



**Police Federation NI**  
Putting Members First



**Annual Report 2024-25**





# Foreword, Liam Kelly, PFNI Chair

## **As Chair of the Police Federation for Northern Ireland I am pleased to present our Annual Report 2024-25.**

This Annual Report contains updates on key areas of business including pay, pensions, finances, and the work of our various committees. In 2024 PFNI launched its "Federation Future Focus" strategy and this Report enables us to update you on our progress on the various workstream processes, programmes and strands. Governance, accountability and putting our members first is at the heart of what we do.



In short, the strategy is a vital performance management framework that sets out and provides an evidential base on how we operate and ultimately perform as your Federation. As policing continues to evolve so have we and this strategy ensures we are as fit for purpose as we can be so we can continue to effectively advise, assist and support our members. It has been another challenging year as PSNI and our officers struggle to cope with the outworkings and consequences of years of inadequate funding from our Government. We have seen officer numbers reduce to an all-time low and demand grow exponentially.

Trying to do more with less has resulted in adverse consequences not only for the service we provide but more importantly has had a negative impact on the morale, health, safety, welfare and wellbeing of our officers. This Federation has also had to adjust and adapt to a challenging financial picture to ensure that we can provide as broad a range of effective support and services as we can.

Despite these significant challenges this Report provides you with a snapshot of the work that this Federation has done over the last year for our members. Our officials and Representatives have continued to work hard for you and work collaboratively and constructively with PSNI management and various external stakeholders including the Northern Ireland Policing Board and Department of Justice.

PFNI held its 3<sup>rd</sup> Bravery and Excellence Awards in March 2025. This event recognises officers who go above and beyond in protecting the communities they serve. I am proud that we are, as a result of sponsorship from our partners, able to continue to recognise the dedication, bravery and selfless actions of our colleagues.

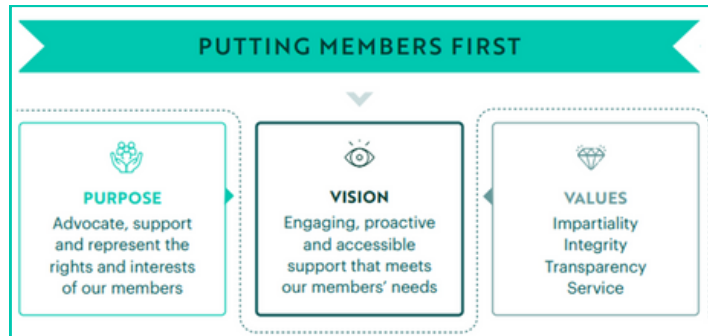
I owe a massive debt of gratitude to my fellow officials and Representatives for everything that they have done and continue to do right across every area and Department. I expect 2025 will also be a challenging year but you should take some comfort from the contents of this Report that this Federation has and will continue to put our members' needs and concerns first.

**Liam Kelly, PFNI Chair**



# Federation Future Focus

'Federation Future Focus 2024-2030', PFNI's strategy, was developed to ensure that we are proactive in addressing the challenges that changes in society, policing and the PSNI will bring. More importantly, it will ensure we are well placed to provide the appropriate response to manage the impact these changes will have on our members.



The development of our operational plan has been key in bridging the gap between high-level strategy and day-to-day execution, ensuring that we work cohesively toward our agreed objectives outlined in the strategy.

This work continues to be progressed in accordance with our agreed purpose, vision and values.

## Update on Key Objectives 2024-25

### GOVERNANCE 'EMBED CLEAR AND TRANSPARENT LINES OF ACCOUNTABILITY'

#### Corporate Governance

- A Performance Management Framework has been implemented to manage and monitor our performance, against the operational plan. This framework has integrated with our existing governance structures with Permanent Officials and the Management Team meeting monthly to monitor activity, track progress, manage risk and address any issues that may arise in the context of other Federation demands and priorities. Officials in turn report monthly to the Business Finance Pay & Pensions sub-committee and updates are provided to Central Committee on a bi-monthly basis.
- A review of outstanding conference motions has been completed with some now accepted as normal business and a number remitted to PFNI sub-committees to progress. A register has been developed to manage the progress of conference motions with updates reported regularly to Central Committee.
- The production of the Annual Report will continue to allow us to outline progress against our priorities and objectives throughout the year ensuring effective governance of the work that we undertake on behalf of our members.
- Work continues on reviewing and amending our Business Continuity Plan to include options for IT disaster recovery.
- Work is ongoing on a robust complaints procedure which will be completed in July 2025.

## Finance

- Implementation of new financial software 'Business Central' has improved our ability to interrogate our accounts and allow us to work more efficiently. Work will begin this financial year to allocate set budgets for areas of business and maintain expenditure within the budget set.
- PFNI continue to review current expenditure on legal to identify areas of efficiency to include working with PSNI on equal representation and the recouping of applicable costs. This will be explained in detail in the Treasurer's Report.

## Data Protection

- PFNI Data Protection and retention policies have been reviewed. Work is ongoing with the Data Protection Officer to ensure compliance against policy across the organisation particularly with records management of historical data and the impact of the organisation's digital transformation.
- Information sharing agreements and data protection impact assessments have been agreed and signed off with PSNI which was a critical problem following on from the data breach, complicated by the introduction of the Pin numbers. This issue is now resolved enabling effective business continuity.

## DIGITAL 'TRANSFORM OUR USE OF TECHNOLOGY'

PFNI have undertaken a programme of digital transformation through better use of technology. This will allow us to better engage members, improve services, strengthen advocacy and promote digital literacy, ensuring we remain effective in supporting our members' rights and interests.

- The design and implementation of a new Customer Relationship Management (CRM) system to manage member records is underway. This system will improve the management of member data, tracking engagement, and personalising communications. Compliance with data protection regulations and safeguarding members' data remains a priority. The assessment and planning phases for this part of the project were conducted throughout 2024 and included comprehensive scoping sessions and departmental reviews.
- A further objective is to develop a user-friendly digital member portal where members can access resources, update personal information and register for events online. The portal should be mobile-responsive and secure. This extensive project is currently in its planning and initial execution phases. The project's duration is anticipated to be 18 months with an estimated launch of this service in 2027.
- The PFNI website is being updated to allow members to access and complete forms interactively online. Further updates will be made to enhance the user experience and improve security, which are anticipated to be live by the end of May 2025.
- Internally, Microsoft SharePoint was successfully implemented to facilitate collaboration, improve functionality, and increase accessibility across PFNI teams.
- The security of our systems and data is of utmost importance. New products aimed at fostering a positive cyber security culture were introduced in 2025. Additional initiatives are being implemented monthly to enhance our overall security posture.

