



FREEDOM OF INFORMATION REQUEST

Please note the text of this request has been reproduced exactly as received.

FOI Reference number: FOI 75/2025

Date: 10 June 2026

Request:

Please see this as a narrowed down version of FOI 59/2025.

I have previously submitted a narrowed down version for FOI 65/2025

Could I please have the following information on the PSNI Sub Group as referenced in FOI 59/2025.

The date range for [a] to [e] is 1st January 2020 to the 16th December 2021.

a] The identity of all members of the above group.

[b] The terms of reference of all group

[c] The dates time and duration of all meetings of the group

[d] The minutes of the meetings of all group

[e] The agenda for each meeting of all group

If this information has been posted on your publication page then please direct me to how I can access it.

Could I please be provided with the following information on the project to review existing medical guidance.

[1] A copy of the completely revised "legal section" of the guidance which is an overhaul of the case law section of the old guidance

[2] What date was this more user friendly portion of the guidance circulated to the Doctors [SMP/IMR] and any additional instructions that accompanied it.

[3] The date on which this new fully completed guidance document was distributed to the Doctors [SMP/IMR]

[4] The document/email informing the Police Federation of Northern Ireland about this new guidance document

[5] The document /email informing Edwards & Co Solicitors of this new guidance document.

[6] The document/email or template letter you sent to applicants informing them of the existence of this new guidance document.

[7] The exact date that his new project commenced as referred to above.

Answer:

- (a) As this is personal information, pertaining to a third party, the Board is not in a position to provide this information to you.

This personal information is exempt from disclosure to you under section 40(2) by virtue of section 40(3)(a)(i) of the FOIA. Section 40(2) allows a public authority to withhold information from a response to a request for information under the FOIA when the information requested is personal information relating to someone other than the requester and its disclosure would contravene one of the data protection principles. The first data protection principle requires personal data to be processed fairly and lawfully.

This personal data is exempt from disclosure under section 40(2) of the FOIA as, in our view, it would be unfair to provide it to you, and therefore disclosure would be in contravention of the first principle of the UK General Data Protection Regulation. This is an absolute exemption and there is no requirement to conduct a public interest test.

- (b) The Terms of Reference for the PSNI IOD subgroup is attached to paper dated 1 July 2020. Where redactions have been made, this is personal information, pertaining to a third party, the Board is not in a position to provide this information to you.

This personal information is exempt from disclosure to you under section 40(2) by virtue of section 40(3)(a)(i) of the FOIA. Section 40(2) allows a public authority to withhold information from a response to a request for information under the FOIA when the information requested is personal information relating to someone other than the requester and its disclosure would contravene one of the data protection principles. The first data protection principle requires personal data to be processed fairly and lawfully.

This personal data is exempt from disclosure under section 40(2) of the FOIA as, in our view, it would be unfair to provide it to you, and therefore disclosure would be in contravention of the first principle of the UK General Data Protection Regulation. This is an absolute exemption and there is no requirement to conduct a public interest test.

- (c) The dates, time and duration are noted on the papers attached as per Question (e) below.

- (d). Please find attached minutes of the PSNI IOD subgroup from 1st January 2020 to 16 December 2021. Where redactions have been made this is because the following exemptions apply.

Section 36 Prejudice to effective conduct of public affairs.

The specific sub section being relied on is Section 36 (2) (c) of the Freedom of Information Act 2000.

Section 36 (2) (c) states:

Information to which this section applies is exempt information if in the reasonable opinion of a qualified person disclosure of the information under this Act – ‘would otherwise prejudice, or would be likely otherwise to prejudice, the effective conduct of public affairs.’

The information, within the scope of your request, has been shown to the ‘Qualified Person’ who for the Board is the Acting Chief Executive. The ‘Qualified Person’s’ opinion is that the exemption at Section 36 (2) (c) is engaged.

As this exemption is a qualified exemption the Board has gone on to carry out a public interest test to decide whether the public interest in maintaining the exemption outweighs the public interest in disclosure. Having conducted the public interest test it is felt that the public interest in engaging the exemption to withhold the information does outweigh the arguments towards disclosure at this point in time. A copy of the public interest test is attached at Annex A.

And

Section 40(2) personal data of a third party (someone other than the requester).

As this is personal information, pertaining to a third party, the Board is not in a position to provide this information to you.

This personal information is exempt from disclosure to you under section 40(2) by virtue of section 40(3)(a)(i) of the FOIA. Section 40(2) allows a public authority to withhold information from a response to a request for information under the FOIA when the information requested is personal information relating to someone other than the requester and its disclosure would contravene one of the data protection principles. The first data protection principle requires personal data to be processed fairly and lawfully.

This personal data is exempt from disclosure under section 40(2) of the FOIA as, in our view, it would be unfair to provide it to you, and therefore disclosure would be in contravention of the first principle of the UK General Data Protection Regulation. This is an absolute exemption and there is no requirement to conduct a public interest test.

- (e). Please find attached agendas of all PSNI IOD subgroup papers from 1st January 2020 to 16 December 2021. Where redactions have been made this is because the following exemptions apply.**

Section 36 Prejudice to effective conduct of public affairs.

The specific sub section being relied on is Section 36 (2) (c) of the Freedom of Information Act 2000.

Section 36 (2) (c) states:

Information to which this section applies is exempt information if in the reasonable opinion of a qualified person disclosure of the information under this Act – ‘would otherwise prejudice, or would be likely otherwise to prejudice, the effective conduct of public affairs.’

The information, within the scope of your request, has been shown to the ‘Qualified Person’ who for the Board is the Acting Chief Executive. The ‘Qualified Person’s’ opinion is that the exemption at Section 36 (2) (c) is engaged.

As this exemption is a qualified exemption the Board has gone on to carry out a public interest test to decide whether the public interest in maintaining the exemption outweighs the public interest in disclosure. Having conducted the public interest test it is felt that the public interest in engaging the exemption to withhold the information does outweigh the arguments towards disclosure at this point in time. A copy of the public interest test is attached at Annex A.

- 1. This information is considered to be exempt from release as the exemption at Section 42 (1) Legal Professional Privilege of the Freedom of Information Act 2000 is**

engaged. Specifically, the redacted information is considered to attract ‘Advice Privilege’. Section 42 of the Act is a qualified exemption and as such has been subject to a ‘Public Interest Test’ a copy of which is attached at Annex B. In all circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

- 2. Updated caselaw was discussed at the meeting of 28 September 2021. No additional instructions issued.**
- 3. See answer to question 2.**
- 4. No guidance document issued to the Police Federation of Northern Ireland.**
- 5. No guidance document issued to the Edwards & Co, Solicitors**
- 6. No guidance document issued to Applicants.**
- 7. Approx March 2019**

Via Email: foi@nipolicingboard.org.uk

Or in writing at the following address:

Northern Ireland Policing Board
James House
Block D
2 – 4 Cromac Avenue
The Gasworks
Belfast
BT7 2JA

You should contact the Board within 40 working days of this response.

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. You should make complaints to the ICO within six weeks of receiving the outcome of an internal review.

The Information Commissioner can be contacted at the following web link –

www.ico.org.uk/foicomplaints

or in writing 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.

FOI 75/2025 Section 36 Exemption “Effective Conduct of Public Affairs”

Public Interest Test

The above exemption is a qualified exemption, and a Public Interest Test must be carried out to decide whether the public interest in maintaining the exemption outweighs the public interest in disclosure.

Information requested by the applicant

Copy of the agendas and minutes from the PSNI IOD subgroup meetings between 1 January 2020 and 16 December 2021 following the NIAO Report.

Arguments in favour of disclosure of the requested information

1. Disclosure of the requested information would be in line with the spirit and requirements of the Freedom of Information legislation in asking public bodies to be open and transparent and would help promote accountability.
2. The matters arising from the Northern Ireland Audit Office Report are still current and are generating significant level of communication. The volume of correspondence received by the Board from individuals also highlights that the topic is of interest to certain sections of the community

Arguments in favour of engaging the exemption and withholding the requested information

1. Withholding disclosure would safeguard openness in all communications internally between Board Officials, as well as with Board members as well as between the Board and relevant third parties. This will ensure a full and frank exchange of views and robust discussion, which in turn is fundamental to the administration of justice.
2. The issues arising from the Northern Ireland Audit Office report “*Injury on duty schemes for officers in the Police Service of Northern Ireland and the Northern Ireland Prison Service*” are ‘live’ and are still being actively pursued by relevant third parties.
3. Release of the requested information at this time would adversely impact upon the current operation of the Board’s Police Pensions & Injury Benefits Branch. It is believed that full release of this information would generate an unsustainable increase in the volume of requests for information which would impact on the Board’s ability to focus on the review, and other business.
4. Release of the information at this time could hinder and restrict the ability of officials to have the necessary ‘free thinking space’ to fully consider the issues surrounding the “*Injury on duty schemes for officers in the Police Service of Northern Ireland and the Northern Ireland Prison Service*” report.

5. Release of all information into the wider public arena at this time *could* lead to interested parties amongst the general public and amongst elected representatives to 'lobby' the Board on individual cases, which could also hinder the discussions currently on-going and lead to misrepresentation of issues.
6. The release of this information is of interest to the requestors and may be of interest to other individuals who have a direct involvement with the Injury on Duty process. However, this is not the same as being of interest to the public at large which is what releasing this information under the FOIA is intended to be.

Result

Considering all of the deliberations above, it is felt that the public interest in engaging the exemption to withhold the information outweighs the arguments towards disclosure.

As a result the information should not be provided.

FOI 75/2025 – Section 42 Exemption “Advice Privilege”

Public Interest Test

The above exemption is a qualified exemption, and a Public Interest Test must be carried out to decide whether the public interest in maintaining the exemption outweighs the public interest in disclosure.

