

NORTHERN IRELAND POLICING BOARD

MINUTES OF THE HUMAN RESOURCES COMMITTEE MEETING HELD ON THURSDAY 14 DECEMBER 2006 AT 1:00 PM IN WATERSIDE TOWER, BELFAST

PRESENT:

MEMBERS

Mr Brian Rea (Vice-Chairman)
Mr Joe Byrne
Ms Deirdre Mac Bride
Ms Dawn Purvis
(1) Mr Peter Weir

POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE

(2) Mr Joe Stewart (Director of Human
Resources Department)
(2) Chief Superintendent, (Human
Resources Department)
(2) Official, LINKS Project

INDEPENDENT OBSERVER IN ATTENDANCE

(2) Sir Dan Crompton

OFFICIALS:

(3) Mr Sam Hagen (Director of Corporate
Services)
Mrs Sinead Simpson (Director of
Policy)
Six Board Officials

- (1) Item numbers 1 – 13.1
- (2) Item numbers 1 and 2
- (3) From item number 3 to close

1. APOLOGIES

Apologies were received from Mr Alex Attwood (Chairman), Mr William Hay and Mrs Rosaleen Moore. NOTED.

2. HUMAN RESOURCES PLANNING STRATEGY (REPORT 13) (Report By The Independent Observer On The PSNI Human Resources Planning Strategy 2005 – 2008)

The Vice-Chairman welcomed the representatives from the PSNI Human Resources Department and the Independent Observer to the meeting.

The Independent Observer presented a report to the Committee on action which had been taken by the PSNI against the following key strategic areas in the Human Resources Planning Strategy 2005/2008:-

- Full-Time Reserve Officers.
- Police Officers Part-Time and Police Community Support Officers. (PCSOs).
- PSNI Support Staff and the disengagement from the Northern Ireland Civil Service (NICS). (LINKS Project).
- Efficiency Issues, managing attendance and local efficiency issues.
- Funding and resources for the PSNI in light of a Value for Money Review.
- Impact of the Review of Public Administration and Tenure.
- Diversity Issues.
- Annual Performance Review.

The representatives from the PSNI's Human Resources Department outlined details of the PSNI's response to the report.

The Committee considered each of the strategic areas which were contained in the Independent Observer's report and the PSNI's response and noted the implementation status of each.

Subsequent discussion focused around:-

- The ongoing re-training programme for Officers in the Full-Time Reserve.
- The proposed training programme for PCSOs.

- A suggestion that a severance package should be introduced for PSNI Support Staff.
- PSNI Sickness Absences and the role of District Commanders and line managers in managing sickness levels.
- The selection process for District Commanders for the new 8 DCUs.
- The training and development of new District Commanders and their senior management teams.
- The PSNI Tenure Policy.

In conclusion it was:

AGREED:

- That a half day workshop should be arranged with PSNI for January 2007 to discuss the work of the LINK Project.
- That a letter of support should be sent the NIO regarding the provision of a severance package for PSNI Support Staff.
- That arrangements should be made for the Board to discuss PSNI future funding arrangements including the provision for PCSOs when the Value for Money Review is brought to the Board.
- That the Head of PSNI Training should be asked to provide the Committee with a Programme of Training for DCU Commanders and DCU Top Teams when he updates Members on the Training, Education and Development (TED) Strategy at the February 2007 meeting.

The Vice-Chairman thanked the representatives from the PSNI and the Independent Observer for attending the meeting and they left.

3. PSNI MANAGEMENT OF SICKNESS ABSENCE

The Committee considered the content of a paper regarding:-

- The PSNI management of sickness absence within the PSNI Sickness absence during the period 1 April – 31 October 2006.

- The observations which had been made by the Independent Observer regarding managing attendance.
- Details of ongoing work which was being undertaken by the PSNI in relation to managing attendance.

It was:

AGREED:

- That the comments which had been made by the Independent Observer in his recent report in relation to Managing Attendance should be acknowledged.
- That the Independent Observer should be requested to examine the topics as identified in the report in his next report to the Committee in April 2007.

4. MINUTES OF THE HUMAN RESOURCES COMMITTEE MEETING HELD ON 8 NOVEMBER 2006

The Committee considered the draft minutes of the Human Resources Committee meeting held on 8 November 2006.

It was:

AGREED:

That the minutes of the Human Resources Committee meeting held on 8 November 2006 should be agreed.

5. MATTERS ARISING FROM THE HUMAN RESOURCES COMMITTEE MEETING HELD ON 8 NOVEMBER 2006

5.1 Presentation By PSNI On Diversity Issues (Item 2 Of Minutes Refers)

The Committee noted that:-

- A letter has been sent to the PSNI Corporate Diversity Manager seeking responses on diversity issues which had not been covered during the meeting on 8 November 2006. A response was awaited. NOTED.
- A half-day workshop would be arranged with the PSNI to focus on the Diversity Strategy and wider diversity issues. The provisional date for this event was 1 March 2007. Members would be kept informed of developments. NOTED.

