



PUBLIC PROSECUTION SERVICE

Section 75

EQUALITY SCREENING FORM

*Revised June 2011*

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## PPS POLICY EQUALITY SCREENING FORM

### The Legal Background

Under section 75 of the Northern Ireland Act 1998, the PPS is required to **have due regard to the need to promote equality of opportunity:**

- between person of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and,
- between persons with dependants and persons without<sup>1</sup>.

Without prejudice to the obligations set out above, the PPS is also required to:

- **have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group; and**
- **meet legislative obligations under the Disability Discrimination Order and the Human Rights Act.**

### Introduction

1. This form should be read in conjunction with the Equality Commission's revised Section 75, "A Guide for Public Authorities" April 2010 and available via the following link [S75 Guide for Public Authorities April 2010](#). **Staff should complete a form for each new or revised policy for which they are responsible (see page 6 for a definition of policy in respect of section 75).**
2. The purpose of screening is to identify those policies that are likely to have an impact on equality of opportunity and/or good relations, and will help improve the organisation's service provision through a systematic review of all services, policies, procedures, practices and/or decisions. It will also help determine whether an Equality Impact Assessment (EQIA) is necessary.

<sup>1</sup>A list of the main groups identified as being relevant to each of the section 75 categories is at Annex A of the document.

Screening should be introduced at an early stage when developing or reviewing a policy.

3. The lead role in the screening of a policy should be taken by the policy decision-maker who has the authority to make changes to that policy and should involve, in the screening process:
  - other relevant team members;
  - those who implement the policy;
  - staff members from other relevant work areas; and
  - key stakeholders.
4. The first step in the screening exercise, is to gather evidence and relevant data to inform the screening decisions. Relevant data may be either quantitative or qualitative or both (this helps to indicate whether or not there are likely equality of opportunity and/or good relations impacts associated with a policy). Relevant information will help to clearly demonstrate the reasons for a policy being either 'screened in' for an equality impact assessment or 'screened out' from an equality impact assessment.
5. Screening provides an assessment of the likely impact, whether 'minor' or 'major', of its policy on equality of opportunity and/or good relations for the relevant categories. In some instances, screening may identify the likely impact is none.
6. The absence of evidence does not indicate that there is no likely impact but if none is available, it may be appropriate to consider subjecting the policy to an EQIA.
7. The Equality Commission has developed a series of four questions, included in Part 3 of this screening form with supporting sub-questions,

which should be applied to all policies as part of the screening process. The questions should assist in identifying those policies that are likely to have an impact on equality of opportunity and/or good relations.

### **Screening decisions**

8. Completion of screening should lead to one of the following three outcomes. The policy has been:
  - i. 'screened in' for equality impact assessment;
  - ii. 'screened out' with mitigation or an alternative policy proposed to be adopted; or
  - iii. 'screened out' without mitigation or an alternative policy proposed to be adopted.

### **Screening and good relations duty**

9. The Equality Commission recommends that a policy is 'screened in' for equality impact assessment if the likely impact on **good relations** is 'major'. While there is no legislative requirement to engage in an equality impact assessment in respect of good relations, this does not necessarily mean that equality impact assessments are inappropriate in this context.

**Staff should complete a form for each of new or revised policy for which they are responsible (see page 6 for a definition of policy in respect of section 75).**

The structure established for Section 75 implementation within the PPS is set out at Annex B. If you have any questions regarding the screening exercise or S75 in general please contact the Equality Officer in Human Resources at the address given below, or your Divisional Equality Driver (a list of contact names is attached at Annex B).

## Part 1

### **Definition of Policy**

There have been some difficulties in defining what constitutes a policy in the context of section 75. To be on the safe side it is recommended that you consider any new initiatives, proposals, schemes or programmes as policies or changes to those already in existence. It is important to remember that even if a full EQIA has been carried out in an “overarching” policy or strategy, it will still be necessary for the policy maker to consider if further screening or an EQIA needs to be carried out in respect of those policies cascading from the overarching strategy.

### **Overview of Policy Proposals**

The aims and objectives of the policy must be clear and terms of reference well defined. You must take into account any available data that will enable you to come to a decision on whether or not a policy may or may not have a differential impact on any of the s75 categories.

### **Policy Scoping**

10. The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy, being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step by step basis.
11. Public authorities should remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the authority), as well as external policies (relating to those who are, or could be, served by the authority).

## Information about the policy

Name of the Policy
Procurement & Purchasing Policy and Strategy
Is this an existing, revised or a new policy?
New policy issued March 2011
What is it trying to achieve? (intended aims/outcomes)
<p>The NI Executive established a Procurement Board with responsibility for the development, dissemination and co-ordination of public procurement policy and practice for the Northern Ireland public sector. The Procurement Board sets out that policy in the NICS Public Procurement Policy (Version 5) published in November 2010. All procurement and purchasing for government departments, including PPS, should be carried out in line with this policy. The PPS Policy has been developed in line with the NICS policy creating best procurement practice and a better and more effective way of working.</p>
Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how.
<p>The NICS policy sets out the Twelve Principles for Procurement - accountability, competitive supply, consistency, effectiveness, efficiency, fair dealing, integration, integrity, informed decision, legality, responsiveness, transparency - these principles have been included in the PPS policy.</p> <p>One of the objectives of the PPS policy is to embed sound ethical, social and environmental standards within PPS's procurement function and to comply with all relevant NICS and Government policy.</p> <p>PPS complies with best practice as part of the procurement process and with wider Government procurement policy such as the 'Guidance on Equality of Opportunity and Sustainable Development in Public Sector Procurement'.</p> <p>Government policy seeks to embed equality of opportunity and sustainable development into procurement practice by ensuring they are considered at the outset of any procurement process and throughout the life of a project. Where possible contract specifications are drafted to give the opportunity to potential bidders to propose innovative solutions and define outcomes which integrate equality of opportunity and sustainable development into a new or existing service.</p> <p>Terms and Conditions of all contracts include a section on Equality of Opportunity as detailed below -</p> <p><b>EQUALITY OF OPPORTUNITY</b> The Contractor shall comply with all applicable fair employment, equality of</p>

treatment and anti-discrimination legislation, including, in particular: -

Equal Pay Act (Northern Ireland) 1970;  
Sex Discrimination (Northern Ireland) Order 1976;  
Health and Safety at Work (Northern Ireland) Order 1978;  
Disability Discrimination Act 1995 and the Disability Discrimination (Northern Ireland) Order 2006;  
Employment Rights (NI) Order 1996;  
Race Relations (Northern Ireland) Order 1997;  
Fair Employment and Treatment (NI) Order 1998;  
Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000;  
Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002;  
Employment Equality (Sexual Orientation) Regulations (Northern Ireland) 2003;  
The Employment Relations (Northern Ireland) Order 2004;  
Equality Act (Sexual Orientation) Regulations (Northern Ireland) 2006;  
Employment Equality (Age) Regulations (Northern Ireland) 2006;  
The Work and Families (Northern Ireland) Order 2006.

and shall use his best endeavours to ensure that in his employment policies and practices and in the delivery of the services required of the Contractor under this agreement he has due regard to the need to promote equality of treatment and opportunity between: -

- a. Persons of different religious beliefs or political opinions.
- b. Men and women or married and unmarried persons.  
Persons with and without dependants (including women who are pregnant or on maternity leave and men on paternity leave).
- Persons of different racial groups (within the meaning of the Race Relations (Northern Ireland) Order 1997).
- Persons with and without a disability (within the meaning of the Disability Discrimination Act 1995).
- f. Persons of different ages; and
- g. Persons of differing sexual orientation.

The methodology for the evaluation of tenders tests the compliance of bids to the specification and where appropriate includes a specific consideration of how the bidder proposes to handle the issues of equality of opportunity and sustainable development.

Who initiated or wrote the policy?

Procurement Officer (Diane McCafferty) and Head of Finance (Nuala McAuley)

Who owns and who implements the policy?

