

## **NORTHERN IRELAND POLICING BOARD**

### **MINUTES OF THE HUMAN RESOURCES COMMITTEE MEETING HELD ON THURSDAY, 11 MARCH 2010 AT 2:00PM IN WATERSIDE TOWER, BELFAST**

#### **PRESENT:**

#### **MEMBERS:**

Mr Jimmy Spratt (Chairperson)  
Mrs Rosaleen Moore (Vice-Chairperson)  
Mr Daithí McKay  
Mr Gearóid Ó hEára  
Professor Sir Desmond Rea  
Mr David Rose

#### **POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE:**

- (1) Mr Joe Stewart, Director of Human Resources
- (1) Mr Michael Cox, Deputy Director of Human Resources
- (2) Chief Superintendent Kevan Dunwoody, Head of Training & Development
- (2) Superintendent Andrew McInnes, Head of Operational Programmes
- (2) Mr Philip Smith, Head of Learning Support

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

- Dr Debbie Donnelly (Deputy Chief Executive)
- (3) Mr Sam Hagen (Director of Corporate Services)
- Four Officials

- (1) **Item Number 10 only**
- (2) **Item Numbers 11 and 12 only**
- (3) **Item Number 15 to close**

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

Apologies were received on behalf of Mr Ian Paisley Jnr. NOTED.

No conflicts of interest arising from the agenda were declared by Members. NOTED.

## **2. MINUTES OF THE MEETING OF THE HUMAN RESOURCES COMMITTEE HELD ON 11 FEBRUARY 2010**

The Committee considered the draft minutes of the meeting held on 11 February 2010.

It was:-

### **AGREED:**

That the draft minutes of the Human Resources Committee held on 11 February 2010 should be agreed.

## **3. MATTERS ARISING FROM THE MINUTES OF THE MEETING HELD ON 11 FEBRUARY 2010**

### **3.1 PSNI Training And Development Monitoring Report (Item 3.2 Of Minutes Refers)**

The Committee noted that a letter had been sent to the PSNI seeking information regarding the PSNI Training and Development Monitoring Report. This was covered in the briefing by the Head of the Police College. NOTED.

### **3.2 PSNI Special Priority Payments (SPP) Scheme – PSNI Proposals For The 2010 Scheme (Item 3.6 Of Minutes Refers)**

The Committee noted a paper which outlined details of the cost of the 2009 scheme and information regarding the number of posts/officers who received Special Priority Payments by District Command Units/Departments in each of the tiers. NOTED.

Officials explained that if a “National On Call payment” Allowance was to be introduced then it was likely that it would be funded from monies currently allocated to the Special Priority Payments Scheme. NOTED.

It was noted that the final budget distribution would be advised in October/November 2010 for payment in December 2010. NOTED.

### **3.3 Workforce Modernisation Workshop (Item 8 Of Minutes Refers)**

The Committee noted that a Workforce Modernisation Workshop would be held in Belfast on 22 April 2010. NOTED.

### **3.4 Monitoring Of Recruitment And Selection Of PSNI Trainees And Staff (Item 9 Of Minutes Refers)**

The Committee noted a letter, which was tabled at the meeting, from the PSNI Director of Human Resources in relation to the extent of exit interviews. NOTED.

### **3.5 Implementation Of Resource To Risk (Item 12 Of Minutes Refers)**

The Committee noted a letter, which was tabled at the meeting, from Assistant Chief Constable Rural Region regarding the number of Officers who had been redeployed into frontline (neighbourhood/response) duties.

Members noted that the PSNI would also provide details of where the Officers had been located, the areas that they had been moved to and the unexpected consequences of such moves.

Following discussion it was:-

#### **AGREED:**

That the PSNI should also be asked to provide a breakdown of Officers who are redeployed into frontline duties together with the number of Police Trainees.

### **3.6 Study Visit To UK Police Services (Item 15.2 Of Minutes Refers)**

The Committee noted that a study visit had been arranged to Greater Manchester Police and Merseyside Constabulary on 30/31 March 2010 to meet with the Head of Human Resources and the respective Police Authorities to discuss redeployment. NOTED.

#### **4. CHAIRPERSON'S BUSINESS**

The Chairperson had no business to report to the Committee. NOTED.

#### **5. FORFEITURE – REMOVAL OF MINIMUM LIMIT ON FORFEITURE OF POLICE PENSIONS**

The Committee considered a paper which advised Members of the details contained in NIO Circular PPSD 02/2010 dated 26 February 2010 regarding the rules surrounding forfeiture of pension as set out in the RUC Pensions Regulations 1988 and PSNI and PSNI Reserve (Injury Benefit) Regulations 2006 and the Police Pension (Northern Ireland) Regulations 2009.