Information under consideration for release

A copy of the completely revised “legal section” of the guidance which is an overhaul of the case law section of the old guidance.

Arguments in favour of disclosure of the requested information

1. Disclosure of the requested information would be in line with a public authority being open and transparent in how it transacts its business, and would help in promoting accountability.
2. Disclosure would also be within the overall spirit of the Freedom of Information legislation in asking public bodies to be open and transparent.

Arguments in favour of engaging the exemption and withholding the requested information

1. Maintaining legal privilege would safeguard openness in all communications between the Board and its legal advisors to ensure access to full and frank legal advice, which in turn is fundamental to the administration of justice.

Result

Considering all of the deliberations above, it is felt that the public interest in engaging the exemption to withhold the information outweighs the arguments towards disclosure.

As a result the information should not be provided.

**REVIEW OF PSNI INJURY ON DUTY SCHEME
PSNI SCHEME SUB-GROUP MEETING
Wednesday 1 July 2020, 9.30pm – 11.30pm
By WebEx**

AGENDA

1.	Welcome (Chair)
2.	Apologies & introductions (Chair)
3.	PSNI Scheme Sub-Group Terms of Reference – for agreement
4.	Action Plan – for consideration
5.	Discussion on way forward
6.	AOB
7.	Date of next meeting

Review of PSNI Injury on Duty Scheme

Note of the PSNI Scheme sub-group meeting held on Wednesday 1 July 2020
by WebEx / conference call

In attendance:



Redaction:
Section 40(2)
personal data of a
third party of FOIA

Secretariat:



Apologies:



Introduction

^{Section 40(2)} [redacted] thanked everyone for joining the meeting. ^{Section 40(2)} [redacted] outlined that the purpose of the PSNI Scheme sub-group was to consider the NI Audit Office report and respond to the recommendations relating to the PSNI Injury on Duty Scheme. He also said that he was looking forward to working with everyone.

Terms of Reference – PSNI Scheme sub-group

In terms of the membership of the sub-group, ^{Section 40(2)} [redacted] advised that it was agreed by the Steering Group that additional people could attend future meetings to deal with specific issues and to provide advice and support. This was also agreed by sub-group members.

The Terms of Reference were agreed and accepted. This completes Action 1 of the Action Plan – *establish working groups to take forward recommendations.*

Action Plan

The Action Plan, agreed by the Steering Group, was reviewed. It was agreed that the Action Plan would be updated and issued to members (**Action 1**). Members then considered each of the tasks relevant to the PSNI Scheme and discussed how each would be taken forward. Agreed actions have been tabled at **Annex A**.

Redactions: Section 36 2(c)
prejudice to effective conduct of
public affairs

Task 2a) Explore approaches taken by other similar IoD schemes and adapt relevant good practice

Section 36 2(c)

[Redacted]

Task 2b) Simplify and streamline the end to end process for the PSNI IoD Scheme

Sec 40(2)

DoJ have already outlined the process that they follow. [Redacted] reported that NIPB have commenced work on this and will develop it further for the next meeting. [Redacted] advised that PSNI are also content to feed into this process. Members were asked to provide Secretariat with details of their process (Action 4). On receipt of this information, DoJ will pull together into one composite flow chart (Action 5).

Sec 40(2)

Task 2c) Identify the respective roles of PSNI, NIPB and DoJ and reconsider those roles for the PSNI IoD Scheme

It was agreed that this was closely linked to task 2b). DoJ have already outlined their roles and responsibilities. PSNI and NIPB agreed to consider their respective roles and responsibilities, both operationally and financially in tandem with 2b) and issue to DoJ (Action 6).

Sec 36 2(c)

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[REDACTED]

Task 3c) Determine what checks and balances are required to ensure the appropriate use of public money in the operation of the Schemes

It was agreed that this was an area that could be better explored once the roles of each organisation was determined as required in task 2c.

Task 3d) Seek greater consistency between the two Schemes

It was acknowledged that the NIAO report already includes a comparison table between the two Schemes which can be developed further to aid discussion. The NICS scheme has already commenced work on amending their Scheme. It was agreed that DoJ will provide a paper highlighting the inconsistencies between the two Schemes, based on current NICS Scheme proposals. (Action 10).

Task 3e) Develop a new case management system for the PSNI IoD Scheme

Currently the Action Plan details that this has been allocated to PSNI to take the lead. However, it was agreed that roles and responsibilities for a new case management system would depend on the outcome of tasks 2b and 2c. Therefore, it was agreed that this should be considered at a later date.

sec 36 2(c)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Action 4 Develop Communication Strategy

The group agreed that the tasks within this action would be considered at future meetings and would be led by the Steering Group.

Action 5 Ensure any necessary legislation is introduced.

Sec 40(2)

██████ confirmed that the legislation would happen in two phases. Phase 1 to bring legislation up to date and Phase 2 which would be legislation identified as part of the review.

Discussion on way forward

It was agreed that due to the breakdown of the technology which resulted in the WebEx meeting having to be abandoned and concluded by teleconference, the next meeting would take place in Castle Buildings. The conference room would be able to facilitate the group whilst adhering to social distancing guidelines. ██████ suggested that it would be useful for each organisation to set out their 'wish list' in time for the next meeting, in order that we can all see the bigger picture and have an overview of the challenges (Action 13). Sec 40(2)

It was agreed to have a discussion on potential ideas on the way forward, early in the agenda of the next meeting.

Any Other Business

At the recent Steering Group meeting, ██████ had agreed to draft a template that each sub-group would use to report back progress to the Steering Group. ██████ will share this template with members once drafted (Action 14). Sec 40(2)

Date of Next Meeting

It was agreed to hold the next meeting towards the end of August. Secretariat will contact members to arrange.

Annex A

Action Log

No	Action	Owner	Outcome
1	Action Plan to be updated and issued to members prior to next meeting.	DoJ	
2	Members were asked to consider the research already carried out on IoD Schemes in other jurisdictions to determine if there would be merit in giving consideration to including elements of those schemes in the PSNI Scheme.	NIPB / PSNI	
3	Members were asked to advise if they were aware of other schemes which would warrant further research.	NIPB / PSNI	
4	Members to outline and share their organisation's end to end process.	DoJ / NIPB / PSNI	
5	DoJ to produce a composite flow chart detailing the complete end to end process in respect of the PSNI Scheme.	DoJ	
6	Members were asked to provide information on the operational and financial responsibilities of each organisation prior to the next meeting.	DoJ / NIPB / PSNI	
7	Members to advise DoJ of any urgent legislative amendments required that they are aware of that could be included as part of Phase 1.	NIPB / PSNI	
8	[REDACTED]	[REDACTED] Sec 36 2(c)	

9	[REDACTED]	[REDACTED] Sec 36 2(c)	
10	DoJ to provide a paper highlighting the inconsistencies between the PSNI IoD Scheme and the NICS Scheme, based on current proposals.	DoJ	
11	[REDACTED]	[REDACTED] Sec 36 2(c)	
12	[REDACTED]	[REDACTED] Sec 36 2(c)	
13	Each organisation to set out their 'wish list'	DoJ / NIPB / PSNI	
14	[REDACTED] to circulate to members, a draft template for sub-groups to use to report back to the Steering Group.	DoJ Sec 40(2)	

PSNI Scheme Sub-Group – Draft Terms of Reference

Purpose of the PSNI Injury on Duty Scheme Sub-Group

The purpose of the Sub-Group is to take forward a fundamental review of the PSNI Injury on Duty Scheme as recommended in the NI Audit Office report – ‘Injury on Duty schemes for officers in the Police Service of Northern Ireland and the Northern Ireland Prison Service’, published on 10 March 2020.

Background

The PSNI Injury on Duty Scheme is provided for within the PSNI and PSNI Reserve (Injury Benefit) Regulations 2006 and makes provision for payments to police officers who are permanently disabled as a result of an injury received in the execution of their duty as a police officer. Provision is also made for surviving spouses or civil partners, children or other dependent relatives of a police officer who dies from an injury.

An Injury Benefit award consists of a one off gratuity and a regular monthly amount to compensate for loss of earnings experienced due to the injury.

An award, once made, can be reviewed by the Policing Board, for example if the degree of disablement (ie the degree to which the former officer’s future earning capacity has been affected by the relevant injury) has subsequently altered, or if directed by a duly qualified medical professional.

There have been calls for a review of the PSNI Injury on Duty Scheme from a range of sources, most recently by the NI Audit Office in their report ‘Injury on Duty schemes for officers in the Police Service of Northern Ireland and the Northern Ireland Prison Service’ which was published on 10 March 2020.

The report states that the current schemes are not fit for purpose and that they are not always equitable. It also references challenges with regards to the existing legislative frameworks, their administration and funding, and the substantial, rising

number of claims. The increasing cost of the schemes is referenced throughout, including the impact of backdated awards and pension offsetting arrangements. The report contains a number of recommendations which will provide an opportunity to look at these schemes on a holistic basis, and ensure an appropriate use of public money and an evaluation of the extent to which there should be consistency of schemes within Northern Ireland and/or the wider UK. The recommendations are detailed below:

- Recommendation 1 – A fundamental review of the PSNI scheme should be undertaken, similar to the ongoing review of the NICS IoD scheme by DoF. These reviews should provide greater clarity on the aims of the schemes, how they will be achieved and what checks and balances are required to ensure the appropriate use of public money. The reviews should seek greater consistency between the schemes and research the approaches taken by other similar schemes.
- Recommendation 2 – The review of the PSNI scheme should simplify and streamline the end to end process. This should include reconsideration of the respective roles of PSNI, the Policing Board and the Department.
- Recommendation 3 – A new case management system for the PSNI scheme would provide better reporting and analysis of management information. This should be taken forward once the fundamental review identifies any changes needed to the scheme, to ensure that the new system can effectively support the processing of IoD claims under any revised scheme.
- Recommendation 4 – The Department of Justice, Department of Finance and the Northern Ireland Policing Board should take action in the short term to mitigate the issues arising within the current schemes. This should include:
 - Timely amendments to legislation to resolve offset issues;

- Ensuring any further legislation to facilitate payments to individuals who also receive IoD awards includes offset provisions (for example, the impending Victims Payment Scheme);
- Providing clearer guidance to medical practitioners until the reviews of the schemes are complete; and
- In their role as final decision makers, considering whether further reviews of cases are appropriate.

