reflect the impact performing this duty and the adverse impact this continues to have on the work life balance of police officers;
4. An increase in annual leave entitlement. Given that there is currently no increase in entitlement after 20 years service, consideration of an increase is requested to take cognisance of the fact that, due to recent changes to pensions, many police officers will in future be required to work significantly past the 30 years service mark. For example, an 18 year old joining the PSNI would have to work for 42 years to attain a full unreduced pension (or a minimum of 37 years for an actuarially reduced pension);
5. The increase in Maternity / Adoption pay for police officers from 18 weeks full pay to 26 weeks full pay in line with police officers in England and Wales.

6. The re-introduction of either overtime payments or a non-pensionable supplement for Inspecting Ranks, which takes into consideration the additional hours many are required to work in performing their duties.

7. A Determination is added to the PSNI Regulations stating that pay increments are payable annually. This would align the PSNI Determinations with Annex F of the England and Wales Police Regulations 2003.

8. Provide detailed evidence on the differentials between the inspector, chief inspector and superintendent ranks in the next pay round. PRRB have made the same request in their England and Wales Report.

On behalf of our members, PFNI want to put on record our ongoing dissatisfaction with the current police pay process. Our colleagues in England and Wales have already received their 2024 pay award, our officers are still awaiting specific details and confirmation of what their pay award will be and when they will receive it.

Once again, I reiterate the PRRB process is proving totally ineffective. Government sets their remit and the parameters around what they can recommend. Government can also choose not to implement what is recommended. Year on year the PRRB have sought to have our Government implement our pay award in a more timely manner and PRRB are clear that they view the year-on-year delays as unacceptable. Despite this yearly rebuke, the delays regrettably continue to occur, much to our members dismay and increasing anger and frustration. There appears to be no resolution to this and absolutely no repercussions for DOJ/DOF. This does irreparable damage to our members confidence and erodes trust in what should be a fair and transparent pay review process.

As I have previously stated, our members have come to accept the predictable and disappointing delay with Police officer pay award as business as usual. It must be stressed this is unacceptable and must be effectively addressed going forward. The pay process itself is in dire need of a more streamlined and simplified process.

PFNI will be discussing with our England and Wales colleagues how we can collectively explore a new approach to police officer pay that is meaningful and eradicates bureaucracy. From our perspective, the current PRRB process is not fit for purpose and needs replaced. Alternatively, as affordability seems to be the overriding factor, PFNI would much rather discuss pay and conditions directly with PSNI and Government and have the option to explore a process that involves both mediation and binding arbitration.

Yours sincerely



Damian Walsh

PFNI Secretary

Appendix D – Correspondence from DOJ to PAG (2.21)

FROM THE OFFICE OF THE JUSTICE MINISTER



Minister's Office Block B,
Castle Buildings
Stormont Estate
Ballymiscaw
Belfast
BT4 3SG
Tel: 028 9076 5723
DOJ.MinistersOffice@justice-ni.gov.uk

Our Ref: SUB-0007-2025

Via email: sinead.simpson@nipolicingboard.org.uk
Clare.duffield@psni.police.uk
Robert.singleton@psni.police.uk
Anthony.mcnally@psni.police.uk
chairman@policefedni.com

13 January 2025

Dear PAG members

PRRB REMIT LETTER 2025/26

I am writing to inform you that I have issued the Department's remit letters to the Police Remuneration Review Body (PRRB) and the Senior Salaries Review Body (SSRB) on 10 January 2025 and have asked them to initiate the pay round for 2025/26. A copy of the letters will be issued to you in due course.

On 11 November my officials invited you to put forward issues you wished to be considered for inclusion in the remit letter. I am now writing to inform you why the following issues were not included in my request to the PRRB.

Parity should extend to allowances other than where the local context dictated a difference, such as in relation to the Northern Ireland Transitional Allowance.

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The principle of broad alignment applies to police officer core pay and main allowances with that of officers in England and Wales. Regional variations apply for example the payment of Northern Ireland Transitional Allowance (NITA) is unique to Northern Ireland.

The Home Office and NPCC have commenced a programme to review the current allowances for officers in England and Wales. It is anticipated that this review may take over three years and my officials attend Police Advisory Board meetings for England and Wales (PABEW) and Police Consultative Forum (PCF) meetings to keep a watching brief on any further developments.

- **It is therefore not appropriate to refer this to the PRRB at this time.**

Incremental pay progression (which is dependent on a satisfactory performance assessment) should be permanently disaggregated from the primary pay award recommendations.

Following receipt of categorical legal advice that satisfies Department of Finance guidance the Department's policy is that if a pay award cannot be progressed by 31 July each year that a separate pay remit for incremental progression payments only will be invited for the requisite approvals. This will allow payments to appropriate officers to commence in September each year. It is not therefore necessary to disaggregate incremental pay progression from the main pay award or to remit this issue to the PRRB.

- **It is therefore not appropriate to refer this to the PRRB at this time.**

Implementation of 2024 recommendations and a commitment to timely implementation of recommended pay awards in future reviews.

As we have previously raised, delay in implementation of pay awards and the practice of 'backdating' has a detrimental effect on any government benefits afforded to officers and if left late enough, has potential annual tax implications. Whilst mitigation is put in place,

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FROM THE OFFICE OF THE JUSTICE MINISTER



this creates unnecessary worry for our members and bureaucratic processes that are unnecessary on top of an already busy day job.

As a devolved nation the allocation of funding is a decision for the NI Executive and any public sector pay decisions are based on this. Any pay award to PSNI cannot progress until the NI Public Sector Pay Policy has published, the Home Secretary announces the award for officers in England and Wales and the award can be confirmed as affordable.

Once these conditions have been satisfied officials work to expedite any pay award through the requisite approvals process. This process is applicable for all public sector pay and is not within my power or the Departments to change.

