

NORTHERN IRELAND POLICING BOARD

MINUTES OF THE HUMAN RESOURCES COMMITTEE MEETING HELD ON THURSDAY, 13 OCTOBER 2011 AT 2:00PM IN WATERSIDE TOWER, BELFAST

PRESENT:

MEMBERS:

Mr Trevor Lunn (Chairperson)
Mrs Joan O'Hagan (Vice Chairperson)
Mrs Anne Connolly
Mr Stuart MacDonnell
Mr Ian McCrea
(1) Ms Caitriona Ruane

PSNI IN ATTENDANCE:

(2) Mr Joe Stewart, Director of Human Resources
(2) Mr Michael Cox, Deputy Director of Human Resources

OFFICIALS IN ATTENDANCE:

(3) Mr Peter Gilleece, Director of Policy
4 Board Officials

- (1) From part item number 3 to close
- (2) Part item number 3.1
- (3) Item number 3.1 and 5 to close

1. APOLOGIES, ETC

Apologies were received on behalf of Mr Ross Hussey. NOTED.

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

2. MINUTES OF THE MEETING OF THE HUMAN RESOURCES COMMITTEE HELD ON 8 SEPTEMBER 2011

The Committee considered the minutes of the meeting held on 8 September 2011.

It was:-

RESOLVED:

That the draft minutes of the Human Resources Committee meeting held on 8 September 2011 be agreed.

3. MATTERS ARISING FROM THE MINUTES OF THE MEETING

3.1 Briefing On The Employment Of Agency And Managed Service Staff (Item 3.1 Of Minutes Refers)

The Committee noted information, tabled at the meeting, which outlined details of the number of Agency and Associate Staff in PSNI as at 3 October 2011.

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

The PSNI Director of Human Resources briefed the Committee on the employment of Agency/Managed Staff by the PSNI.

During the briefing, the Director of Human Resources updated Members on:-

- The number of Agency Staff currently working for the PSNI;
- How the PSNI had decided to create the staff position of PSNI Associates and the contractual arrangements that the PSNI would put in place with the Associates;
- Job roles of Agency and Contract Managed Staff.

In the discussion following the briefing, Members sought and received further information in relation to:-

- The employment of PSNI Associates as a result of a European Directive which comes into effect in the near future in relation to the employment of temporary staff;
- Questions which had been submitted by a Member to PSNI regarding a private company which carries out work for the PSNI and the employment of Agency Staff;
- Managed Services contracts which were processed through public procurement processes.

The Chairperson thanked the PSNI representatives for their contribution and they left the meeting.

In conclusion, Members:-

AGREED:

- That officials should obtain written responses from the PSNI to the Member's questions regarding the private company which carries out work for the PSNI and Agency Staff;
- That the Chairperson should write to the Director of Human Resources expressing concern about the responses received.

3.2 PSNI Secondments (Item 3.2 Of Minutes Refers)

Members noted that a meeting of the PSNI Secondments Working Group had been arranged to consider the additional information requested by the Committee regarding the submission of future requests for secondments to the Board. NOTED.

It was:-

AGREED:

That officials should bring a pro forma to the next meeting for consideration which would capture all the information the Committee requires when requests for secondments are being submitted.

The Committee considered a letter, tabled at the meeting, from the Minister of Justice regarding International Secondments.

Following discussion, it was:-

AGREED:

- That a meeting of the Secondments Working Group should be set up to consider the letter from the Minister of Justice and representatives from the Foreign and Commonwealth Office and NPIA should be invited to attend this meeting;
- That officials should seek to provide the Committee with a list of countries where police officers could not be seconded to because of those countries poor record of human rights and consider seeking the Board's Human Rights Advisor's advice on this issue.

3.3 Career Break Appeal (Item 3.3 Of Minutes Refers)

This matter was dealt with at item 8.

3.4 Vetting Procedures (Item 3.4 Of Minutes Refers)

This matter was dealt with at the Board meeting on 6 October 2011.

3.5 PSNI Equality, Diversity And Good Relations Strategy (Item 4.1 And 6 Of Minutes Refers)

This matter was dealt with at item 9.

3.6 Part Time Police Officers (Item 10 Of Minutes Refers)

Officials outlined details of a paragraph in a letter sent from the PSNI to a Board Member regarding a Part Time Police Officers Working Group.

It was:-

AGREED:

That a copy of the extract of the letter should be circulated to Members.

4. CHAIRPERSON'S BUSINESS

4.1 National CIPD Award For Health And Wellbeing

The Chairperson advised the Committee, that the PSNI had recently received a National CIPD Award for Health and Wellbeing.

It was:-

AGREED:

- That the Chairperson should send a letter of congratulations to the PSNI on receiving the CIPD Award;
- That the PSNI's success should be acknowledged when the Chief Medical Adviser meets the Committee at a future meeting;
- That the Board should provide comment on the award on the back of a News Release which it was expected would be issued by the PSNI on the issue.

5. POST RELATED ALLOWANCE – CHIEF SUPERINTENDENTS

The Committee considered a paper which outlined proposals which had been received from the PSNI regarding the payment of Post Related Allowances to 11 Chief Superintendents during 2011/2012.

Following discussion, the Chairperson proposed that it should be recommended to the Board, that the 11 posts should be approved to receive the Post Related Allowance for the period 1 April 2011 to 31 March 2012.

A vote was recorded by a show of hands, 5 Members (Chairperson, Vice Chairperson, Mrs Anne Connolly, Mr Stuart MacDonnell and Mr Ian McCrea), indicated that they were in favour of the proposal and one Member (Ms Caitríona Ruane), indicated that she was against the proposal.

It was agreed to:-

RECOMMEND:

To the Board that the 11 posts which had been recommended by the PSNI should be approved to receive the Post Related Allowance for the period 1 April 2011 to 31 March 2012.

