



FREEDOM OF INFORMATION REQUEST

FOI Reference number: FOI 59/2013

Date: 23 January 2014

Request: Can you please provide me with some information regarding the recent Special Priority Payment Scheme 2013 decision?

- 1) What evidence was presented to the NIPB by PSNI to support the claim that there are “no difficulties in recruitment and retention of officers” in H District?
- 2) When was the decision ratified by NIPB?
- 3) Who was involved in the decision making process? (Both PSNI and NIPB)

Answer: 1. A copy of the PSNI proposals concerning Special Priority Payments for year 2013 is attached.

2. The PSNI proposals were approved in October 2013.

3. PSNI Service Executive Team and NIPB Board Members.

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

Please be advised that all Policing Board replies under Freedom of Information will 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.



FAO Resources Committee, NIPB

Special Priority Payments 'SPP' 2013

The purpose of this paper is to set out the PSNI proposals for Special Priority Payments 2013.

1. The SPP Parameters for 2013

- 1.1 The budget provision for 2013 is £4.8m. In 2012 the budget allocation for SPP was also £4.8m.
- 1.2 The views of the Service Executive Team (SET) were to refresh the designated posts for the reward of SPP 2013.
- 1.3 As a result SET reviewed each duty type, taking into consideration frontline policing in demanding areas, the importance of national and local policing priorities and also where there were difficulties in recruitment and retention in particular areas of policing.
- 1.4 The Police Negotiating Board agreement expects that no less than 20% and no more than 40% of Service strength will benefit from the Scheme.
- 1.5 Within the range of 20-40% of the eligible pool, the allocation of SPP 2013 is 1378 to 2756 posts. The SET agreed a total of 2698 eligible posts for payment of SPP 2013. This being within the range at 39.2%.
- 1.6 The maximum SPP which can be paid is £3,000. This will be adjusted to ensure that expenditure is within the budget allocation for 2013.
- 1.7 SPP 2013 will be allocated for the period 1 January 2013 to 31 December 2013.

2. Emerging Issues

- 2.1 Winsor recommendation 33 stated that SPPs were to be abolished from 31 August 2011. To date Winsor 1 has not been implemented within PSNI.

3. SPP Designated Posts 2013

- 3.1 The primary focus of the SET in allocating SPP 2013 was to reflect the difficult policing context placed at those frontline roles in demanding areas in the promotion of service wide community confidence in policing and reducing serious harm.
- 3.2 The SET agreed that the 2013 allocations would primarily focus at the rank of Constable for the payment of SPP with the exception of 3 Districts which are deemed to be exceptionally demanding areas. In these areas the ranks of Chief Inspector, Inspector and Sergeant have also been included.

3.3 Particular posts in Crime Operations, TSG, and Dog Handlers were designated due to their specialist role in tackling serious harm and visible frontline policing.

3.4 The SPP Posts for 2013 include :

- Inspecting Ranks , A, B and G Districts – Chief Inspectors and Inspectors
- Frontline uniform Constables in Response and Neighbourhood Policing in A,B,D,E,F & G Districts
- G District Sergeants (all Duty Types)
- TSG Constables including Explosive Escort & Blast Supervisor Constables
- Dog Unit Constables
- Crime Operations – Specialist Operations – Surveillance & Technical Support (Constables only)
- Crime Operations – Specialist Operations – HMSU and SOBSU (Constables only)

3.5 Details of the SPP 2012 allocations and number of posts paid in December 2012 are as shown at Table I and Table II in Appendix A.

4. SPP 2013 Proposed Designated Posts

4.1 The total number of SPP posts proposed for 2013 is provided in the table below as per resource distribution at 2 September 2013.

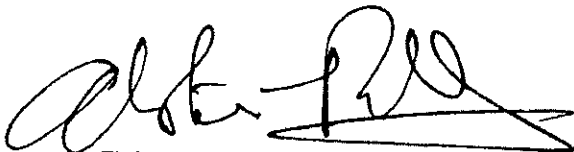
Role	Number of Actual Posts at 02.09.2013
Chief Inspectors and Inspectors – A, B and G Districts	64
Neighbourhood Policing – A,B,D,E,F & G Districts (Constables only)	511
Response – A,B,D,E,F & G Districts (Constables only)	1451
TSG Constables (including 23 Explosive Escort and 7 Blast Supervisor Constables)	368
Dog Unit Constables	32
Crime Operations – Specialist Operations – Surveillance (Constables only)	106
Crime Operations – Specialist Operations – Technical Support (Constables only)	21
Crime Operations - Specialist Operations - HMSU excluding SOB Support Unit (Constables only)	52
Crime Operations - Specialist Operations – HMSU SOB Support (Constables only)	24
'G' District Sergeants (All duty types)	69
TOTAL	2698

5. Administration of SPP 2013

- 5.1 Budget distribution decisions will be made in line with available funding and designated SPP posts for 2013. This will result in the amount being paid to each officer to be in the range of £1800 to £2100.
- 5.2 An annual payment will be made to eligible officers in December 2013.
- 5.3 In line with the Policing Plan priorities, the considerable increase of officers in front-line policing roles is reflected in the allocations.
- 5.4 The fact that a post is not on the list this year does not mean that the role is not demanding or important. Neither does it mean that the non-SPP post is not regarded as frontline or that it does not carry a significantly higher responsibility than the norm for the rank.
- 5.5 The SET has given careful consideration to all posts and difficult decisions have had to be made within budget constraints.

6. Approval

- 6.1 The SPP 2013 list is duly submitted to the Resources Committee, NIPB for necessary approval to proceed with payment.
- 6.2 The communication of SPP 2013 posts will be made to the Service on receipt of NIPB approval.



A G Finlay
Assistant Chief Constable
Brooklyn

10 September 2013

APPENDIX A

Details of SPP 2012 – Table I - Role and No of posts paid at 31.12.2012

Table II – No of Officers by District/Department paid at 31.12.2012

Role	No of Posts Paid at 31.12.2012
Neighbourhood Officers – Constables only (N/Hood Policing Duty type only used)	674.25
Response – Constables only (Duty Type response only used)	1559.5
TSG + Operational Dog Handlers – Constables Only (Sub Unit begins with TSG, Dog Handlers separate)	391
POLSA – Designated Posts (incl Consts, Sergeants and Inspectors)	28
Crime Ops SHU – Constables only (excluding Warrant and CT Ops) (incl SOC SHU Urb, SOC SHU Nth, SCO SHU Sth Sub Branch)	114
Crime Ops Technical Support Unit – Constables only (Unit/Station Tech Support)	17
Crime Ops HMSU Designated Posts – Constables only (Unit/Station HMSU exc SOB Support)	59
Crime Ops SOBSU designated posts – Constables only (Sub Unit SOB Supp)	19
TOTALS	2861.75
Adjusted for double counting where officers have been in more than one qualifying role during 2012	2788
% Of Service Strength which received SPP	39.1%

District/Department	Officers
A District	298
B District	232
C District	248
D District	251
E District	419
F District	238
G District	271
H District	191
Crime Ops	200
Ops Support	425
District Policing	5
HR Department	10
Grand Total	2788