- **It is therefore not appropriate to refer this to the PRRB at this time.**

Payment for Rest Days and Public Holidays that cannot be taken due to exigencies of duty and an extension of their availability to 24 months. SANI members continue to report the loss of rest days owing, which, with the ongoing reduction members within the Superintending ranks can only lead to increased workloads. We continue to see this impacting on members wellbeing resulting in absences due to stress and mental health issues. The unique policing environment members operate in demands time to recuperate which at present they are being denied.

This issue has been requested for the remit letter in previous years by stakeholders. The PRRB suggested in its report for 2020/21 that consideration should be given to this issue. The Department has engaged with the PSNI on this issue and await a response.

- **It is therefore not appropriate to refer this to the PRRB at this time.**

Review of mileage allowances, to be paid at an appropriate rate. Mileage rates have not been reviewed as part of the allowance review in 2022 and have not changed in a number of years despite the increase in cost of living to include vehicle maintenance and fuel

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costs. We feel that allowances should be included in the PRRB remit for consideration, as any other means becomes protracted and leads to unnecessary delays in implementation.

A review of mileage allowances is proposed for inclusion in the review of all allowances for England and Wales. In line with the principle of broad alignment any proposals from that review will inform any future considerations on this allowance for PSNI officers.

- **It is therefore not appropriate to refer this to the PRRB at this time**

Introduction of Unsociable Hours Allowance and other associated allowances awarded to colleagues in England and Wales in the event CRTP is removed or phased out.

The Unsocial Hours Allowance is included in the review of allowances for England and Wales. Department of Justice officials will monitor progression of the intended review of allowances in England and Wales to determine any impact for officers in the PSNI.

- **It is therefore not appropriate to refer this to the PRRB at this time.**

An increase to On-Call Allowance to reflect the impact performing this duty and the adverse impact this continues to have on the work life balance of police officers.

The on-call allowance was included in the Department's Review of Allowances. The recommendations for this Review are currently under consideration. Additionally, following a recommendation from the PRRB in its 2024 report the Department issued an amended Determination to the PSNI on 11 December 2024 which increased the flat rate allowance from £20 to £25.

- **It is therefore not appropriate to refer this to the PRRB at this time**

An increase in annual leave entitlement. Given that there is currently no increase in entitlement after 20 years service, consideration of an increase is requested to take cognisance of the fact that, due to recent changes to pensions, many police officers will

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in future be required to work significantly past the 30 years service mark. For example, an 18 year old joining the PSNI would have to work for 42 years to attain a full unreduced pension (or a minimum of 37 years for an actuarially reduced pension).

The PRRB made the following recommendation in its report for 2024/25:

'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.'

Officials are aware that the NPCC have put a proposal to the PRRB for their consideration as part of the 2025/26 pay round and await their recommendations. It would therefore be inappropriate to put this to the PRRB in the Department's remit letter.

The increase in Maternity / Adoption pay for police officers from 18 weeks full pay to 26 weeks full pay in line with police officers in England and Wales.

This is currently under consideration by the Department.

- **It is therefore not appropriate to refer this to the PRRB**

The re-introduction of either overtime payments or a non-pensionable supplement for Inspecting Ranks, which takes into consideration the additional hours many are required to work in performing their duties.

This payment is not currently paid to Home Office forces. Without substantive supporting evidence and in line with the principle of broad alignment.

- **It is therefore not appropriate to refer this to the PRRB at this time**

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A Determination is added to the PSNI Regulations stating that pay increments are payable annually. This would align the PSNI Determinations with Annex F of the England and Wales Police Regulations 2003.

Officials secured definitive legal advice in 2024 which satisfied the DoF pay policy and associated guidance for the temporary approval process that PSNI officers have a clear contractual entitlement to incremental progression payments. A Determination is not required.

- **It is therefore not appropriate to refer this to the PRRB**

Provide detailed evidence on the differentials between the inspector, chief inspector and superintendent ranks in the next pay round. PRRB have made the same request in their England and Wales Report.

This return was made in response for input to the Department's remit letter for the PRRB's consideration.

This is not an issue for the remit letter but a request by the PRRB in their 2024 for England and Wales to the NPCC as part of their work on **police workforce and pay modernisation** in which they requested that:

'work should examine the differential between inspectors and chief inspectors and between the top of the chief inspector rank and the bottom of the superintendent rank. We asked also for detailed evidence on this issue for this pay round.'

Officials are aware of this request from the PRRB and will consider any future recommendations which should be considered in relation to PSNI pay and allowances.

- **It is therefore not appropriate to refer this to the PRRB at this time.**

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FROM THE OFFICE OF THE JUSTICE MINISTER



Should you have any queries relating to these issues my officials will be happy to discuss them further with you.

I understand PRRB officials have contacted you outlining the proposed dates by which they expect receipt of written evidence from stakeholders as well as providing you with a timetable for oral evidence session.

Yours sincerely



NAOMI LONG MLA
Minister of Justice

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

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Appendix E – Correspondence from DOJ to PRRB (2.30)

FROM THE OFFICE OF THE JUSTICE MINISTER



Minister's Office Block B,
Castle Buildings
Stormont Estate
Ballymiscaw
Belfast
BT4 3SG
Tel: 028 9076 5723
DOJ.MinistersOffice@justice-ni.gov.uk

Our Ref: SUB-1572-2024

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

Zoë Billingham
Police Remuneration Review Body
Office of Manpower Economics
8th Floor Fleetbank House
2-6 Salisbury Square
LONDON
EC4Y 8JX

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.

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- 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.

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FROM THE OFFICE OF THE JUSTICE MINISTER



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Yours sincerely



NAOMI LONG MLA
Minister of Justice

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