6. PSNI SPECIAL PRIORITY PAYMENTS (SPP) SCHEME – PSNI PROPOSALS FOR THE 2011 SCHEME

The Committee considered a paper regarding PSNI proposals for the PSNI Special Priority Payments Scheme for the 2011/2012 financial year.

Following discussion, the Chairperson proposed that it should be recommended to the Board, that PSNI Special Priority Payments Scheme 2011/2012 as outlined in the paper should be approved.

A vote was recorded by a show of hands, 5 Members (Chairperson, Vice-Chairperson, Mrs Anne Connolly, Mr Stuart MacDonnell and Mr Ian McCrea) indicated that they were in favour of the proposal and one Member (Ms Caitriona Ruane), indicated that she was against the proposal.

It was agreed to:-

RECOMMEND:

To the Board that the PSNI proposals for Special Priority Payments Scheme 2011/2012, as outlined in the paper should be approved.

7. APPLICATION FOR ADULT SURVIVORS SPECIAL/AUGMENTED AWARD, ADM 19/10

The Committee considered a paper which outlined details of an application for an Adults Survivors Special/Augmented Pension Award, under the terms of the Police Service of Northern Ireland and the Police Service of Northern Ireland Reserve (Injury Benefit) Regulations 2006.

Following discussion, it was:-

RESOLVED:

That the payment of an Adult Survivors Special/Augmented Award in respect of ADM 19/10 should be refused.

8. CAREER BREAK APPEAL

The Committee considered a paper regarding additional information which had been received from a PSNI officer against the refusal of the Chief Constable to grant a career break.

Members discussed the case and it was:-

AGREED:

- That as the original request had been modified, it was no longer appropriate for the Board, in accordance with the PSNI Regulations 2005, to consider an appeal against refusal of the Chief Constable to approve a career break for the Police Officer;
- That the PSNI and Appellant should be advised of the Committee's decision.

**9. PSNI EQUALITY, DIVERSITY AND GOOD RELATIONS STRATEGY
2011 – 2016**

The Committee considered a paper, tabled at the meeting, which provided Members with an update on the development of the PSNI Equality, Diversity and Good Relations Strategy 2011 – 2016, following the PSNI Strategic Diversity Steering Group meeting on 7 October 2011.

Officials reminded Members, that the Committee had received delegated authority from the Board at its meeting on 1 September 2011, to approve the PSNI Equality, Diversity and Good Relations Strategy.

Following discussion, it was:-

RESOLVED:

To approve the PSNI Equality and Diversity and Good Relations Strategy subject to minor amendments regarding Equality Impact Assessments being carried out.

It was:-

AGREED:

- That the PSNI should be asked to provide the Committee with a copy of the Chief Constable's Foreword to the Strategy;
- That the PSNI should be asked to prepare and submit a draft plan for monitoring the number of women in the PSNI and if they are under-represented for increasing the number.

**10. PSNI TRAINING AND DEVELOPMENT STRATEGY AND BUSINESS PLAN
2011 – 2014**

The Committee considered an update report on the PSNI Training and Development Strategy and Business Plan 2011 – 2014 as part of the reporting process of the Policing Plan.

Following discussion, it was:-

AGREED:

- That PSNI should be requested to supply updates on non-attendance at training courses and progress with PSNI Districts and Departments to reduce the figure for non-attendance;
- That the PSNI should be invited to brief the Committee on Training and Development at a future meeting.

11. REVIEW OF INJURY ON DUTY PERCENTAGE AWARDS AND APPLICATIONS RECEIVED FROM FORMER POLICE OFFICERS AGED OVER 65

The Committee considered a paper regarding the suspension of the review of Injury on Duty (IOD) awards and consideration of applications from former Police Officers over 65 years of age.

During discussion, Members decided that the suspension of reviews and new cases should be lifted and officials should devise a programme to deal with the backlog of cases which would take at least 12 months.

Before lifting the suspension of the review, it was:-

AGREED:

That officials should write to the Department of Justice (DOJ) and Home Office, to advise of the Board's decision and asking if they have any objections to the Board lifting the suspension on the review of IOJ awards.

12. DEPARTMENT OF JUSTICE (DOJ) PROPOSAL TO CONTRACT OUT THE PENSION MEDICAL APPEAL PROCESS TO A TWO PERSON PANEL

The Committee considered a paper which outlined details of a proposal by DOJ to 'contract out' the Pension Medical Appeals process to a Two Person Panel, and the implications for the Board's Selected Medical Practitioner (SMP) contract and financial budgets.

Following discussion, it was:-

AGREED:

That a letter should be sent to DOJ, seeking additional information regarding the proposal to contract out the Pension Medical Process to a Two Person Panel, and invite a representative from the Department to brief the Committee on the proposal.

13. INFORMATION PAPERS

13.1 Human Resources Glossary

NOTED.

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

The Committee had no matters to raise with the Chief Constable at the next Board meeting.

15. COMMUNICATION ISSUES

Apart from the issues at Item 4, the Committee had no other matters arising from the meeting.

16. ANY OTHER BUSINESS

16.1 Selected Medical Practitioner (SMP) Contract

Officials advised the Committee that the SMP had requested the payment of additional fees to consider difficult cases.

It was:-

AGREED:

To refuse the payment of any additional fees.

16.2 Programme Of Work 2011 – 2012

The Committee noted details of the Programme of Work 2011 – 2012 and considered that the programme should be taken forward in conjunction with PSNI.

17. DATE OF NEXT MEETING

The date of the next meeting was arranged for Thursday, 10 November 2011 at 2:00pm in Waterside Tower, Belfast.

(Meeting closed at 4:30pm).

Member Services

October 2011

Chairperson