In order to take these recommendations forward, an Injury on Duty Schemes Steering Group (the Steering Group) has been established. The Steering Group will oversee the work of two review sub-groups. The first sub-group (PSNI Scheme Sub-Group) will take forward the review of the PSNI IoD scheme and the second sub-group will take forward the review of the NICS IoD scheme.

Methodology

The review will determine what amendments can be made to the PSNI Injury on Duty Scheme to ensure the most effective approach in providing for police officers who are permanently disabled as a result of an injury on duty, whilst demonstrating an appropriate use of public money.

An Action Plan will be developed and agreed to detail the work of the Sub-Group and record progress. This will reflect the Action Plan agreed by the Steering Group and will form the basis of reports to the Steering Group.

Any public handling and communications will be directed by the Steering Group.

Membership

Membership of the Sub-Group is as follows (each business area to nominate representatives):

- Department of Justice – [REDACTED]

[REDACTED]

Sec 40(2)

- Financial Services Division (DoJ) – [REDACTED]
- NI Policing Board – [REDACTED]
- PSNI – [REDACTED]

Sec 40(2)

Membership of the Sub-Group may alter as the work develops to utilise the appropriate skill set but will be kept under review.

Meetings

The Sub-Group will be chaired by [REDACTED], Head of Police Powers and HR Policy Branch and will meet regularly, but at least quarterly.

DoJ will provide secretariat support and will share an agenda and relevant materials, normally 5 working days in advance of each meeting.

These Terms of Reference will be kept under review.

**REVIEW OF PSNI INJURY ON DUTY SCHEME
PSNI SCHEME SUB-GROUP MEETING
Wednesday 16 September 2020, 10.00am – 11.30am
by WebEx**

AGENDA

1.	Welcome (Chair)
2.	Apologies (Chair)
3.	Action log updates
4.	Action plan
5.	Next Steps
6.	AOB
7.	Date of next meeting

Review of PSNI Injury on Duty Scheme

Note of the PSNI Scheme sub-group meeting held on Wednesday 16 September 2020 at 10.00am by WebEx

In attendance:

[Redacted]

Redaction
Section 40(2)
personal data of a
third party of FOIA

Secretariat:

[Redacted]

Apologies:

[Redacted]

Introduction

^{Sec 40(2)}
[Redacted] thanked everyone for joining the second meeting of the PSNI Injury on Duty Scheme sub-group and thanked [Redacted] for facilitating the meeting.

Action Plan

^{Sec 40(2)}
[Redacted] advised that [Redacted] wanted to focus on those items that should have been completed or close to completing.

Task 2e Timely amendments to legislation be introduced to resolve offset issues in relation to the NICS IoD Scheme.

^{Sec 40(2)}
[Redacted] confirmed that DoF have now completed a legislative amendment in relation to off-setting SSA benefits, as a phase 1. DoJ to circulate the legislative amendment to the group (Action 15).

Task 3g

[Redacted]

^{Sec 36 2(c)}

[Redacted]

^{Section 36 2(c)} Prejudice to effective
Conduct of public affairs

Action log updates (Annex A)

Action 1 Action Plan to be updated and issued to members prior to next meeting.

Action completed.

[REDACTED]

sec 36 2 (c)

[REDACTED]

[REDACTED]

[REDACTED]

Action 3 Members were asked to advise if they were aware of other schemes which would warrant further research.

The group agreed that no further research is required. Action completed.

Action 4 Members to outline and share their organisation's end to end process.

sec 40(2)

[REDACTED] reported that the DoJ end to end process was provided in the papers sent out prior to this meeting. [REDACTED]

[REDACTED]

sec 36 2 (c)

[REDACTED]

[REDACTED] requested that NIPB and PSNI provide their end to end process as soon as possible. [REDACTED] and [REDACTED] advised that they will send their end to end process to DoJ within two weeks. Action carried forward.

see 40(2)

Action 5 DoJ to produce a composite flow chart detailing the complete end to end process in respect of the PSNI Scheme.

DoJ will produce the composite flow chart once the end to end process is received from NIPB and PSNI. Action carried forward.

Action 9

[Redacted]

[Redacted]

Sec
36 2(c)

[Redacted]

**Action 10 DoJ to provide a paper highlighting the inconsistencies between the PSNI
IoD Scheme and the NICS Scheme, based on current proposals.**

[Redacted] talked through the comparison table provided by DoJ. [Redacted] commented that the NICS scheme appeals process is all done by one organisation and that this is something we can look at when determining the future structure of the PSNI scheme.

Sec
4(d2)

[Redacted]

Sec
36 2(c)

Action 11

[Redacted]

[Redacted]

Sec
36 2(c)

Action 12

[Redacted]

[Redacted]

Sec
36 2(c)

All
Sec
40(2)

Action 13 Each organisation to set out their 'wish list'

█████ commented that this would be a list of issues not necessarily in the NIAO report, but things this group could consider for inclusion in the scheme. █████ advised she will share their wish list along with the process map. █████ will also share their wish list with the process map.

█████ commented that the information from each organisation would be very useful for the next meeting to help us move forward.

█████ enquired whether it was for this sub-group to consider the future structures. █████ advised that this sub-group could certainly consider with the steering group making the final decision. Action carried forward.

Action 14 █████ to circulate to members, a draft template for sub-groups to use to report back to the Steering Group.

Draft template was issued prior to meeting. █████ advised that DoJ will populate this template and circulate to all members before the steering group on Friday 25 September (**Action 20**).

Next steps

█████ reminded the group that it was imperative that actions were taken forward, in particular each organisation's wish list to assist progress at the next meeting. DoJ will provide a composite list once each list is received (**Action 21**).

Any Other Business

None.

Date of Next Meeting

It was agreed to hold the next meeting week commencing 12 October, possibly in Castle Buildings.

Action Log

New actions in red

No	Action	Owner	Outcome
1	Action Plan to be updated and issued to members prior to next meeting.	DoJ	Complete.
2	Members were asked to consider the research already carried out on IoD Schemes in other jurisdictions to determine if there would be merit in giving consideration to including elements of those schemes in the PSNI Scheme.	NIPB / PSNI	Complete.
3	Members were asked to advise if they were aware of other schemes which would warrant further research.	NIPB / PSNI	Complete.
4	Members to outline and share their organisation's end to end process.	DoJ / NIPB / PSNI	Carried forward.
5	DoJ to produce a composite flow chart detailing the complete end to end process in respect of the PSNI Scheme.	DoJ	Carried forward.
6	Members were asked to provide information on the operational and financial responsibilities of each organisation prior to the next meeting.	DoJ / NIPB / PSNI	Carried forward.
7	Members to advise DoJ of any urgent legislative amendments required that they are aware of that could be included as part of Phase 1.	NIPB / PSNI	Complete.
8	[REDACTED]	[REDACTED] Sec 36 2 (c)	[REDACTED]
9	[REDACTED]	[REDACTED] Sec 36 2 (c)	[REDACTED]

10	DoJ to provide a paper highlighting the inconsistencies between the PSNI IoD Scheme and the NICS Scheme, based on current proposals.	DoJ	Complete.
11	[REDACTED]	[REDACTED] See 36 2(c)	[REDACTED]
12	[REDACTED]	[REDACTED] See 36 2(c)	[REDACTED]
13	Each organisation to set out their 'wish list'	DoJ / NIPB / PSNI	Carried forward.
14	[REDACTED] to circulate to members, a draft template for sub-groups to use to report back to the Steering Group.	DoJ See 40(2)	Complete.
15	DoJ to circulate the recent legislative amendment made by DoF regarding the NICS scheme.	DoJ	
16	[REDACTED]	[REDACTED] See 36 2(c)	
17	DoJ to review draft aims of the scheme, taking into account wording in other jurisdictions.	DoJ	
18	[REDACTED]	[REDACTED] See 36 2(c)	
19	[REDACTED]	[REDACTED] See 36 2(c)	
20	DoJ to populate the reporting template and circulate to the group prior to the steering group meeting on 25 September.	DoJ	
21	DoJ to prepare a composite wish list once the wish lists from NIPB and PSNI received.	DoJ	

**REVIEW OF PSNI INJURY ON DUTY SCHEME
PSNI SCHEME SUB-GROUP MEETING
Wednesday 14 October 2020, 10.00am – 11.30am
by WebEx**

AGENDA

1.	Welcome (Chair)
2.	Apologies (Chair)
3.	Action log updates
4.	Discussion on 'end to end' process
5.	Discussion on items for future consideration
6.	AOB
7.	Date of next meeting

Review of PSNI Injury on Duty Scheme

Note of the PSNI Scheme sub-group meeting held on Wednesday 14 October 2020 at 10.00am by WebEx

In attendance:

[Redacted]

Section 40(2)

Secretariat:

[Redacted]

Apologies:

[Redacted]

Introduction

[Redacted] thanked everyone for joining the meeting.

Sec 40(2)

Action log updates (full table available at Annex A)

Action 1 – 4 complete.

Action 5 DoJ to produce a composite flow chart detailing the complete end to end process in respect of the PSNI Scheme.

Insufficient time to have this prepared for today's meeting. DoJ will produce the composite flow chart prior to the next meeting which will be circulated for review and agreement.

Action carried forward.

