

NORTHERN IRELAND POLICING BOARD

MINUTES OF THE HUMAN RESOURCES COMMITTEE MEETING HELD ON THURSDAY 9 SEPTEMBER 2010 AT 2:00PM IN WATERSIDE TOWER, BELFAST

PRESENT:

MEMBERS:

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

POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE:

- (3) Mr Joe Stewart, Director of Human Resources
- (3) Mr Michael Cox, Deputy Director of Human Resources
- (3) Mrs Heather Palmer, Head of Relations, Reward & Evaluation
- (4) Chief Superintendent Alan Todd
- (4) Mr Michael Cooke, Human Resources Manager

OFFICIALS IN ATTENDANCE:

Dr Debbie Donnelly (Deputy Chief Executive)
5 Officials

- (1) **Item numbers 1 – 18**
- (2) **Part Item number 4 to close**
- (3) **Part item number 4.1, 4.2, part item number 5 and 18**
- (4) **Item number 18 only**

1. APOLOGIES, ETC

Apologies were received on behalf of Mr Ian McCrea. NOTED.

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

2. MINUTES OF THE MEETING OF THE HUMAN RESOURCES COMMITTEE MEETINGS

2.1 Minutes Of The Human Resources Committee Meeting Held On 10 June 2010

The Committee considered the draft minutes of the meeting held on 10 June 2010.

It was:-

AGREED:

That the draft minutes of the Human Resources Committee held on 10 June 2010 be agreed.

2.2 Minutes Of The Human Resources Committee Meeting Held On 1 July 2010

The Committee considered the draft minutes of the meeting held on 1 July 2010.

It was:-

AGREED:

That the draft minutes of the Human Resources Committee held on 1 July 2010 be agreed.

3. MATTERS ARISING FROM THE MINUTES OF THE MEETINGS

3.1 Human Resources Committee Meeting Held On 10 June 2010

3.1.1 Policing A Shared Future Strategy (Item 3.1.5 Of Minutes Refers)

The Committee noted a letter from the PSNI regarding the review of exit interviews.
NOTED.

3.2 Human Resources Committee Meeting Held On 1 July 2010

3.2.1 Post Related Allowance For Chief Superintendents (Item 2 Of Minutes Refers)

This matter was dealt with at item 5.

4. CHAIRPERSON'S BUSINESS

4.1 PSNI Human Resources Dashboard

The Committee considered the content of a paper regarding information contained in the PSNI Human Resources Dashboard in order to monitor the People Strategy.

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

The PSNI Deputy Director of Human Resources briefed the Committee on the monitoring information contained in the PSNI Dashboard. Members complimented the PSNI on the format of the Dashboard.

During discussion which followed, Members sought and received information regarding:-

- indicators 6.1 and 6.2 in the Dashboard regarding the community background and compositional makeup of PSNI officers and staff; Members asked to be provided with further information regarding the community background and compositional makeup of PSNI officers and staff by grade;
- indicators 5.1 and 5.2 in the Dashboard in relation to an activity analysis.
- the variations against the Human Resources Distribution Plan.
- time spent in station and on paperwork while on duty and how PSNI compare to Police Forces in the UK.

The Committee considered a draft letter to PSNI seeking the inclusion of other items in the Dashboard and it was:-

AGREED:

That the draft letter, subject to a slight amendment should be sent to the PSNI.

4.2 PSNI Human Resources Report

The Committee noted a monitoring report on the implementation of key aspects of the PSNI People Strategy. NOTED.

Officials reminded Members that issue based workshops would be undertaken in the areas of the PSNI Performance Review in December 2010 and 1st and 2nd Line supervisors in March 2011.

It was:-

RESOLVED:

That Officials should seek expert advice into how Human Resource decisions can impact on police force performance including the individual performance process

and the role of 1st and 2nd line supervisors in police Forces in England and Wales and bring a report to the Committee by March 2011

4.3 Human Resources Committee Workshop Regarding Post Patten Recruitment

The Committee noted that a workshop with PSNI would be held on 10 September 2010 to discuss post Patten recruitment. NOTED.

