

NORTHERN IRELAND POLICING BOARD

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

PRESENT:

MEMBERS:

Mrs Rosaleen Moore (Vice Chairperson)
Mr Ian McCrea
Mr Daithí McKay
Mr Gearóid Ó hEára
Professor Sir Desmond Rea
Mr David Rose

OFFICIALS IN ATTENDANCE:

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

1. APOLOGIES, ETC

Apologies were received on behalf of Mr Jimmy Spratt (Chairperson). NOTED.

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

**2. MINUTES OF THE MEETING OF THE HUMAN RESOURCES COMMITTEE
MEETING HELD ON 9 SEPTEMBER 2010**

The Committee considered the draft minutes of the meeting held on 9 September 2010.

It was:-

AGREED:

That the draft minutes of the Human Resources Committee held on 9 September 2010 be agreed.

3. MATTERS ARISING FROM THE MINUTES OF THE MEETING

3.1 Post Related Allowance For Chief Superintendents (Item 5.1 Of Minutes Refers)

This matter was dealt with at item 6.

3.2 PSNI Monitoring Of Wellbeing (Item 6 Of Minutes Refers)

The Committee noted that discussions were ongoing with PSNI regarding obtaining information on absence management and the electronic accident system. A paper regarding the issue would be provided to Members for consideration at a future meeting. NOTED.

3.3 Contract For The Board's Selected Medical Practitioner (Item 9 Of Minutes Refers)

Officials updated Members in relation to the tendering process for the contract for the appointment for the Board's Selected Medical Practitioner. A paper regarding the re-tendering of the contract would be brought to the Committee at a future meeting for consideration and approval. NOTED.

3.4 Police Negotiating Board (PNB) Information Paper (Item 10 Of Minutes Refers)

Officials advised the Committee about the criteria for promotions to Sergeants and Inspectors in the PSNI and that this was presently being reviewed by PSNI. NOTED.

3.5 PSNI Training And Development Monitoring Report (Item 17 Of Minutes Refers)

The Committee noted a letter from the PSNI dated 5 November 2010, tabled at the meeting, regarding feedback which had been received in relation to the 1st Line Supervisors Course. NOTED.

4. NOTE OF THE HUMAN RESOURCES COMMITTEE WORKSHOP HELD ON 10 SEPTEMBER 2010 REGARDING POST PATTEN RECRUITMENT

The Committee considered the content of a note of the Human Resources Committee workshop held on 10 September 2010 regarding Post Patten Recruitment. NOTED.

The Committee also noted that Workshops would be arranged to discuss “Wellbeing” and “The Role of 1st and 2nd Line Supervisors”. NOTED.

Officials advised Members that the Board had recently awarded a contract to obtain expert advice regarding the role of the supervisors on service delivery in comparative Police Services. NOTED.

5. CHAIRPERSON’S BUSINESS

5.1 Police Officers Medical Pensions Seminar

The Vice Chairperson reminded the Committee that a Police Officers Medical Pensions Seminar would be held in PSNI Garnerville on 16 November 2010 at 10.00am. NOTED.

5.2 Meeting Regarding Review Of Remuneration And Conditions Of Service For Police Officers And Staff

The Vice Chairperson gave a report to the Committee regarding a meeting which had been held on 8 November 2010 with Mr Tom Winsor, who was undertaking the review of Remuneration and Conditions of Service for Police Officers and Staff on behalf of the Home Secretary. NOTED.

A Member referred to a submission which had been made by the Association of Police Authorities (APA) to the review of Remuneration and Conditions of Service for Police Officers and Staff.

It was:

AGREED:

That Members should be provided with a copy of the APA submission.

A paper regarding the review was dealt with at item 7.

5.3 Full Time Reserve And Part Time Reserve – Claim For Compensation In Respect Of Recognition Of Work And Conditions Of Equal Value

The Committee noted that PSNI had advised that a number of claims were now being dealt with from Full-Time Reserve and Part-Time Reserve Officers in respect of compensation for recognition of work and conditions of equal value.