## PEOPLE 'EMPOWER, SUPPORT AND DEVELOP OUR CAPABILITY'

Work continues on developing a People Strategy to include staff & Federation Reps, with the overall aim to develop the competence needed to perform current and future roles.

### PFNI Staff

- An updated Performance Management system is being developed with our HR consultant to reflect the organisational values and support our overall strategic aims and objectives. Ongoing training and support to staff continues throughout the digital transformation with a focus on empowering staff to develop their knowledge and skills.

### PFNI Federation Representatives

- A Training Needs Analysis was completed in late 2024 and this has resulted in the development of additional training packages for Federation Reps which will be delivered at board level. Work continues with our training provider to develop and provide standard Reps training modules with a focus on providing training that is relevant and prepares Reps for the role. Guidance for Federation Reps on PFNI Values will also be completed in a session at this year's conference.
- The development of additional resources for Federation Reps remains a priority and work has begun to scope out a shared Reps area where useful documents can be accessed such as sub-committee and Central Committee minutes and any additional resources to support Reps in their role.
- A role profile has been developed for Reps and will be included as part of a redesign of the Federation Reps Guide to be completed later this year.
- Work has commenced to identify learning and development pathways for PFNI Official Roles. Central Committee Reps have been encouraged to express an interest in development into the role whereby further support and guidance will be provided. Further information for Reps on the pathway into an official role will be included in the new Reps Guide.
- This year, Permanent Officials have regularly been invited to attend Regional Board Meetings to provide support and guidance. This has been well received by boards and is hoped will continue.
- Work continues on supporting and mentoring PFNI Discipline Leads in each of the Regional Boards. Bi-monthly meetings are now taking place in order to share best practice and identify trends. Work will continue to ensure that the right people with adequate experience are appointed to the role and that support is provided to them in the role.
- A priority as part of the project was to promote an inclusive culture that values difference and diversity of thought. To do this we committed to engage with key stakeholders to raise awareness around gender equality. Elaine McCormill now represents PFNI at PSNI #HeforShe campaign meetings and promotes opportunities for development for our staff and Reps in this area. Work will continue on this throughout the course of the project in particular in the lead up to the Triennial elections where we will aim to ensure that our Representatives are 'representative' of the members they serve.

## COLLABORATION 'IMPROVE OUR CONTACT AND ENGAGEMENT'

- A key priority in this area was to enhance our communications capability. To address this, a part time internal communications officer was appointed in June 2024. This allowed us capacity to review our existing internal communications and develop a communications plan. Further review of our communication will continue with a continued focus on what our members want.
- A programme of stations visits was carried out in October/November last year which allowed Permanent Officials to engage with members on the ground and hear of their concerns first hand. This is something that we will continue to do in the next accounting period.
- PFNI have launched a bi-monthly Members' Newsletter which includes updates from our Central Committee meetings. Police Beat continues to be issued quarterly and the development of its content will be a key priority in the next accounting period.
- A key development has been the launch of a PFNI POINT page in March 2025 which allows members to access relevant information more efficiently without the need to log into the website. This page contains a wealth of key information for our members and its content will continue to be developed to suit the needs of our membership. The POINT page allows us to track key information on views and engagement with the page which allows us to respond in quick time to any developing trends.
- We have refreshed our branding and marketing approach to include the development of a new logo, replacing 'Welfare and Efficiency' with our new strapline 'Putting Members First'. A Marketing Strategy has also been developed to ensure that the services and products we offer are promoted to our membership and that all our members are aware of what they are entitled to. Further work is being carried out on all printed materials with a view to better use of digital and less hard copy.
- We continue to develop our use of social media (X), with key marketing messages to target members directly delivered as part our Marketing Strategy. We hope to carry out a further review in 2025-26 on our use of other social media channels to ensure we engage with all our members effectively.
- We set out this period to improve our engagement with key stakeholders in particular with the Department of Justice. PFNI officials now meet regularly with DOJ officials. We will continue to maintain this level of engagement to foster a good working relationship for the benefit of our members.
- Meetings with the Chief Constable and SET have been extended to allow for more in depth engagement around the key issues affecting our members. We have also increased the attendance of SET and relevant key workstream leads at Central Committee. This has allowed for greater engagement and collaboration with our Federation Representatives allowing them access to the key people in order to keep themselves and their members informed on key issues.
- We continue to attend Northern Ireland Policing Board Meetings and have a good working relationship with the Board Chair. We will ensure that we engage with all relevant stakeholders to raise key issues affecting our membership.

**SUPPORT 'FOCUS ON WHAT IS NEEDED AND ADDS VALUE'**

Our key objective for this period was to ensure that as a Staff Association, we campaign, lobby and influence our policy and decision makers.