5. ALLOWANCE AND PAYMENTS

5.1 Post Related Allowance For Chief Superintendents

The Committee considered the content of a paper which outlined proposals which had been received from the PSNI regarding the payment of Post Related Allowances to 13 Chief Superintendents for the period 1 April 2010 to 31 March 2011.

The PSNI Director of Human Resources briefed Members on the PSNI's proposals regarding the payment of the Post Related Allowance to 13 of the 19 Chief Superintendents during 2010/2011. During the briefing the Director outlined the circumstances facing Chief Superintendents at this time of change in the PSNI and against dissident threats.

During discussion which followed, Members expressed their views regarding the proposal in view of the Police Negotiating Board (PNB) guidance, which recommends that nationally, 15% of Superintendents should receive the allowance.

After the representatives from the PSNI left the meeting, Members acknowledged the difficulties which the Chief Superintendents faced in Northern Ireland and:-

AGREED:

That a letter should be sent to PSNI outlining the Committee's views regarding the payment of Post Related Allowance for Chief Superintendents and asking them to reflect further on their proposals. Any revised proposal submitted to the Board should more closely reflect the PNB national guidance of 15%.

5.2 PSNI Special Priority Payments Scheme – 2010 Amended Proposal

The Committee considered a paper regarding revised proposals for the PSNI Special Priority Payments Scheme for the 2010/2011 financial year.

It was agreed to:-

RECOMMEND:

To the Board, that the PSNI proposals for PSNI Special Priority Payments Scheme 2010/2011 as outlined in Appendix 'A' of the paper should be approved.

It was also:-

AGREED:

- that the PSNI should be asked to provide the Committee with details of the total cost of the 2010/2011 scheme for the January 2011 meeting;
- that the PSNI should be requested to provide the Committee with details of the number of posts/officers who received Special Priority Payments in 2010/2011 by District Command Unit/Department for the January 2011 meeting;
- that the PSNI should be asked to advise the Committee of any further amendments to the 2010/2011 scheme for consideration prior to any payments being made.

6. PSNI MONITORING OF WELLBEING

The Committee noted a paper which provided:-

- information in relation to the delivery of the PSNI Human Resources Wellbeing initiatives, including health and safety;
- statistical and other information regarding Wellbeing within PSNI and requested Members to agree an approach to continuing to monitor PSNI Wellbeing.

It was:-

AGREED:

- that officials should request further information from the PSNI on absence management and the electronic accident reporting system as detailed in the paper;
- that officials should continue to monitor PSNI Wellbeing utilising the various methods outlined in the paper and report to the Committee at appropriate intervals;
- to send a letter of congratulations to PSNI on winning the Work, Life and Wellbeing Award at the Irish News Workplace and Employment Award;
- to benchmark PSNI absence against the An Garda Síochána in addition to English 'Most Similar Forces';.

7. ADULT SURVIVORS SPECIAL AWARD – PSNI OFFICER – DEATH IN SERVICE

The Committee considered a paper which outlined details of an application for an Adults Survivors Special Award, which had been made on behalf of the partner of a deceased police officer, who died on duty in November 2008 as a result of a road accident.

It was:-

RESOLVED:

To approve the payment of an Adult Survivors Special Pension Award to the partner of the deceased officer.

8. REVIEW OF POLICE INJURY AWARD ARRANGEMENTS

The Committee considered a paper, which outlined details of recommendations from the draft action plan which had been prepared as a result of the current joint review being undertaken of police injury on duty award arrangements.

With regard to recommendation 2.5.4 in the paper in relation to an appeal to an Independent Medical Adviser, Officials explained that as a result of a recent case involving the Metropolitan Police Authority, the Joint Review Group would have to re-consider this recommendation.

