

## **NORTHERN IRELAND POLICING BOARD**

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

#### **PRESENT:**

#### **MEMBERS:**

Mr Jimmy Spratt (Chairperson)  
Mr Ian McCrea  
Mr Daithí McKay  
Professor Sir Desmond Rea  
Mr David Rose

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

- (1)** Mr Joe Stewart (Director of Human Resources)
- (2)** Mr Michael Cox (Deputy Director of Human Resources)
- (3)** Ms Maura Muldoon, Head of Equality Unit

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

- (4)** Mr Sam Hagen (Director of Corporate Services)  
Four Officials

- (1)** Part Item numbers 4.1, 8 and 10
- (2)** Item numbers 4.1, 8 and 10
- (3)** Item number 9 only
- (4)** Except Item number 9

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

Apologies were received on behalf of Mrs Rosaleen Moore (Vice Chairperson) and Mr Gearóid ÓhEára. NOTED.

The Chairperson asked Members to declare any conflicts of interest arising from the agenda. No conflicts of interest arising from the agenda were recorded.

## **2. MINUTES OF THE HUMAN RESOURCES COMMITTEE MEETING HELD ON 10 FEBRUARY 2011**

The Committee considered the draft minutes of the meeting held on 10 February 2011.

It was:-

### **AGREED:**

That the draft minutes of the Human Resources Committee held on 10 February 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)**

Officials advised the Committee that a written briefing on the Victims Scheme was awaited from the officer who was on secondment. Members would be kept informed of developments. NOTED.

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

### **4.1 PSNI Equal Pay Update**

The Committee considered a paper regarding the current position in relation to the equal pay claim for PSNI Support Staff.

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

The Deputy Director of Human Resources briefed the Committee on discussions which had taken place between the Board, PSNI and the Department of Justice (DOJ), and explained that to date a positive outcome for members of the Police Support Staff in relation to equal pay had not been achieved. The Chairperson advised that the Northern Ireland Assembly Justice Committee would be meeting with representatives from the DOJ on 15 March 2011 to discuss Equal Pay.

Following discussion, it was:-

**AGREED:**

That a meeting should be arranged between the Chairperson, Officials, PSNI and the Chairperson of the Justice Committee in advance of the NI Assembly Justice Committee meeting to discuss the Equal Pay Claim.

**5. AWARD OF SELECTED MEDICAL PRACTITIONER CONTRACT**

The Committee considered a paper in relation to the selection of a company to act as the Board's Selected Medical Practitioner (SMP).

Officials advised that TUPE Regulations applied to staff employed by the previous SMP.

Members expressed their views regarding the transfer of staff to the Board's new SMP and asked officials to relay these views to the SMP.

The Chairperson advised Members that a further meeting in relation to the Review of Police Injury on Duty Award Arrangements would be held in the near future.

It was:-

**RESOLVED:**

To approve the award of the new SMP contract from 1 April 2011.

It was:-

**AGREED:**

That information in relation to the appointment of the new SMP should be encompassed in a news release which would be issued in the near future regarding medical pension awards.

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

The Committee noted the content 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 DOJ.

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.

**7. PSNI SECONDMENTS**

The Committee considered a paper in relation to:-

- 2 Section 8 requests from the PSNI in relation to secondment of PSNI officers in accordance with the Police (Northern Ireland) Act 2000; and
- PSNI support for short term assistance through NICO for the Croatia Vulnerable Children's Project.

It was:-

**RESOLVED:**

- To approve the 2 Section 8 requests for the secondment of PSNI officers to Abu Dhabi and Afghanistan in accordance with the Police (Northern Ireland) Act 2000;
- To approve in principle, PSNI engagement under the NICO banner and the provision of secondments to the Vulnerable Children's Project in Croatia.

Officials advised Members that a request had been received from the PSNI seeking approval for the secondment of 2 police officers to Tanzania during the period 17 – 31 March 2011 to work on a training project.

Members discussed the matter and expressed concern at the timescale relating to this application.

It was:-

**RESOLVED:**

To approve the secondment of 2 PSNI officers to Tanzania in accordance with Section 8 of the Police (Northern Ireland) Act 2000.

