



# ANNUAL REPORT 2025-26

Police Federation **NI**  
Putting Members First

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## **FOREWORD, LIAM KELLY, PFNI CHAIR**

### **As Chair of the Police Federation for Northern Ireland I am pleased to present our Annual Report 2025-26.**

This report contains updates on key areas of business including pay, pensions, finances, and the work of our various committees. Back in 2024 PFNI launched its “Federation Future Focus” strategy and this necessitates 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.

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 had seen officer numbers reduce to an all-time low and demand continue to grow exponentially. The Chief Constable’s recovery plan is still in its infancy but we are at last now starting to see some welcome but slow growth in our officer numbers.

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 3rd Bravery and Excellence Awards in March 2025. This event recognised those 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 with the event to be held again in October 2026.

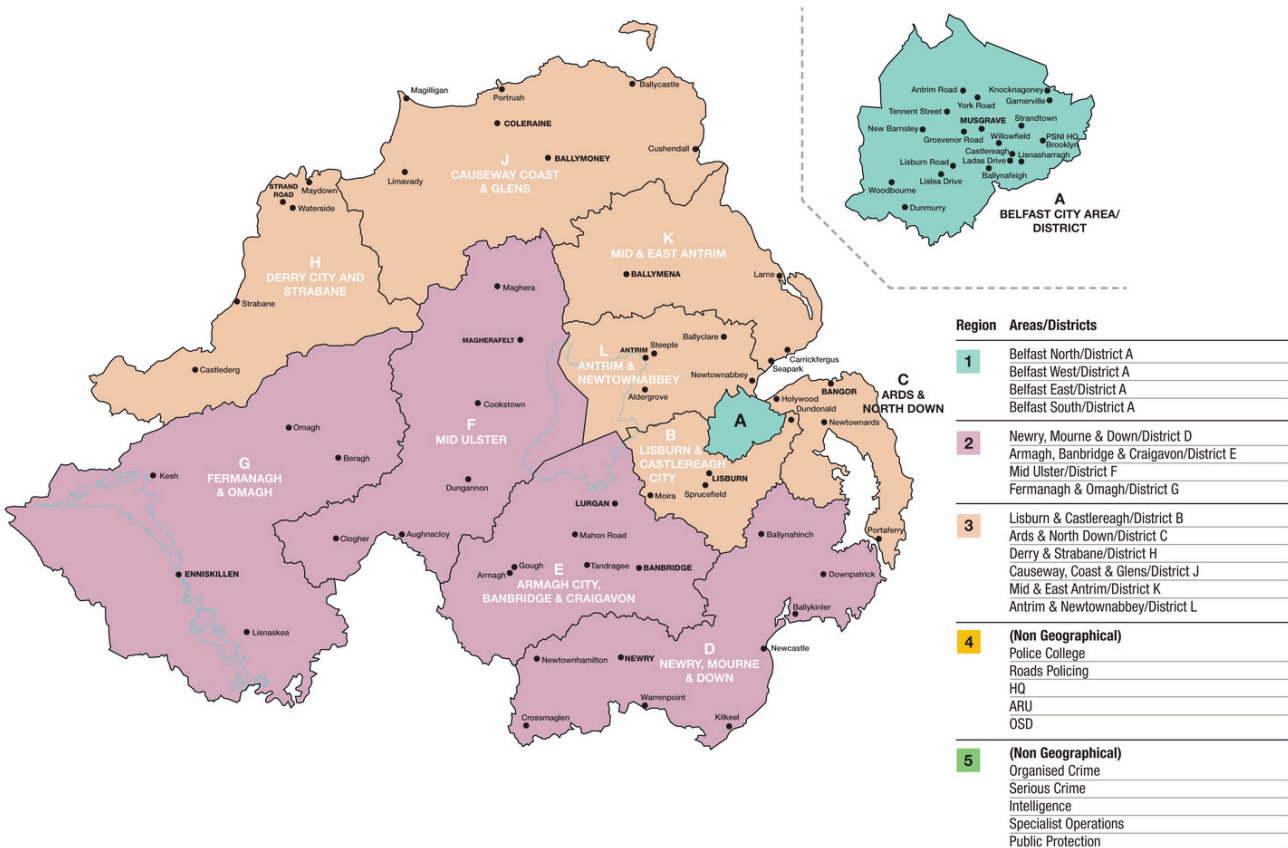
In June 2025 we launched our public campaign ‘Let Them Protect’. This was an important piece of work carried out on behalf of our members to highlight the unacceptable level of assaults on police and its impact on both the public and our colleagues on the frontline. This campaign has been a great success and will be looked at in more detail further on in this report.

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 2026 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.

# PFNI STRUCTURE

## Regional Boards

Representation is delivered initially on a district basis, meaning Federation representatives are the first point of contact for members seeking advice, support, or assistance. Federation representatives are elected every three years on a pro rata basis to serve on their regional board. There are five regional boards whose role is to address individual and collective members' issues and concerns at a local level. Details of your local representatives can be found on our website and POINT page.



## Full-Time Officials

In addition to regional representatives, the PFNI has five full-time officials based at Garnerville:

- Chairman
- Vice-Chairman
- Secretary
- Assistant Secretary
- Treasurer

These roles are elected and are normally held for a minimum term of three years, supporting the strategic, operational, and governance functions of the Federation.

# PFNI STRUCTURE

## Central Committee

Four members of each regional board (2 Constables, 1 Sergeant and 1 Inspector), one part time officer representative, along with the permanent officials form the Central Committee. This committee sits bi-monthly to discuss matters affecting our members. Central Committee members have the opportunity to bring matters affecting their members locally to this meeting where reps from across the service can discuss and share best practice. Matters that cannot be resolved locally may be discussed and, where appropriate, escalated by officials or addressed through other suitable action.

## Subcommittees

PFNI also operate three subcommittees whose membership is made up of Federation representatives from each Regional Board alongside permanent officials.

### Business, Finance, Pay & Pensions (BFPP)

This committee deals with the governance of PFNI finances and business interests of the PFNI.

### Welfare, Health, Safety & Security (WHSS)

Remit includes dealing with all matters concerning officer welfare, health & safety and security.

### Constitution, Regulation, Training & Personnel (CRTP)

Remit includes training, promotions, policies, consultations, misconduct and discipline matters.



# 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 ensures 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 towards our agreed objectives outlined in the strategy. This work continues to be progressed in accordance with our agreed purpose, vision and values.



The operational plan is reviewed and refreshed annually, incorporating input from regional boards, staff, and officials to ensure ongoing alignment with the overall strategy. Performance and progress on the project continues to be reported to the Federation's Central Committee and subcommittees on a regular basis and shared periodically with members through the PFNI website and POINT page.

We are committed to ensuring that we continue to work to our agreed strategic objectives and will outline our progress against each of these areas of work.



# GOVERNANCE

## ‘EMBED CLEAR AND TRANSPARENT LINES OF ACCOUNTABILITY’

As part of the Treasurer’s spending review undertaken this year, a key priority was the development and implementation of structured budgets across all areas of the organisation. This work has now been completed in collaboration with the accounts department, establishing a clear financial framework to support more effective cost control and accountability.

Going forward, these budgets will be formally reviewed at the end of each financial year to ensure they remain aligned with organisational priorities and operational requirements. This ongoing process will enable the organisation to maintain expenditure within agreed limits, while also providing greater transparency and insight into the costs associated with each area of business. This has been outlined in a Financial Strategy which strengthens financial governance, supports informed decision-making, and ensures a more sustainable and controlled use of resources.

In addition this year we have reviewed and amended our existing Business Continuity plan to include disaster recovery options. This will be signed off by officials in due course.

We have also developed a robust complaints process which can be found on our website and POINT page.

An internal review of the organisation’s structure and operating model is ongoing and will be finalised in due course. This will support improved organisational effectiveness, efficiency, and delivery of strategic priorities.



# DIGITAL

## ‘TRANSFORM OUR USE OF TECHNOLOGY’

PFNI have developed a Digital Transformation Strategy which sets out how the organisation will modernise its use of technology to meet member expectations, improve service delivery, and strengthen governance, while maintaining high standards of data protection and security.

The strategy recognises the increasing expectation for timely, accessible, and secure digital services, with its overarching aim to enhance the member experience, modernise internal processes and support in our key aims to advocate for and represent our members.

We are now one year into the implementation of our new Customer Relationship Management System (CRM) and Members’ Portal system, which are key elements of PFNI’s wider digital transformation programme. This part of the project aims to replace a range of legacy systems and manual processes with a more secure, integrated, and modern platform that improves service delivery, data protection, and operational efficiency.

Over the past year, significant progress has been made in defining business processes, building core functionality, and aligning the system with PFNI’s operational and compliance requirements. As the project progresses, attention will move towards implementation and adoption, while maintaining a strong focus on protecting member data and realising the longer-term benefits set out in PFNI’s digital strategy.

The PFNI website has undergone significant back-end system enhancements and upgrades, introducing additional security layers to protect the website from cyber threats and unauthorised access.

Interactive forms are now available on the website allowing members to submit information securely online. As the project progresses members will in time have access to a member portal which will be accessible from the website, where members can log in and apply for schemes, submit enquiries and make changes to their subscriptions.



# 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. This forms part of an overall review into our structure and operating model.

An updated Performance Management system for PFNI staff is being progressed to reflect the organisational values and support our overall strategic aims and objectives.

As part of our digital transformation, we are developing a shared online space where our representatives have access to relevant documentation and advice. This is due to be rolled out in the coming months in line with ICS guidelines. This system will allow our Federation reps to share best practice have access to information to support them in their role.

A new Rep’s Guide has been developed which outlines the role and responsibilities of being a Federation representative. This will support our existing representatives but also will to used to encourage officers to consider taking on the role in the lead up to our next elections.



# COLLABORATION

## 'IMPROVE OUR CONTACT AND ENGAGEMENT'

PFNI continue to implement our Engagement and Communications Strategy working in a proactive and agile way to improve how we communicate with our members and stakeholders.

We undertook targeted work to promote our member services to include PFNI health scheme, life and travel insurance and our spouses scheme. These direct mail campaigns have been successful and we will continue to promote our services to members through this channel.

This year we conducted a communications survey to gather members views on current and future communications. The survey data shows that members value PFNI communications when they are accessible, relevant, and clearly signposted. The main challenges are accessibility, awareness, and trust-building. Engagement is strongest through email-based communications, while technical barriers and security concerns significantly limit use of other platforms.

We will ensure that the feedback we received will be used to shape our operational plan 2026-27 and will adjust our communications strategy accordingly taking into account the views of our members.

PFNI continue to produce quarterly newsletters with key information for our members along with our quarterly magazine Police Beat both of which have a dedicated readership. Urgent and important updates will continue to be communicated via email and regular updates posted on the [PFNI website](#) and [POINT page](#).

In an effort to develop our use of new media and communications channels, PFNI have launched both a LinkedIn and a Facebook page. These will become our main social media platforms as we begin to move away from the use of X. These pages are mainly designed to interact with our stakeholders and to maintain a social media presence. They allow us to post press releases and content to a wider audience but also to promote the excellent work that our officers do in the community every day.



# SUPPORT

## ‘FOCUS ON WHAT IS NEEDED AND ADDS VALUE’

PFNI’s portfolio of member services is continually reviewed by our Business, Finance, Pay and Pensions subcommittee. This year we have launched the PFNI car leasing scheme with Agnew Leasing. Offers are promoted on our website and our POINT page. We continue to engage with new companies to ensure we get the best discounts possible for our members. Engagement with our current providers continues, while we progress discussions to onboard new providers in the coming months.

Following negotiations with our provider, H3, PFNI Health Scheme will launch a programme of health checks for members of the scheme. These will take place in Garnerville and will check weight, blood pressure and cholesterol. This is a sought-after service provided at no extra cost to our members.

To enable our staff and reps to effectively signpost members to our services we have developed our marketing materials to include a pocket guide which details all the support available from PFNI and our supporting partners and charities. This has been circulated to our reps and will be handed out at any outreach events we participate in.

PFNI have developed a Victim's Strategy to ensure officers who report crimes or misconduct within the service are also supported by PFNI. As part of this commitment victims can expect:

- A safe space to talk and be listened to
- Practical and emotional support
- Advocacy during workplace processes or meetings
- Welfare check-ins and ongoing support
- Referrals to counselling, victim support, or legal advice if you want them.

The strategy can be found on our [POINT page](#).



Another priority for PFNI this year has been raising concerns with PSNI on the inconsistencies in the carrying out of operational debriefs. This has been progressed with our representatives from our Welfare, Health Safety and Security subcommittee who will continue to press to address the issue through the Public Order Safety Group and the Executive Health & Safety Group.

# ASSAULTS CAMPAIGN

The Police Federation for Northern Ireland's public campaign 'Let Them Protect' was launched in June 2025 and aimed to highlight the unacceptable level of assaults on police and the impact this has not only on our officers but on the communities they serve. The campaign formally launched at Parliament buildings and was attended by members of PSNI's Senior Executive Team, NI Policing Board Chair, Justice Committee Chair and the Minister for Justice who expressed a joint commitment for the campaign.



Campaign advertisements were featured on TV, radio, social media and digital billboards, supported by a campaign website [www.letthemprotect.co.uk](http://www.letthemprotect.co.uk) It is estimated that 95% (1,425,000) of NI adults saw or heard the campaign at least once, with an adult being exposed to the campaign 21 times on average over the 6-week campaign period, which is a significant reach for a public campaign.



Both videos from the campaign received top awards at the 2025 PANI Awards (Publicity Association Northern Ireland).

The advertisements picked up Gold and Bronze awards in the Television Category (Best Advert under £25k). It is fantastic to see this message resonate so strongly and we hope it will have a positive effect for our officers.

Following on from the media phase we continue to work closely with partners and stakeholders to keep the campaign active in the public space.

Campaign assets have been displayed on 18 Pulse Hubs digital displays in Belfast City Centre at no additional cost to the Federation.

We have engaged with Policing and Community Safety Partnerships across Northern Ireland who have disseminated the campaign at community level along with the NIPB and we are grateful for their support. We will continue to work collaboratively with PSNI through the Injury and Assaults Reduction Strategy group to ensure the campaign continues. It is vital that we collectively stand firm in saying that being assaulted is not part of the job and we should never accept the level of violence aimed at our officers who ultimately are there to protect the people they serve.

# CONFERENCE MOTIONS 2025

## Regional Board 1 - Recouping of Legal Costs

A change to the wording of PFNI Voluntary Fund Rules, Rule 5(g)(4) and Rule 5(g)(5) was passed at conference.

This change was actioned and guidance has been developed as part of the Legal Assistance process to ensure members are aware of the intention to recoup. These changes are now reflected in the Voluntary Fund Rules.

### Motion Completed

## Regional Board 1 - Recouping of Legal Costs from PSNI

'This conference requests that if a member as the result of a misconduct hearing has a finding of no misconduct the Chief Constable should refund the legal costs incurred by the member in relation to their misconduct defence costs.'

This matter was raised with the Chief Constable and we have been advised that the Police (Conduct) Regulations (Northern Ireland) 2016 do not make provision for the award of costs for misconduct hearings. By comparison there is reference to costs in The Police Appeals Tribunals Regulations (Northern Ireland) 2016.

The legislation therefore only deals with costs on appeal not for first instance misconduct hearings. Had the legislature intended to confer a power to award costs it would have been expressly provided for. The Chief Constable has no discretion and legislative change would be required. It was agreed that this cannot be progressed further at this time, however should a particular example come to light we can raise with the Chief Constable.

### Motion Completed



# CONFERENCE MOTIONS 2025

## **Regional Board 5 - Promotion Processes**

'This conference requests the Chief Constable develops a promotion process with a renewed focus on hard work and excellence in Policing. This would include retention of the legal exam qualification, a portfolio of evidence to qualify for promotion/to be used in interview and more regular promotion processes.'

1. Retention of promotion exams for 3 years with regular exams for new candidates.
2. Promotion should be significantly based upon quality of work and potential for leadership – consult/trial an evidence based process that is scored (for example a simple evidence based Portfolio that should include agreed examples of good police work to be eligible for interview).
3. The Portfolio should be weighted and scored (for example 1-5), along with interviews, to support candidates who are weaker at interviews. This will help officers who are excellent in their roles and can evidence this.
4. Consult on issuing suitable vacancy bulletins for promotion as they arise, rather than every 2-3 years or more.

This matter has been raised with the Chief Constable and has been remitted to PFNI's CRTP subcommittee to progress.

**Motion in progress**

## **Regional Board 5 - PFNI Subcommittee Attendance**

'This conference requests that the Police Federation Rules be amended to enable Regional Board members to deputise for Board Representatives on subcommittees. This should only be when other Central Committee members are unable to deputise, should be no more than 5 occasions in any calendar year. Deputies should be appointed via the Regional Board Secretary or Chair.'

Following conference this amendment was made to the PFNI Rules.

**Motion complete**

# TREASURER'S REPORT

*Elaine McCormill, PFNI Treasurer*

I am pleased to 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 31 December 2025. A copy of PFNI accounts can be found on our website and POINT page.

## **Statement of Financial Position**

In 2025 the Fund's net assets have decreased by £527,970 to £3,837,095, due to a deficit for the year on the main fund after tax of £570,561 and a surplus on the Lottery Fund of £42,591.

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 £477,014 to £3,738,179. The market value of our investments at the year-end was £1,026,786 in excess of their initial cost.

Included within Current Liabilities (Accrued Expenses) is a provision of £1,156,166 (2024: £1,169,576) in respect of unpaid legal costs relating to ongoing cases, some of which may be recoverable depending on the outcome.

## **Statement of Income and Retained Earnings**

I can report this year that there is a deficit of subscription income over expenditure of £1,113,650 (2024 – deficit of £1,337,918).

Members' contributions this year have increased by £96,605 to £2,129,658 (2024: £2,033,053) due to the agreed increase in subscriptions charged to members.

Investment income received in the period amounted to £104,041 (2024 - £109,531) and the sum of £150,000 was contributed by the PFNI Benefits 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 £340,074 (2024 – £279,211).

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 loss in the year of £26,946 (2024 – gain of £49,090).

As in previous years legal expenses continue to form a significant proportion of our costs. This year legal costs amounted to £1,790,746 compared to £2,119,236 last year and £815,863 in 2023. The fall this year is primarily due to a decrease in discrimination and disciplinary cases. In this period, legal fees represented 84% of members' contributions; last year this figure was 104% and in 2023 it was 40%. 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 £1,386,920, compared to £1,174,922 in 2024. Major cost increases arose from costs incurred largely because of higher payroll costs and professional fees (for the assaults campaign), offset by reductions in some other cost areas including conference costs. The PSNI agreed to an annual reimbursement of costs of £56,392 from 2025 onwards (2025 - £53,000).

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 not projected to cover our tax liability and a payment 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 decreased by £6,904 to £256,697.

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 (see full accounts).

### **Lottery Fund Accounts**

I am pleased to report that donations and grants have been made from the fund this year of £85,650 (2024 - £67,975). Overall, there was a surplus in the Lottery Fund for the year of £42,591 (2024 - £64,219) and at the year-end the fund holds a total of £663,152 in the capital project account.

The results of the Lottery Fund are reported on page 11 of these financial statements (see full accounts).

The PFNI Lottery Fund finished 2025 with 2,868 serving members and 1,607 retired members. In 2025 PFNI awarded over £106,354 to the PFNI Lottery winners. Grants to the value of £45,580 were awarded to sports and recreation clubs which provide much needed funding to continue to operate.

The regional boards spent £11,875 locally to support members by providing low-cost comfort items for station areas (e.g., air fryers, TVs, and coffee machines). This provides small but meaningful comforts for officers when they are able to take respite in their stations.

I would encourage more use of the Lottery Fund to provide this type of support to our members. The subscription to the Lottery remains at £4.32 per month and has not been increased since its inception.

## **Additional Financial Information**

### **Member Benefits**

The current member benefits include:

- PFNI Healthcare Scheme
- Critical Life Insurance
- Benefits Scheme which includes travel insurance, life insurance, critical illness Temporary Total Disablement, Permanent Total Disablement
- Spouses Scheme – Life insurance and critical insurance

We continue to seek more benefits for our members which bring great service but at a competitive price. The above schemes provide members with excellent products at prices that cannot be compared to on the mainstream market. Further details can be found on POINT and our website. A marketing strategy is in place where each scheme is promoted to the membership through the calendar year.

It is important to know that all our business partners are vetted and communicate with our members in an empathetic, sensitive and secure way.

We have been negotiating additional benefits - including increased life insurance cover, enhanced Healthcare Scheme provision, and a discounted car lease scheme - all of which were launched in 2026.

We attend all the initial student intakes on their first day. It is important to ensure the benefits are offered at the beginning of their career to avail of such benefits as the products all offer the first 6 months free and provide full availability to all the schemes.

### **PFNI Champion of Champions Golf Competition**

Due to The Open in Royal Portrush in 2025, PFNI held their 43<sup>rd</sup> Champion of Champion's Annual Golf Competition at Portstewart Golf Club. A mixture of 180 serving and retired members took part in the qualifying in April, with 80 going through to the finals in October. The competition, as always, was hugely successful and remains an important event in the PFNI calendar.



## Legal Funding

Legal funding remains the most significant spend of the members' subscriptions. This year legal costs amounted to £1,790,746 compared to £2,119,236 last year.

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

Case Type	2025	2024
	£	£
General	162,988	165,949
Pensions	24,153	5,704
Injury Claims	254,579	261,458
Road Traffic	3,790	10,990
Assault	2,376	1,814
Discipline	49,363	222,007
Holiday Pay	75,712	112,406
Fair Employment	232,844	197,694
Ill Health Retirement	1,099,028	1,071,502
Recoupment of medical expenses	(216,030)	-
Criminal	23,819	(21,809)
Discrimination	30,365	74,423
Self-funded/ARAG Legal Assistance	47,759	17,098
	1,790,746	2,119,236

PFNI received 443 applications for legal funding in 2025:

Type of legal process	Number
IHR/IOD related	142
Misconduct	58
Employment matters	69
Data Breach	8
Criminal Legal	88
CIC	18
Personal Injury	32
Driving/RTC	14
Other	14

## To note

Legal costs include:

- Solicitors' costs inc VAT
- Counsels' costs inc VAT
- Medical costs Inc VAT

Since July 2023 following a change to our Voluntary Fund Rules, we now recoup the medical costs incurred when a case is successful. As of 1<sup>st</sup> May 2026, we have recouped over £383,000.

A review of the expenditure on Ill Health Retirement and Injury on Duty cases was conducted in 2025. We took all cases that had closed in 2024 as our sample. However, a number from that year remain open.

	<b>2024 (73 cases)</b>
<b>Medical Costs</b>	£172,241.26
Avg	£2,359.46
<b>Legal Costs</b>	£186,922.36
Avg	£2,560.58
< £3000	47
£3,000-£5,000	26
£5,000 +	0

It is important to note that the cost of medical reports rose into 2025 and continues to rise which increases the average cost per case. The up-front payment for these reports places significant pressure on PFNI finances. Costs also vary between consultants and depend on the volume of documentation to be reviewed and the time required to complete the report.

Employment cases have increased and vary greatly making expenditure difficult to forecast. One example is a case that ran for almost 10 years which has cost £55,000 to date. The member was successful in their case against the PSNI and a further amount is now required to be spent to negotiate an appropriate award. Whilst the costs are high in this case due to the complexity and protracted nature, employment matters can usually cost between £15,000 and £30,000.

It is critical that PFNI remains financially sustainable so that we can continue to support officers who suffer detriment during their careers as a direct result of discrimination, while also applying a consistent and fair principle that protects the majority of members. We will continue to review expenditure on legal funding to ensure it is appropriate, necessary, and in accordance with the PFNI Voluntary Fund Rules.

## PFNI Efficiency Report

Following the 2024 Audit, a full and detailed review of the internal expenditure was carried out and an efficiency report was presented to the Business, Finance, Pay & Pensions Executive Committee. A number of recommendations were identified and are reviewed by this committee.

They include:

- Reducing the energy consumption – electric & heating
- Consideration to reducing the costs of Annual Conference
- Use of sponsorship from partners, where possible
- Tender process for large cost items/work to ensure good value for money

A financial strategy is now in place and is reported through the BFPP Committee. Budgets have been set to support a reduction in expenditure.

## The Future

As agreed, the Voluntary Fund subscriptions were increased in line with the pay award for this year (4.2% with effect from 1 February 2026).

High levels of legal costs continue to be a risk to the financial sustainability of the PFNI. It is important to ensure that all subscribing members of the Voluntary Fund receive value from their subscriptions. It is therefore my goal to balance the expenditure on support for legal processes, for a cohort of 500 members, whilst providing welfare support to the entire membership.

Some initiatives are in place to address officer welfare and wellbeing, such as the Regional Board grant that is able to provide additional comforts to officers within their stations at a low cost to the Lottery Fund, along with the grants provided to recreation clubs and sports societies. These have a real tangible impact on our members' wellbeing.

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 at this stage, therefore having a direct impact on our subscription income. I continue to identify opportunities for efficiencies and savings.

Finally, I should like to extend thanks to our Federation staff for their assistance during the year, to the other permanent officials, to our solicitors: Edwards and Croasdailes LLP, and to our auditors who provide us with financial support and feedback throughout the year on top of the audit.

# PAY

*Damian Walsh, PFNI Secretary*



PFNI continues to engage with the Police Remuneration Review Body (PRRB) to advocate for fair and sustainable pay and conditions for our members.

The PRRB was established in 2014 to replace the Police Negotiating Board and provides independent advice to government on the pay and conditions of police officers up to and including the rank of Chief Superintendent across England, Wales and Northern Ireland. The PRRB does not negotiate pay settlements; instead, it considers detailed evidence submitted by policing stakeholders before making formal recommendations to government.

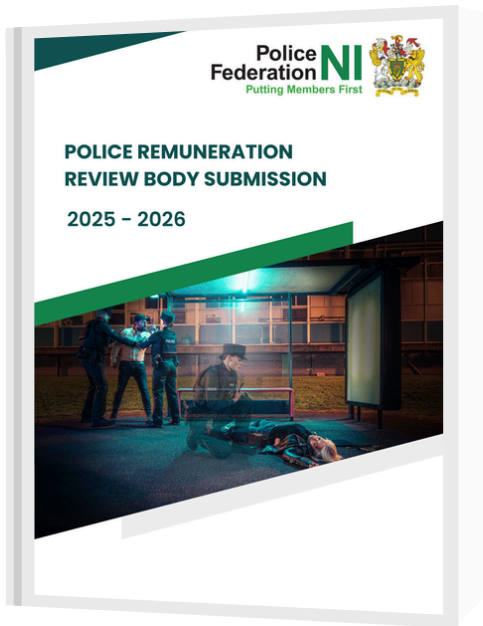
## **Pay Process**

Once again, the 2025 police pay award was subject to unacceptable delay. Despite sustained representations from PFNI, the award due from September 2025 was not implemented until January 2026. While this four-month delay represented an improvement on the eight-month delay experienced in 2024, PFNI has made clear that any delay in the delivery of pay awards is unacceptable and undermines officer morale and financial certainty. PFNI continues to press the Department of Justice (DOJ) to prioritise pay award business cases to prevent further delays.

## **PRRB Recommendations 2025/26**

- A consolidated increase of 4.2% to all police officer pay points for ranks up to and including Chief Superintendent
- A 4.2% increase to the Northern Ireland Transitional Allowance (NITA)
- An increase in the PSNI on-call allowance for federated and superintending ranks to £35 for evenings, weekends and Northern Ireland public holidays
- Replacement of the three-band motor vehicle allowance (based on engine size) with a single essential user lump sum of £1,239
- An increase in the Away from Home Overnight Allowance from £50 to £60
- An increase in the Hardship Allowance from £30 to £40
- A freeze on the Competence Related Threshold Payment (CRTP), alongside a request for proposals on closing the scheme to new entrants and introducing an Unsocial Hours Allowance for officers not in receipt of CRTP
- A recommendation that PSNI participate in the National Police Chiefs' Council (NPCC) review of police officer allowances, with a commitment in principle by the DOJ and PSNI to adopt the review's outcomes, subject to PRRB consideration.

## PFNI Submission to the PRRB – March 2026



In March 2026, PFNI submitted its twelfth annual written report to the PRRB as evidence for the 2026/27 review of police pay, terms and conditions.

The submission set out a comprehensive series of recommendations reflecting the cumulative impact of long-term pay erosion, rising cost-of-living pressures, workforce retention challenges and the unique operational demands faced by PSNI officers.

PFNI's key recommendations to the PRRB for 2026/27 included:

### **Pay Restoration and Future Pay Awards**

PFNI highlighted that the 2025/26 pay award failed to address the long-term erosion of police pay, with federated ranks now 21.7% worse off in real terms compared to 2010. PFNI called for a clearly defined, multi-year plan to restore police pay, including substantially above-inflation pay increases.

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) and the Dog Handler's Allowance.

PFNI also argued that consideration should be given to interest payments where pay awards are delivered late, to compensate officers for financial loss and uncertainty.

### **Allowances and Unsocial Hours**

PFNI reiterated its position that, should CRTP be phased out, an Unsocial Hours Allowance must be introduced and enhanced. PFNI called for the rate to increase from 10% to 20% for qualifying hours worked between 8pm and 6am on Fridays, Saturdays and Sundays, and for the allowance to be pensionable.

PFNI also sought an increase in the on-call allowance from £35 to at least £45, for the allowance to be reckonable for pension purposes and annual uprating linked to pay awards.

## Annual Leave and Work-Life Balance

PFNI recommended significant reform of annual leave entitlements, including alignment with Police Scotland, a reduction in the time required to reach maximum entitlement from 10 years to 5 years, and the introduction of an option for officers to purchase up to five additional days of annual leave each year. PFNI also proposed the introduction of a one-off six-week period of Long Service Leave for officers with ten or more years' service.

## Rest Days, Working Time and Inspecting Ranks

PFNI called for improved protections where rest days are cancelled due to operational demand. This included options for rest days to be converted into pay after defined periods, and new determinations to allow Inspectors and Chief Inspectors to carry over untaken rest days for up to 12 months. PFNI also proposed a temporary, time-limited payment for Inspectors and Chief Inspectors who work in excess of 48 hours in any week.

## Pay Progression and Allowances

PFNI sought confirmation within PSNI regulations that pay increments are payable annually, aligning with determinations in England and Wales regulations. The submission also called for a shorter Constable pay scale, recognising that officers become fully competent earlier than currently assumed.

## Expenses, Recognition and Parity

PFNI recommended an increase in business mileage reimbursement to 55p per mile for the first 10,000 miles and 35p thereafter, along with improved mutual aid payments in line with arrangements in Scotland. PFNI also called for enhanced bonus payments and the introduction of team recognition awards to ensure parity with colleagues in England and Wales. Finally, PFNI reiterated its long-standing request for annual uprating of all flat-rate allowances to prevent continued erosion in their real-terms value.



## Recommendation 1

The 2025/26 pay increase was insufficient to cover the inflationary reduction in real pay that has taken place in previous years. Unfortunately, the position of police pay is worse than this time last year, which is an unacceptable situation. Police Federation research shows that overall, federated ranks are 21.7% worse off compared to 2010. The Police Federation of England and Wales have made the following recommendation - the annual pay award for 2026/27 should be at least 7% and remain at 7% for the following three years.

PFNI are aware that the NPCC have recommended a pay award uplift recommendation of 3.5%, highlighting any pay award above 2.5% must be fully funded. PSA recommended a pay award of at least CPI plus 1%. The Scottish Police Federation agreed a minimum 3.5% uplift for 2026/2027 last year as part of a two year pay deal.

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) and the Dog Handler's Allowance.

Given the persistent, year on year delays in delivering the PSNI pay award, it is our position that an interest payment should be considered to address the financial loss and uncertainty officers experience as a result.

## Recommendation 2

The introduction of Unsociable Hours Allowance should CRTP be phased out. In conjunction with colleagues from PFEW, the PFNI seeks an increase to the percentage rate of the unsocial hours allowance for every full hour worked between 8pm and 6am on a Friday, Saturday and Sunday from 10% to 20% and for the allowance to be reckonable for pension purposes.

## Recommendation 3

An increase to On-Call Allowance from £35 to £45 as a minimum, the payment to be reckonable for pension 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 the scale from 20 years to 5 years, so that 30 days (maximum entitlement) would be reached after 5 years
- An option for officers to buy up to 5 days annual leave at the start of annual leave year
- Introduce a period of 'Long Service Leave' (LSL) for officers. This would be a one-off period of 6 weeks' long service leave for federated ranks officers who have served for 10 or more years. This would be separate, and additional to, the annual leave (& public holidays) entitlement.

#### **Recommendation 5**

- The introduction of a temporary time-limited payment for Inspectors and Chief Inspectors, to be claimed when more than 48 hours are worked in any week
- The introduction of a determination to facilitate Inspectors and Chief 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 6**

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 7**

An amendment to mutual aid payments to mirror the provisions in place for officers in place in Scotland.

#### **Recommendation 8**

An uplift in Police officer business mileage reimbursement to 55p per mile for the first 10,000 miles and 35p thereafter (retain 5p per mile for passengers).

### **Recommendation 9**

For Constables and Sergeants any outstanding rest days after 3 months should have the choice 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.

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**

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

### **Recommendation 11**

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.

### **Recommendation 12**

Bonus payments should be increased to reflect awards payable nationally and team recognition awards should be introduced in PSNI to ensure parity with colleagues in England and Wales.

### **Recommendation 13**

Annual uprating of allowances – In November 2023 staff associations sought an increase either in line with inflation or the corresponding pay award, for all allowances set at a flat rate where there is no uprating mechanism in place. We again request that the PRRB recommend this as a basic measure against continual reduction on the real terms value of these allowances.

Full details of PFNI's submission are available on the Federation POINT page and the PFNI website. The Federation now awaits the PRRB's final report and recommendations to the Department of Justice, which are expected in late June or early July 2026.

# PENSIONS

*Damian Walsh, PFNI Secretary*



Public sector pension provision has been significantly weakened over recent years following a series of cost saving reforms imposed by previous UK Governments. These changes have had a profound and lasting impact on police officers, reducing the overall value and certainty of pension benefits.

Against a backdrop of continuing pressure on public finances, PFNI remains alert to the risk that further pension reform could be pursued, potentially worsening an already diminished position for serving and retired officers.

## **McCloud Remedy Implementation**

In October 2023, primary legislation came into force enabling implementation of the pension remedy arising from the McCloud and Sargeant judgments. From that point, officers retiring have been provided with an immediate choice of pension benefits for the remedy period between April 2015 and March 2022.

Officers who retired prior to October 2023 are also entitled to make the same choice. However, progress in issuing remedy information to this cohort has been delayed due to a combination of IT system constraints and the need for HMRC to finalise the complex retrospective tax treatment associated with the remedy. It is anticipated that this element of the process will begin to conclude later in 2026.

PFNI continues to monitor implementation closely and has raised concerns regarding delays and their financial consequences for affected members.

## **Legal Challenge on Pension Reform**

PFNI remains the only statutory public sector body in Northern Ireland to have initiated a local Employment Tribunal group action seeking compensation for eligible members adversely affected by pension reform.

While proceedings remain at the case management stage, a number of lead cases have been identified and related litigation continues across the UK. PFNI continue to pursue this action in the interests of affected members and are hopeful the matter will be resolved in the coming months.

## Governance and Representation

Throughout the year, PFNI continued to represent the interests of federated ranks through active engagement on key governance and advisory structures, including:

- The Police Pension Board (hosted by the Northern Ireland Policing Board)
- The Police Pension Scheme Advisory Board (hosted by the Department of Justice)
- The Public Service Pensions Collective Consultation Working Group (Department of Finance), where PFNI holds observer status
- The UK Police Pensions Consultative Forum, where PFNI also holds observer status.

This engagement remains essential in ensuring that the specific operational and workforce realities of policing in Northern Ireland are fully reflected in pension policy discussions.

## Member Communications and Pension Statements

The next four-year valuation will assess the scheme's position as at 31 March 2024. While the valuation date has passed, the work involved is complex and takes time. Detailed checks on membership data and financial assumptions are required before results can be finalised and published.

Importantly, this valuation:

- Does not change individual pension benefits
- Does not affect pensions already earned
- Does not require any action from members

The main purpose of the valuation is to:

- Set future employer contribution rates
- Check whether the scheme remains within agreed cost limits
- Ensure the long-term sustainability of the pension scheme

Any changes arising from the 2024 valuation would apply at scheme level, not to individual officers' pension entitlements. PFNI will continue to monitor the valuation process closely and will update members once the results are confirmed and published, particularly if there are any matters of relevance to officers.

## **Ill-health Retirement and Equality Developments**

Significant changes were introduced in April 2024 following an Equality case in England concerning officers joining the service with pre-existing medical conditions. Previously, such officers were excluded from full access to pension benefits, most notably Ill-Health Retirement provisions. From April 2024, the medical exclusion was removed on a prospective basis, subject to a minimum two-year qualifying period within the pension scheme.

A Statutory Rule which was laid in the Northern Ireland Assembly on Thursday 4 December 2025 and came into operation on 1 February 2026. Police officers previously excluded from eligibility for ill health retirement in the 2015 Police Pension Scheme now have the option to become eligible to apply for ill health retirement, subject to certain conditions. The retrospective remedy applies only to the 2015 CARE scheme and not to the legacy 1988 or 2006 schemes, with application limited to service from April 2015 onwards.

## **Ongoing Engagement and Acknowledgments**

While PFNI does not negotiate pension arrangements, the Federation remains committed to providing informed, evidence based and robust representation on all pension matters affecting members.

The Federation also places on record its continued appreciation to Andrew Benning for delivering bespoke pension webinars and financial guidance to members, to Danielle Pearson and Sinead Simpson of the Northern Ireland Policing Board, to Antonia Hoskins and Victoria McClenaghan of the Department of Justice, and Michael McKeown in Pensions Branch.

Their ongoing assistance has been invaluable in supporting PFNI and its members in navigating an increasingly complex pension landscape.

For further information on Pensions please see below link to PSNI website where details of each of the schemes can be found, along with the link to the retirement calculator from NIPB.

**<https://www.psnipolice.uk/pension-information>**

**<https://www.nipolicingboard.org.uk/police-retirement-calculator>**

# WELFARE HEALTH SAFETY SECURITY



## ***John Perry, PFNI Assistant Secretary***

Governance for Welfare, Health and Safety is provided through the Welfare, Health, Safety and Security subcommittee (WHSS). The subcommittee comprises of representatives from each of the five regional boards. The Chair is provided by the No. 2 Region, with the Assistant Secretary of PFNI acting as Secretary to the subcommittee.

## **WELFARE**

The welfare of members remains a key priority for PFNI. During 2025, we further strengthened our working relationship with PSNI's Occupational Health and Wellbeing department (OHW) through quarterly meetings with OHW Director, Carol Mounce and her team. These meetings have been productive and have provided a forum to directly raise and progress concerns relating to waiting times, access to treatment, and service provision for officers.

Following sustained engagement by PFNI over a number of years regarding the traumatic impact of policing and the need for improved organisational support, OHW has initiated a pilot programme for Psychological Health Screening and Surveillance. While this pilot is currently limited in scope (two cohorts of 50 officers), it is hoped that a positive evaluation will support wider implementation.

Through collaborative working, progress has also been made in streamlining aspects of the ill health retirement (IHR) process. The preparation and internal handling of documentation by PSNI has become more efficient, reducing delays associated with the collation of reports and submission of material to the Northern Ireland Policing Board. While this has resulted in a more timely internal process, engagement has commenced with the Policing Board to explore opportunities to further expedite their stage of the process. This will help support a more timely and dignified process for officers exiting the organisation on ill health grounds.

PFNI continues to attend a wide range of meetings to ensure that officer welfare and representation remain central to decision-making. This includes engagement on matters relating to equality, diversity and inclusion, covering disability, gender, race, and ethnicity considerations.

In addition, PFNI remains an active participant in joint meetings with PSNI stakeholders, including Human Resources and OHW, in relation to absence management and associated welfare matters.

# HEALTH, SAFETY & SECURITY



The past year has continued to present significant challenges in the health and safety space. Assaults on police officers remain unacceptably high, reinforcing the ongoing risks faced by officers in the execution of their duties.

During the year, PSNI issued a number of Safety Alert Notices (SANs) addressing emerging or known risks, including:

- Use of seatbelts
- Fire emergencies and general fire safety across the PSNI estate
- Fire risks associated with cooking appliances in kitchens and meal-preparation areas
- Exposure to sunlight, including the provision and use of sunscreen
- Safety principles relating to contractor maintenance activities.

