



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2010-02558  
**Keyword:** Human Resources  
**Subject:** Pensionable Allowances

### 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.

I have decided to:

- disclose records in answer to question 1 – 2, 5 - 6 and 10 – 12 and;
- exempt records in answer to question 3 – 4, 7 – 9 & 13 – 14 pursuant to the provisions of Section 21 of the Act.

### Question 1

On what calendar date was the I.C.T. allowance made payable to P.S.N.I. civilian "Direct Recruits" for final salary pensionable superannuation purposes?

### Answer

ICT allowance was applied in line with Civil Service Circulars with effect from 1 October 2005 to ICT posts determined at the time and thereafter to ICT postholders on appointment to an ICT post.

### Question 2

From what calendar date was the I.C.T. allowance made back payable for final salary pensionable superannuation purposes to P.S.N.I. civilian "Direct Recruits"?

### Answer

From the effective date of the circular or date of appointment as appropriate.

### Question 5

Which P.S.N.I. civilian "Direct Recruit" grades have been merged including legacy grades from "Ministry of Home Affairs" as a result of the I.C.T. allowance being made payable to the affected grades?

### Answer

No grades have been merged. ICT allowance is payable to ICT grades only.

**Question 6**

Which P.S.N.I. "Direct Recruit" grades are entitled to final salary pensionable "Shift" allowances for superannuation purposes?

**Answer**

Shift allowance is not determined by grade but by the hours worked in a shift pattern determined locally. Conditions for shift are set out in NICS Handbook

[http://www.dfpni.gov.uk/8.24\\_shift\\_disturbance\\_and\\_night\\_allowances.pdf](http://www.dfpni.gov.uk/8.24_shift_disturbance_and_night_allowances.pdf)

**Question 10**

Which P.S.N.I. civilian "Direct Recruit" grades are paid both final salary pensionable I.C.T. allowance and final salary pensionable "Shift" allowance?

**Answer**

Shift relates to hours worked and contract terms of the relevant posts.

**Question 11**

What is the Female/Male gender percentage ratio in P.S.N.I. civilian "Direct Recruit" I.C.T. grades who are paid both "Shift" allowance and I.C.T. allowance for final salary pensionable superannuation purposes?

**Answer**

The ratio is 60.36% Male and 39.64% Female.

**Question 12**

Are P.S.N.I. civilian "Direct Recruits" who perform telephony "call handling" duties on a night shift rota entitled to I.C.T. allowance and "Shift" allowance for final salary pensionable superannuation purposes?

Clarification - Pensionable ICT and "Shift" allowances for P.S.N.I. civilian Network Management Centre Telecommunication Grade "Direct Recruits".

**Answer**

Allowance terms are defined under NICS Terms and Conditions and approved by DOJ for application in PSNI. Telecoms grades were not eligible for ICT allowance. Shift allowances defined by the roster in operation locally. ICT grades attract ICT allowance in line with NICS guidance. Pensionable allowances are reckonable for final salary superannuation purposes.

Section 17 of the Freedom of Information Act 2000 requires the Police Service of Northern Ireland, when refusing to provide such information (because the information is exempt) to provide you the applicant with a notice which:

- (a) states that fact,
- (b) specifies the exemption in question and
- (c) states (if not otherwise apparent) why the exemption applies.

Pursuant to the provisions of Section 21 of the Freedom of Information Act 2000 it has been decided to refuse access to the information you have requested in questions 3, 4, 7, 8, 9, 13 & 14. Section 21 of the Act provides that information which is reasonably accessible to the applicant by other means is exempt information.

**Question 3**

What are the various I.C.T. grades for P.S.N.I. civilian "Direct Recruits"?

**Question 4**

What is the actual I.C.T. allowance in £'s for each grade?

**Question 7**

What is the minimum number of nights per calendar year a P.S.N.I civilian "Direct Recruit" must work in order to be paid final salary pensionable "Shift" allowance?

**Question 8**

Are P.S.N.I. civilian "Direct Recruits" who work days only (Zero nights per calendar year) entitled to final salary pensionable "Shift" allowance for superannuation purposes?

**Question 9**

What is the percentage increment in salary for "shift" allowance payable to P.S.N.I. "Direct Recruits" for final salary pensionable superannuation purposes?

**Question 13**

What are the essential criteria for payment of final salary pensionable "Shift" allowance to P.S.N.I. civilian "Direct Recruits" for superannuation purposes?

Clarification - The specific post is P.S.N.I. civilian Telecommunication Grade "Direct Recruit".

**Question 14**

What are the essential criteria for payment of final salary pensionable I.C.T. allowance to P.S.N.I. civilian "Direct Recruits"?

Clarification - The specific post is P.S.N.I. civilian Telecommunication Grade "Direct Recruit".

**Answer**

In relation to question 3, ICT grades applied for Police staff are consistent to NICS ICT grading framework. This information can be accessed via the Department of Finance & Personnel website by using the link provided below:

[http://www.dfpni.gov.uk/8.15\\_ict\\_allowance.pdf](http://www.dfpni.gov.uk/8.15_ict_allowance.pdf)

In relation to question 4, ICT allowance is considered under NICS Pay agreement.

This information can be accessed via the Department of Finance & Personnel website by using the link provided below:

[http://www.dfpni.gov.uk/8.15\\_ict\\_allowance.pdf](http://www.dfpni.gov.uk/8.15_ict_allowance.pdf)

In relation to questions 7, 8 & 9 the information you have requested is available via the Department of Finance & Personnel website by using the link provided below:

[http://www.dfpni.gov.uk/8.24\\_shift\\_disturbance\\_and\\_night\\_allowances.pdf](http://www.dfpni.gov.uk/8.24_shift_disturbance_and_night_allowances.pdf)

In relation to question 13, Shift allowance terms defined under NICS Terms and Conditions Pensionable allowances are reckonable for final salary superannuation purposes. These terms can be accessed via [www.dfpni.gov.uk/pay](http://www.dfpni.gov.uk/pay) NICS HR policy reference 8.24

In relation to question 14, The telecommunications grades were not eligible for ICT allowance. ICT allowance terms defined under NICS Terms and Conditions and can be accessed via

[www.dfpni.gov.uk/pay](http://www.dfpni.gov.uk/pay)

Please note Telecomms grades no longer exist within PSNI, the retrospective assimilation onto the ICT grading framework with effect from 1 April 2008 was completed in July 2010, as a result the telecomms grades were made obsolete and the affected staff group became ICT staff from this date.

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 letter.

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 @ [www.psnj.police.uk](http://www.psnj.police.uk)

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