EXPLANATORY MEMORANDUM TO

POLICE SERVICE of NORTHERN IRELAND (AMENDMENT) REGULATIONS 2015

SR No. 419

1. Introduction

1.1 This Explanatory Memorandum has been prepared by the Department of Justice to accompany the Statutory Rule (details above) which is laid before the Northern Ireland Assembly.

1.2 The Statutory Rule is made under section 25 of the Police (Northern Ireland) Act 1998 and is subject to the negative resolution procedure.

2. Purpose

This Statutory Rule will amend the Police Service of Northern Ireland Regulations 2005 at Regulation 23 to increase from 26 to 52 the number of weeks to be reckoned for pay, pension and leave purposes while on maternity leave.

3. Background

Following negotiations at the Police Negotiating Board, it was agreed to apply to police officers provisions which increased from 26 to 52 weeks the time that could be considered reckonable while on maternity leave.

4. Consultation

In line with the enabling legislation, full consultation has been carried out in the Police Negotiating Board, with agreement being reached by all parties to make the change.

5. Equality Impact

There are no equality issues with regard to this provision, which applies to all police officers on maternity leave, brings maternity legislation in this area into line with public sector employees generally and with police officers across the UK.

6. Regulatory Impact

The Department does not consider that there is need for a regulatory impact assessment for this instrument as it has no impact on business, charities or voluntary bodies.

7. Financial Implications

There is no financial impact as a result of this amendment to regulations as the provision has been applied by the Chief Constable to his officers since agreement was reached at the PNB in 2010.

8. Section 24 of the Northern Ireland Act 1998

The proposed legislation is considered compatible with section 24 of the Northern Ireland Act 1998.

9. EU Implications

Not applicable.

10. Parity or Replicatory Measure

10.1 Through agreements reached at the Police Negotiating Board, this measure ensures parity of treatment with police officers serving in GB in terms of maternity provision with regard to reckonable service.

10.2 This measure also brings police officers in line with the provisions of the Sex Discrimination Act 1975 (Amendment) Regulations 2008, and the Sex Discrimination Order 1976 (Amendment) Regulations (Northern Ireland) 2008.

11. Additional Information

Not applicable.