Action 6 Members were asked to provide information on the operational and financial responsibilities of each organisation prior to the next meeting.

DoJ and NIPB have provided this information. [Redacted] advised [Redacted] would send the PSNI operational and financial responsibilities following the meeting.

Sec 40(2)

Action carried forward.

Action 7 – 10 complete.

All section 36 2(c)

[REDACTED]

Action 13 – 15 complete.

[REDACTED]

Action 17 [REDACTED]

[REDACTED] provided an overview of the paper circulated in advance of the meeting. [REDACTED] commented that it may be better to look at this issue following consideration of the issues identified for further consideration. [REDACTED] agreed and commented

[REDACTED]

[REDACTED] In relation to the Police Scotland scheme, DoJ to examine the guidance in terms of eligibility (Action 22).

[REDACTED]

Sec 36 2 (c)

[REDACTED]

[REDACTED]

Action 20 DoJ to populate the reporting template and circulate to the group prior to the steering group meeting on 25 September.

Action complete.

Action 21 DoJ to prepare a composite wish list once the wish lists from NIPB and PSNI received.

Insufficient time to have this prepared for today's meeting. This will be available in advance of the next meeting and will be circulated for review and agreement.

Action carried forward.

Discussion on 'end to end' process

PSNI process map – [REDACTED] ^{sec 40(2)} provided an overview of the PSNI process map which was circulated prior to the meeting and highlighted that the ultimate issue for PSNI is the financial consequences that arise from the scheme. [REDACTED]

Sec
36 2(c)

NIPB process map – [REDACTED] ^{sec 40(2)} provided an overview of the NIPB process map which was circulated prior to the meeting and highlighted that they have significant concerns in relation to implementation dates. [REDACTED]

Sec
36 2(c)

Discussion on items for future consideration

A general discussion ensued on the issues identified for further consideration provided by each organisation. [REDACTED] commented that the composite table detailing issues for further consideration, being prepared for the next meeting will aid discussion.

Sec 40(2)

[REDACTED]

[REDACTED]

Sec
36 2 (c)

[REDACTED]

[REDACTED] raised the issue of commonality between the PSNI and NICS scheme and suggested it would be useful for a small group to meet with [REDACTED] between now and the next meeting (**Action 24**). [REDACTED] commented that it would be for DoJ to lead on this in the first instance with others free to join if they wish.

Sec
40(2)

Next steps

see 40(2)

[REDACTED] commented that for future meetings it would be useful to have a focussed agenda with strands or groups of issues used to aid discussion i.e. limitations, financial, definitions etc. Members were content with this approach.

Any Other Business

None.

Date of Next Meeting

It was agreed to hold the next meeting week in the third or fourth week of November 2020.

Action Log

New actions in red

No	Action	Owner	Outcome
1	Action Plan to be updated and issued to members prior to next meeting.	DoJ	Complete.
2	Members were asked to consider the research already carried out on IoD Schemes in other jurisdictions to determine if there would be merit in giving consideration to including elements of those schemes in the PSNI Scheme.	NIPB / PSNI	Complete.
3	Members were asked to advise if they were aware of other schemes which would warrant further research.	NIPB / PSNI	Complete.
4	Members to outline and share their organisation's end to end process.	DoJ / NIPB / PSNI	Complete.
5	DoJ to produce a composite flow chart detailing the complete end to end process in respect of the PSNI Scheme.	DoJ	Carried forward.
6	Members were asked to provide information on the operational and financial responsibilities of each organisation prior to the next meeting.	DoJ / NIPB / PSNI	Carried forward.
7	Members to advise DoJ of any urgent legislative amendments required that they are aware of that could be included as part of Phase 1.	NIPB / PSNI	Complete.
8	[REDACTED]	[REDACTED]	[REDACTED] All See 36 2 (c)
9	[REDACTED]	[REDACTED]	[REDACTED]

10	DoJ to provide a paper highlighting the inconsistencies between the PSNI IoD Scheme and the NICS Scheme, based on current proposals.	DoJ	Complete.
11	[REDACTED]	[REDACTED]	[REDACTED] Sec 36 2(c)
12	[REDACTED]	[REDACTED]	[REDACTED] Sec 36 2(c)
13	Each organisation to set out their 'wish list'	DoJ / NIPB / PSNI	Complete.
14	[REDACTED] to circulate to members, a draft template for sub-groups to use to report back to the Steering Group.	DoJ	Complete.
15	DoJ to circulate the recent legislative amendment made by DoF regarding the NICS scheme.	DoJ	Complete.
16	[REDACTED]	[REDACTED] Sec 36 2(c)	[REDACTED]
17	DoJ to review draft aims of the scheme, taking into account wording in other jurisdictions.	DoJ	Complete.
18	[REDACTED]	[REDACTED] Sec 36 2(c)	[REDACTED]
19	[REDACTED]	[REDACTED] Sec 36 2(c)	[REDACTED]
20	DoJ to populate the reporting template and circulate to the group prior to the steering group meeting on 25 September.	DoJ	Complete.
21	DoJ to prepare a composite wish list once the wish lists from NIPB and PSNI received.	DoJ	Carried forward.

Sec 40(2)

22	DoJ to examine the Police Scotland guidance in terms of eligibility.	DoJ	AM sec 40(2)
23	██████ to prepare a paper examining why the Police IoD Scheme is required to inform the review.	PSNI	
24	DoJ to arrange a meeting with ██████ ██████, to discuss commonalities between schemes.	DoJ	

**REVIEW OF PSNI INJURY ON DUTY SCHEME
PSNI SCHEME SUB-GROUP MEETING
Monday 14 December 2020, 2.00pm – 3.30pm
by WebEx**

AGENDA

1.	Welcome (Chair)
2.	Apologies (Chair)
3.	Action log updates
4.	[REDACTED]
5.	Composite 'end to end' process – Annex B
6.	[REDACTED] [REDACTED] [REDACTED]
7.	AOB
8.	Date of next meeting

*All Section:
3b 2(c)*

Review of PSNI Injury on Duty Scheme

Note of the PSNI Scheme sub-group meeting held on Monday 14 December 2020 at 2.00pm by WebEx

In attendance:

[Redacted]

Sec 40(2)

Secretariat:

[Redacted]

Apologies:

[Redacted]

Introduction

[Redacted] ^{Sec 40(2)} thanked everyone for joining the meeting.

Minutes of meeting on 14 October 2020

Members agreed the minutes of the last meeting on 14 October 2020.

Action log updates (full table available at Annex A)

Action 1 – 5 complete.

Action 6 Members were asked to provide information on the operational and financial responsibilities of each organisation prior to the next meeting.

DoJ and NIPB have provided this information. [Redacted] ^{Sec 40(2)} forwarded the PSNI operational and financial responsibilities following the meeting.

Action complete.

Action 7 – 10 complete.

[Redacted]

[Redacted]

Sec 36 2(c)

[Redacted]

Action 12 – 17 complete.

[REDACTED]

[REDACTED]

[REDACTED]

see 36 2 (c)

[REDACTED]

[REDACTED]

[REDACTED]

Action 20 – 22 complete.

Action 23 – [REDACTED] to prepare a paper examining why the Police IoD Scheme is required to inform the review.

see 40(2)

Paul advised this paper will be provided to the group in the near future.

Action 24 – complete.

Composite 'end to end' process

Members were content with the composite end to end process document included in the papers. [REDACTED] indicated to members they could consider the document further and forward any comments if appropriate.

see 40(2)

Composite areas for further consideration

[REDACTED] queried whether any recommendations from this sub-group will be referred to the Steering Group. [REDACTED] confirmed that our recommendations will be referred to the Steering Group either in a comprehensive package of recommendations or it could be done piecemeal. DoJ to prepare a summary document of the discussions taking place, for referral to the Steering Group (Action 25). This document should also specify the other parties who would need to be engaged to assist the sub-group's deliberations.

see 40(2)

[REDACTED]:

[REDACTED]

see 36 2 (c)

[REDACTED]

[REDACTED]

All Sec
36 2(c)

| [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

| [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Sec 362(c)

[REDACTED]

Any Other Business

None.

Date of Next Meeting

It was agreed to hold the next meeting in the second week of January 2021.

Action Log**New actions in red**

No	Action	Owner	Outcome
1	Action Plan to be updated and issued to members prior to next meeting.	DoJ	Complete.
2	Members were asked to consider the research already carried out on IoD Schemes in other jurisdictions to determine if there would be merit in giving consideration to including elements of those schemes in the PSNI Scheme.	NIPB / PSNI	Complete.
3	Members were asked to advise if they were aware of other schemes which would warrant further research.	NIPB / PSNI	Complete.
4	Members to outline and share their organisation's end to end process.	DoJ / NIPB / PSNI	Complete.
5	DoJ to produce a composite flow chart detailing the complete end to end process in respect of the PSNI Scheme.	DoJ	Complete.
6	Members were asked to provide information on the operational and financial responsibilities of each organisation prior to the next meeting.	DoJ / NIPB / PSNI	Complete.
7	Members to advise DoJ of any urgent legislative amendments required that they are aware of that could be included as part of Phase 1.	NIPB / PSNI	Complete.
8	[REDACTED]	[REDACTED]	[REDACTED]
9	[REDACTED]	[REDACTED]	[REDACTED]

All
see 3b 2(c)

	10	DoJ to provide a paper highlighting the inconsistencies between the PSNI IoD Scheme and the NICS Scheme, based on current proposals.	DoJ	Complete.
<i>Sec 36 2(c)</i>	11	[REDACTED]	[REDACTED]	[REDACTED]
<i>Sec 36 2(c)</i>	12	[REDACTED]	[REDACTED]	[REDACTED]
	13	Each organisation to set out their 'wish list'	DoJ / NIPB / PSNI	Complete.
<i>Sec 40(2)</i>	14	[REDACTED] to circulate to members, a draft template for sub-groups to use to report back to the Steering Group.	DoJ	Complete.
	15	DoJ to circulate the recent legislative amendment made by DoF regarding the NICS scheme.	DoJ	Complete.
<i>Sec 36 2(c)</i>	16	[REDACTED]	[REDACTED]	[REDACTED]
	17	DoJ to review draft aims of the scheme, taking into account wording in other jurisdictions.	DoJ	Complete.
<i>Sec 36 2(c)</i>	18	[REDACTED]	[REDACTED]	[REDACTED]
<i>Sec 36 2(c)</i>	19	[REDACTED]	[REDACTED]	[REDACTED]
	20	DoJ to populate the reporting template and circulate to the group prior to the steering group meeting on 25 September.	DoJ	Complete.
	21	DoJ to prepare a composite wish list once the wish lists from NIPB and PSNI received.	DoJ	Complete.

