

Appendix 1 - Rural Needs Impact Assessment (RNIA) Template – Accessible Version

SECTION 1 – Defining the activity subject to Section 1(1) of the Rural Needs Act (NI) 2016

1A. Name of Public Authority.

The Department of Justice (DoJ).

1B. Please provide a short title which describes the activity being undertaken by the Public Authority that is subject to Section 1(1) of the Rural Needs Act (NI) 2016.

The DoJ has a statutory responsibility to amend legislation to ensure the effective operation of the NI Police Pension Scheme for its members. Technical amendments are required to the Police Pension Regulations (Northern Ireland) 2015 as part of the 2024 revaluation exercise and to correct a misalignment between the dates used for calculating Annual Allowances and pension valuations.

1C. Please indicate which category the activity specified in Section 1B above relates to.

Developing a Policy Strategy Plan

Adopting a Policy Strategy Plan

Implementing a Policy Strategy Plan

Revising a Policy Strategy Plan

Designing a Public Service

Delivering a Public Service

1D. Please provide the official title (if any) of the Policy, Strategy, Plan or Public Service document or initiative relating to the category indicated in Section 1C above.

Police Pensions (Amendment) Regulations (Northern Ireland) 2026

1E. Please provide details of the aims and/or objectives of the Policy, Strategy, Plan or Public Service.

The proposed draft Regulations amend the Police Pensions Regulations Scheme (NI) 2015 (2015 Regulations) and are intended to ensure that the scheme remains fair, up to date, and operates effectively.

The amendments are technical in nature: the first aligns the revaluation date used in pension calculations, to reduce the risk of Police Officers incurring Annual allowance charges arising from periods of high inflation. The second ensures that existing contribution rates continue to apply without interruption, reducing the risk of unintended gaps in member contributions.

Together, these amendments aim to protect the integrity of the scheme, safeguard the interests of its members by providing certainty and continuity, and support the stable and effective administration of the Police Pension Scheme.

1F. What definition of 'rural' is the Public Authority using in respect of the Policy, Strategy, Plan or Public Service?

- Population Settlements of less than 5,000 (Default definition).
- Other Definition (Provide details and the rationale below).
- A definition of 'rural' is not applicable.

Details of alternative definition of 'rural' used.

N/A

Rationale for using alternative definition of 'rural'.

N/A

Reasons why a definition of 'rural' is not applicable.

N/A

SECTION 2 - Understanding the impact of the Policy, Strategy, Plan or Public Service

2A. Is the Policy, Strategy, Plan or Public Service likely to impact on people in rural areas?

Yes No

If the response is **NO** GO TO Section **2E**.

2B. Please explain how the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas.

N/A

2C. If the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas differently from people in urban areas, please explain how it is likely to impact on people in rural areas differently.

N/A

2D. Please indicate which of the following rural policy areas the Policy, Strategy, Plan or Public Service is likely to primarily impact on.

- Rural Businesses
- Rural Tourism
- Rural Housing
- Jobs or Employment in Rural Areas
- Education or Training in Rural Areas
- Broadband or Mobile Communications in Rural Areas

- Transport Services or Infrastructure in Rural Areas
- Health or Social Care Services in Rural Areas
- Poverty in Rural Areas
- Deprivation in Rural Areas
- Rural Crime or Community Safety
- Rural Development
- Agri-Environment
- Other (Please state)

N/A

If the response to Section 2A was YES GO TO Section 3A.

2E. Please explain why the Policy, Strategy, Plan or Public Service is NOT likely to impact on people in rural areas.

The introduction of the Police Pensions (Amendment) Regulations (Northern Ireland) 2026 will:

- Prevent officers from incurring Annual Allowance charges arising from periods of high inflation, pending the introduction of any wider legislative amendments to the police pension scheme; and
- Mitigate the risk of an unintended gap in member's contributions, creating uncertainty and potentially affecting the Scheme's financial stability.

The amendments will apply to eligible officers irrespective of geographic base.

Therefore, the DoJ considers that implementing the proposals would not result in any significant adverse or differential impact of individuals residing in rural communities compared with those residing in urban areas.

SECTION 3 - Identifying the Social and Economic Needs of Persons in Rural Areas

3A. Has the Public Authority taken steps to identify the social and economic needs of people in rural areas that are relevant to the Policy, Strategy, Plan or Public Service?

Yes No

If the response is **NO GO TO Section 3E.**

3B. Please indicate which of the following methods or information sources were used by the Public Authority to identify the social and economic needs of people in rural areas.

- Consultation with Rural Stakeholders
- Consultation with Other Organisations
- Surveys or Questionnaires
- Published Statistics
- Research Papers
- Other Publications
- Other Methods or Information Sources (include details in Question 3C below).

3C. Please provide details of the methods and information sources used to identify the social and economic needs of people in rural areas including relevant dates, names of organisations, titles of publications, website references, details of surveys or consultations undertaken etc.

N/A

3D. Please provide details of the social and economic needs of people in rural areas which have been identified by the Public Authority?

N/A

If the response to Section 3A was YES GO TO Section 4A.

3E. Please explain why no steps were taken by the Public Authority to identify the social and economic needs of people in rural areas?

The DoJ considers that implementing the proposals would not result in any significant adverse or differential impact of individuals residing in rural communities compared with those residing in urban areas.

SECTION 4 - Considering the Social and Economic Needs of Persons in Rural Areas

4A. Please provide details of the issues considered in relation to the social and economic needs of people in rural areas.

N/A

SECTION 5 - Influencing the Policy, Strategy, Plan or Public Service

5A. Has the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or delivery of the Public Service, been influenced by the rural needs identified?

Yes No

If the response is NO GO TO Section 5C.

5B. Please explain how the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or delivery of the Public Service, has been influenced by the rural needs identified.

N/A

If the response to Section 5A was YES GO TO Section 6A.

5C. Please explain why the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or the delivery of the Public Service, has NOT been influenced by the rural needs identified.

The DoJ considers that implementing the proposals would not result in any significant adverse or differential impact of individuals residing in rural communities compared with those residing in urban areas

SECTION 6 - Documenting and Recording

6A. Please tick below to confirm that the RNIA Template will be retained by the Public Authority and relevant information on the Section 1 activity compiled in accordance with paragraph 6.7 of the guidance.

I confirm that the RNIA Template will be retained and relevant information compiled.

Rural Needs Impact Assessment undertaken by:

Victoria McClenaghan

Position/Grade:

Deputy Principal

Division/Branch:

Police Pensions and IOD branch (PPSD)

Signature:

V McClenaghan

Date:

17/06/2026

Rural Needs Impact Assessment approved by:

Tim Logan

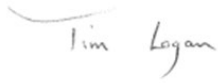
Position/Grade:

Director of Policing Policy and Strategy

Division/Branch:

Policing Policy and Strategy Division

Signature:

A handwritten signature in black ink that reads "Tim Logan". The signature is written in a cursive style with a long horizontal stroke at the beginning.

Date:

30 June 2026