

NORTHERN IRELAND POLICING BOARD

MINUTES OF THE HUMAN RESOURCES COMMITTEE MEETING HELD ON THURSDAY, 10 FEBRUARY 2011 AT 2:00PM IN WATERSIDE TOWER, BELFAST

PRESENT:

MEMBERS:

- Mr Jimmy Spratt (Chairperson)
- (1) Mrs Rosaleen Moore (Vice Chairperson)
Mr Ian McCrea
- (1) Mr Gearóid ÓhEára
Professor Sir Desmond Rea
Mr David Rose
- (2) Mr Brian Rea (Acting Chairman of Board)

POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE

- (3) Mr Joe Stewart (Director of Human Resources)
- (4) Mr Michael Cox (Deputy Director of Human Resources)
- (3) A/Chief Superintendent Kevan Dunwoody,
(Head of Training & Development)

PEOPLE AND PERFORMANCE LTD IN ATTENDANCE

- (5) One representative

OFFICIALS IN ATTENDANCE:

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

- (1) Item numbers 1 – 8, 11, 12 and part 13
- (2) Item numbers 6 – 8 and part 11
- (3) Item numbers 12 and 13
- (4) Part item number 12 and 13
- (5) Item number 11
- (6) Item numbers 3.2 – 8

1. APOLOGIES, ETC

Apologies were received on behalf of Mr Daithí McKay. 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 13 JANUARY 2011

The Committee considered the draft minutes of the meeting held on 13 January 2011.

It was:-

AGREED:

That the draft minutes of the Human Resources Committee held on 13 January 2011 be agreed.

3. MATTERS ARISING FROM THE MINUTES OF THE MEETING

3.1 Policy On Requests To Provide Advice/Assistance Outside The UK (International Secondments) (Item 3.1 Of Minutes Refers)

The Committee noted details of correspondence between the Board and the PSNI regarding PSNI Secondment Information and Strategy. NOTED.

Officials referred to an exchange to An Garda Síochána from the PSNI regarding an area of good practice by the Garda in keeping victims of crime updated and undertook to provide Members with a written briefing on the Victims Scheme.

3.2 PSNI Human Resources Dashboard (Item 3.2 Of Minutes Refers)

The Committee noted details of correspondence, tabled at the meeting, between the Board and the PSNI regarding issues in the PSNI Human Resources Dashboard in relation to agency staff, flexible working arrangements, number of grievances lodged and annual performance reviews. NOTED.

3.3 Resources To Risk Update (Item 3.3 Of Minutes Refers)

The Committee noted information from the PSNI regarding the movement of Police Officers to frontline duties. Officials advised Members that issues in relation to movement of Officers would be considered at a workshop between the Committee and representatives from the PSNI on the Resources to Risk Project. NOTED.

4. NOTE OF THE HUMAN RESOURCES COMMITTEE WORKSHOP HELD ON 13 JANUARY 2011 REGARDING WELL-BEING

The Committee considered the content of a note of the Human Resources Committee Workshop held on 13 January 2011 regarding Well-being. NOTED

5. CHAIRPERSON'S BUSINESS

The Chairperson had no business to report to the Committee.

6. INJURY ON DUTY AWARDS – ASSESSMENT OF OFFICERS APPLYING FOR INJURY ON DUTY AT AGE 60 AND 65 AND SETTING ASIDE OF REVIEWS FOR OFFICERS SUFFERING FROM SEVERE PSYCHOLOGICAL CONDITIONS

The Committee considered a paper and proposals contained in Appendices 'A' and 'B' of the paper in relation to:

- the assessment of an Injury on Duty (IOD) application from former police officers aged over 60 and 65;
- consideration of requests to set aside IOD reviews from former Police Officers who may have a severe psychological condition.

It was:-

RESOLVED

To approve the procedures contained in Appendices 'A' and 'B' of the paper by the Board and the Board's SMP with effect from 1 March 2011.

7. ADULT SURVIVORS SPECIAL AWARD APPLICATION

The Committee considered a paper which outlined details of an application for an Adults Survivors Special Award in relation to the partner of Constable ADM 65/10 who died 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 and 3/5 of the death gratuity to the deceased Officer's partner and 2/5 to his three children in equal amounts.

8. POLICE PENSIONS – ACTIONS TAKEN BY OFFICIALS UNDER DELEGATED AUTHORITY FROM THE COMMITTEE

The Committee noted the contents of a paper which:-

- provided details of all recent decisions 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).

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. PSNI SECONDMENTS

The Committee considered a paper in relation to the secondments of PSNI Officers.

It was:-

RESOLVED:

- to approve the secondment of a PSNI Officer to Abu Dhabi in accordance with the Police (Northern Ireland) Act 2000;
- to ratify the decision taken under delegated authority by the Chairperson and Vice Chairperson of the Committee along with the Chairman of the Board to approve the secondment of a PSNI Officer to Qatar.

The Committee noted a letter, tabled at the meeting, from the Department of Justice advising that the Minister of Justice had approved the secondment of the PSNI Officer to Qatar. The Minister had however indicated that in future all requests should be made at an appropriate time to allow due consideration. NOTED.