Al1
Sec
40(2)

22	DoJ to examine the Police Scotland guidance in terms of eligibility.	DoJ	Complete.
23	██████ to prepare a paper examining why the Police IoD Scheme is required to inform the review.	PSNI	Carried forward.
24	DoJ to arrange a meeting with ██████, to discuss commonalities between schemes.	DoJ	Complete.
25	DoJ to prepare a paper for the Steering Group setting out the sub-group's position on a range of issues being discussed.	DoJ	
26	DoJ to research whether England and Wales have a sliding scale of award as age increases.	DoJ	

Injury on Duty Scheme – Composite end to end process

To be printed in colour

Key: **PSNI**, **NIPB**, **DoJ**

1. NIPB receive application from either a serving or retired officer.
2. Information provided to NIPB regarding all records relating to an identified injury.
3. If IoD claim is identified as part of an IHR, then upon receipt of the red envelope from OHW, HR will collate supplementary evidence for NIPB which includes all IoD's in an officer's file.
4. Supplementary evidence forwarded to NIPB for inclusion in the IHR papers for the SMP to review.
5. For retrospective IoD's from officers who have left PSNI, PSNI HR will search an officer's file and provide details of all paperwork held relating to the members IoD.
6. Case allocated to a caseworker within PAB who will progress case in line with PAB's internal processes.
7. Appointment scheduled with a SMP.
8. SMP assessment takes place during which the SMP produces a report and certificate to include a recommendation on the medical evidence.
9. PAB management undertake quality control processes on SMP's report and certificate to ensure that the SMP has discharged their statutory and contractual functions.
10. PAB management include anonymised details of the case on the monthly SMP report which is issued for final decision to the Board's Resources Committee.
11. Resources Committee consider the monthly SMP report prepared by NIPB officials and make the ultimate decision in the case, in line with the responsibilities conferred on NIPB by the 2006 Regulations.
12. NIPB Officials communicate the Committee decision directly to PSNI HR or applicant's representative. A copy of the SMP's report and certificate is provided to the applicant at this stage.
13. If an award has been approved NIPB officials will contact PSNI Pensions Branch with confirmation of the Committee's decision. A copy of the SMP certificate will also be shared with PSNI Pensions Branch at this stage.
14. For all new IoD awards – details of the member's gratuity will be calculated and a letter will be issued to members providing them with details and requesting information on relevant SSA benefits that should be notified/claimed.

15. When information is received from the member on their SSA benefits, final monthly award payments are calculated, including all relevant backdated elements.

16. Payments will then fall into normal annual cycles for payroll.

17. Notification of appeal to the IMR received by NIPB within 28 days after an applicant has received a copy of the final report and certificate of the SMP.

18. Statement of grounds of appeal to be forwarded to NIPB by the applicant within a further 28 days of the initial notification of the appeal.

19. NIPB officials provide copies (in duplicate) of grounds of appeal, SMP report and certificate and case referral bundle considered by SMP.

20. DoJ confirm what (if any) documents determined as necessary are to be supplied prior to the appeal hearing. If no further documentation is requested, then an appointment shall be arranged for an appeal hearing.

21. DoJ update medical appeals spreadsheet and open file.

22. Acknowledgement letter, NIPB submission papers and IMR selection form issued to appellant / representative.

23. On receipt of IMR selection form, appointment is arranged. NIPB officials and the applicant will notify DoJ if they intend to be represented at the hearing and/or submit written evidence.

24. IMR appeal hearing takes place during which the IMR produces a report and certificate expressing their decision on any of the questions referred to the SMP on which he disagrees with the latter's decision.

25. DoJ quality assure completed IMR report and certificate.

26. Report and certificate submitted to NIPB.

27. PAB management include details of the case (anonymised) on the monthly IMR report which is issued for final decision to the Board's Resources Committee.

28. Resources Committee consider the monthly IMR report prepared by NIPB officials and make the ultimate decision in the case.

29. NIPB officials communicate the Committee decision directly to PSNI HR or the applicant's representative. A copy of the IMR report and certificate is provided to the applicant at this stage.

30. In instances whereby an SMP's banding has been altered or a refusal has been overturned, NIPB officials will contact PSNI Pensions Branch with confirmation of the Committee's decision. A copy of the IMR certificate will also be shared with PSNI Pensions Branch at this stage.

31. For changes to awards, details will be recalculated and loD revised in the next available payroll run. Letters issued to the member notifying them of the impact of their award review.

32. Once items enter in payment status they will form part of normal processing and updating and review.

33. If the appellant is dissatisfied with the decision of the NIPB, they may apply for a reconsideration by the initial IMR via NIPB or JR the decision through the courts. Another option is to apply for a Medical Appeals Tribunal (MAT) which will be administered by DoJ.

34. MAT received from appellant.

35. List of Chairpersons issued to appellant to choose Chair for MAT Panel.

36. On receipt of submission papers, a hearing date will be arranged.

37. Chairman will submit decision of hearing to DoJ within 6 weeks.

38. Copy of determination forwarded to both appellant and respondent.

39. Submission papers destroyed as per Chair's instructions.

**REVIEW OF PSNI INJURY ON DUTY SCHEME
PSNI SCHEME SUB-GROUP MEETING
Wednesday 13 January 2021, 10.00am – 11.30am
by WebEx**

AGENDA

1.	Welcome (Chair)
2.	Apologies (Chair)
3	Minutes of last meeting
4.	Action log updates
5.	[REDACTED]
6.	AOB
7.	Date of next meeting

See 36 2(c)

Review of PSNI Injury on Duty Scheme

Note of the PSNI Scheme sub-group meeting held on Wednesday 13 January 2021 at 10.00am by WebEx

In attendance:

[Redacted]

see 40(2)

Secretariat:

[Redacted]

Introduction

see 40(2)

[Redacted] thanked everyone for joining the meeting.

Minutes of meeting on 14 December 2020

Members agreed the minutes of the last meeting on 14 December 2020.

Action log updates (full table available at Annex A)

Action 1 – 10 complete.

[Redacted]

[Redacted]

[Redacted]

see 36 2 (c)

Action 12 – 17 complete.

[Redacted]

[Redacted]

[Redacted]

see 36 2 (c)

[Redacted]

[REDACTED]

Sec 36 2(c)

[REDACTED]

[REDACTED]

Action 23 – [REDACTED] to prepare a paper examining why the Police IoD Scheme is required to inform the review.

Sec 40(2)

[REDACTED] advised that this paper has been drafted and is meeting with a legal adviser this afternoon to get clarity on a few issues. Once this has been concluded, paper will be issued.

Action 24 – complete.

Action 25 – DoJ to prepare a paper for the Steering Group setting out the sub-group's position on a range of issues being discussed.

Sec 40(2)

Following today's meeting, [REDACTED] will draft a paper for the Steering Group in time for their next meeting scheduled for start of February. The paper will bring together the contributions that have been made by the sub-group to date. The purpose of the paper is to make the Steering Group aware of the direction of travel of the sub-group and to outline all opinions on how amendments could be made to the current scheme. Once drafted, [REDACTED] will circulate to members of sub-group for comment.

[REDACTED]

Sec 36 2(c)

[REDACTED]

[REDACTED]

Composite areas for further consideration

A paper had been drafted 'Areas for further consideration, Composite Priority List'. At the previous meeting, points 1-7 had been discussed. A discussion took place on the remaining points as follows:

8. Structural

The Audit Office Report had stipulated that consideration should be given to current roles and responsibilities of DoJ, NIPB and PSNI within the IoD process.

[REDACTED]

Sec 36 2(c)

All sec
36 2(cc)

[REDACTED]

[REDACTED]

[REDACTED]

It was agreed that consideration of how best to simplify and streamline the end-to-end process should be discussed at a later stage once roles and responsibilities were agreed.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Finally a discussion was had regarding the implementation of a new case management system. It was the consensus that this should not be considered until the process is agreed and the varying roles and responsibilities are decided upon.

[REDACTED] stated that the whole system should certainly be digitalised as dealing with hard copies can be onerous and has been especially difficult since the onset of the Covid pandemic.

[REDACTED] thanked everyone for their contribution and welcomed any further input or views anyone would like to put forward.

Any Other Business

[REDACTED] advised the group that [REDACTED] would be leaving the Department and would no longer be part of the group.

See
362(c)

See
40(2)

Date of Next Meeting

It was agreed that the secretariat would be in contact with some dates in the near future.

