



FREEDOM OF INFORMATION REQUEST

FOI Reference number: 35/2013

Date: 29 July 2013

Q 1. (A) Please confirm firstly who and the date when the RUC / PSNI Senior Management Team / Northern Ireland Policing Board / Police Authority for NI made the decision that the civilian support staff's Terms of Conditions of Service are as set out in the NICS Pay and Conditions of Service Code? and

(B) What Government Department approved this decision?

Response : The Police (Northern Ireland) Act 2000 clarifies that the function of controlling staff is for the Chief Constable to manage, on behalf of and in the name of the Northern Ireland Policing Board (NIPB). In essence, this means that although the NIPB is legally the employer of PSNI civilian staff that the management of staff is delegated to the Chief Constable. This includes the pay and conditions for civilian staff. As such, this question would therefore be better addressed to PSNI. The PSNI's responsibilities to the Department of Finance and Personnel (DFP) and the Department of Justice (DoJ) (post devolution)/Northern Ireland Office (NIO) (pre-devolution) are set out in successive Management Statements and Financial Memoranda (MSFM) which could be requested from PSNI and/or DoJ/NIO.

Q 2. What date did the RUC / PSNI Direct Recruits (Civilian Support Staff) started?

Response : See above response. The LINKS Project date of implementation of 1st October 2008 is also relevant. The LINKS Project resulted in PSNI Civilian staff being given the opportunity to change status from being NICS employees to PSNI employees.

Q 3. What Government Department(s) had RUC / PSNI sought approval from for the Civilian Support Staff to be on the NICS Pay Scales from the year 2000 to present, who approved each year.

Response : PSNI Civilian staff Pay remits are subject to approval by DFP. Pay Remits are submitted to DFP via the NIO (pre-devolution) and DoJ (post devolution) as set out in the relevant MSFMs.

Q 4. The recent court ruling by Judge Babington stated “PSNI had Pay Delegation”, please confirm why PSNI requires to seek approval from DOJ and DFP on making payments?

Response : The current PSNI MSFM sets out the approval process for Pay Remits. The question might be better addressed to PSNI for more detail.

Q 5. The NIO Office had provided the sum of money valuing £26 million to cover PSNI Support Staff equal pay, please confirm the exact location of this money and is this still ring fenced?

Response : This information is not held by the Northern Ireland Policing Board. This information may be held by NIO, DoJ or DFP.

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:-

The Information Commissioner’s Office – Northern Ireland
3rd Floor
12 Cromac Place
Gasworks
Ormeau Road
Belfast
BT7 2JB.

Telephone: - 02890 269 380
Email: - ni@ico.org.uk

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