

NORTHERN IRELAND POLICING BOARD

MINUTES OF THE RESOURCES COMMITTEE MEETING HELD ON THURSDAY 24 NOVEMBER 2016 AT 9.30 AM IN WATERSIDE TOWER, BELFAST

PRESENT:

- (1)** Mr Gerry Kelly (Chairperson)
Mrs Wendy Osborne (Vice-Chairperson)
Mr Keith Buchanan
Mr Ryan Feeney
Ms Jennifer McCann
- (2)** Dr Paul Nolan

POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE:

- (3)** Mr Drew Harris, Deputy Chief Constable
- (4)** Mr Mark McNaughten, T/Director of Finance & Support Services & Human Resources
- (4)** Ms Denise Teer, T/Head of Finance
- (3)** Ms Jude Helliker, Head of Human Resources
- (3)** Ms Louise Crothers
- (3)** Superintendent Andrew Freeburn, Command Secretariat

POLICE FEDERATION FOR NORTHERN IRELAND IN ATTENDANCE

- (5)** Mr Mark Lindsay, Chairman
- (5)** Mr Colin McCrum, Treasurer and Health and Safety Co-Ordinator

DELOITTE IN ATTENDANCE

- (3)** Ms Jackie Henry
- (3)** Mr Colin Mountstephen

OFFICIALS IN ATTENDANCE:

- Mrs Amanda Stewart, Chief Executive
- (6)** Ms Jenny Passmore, T/Director of Policy
Mr David Wilson, Director of Support Services
Five Board Officials

- (1)** Item number 1 – 6.4, 7.3, part item 7.4, 7.6, 7.7, 7.9, 7.10 & 8.1
- (2)** Item 4 to close
- (3)** