



FREEDOM OF INFORMATION REQUEST

FOI Reference number: 11/2022

Date: 13 April 2022

Request:

Can you confirm that staff direct recruits in the PSNI (civilians, not police officers) are covered in the Redundancy Payments (Continuity of Employment in Local Government, Modification Order NI legislation as per schedule 1 in the link below

<https://www.legislation.gov.uk/nisr/1999/409/contents/made>

[Redundancy Payments \(Continuity of Employment in Local Government, etc.\) \(Modification\) Order \(Northern Ireland\) 1999](#)

Answer:

The Redundancy Payments (Continuity of Employment in Local Government etc (Modification) Order (Northern Ireland) 1999 only applies with regard to redundancy payment rights and has the effect of modifying the Employment Rights (NI) Order 1996 to ensure that if a public sector employee has been employed by more than one public sector employer, their period of employment may be treated as one continuous period of employment for the purpose of Redundancy.

The Northern Ireland Policing Board was established on 4 November 2001 by legislative authority of the Police (NI) Act 2000. Schedule 2 of that Act provided for the transfer of Police Authority staff to the Board. Police Staff that have transferred from the Police Authority are covered by the Modification 1999 Order as that is the purpose and effect of that Order.

Police Staff who have never been employed by the Police Authority would not be covered by that Order as they would not have required that protection, however they already have employment rights attaching to their employment with the Board when appointed as Police Support Staff in accordance with Section 4(1) of the Police (NI) Act 2000. They would be entitled to a redundancy payment in that regard, in accordance with their contractual provisions and the Employment Rights (NI) Order 1996.

If you have queries about this request or the decision please contact the Board quoting the reference number above. If you are unhappy with the service you have received and wish to make a complaint or request a review you should write to the Board's Chief Executive at the following address:

Northern Ireland Policing Board

Waterside Tower
31 Clarendon Road
Clarendon Dock
Belfast BT1 3BG

Email: foi@nipolicingboard.org.uk

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner. Generally, the Information Commissioner's Office cannot investigate or make a decision on a case unless you have exhausted the complaints procedure provided by the Board. The Information Commissioner can be contacted at:-

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
SK9 5AF

Telephone: - 0303 1231114

Email: - ni@ico.org.uk

Please be advised that Policing Board replies under Freedom of Information may be released into the public domain via our website @ www.nipolicingboard.org.uk.

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.