It was:-

RESOLVED:

- to approve the recommendations outlined in sections 2.5.1 – 2.5.3 of the paper which had been made by the Injury on Duty Pensions Review Group.
- that Officials should implement the recommendations.

Officials advised the Committee that a Workshop on Police Pensions would be held on 16 November 2010. All Members of the Board would be invited to attend. NOTED.

9. EXTENSION OF THE CONTRACT OF THE BOARD'S SELECTIVE MEDICAL PRACTITIONER (SMP) FOR 3 MONTHS TO 31 MARCH 2011

The Committee considered a paper regarding the contract for the Board's Selective Medical Practitioner (SMP).

It was:-

RESOLVED:

To approve a 3 month extension to the SMP contract to 31 March 2011.

The Committee noted that officials would bring re-tender documents to the November 2010 meeting in respect of the SMP contract for consideration and approval. NOTED.

10. POLICE NEGOTIATING BOARD (PNB) INFORMATION PAPER

The Committee noted a paper regarding issues being considered and agreed by the Police Negotiating Board (PNB). NOTED.

With regard to item 3 of the paper relating to the New Injury on Duty Award Scheme, it was:-

RESOLVED:

To write to the Department of Justice advising that the Board wished the new Injury on Duty Award Scheme to be introduced in Northern Ireland on the same date as the new scheme was being introduced in England and Wales.

In response to a query from a Member, Officials undertook to provide the Committee with information regarding the criteria for promotions to Sergeant and Inspector in the PSNI.

Officials advised Members that in March 2010 PNB had recommended an increase in police officer motor allowances but the Home Office was not minded to approve the payment of the allowance to Police Officers in England and Wales.

It was:-

AGREED:

That the Department of Justice should be advised if the PNB recommended increase in motor allowance was not paid to Police Officers in England and Wales the same should apply in Northern Ireland.

11. POLICE PENSIONS – ALL SELECTED MEDICAL PRACTITIONER AND APPEAL STATISTICS FOR APRIL, MAY, JUNE AND JULY 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 Practitioner (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 Department of Justice (DOJ).
- informed Members about Home Office and NIO advice on Injury on Duty Pension Reviews and decisions taken by officials.

NOTED.

Record No: 144891

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.

12. UPDATE ON THE REVIEW OF THE PSNI POLICING A SHARED FUTURE STRATEGY – DIVERSITY STRATEGY AND GENDER ACTION PLAN

The Committee considered a paper which outlined the process which the Board was undertaking to review the PSNI Diversity Strategy and Gender Action Plan with the Board's Reference Groups.

Officials advised the Committee about an event for Reference Groups on 16 November 2010 (pm) to discuss the key elements to be included in the PSNI Diversity Strategy.

It was:-

AGREED:

- to approve the process outlined in the paper;
- that the event with the Reference Groups should be held on 16 November 2010 (pm) and Members should be kept informed of developments.

13. DEVELOPMENT OF POLICY FOR THE CONSIDERATION OF REQUESTS FOR PSNI INTERNATIONAL SECONDMENTS

The Committee considered a paper which outlined details of the criteria for the determination of requests for the provision of PSNI advice and assistance to international organisations.

It was agreed to:-

RECOMMEND:

To the Board, that subject to a few amendments, the criteria outlined in the paper for the determination of requests for the provision of PSNI advice and assistance to international organisations should be adopted.

14. REPORT ON THE OUTSTANDING PATTEN RECOMMENDATIONS RELATING TO HUMAN RESOURCES AND TRAINING

The Committee considered a paper which outlined the key findings relating to Human Resources and Training arising from the report on the monitoring of the outstanding Patten recommendations which were considered by the Corporate Policy, Planning and Performance Committee in June 2010.

Members discussed recommendation 128 in relation to lateral entry and secondments from other police services into the PSNI and it was:-

AGREED:

As it appeared there is a pension related issue which discourages lateral entry Officials should ascertain the current position and what progress of any is being made.