- A particular ongoing concern has been the timeframes for misconduct investigations and the effect this has on our membership. Work to address this has been ongoing since 2023 as a conference motion, and will continue via the CRTP sub-committee.
- Another conference motion which has been progressed was to 'Advocate for a review of the discipline process with a view to providing adequate training for Line Managers'. This work continues to be progressed via CRTP with a PSD training course beginning this year for local discipline investigators. It is hoped that this will result in more issues being confidently dealt with at a local level. Quarterly meetings with PSD are ongoing with the Discipline Co-ordinator to identify any issues and trends and raise concerns where required.
- Representatives from the Police Ombudsman's office now attend the CRTP sub-committee on a quarterly basis. Relationships have been developed with key staff and issues are raised as and when they arise with attendance ongoing at PONI Investigator training.
- We continue to lobby politicians to raise awareness of issues affecting our members. In particular, in June this year we will be launching a multimedia campaign aimed at raising awareness of the impact of Assaults on Police Officers. The campaign launch takes place at Stormont where members of the Justice Committee, Executive Committee along with the Justice Minister, the Northern Ireland Policing Board and other key stakeholders will pledge their support for the campaign. The campaign advertisement will be widely shared via social media, television radio and digital billboards throughout Northern Ireland.
- Work continues with the PSNI Cancer Support Association with the aim of providing a programme of health checks for our members. It is hoped that this will be able to be rolled out late 2025, early 2026.
- A focus of ours was to look at how we could better support victims who report crimes or misconduct. We engaged with Professional Standards Champions providing them with a victim support letter to be given to members who report incidents to sign post them to the support available to them from PFNI. Further work on this issue is to be done in the coming year.
- PFNI Central Committee Reps and staff this year completed training with the White Ribbon charity. The charity raises awareness and provides education around violence against women and girls. At conference 2024 PFNI Representatives signed the pledge for White Ribbon with staff having completed further 'safe space' training in January 2025.
- Further training for staff and PFNI Reps will be completed in the coming year to enable effective and appropriate signposting to internal and external support. A support leaflet will also be produced to signpost all members to relevant support organisations.
- PFNI Reps are encouraged to complete Mental Health First Aid training course provided by PSNI.

# Treasurer's Report 2024

## Elaine McCormill, PFNI Treasurer

Elaine McCormill, PFNI Treasurer, along with the other Permanent Officials and members of the Central Committee continue to provide transparent governance of the finances for the PFNI.

### Treasurer's Report on 2024 Accounts

I present to the members of the Police Federation for Northern Ireland my Treasurer's Report together with the annual Financial Statements of the Voluntary Fund for the year ended 31st December 2024. A copy of the full Report will be published on our website after Conference.

### Statement of Financial Position

In 2024 the Fund's net assets have decreased by £843,296 to £4,365,065 due to a deficit for the year on the main Fund after tax of £907,515 and a surplus on the Lottery Fund of £64,219.

Due to the disposal of some of the investment portfolio during the year to fund legal costs and movements in the stock markets, the amount at which our investments are included in the Financial Statements (at market value), has decreased in the year by £403,831 to £4,215,193.

The market value of our investments at the year-end was £1,053,732 in excess of their initial cost. Included within Current Liabilities (Accrued Expenses) is a provision of £1,169,756 (2023 - £862,520) in respect of unpaid legal costs in respect of ongoing legal cases, some of which may be recovered at a later date, depending on the outcome of the cases.

### Statement of Income and Retained Earnings

I can report this year that there is a deficit of

subscription income over expenditure of £1,337,918 (2023 – surplus of £30,935).



Members' Contributions this year has increased by £16,008 to £2,033,053 (2023: £2,017,045) due to the agreed increase in subscriptions charged to members. Investment income received in the period amounted to £109,531 (2023 - £114,838) and the sum of £5,011 was contributed by the PFNI Dental Plan upon the closure of this scheme. Active management by our stockbrokers has led to more regular disposals of our investments in the period leading to a surplus on disposal of investments of £279,211 (2023 – £211,016).

Under financial reporting requirements, any movement in the value of investments is Reported in the Statement of Income and Retained Earnings as Unrealised Gains or Losses on Investments and in this period, there is an unrealised gain in the year of £49,090 (2023 – £31,550).

As in previous years legal expenses continue to form a significant proportion of our costs. This year legal costs amounted to £2,119,236 compared to £815,863 last year and £1,776,539 in 2022. The uplift this year is primarily due to a significant increase in ill health retirement and disciplinary cases, offset by a decrease in injury cases. In this period, legal fees represented 104% of members' contributions; in 2023 this figure was 40% and in 2022 it was 91%. This continued level of legal fees has resulted in a depletion of funds held by the Federation in recent years. A breakdown of legal costs can be found on page 11 of the Financial Statements.

Administrative expenses (excluding legal fees) of the Fund have increased this year to £1,174,922, compared to £1,088,857 in 2023. Major cost increases arose from costs incurred largely because of higher conference costs (for triannual elections), payroll costs, training costs and computer expenses, offset by reductions in some other cost areas. The PSNI agreed to an annual reimbursement of costs of £53,000 from 2024 onwards (previously £50,000).

The Fund is liable to corporation tax on the excess of investment income received and chargeable gains over provident payments. This year, provident payments and tax deducted at source on investment income are projected to cover our tax liability and a small tax Repayment will be due.

Under financial reporting requirements, a deferred tax provision is included and this year, due to the uplift in the market value of retained investments, the provision has increased by £12,440 to £263,601.

A detailed comparison of the main areas of expenditure appears on page 12 of the Financial Statements with a further breakdown, in chart form on page 13.

### **Lottery Fund**

I am pleased to report that donations and grants have been made from the Fund this year of £67,975 (2023 - £45,958). Overall, there was a surplus in the Lottery Fund for the year of £64,219 (2023 - £27,768) and at the year-end the Fund holds a total of £620,561 in the capital project account. The results of the Lottery Fund are Reported on page 11 of these financial statements.

### **The Future**

High levels of legal costs continue to be a risk to the financial sustainability of the PFNI. It is also important to ensure that all members of the Voluntary Fund receive value from their subscriptions.

Subscriptions will, as agreed at conference, be increased in line with any pay award for this year. In 2024 monthly subscriptions were raised by 4.75%, effective February 2025.

It is important that we are able to sustain legal support for those matters that are in the bona-fide duty of a Constable but also for matters that can enhance our members' welfare and wellbeing. Some initiatives have started addressing that with a relatively small cost to the Lottery Fund but may have a real tangible impact.

Budgetary pressures on the PSNI continue and, whilst there is recruitment ongoing, the numbers are merely replacing the leavers and are insufficient to allow growth, therefore having a direct impact on our subscription income. I continue to identify opportunities for efficiencies and savings, and I intend to fund innovative ideas, ensuring the whole membership receives support from us in relation to their welfare, whilst performing one of the most demanding professions.

I will be submitting a proposal to Conference following my speech that will reduce spending in respect of legal support to allow those funds to be redirected to looking after the welfare of all members in line with our strategic transformation for the future.

### **Additional Treasurer's Information**

#### **Legal Funding**

It is important to give further detail on the expenditure of legal cases as it consumes most of the income [£2,119,236.00]. Please note that this expenditure includes legal assistance from both our retained firms, Counsel where opinion is required, and medical reports to support legal matters approved.