In a safety-critical organisation such as policing, SANs are used to communicate risks formally and promptly and to set out clear expectations for risk control. They provide clear safety instructions and reinforce employee health and safety responsibilities in accordance with statutory duties.

In relation to seatbelt use, PSNI continues to reinforce compliance with existing policy, which mandates that “all on-duty police officers and staff, and contracted employees must wear the seatbelt provided when travelling in a police fleet vehicle or a private vehicle used for official police business” (SI0418 – Driving of Police Vehicles).

While police officers have a legislative exemption from prosecution in certain circumstances, this does not remove the policy requirement to wear seatbelts. Further detail was provided to members through the [PFNI August - September 2025 Members' Newsletter](#) published on POINT.

## Legal Framework and Duties

Health and safety legislation places duties on both employers and employees. In Northern Ireland, the Health and Safety at Work (Northern Ireland) Order 1978 (HSAWO) applies to all PSNI activities. Since 1998, Chief Constables are deemed to be the employers of police officers for the purposes of health and safety legislation.

Employer duties under the HSAWO are qualified by the principle of “so far as is reasonably practicable”. This requires employers to balance the level of risk against the sacrifice involved in implementing control measures, measured in terms of cost, time and effort.

Policing is not required to be risk-free; rather, risks must be sensibly assessed and proportionately controlled. This approach is reinforced by the Health and Safety Executive guidance *Striking the Balance*, which clarifies how health and safety law applies to operational policing.

The regulatory influence of the Health and Safety Executive in policing remains significant, with powers to issue improvement notices or pursue prosecution where appropriate. Previous HSE intervention following the murder of Sgt Matt Ratana in 2020 led directly to changes in custody safety arrangements, including the mandatory issue of body armour to Custody Detention Officers.

## Incident Investigation and Learning

PFNI have placed significant emphasis over the past year on the importance of timely structured debriefs following incidents. Effective debriefing is critical to:

- Systematic review of actions taken
- Identification of hazards and risks
- Capturing lessons learned to improve future performance and prevent recurrence.

This process is central to promoting staff wellbeing and continuous improvement in safety management, and aligns with the PSNI Policing Plan commitment to being Workforce Focused. College of Policing Approved Professional Practice also states that debriefing arrangements should be established and commence at an early stage.



We continue to maintain a strong and constructive working relationship with PSNI Health and Safety Branch. During the year, two joint investigations into work-related injuries were initiated. One investigation remains ongoing and involves the Health and Safety Executive Northern Ireland, while a second investigation into a serious injury sustained during Public Order Training has concluded, with a number of recommendations made.

## Security

The threat level in Northern Ireland remains substantial, meaning an attack is considered likely. Recent incidents, including the attacks on Lurgan and Dunmurry PSNI Stations, highlight the persistent risk to officers both on and off duty. While issues were identified in Lurgan with station infrastructure, the front gate being defective for a number of weeks prior to the incident was not a causal factor in the attack. Local Safety Representatives are encouraged to continue actively monitoring station security issues within their areas. Maintaining vigilance and securing both the working and home environments of members remains a priority for the Federation.





Despite an increase in recruitment, officer numbers have again, remained relatively static during 2025. As of 1 May 2026, the Service has **6,315** police officers, this includes **241** student officers. This shows an increase of just **35** officers over the previous 12 months.

While the Chief Constable has stated an intention to increase officer numbers to at least 7,000 by 2028 and has acknowledged that an optimal establishment would be closer to 8,500 officers, delayed funding has hampered this ambition.

Current resourcing levels continue to be insufficient to meet operational demand.

This sustained shortfall has significant and growing implications for officer welfare. Officers are routinely required to operate under prolonged and intense pressure, working extended hours, dealing with unmanageable caseloads, and compensating for vacancies, abstractions, and skill gaps. Examples of this can be seen in the degrading of specialist capabilities. To include Tactical Support Groups reduced from 13 to 11, reduced proactive roads policing resources despite rising road deaths and an increased reliance on mutual aid from Great Britain, notably during June 2025. The cumulative effect of this environment is having a negative impact on the workforce. It is contributing to increased levels of stress, fatigue and emotional exhaustion, placing officers at heightened risk of burnout and stress-related illness.

Officers report they are struggling to maintain their own wellbeing while meeting the expectations placed upon them, often with limited opportunity for recovery or respite.

From a WHSS standpoint, these pressures directly undermine mental health, resilience, and morale, and significantly increase the risk of errors, injuries, and ill health. The continued failure to address workforce capacity therefore represents not only an operational risk, but a clear and ongoing welfare and health and safety concern, with consequences for the long-term sustainability of the workforce and the safety of both officers and the public.

These sustained pressures are increasingly reflected in stress-related sickness absence, volume of ill health retirements, reduced morale and declining resilience, and are contributing to ongoing challenges in retaining experienced officers and preventing avoidable attrition from the Service.

## Assaults on Police and Figures

Despite recent reductions in the number of daily assaults, the severity and impact of these incidents continue to pose a significant threat to officer safety and wellbeing.

### Police Recorded Crime Statistics – Assaults on Police (Year-on-Year Comparison)

#### Reporting Periods:

- April 2024 – March 2025
- April 2025 – March 2026

Offence Type	April 24-March 25	April 25-March 26	Numerical Change	% Change
Assault on Police with injury	881	911	+30	+3.4%
Assault on Police without injury	1,926	1,696	-230	-11.9%
Total assaults on Police	2,807	2,607	-200	-7.1%

#### Point to Note – Daily Assault Rate

Police recorded crime data shows that the average number of assaults on police officers per day reduced from 9 to 7 when comparing the April 2024 – March 2025 period with April 2025 – March 2026. While this represents a welcome reduction in overall volume, the increase in assaults resulting in injury remains a significant concern from an officer safety and wellbeing perspective.

The assaults range from vehicle ramming to head butts, kicking, punching, spitting and biting. These figures whilst having reduced, are no less 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. It would be remiss at this point not to mention the award winning PFNI 'Let Them Protect' campaign. There is a more detailed look at this campaign and its reach on page 10 of this report.

## Incidents and Accident Report

- 1 January 2024 – 31 December 2024
- 1 January 2025 – 31 December 2025

Category/Incident Type	2024 Total	2024 Near Miss	2025 Total	2025 Near Miss	Numerical Change	% Change
Total e23/10 submissions	3,452	-	3,274	-	-178	-5.16%
RIDDOR-reportable incidents	175	-	161	-	-14	-8.00%
Assault on officers	1,358	412	1,204	301	-154	-11.34%
Struck by object	88	20	170	43	+82	+93.18%
Work-related stress	614	48	409	56	-205	-33.39%
Injuries resulting from RTCs	273	62	348	86	+75	+27.47%
Biting incidents	105	-	101	-	-4	-3.81%
Spitting incidents	180	-	205	-	+25	+13.89%

While overall e23/10 submissions reduced during the 2025 reporting period, the data demonstrates significant percentage increases in specific categories, most notably incidents where officers were struck by objects and injuries arising from road traffic collisions. Of note is the substantial rise in “struck by object” reports, representing a near doubling year-on-year.

There is no doubt the serious public order during Op Angle account for this significant increase. These trends reinforce the need for continued focus on operational planning, supervision, command decision-making and officer safety measures.

However, despite the reduction in overall volume, recorded crime data shows an increase in assaults resulting in injury, while internal e23/10 reporting continues to demonstrate a significant number of assaults near-misses. When considered together, this suggests that while fewer assaults are occurring overall, the risk of harm per incident remains a significant concern, reinforcing the importance of effective operational planning, protective measures, and consistent post-incident reporting.

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. The figures for the last financial year are outlined in the following table with the 2024 figures for comparison:

## Ill Health Retirement

- 1 January 2024 – 31 December 2024
- 1 January 2025 – 31 December 2025

IHR Measure	2024	2025	Numerical Change	% Change
Officers entering the IHR process	200	172	-28	-14%
IHR applications granted (initial decision)	185	92	-93	-50.3%
IHR granted on reconsideration	3	0	-3	-100%
IHR granted on appeal	0	0	0	0%
IHR applications declined	5	7	+2	+40%
IHR applications withdrawn	0	3	+3	N/A
<b>Total IHR grants</b>	<b>188</b>	<b>92</b>	<b>-96</b>	

At the end of the 2025 reporting period, a significant number of officers remained within the Ill-Health Retirement process. In total, 50 officers were still awaiting an appointment with a Select Medical Practitioner (SMP), while a further 20 officers had an SMP appointment scheduled but not yet completed. These cases will therefore carry forward into the next reporting period and may impact future IHR outcome figures.