5.2 Presentation By The PSNI On The Training, Education And Development Programme (Item 4.1 Of Minutes Refers)

The Committee noted that Officials had met with the Head of PSNI Training and he had undertaken to provide information on:-

- The number of posts and ranks of Officers in PSNI Training Department. NOTED.
- Information regarding the role and membership of the Learning and Advisory Council. This would be provided by the Head of PSNI Training when he updates the Committee on TED at the February 2007 meeting. NOTED.

5.3 Presentation By Consensia Partnership (Item 4.3 Of Minutes Refers)

The Committee noted the content of a paper in relation to issues regarding recruitment and selection of PSNI Officers.

During discussion it was:

AGREED:

- That Members should be provided with a paper regarding employment status of PSNI Appointments using the Standard Occupational Classification.
- That Officials should consider with PSNI how to access and analyse post code information of applicants for the PSNI against measures of social deprivation.

5.4 Presentation By Grafton Recruitment (Item 4.4 Of Minutes Refers)

The Committee noted that a letter had been sent to the PSNI seeking information regarding the number of applicants who had been interviewed for PSNI Support Staff posts with high number of applications. A response was awaited. NOTED.

5.5 Human Resources Planning Strategy (Report 12) (Item 4.5 Of Minutes Refers)

The Committee noted that a letter had been received from the PSNI regarding information on the PSNI Tenure Policy policy. NOTED.

It was:

AGREED:

- That Officials would provide the Committee with information on the PSNI's response regarding the PSNI Tenure Policy in April 2007.
- That an update on tenure policy in relation to staff located in PSNI Training Branch and C3 Branch should be provided to the Committee when the Independent Observer updates Members at the April 2007 Committee meeting on the Human Resources Planning Strategy.

5.6 Update On Implementation Of PSNI Gender Action Plan (Item 4.7 Of Minutes Refers)

This matter was considered under item number 5.1.

5.7 Police Pensions (Item 4.10 Of Minutes Refers)

Officials updated the Committee on developments in relation to the transfer of pension rights in relation to Officers from GB Police Services joining the PSNI as Constables. Members would be kept informed of developments. NOTED

5.8 Independent Community Observers' Annual General Meeting (Item 4.11 Of Minutes Refers)

The Committee noted the content of a letter which had been received from the PSNI regarding an issue which had been raised at the Independent Community Observers' Annual General Meeting in relation to a perception that some Part Time Police Officers had earned more than Police Regular Officers. NOTED.

5.9 Appointments in the PSNI and the Garda Siochana (Item 6.2 Of Minutes Refers)

The Committee noted that a letter had been sent to the Irish Government's Minister of Justice seeking a reciprocal agreement for PSNI Officers to apply for positions in the Garda Siochana. A response was awaited. NOTED.

5.10 PSNI Special Priority Payments (SPP) Scheme – Finalisation Of Payments, November 2006 (Item 8 Of Minutes Refers)

The Committee noted the content of a paper which outlined details regarding:-

- The total number of posts by District Command Unit (DCU) that had received Special Priority Payments in 2006. NOTED.
- The ranks/posts within each DCU which would receive a Special Priority Payment in 2006. NOTED.
- The total cost of the 2006 Special Priority Payment Scheme. NOTED.

5.11 PSNI Working Time Regulations Including The Workplace Agreement

(Item 9 Of Minutes Refers)

The Committee noted that a letter had been sent to the PSNI seeking a comprehensive report on the operation of the PSNI Working Time Regulations Scheme. A response was awaited. NOTED.

5.12 Press Issues (Item 14 Of Minutes Refers)

The Committee noted that:-

- PSNI would be seeking advice from Legal Services regarding the merit on producing an article for the media in relation to PSNI Working Time Regulations including the Workplace Agreement. NOTED.
- PSNI had advised that they operate a pro-active media approach to DCU level. NOTED.
- An article had been placed in DPP News regarding the briefing which had been given to Members at the last meeting on diversity and equality issues. NOTED.

5.13 Visit To PSNI Analysis Centre (Item 15.1 Of Minutes Refers)

The Committee considered the content of a paper which outlined details of the main issues which had been raised during a visit by Members to the PSNI Analysis Centre on 17 October 2006.

It was:

AGREED:

- That a letter should be sent to the Chief Constable seeking his views regarding the issues highlighted in the paper with the exception of the matter relating to pay of analysts as this issue is being pursued by the PSNI.
- That the pay of analysts should be raised with the Chief Constable at an appropriate time.

6. MINUTES OF THE HUMAN RESOURCES (QUORUM) COMMITTEE MEETING HELD ON 8 NOVEMBER 2006

The Committee considered the draft minutes of the Human Resources (Quorum) Committee meeting held on 8 November 2006.