This table shows the comparative figures from 2023 and 2024.

**MEMBERS LEGAL EXPENSES**

The charge in the financial statements represents expenses incurred less amounts recovered in the year.

|                                   | 2024<br>£        | 2023<br>£      |
|-----------------------------------|------------------|----------------|
| General                           | 165,949          | 115,178        |
| Pensions                          | 5,704            | 12,494         |
| Injury Claims                     | 261,458          | 83,906         |
| Road Traffic                      | 10,990           | 5,646          |
| Assault                           | 1,814            | 16,411         |
| Discipline                        | 222,007          | (29,644)       |
| Holiday Pay                       | 112,406          | 24,334         |
| Fair Employment                   | 197,694          | 125,104        |
| Ill Health Retirement             | 1,071,502        | 312,410        |
| Criminal                          | (21,809)         | 43,638         |
| Discrimination                    | 74,423           | 50,183         |
| Self-funded/ARAG Legal Assistance | 17,098           | 56,203         |
|                                   | <u>2,119,236</u> | <u>815,863</u> |

In 2024 PFNI received 499 applications for legal funding compared to 603 in 2023 and 509 in 2022.

These are independent of any group cases such as Holiday pay [4681] and Data breach [4981].

PFNI are running at a deficit as outlined in the Report above and it is important that we identify efficiencies. Some measures have already been put in place to address the spend.

PFNI are committed to support members who have allegations made against them, criminal and/or misconduct, whilst carrying out the bona-fide duties of a Constable.

Decisions by the Central Committee have had to be made to ensure the PFNI Voluntary Rules are adhered to. The finances no longer allow us to deviate from the rules. These have been difficult decisions, but it is vital that the organisation remains financially sustainable into the future and allow us to provide support to ALL members with all aspects of welfare, terms and conditions and health and safety matters as per our statute requirement.

**Lottery Fund**

PFNI continue to support local Rec Clubs, Sporting Clubs and Wellbeing Forums with funding. We encourage all members to join the Lottery as funding granted is based on membership of the Fund. The Membership Plus discount card is available through this fund if a member.

Grants have been provided to sports and rec clubs, many of which depend on the grant to exist such:

- Football teams
- Fishing clubs
- Running Clubs
- Golf societies
- Clay Pigeon Club
- Sailing Clubs
- Darts Club
- District Rec Clubs

We have provided sponsorship for events such as:

- Bond of Friendship Golf event
- #HeforShe campaign
- International Women's Day
- Menopause "Pause for Thought"

## Regional Board Grants

Each Regional Board was provided with a Lottery Grant to administer locally. It is important that our members understand that PFNI assistance is available to all.

The Local Regional Board can provide a grant for small cost items up to £1000 for local wellbeing/welfare initiatives.

Applications are available and will be considered by the relevant Board.

Some examples of provision included televisions, air fryers, coffee machines, Christmas lottery for gift vouchers, refreshments at District events.

These small things can provide some comfort to members when on duty in the absence of canteens, rec rooms and funding from PSNI.

The initiative was hugely successful, and we continue to provide this funding for the benefits of members.

## Champion of Champions

The PFNI Lottery Club continues to sponsor, along with our business partners, the Champion of Champions Golf Competition. Whilst normally held at the prestigious and world famous Royal Portrush Golf Club in 2024 the qualifying competition was held at Portstewart Golf Club with the final at Royal Portrush. This was the 42nd year of the competition and it continues to grow.

## Membership Plus Cards

As part of the membership for the PFNI Lottery members continue to receive the Membership Plus card which provides discount for hundreds retail shopping, hotels, recreation etc. This continues to be included in the Lottery subscription.

Full details of the PFNI accounts will be published on the website after Conference.

# Pay

## Damian Walsh, PFNI Secretary

Colleagues, this is my third Report on pay as PFNI Secretary and the eleventh year of the Police Remuneration Review Body (PRRB) operating.

### Who are the PRRB?

The Police Remuneration Review Body (PRRB) was set up in 2014 to Replace the Police Negotiating Board (PNB). It covers England, Wales and Northern Ireland. They are responsible for providing independent advice to the government in the form of recommendations on pay and conditions for police officers at or below the rank of chief superintendent in England, Wales and Northern Ireland – around 135,000 police officers.

The PRRB does not engage in negotiations. Instead, its process involves the careful analysis of robust evidence to support its decision making. The PRRB's role is to provide informed recommendations, not to negotiate terms.

### The 2024 process:

Yet again, no pay award was progressed in September 2024. Despite PFNI pressure, it wasn't until December 2025 that this was rectified. PFNI instigated regular meetings with DOJ in summer 2024 to ensure the pay award business case received priority with a view to minimising delays. Although the delay of 3 months is much improved over the 8-month delay experienced in 2024, it remains unacceptable and delays with the pay award will be subject to ongoing representations to DOJ.

I will now outline the 2024/25 PRRB recommendations effective from 1 September 2024:

1. A consolidated increase of 4.75% to all police officer pay points for all ranks up to and including chief superintendent.



2. 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.

3. The introduction of a police regulation in Northern Ireland on police officer increments to ensure that they are paid on time.\*

4. That all constables receive their first pay increment exactly twelve months from when they first join the service.

5. An increase of 4.75% in the current level of the Northern Ireland Transitional Allowance (NITA).

6. 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.

7. 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.\*

8. 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.

9. 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.\*

NB. Recommendations 3, 7 and 9 have been deferred by the Justice Minister to allow further consideration as to how they may be progressed. PFNI Officials continue to seek assurances from DOJ that the recommendations are progressed as per the PRRB Report.

### **The 2025/2026 process:**

In March 2025 PFNI submitted their eleventh annual written Report to the Police Remuneration Review Body (PRRB). It was 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).

PFNI set out the following recommendations to the PRRB for the 2024/25 review of police pay, terms and conditions.

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.

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

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.

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).

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. 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.

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

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.

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.

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

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.

Details of the full PRRB submission is available on the Federation POINT page and the [Federation website](#).

We now await the deliberations of the Pay Review Body and their final Report recommendations to the DOJ for implementation. This Report is expected around the end of June/early July 2025.