The PSNI will keep the Board advised on how these cases progress. The Office of Industrial Tribunal and Fair Employment Tribunal has scheduled a Case Management discussion in January 2011. NOTED.

5.4 Meeting With PSNI Director Of Human Resources

Members noted that the Chairperson and Vice Chairperson of the Committee would be meeting with the PSNI Director of Human Resources on 12 November 2010 to discuss a range of human resources issues. NOTED.

6. 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.

Officials reminded the Committee that the Chief Constable had forwarded a letter to the Board's Chief Executive, referring to other Police Forces which had awarded the allowance to substantially more Officers than had been recommended in the Police Negotiating Board (PNB) guidance. This letter had been considered by the Board at its meeting on 7 October 2010, and it had been agreed to refer the PSNI proposal back to the Human Resources Committee for re-consideration.

Officials outlined details of a meeting which had taken place between the Chairperson of the Committee and the Chief Constable regarding the payment of the allowance.

The Committee noted details of recent articles in the Press, tabled at the meeting, regarding the payment of bonuses to Police Officers. NOTED.

During discussion Members outlined their views regarding the payment of the Post Related Allowances to 13 Chief Superintendents for the period 1 April 2010 to 31 March 2011. In conclusion:-

It was:-

AGREED:

That a letter should be sent to PSNI seeking a detailed case in relation to each Chief Superintendent post. The case should give details of how each post meets the criteria as set down in the PNB Guidance (NIO, Police Division Circular: 1/2004). The submission on each post should advise why it is considered that the particular post should or should not attract the allowance. Each post should be prioritised in relation to the other Chief Superintendent posts, weighting the posts in order.

7. REVIEW OF REMUNERATION AND CONDITIONS OF SERVICE FOR POLICE OFFICERS AND STAFF

The Committee considered a paper regarding a review which was being carried out regarding Police Officers and Staff Remuneration and Conditions. NOTED.

Members noted details of the Board's submission to the Reviewer of Remuneration, Pay and Conditions for Police Officers and Staff. Members agreed that the Board's submission was comprehensive.

8. JOINT NIPB/DOJ REVIEW OF POLICE INJURY ON DUTY AWARD ARRANGEMENTS

The Committee considered a paper regarding a draft Implementation Plan which would ensure that all the recommendations contained in the joint review report of Police Injury on Duty Award Arrangements which related to the Board were implemented.

It was:-

RESOLVED:

To approve the content of the Implementation Plan.

Officials undertook to update the Committee on the progress of the implementation of the Plan.

9. POLICE PENSIONS – ALL SELECTED MEDICAL PRACTITIONER AND APPEAL STATISTICS FOR AUGUST AND SEPTEMBER 2010 AND ACTIONS TAKEN BY 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 Board's Selected Medical Practitioners (SMP), in accordance with the requirements of the RUC Pension Regulations 1988 and PSNI 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 DOJ advice on Injury on Duty Pension Reviews and decisions taken by officials.

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.

During discussion it was:-

AGREED:

- that the paper should be revised in order to provide more details of trends and analysis of pension cases and provide this on a quarterly basis;
- that information should also continue be provided to the Committee for ratification of the decisions which had been taken by officials under delegated authority.

10. RESTORATION OF CHILD ALLOWANCE – APPLICATION BY ADM 58/10

The Committee considered the content of a paper in relation to the restoration of Child Allowance in respect of Application Number ADM 58/10.

It was:-

RESOLVED:

- that the restoration of the Child Allowance in respect of ADM 58/10 should be reinstated;
- to ratify the Committee's previous decision to grant delegated authority to officials to consider applications made for restoration of a Child Allowance;
- that the criteria for restoration of Child Allowance should be reviewed.

