

**NORTHERN IRELAND POLICING BOARD**

**MINUTES OF THE HUMAN RESOURCES COMMITTEE MEETING HELD ON  
THURSDAY, 9 DECEMBER 2010 AT 1:00PM IN THE STORMONT HOTEL, BELFAST**

**PRESENT:**

**MEMBERS:**

Mr Jimmy Spratt (Chairperson)  
Professor Sir Desmond Rea  
Mr David Rose

**OFFICIALS IN ATTENDANCE:**

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

**1. APOLOGIES, ETC**

Apologies were received on behalf of Mrs Rosaleen Moore (Vice-Chairperson) and Mr Gearóid ÓhEára. 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 11 NOVEMBER 2010**

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

It was:-

**AGREED:**

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

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

#### **3.1 PSNI Monitoring Of Wellbeing (Item 3.2 Of Minutes Refers)**

The Committee noted that a Workshop regarding Wellbeing would be held on 13 January 2011. NOTED.

It was:-

#### **AGREED:**

That the Workshop should be held in the Board's Headquarters in Waterside Tower.

#### **3.2 Policy On Requests To Provide Advice/Assistance Outside The UK (International Secondments) (Item 11 Of Minutes Refers)**

The Committee noted that a letter had been sent to the PSNI seeking further information regarding their secondment policy and equality implications information in relation to an area of good practice by An Garda Síochána in keeping victims of crime updated. A response was awaited. NOTED.

#### **3.3 PSNI Human Resources Dashboard (Item 12 Of Minutes Refers)**

The Committee noted that:-

- A letter had been sent to the PSNI seeking information in relation to the increase in the appointment of Agency Staff. A response was awaited;
- Officials had held a discussion with the PSNI Deputy Director of Human Resources regarding key areas which the Committee considered would add value to the Human Resources Dashboard to monitor the implementation of the PSNI People Strategy. NOTED.

Members discussed the information which had been requested from the PSNI in relation to the Dashboard and it was:-

**AGREED:**

That a letter should be sent to the PSNI asking for the information which the Committee considered would add value to the Human Resources Dashboard to be included. If this information was not received a question should be composed to ask the Chief Constable about the issue at the next Board meeting.

**3.4 Resources To Risk Update (Item 14.1 Of Minutes Refers)**

The Committee noted the content of a paper which included a letter from the PSNI dated 25 November 2010 which provided Members with an update on the progress of the PSNI Resources to Risk project. NOTED.

During discussion, it was:-

**AGREED:**

- that the breakdown in the paper regarding the distribution of Police officers between the HMIC categories in June 2009 and November 2010 should be expanded to include the information provided in the PSNI's letter;
- that Her Majesty's Inspectorate of Constabulary (HMIC) should be invited to provide a report to the Committee in relation to the distribution of Officers;
- that information should be requested from the PSNI regarding the duties which were being undertaken by TSGs when they were not being used in riot situations;
- that a Workshop with PSNI should be arranged to discuss the PSNI Resources to Risk Project.

### **3.5 PSNI Diversity - Update (Item 14.2 Of Minutes Refers)**

Officials advised the Committee that the PSNI had proposed that the Gender Action Plan, Disability Action Plan, Diversity Strategy and Equality Strategy should be contained within one Equality and Diversity Strategy. It was expected that this strategy would be published in June 2011. NOTED.

During discussion the Committee indicated that they were content with the PSNI proposal to publish one Equality and Diversity Strategy.

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

### **4.1 Meeting with PSNI Director of Human Resources**

The Committee considered the content of a note of a meeting which the Chairperson and Vice Chairperson of the Committee had held with the PSNI Director of Human Resources on 12 November 2010 regarding a range of human resources issues. NOTED.

### **4.2 Northern Ireland Transitional Allowance and Inspectors and Chief Inspectors Temporary Non Pensionable Supplement**

The Committee noted that a review of the Northern Ireland Transitional Allowance (NITA) and Inspectors and Chief Inspectors Temporary Non Pensionable Supplement (ICITNS) was due to take place in 2011, and it was:-

#### **AGREED:**

That a letter should be sent to the Department of Justice advising that the Board and PSNI consider that no review of the Northern Ireland Transitional Allowance and Inspectors and Chief Inspectors Temporary Non Pensionable Supplement should take place until after the Winsor Review is published.