# Pensions

## Damian Walsh, PFNI Secretary

We are all fully aware that in recent years all Public Sector Pensions have been degenerated by the previous Conservative Government making radical cost saving changes to them. With the new Labour Government causing consternation and mayhem in a bid to try to control public finances it is likely that pensions will be something they may wish to revisit, the danger being they could well make things less palatable than they already are.

In October 2023 the primary legislation came into effect that the pension remedy options could commence. This meant since then that all officers retiring are afforded the immediate choice of which pension benefits to avail of between April 2015 and March 2022. Those who retired before October 2023 will also be afforded the same choice, but this has been delayed for a number of reasons including IT issues and HMRC delaying clarifying and finalising the related retrospective tax implications. It is hoped that this element will be able to start to be concluded for this cadre later this year.

As you are aware the Police Federation became the first and to date the only statutory public sector body in Northern Ireland to launch a local Employment Tribunal group action to argue for compensation for eligible members adversely affected by the pension changes. Those proceedings are unfortunately still being discussed at the Case Management stage with a number of lead cases identified. Related cases are still ongoing right across the UK but we are still slowly moving towards having the cases finally heard and determined upon.

During the past year PFNI have continued to attend and represent the views of the federated ranks locally on both The Police Pension Board (hosted by the NI Policing Board) and the Police Pension Scheme Advisory Board (hosted by the Department of Justice).

We also have observer status on the Public Service Pensions Collective Consultation Working Group (hosted by the Department of Finance). Nationally we also have observer status on UK Police Pensions Consultative Forum.

Some specific topics of interest include:

Annual Benefit Statements for all the pensions were issued to all active pension scheme members by September 2024 and the problems with the bespoke PSNI pension calculator were finally overcome and the system is now available for use. This calculator can be of great assistance to scheme members in being able to generically value their current and future pension entitlements.

However, at the end of March 2025 PSNI Pensions Branch were forced to apply to the NI Policing Board to extend the time period to provide Remedial Service Statements (RSS) to both active and deferred pension members. This was primarily due to technical issues with their IT provider Civica. It is hoped that they will start to be able to start to populate these later this year enabling members to consider real time calculations of their pension benefits specific to them.

Eligible members will be able to ascertain what flipping their benefits accrued between April 2015 and March 2022 could mean for them. Some may be entitled to a refund for overpaying contributions, others may owe money due to underpaying contributions. Due to the delay any money owed will have interest applied to it. PFNI have requested that anyone owing money will not have any additional interest applied to it due to the inability to repay it caused by the delay in receiving their RSS.

PFNI would advise that when officers get their RSS that they carefully consider what their choice means for them both in the short and long term.

As mentioned last year following the 2020 valuation a 0.24% shortfall was identified in the employees pension contribution rate. This entailed those rates having to be increased. With the delayed pay award in 2023/2024, PFNI managed to convince the Scheme Advisory Board members to agree to delay implementing any increase until April 2025. The Department of Finance were originally going to impose an increased percentage to cover this year long delay but PFNI successfully argued that any retrospective charge on the police scheme was out of kilter with our UK counterparts. As such we have saved all our pension members paying an additional years increased contributions to cover the 2024 shortfall.

Last year the pension landscape changed for those joining the service with a pre-existing health condition. In the past these officers would not be eligible for the full range of pension benefits (Ill Health Retirement was principally excluded). Following an Equality case in England that was changed and from April 2024 the medical requirement to be able to fully join the pension scheme has been removed. However, this applies prospectively from that date and an officer would still have to be in the scheme for a minimum of two years from then before being eligible for any of the scheme benefits.

PFNI are still awaiting further legislative consultation on applying similar provisions to the retrospective cases. This will be more complex as these officers have been paying a reduced contribution rate and we expect this would have to be fully rectified before acceptance into the amended provisions.

Government have also stipulated that any retrospective element would be confined to the 2015 CARE pension scheme only and not to any of the legacy pension schemes (1988 or 2006). Therefore, the retrospective element would seemingly only be applied back to April 2015. Therefore, in the interim in the absence of the legislation, no serving officer who has previously paid reduced pension contributions will be eligible to apply for an Ill Health Retirement pension.

We will continue to engage with the statutory bodies around important issues affecting the membership. And it is important to re-emphasise, that whilst we do not negotiate pensions, we will continue to put forward coherent and robust views on behalf of our members.

It would be remiss not to acknowledge the sudden passing in January 2025 of Jim Montgomery, Head of PSNI Pensions Branch. Jim was a font of knowledge and of great assistance to the Federation officials, Representatives and our members over a long number of years – he will be greatly missed.

PFNI also want to put on record our ongoing thanks to Andrew Benning for hosting bespoke Pension webinars and providing financial advice to our members, Danielle Pearson and Sinead Simpson from NI Policing Board and Antonia Hoskins from the Department of Justice. At local level these four people continue to be of immense assistance to PFNI in providing information and clarity to enable us to navigate and understand the ongoing pensions minefield.

# Health and Safety

## John Perry, PFNI Assistant Secretary

Governance for Health and Safety sits with the Welfare, Health, Safety and Security sub-committee (WHSS). The sub-committee is made up of a Representative of each of the 5 regional boards. Paddy Hart No 2 Regional Board chairs the meeting with myself as the secretary of the sub-committee.

2024-25 continues to bring challenges in the health and safety space. Assaults on Police Officers alarmingly again increased. The PSNI issued several Safety Alert Notices (SANs) in relation to officers using or interfering with Personal Protection Equipment (PPE), for example wearing of non-issue footwear on duty, removing the ballistic plates, or in one mind-boggling occasion Replacing the ballistic plates in the IBAS body armour with polystyrene. A SAN was also issued in relation to detainees not being searched properly prior to entering custody, when one prisoner was found to have in their possession a large pair of kitchen scissors. The tragic murder of Sgt Matt Ratana in September 2020 while performing Custody duty shows the dangers of ineffective search.