It was:-

##### **RESOLVED:**

To remove the minimum amount of 35% of forfeiture of police pensions as contained in the present Board's Forfeiture Policy.

It was:-

##### **AGREED:**

That Officials should provide the Committee with any further updates to the Forfeiture Policy in accordance with the NIO Circular.

The Committee noted that Officials would bring the revised policy on forfeiture to the May 2010 Human Resources Committee for approval. NOTED.

**6. APPLICATION FOR ADULT SURVIVORS SPECIAL/AUGMENTED AWARD –  
ADM 17/06**

The Committee considered a paper regarding an application for the awarding of an Adult Survivors Special/Augmented Pension Award under the terms of the Police Service of Northern Ireland and the Police Service of Northern Ireland Reserve (Injury Benefit) Regulations 2006 in respect of ADM 17/06.

It was:-

**AGREED:**

That noting the recommendation of the Selected Medical Practitioner (SMP) the Committee considered that the criteria for the Adult Survivors Special/Augmented Award had not been met. A letter covering this decision should be sent to the applicant.

**7. APPLICATION FOR ADULT SURVIVORS SPECIAL/AUGMENTED AWARD –  
ADM 12/09**

The Committee considered a paper regarding an application for the awarding of an Adult Survivors Special/Augmented Pension Award under the terms of the Police Service of Northern Ireland and the Police Service of Northern Ireland Reserve (Injury Benefit) Regulations 2006 in respect of ADM 12/09.

It was:-

**AGREED:**

That noting the recommendation of SMP the Committee considered that the criteria for the Adult Survivors Special/Augmented Award had not been met. A letter covering this decision should be sent to the applicant.

**8. POLICE PENSIONS – ALL SELECTED MEDICAL PRACTITIONERS (SMP) AND APPEAL STATISTICS FOR JANUARY 2010 AND ACTIONS TAKEN BY NIPB OFFICIALS UNDER THE DELEGATED AUTHORITY OF THE COMMITTEE**

The Committee noted the contents of a paper which:-

- provided information to enable Members to monitor the progress of all cases referred to the Selected Medical Practitioners (SMP) in accordance with the requirement of the RUC Pension Regulations 1988 and PSNI Reserve (Injury Benefit) Regulations 2006;
- provided details of recent decisions which had been taken by officials under delegated authority;
- outlined details of decisions regarding appeals reached by Independent Medical Referees (IMRs) appointed by the NIO.

NOTED.

It was:-

**RESOLVED:**

To ratify the decisions which had been taken by Officials under delegated authority as detailed in Appendices 1 – 5 of the paper.

Officials updated the Committee in relation to a Judicial Review which had been taken by the Board in relation to an application which had been made by a police widow for an Adult Survivor's Special Award. NOTED.

## **9. FURTHER AMENDMENTS TO DRAFT PSNI (UNSATISFACTORY) PERFORMANCE AND ATTENDANCE) REGULATIONS 2010**

The Committee noted a paper regarding further changes to the draft PSNI (Unsatisfactory Performance and Attendance) Regulations 2010. NOTED.

Officials advised that a copy of the regulations would be presented to the Committee when finalised.

## **10. PSNI PEOPLE STRATEGY FOR POLICING IN NORTHERN IRELAND**

The Committee noted the content of a paper regarding the PSNI People Strategy, Measurement Framework and Strategic Monitoring Framework.

The Committee also noted statistics, tabled at the meeting regarding recruitment and wastage forecast as at 1 February 2010 (50:50 Recruitment).

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

In response, the Director of Human Resources outlined details of the revised PSNI People Strategy which had been forwarded to the Board.

During the briefing the Director of Human Resources provided information regarding:-

- the Human Resources Department's role in recruiting, training and developing Police Officers;
- the establishment of the Resource to Risk Board and other Project Boards;
- the 600 Police Officers who are to be redeployed to the frontline duties of neighbourhood and response policing and the setting up of the PSNI Implementation Team to take this forward.

In the discussion which followed, Members sought and received further information regarding:-

- the introduction of a system to analyse the time spent by Police Officers on various tasks;
- the Chief Constable's proposal in relation to the provision of civilian armed security officers in the future;
- the redeployment of Police Officers to the frontline duties of neighbourhood and response duties;
- the distribution of posts based on affordability and sustainability of numbers over time;
- funding of the Close Protection Unit work;
- the future manpower of the PSNI;
- the employment of Agency staff and in particular former Police Officers;
- the objective in part 2 of the strategy in relation to having effective disciplinary arrangements which are "perceived as fair";
- section 75 Groups being included in the strategy to support its implementation;
- a series of business plans which would be issued with the strategy to support the implementation;
- a strategic vision for the next ten years.

The Chairperson thanked the Director and Deputy Director of Human Resources for attending and they left the meeting.