Procurement Officer (Diane McCafferty)



## Implementation factors

12. Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision? - NO

If yes, are they

- financial
- legislative
- other, please specify \_\_\_\_\_

### **Main stakeholders affected**

13. Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

- x staff
- service users
- x other public sector organisations
- voluntary/community/trade unions
- other, please specify \_\_\_\_\_

### **Other policies with a bearing on this policy**

- what are they? - NICS Procurement Policy
  
- who owns them?

Department of Finance & Personnel

## Available evidence

14. Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.
15. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

<b>Section 75 Category</b>	<b>Details of evidence/information</b>
Religious belief	Policy does not distinguish between categories
Political opinion	Policy does not distinguish between categories
Racial group	Policy does not distinguish between categories
Age	Policy does not distinguish between categories
Marital status	Policy does not distinguish between categories
Sexual orientation	Policy does not distinguish between categories
Men and Women generally	Policy does not distinguish between categories
Disability	Policy does not distinguish between categories
Dependants	Policy does not distinguish between categories

## Needs, experiences and priorities

16. Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories.

<b>Section 75 Category</b>	<b>Details of evidence/information</b>
Religious belief	Policy does not distinguish between categories
Political opinion	Policy does not distinguish between categories
Racial group	Policy does not distinguish between categories
Age	Policy does not distinguish between categories
Marital status	Policy does not distinguish between categories
Sexual orientation	Policy does not distinguish between categories
Men and Women generally	Policy does not distinguish between categories
Disability	Policy does not distinguish between categories
Dependants	Policy does not distinguish between categories

## Part 2

### 17. HUMAN RIGHTS IMPACT ASSESSMENT

#### Articles as identified by European Convention of Human Rights.

- Article 2 - Right to life
- Article 3 - Prohibition of torture, inhuman or degrading treatment
- Article 4 - Prohibition of slavery and forced labour
- Article 5 - Right to liberty and security
- Article 6 - Right to fair and public trial
- Article 7 - Right to no punishment with law
- Article 8 - Right to respect for private and family life, home and correspondence
- Article 9 - Right to freedom of thought, conscience and religion
- Article 10 - Right to freedom of expression
- Article 11 - Rights to freedom of assembly and association
- Article 12 – Right to marry and to found a family
- Article 14 – The prohibition of discrimination
- Protocol 1 Article 1 – Protection of Property
- Protocol 1 Article 2 - Right to education

#### Definitions of degree of risk of infringement of each article:

**High risk** – It is foreseeable that this policy is very likely to breach this Article.

**Medium risk** – This policy is likely, in certain circumstances, to breach this Article.

**Low risk** – It is possible, though very unlikely, that this policy will breach this Article.

#### 18. Indicate any potential Human Rights implications associated with this policy, the perceived degree of risk (see above) and who the victim may be.

	Has this policy the potential to infringe the rights (Please Tick)		If yes indicate here the degree of risk – High, Medium or Low (See definitions above)	If yes indicate here who the potential victim(s) would be
	Yes	No		
Article 2		X		
Article 3		X		
Article 5		X		
Article 6		X		
Article 8		X		
Article 9		X		

Article 10		X		
Article 11		X		
Article 12		X		
Article 14*		X		
Article 1 of Protocol 1		X		
Article 2 of Protocol 1		X		

**19. Outline any justification for any infringements identified:**

**20. Are any alternatives available which may not infringe Human Rights?**

Yes

No

**If yes, and the decision has been taken NOT to pursue the alternatives, please give a rationale for this decision.**

**21. Outline any action which could be taken to reduce the level of infringement.**

**22. Are there actions that can be taken that would promote human rights?**

Yes

No

**Please specify:**

## Part 3

### SCREENING QUESTIONS

#### Introduction

23. In making a decision as to whether or not there is a need to carry out an equality impact assessment, consider questions 1-4 listed below.
24. If the conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the decision maybe to screen the policy out. If a policy is ‘screened out’ as having no relevance to equality of opportunity or good relations, give details of the reasons for the decision taken.
25. If the conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.
26. If the conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:
- introduce measures to mitigate the adverse impact; or
  - the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

#### Factors that would indicate a conclusion in favour of a ‘major’ impact

27. (a) The policy is significant in terms of its strategic importance;



- (b) Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
- (c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- (d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities;
- (e) The policy is likely to be challenged by way of judicial review;
- (f) The policy is significant in terms of expenditure.