### **4.3 Negative Equity**

The Committee noted that a business case, on behalf of the Board, had been sent to the Department of Justice regarding the Assisted Removals policy to address negative equity which a number of police officers were experiencing major difficulties in addressing this issue. A response was awaited and would be taken forward by the Resources and Improvement Committee. NOTED.

## **5. 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 posts for the period 1 April 2010 to 31 March 2011.

Following discussion, the Committee decided to:-

### **RECOMMEND:**

To the Board that the 13 posts which had been recommended by the PSNI, should be approved to receive the Post Related Allowance of £5,001 per annum for the period of 1 April 2010 to 31 March 2011.

With regard to the Post Related Allowance for 2011 – 2012 it was decided to:-

### **RECOMMEND:**

To the Board:-

- that the PSNI should be advised that the proposals should be made to the Board before discussion with the Superintendents' Association;

- any proposals should reflect the Police Negotiating Board (PNB) guidance, which recommends that nationally, 15% of Superintendents should receive the allowance;
- HMIC should be requested to examine the PSNI proposals and provide a report to the Human Resources Committee.

## **6. TENDER DOCUMENTS FOR SELECTED MEDICAL PRACTITIONER CONTRACT**

The Committee considered schedule 1 Specification Schedule in relation to the advertising of the Board's Selected Medical Practitioner (SMP) contract.

It was:-

### **RESOLVED:**

- to approve the tender documents;
- that the Government Central Procurement Directorate should be instructed to commence the procurement exercise in accordance with the timetable contained and specified in the Project Plan at Appendices B and C of the paper;
- to approve the Project Plan and timetable at Appendices B and C of the paper;
- that the Vice-Chairperson and two Board officials should assess the tenders received, under the direction and management of an Official from the Government Central Procurement Directorate.

**7. REVISED GUIDANCE BOOKLET ON MEDICAL PENSIONS AND INJURY ON DUTY AWARDS**

The Committee considered a revised guidance booklet regarding Medical Pensions and Injury on Duty Awards.

It was:-

**RESOLVED:**

To approve the revised Medical Pensions and Injury on Duty guidance booklet subject to any minor amendments following the consultation process.

Members congratulated the staff who organised the recent Pensions Seminar and who had also produced the revised Medical Pensions and Injury on Duty guidance booklet.

**8. POLICE PENSIONS – ALL SELECTED MEDICAL PRACTITIONER AND APPEAL STATISTICS FOR OCTOBER 2010 AND ACTIONS TAKEN BY OFFICIALS UNDER THE DELEGATED AUTHORITY OF THE COMMITTEE**

The Committee noted the contents of a paper which:-

- provided details of all recent decisions taken Officials under delegated authority;
- outlined details of decisions regarding appeals reached by Independent Medical Referees (IMRs) appointed by the Department of Justice (DOJ).

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.

**9. REVIEW OF TEMPORARY PROVISIONS – 50:50 RECRUITMENT**

The Committee considered a paper regarding a consultation which was being carried out by the Northern Ireland Office (NIO) in order to make a judgement as to whether to continue with the temporary recruitment arrangements contained within the Police (Northern Ireland) Act 2000.

It was:-

**AGREED:**

That the Board should consider the paper at its next meeting on 3 February 2011 in order that the Board's view can be conveyed to the Secretary of State for Northern Ireland.

**10. INFORMATION PAPERS**

**10.1 Medical Pensions Seminar 16 November 2010 – Report On Evaluation Forms Completed**

The Committee noted the content of the Medical Pensions Seminar Evaluation Report.  
NOTED.

## **10.2 Update On PSNI Equal Pay Claim**

The Committee noted the content of a paper in relation to the equal pay discussions and outcome between the Board, PSNI and Department of Justice regarding the PSNI Equal Pay Claim. NOTED.

## **10.3 Voluntary Severance**

The Committee noted the content of a paper on the progress on the Voluntary Early Retirement and Severance Scheme. NOTED.

## **11. 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.

## **12. COMMUNICATION ISSUES**

There were no communication issues arising from the meeting.

## **13. ANY OTHER BUSINESS**

No other business was conducted.

#### **14. DATE OF NEXT MEETING**

The following were arranged:-

- Workshop on Wellbeing for 13 January 2011 at 2.00pm.
- Next meeting for 10 February 2011 at 2:00pm.

(Meeting closed at 2:10pm).

**Secretariat**

**December 2010**

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**Chairperson**