

## **NORTHERN IRELAND POLICING BOARD**

### **MINUTES OF THE HUMAN RESOURCES COMMITTEE MEETING HELD ON THURSDAY, 8 SEPTEMBER 2011 AT 2:00PM IN WATERSIDE TOWER, BELFAST**

#### **PRESENT:**

#### **MEMBERS:**

- Mr Trevor Lunn (Chairperson)
- Mrs Joan O'Hagan (Vice Chairperson)
- Mrs Anne Connolly
- (1) Mr Jonathan Craig
- Mr Ross Hussey
- Ms Caitríona Ruane
- (1) Mr Michael Wardlow

#### **PSNI IN ATTENDANCE:**

- (1) Mr Joe Stewart, Director of Human Resources
- (1) Mr Michael Cox, Deputy Director of Human Resources
- (1) Ms Maura Muldoon, Head of Diversity

#### **OFFICIALS IN ATTENDANCE:**

- (2) Mr Edgar Jardine (Interim Chief Executive)
- Dr Debbie Donnelly (Deputy Chief Executive)
- Four Officials

- (1) Part item numbers 6 and item number 8
- (2) Item numbers 1 – part number 8

#### **1. APOLOGIES, ETC**

Apologies were received on behalf of Mr Stuart MacDonnell and Mr Ian McCrea.  
NOTED.

The Chairperson asked Members to declare any conflicts of interests arising from the agenda. No conflicts of interests were declared.

## **2. MINUTES OF THE MEETING OF THE HUMAN RESOURCES COMMITTEE HELD ON 11 AUGUST 2011**

The Committee considered the minutes of the meeting held on 11 August 2011.

It was:-

### **RESOLVED:**

That the draft minutes of the Human Resources Committee meeting held on 11 August 2011 be agreed.

## **3. MATTERS ARISING FROM THE MINUTES OF THE MEETING**

### **3.1 First Day Briefing On The Role Of The Human Resources Committee And Programme Of Work And Development Plan (Item 5 Of Minutes Refers)**

Members noted that:-

- information on the religious breakdown of the PSNI had been issued to the Committee on 15 August 2011. The breakdown of the PSNI at various ranks by religion would form part of the briefing provided by the PSNI under item 6;
- a letter had been sent to PSNI seeking other information which had been requested by the Committee at its last meeting and this would follow in due course.

NOTED.

A Member enquired how the Committee's decision at the last meeting regarding inviting the PSNI to brief the Committee at the October 2011 meeting in relation to the employment of agency staff had been taken forward. In response, Officials advised Members that the PSNI had advised that they would include the employment of agency staff in their presentation on Workforce Modernisation under item 8.

Following the presentation by the PSNI on Workforce Modernisation at item 8 it was:-

**AGREED:**

That PSNI should be invited to attend the October 2011 Committee meeting to give Members a further detailed briefing regarding the employment of agency and managed service staff.

**3.2 PSNI Secondments (Item 8 Of Minutes Refers)**

The Committee considered a paper which had been issued to Members on 7 September 2011 and tabled at the meeting which:-

- sought approval to a request under section 8 of the Police (Northern Ireland) Act 2000 for a short term international secondment of a PSNI Officer to Indonesia to deliver a course at the Jakarta Centre for Law Enforcement Co-Operation; and
- outlined the benefits which the PSNI would receive through the secondment of the PSNI Officer.

A Member expressed concern at the late notice given to the Committee to consider this paper. In response Officials explained that this paper had been a late request from the National Policing Improvement Agency (NPIA) who had previously secured the services of another person outside of the PSNI to deliver the programme in Indonesia, but the person was unable to fulfil their obligation. Given the very short timescale to identify a replacement, a request had been made to the PSNI for the secondment of an Officer who had previously delivered the course at the Jakarta Centre for Law Enforcement Co-Operation. Officials also outlined details of the timescale for getting the papers to Members for consideration at the meeting.

Following discussion, it was:-

**RESOLVED:**

To approve the short term international secondment of a PSNI Officer to Indonesia.

Ms Ruane was concerned at the information provided by the PSNI to enable Members to reach a decision on the secondment and, therefore, did not support the Committee's decision.

It was:-

**AGREED:**

That the PSNI should be asked to provide the Committee with additional information when future requests for secondments were being submitted to the Board.

**3.3 Career Break Appeal (Item 9 Of Minutes Refers)**

This item was deferred until the next meeting.

**3.4 Vetting Procedures (Item 15.1 Of Minutes Refers)**

The Committee noted that the PSNI Vetting Policy had been changed which meant that people who previously may have been accepted to work with the PSNI, may now fail the vetting process. This included people with convictions for crime such as violence, drug related offences and recent drink driving convictions.