Health and safety legislation not only places a duty on employers but also on employees. In Northern Ireland the Health and Safety at Work (Northern Ireland) Order 1978 (HSAWO) applies to all activities of the Police Service of Northern Ireland. The primary duties under this order are on employers. Since 1998, Chief Constables are deemed the employers of police officers. These health and safety duties are not absolute but are qualified by the phrase "so far as is reasonably practicable." The HSAWO requires employers to ensure, so far as is reasonably practicable, the health, safety and welfare at work of their employees and to ensure that their activities do not adversely affect the health and safety of other people.

The PSNI is not required to provide a risk-free or zero-risk workplace. Such an environment does not exist particularly within policing.



Instead, it requires them to assess the degree of risk against the sacrifice of introducing control measures to eliminate or control the risk. This sacrifice is measured in terms of financial cost, time, and effort. If it can be shown that there is a gross disproportion between the risk and the sacrifice, then the sacrifice does not have to be made. This is further reinforced by the Health and Safety Executive document 'Striking the Balance', which clarifies how health and safety law will be applied to operational circumstances of a Police Service. In essence, it is the integration of sensible and sound health and safety arrangements into operational policing, to achieve and maintain control of the risks police officers.

Importantly the HASAWO also places duties on employees (Police Officers), to take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions at work, and to co-operate with their employer to enable compliance with legal requirements. In practical terms, for example to wear/use only PSNI-issued PPE. A good example of this is officers must only wear PSNI issued boots when on duty.

The threat level in Northern Ireland remains 'substantial' meaning that an attack is likely. The threat still very much exists to our members, both when on duty and at their home. We **must** remain vigilant in protecting ourselves, each other, and our families.

Officer numbers have remained static during 2024 and as of 1<sup>st</sup> April 2025 we have currently **6,289** police officers. It is the Chief Constable's intention to increase officer numbers to at least **7,000** by 2028. He believes that ideally, we should have **8,500** officers. This resourcing crisis leaves officers operating under severe pressure. Many are struggling to deal with the increased workload these shortages create, never mind keep themselves and the public safe.

The official crime statistics available at the time of writing (March 2024 – February 2025) show the following:

- There are **9** assaults on officers every day.
- **888** with injury.
- **1,974** without injury.

The assaults range from vehicle ramming to head butts, kicking, punching, spitting and biting. These figures are shocking; it is never acceptable for a Police Officer to be assaulted. There is no other profession where this would be tolerated. Attitudes need to change across society, but specifically in the political and judicial arenas. The PSNI needs to be funded appropriately by Stormont, and the courts need to apply custodial sentences to anyone convicted of assaulting an officer.

Between 1<sup>st</sup> January 2024 and 31st December 2024, a total of **3,452** e23/10s were submitted, a decrease of **706** on the previous 12 months.

- **175** were RIDDOR so serious in nature they are Reported to the HSE
- Of the **1358** assaults **412** were Reported as a near miss
- Of the **88** struck by object **20** were Reported as a near miss
- Of the **614** stress **48** were Reported as a near miss
- Of the **273** injured due to RTC **62** were Reported as a near miss
- There were **105** Reported incidents of biting and **180** of spitting.

While the recorded crime statistics show **2,862** assaults it is concerning that the e23/10 figures show **1,358**, therefore the picture is not truly formed of the seriousness of the problem under the health and safety legislation.

It is extremely important that when an incident or a near miss occurs a form with the details is submitted. This allows the matter to be investigated for learning and identification of risk factors that need to be addressed by the PSNI.

The pressures due to lack of resources and the upward trend of assaults all take a toll on officers. This can be seen in the absence and Ill Health Retirement (IHR). The figures for the last financial year are outlined below:

#### IHR

- **200** officers applied for IHR
- **185** granted
- **0** granted on appeal
- **3** granted on reconsideration
- **188** granted in total.

#### Absence

The target average working days (AWDL) lost due to sickness for the PSNI is **14.11** AWDL. The figure for the last financial year was **22.85** AWDL. On the date of writing **538** officers were absent on sick leave with **390** off more than 28 days.

#### Meetings

At a strategic level, the PFNI continues to represent members' interests and advocate for improvements at the following groups:

- Strategic Custody Group
- Custody Working Group
- Firearms and Explosives Strategic Board
- Firearms and Explosives Working Group
- Public Order Public Safety Strategic Board
- Public Order Public Safety Working Group
- Injury and Assault Reduction strategy
- Transport Deliver Group
- Uniform and Protective Measures Group
- Executive Health and Safety Committee
- NPCC Health and Safety Group

We also attend quarterly meetings with our UK peers in relation to national health and safety concerns and trends.

### **Risk Assessments (RAs)**

Under the Management of Health and Safety at Work Regulations 1998 the minimum standard an employer must meet in relation to a suitable and sufficient RA is:

- To identify what could cause harm or illness.
- To identify how likely someone is to be harmed and how serious the harm could be
- To take action to eliminate the risk, or if it cannot be eliminated then introduce control measures to reduce the risk

Each role in the organisation should legally have a risk assessment and a role profile. Activities should also be risk assessed to ensure safe systems of work and where possible, control measures can be introduced to reduce any risk. Through our good working relationship with PSNI Health and Safety Branch we are working hard to improve health and safety across the organisation.

### **Training**

Along with our training provider we have developed a more fit for purpose Safety Representatives course. We have several Reps with the IOSH accreditation and 3 of our Permanent Officials have been trained to NEBOSH standard. This allows us the credibility to identify and present concerns to the PSNI.

Non-attendance at mandatory training provided by PSNI, specifically PSP and Firearms, is still a concern. Where the PSNI have legal duty of care to provide appropriate training to its employees, remember employees also have a duty to take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions at work, and to co-operate with their employer to enable compliance with legal requirements.

### **Looking Ahead**

Finally, there is no doubt this incoming year will present its own health and safety challenges. The proposed further roll out of Naloxone to front line officers being one. This is also an issue being discussed nationally. Our position has not changed, and very much sits alongside the national position in that:

- Is administering prescription drugs a space police officers should be in?
- If it is rolled out further, it should be entirely voluntary?
- Does it conflict with Right Care Right Person?
- Who carries the clinical governance?

Rest assured we will continue to raise any concerns we have around any change to the current voluntary pilot in Belfast.