**Factors that would indicate a conclusion in favour of ‘minor’ impact**

28. (a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- (b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
- (c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- (d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

## **Factors that would indicate a conclusion in favour of none**

29. (a) The policy has no relevance to equality of opportunity or good relations.
- (b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.
30. Taking into account the evidence presented above, consider and comment on the likely impact on equality of opportunity and good relations for those affected by this policy, in any way, for each of the equality and good relations categories, by applying the screening questions given overleaf and indicate the level of impact on the group i.e. minor, major or none.

## Screening questions

<p>1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? Minor/Major/None</p>		
<b>Section 75 category</b>	<b>Details of policy impact</b>	<b>Level of impact? Minor/Major/None</b>
Religious belief		None
Political opinion		None
Racial group		None
Age		None
Marital status		None
Sexual orientation		None
Men and Women generally		None
Disability		None
Dependants		None

2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?

<b>Section 75 category</b>	<b>If Yes, provide details</b>	<b>If No, provide reasons</b>
Religious belief	Terms and Conditions of all contracts include equality of opportunity	
Political opinion	Terms and Conditions of all contracts include equality of opportunity	
Racial group	Terms and Conditions of all contracts include equality of opportunity	
Age	Terms and Conditions of all contracts include equality of opportunity	
Marital status	Terms and Conditions of all contracts include equality of opportunity	
Sexual orientation	Terms and Conditions of all contracts include equality of opportunity	
Men and Women generally	Terms and Conditions of all contracts include equality of opportunity	
Disability	Terms and Conditions of all contracts include equality of opportunity	
Dependants	Terms and Conditions of all contracts include equality of opportunity	

<p><b>3.</b> To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? Minor/Major/None</p>		
<b>Good relations category</b>	<b>Details of policy impact</b>	<b>Level of impact Minor/Major/None</b>
Religious belief		None
Political opinion		None
Racial group		None

<p><b>4.</b> Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</p>		
<b>Good relations category</b>	<b>If Yes, provide details</b>	<b>If No, provide reasons</b>
Religious belief	Terms and Conditions of all contracts include equality of opportunity	
Political opinion	Terms and Conditions of all contracts include equality of opportunity	
Racial group	Terms and Conditions of all contracts include equality of opportunity	

## **Additional considerations**

### **Multiple Identity**

31. Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

*(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).*

32. Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

## Part 4

### Screening decision

33. If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

Policy has no impact outside of the PPS and does not affect any of the Section 75 categories  
Terms and Conditions of all contracts include equality of opportunity

34. If the decision is not to conduct an equality impact assessment, consider if the policy should be mitigated or an alternative policy be introduced.

New policy – no procurement policies in place within organisation

35. If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.

N/A

36. Further advice on equality impact assessment may be found in a separate Commission publication: Practical Guidance on Equality Impact Assessment.



## Mitigation

37. When the public authority concludes that the likely impact is 'minor' and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.
38. Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?
39. If so, give the **reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

No amendment, change or alternative policy needs to be introduced

## Timetabling and prioritising

40. Factors to be considered in timetabling and prioritising policies for equality impact assessment.
41. If the policy has been '**screened in**' for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.
42. On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

<b>Priority criterion</b>	<b>Rating (1-3)</b>
Effect on equality of opportunity and good relations	N/A
Social need	N/A
Effect on people's daily lives	N/A
Relevance to a public authority's functions	N/A

43. Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the public authority in timetabling. Details of the Public Authority's Equality Impact Assessment Timetable should be included in the quarterly Screening Report.
44. Is the policy affected by timetables established by other relevant public authorities? - No
45. If yes, please provide details.