It was:-

**AGREED:**

That a letter should be sent to the Chief Constable from the Acting Chairman of the Board, seeking information in relation to the reason for the short timescale and how the situation can be prevented from reoccurring.

## **8. PSNI WORKFORCE REVIEW**

The Committee noted a paper which outlined details of the PSNI Workforce Review and Her Majesty's Inspectorate of Constabulary's view on the process. NOTED.

## **9. PSNI EQUALITY AND DIVERSITY STRATEGY 2011 – 2014**

The Committee considered a paper regarding the development of the PSNI Equality and Diversity Strategy 2011 – 2014.

The Chairman welcomed the Head of PSNI Equality Unit to the meeting.

The Head of PSNI Equality Unit gave a presentation to the Committee regarding the PSNI Equality and Diversity Strategy 2011 – 2014. A copy of the presentation is attached at Appendix 'A'.

During the briefing, the Head of PSNI Equality Unit explained that the Gender Action Plan, Disability Action Plan, Diversity Strategy and Equality Strategy would be merged within one Equality and Diversity Strategy. The PSNI have been undertaking initial consultation on the Strategy, including the Board's Reference Groups.

Following the briefing, the following issues were discussed:-

- Consultation on the 2011 – 2014 Equality and Diversity Strategy with various stakeholders;
- The Strategic Diversity Board which representatives from the Policing Board attended;
- Future recruitment to the PSNI and work which the Equality and Diversity Unit with schools in relation to this;
- Recruitment to the PSNI from ethnic minority communities;
- Gender policies in PSNI.

In conclusion, Members welcomed the approach which the PSNI were taking regarding the 2011 – 2014 Strategy;

The Committee:-

**RESOLVED:**

To approve the actions and timescales outlined in the paper in order that the PSNI Equality and Diversity Strategy 2011 – 2014 could be developed and published.

The Chairperson thanked the Head of PSNI Equality and Diversity Unit for attending and she left the meeting.

**10. PSNI PERFORMANCE MANAGEMENT AND DEVELOPMENT SYSTEM – ANNUAL PERFORMANCE REVIEW/INDIVIDUAL PERFORMANCE REVIEW**

The Committee noted a paper regarding the development of the PSNI Individual Performance Review (IPR) process. NOTED.

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

The PSNI Director of Human Resources briefed the Committee regarding the updating of the PSNI Performance Management and Development system from an Annual Performance Review (APR) to an IPR process. He advised Members that the IPR would be implemented in shadow form from September 2011 to March 2012 and the new Review System implemented in full throughout the Service in April 2012.

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

## **11. INFORMATION PAPERS**

The Committee noted the content of the following papers:-

### **11.1 Police High Potential Development Scheme**

### **11.2 Resource to Risk - Update**

### **11.3 Selected Medical Practitioner Statistics For December 2010 And January 2011**

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

The Committee asked officials to consider whether a question should be composed to ask the Chief Constable at the next Board meeting regarding the Winsor Review on Police Officers and Staff Pay and Conditions.

## **13. COMMUNICATION ISSUES**

Apart from the matter at item 5, there were no other communication issues.

## **14. ANY OTHER BUSINESS**

### **14.1 Consultation On The Proposal to Issue A Determination To Extend the Life Time Of Severance Schemes On Discipline/Medical Grounds**

The Committee noted that a letter had been sent to the Department of Justice advising that the Board agreed with the proposals of the Minister of Justice to issue a determination to extend the Lifetime of Severance Schemes on Discipline/Medical Grounds. NOTED.

## **14.2 Winsor Review On Police Officers and Staff Pay And Conditions Part 1 Report**

The Committee noted a paper regarding 62 recommendations contained in Part 1 of the report of the Winsor Review on Police Officers Staff Pay and Conditions and the main issues which would impact on the PSNI. NOTED.

It was:-

### **AGREED:**

That a comprehensive paper should be issued to members for consideration when the consultation process on the recommendations in the Winsor report commences.

## **14.3 Thanks**

The Chairperson thanked Members and staff who have worked constructively and proactively on a number of key and important issues over the last few years.

## **15. DATE OF NEXT MEETING**

The date of the next meeting to be arranged.

(Meeting closed at 4:05pm).

**Secretariat**

**March 2011**

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**Chairperson**

Record No: 159242