## Absence

The target average working days (AWDL) lost due to sickness for the PSNI is still **14.11** AWDL.

## Reporting Periods

- 2024/25

Measure	2024	2025	Numerical Change	% Change
Average Working Days Lost (AWDL)	22.85	18.97	-3.88	-16.98%
Officers off sick (total)	538	457	-81	-15.06%
Officers off sick > 28 days	290	306	+16	+5.52

While the Average Working Days Lost (AWDL) figure shows a notable reduction during the 2025 reporting period, indicating an overall improvement in sickness absence duration, the number of officers absent for more than 28 days has increased. This reflects a continued prevalence of long-term sickness absence within the workforce. This could be attributed to the delays in the IHR process. These figures remain a significant concern from both a health and safety and organisational resilience perspective.

## 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 Group
- Transport Delivery Group
- Uniform and Protective Measures Group
- Executive Health and Safety Committee
- NPCC Health and Safety Group

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

## Risk Assessments (RAs)

Under the Management of Health and Safety at Work Regulations (NI) 1998, employers are required to ensure that risk assessments are suitable and sufficient. As a minimum, this requires:

- Identification of hazards that could reasonably cause harm or ill health
- Assessment of the likelihood of harm and the potential severity of outcomes
- Implementation of measures to eliminate risks where possible, or to reduce them to the lowest reasonably practicable level through appropriate controls.

Each role within the organisation should be supported by a documented risk assessment and role profile. In addition, specific activities must be risk assessed to ensure safe systems of work are in place and that proportionate control measures are identified and applied.

Through a constructive and ongoing working relationship with the PSNI Health and Safety Branch, continued efforts are being made to strengthen health and safety arrangements and promote consistent standards across the organisation.

## Training

A needs-based approach to Health and Safety training for Federation representatives has been maintained throughout the year. In partnership with our training provider, work is underway to design a bespoke Health and Safety Incident Investigation course, aimed at strengthening competence and consistency in investigation practices.

Non-attendance at mandatory training delivered by PSNI, particularly Personal Safety Programme (PSP) and Firearms training, remains an area of concern. While PSNI has a legal duty of care to provide appropriate training, employees also have statutory responsibilities to take reasonable care for their own health and safety and that of others, and to co-operate with their employer to enable compliance with health and safety legislation.



## Looking Ahead

The coming year is expected to present further health and safety challenges. The potential wider roll-out of Naloxone to frontline officers remains under consideration and continues to be subject to national discussion.

The Federation's position is unchanged and aligns with the national stance, with key considerations including:

- Whether the administration of prescription medication sits appropriately within the role of police officers
- Any further roll-out should be evidence-based and entirely voluntary
- The relationship with the Right Care, Right Person framework
- Clarity regarding clinical governance and accountability.

The Federation will continue to raise concerns and seek appropriate assurances in relation to any proposed changes to the current position.

# CONSTITUTION REGULATIONS TRAINING PERSONNEL

*Elaine McCormill, Treasurer*

C RTP is a subcommittee of Central Committee which comprises of representatives from each of the five regional boards. The Chair is provided by the No. 3 Region, with the Treasurer of PFNI acting as Secretary to the subcommittee.

## **Conference Motions**

There are two Conference Motions currently under the governance of C RTP:

### **1. Fair and Suitable Promotion Process**

This conference motion remains under review to ensure the process is efficient, effective and fair to all. We have engaged extensively with HR and have welcomed the modern thinking that PSNI are bringing to the process. Whilst on the last exam there remained issues with the quality of the exam questions, the ability to hold the exam for 5 years is now in place. This reflects the personal commitment required and the ability to balance that dedication with work and personal life.

We continue to work with HR to address issues of the process that affect equality, diversity and inclusion to ensure the process is fair and accessible to all.

### **2. Timelines for Misconduct Investigations**

Under the governance of C RTP we have asked the Deputy Chief Constable to have timelines in place for investigations by PSD. We are very aware of the impact an investigation on a member can have on their mental and physical health. Whilst we must appreciate there can be external matters that can affect the ability to complete these investigations, such as PONI and PPS investigations and decision making, it is important that when these factors are complete, PSD advance their investigation as quickly as possible. We have also asked that PSNI also place some pressure on PPS and PONI to conclude their matters expeditiously.

We continue to work with the Head of Department, PSD, to address the effect of protracted investigations on our members and seek to resolve this motion and have guidance in place for timelines for the various types of investigations to be completed and PSD held to account.

C RTP will discuss and advance issues raised at the meetings by members or identified as matters that require staff association input to support our membership.

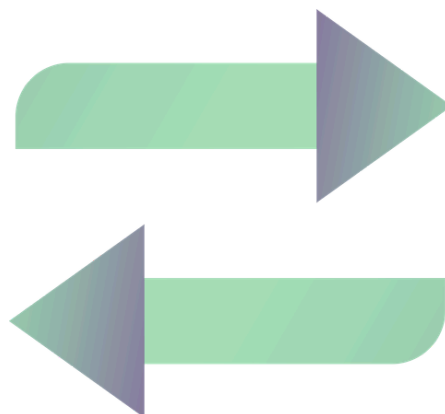
Positive outcomes include:

### **Lateral Transfers into Specialist Posts**

After many years of seeking a fair process for members to transfer into specialist posts we finally achieved a positive outcome.

The process had to be fair to those officers with the required accreditations for that role and who left to take promotion opportunities. A process was required to allow them to return AND for those who have never been able to get into a specialist post due to the inability to obtain the qualification required due to their rank and availability of the NIE exam (or other relevant qualification).

A lateral process is now in place that allows all ranks the ability to obtain the qualification (National Investigators Exam) and apply for a specialist post in a fair competition.



### **Rebalancing Gender Representation**

Through collaborative working with HR, PFNI were able to secure a favourable outcome for officers applying for posts in departments that are underrepresented by females.

Female officers awaiting an offer for a post within the Operational Support Department following a successful competition were, due to the pause on cross department transfers, unable to choose a transfer that facilitated a work/life balance as they begun a commitment period therefore nullifying their success in the specialist post despite the work and effort put into the process. This contradicted a strategy in place for that department which was intended to proactively address the gender imbalance. Today, whilst there is a strategy in place to address such under representation, officers will not be held to any commitment period.

### **Availability of Driving Courses**

Another issue raised at CRT P where we had a successful outcome was the inability to obtain a standard driving course if the member had left the student training in Garnerville without being trained.



The Driving School resources could only train the volume of students, who were prioritised over officers in stations who were not given a driving course following their student training.

This affected their ability to apply for other roles which required a driving card as an essential criterion. Those who were trained also were vulnerable to driver fatigue as they did not receive the respite from driving and were often performing driver and observer duty.

Having negotiated with the Head of College, it was agreed that for a period of time there would be availability made to allow Districts to nominate those officers in their areas who were awaiting a course. It was also agreed that driving should not be considered an essential criterion, if the officer could not avail of the course (except in a small number of specialist roles where advanced driving would be expected to be obtained).

## **Training**

We have trained our PFNI representatives with a range of courses that will cover areas of policing that impact our officers the most.

- 15 reps attended Initial PFNI Representative training
- 21 reps attended Negotiating and Influencing Training
- Edwards have provided a masterclass in the Ill Health Retirement process to support officers who need to leave the organisation.

We continue to seek out courses that will enable officers to assist our officers and hope to have training in Mental Health First Aid and Grief Training in the future.

We regularly invite attendees to the meeting to discuss current and hot topics of concern. PSD and PONI attend at quarterly intervals. We have sight of the PSD Dashboard which comprises of the statistical data of their investigations, which is helpful for us to see the progress, outcomes, trends and patterns of investigations. PONI have agreed to do likewise.

We have pushed PSD to have pragmatic timelines for their investigations. The effect on officers undergoing criminal/misconduct investigations is immense and it is important that investigations are progressed expeditiously to lessen the impact on the officer's mental health and ability to reintegrate into the workplace when able.