# Constitution, Regulations, Training & Personnel

## Elaine McCormill, PFNI Treasurer

The CRTP is a sub-committee that includes a Representative from each Board area, the Assistant Secretary and the Discipline Co-ordinator. Hollie Leckie, No 3 Board, chairs the meeting with Elaine McCormill, PFNI Treasurer as the Secretary/ex officio.

The CRTP provides the governance of any consultations with regards to new policies, legislation and regulations.

### Legal Funding

The Treasurer's Report will refer to the expenditure on legal funding provided to members.

Legal funding is provided under the governance of the PFNI Voluntary Fund rules.

### Data Breach & Holiday Pay

We stay in regular contact with our solicitors as to the progress of the Data Breach by PSNI and the Holiday Pay case. PSNI have submitted both business cases to the Department of Justice and Department of Finance for funding the financial commitment to enable them to compensate their members.

This is still being considered. PSNI are keen to pay their officers and staff as soon as possible, and it is very frustrating that considerable time is passing before it is resolved. Members have become very disenchanted with the delays, and it is having a detrimental effect on morale.

Regular updates are provided to members as to the progress by email, website, and POINT page.

### Conference Motions

CRTP has the governance over two open conference motions:

#### 1. Fair and suitable promotion process

PFNI continue to liaise and work with HR to review the process and make them suitable for the role. We are confident that PSNI are committed to modernising the process including accessibility, relevancy, and evidence-based assessment. We will continue to part of the consultancy process to ensure it delivers for our members.

#### 2. Timelines for Misconduct Investigation

We have been engaging with PSNI to review their misconduct investigation timeframes and speed up the process. Misconduct and/or criminal investigations by PONI and PSD are extremely protracted. Our ask is to quicken the process, make decisions in quicker time and close the investigation as quickly as possible. Protracted investigations weigh heavily on our members' health. Suspended and repositioned officers impact on other members of their team who must carry the additional workload of an absent colleague. It is vital that discipline is dealt with expeditiously and pragmatically. It is also important that allegations are investigated proportionally according to evidence available. The Discipline Co-ordinator will Report further on misconduct matters.

### Consultations

Over the past year, the Committee has responded to 26 consultation processes for suggested policy or legislative changes.

It is important that PFNI Representatives have meaningful input into suggested new policies and legislation ensuring that members’ welfare and terms and conditions are paramount, considered and reflected. The diverse thinking that our Representatives bring to the consultation process is valuable.

The consultations have included:

|   |
|---|
| Parental Bereavement Leave – Determination SA                       |
| NIPB 'Guidance to Medical Practitioners on Injury on Duty Awards'   |
| Attendance Management   |
| Bail SI 070224  |
| SI Threats to Life  |
| Police Officer Mileage Allowance                                    |
| Role Specific Physical Competence Assessments Within PSNI - Instru  |
| CBRJ Process Project Paper  |
| CRN Expansion Proposal  |
| Legislative Proposals Relating to Police Officer Discipline Process |
| IOD Injury on Duty Scheme   |
| Police Officer Special Leave  |
| Sports Credit - Post Implementation Review                          |

|   |
|---|
| Review - Police Officer Misconduct Process                      |
| Review - Training Leadership and Development SI Policy Draft v1 |
| Fast-track Inspector to Superintendent Process                  |
| Police Parental Bereavement Leave                               |
| DRAFT Policy - Custody CCTV Policy                              |
| Sanukite - Sentimental Shoulder Numbers                         |
| Refreshed CVF Your Voice  |
| Awards, Medals, and Commendations - Withholding & Forfeiture    |
| Selection Process for Lateral Moves into Crime Department       |
| PSNI Race and Ethnicity Action Plan                             |
| Service Vetting - Redraft SI                                    |
| NIPB Policing Plan 2025-2030                                    |
| Police Pensions (Amendment No. 2) Regulations (NI) 2024         |

### Absence Management

Dealing with and supporting members through the Absence Management process is common practice for PFNI Representatives. The process has been convoluted and quite often policy has not been adhered to by line management. This causes added and unnecessary stress to officers, already in poor health, whether physical or mental therefore it is an important support service our Representatives provide.

We have worked closely with PSNI on ensuring the development of the new policy and training is adequate and supportive with the absent officer at the centre. Training has been released by PSNI ahead of the commencement of the policy and it is vital that everyone completes it. We all have personal responsibility for our own sickness with specific requirements we must do but, more importantly, those who are supervisors must ensure they are aware of what support measures and processes are available to them to support the officer whilst absent or to ensure a return to work is supportive. The bureaucracy has also been addressed by the PSNI and the process is more informative with less tasks. Helpful guidance is provided along the pathway for everyone.

## **OHW**

We continue to meet Carol Mounce, Director of Occupational Health, and are hopeful that the investment of additional resource in OHW will aid with the long waiting lists and focused occupational health support to our members.

We continue to push for psychological screening to roles that are high risk of trauma.

## **Training**

Supporting our members is key to the values of the PFNI. We have ensured that your Representatives are equipped with proper training to aid members in areas such as performance, absence management, reasonable adjustments and flexible working and welfare support.

The Federation continued to provide training for its Reps in 2024 including:

- 1 Initial Reps courses with 15 Reps trained
- 2 Friends courses with 20 Reps trained
- 2 Health and Safety courses with 30 Reps trained.

We continue to identify areas where training and/or a professional input would benefit the Representative's knowledge. Stephen Burns, Training Consultant, has designed bespoke training for new Representatives, health and safety courses and a Police Friends course to help with misconduct matters.

We have held an Ill Health Retirement masterclass delivered by Kellie Morwood, Partner, Edwards Solicitors. Andrew Benning continues to provide pre-retirement information sessions to provide our members with some guidance on the retirement process and their pensions.

10 Representatives have attended an IOSH accredited managing health and safety in the workplace course. Three of our Permanent Officials hold the NEBOSH professional accreditation in Health and Safety.

Continuing training needs are considered to identify any other training that would assist and improve their skills, to further support our members.

## **Victim Support**

PFNI carried out a survey with all its members in 2023. We analysed the responses and have built our core business around what our members would want to see PFNI supporting them with. Whilst it is common knowledge that legal support, where the PFNI Voluntary Fund Rules allow, is provided for those who have complaints from PONI and/or PSD it was equally as important to ensure those members who are victims of alleged criminal/misconduct behaviour are supported.