Applicants who failed national security vetting were also entitled to appeal internally, whereupon a Senior Police Officer would review their case and make a decision regarding their eligibility. Should they be unsuccessful at this stage, then they have a further right of appeal to the Security Vetting Appeals Panel, administered by the Cabinet Office.

NOTED

Members discussed the matter, and it was:-

**AGREED:**

That the PSNI policy regarding the vetting of contractors working in police establishments should be included in one of the issues for discussion with the Chief Constable at the next Board meeting.

**4. CHAIRPERSON'S BUSINESS**

**4.1 Draft PSNI Equality, Diversity And Good Relations Strategy 2011 – 2016**

The Vice Chairperson briefed the Committee on a discussion which had taken place with the Board's Reference Groups on 22 August 2011, regarding the draft PSNI Equality, Diversity and Good Relations Strategy 2011 – 2016. The Deputy Chief Constable and representatives from the PSNI had been in attendance at the discussion. NOTED.

**5. WINSOR REVIEW PART 2 – CALL FOR EVIDENCE**

The Committee considered a paper in relation to Mr Tom Winsor's "Call for Evidence" in relation to the Winsor Part 2 report on Police Officer and Police Staff Terms and Conditions of Employment for England and Wales.

Officials reminded the Committee, that in October 2010, the Home Secretary appointed Mr Winsor to undertake a review of Police Officer and Police Staff Terms and Conditions of Employment for England and Wales. In the Terms of Reference, it was agreed that a Part 1 report would be issued at the end of February 2011 and a Part 2 and final report would be published in late June 2011. In May 2011, it was announced that Part 2 of the Winsor Review would not be published until 31 January 2012 because

of the complexity and scope of the issues to be considered and their potentially critical nature for the Police Service.

Members considered the Board's draft response to Winsor Part 2 "Call for Evidence".

During discussion, it was:-

**AGREED:**

That paragraph A3 of the Board's draft response to Mr Winsor should be amended to read:-

*"In Northern Ireland, there are added dangers to Police Officers. In recent years 2 Officers, Constable Stephen Carroll and Constable Ronan Kerr, have been murdered and many more have been specifically targeted. Many Officers have also been under threat, having to leave their homes and relocate to a new area. A number of Officers have recently had extended periods in rented accommodation due to being in a "negative equity" situation and being unable to sell their home. The impact of such a relocation on an Officer and his/her family should not be under-estimated, but still they continue to serve the community".*

Mr Hussey did not agree with the wording of this paragraph and did not therefore support the Committee's decision regarding this issue.

The Committee also:-

**AGREED:**

That stronger emphasis should be made in the response to Mr Winsor that the Board considered that basic pay to Police Officers should not be enhanced with additional payments, such as bonus allowances.

In conclusion, it was:-

## **RESOLVED:**

To approve the Board's response to Winsor Part 2 "Call for Evidence" subject to the amendments discussed at the meeting.

It was:-

## **AGREED:**

- That the Board's response to Mr Winsor's request in a "Call for Evidence" should be issued to Committee Members, PSNI and the Department of Justice (DOJ);
- The Board's response to Mr Winsor should also be published on the Board's website.

## **6. PSNI EQUALITY, DIVERSITY AND GOOD RELATIONS STRATEGY**

The Committee considered a paper regarding the Board's draft response to the public consultation on the PSNI Equality, Diversity and Good Relations Strategy 2011 – 2016.

The Chairperson welcomed the PSNI Director of Human Resources and his colleagues to the meeting.

The Head of the PSNI Equality Unit gave a presentation to the Committee on the PSNI Equality, Diversity and Good Relations Strategy 2011 – 2016. A copy of the slides used during the presentation is attached at Appendix 'A'.

During the presentation, the Head of the PSNI Equality Unit briefed Members on:-

- The delivery plan for the Equality, Diversity and Good Relations Strategy 2011 – 2016 as part of the Continuous Improvement Programme of the Policing Plan 2011 – 2014;
- Police Officer workforce composition in 2011 compared to 2001;

- The religious breakdown of Police Officers and Police Staff at various ranks and grades;
- Evidence of Best Practice in terms of recruitment;
- Outreach measures to address under representation in the PSNI.

In the discussion following the presentation, Members sought and received further information in relation to:-

- Young Peoples' perception of recruits selected for the PSNI;
- Recruitment to the PSNI from working class areas;
- The community background of PSNI Officers;
- Recruitment to PSNI from the ethnic community and outreach measures which had been undertaken to address this;
- The achievements by the PSNI during the delivery of the first Shared Future Strategy regarding under-representation in the PSNI;
- The religious breakdown of PSNI Officers at various ranks;
- The educational standard of PSNI recruits.
- The essential skills required to apply for a post in the PSNI.