11. POLICY ON REQUESTS TO PROVIDE ADVICE/ASSISTANCE OUTSIDE THE UK (INTERNATIONAL SECONDMENTS)

The Committee considered a paper which informed Members of:-

- the outcome of the equality screening exercise undertaken on the Board's international secondment policy;
- the Board's approval of an international secondment of 3 Officers to Uganda.

The Committee noted details of a copy of PSNI secondment evaluation report. NOTED.

It was:

AGREED:

- to write to the PSNI seeking further information regarding their secondment policy and equality implications;
- that with regard to an exchange to An Garda Siochana from the PSNI information should be obtained regarding an area of good practice by the Garda in keeping victims of crime updated;
- that a representative from the PSNI should be invited to brief the Committee in due course in relation to the PSNI's secondment policy.

In response to a query from a Member in relation to lateral entry from other Police Services into the PSNI, Officials explained that lateral entry was dealt with on a European basis and did not relate exclusively to policing.

12. PSNI HUMAN RESOURCES DASHBOARD

The Committee considered a paper regarding monitoring information contained in a dashboard for the PSNI Peoples Strategy.

Members noted that the number of Agency staff employed by the PSNI had increased and it was:-

AGREED:

That PSNI should be asked for information regarding the reason for the increase. in the appointment of Agency staff.

13. UPDATE REPORT ON THE WORK OF THE INDEPENDENT COMMUNITY OBSERVERS – APRIL TO SEPTEMBER 2010

The Committee considered a paper which provided an update in relation to the work carried out by the Independent Community Observers (ICOs) between April and October 2010.

It was:-

RESOLVED:

That given that no further recruitment was planned in the remainder of the year to formally mark the closure of the ICO Scheme with an event before the end of March 2011.

14. INFORMATION PAPERS

14.1 Resource to Risk Update

Officials updated the Committee on the current position regarding the redeployment of Police Officers to frontline duties.

It was:-

AGREED:

That the PSNI should be asked to provide the Committee with a breakdown of Police Officers and Staff and details of the Departments/Districts where they were located according to the HMIC classifications of operational, operational support and organisational support.

14.2 PSNI Diversity - Update

The Committee noted:-

- that a consultation event for the development of the PSNI Diversity Strategy would be held on 16 November 2010;
- the PSNI Progress report on the implementation of the PSNI Diversity Strategy;
- the changes to the standing orders;
- the PSNI Section 75 Annual Progress Report 2009 – 2010.

NOTED.

During discussion Members:-

- welcomed the fact that community background (encompassing religious belief and political opinion) would be included in the Diversity Strategy for 2011 – 2014;

- expressed the view that the structure of the Police National Assessment Centre (PNAC) Assessments was an inhibiting factor in getting female Police Officers to attend.

14.3 Human Resources Committee Standing Orders

The Committee noted details of a change to the Human Resources Committee Standing Orders to reflect a discussion and agreement at the Corporate Policy, Planning and Performance on 21 October 2010 regarding consideration of PSNI's section 75 compliance. NOTED.

14.4 Correspondence from PSNI regarding the PSNI investigation into the Claudy Bombing

The Committee noted the content of a letter from the PSNI dated 13 October 2010 regarding the PSNI investigation into the Claudy Bombing. NOTED.

15. 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.

16. COMMUNICATION ISSUES

There were no communication issues arising from the meeting.

17. ANY OTHER BUSINESS

17.1 Adjustment Of The Injury On Duty Award Implementation Date Due To Severance Payment

The Committee considered a paper, tabled at the meeting, in relation to legal advice which had been received from Counsel on behalf of the Crown Solicitor which stated that a Judicial Review taken against the Board should not be defended. This related to an adjustment of the Injury on Duty Award Implementation date due to severance payment.

It was:-

RESOLVED:

To approve the recommendation received from Counsel not to defend the Judicial Review.

18. DATE OF NEXT MEETING

The date of the next meeting to be arranged for 9 December 2010 at 2:00pm.

(Meeting closed at 3:45pm).

Secretariat

November 2010

Chairperson