The Committee noted that recommendation 53b regarding civilian receptionists and recommendation 97 regarding the reorganisation of Headquarters Departments would be monitored by the Human Resources Committee and that Mark Reber had recommended that these recommendations should be closed, that is he will no longer include these in the report to the Board

15. FULL TIME RESERVE (FTR) AND PART TIME RESERVE (PTR) – CLAIM FOR COMPENSATION IN RESPECT OF RECOGNITION OF WORK AND CONDITIONS OF EQUAL VALUES

The Committee noted a paper regarding a number of legal actions taken against the Chief Constable by Members of the Full Time Reserve (FTR) and Part Time Reserve (PTR), in relation to compensation in respect of recognition of work and conditions of equal values.

It was:-

AGREED:

- that a letter should be sent to the Chief Constable seeking details of the PSNI's strategy for dealing with the legal actions in order to minimise the impact of claims;
- that officials should also continue to liaise with the Crown Solicitor's Office and Department of Justice regarding the issue;
- that the Resources and Improvement Committee should be asked to consider the financial implications of the legal actions.

16. PSNI TRAINEE INTELLIGENCE OFFICERS – UPDATE ON CURRENT POSITION

The Committee considered a paper regarding the recruitment of PSNI Trainee Intelligence Officers.

It was:-

AGREED:

That Her Majesty's Inspector of Constabulary (HMIC) should be asked to provide an assessment of the Trainee Intelligence Officers recruitment, training and role.

17. PSNI TRAINING AND DEVELOPMENT MONITORING REPORT

The Committee considered the PSNI Training and Development report on the implementation of the Training and Development Strategy for 2010/2011.

The Committee:-

AGREED:

- the PSNI Training and Development Monitoring Report for September 2010
- that officials should seek further information from the PSNI regarding the feedback which had been received in relation to the 1st Line Supervisors Course.

18. BRIEFING BY PSNI REGARDING PSNI RESOURCE TO RISK PROJECT

The Committee considered papers regarding the redeployment of PSNI officers to frontline duties.

The Chairperson welcomed C/Superintendent Todd and his colleague to the meeting.

In response, C/Superintendent Todd briefed Members regarding the establishment of the Resource to Risk Group and the current position regarding the redeployment of officers to frontline duties.

During discussion which followed, Members sought and received information regarding:-

- the benefits which members of the public would obtain as a result of redeployment of officers to frontline duties;
- the number of officers redeployed to PSNI Districts;
- the impact which the unavailability of Full Reserve officers from March 2011 would have on the police service .

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

Members were content with the information they had received and noted that the Committee would receive statistical information each month on the breakdown of officers who were redeployed into frontline duties, which identified the number of police trainees out to Districts.

19. INFORMATION PAPERS

The Committee noted the following information papers.

19.1 Judicial Review – Policy of the Board that the commencement date for Injury on Duty payments is influenced by the pay element included in severance

19.2 Increase in Police Officers Pay – Third Year of a 3 Year Agreement

19.3 Litigation Matters – April, May, June and July 2010

19.4 Police Advisory Board For Northern Ireland (PABNI) Annual Report 2009 - 2010

19.5 PSNI and PSNI (Reserve) (Severance) (Amendment) Northern Ireland Regulations 2010 – consultation on draft regulations

19.6 PSNI Recruitment Procedures – Test for Substance Misuse

19.7 Letter from PSNI regarding community breakdown in relation to promotions and HPDS

NOTED.

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

There were no matters to raise with the Chief Constable arising from the meeting.

21. COMMUNICATION ISSUES

There were no communication issues arising from the meeting.

Officials advised Members that a new monthly e-newsletter entitled “Policing Matters” would be published on the Board’s website in the near future. NOTED.

22. ANY OTHER BUSINESS

No other business was conducted.

23. DATE OF NEXT MEETING

The date of the next meeting to be arranged for 11 November 2010 at 2:00pm.

(Meeting closed at 4:30pm).

September 2010

Chairperson