The Chairperson thanked the PSNI representatives for their contribution.

The Committee considered the Board's draft response to the public consultation on the PSNI Equality, Diversity and Good Relations Strategy.

A Member considered that further work still needed to be carried out by the PSNI in relation to under-representation of certain groups in the PSNI and considered that reference to this should be made in the Board's response to the consultation process.

In conclusion, Members:-

**RESOLVED:**

To approve the Board's draft response to the PSNI Equality, Diversity and Good Relations Strategy 2011 – 2016, subject to the amendment discussed at the meeting.

It was:-

**AGREED:**

That the draft response should be circulated to all Board Members seeking comments before it was issued to the PSNI on 29 September 2011.

**7. PSNI TRAINING AND DEVELOPMENT STRATEGY AND BUSINESS PLAN**

This item was deferred until the next meeting.

**8. WORKFORCE MODERNISATION**

The Committee considered a paper in relation to issues surrounding Workforce Modernisation in the PSNI.

Members noted information, tabled at the meeting, in relation to vacancies and transfers of Police Officers and Police Staff. NOTED.

The PSNI Deputy Director of Human Resources gave a presentation to the Committee on Workforce Modernisation. A copy of the slides used during the presentation is attached at Appendix 'B'.

During the presentation, the Deputy Director of Human Resources:-

- briefed Members on what the PSNI hoped to achieve over the current public spending cycle and during the next cycle;
- outlined details of the PSNI Staffing Scenario 1 May 2011 – 31 March 2015
- quantified the likely number of Police Officers and Police Staff;
- outlined the scope and range of Managed Services in the PSNI;
- outlined details of the number of Officers required for recruitment, selection and promotion.

During the presentation, Members sought and received further information in relation to:-

- The payment of overtime to Police Officers from the security budget;
- The PSNI 4 year Efficiency Plan which would be presented to the Resources and Improvement Committee;
- The PSNI employment and recruitment of agency staff;
- A Managed Services contract which would be processed through a public procurement process in the near future;
- The use of Part Time Police Officers in the PSNI;
- The PSNI Staffing Scenario May 2011 – 31 March 2015;
- Police Staff Natural Wastage 2001 – 2011;
- The skills gap in the PSNI and development of Police Officers to replace these skills.

In conclusion, the Committee considered there was a high level of issues surrounding Workforce Modernisation in the PSNI and the PSNI should attend a future Committee meeting to discuss specific issues.

The Chairperson thanked the representatives from the PSNI for their contribution and they left the meeting.

## **9. PAPERS NOT REQUIRING DECISIONS**

The Committee noted the following papers:-

**9.1 Police Negotiating Board – Information Paper**

**9.2 Police Officers Pensions**

**9.3 PSNI Secondments Policy**

**9.4 Human Resources Committee Glossary**

NOTED.

**10. MATTERS TO BE RAISED WITH THE CHIEF CONSTABLE AT THE NEXT BOARD MEETING**

Apart from the issues at item 3.4 the Committee had no other matters to raise with the Chief Constable at the next Board meeting.

In response to a query from a Member, Officials undertook to seek a response from the PSNI in relation to an earlier enquiry from the Member regarding a representative from the Part Time Police Officers being represented on the Part Time Police Officers Review Group.

**11. COMMUNICATION ISSUES**

There were no matters arising.

## **12. ANY OTHER BUSINESS**

### **12.1 PSNI Post Related Allowance Proposals**

This item was deferred until the next meeting.

### **12.2 Selected Medical Practitioner (SMP) Contract**

Officials advised the Committee that the SMP had requested:-

- Approval to appoint 2 new Doctors to the SMP Panel;
- The payment of fees to Doctors to attend Quality Control Meetings;
- The payment of fees to Doctors to reconsider files of the previous SMP.

It was:-

#### **AGREED:**

- That 2 new Doctors should be included in the SMP Panel;
- To refuse the payment of fees to Doctors to attend Quality Control meetings;
- That fees of £180 per case could be paid to Doctors to reconsider files of the previous SMP.

### **12.3 Thanks**

The Chairperson thanked the Deputy Chief Executive for her contribution to the work of the Committee and wished her well for the future.

### **13. DATE OF NEXT MEETING**

The date of the next meeting was arranged for Thursday, 13 October 2011 at 2:00pm in Waterside Tower, Belfast.

(Meeting closed at 5:50pm).

### **Member Services**

**September 2011**

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**Chairperson**