## Part 5

### Monitoring

46. Public authorities should consider the guidance contained in the Commission's Monitoring Guidance for Use by Public Authorities (July 2007).
47. The Commission recommends that where the policy has been amended or an alternative policy introduced, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).
48. Effective monitoring will help the public authority identify any future adverse impact arising from the policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and policy development.

## Part 6


### Approval and authorisation

<b>Screened by:</b>	<b>Position/Job Title</b>	<b>Date</b>
Diane McCafferty	Procurement Officer	August 2011
<b>Approved by:</b> (Branch Grade 7)		
Nuala McAuley	Head of Finance	December 2011
I am satisfied that this policy has been properly screened for both equality impact and human rights infringement, and I agree with the screening decision made. <b>Authorised by:</b> (Head of Division)		
Ian Hearst	ASAD Finance & Resources	January 2012

**Note:** A copy of the Screening Template should be made easily accessible on the public authority's website as soon as possible following completion. This will be undertaken by the Equality Officer on receipt as per below. Hard copies should also be made available on request.

### **The screening exercise is now complete.**

When you have completed the form please retain a record in your branch and send a signed copy for information to:

Equality Officer  
Human Resources  
12<sup>th</sup> Floor  
Linum Chambers  
2 Bedford Square  
Bedford Street  
BT2 7BS  
 44722

and e-mail an electronic version to [moira.anderson@ppsni.gsi.gov.uk](mailto:moira.anderson@ppsni.gsi.gov.uk) or [marion.scott@ppsni.gsi.gov.uk](mailto:marion.scott@ppsni.gsi.gov.uk)

If any EQIA **is** required, the Equality Officer should be contacted for further advice if necessary.

Further information on equality, including a copy of the PPS Equality Scheme, yearly progress reports on equality to the Equality Commission for Northern Ireland, information on data sources and other useful links may be found on the PPS Intranet under the Equality Scheme section.

**MAIN GROUPS IDENTIFIED AS RELEVANT TO THE SECTION 75  
CATEGORIES**

<b>Category</b>	<b>Main Groups</b>
Religious belief	Protestants; Catholics; people of other religious belief; people of no religious belief
Political opinion	Unionists generally; Nationalists generally; members/supporters of any political party
Racial group	White people; Chinese; Irish Travellers; Indians; Pakistanis; Bangladeshis; Black Africans; Afro Caribbean people; people of mixed ethnic group, other groups
Men and Women generally	Men (including boys); women (including girls); trans-gender and trans-sexual people
Marital/Civil Partnership status	Married people; unmarried people; divorced or separated people; widowed people; civil partnerships
Age	For most purposes, the main categories are: children under 18; people aged between 18 and 65. However the definition of age groups will need to be sensitive to the policy under consideration. For example, for some employment policies, children under 16 could be distinguished from people of working age
Persons with a disability and persons without	Persons with a physical, sensory or learning disability as defined in Schedules 1 and 2 of the Disability Discrimination Act 1995.
Persons with dependants and persons without	Persons with primary responsibility for the care of a child; persons with personal responsibility for the care of a person with a disability; persons with primary responsibility for a dependent elderly person.
Sexual orientation	Heterosexuals; bisexual people; gay men; lesbians

## EQUALITY & DIVERSITY STRUCTURE WITHIN THE PPS

**PPS EQUALITY CHAMPION:** Ian Hearst

**EQUALITY & DIVERSITY OFFICER:** Moira Anderson

**EQUALITY STEERING GROUP:** Ian Hearst (Chair)  
 Gordon Buckley  
 Geraldine McGlinchey  
 Richard Scullion  
 Julie Johnston  
 Brendan Seenan  
 Jim Lamont  
 Catherine Kierans  
 Nuala McAuley

### **DIVISIONAL EQUALITY DRIVERS:**

Office or Division	Name	Contact
Fraud, Departmental & Central	Paul Taylor	44767/83141
Western & Southern	Tara Cunningham	33502
High Court Bails & International	Phil George	83188
Policy & Information	Peter Grant	83100
Corporate Services	Moira Anderson	44722
Northern	Trevor Martin	81514
Eastern	Edith McClimonds	84492
Belfast	Orla Campbell	83271