



FREEDOM OF INFORMATION REQUEST



Request Number: F-2012-00004

Keyword: Finance

Subject: Performance Related Bonuses

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. The decision has been taken to disclose the located information to you in full.

Question 1

May I ask the PSNI to detail the number of performance related bonus payments made to officers in each of the last three financial years?

Answer

In financial year:

2009/10 - 39 performance related bonus payments were made to officers.

2010/11 - 65 performance related bonus payments were made to officers.

2011 to present - 55 performance related bonus payments were made to officers.

The bonuses received were for 'Performance Related Non-consolidated Bonus' and the 'Special Bonus Scheme'. Performance related bonus are payable to Superintending ranks in line with PNB agreement PNB 3-18. Non-consolidated bonuses are paid to exceptional performers at the top of their pay scales.

Association of Chief Police Officer (ACPO) ranks do not fall into either of these schemes and the authority for payments to these ranks is the responsibility of the Northern Ireland Policing Board.

In financial year 2009/10, 1 ACPO Performance Bonus was paid to an Assistant Chief Constable. In financial year 2010/11, 1 ACPO Performance Bonus was paid to an Assistant Chief Constable. There have been no ACPO Performance Bonuses paid in financial year 2011 to present.

Question 2

Furthermore, may I ask for details of these payments to be broken down by rank of officer receiving payment, and the PSNI District/DCU/area command in which they are based?

Answer

Searches were conducted in relation to 'location' information for officers receiving performance related bonus payments in financial year 2009/10. These searches failed to locate any records or documents. The PSNI's Finance Department have advised that, until a new policy was introduced in 2010, data was held on their system by cost centre location only and payment was administered directly to individuals. Accordingly, I have determined that the PSNI does not hold this information for 2009/10 financial year.

Details of officer location for performance related bonus payments made in 2010/2011 financial years are shown below.

In financial year **2009/10** performance related bonus payments are broken down as follows;

Constables – 11
Sergeants – 2
Inspectors – 5
Chief Inspectors – 1
Superintendents -20
ACPO Ranks – 1

In financial year **2010/11** performance related bonus payments are broken down as follows;

Constables – 32 (paid in C, D, E, F, H Districts, Operational Support Department, Crime Operations and Human Resources)
Sergeants – 14 (paid in E, F, G, Districts, Operational Support Department and Crime Operations)
Inspectors/Chief Inspectors – 3 (paid in D Districts, Crime Operations and Operational Support Department)
Superintendants - 16
ACPO Ranks – 1 (paid in Operational Support Department)

In financial year **2011** to present performance related bonus payments are broken down as follows;

Constables – 44 (paid in B, C, D, E, F, G, H Districts, Operational Support Department and Crime Operations)
Sergeants – 9 (paid in B, G Districts, Operational Support Department, Crime Operations and Human Resources).
Inspectors/Chief Inspectors – 2 (paid in District Policing Command and Criminal Justice Department)

Please note that Chief Inspector and Inspector ranks (due to the low numbers) have been banded together to protect the data protection rights of third parties, as to provide rank, location and year would identify individuals and personal information relating to them and would breach the Data Protection Act 1998.

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.

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.psni.police.uk

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