## Consultations

Throughout this year we have provided feedback on a number of consultations including:

- PPAC - Annual Leave
- Justice Bill
- OHW 8 point wellbeing strategy guidance
- Eye Care SOP
- Body Worn Video
- REAP final
- Flexible Working SOP
- Maternity & Adaption Leave SOP's
- PPAC Double Reckoning
- PACE Codes of Practice
- TOIL
- PACE Codes of Practice
- Maternity/Adoption support leave
- Pension Amendment DoJ
- Improving Justice System Efficiency.
- Police Misconduct DoJ
- Maternity Support Leave SMB options paper
- Meal Allowance amount review
- CRTP Guidelines - CRTP Paper - vs 1.6 FINAL DRAFT
- PPAC On Call
- Unsocial Hours and CRTP discussion paper
- Property SI
- Parental Leave SOP
- Integrity Health Check
- Code of Ethics
- PSNI H&S SP & SI
- SI Public Complaints and the role of the Ombudsman
- Duty Credits
- Search Guidance affecting Transgender persons following the Supreme court Decision.

Regional boards are involved in the consultation process to ensure diverse thinking and experiential input into ensuring that any police or guidance is accurate, lawful and fair. We regularly make representation on behalf of our members at regular meetings and working groups such as:

- Absence Management Group
- REAP Strategic Group
- Public Inquiry Gold - ensuring officers welfare is supported for both officers involved in the Public Inquiry and those who are witnesses
- Police Advisory Group,
- #HeforShe events
- Quarterly meetings with OHW
- WPA events
- Equality, Diversity and Inclusion meetings
- Meetings with Chief Constable & Senior Executive Teams

## **Collaborative and Representative work**

PSNI HR and representatives from the College attend regularly and this has proved valuable insofar as we can consult live about issues being raised, new processes and build on the relationships.

We have had important input into promotion and selection processes to ensure they are fair, transparent and consistent.

## **Victim Strategy**

Following our commitment to the White Ribbon cause in 2024 PFNI has now a Victim Strategy in place. We have reiterated to District Commanders and Heads of Departments the need to identify those who require support as a result of being a victim of criminal and/or misconduct behaviour by another officer. We have asked Districts and Departments to ensure those identified are provided with a letter of support and signposted to PFNI for further support. PONI have also received a copy of this strategy and communication.

I continue to represent our members when sitting as a Trustee on the RUCGC-PSNI Benevolent Fund, Chair the Resource, Audit and Risk Committee for the RUCGC-PSNI Benevolent Fund, The Police Treatment Centre and The Police Children's Charity. These are important meetings to ensure that there is appropriate welfare and support for our officers when they are in times of need with their physical and mental health and financial or welfare need.

## **Legal Support**

We continue to support officers with legal funding where allegations have been made against an officer carrying out the "bona fide duties of a Constable", employment matters, personal injury and issues around regulations and policies. Further details on this can be found in the Treasurer's report.

A number of long running legal cases are progressing:

- Pension Challenge
- Holiday Pay
- Data Breach

Regular updates are provided in emails, Police Beat, PFNI website, Members' Newsletters and on the PFNI POINT page.

# DISCIPLINE

**Trevor Purcell, Vice Chair**

The past year has not delivered the anticipated improvements following an already demanding period. While there were positive signs in the latter half of the year, including progress towards reducing backlogs, a significant increase in cases post-Christmas has resulted in the current position being more challenging than at this time last year. Of particular concern is the seriousness of some investigations and the absence of any clear trend in case types.



Professional Standards Department (PSD) investigations continue to be devolved to Districts and Departments for investigation at local level. This has been a significant step in the right direction and is something we have worked towards over the last few years. As a result, PSD now deliver one-day training for District and Department Inspectors on conducting these investigations. Attendance has been excellent, and additional sessions have been requested. At the request of Crime Training, we assisted with developing a training package to support the above-mentioned Inspectors in carrying out misconduct investigations.

Regional Board Defence Coordinators continue to meet quarterly. These meetings have proved useful, enabling reps to raise local issues and challenges, which can be progressed quickly through PSD or PONI. Each board now also provides and discusses the suspended and repositioned figures for their areas and departments to ensure welfare support and representation are in place for all officers on these lists. Following continued engagement, the Deputy Chief Constable has commenced a new voluntary policy and role, Welfare Support Officer (WSO).

Unlike previous welfare arrangements, WSOs will receive dedicated training and will not hold dual or overlapping roles; the role will be solely focused on welfare support. This is due to be rolled out shortly and will have representation from PFNI on the governance board for this initiative. A key challenge will be maintaining continuity, as officers may move due to promotion or specialist postings; it is therefore vital that replacements are identified promptly. If you become aware of forthcoming changes, please let us know so that appropriate welfare support remains in place at all times.

PONI now participate in regular meetings with our CRTP subcommittee and are content to continue with this arrangement. We continue to present at training for new PONI investigators, which remains well received. We will maintain our involvement, as it provides an opportunity to reinforce the standards we expect when our members are investigated.

We continue to hold bimonthly meetings with PSD. These provide a valuable opportunity to resolve matters and strengthen working relationships. However, progress can be disrupted by changes in personnel, so this remains an ongoing process as different individuals and working styles come and go.

It is also important to note that this is a two-way forum. PSD appropriately uses these meetings to raise issues arising from their interactions with our representatives.

We also continue to meet with the DCC and have been pressing for clear misconduct timelines for several years. In last year's report, we advised that the DCC had requested PSD to propose what timelines would look like going forward. This did not progress due to a change in the head of PSD; the post is now held by C/Supt. Stephen Murray, and the matter is currently with him for report. Our recommendations remain unchanged and appear to be supported by the DCC, although this remains to be seen in practice.

Our recommendations are as follows: for Special Case Hearings and Misconduct Meetings, the file should be completed within three months; and for Misconduct Hearings, the file should be completed within six months.

Of course, these timeframes relate to misconduct matters only and exclude any associated criminal matters within the remit of the PPS. This remains work in progress that we continue to advance with PSD and PONI. Since last year, PSD and PONI have established workshops with the PPS to seek to progress cases more quickly.

The DCC continues to review suspended and repositioned officers monthly, with PSD providing input on the ongoing necessity for suspension or repositioning. In our view, this process presents a risk of perceived bias. We raised this with the DCC, who agreed that we should be involved. Unfortunately, the proposal was halted before implementation after the DCC notified PSD, and PSD strongly opposed the change. This response reinforces the value of independent representation within the process.

There are currently 40 members suspended (5 fewer than at this time last year) and 78 members repositioned (an increase of 14 compared with this time last year).

From 1st May 2025 to 1 May 2026, the following outcomes were recorded:

Misconduct hearings	10
Dismissal without notice	4
Dismissal without notice	2
Reduction in rank	1
Final written warning	2
Written warning	1
Cases not proven	4

From 1st May 2025 to 1 May 2026, the following outcomes were recorded:

Misconduct meetings	33
Final written warning	4
Written warning	9
Management advice	11
Cases not proven	8
Misconduct proven - no sanction	1

In comparison to this time last year, Hearings have reduced slightly with a similar range of sanctions being found. Misconduct Meetings have also reduced slightly, with a similar spread across the range of sanctions.

These figures are encouraging, but the current suspension and repositioned figures are still concerningly high. In respect of the misconduct arena, unfortunately the future is far from satisfactory and will be a very busy time for our Police Friends.

Cases outstanding include:

- 6 Special Case Hearings
- 33 Misconduct Hearings
- 10 Misconduct Meetings

Since conference last year 6 reps have completed the new Friends Training and we are pleased to report that many are very active in the role. Their assistance is very much appreciated and is critical in continuing to provide representation to our members.

The current Friends List is being updated so if you wish to be involved please contact the Discipline Co-Ordinator directly to [vicechairman@policefedni.com](mailto:vicechairman@policefedni.com)

**Our Federation Representatives play a vital role in assisting officers throughout their working lives. They contribute positively to workplace wellbeing and deliver benefits for both management and staff. Their role includes assisting with transformation processes, supporting officers through absence management and disciplinary matters, and offering informed advice to both officers and management.**

**This important work is carried out voluntarily, without financial recompense, and often requires significant additional time beyond their normal work responsibilities.**

**On behalf of all PFNI Officials and staff, we want to say a huge thank you to our reps who continue to work hard to advocate and support our officers day in day out.**

# **THANK YOU**



**Police Federation NI**  
Putting Members First