It was:

AGREED:

That the minutes of the Human Resources (Quorum) Committee meeting held on 8 November 2006 should be agreed.

7. CHAIRMAN'S BUSINESS

7.1 Meeting with Chief Constable to discuss impact of the new Head of Training on the Delivery of the Training, Education and Development Strategy

The Committee noted details of a meeting which had taken place between the Chairman and Vice-Chairman of the Committee and Chief Constable on 21 November 2006 regarding the delivery of the TED Strategy. NOTED.

8. BILATERAL MEETING WITH PSNI

The Committee noted:-

- Details of a Bilateral Meeting which had taken place with PSNI on 29 November 2006. NOTED.
- That it was expected that the HMIC Human Resources Inspection Report would be published in January 2007. NOTED.

It was:

AGREED:

That a half day workshop should be arranged with PSNI to discuss the HMIC Human Resources Inspection Report.

9. FUTURE MONITORING ARRANGEMENTS OF TRAINING, EDUCATION AND DEVELOPMENT STRATEGY

The Committee considered the content of a paper regarding the future monitoring of the new TED Strategy.

It was:

AGREED:

That Officials should consider further options for the future monitoring arrangements of the TED Strategy and bring a paper back to the Committee.

10. PSNI RECRUITMENT ASSESSMENT DAY

The Committee considered the content of a paper regarding a PSNI Recruitment Assessment Day which would be held on 11 January 2007.

It was:

AGREED:

That Members of the Committee should attend the Assessment Day.

The Committee noted that Ms Purvis would be attending a meeting regarding the PSNI OSPRE Part 1 and Part 11 Promotion Process on 19 December 2006. NOTED.

It was:

AGREED:

That a paper should be brought to the next Committee meeting regarding the recent OSPRE Promotion Process.

11. GENDER ACTION PLAN BUSINESS CASE FROM PSNI

The Committee considered the content of a paper regarding an outline business case request which had been received from the PSNI to conduct research into the management of pregnant workers within the PSNI.

It was:

AGREED:

That a contribution of £5,000 should be made to the PSNI towards research into the management of pregnant workers within the PSNI.

The Committee noted that the PSNI wished to introduce a Childcare Voucher Scheme for PSNI Support Staff. NOTED.

It was:

AGREED:

That the Board should support the introduction of a Child Voucher Scheme for PSNI Support Staff.

12. PENSIONS – SELECTED MEDICAL PRACTITIONER STATISTICS FOR OCTOBER 2006 AND ACTIONS TAKEN UNDER DELEGATED AUTHORITY

The Committee noted the content of a paper which:-

- Outlined details of cases which had been referred to the Selected Medical Practitioner during October 2006. NOTED.
- Provided details of recent decisions which had been taken by Officials under delegated authority. NOTED.

13. INFORMATION PAPERS

13.1 Police Negotiating Board (PNB) – Briefing Paper

The Committee noted the content of a paper regarding matters agreed and currently under consideration by PNB. NOTED.

In response to a query from a Member, Officials undertook to provide the Committee with copies of Annex “F” and Appendix “B” which were referred to in the paper.

13.2 Litigation Matters – October 2006

The Committee noted information which had been provided by the PSNI and the Board on the progress and resolution of individual Employment and Tribunal cases lodged against the PSNI and the Board in accordance with agreed protocols between the Board, PSNI and NIO. NOTED.

13.3 Student Officers Meeting – 13 November 2006

The Committee noted details of feedback which had been received from the informal meeting with PSNI Student Officers on 13 November 2006. NOTED.

13.4 PSNI Officers On Secondment

The Committee noted details of PSNI Officers on secondment to Central Services and those on international secondment as of 29 November 2006. NOTED.

13.5 Police Community Support Officers (PCSOs) Update

The Committee noted details of an update on PCSOs. NOTED.

In response to a request, Officials undertook to provide Mr Byrne and Ms Mac Bride with information regarding the appointment of PCSOs.

13.6 Human Resources (Quorum) Committee – Rota – January – June 2007

The Committee noted details of the rota for the Human Resources (Quorum) Committee during the period January – June 2007. NOTED.

13.7 Correspondence From CAJ Regarding PSNI Recruits

The Committee noted details of correspondence which had been received from CAJ regarding PSNI Recruits. NOTED.

It was:

AGREED:

That Officials should obtain a copy of the PSNI's response to CAJ.

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

There were no matters to be raised with the Chief Constable arising from the meeting.

14. PRESS ISSUES

There were no press issues arising from the meeting.

15. DATE OF NEXT MEETING

The date of the next meeting was arranged for Wednesday, 10 January 2007.

(Meeting closed at 3.45pm).

Secretariat
December 2006

Chairman