Action Log

New actions in red

No	Action	Owner	Outcome
1	Action Plan to be updated and issued to members prior to next meeting.	DoJ	Complete.
2	Members were asked to consider the research already carried out on IoD Schemes in other jurisdictions to determine if there would be merit in giving consideration to including elements of those schemes in the PSNI Scheme.	NIPB / PSNI	Complete.
3	Members were asked to advise if they were aware of other schemes which would warrant further research.	NIPB / PSNI	Complete.
4	Members to outline and share their organisation's end to end process.	DoJ / NIPB / PSNI	Complete.
5	DoJ to produce a composite flow chart detailing the complete end to end process in respect of the PSNI Scheme.	DoJ	Complete.
6	Members were asked to provide information on the operational and financial responsibilities of each organisation prior to the next meeting.	DoJ / NIPB / PSNI	Complete.
7	Members to advise DoJ of any urgent legislative amendments required that they are aware of that could be included as part of Phase 1.	NIPB / PSNI	Complete.
8	[REDACTED]	[REDACTED]	[REDACTED]
9	[REDACTED]	[REDACTED]	[REDACTED]

All Sec
36 2(c)

	10	DoJ to provide a paper highlighting the inconsistencies between the PSNI IoD Scheme and the NICS Scheme, based on current proposals.	DoJ	Complete.
Sec 36 2(c)	11	[REDACTED]	[REDACTED]	[REDACTED]
Sec 36 2(c)	12	[REDACTED]	[REDACTED]	[REDACTED]
	13	Each organisation to set out their 'wish list'	DoJ / NIPB / PSNI	Complete.
Sec 40(2)	14	[REDACTED] to circulate to members, a draft template for sub-groups to use to report back to the Steering Group.	DoJ	Complete.
	15	DoJ to circulate the recent legislative amendment made by DoF regarding the NICS scheme.	DoJ	Complete.
Sec 36 2(c)	16	[REDACTED]	[REDACTED]	[REDACTED]
	17	DoJ to review draft aims of the scheme, taking into account wording in other jurisdictions.	DoJ	Complete.
Sec 36 2(c)	18	[REDACTED]	[REDACTED]	[REDACTED]
Sec 36 2(c)	19	[REDACTED]	[REDACTED]	[REDACTED]
	20	DoJ to populate the reporting template and circulate to the group prior to the steering group meeting on 25 September.	DoJ	Complete.
	21	DoJ to prepare a composite wish list once the wish lists from NIPB and PSNI received.	DoJ	Complete.

**REVIEW OF PSNI INJURY ON DUTY SCHEME
PSNI SCHEME SUB-GROUP MEETING
Friday 26 March 2021, 10.30am – 11.30am
by WebEx**

AGENDA

1.	Welcome (Chair)
2.	Apologies (Chair)
3	Minutes of last meeting
4.	Action log updates
5.	Discussion on the aim of the scheme
6.	DoJ legal advice (if available)
7.	AOB
8.	Date of next meeting

Review of PSNI Injury on Duty Scheme

Note of the PSNI Scheme sub-group meeting held on Friday 26 March 2021 at 10.30am by WebEx

In attendance:

[Redacted]

Sec 40(2)

Secretariat:

[Redacted]

Introduction

[Redacted] thanked everyone for joining and welcomed [Redacted] to her first meeting.

Sec 40(2)

Minutes of meeting on 13 January 2021

Members agreed the minutes of the last meeting on 13 January 2021.

Action log updates (full table available at Annex A)

Action 1 – 10 complete.

[Redacted]

[Redacted]

[Redacted]

Action 12 – 17 complete.

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Sec 36 2(c)

Sec 36 2(c)

Action carried forward.

Action 20 – 22 complete.

Action 23 – [redacted] to prepare a paper examining why the Police IoD Scheme is required to inform the review.

Sec
40(2)

[redacted] advised he will circulate this paper following today's meeting.

Action 26 – DoJ to research whether England and Wales have a sliding scale of award as age increases.

Sec
40(2)

[redacted] advised that the method for calculating awards in England and Wales is the same as Northern Ireland.

Action complete.

[redacted]

Sec
36 2(c)

[redacted]

[redacted]

[redacted]

Sec
40(2)

[redacted] to circulate note today.

[redacted]

General update on progress

[redacted] advised that the PSNI and PSNI Reserve (Injury Benefit) (Amendment) Regulations 2020 were laid in the Assembly on 25 February 2021. The section relating to the 2015 pension issue will apply retrospectively to 2015, with the ESA section applying retrospectively to April 2017. The Regulations will come into effect on 1 April 2021. [redacted] confirmed that this will effect around 33 officers, with contact already made with the majority of officers.

Sec
40(2)

[redacted]

Sec
36 2(c)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Any Other Business

[REDACTED] mentioned the ongoing action in relation to the roles and responsibilities of DoJ, NIPB and PSNI and the existing timeframe for completion being the end of May 2021. [REDACTED] advised that an internal note will shortly be going to the PSNI Chief Operating Officer in relation to this matter and that by April time we should have a PSNI organisational view. [REDACTED] stated that as chair of the sub-group, [REDACTED] would send a note to [REDACTED] requesting that the steering group take forward a discussion with DoJ/NIPB/PSNI at a senior level on future roles and responsibilities. (Action 29).

[REDACTED] advised the sub-group that he would be shortly moving to another post and thanked members for their help and cooperation over the past year.

Date of Next Meeting

In terms of a date for the next meeting, [REDACTED] advised that this would depend on when his successor is appointed. A date for the next meeting will be arranged in due course.

See
36 2(c)

See
40(2)

See
40(2)

Action Log

New actions in red

No	Action	Owner	Outcome
1	Action Plan to be updated and issued to members prior to next meeting.	DoJ	Complete.
2	Members were asked to consider the research already carried out on IoD Schemes in other jurisdictions to determine if there would be merit in giving consideration to including elements of those schemes in the PSNI Scheme.	NIPB / PSNI	Complete.
3	Members were asked to advise if they were aware of other schemes which would warrant further research.	NIPB / PSNI	Complete.
4	Members to outline and share their organisation's end to end process.	DoJ / NIPB / PSNI	Complete.
5	DoJ to produce a composite flow chart detailing the complete end to end process in respect of the PSNI Scheme.	DoJ	Complete.
6	Members were asked to provide information on the operational and financial responsibilities of each organisation prior to the next meeting.	DoJ / NIPB / PSNI	Complete.
7	Members to advise DoJ of any urgent legislative amendments required that they are aware of that could be included as part of Phase 1.	NIPB / PSNI	Complete.
8	[REDACTED]	[REDACTED]	[REDACTED]
9	[REDACTED]	[REDACTED]	[REDACTED]

All Sec
36 2(c)

	10	DoJ to provide a paper highlighting the inconsistencies between the PSNI IoD Scheme and the NICS Scheme, based on current proposals.	DoJ	Complete.
Sec 36 2(c)	11	[REDACTED]	[REDACTED]	[REDACTED]
Sec 36 2(c)	12	[REDACTED]	[REDACTED]	[REDACTED]
	13	Each organisation to set out their 'wish list'	DoJ / NIPB / PSNI	Complete.
Sec 40(2)	14	[REDACTED] to circulate to members, a draft template for sub-groups to use to report back to the Steering Group.	DoJ	Complete.
	15	DoJ to circulate the recent legislative amendment made by DoF regarding the NICS scheme.	DoJ	Complete.
Sec 36 2(c)	16	[REDACTED]	[REDACTED]	[REDACTED]
	17	DoJ to review draft aims of the scheme, taking into account wording in other jurisdictions.	DoJ	Complete.
Sec 36 2(c)	18	[REDACTED]	[REDACTED]	[REDACTED]
Sec 36 2(c)	19	[REDACTED]	[REDACTED]	[REDACTED]
	20	DoJ to populate the reporting template and circulate to the group prior to the steering group meeting on 25 September.	DoJ	Complete.
	21	DoJ to prepare a composite wish list once the wish lists from NIPB and PSNI received.	DoJ	Complete.

**REVIEW OF PSNI INJURY ON DUTY SCHEME
PSNI SCHEME SUB-GROUP MEETING
Wed 30th June 2021, 2.30pm
by WebEx**

AGENDA

1.	Welcome (Chair)
2.	Apologies (Chair)
3	Minutes of last meeting
4.	Action log updates
5.	DoJ legal advice
6.	Update on ill health retirement
7.	AOB
8.	Date of next meeting

Review of PSNI Injury on Duty Scheme

Note of the PSNI Scheme sub-group meeting held on Wednesday 30 June 2021 at 14.30 by WebEx

In attendance:

[Redacted]

Sec 40(2)

Secretariat:

[Redacted]

Sec 40(2)

Introduction

[Redacted] thanked everyone for joining.

Minutes of meeting on 26 March 2021

Members agreed the minutes of the last meeting on 26 March 2021.

Action log updates (full table available at Annex A)

[Redacted]

[Redacted]

Sec 36(2c)

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Action 23 [Redacted] to prepare a paper examining why the Police IoD Scheme is required to inform the review

Sec 40(2)

[Redacted] apologised, and sent this, electronically, to [Redacted] at this point of the meeting.

Action 27 DoF draft consultation document and [redacted] to be shared prior to the next meeting.

Sec 362(c)

[redacted]

Other members of the sub-group were content with this advice and raised no issues.

Action complete.

General update on progress.

[redacted]

[redacted]

[redacted]

Sec 362(c)

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

All sec 362(c)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

All sec
36 2(c)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

see
3b 2(c)

[REDACTED]

Way Forward

see
40(a)

[REDACTED] indicated that it was hoped that the consultation could launch in the late Autumn but to achieve this a first step required that a summary paper, based on what has been agreed at the Sub-Group following [REDACTED] advice, is prepared for the Steering Group meeting in August.

Date of Next Meeting

A date for the next meeting will be arranged in due course.