It was:-

AGREED:

That Officials should advise the PSNI about requests being made at an appropriate time in order to allow consideration of the secondments.

The Committee considered the content of a protocol between the Foreign and Commonwealth Office, the Association of Chief Police Officers of England Wales and Northern Ireland, the Association of Chief Police Officers in Scotland, the Association of Police Authorities and the Convention of Scottish Local Authorities for the engagement of serving Police Officers on temporary service overseas to Peace Support Operations.

The Committee:-

AGREED:

The particulars of the protocol with the Foreign and Commonwealth Office as contained in Appendix "B" of the paper.

10. PSNI WORKFORCE REVIEW

It was:

AGREED:

To defer consideration of the paper regarding the PSNI Workforce Review to the next meeting of the Committee.

11. HUMAN RESOURCES DECISIONS IMPACTING ON SERVICE DELIVERY AND POLICING

The Committee noted a paper regarding a commissioned report which examined human resources decisions, the role of 1st and 2nd line supervisors and the performance review process. NOTED.

The Chairperson welcomed the representative from People and Performance Limited to the meeting.

The representative from People and Performance Limited presented a research report to the Committee entitled “Human Resources Decisions Impacting on Service Delivery in Policing”. A copy of the presentation is attached at Appendix “A”.

Following the presentation the following issues were discussed:-

- the centralisation of Human Resources Departments in UK Police Forces rather than the function being devolved to Districts;
- training of Police Officers on management and leadership skills;
- the Supervisors Development Programme;
- the role of 1st and 2nd line supervisors in Police Forces in England and Wales in relation to their impact on service delivery.

The Chairperson thanked the representative from People and Performance Ltd for attending and she left the meeting.

Following discussion, the Committee:-

AGREED:

- a programme of action outlined in section 4 of the report as an outcome of the research carried out by the representatives from People and Performance Limited;
- that a Workshop should be arranged between the Committee and representatives from the PSNI to discuss the role of 1st and 2nd line supervisors and their impact on service delivery.

12. PSNI TRAINING AND DEVELOPMENT STRATEGY AND BUSINESS PLAN 2011/2014

The Committee considered the content of a paper in relation to the PSNI Training and Development Strategy for the Police College 2011 – 2014.

The Chairperson welcomed the PSNI Director of Human Resources and the Head of Training and Development to the meeting.

The representatives from the PSNI briefed the Committee in relation to the PSNI's Training and Development Strategy and Business Plan 2011 – 2014. During the briefing they explained that the three main challenges for the training and development function during the forthcoming year were:

- the implication of the Policing budget on training;
- the embedding of a culture of Service Excellence;
- the opening of the joint Public Services College and planning for the move to Desertcreat in 2014.

The Head of Training and Development explained that the 3 year Training Strategy and Business Plan sought to complement and support the delivery of the 2011 – 2014 Policing Plan. He advised Members that the strategy indicated the desire to account for all training and development within PSNI and that work had already begun on this and an audit of devolved training and development expenditure has been commissioned with PSNI Internal Auditors (Deloitte).

Following the briefing the following issues were discussed:-

- funding for the new Public Services College at Desertcreat and the training which would be undertaken at the College;
- the training for 1st and 2nd line supervisors and the support given to this training by PSNI Senior Management;
- management and leadership skills training;
- the organisation of a Workshop to discuss the training for 1st and 2nd line supervisors for Members of the Committee and representatives from the PSNI to include 1st and 2nd line supervisors.

It was:-

AGREED:

- to approve the PSNI's Training and Development Strategy and Business Plan for 2011 – 2014 and seek further information on the range of training and development activities which are to be delivered in Districts and Departments during the next financial year;
- to request representatives from the PSNI to attend a future meeting of the Committee to present the results of the Internal Audit investigation regarding devolved training and development.

13. PSNI HUMAN RESOURCES DASHBOARD

The Committee considered a paper regarding the PSNI Dashboard for the period October – December 2010.

The PSNI Deputy Director of Human Resources briefed the Committee on the monitoring information contained in the PSNI Dashboard for the period October – December 2010.

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

- the future employment of Agency staff in the PSNI;
- the resourcing of Crime Operations Department;
- the reductions in the levels of sickness absence in the PSNI.

The PSNI Director of Human Resources indicated that he would advise the Committee at its next meeting on the new Individual Performance Review processes which were being developed by the PSNI.

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

14. INFORMATION PAPERS

The Committee noted the content of the following papers:-

14.1 Special Priority Payment Scheme – Costs Of The 2010 Scheme;

14.2 Police Advisory Board For Northern Ireland – Briefing Paper;

14.3 Police Negotiating Board – Information Paper.

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

It was:-

AGREED:

That a news release should be issued in relation to the PSNI's Training and Development Strategy and Business Plan 2011 – 2014.

17. ANY OTHER BUSINESS

No other business was conducted.

18. DATE OF NEXT MEETING

The date of the next meeting to be arranged for 10 March 2011 at 2:00pm.

(Meeting closed at 4.30pm).

Secretariat

February 2011

Chairperson