PFNI have committed themselves to the White Ribbon campaign which supports preventing violence towards women and girls. Every member has signed the pledge to take a stand against such violence.

We recognise that our members suffer violence both in the workplace and in their personal lives and it is important that we commit to supporting them. The PFNI estate is a “Safe Place” for victims of violence and our staff have been trained by Onus to enable our members to confidentially seek information and support.

Elaine McCormill is the representative along with some of our Federation Representatives on the #HeforShe International Campaign ensuring gender equality in the workplace.

Both these commitments send a clear message that domestic violence and violence against women and girls is not acceptable. We have committed to stand up against such violence and demand equality for all.

Membership of the Equality, Diversity and Inclusion group and Your Voice are also important forums where we can support and represent our members who belong to minority groups.

The CRTP sub-committee will continue to provide support to our members through attendance and valuable input to all relevant meetings ensuring our members’ voices are heard.

# Discipline

## Trevor Purcell, PFNI Vice Chair and Discipline Co-ordinator

In my last Report to conference, I highlighted the previous year had been exceptionally busy and as we moved away from conference the hope and anticipation was that this year would be a better year, unfortunately that has not been the case. The latter half of 2024 was positive, however, after Christmas we have seen a spike in cases, with no particular trend being identified.

A review of PSD investigations took place last year just prior to conference which resulted in a number of investigations being reduced from full powers hearings to misconduct meetings and a large number of PSD investigations being pushed back to Districts and Departments for investigation at local levels. This has been a significant step in the right direction and something that I've been working towards over the last few years. As a result of this PSD are now providing one day training in respect of this to District and Department Inspectors, there has been full attendance at these sessions and requests for additional sessions.

Regional Board Defence Co-ordinators continue to meet on a quarterly basis and this has proven to be a very useful meeting where they can discuss local issues and problems allowing for quick resolution via PSD or PONI. At this meeting each board now bring and discuss the suspended and Repositioned figures for their respective areas and departments. This is to ensure that welfare and representation is in place for all officers on these lists.

PONI and PSD are now participating in regular meetings with our CRTP sub-committee and are happy to continue with this arrangement. Both PONI and PSD now provide regular statistics to ourselves, allowing us to identify trends and issue relevant advice to our members. Regular interaction with the sub-committee ensures good communication and improves working relationships.

I have presented at the training for new PONI investigators on two occasions and this has been well received.



I will continue to attend this training as I can outline the standard our members should expect when they are being investigated, thereby eliminating examples of poor practice.

I continue to have bi-monthly meetings with PSD which assists in understanding each other's positions and identifying relevant issues. Good communication and a productive exchange of views assists with the identification of areas of concern. I will continue with these meetings to develop and improve working relationships in the coming months.

I also meet regularly with DCC Singleton and now that he is established in post a little momentum is starting to gather. I have been pushing for timelines for misconduct for years now and this work will hopefully gain some traction in the coming months. Our recommendation is that for Special Case Hearings and Misconduct Meetings the file should be completed within 3 months and for Misconduct Hearings the file should be completed within 6 months. This has been the subject of PFNI conference motions and one I remain focused on progressing. This of course is for purely misconduct matters only and does not include any criminal matters that will be within the remit of the PPS and that is another work in progress that I'm advancing via PSD and PONI.

The DCC continues to review Suspended and Repositioned officers on a monthly basis. Although the regulations only allow the Friend to submit an application for appeal against suspension, as a result of negotiations, the DCC is

now also willing to accept applications for appeal regarding repositioning, this is with immediate effect.

I have also been successful in agreeing a policy with the DCC that a welfare officer is appointed for a member who is suspended or repositioned. Both these initiatives are a result of PFNI Conference motions from 2024 and have been progressed by me as part of the CRTP sub-committee workstreams.

Currently there are 45 members suspended that's 2 less than this time last year and there are 64 members repositioned that's an increase of 8 from this time last year.

From 17th May 2024 until 1st May 2025 there have been:

18 Misconduct Hearings with the following results:

- Dismissal Without Notice – 6
- Dismissal With Notice – 4
- Reduction in Rank – 1
- Final Written Warning – 2
- Written Warning – 1
- Cases Not Proven – 4

35 Misconduct Meetings with the following results:

- 
- Final Written Warning - 5
- Written Warning – 10
- Management Advice – 10
- Cases Not Proven – 10

There are currently no cases subject to appeal.

In comparison to this time last year Hearings have reduced from 31 to 18 a decrease of 42% and Misconduct Meetings have also reduced from 51 to 35 a decrease of 31%. These figures are very encouraging from this time last year, but unfortunately as mentioned earlier in this Report the current suspension and repositioned figures remain concerningly high.

Looking forward, concern remains at the high level of misconduct cases that are pending. Currently the following are planned:

- 6 Special Case Hearings
- 14 Misconduct Hearings
- 22 Misconduct Meetings
- 2 Police Appeal Tribunals

On a more positive note, in the past year there were 3,085 complaints made to the Police Ombudsman, which is an 8% reduction on the previous year.

Since Conference last year 20 Reps have completed the new friends training and I'm pleased to Report that a lot of them are very active in the role of Friend. Ongoing mentorship and training has seen these Reps presenting cases at misconduct hearings and special case hearings. Their help is very much appreciated and together as you can see from the above figures, we are achieving some great results.

Where possible, PFNI proactively identify trends in relation to misconduct, among these are misuse of computer systems and members are reminded of the restrictions on the use of PSNI systems.

We would like to first and foremost thank our staff for their ongoing support to the Permanent Officials, our Representatives, our members – serving and retired.

They continue to support the changes being implemented under the strategic plan required for the sustainability and future of the organisation.

Their commitment and empathetic approach to our members, particularly at times when they are at their lowest, is important.

We would also like to thank the following PFNI partners who help us provide a service to our members:

- Angelwise
- Benning Financial Services
- Croasdailes Solicitors
- Edwards Solicitors
- Forrester's Insurance
- George Hay & Company
- H3
- Happy Raspberry
- Millstream
- Robert Morrow Financial Services
- Stephen Burns Training & Consultancy
- We're sure Brokers
- Xperience