Action Log

New actions in red

No	Action	Owner	Outcome
1	Action Plan to be updated and issued to members prior to next meeting.	DoJ	Complete.
2	Members were asked to consider the research already carried out on IoD Schemes in other jurisdictions to determine if there would be merit in giving consideration to including elements of those schemes in the PSNI Scheme.	NIPB / PSNI	Complete.
3	Members were asked to advise if they were aware of other schemes which would warrant further research.	NIPB / PSNI	Complete.
4	Members to outline and share their organisation's end to end process.	DoJ / NIPB / PSNI	Complete.
5	DoJ to produce a composite flow chart detailing the complete end to end process in respect of the PSNI Scheme.	DoJ	Complete.
6	Members were asked to provide information on the operational and financial responsibilities of each organisation prior to the next meeting.	DoJ / NIPB / PSNI	Complete.
7	Members to advise DoJ of any urgent legislative amendments required that they are aware of that could be included as part of Phase 1.	NIPB / PSNI	Complete.
8	[REDACTED]	[REDACTED]	[REDACTED] <i>Both sec 36 2(c)</i>
9	[REDACTED]	[REDACTED]	[REDACTED]

	10	DoJ to provide a paper highlighting the inconsistencies between the PSNI IoD Scheme and the NICS Scheme, based on current proposals.	DoJ	Complete.
Sec 36 2(c)	11	[REDACTED]	[REDACTED]	[REDACTED]
Sec 36 2(c)	12	[REDACTED]	[REDACTED]	[REDACTED]
	13	Each organisation to set out their 'wish list'	DoJ / NIPB / PSNI	Complete.
Sec 40(2)	14	[REDACTED] to circulate to members, a draft template for sub-groups to use to report back to the Steering Group.	DoJ	Complete.
	15	DoJ to circulate the recent legislative amendment made by DoF regarding the NICS scheme.	DoJ	Complete.
Sec 36 2(c)	16	[REDACTED]	[REDACTED]	[REDACTED]
	17	DoJ to review draft aims of the scheme, taking into account wording in other jurisdictions.	DoJ	Complete.
Sec 36 2(c)	18	[REDACTED]	[REDACTED]	[REDACTED]
Sec 36 2(c)	19	[REDACTED]	[REDACTED]	[REDACTED]
	20	DoJ to populate the reporting template and circulate to the group prior to the steering group meeting on 25 September.	DoJ	Complete.
	21	DoJ to prepare a composite wish list once the wish lists from NIPB and PSNI received.	DoJ	Complete.

**REVIEW OF PSNI INJURY ON DUTY SCHEME
PSNI SCHEME SUB-GROUP MEETING
Friday 8 October 2021, 11am – 12 noon
by WebEx**

AGENDA

1.	Welcome (Chair)
2.	Apologies (Chair)
3.	Minutes of last meeting
4.	Action log updates
5.	Discussion on draft consultation document
6.	Discussion on draft options paper Roles and Responsibilities
7.	AOB
8.	Date of next meeting

Review of PSNI Injury on Duty Scheme

Note of the PSNI Scheme sub-group meeting held on Friday 8th October at 11:00 by WebEx

In attendance:

[Redacted]

see 40(2)

Apologies:

[Redacted]

Secretariat:

[Redacted]

Introduction

see 40(2)

[Redacted] thanked everyone for joining and introduction made

Minutes of last meeting on 30 June 2021

Members agreed the minutes of the last meeting on 30 June 2021.

Action log updates (full table available at Annex A)

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Action 23 [Redacted] to prepare a paper examining why the Police IoD Scheme is required to inform the review see 40(2)

see 362(cc)

Action complete.

Action 27 DoF draft consultation document and [REDACTED] to be shared prior to the next meeting.

Action complete.

See 36 2(c)

Action 30 - [REDACTED]
[REDACTED]
[REDACTED]

General update on progress.

Consultation document.

[REDACTED] asked NIPB and [REDACTED] if they had any comments on the draft papers for discussion. Information still required by PSNI on both documents.

NIPB and [REDACTED] advised that they will track changes on these documents and return to DoJ ahead of the next meeting.

Action 31 - NIPB / PSNI

[REDACTED] suggested that the section in the consultation document regarding "Blue Light and the Mental Health Charter" should include a more detailed explanation of what a "Blue Light" organisation is. [REDACTED] suggested this would need to be supplied by PSNI.

[REDACTED] advised that both papers submitted today are a very rough first draft and any advice/comments from NIPB and [REDACTED] will be appreciated.

Roles and Responsibility document

[REDACTED] advised that [REDACTED] sought some information with regards to roles and responsibilities to enable PSNI to consider any proposed changes. DOJ has considered [REDACTED] points and this has informed the draft document. [REDACTED] asked if there was anything that NIPB or [REDACTED] wanted to raise.

[REDACTED] explained that NIPB will consider the document and comment/track changes and return to DoJ.

Action 32 - NIPB / PSNI

Date of Next Meeting

08 November 2021 at 14:30.

See 40(2)

See 40(2)

Annex A

Action Log

New actions in red

No	Action	Owner	Outcome
1	Action Plan to be updated and issued to members prior to next meeting.	DoJ	Complete.
2	Members were asked to consider the research already carried out on IoD Schemes in other jurisdictions to determine if there would be merit in giving consideration to including elements of those schemes in the PSNI Scheme.	NIPB / PSNI	Complete.
3	Members were asked to advise if they were aware of other schemes which would warrant further research.	NIPB / PSNI	Complete.
4	Members to outline and share their organisation's end to end process.	DoJ / NIPB / PSNI	Complete.
5	DoJ to produce a composite flow chart detailing the complete end to end process in respect of the PSNI Scheme.	DoJ	Complete.
6	Members were asked to provide information on the operational and financial responsibilities of each organisation prior to the next meeting.	DoJ / NIPB / PSNI	Complete.
7	Members to advise DoJ of any urgent legislative amendments required that they are aware of that could be included as part of Phase 1.	NIPB / PSNI	Complete.
8	[REDACTED]	[REDACTED]	[REDACTED]
9	[REDACTED]	[REDACTED]	[REDACTED]

Both sec 36 2(c)

	10	DoJ to provide a paper highlighting the inconsistencies between the PSNI IoD Scheme and the NICS Scheme, based on current proposals.	DoJ Complete.
See 3b 2(c)	11	[REDACTED]	[REDACTED]
See 3b 2(c)	12	[REDACTED]	[REDACTED]
	13	Each organisation to set out their 'wish list'	DoJ / NIPB / PSNI Complete.
See 40(2)	14	[REDACTED] to circulate to members, a draft template for sub-groups to use to report back to the Steering Group.	DoJ Complete.
	15	DoJ to circulate the recent legislative amendment made by DoF regarding the NICS scheme.	DoJ Complete.
See 3b 2(c)	16	[REDACTED]	[REDACTED]
	17	DoJ to review draft aims of the scheme, taking into account wording in other jurisdictions.	DoJ Complete.
	18	[REDACTED]	[REDACTED]
See 3b 2(c)	19	[REDACTED]	[REDACTED]
	20	DoJ to populate the reporting template and circulate to the group prior to the steering group meeting on 25 September.	DoJ Complete.

**REVIEW OF PSNI INJURY ON DUTY SCHEME
PSNI SCHEME SUB-GROUP MEETING
Monday 8 November 2021, 14:30
by WebEx**

AGENDA

1.	Welcome (Chair)
2.	Apologies (Chair)
3.	Minutes of last meeting
4.	Action log updates
5.	Discussion on draft consultation document
6.	Discussion on draft options paper Roles and Responsibilities
7.	AOB
8.	Date of next meeting

Review of PSNI Injury on Duty Scheme

Note of the PSNI Scheme sub-group meeting held on Monday 8th November at 14:30 by WebEx

In attendance:

[REDACTED]

Sec 40(2)

Apologies:

[REDACTED]

Secretariat:

[REDACTED]

Sec 40(2)

1. Introduction

[REDACTED] thanked everyone for joining. *Sec 40(2)*

2. Minutes of last meeting on 08 October 2021

Members agreed the minutes of the last meeting on 08 October 2021.

3. Action log updates (full table available at Annex A)

Sec 36 2(c)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Action 31 - Provide comments in tracked changes to consultation document ahead of next sub-group meeting NIPB/████/PSNI

Comments have been provided – Action **Complete**

Action 32 - Provide comments in tracked changes to roles/responsibilities document ahead of next sub-group meeting NIPB/████/PSNI

This action will be carried forward. █████ aims to provide comments in the next week.

4. **General update on progress**

Consultation document

████ advised that the preferred position is to have the document finalised in time for the consultation to commence in mid/late January 2022. This will allow the consultation process to conclude in the current mandate. To meet this target it will be necessary to seek Ministerial approval for the consultation, ideally, by mid December 2021 and to advise the Justice Committee in early January 2022. █████ indicated that to meet this timeline all stakeholders will be required to continue to work collaboratively and provide prompt responses to queries.

The sub-group members undertook extensive discussions to address the stakeholders' comments in the document. █████ recorded all relevant changes and advised the group that a revised document would issue as soon as possible.

It is was agreed that many of the questions within the document will mirror the format of the DoF document. However, any deviation from the DoF position will be explained and recorded.

████ advised that █████ will contact DoF regarding the responses they had to their questions on the consultation document and provide the group with their comments.

ACTION: █████ to contact █████

Roles and Responsibilities Document

Due to competing priorities the roles and responsibilities document had not been sufficiently considered by stakeholders to enable meaningful discussion at this meeting.

It was agreed that PSNI opinion on this document was essential before significant progress could be made. █████ agreed to contact PSNI to encourage continued participation.