During discussion Members considered that progress towards focussing on policy outcomes had been made in relation to the PSNI People Strategy as a result of the work which had been carried out by the Committee.

It was:-

## **RESOLVED:**

To endorse the PSNI People Strategy for Policing in Northern Ireland, the high level measurement indicators and the strategic direction set out in the strategy.

### **11. PSNI TRAINING AND DEVELOPMENT MONITORING REPORT 2009 – 2010**

The Chairperson welcomed the PSNI Head of Training and Development and his colleagues to the meeting.

The Committee considered and noted the content of a paper which provided a monitoring report in relation to the implementation of the PSNI Training and Development Strategy 2009 – 2010.

### **12. PSNI TRAINING AND DEVELOPMENT STRATEGY 2010 – 2011**

The Committee considered and noted a paper regarding the PSNI Training and Development Strategy and Business Plan 2010 – 2011.

The Head of PSNI Training and Development and his Senior Team briefed the Committee in relation to the PSNI's Training and Development Strategy and Business Plan 2010 – 2011.

Members were updated on:-

- increasing the delivery of blended learning across PSNI Departments;
- PSNI Officers being supported to take personal responsibility for their learning and development;
- the role of the new Leadership and Training Programme Board;
- the PSNI College Balanced Score Card, a copy of which was circulated to Members;
- the outworkings of the Resources to Risk Project;

- the 1<sup>st</sup> and 2<sup>nd</sup> line supervisors training and how this links with Policing with the Community.

Members sought and received further information regarding:-

- the 60%/40% split between the Police College and Police Department/Districts in relation to funding for training;
- the training for 1<sup>st</sup> and 2<sup>nd</sup> line supervisors and the support given to this training by PSNI Senior Management;
- how training can assist Police Officers in understanding the social context;
- sessions which were organised by the PSNI College involving Policing Partners;
- equality and diversity training for Police Officers;
- addressing any incivility issues involving Police Officers;
- the Leadership Development Programme.

In conclusion, the PSNI Head of Training and Development invited any Member who wished to see any aspect of police training to contact him to arrange a suitable time.

The Chairperson thanked the PSNI representatives for briefing Members and for attending the meeting and they left.

It was:-

**AGREED:**

That the PSNI's Training and Development Strategy and Business Plan for 2010 – 2011 reflected the views of the Committee.

### **13. REPORT ON THE POLICING A SHARED FUTURES STRATEGY, INCLUDING THE GENDER ACTION PLAN**

The Committee considered a written briefing which had been provided by the PSNI regarding the implementation of the 'Policing a Shared Futures' Strategy and the Gender Action Plan.

Following discussion it was:-

#### **AGREED:**

- that the PSNI should be asked to consider including the flexible working policy within the main stream PSNI policies following its review;
- that the PSNI should be asked to provide additional information regarding the projected estimates in relation to bullying and harassment, grievance and IT cases;
- consultation with the Board and the Board's reference groups when reviewing the Policing a Shared Future Strategy and Gender Action Plan;
- information on how PSNI plan to address compositional issues in the future.

### **14. INFORMATION PAPERS**

#### **14.1 Update On PSNI Trainee Intelligence Officers**

The Committee noted a paper regarding the number of PSNI Trainee Intelligence Officers who had been recruited following the Board's decision in January 2009 to approve the recruitment of Trainee Intelligence Officers as a mechanism to tackle the shortfall in Detectives. NOTED.

#### **14.2 Update On Recommendations From The Board's Domestic Abuse Thematic Published In May 2009**

The Committee noted an update on recommendations from the Board's Domestic Abuse Thematic published in May 2009. NOTED.

#### **14.3 Results and Analysis Report of High Potential Development Scheme (HPDS) Selection Process 2009**

The Committee noted monitoring information relating to the Results and Analysis Report of High Potential Development Scheme (HPDS) Selection Process 2009. NOTED.

It was:-

#### **AGREED:**

That the Head of Examinations and Assessment People and Development, National Policing Improvement Agency should be invited to brief the Committee on the results of the HPDS Selection Process 2009.

#### **14.4 Litigation Matters – October, November and December 2009**

The Committee noted information which had been provided by PSNI and the Board on progress and resolution of individual employment and tribunal cases which had been lodged against the PSNI and the Board. NOTED.

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

It was:-

**AGREED:**

That a question should be drafted to ask the Chief Constable at the next Board meeting for an update on the PSNI Resource to Risk Project.

**16. COMMUNICATION ISSUES**

There were no communication issues arising from the meeting.

**17. ANY OTHER BUSINESS**

There was no other business to discuss.

**18. DATE OF NEXT MEETING**

The date of the next meeting to be arranged for 13 May 2010 at 2:00pm.

(Meeting closed at 4.45pm).

**Secretariat**

**March 2010**

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**Chairperson**