



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2009-00158

**Keyword:** Finance

**Subject:** BONUS OR REWARD SYSTEM FOR EMPLOYEES

### Request and Answer:

This is to inform you that the Police Service of Northern Ireland has now completed its search for the information you requested and the answers to your questions are as follows.

#### Question 1

Does your force operate a bonus or rewards system for employees? Can you outline this, for example what the various payments are and what they might be paid for?

For the following questions can you supply figures for the calendar years of 2007 and 2008? If it is not possible to give figures for calendar years, please supply figures for the past two 12 month periods for which you hold records.

#### Answer 1

I have been advised that the Police Service of Northern Ireland (PSNI) does operate a bonus system for Police Officers.

PSNI's bonus scheme (in line with Police Negotiating Board Circular 02/9 (Advisory) is designed to reward officers for carrying out work of an outstandingly demanding, unpleasant or important nature (for example, hostage negotiation, or fingerprinting and searching badly decomposed bodies). If a bonus is awarded it will fall within the range £50 to £500. Bonus Payments are taxable and non-pensionable. All Officers, including Full-Time and Part-Time Reserve Officers, may apply if they meet the conditions for entitlement.

#### Question 2

How many bonuses were issued in each of the categories used by your force? For example some forces might pay £50 for fingerprinting dead bodies.

#### Question 3

What amount (in sterling) did these bonuses equal?

#### Question 4

Who received bonuses and what were they awarded for? (if the data protection act permits you from naming individuals, please give ranks)

#### Answer 2,3 and 4

The information you have requested can be found in the attached 01928pdf for Jan - Dec 07 and 01929pdf for Jan - Dec 08

If you have any queries regarding your request or the decision please do not hesitate to contact me on 028 9070 0164. When contacting the Freedom of Information Team, please quote the reference number listed at the beginning of this email.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible, or in any case within two months of the date of issue of this letter. In the event that you require a review to be undertaken, you can do so by writing to the Head of Freedom of Information, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing [FOI@psni.pnn.police.uk](mailto:FOI@psni.pnn.police.uk)

If following an internal review, carried out by an independent decision maker, you were to remain dissatisfied in any way with the handling of the request you may make a complaint, under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the PSNI has complied with the terms of the Freedom of Information Act. You can write to the Information Commissioner at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out, however the Commissioner has the option to investigate the matter at his discretion.

Please be advised that PSNI replies under Freedom of Information may be released into the public domain via our website @ <http://www.psni.police.uk/>

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

Freedom of Information request F-2009-00158

Bonuses issued for calendar years 07 and 08

January – December 07

Categories	No of bonuses issued	Total Amount(£)	Ranks
ADDITIONAL DUTIES REQUIRED	1	500.00	Constable
AWARDED FOR ROLE IN POLICE SEARCH ADVISORS	1	374.94	C /Inspector
BODY IDENTIFICATION TEAM AT MULTIPLE FATALITY	1	300.00	C /Inspector
BODY RECOVERY WORK	1	350.00	Constable
CRIMINAL INTELLIGENCE OFFICER DUTIES	1	500.00	Constable
COMMITMENT & PERFORMANCE FOR LOCAL POLICING PLAN	1	500.000	Superintendent
DISCOVERY OF BADLY DECOMPOSED BODY & SUBSEQUENT SEARCH OF PREMISES	6	600.00	Sergeant Constable R/Constable
DISCOVERY OF MUTILATED BODY	2	200.00	Sergeant Constable
EXCEPTIONAL CIRCUMSTANCES	35	16250.00	C/Supt Superintendent C/Inspector Inspector Sergeant Constable R/Constable
HANDLING OF BADLY DECOMPOSED BODY	1	50.00	Constable
INCREASED PORTFOLIO AND RESPONSIBILITIES	2	600.00	C/Inspector Inspector
NORMALISATION IN SOUTH ARMAGH	58	29000.00	Inspector Sergeant Constable R/Constable
OPS PLANNING DISTRICT AMALGAMATION	6	2874.94	Sergeant Constable

000001

POLICE SEARCH ADVISORS DUTIES	3	1374.94	Inspector
PERSONAL SAFETY PROGRAM DUTIES WHILST ON SECONDMENT	1	500.00	Sergeant
SEARCH	6	300.00	Sergeant Constable R/Constable

TOTAL AMOUNT PAID JAN-DEC 2007    £54,274.82

Freedom of Information request F-2009-00158

Bonuses issued for calendar years 07 and 08

January – December 08

Categories	No of bonuses issued	Total Amount(£)	Ranks
ATTENDED SCENE OF CAR WITH BADLY BURNT BODY INSIDE	4	200.00	Constable Sergeant
BADLY INJURED PERSON	1	300.00	Constable
BODY RECOVERY	1	350.00	Constable
BODY RECOVERY AND IDENTIFICATION TEAM	1	350.00	Inspector
CREATED ELECTRONIC USE OF FORCE FORM	1	500.00	Constable
EXCEPTIONAL CIRCUMSTANCES	38	12275.00	Superintendent C/Inspector Inspector Sergeant Constable R/Constable
LIFTING BADLY BURNED BODY	5	250.00	Sergeant Constable
NORMALISATION IN SOUTH ARMAGH	1	500.00	Constable
PARTICIPATION IN CHEMICAL BIOLOGICAL RADIOLOGICAL NUCLEAR TRIAL	1	150.00	Constable
QUEEN'S VISIT	7	2200.00	Inspector Sergeant
REVIEW OF CRIME CLEARANCES	1	500.00	Constable
SEARCH	5	1000.00	Constable R/Constable
TOTAL AMOUNT PAID JAN-DEC 2008		£18,575.00	

000003