ATI
Sec 40(2)

see 40(2)

Action: [REDACTED] to contact PSNI

5. Date of Next Meeting

To be confirmed

Action Log

No	Action	Owner	Outcome
1	Action Plan to be updated and issued to members prior to next meeting.	DoJ	Complete.
2	Members were asked to consider the research already carried out on IoD Schemes in other jurisdictions to determine if there would be merit in giving consideration to including elements of those schemes in the PSNI Scheme.	NIPB / PSNI	Complete.
3	Members were asked to advise if they were aware of other schemes which would warrant further research.	NIPB / PSNI	Complete.
4	Members to outline and share their organisation's end to end process.	DoJ / NIPB / PSNI	Complete.
5	DoJ to produce a composite flow chart detailing the complete end to end process in respect of the PSNI Scheme.	DoJ	Complete.
6	Members were asked to provide information on the operational and financial responsibilities of each organisation prior to the next meeting.	DoJ / NIPB / PSNI	Complete.
7	Members to advise DoJ of any urgent legislative amendments required that they are aware of that could be included as part of Phase 1.	NIPB / PSNI	Complete.
8	[REDACTED]	[REDACTED]	[REDACTED]
9	[REDACTED]	[REDACTED]	[REDACTED]

Both see 36 2(c)

	10	DoJ to provide a paper highlighting the inconsistencies between the PSNI IoD Scheme and the NICS Scheme, based on current proposals.	DoJ	Complete.
See 36 2(c)	11	[REDACTED]	[REDACTED]	[REDACTED]
See 36 2(c)	12	[REDACTED]	[REDACTED]	[REDACTED]
	13	Each organisation to set out their 'wish list'	DoJ / NIPB / PSNI	Complete.
See 40(2)	14	[REDACTED] to circulate to members, a draft template for sub-groups to use to report back to the Steering Group.	DoJ	Complete.
	15	DoJ to circulate the recent legislative amendment made by DoF regarding the NICS scheme.	DoJ	Complete.
See 36 2(c)	16	[REDACTED]	[REDACTED]	[REDACTED]
	17	DoJ to review draft aims of the scheme, taking into account wording in other jurisdictions.	DoJ	Complete.
	18	[REDACTED]	[REDACTED]	[REDACTED]
See 36 2(c)	19	[REDACTED]	[REDACTED]	[REDACTED]
	20	DoJ to populate the reporting template and circulate to the group prior to the steering group meeting on 25 September.	DoJ	Complete.

21	DoJ to prepare a composite wish list once the wish lists from NIPB and PSNI received.	DoJ	Complete.
22	DoJ to examine the Police Scotland guidance in terms of eligibility.	DoJ	Complete.
23	█ to prepare a paper examining why the Police IoD Scheme is required to inform the review.	PSNI	Complete.
24	DoJ to arrange a meeting with █, to discuss commonalities between schemes.	DoJ	Complete.
25	DoJ to prepare a paper for the Steering Group setting out the sub-group's position on a range of issues being discussed.	DoJ	Complete.
26	DoJ to research whether England and Wales have a sliding scale of award as age increases.	DoJ	Complete.
27	█	█	█
28	Sub-group agreement on the aims of the Scheme to be raised at the next Steering Group meeting.	DoJ	Complete
29	█ to send a note to █ requesting that the steering group take forward a discussion with DoJ/NIPB/PSNI at a senior level on future roles and responsibilities.	DoJ	Complete
30	█	█	█
31	Provide comments in tracked changes to consultation document ahead of next sub-group meeting	█/NIPB/PSNI	Complete
32	Provide comments in tracked changes to roles/responsibilities document ahead of next sub-group meeting	█/NIPB/PSNI	Carried forward
33	Contact DoF regarding the responses they had to their questions on the	█	

Sec 40(2)

Sec 36 2(c)

Sec 40(2)

Sec 36 2(c)

	consultation document and provide the group with their comments.		
34	Contact PSNI to encourage continued participation.	DOJ	

**REVIEW OF PSNI INJURY ON DUTY SCHEME
PSNI SCHEME SUB-GROUP MEETING
Friday 10 December 2021, 10:00-11:00
by WebEx**

AGENDA

1.	Welcome (Chair)
2.	Apologies (Chair)
3.	Minutes of last meeting
4.	Action log updates
5.	Update from [REDACTED] <i>Sec 36 2(c)</i> <ul style="list-style-type: none">➤ Q2a consultation document➤ Gratuities➤ GDPR
6.	Discussion on draft consultation document
8.	AOB
9.	Date of next meeting

Review of PSNI Injury on Duty Scheme

Note of the PSNI Scheme sub-group meeting held on Friday 10th December at 10:00 by WebEx

In attendance:

[REDACTED]

Sec 40(2)

Apologies:

[REDACTED]

Secretariat:

[REDACTED]

1. Introduction

[REDACTED] thanked everyone for joining. *Sec 40(2)*

2. Apologies

[REDACTED]

Sec 40(2)

3. Minutes of last meeting on 08 November 2021

Members agreed the minutes of the last meeting on 08 November 2021.

4. Action log updates (full table available at Annex A)

Sec 36 2(c)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

See
36 2(c)

[REDACTED]

Action 33 - Contact DoF regarding the responses they had to their questions on the

[REDACTED] advised that DoF provided an update at the steering group but will liaise with [REDACTED].

See
40(2)

Action 34 - Contact PSNI to encourage continued participation.

[REDACTED] spoke with [REDACTED] who attended the steering group and is keen to move forward - Action **Complete**

5. Update from DSO

[REDACTED]

See
36 2(c)

See
36 2(c)

[REDACTED]

6. **General update on progress**

Consultation document

The version that was issued in advance of the sub-group meeting is the most recent version and takes on board comments from the last meeting and advice received from [REDACTED], Chair of the Steering Group.

See
40 (2)

There are a few comments that still need worked through but after this meeting these will be progressed. However, it remains important that PSNI provide input.

[REDACTED] advised that after this meeting the updated consultation document will be forwarded to the sub-group.

[REDACTED] advised that the aim was to get the consultation document out and completed before the end of the pre-election period. The last date for the consultation document to be issued is 28th January 2022.

7. **Date of Next Meeting**

13 January at 14:00 via Webex.

Annex A

Action Log

No	Action	Owner	Outcome
1	Action Plan to be updated and issued to members prior to next meeting.	DoJ	Complete.
2	Members were asked to consider the research already carried out on IoD Schemes in other jurisdictions to determine if there would be merit in giving consideration to including elements of those schemes in the PSNI Scheme.	NIPB / PSNI	Complete.
3	Members were asked to advise if they were aware of other schemes which would warrant further research.	NIPB / PSNI	Complete.
4	Members to outline and share their organisation's end to end process.	DoJ / NIPB / PSNI	Complete.
5	DoJ to produce a composite flow chart detailing the complete end to end process in respect of the PSNI Scheme.	DoJ	Complete.
6	Members were asked to provide information on the operational and financial responsibilities of each organisation prior to the next meeting.	DoJ / NIPB / PSNI	Complete.
7	Members to advise DoJ of any urgent legislative amendments required that they are aware of that could be included as part of Phase 1.	NIPB / PSNI	Complete.
8	[REDACTED]	[REDACTED]	[REDACTED]
9	[REDACTED]	[REDACTED]	[REDACTED]

*Both
see 36 2(c)*

	10	DoJ to provide a paper highlighting the inconsistencies between the PSNI IoD Scheme and the NICS Scheme, based on current proposals.	DoJ	Complete.
See 36 2(c)	11	[REDACTED]	[REDACTED]	[REDACTED]
See 36 2(c)	12	[REDACTED]	[REDACTED]	[REDACTED]
	13	Each organisation to set out their 'wish list'	DoJ / NIPB / PSNI	Complete.
See 40(2)	14	[REDACTED] to circulate to members, a draft template for sub-groups to use to report back to the Steering Group.	DoJ	Complete.
	15	DoJ to circulate the recent legislative amendment made by DoF regarding the NICS scheme.	DoJ	Complete.
See 36 2(c)	16	[REDACTED]	[REDACTED]	[REDACTED]
	17	DoJ to review draft aims of the scheme, taking into account wording in other jurisdictions.	DoJ	Complete.
	18	[REDACTED]	[REDACTED]	[REDACTED]
See 36 2(c)	19	[REDACTED]	[REDACTED]	[REDACTED]
	20	DoJ to populate the reporting template and circulate to the group prior to the steering group meeting on 25 September.	DoJ	Complete.

21	DoJ to prepare a composite wish list once the wish lists from NIPB and PSNI received.	DoJ	Complete.
22	DoJ to examine the Police Scotland guidance in terms of eligibility.	DoJ	Complete.
23	Paul to prepare a paper examining why the Police IoD Scheme is required to inform the review.	PSNI	Complete.
24	DoJ to arrange a meeting with [REDACTED], to discuss commonalities between schemes.	[REDACTED]	[REDACTED]
25	DoJ to prepare a paper for the Steering Group setting out the sub-group's position on a range of issues being discussed.	DoJ	Complete.
26	DoJ to research whether England and Wales have a sliding scale of award as age increases.	DoJ	Complete.
27	[REDACTED]	[REDACTED]	[REDACTED]
28	Sub-group agreement on the aims of the Scheme to be raised at the next Steering Group meeting.	DoJ	Complete
29	[REDACTED] to send a note to [REDACTED] requesting that the steering group take forward a discussion with DoJ/NIPB/PSNI at a senior level on future roles and responsibilities.	[REDACTED]	[REDACTED]
30	[REDACTED]	[REDACTED]	[REDACTED]
31	Provide comments in tracked changes to consultation document ahead of next sub-group meeting	[REDACTED]/NIPB/PSNI	Complete
32	Provide comments in tracked changes to roles/responsibilities document ahead of next sub-group meeting	[REDACTED]/NIPB/PSNI	Complete
33	Contact DoF regarding the responses they had to their questions on the	DOJ	Carried forward

Sec
40(2)

Sec
36 2(c)

Sec
40(2)

Sec
36 2(c)

	consultation document and provide the group with their comments.		
34	Contact PSNI to encourage continued participation.	DOJ	Complete
35	[REDACTED]	[REDACTED]	

Sec
36 2(c)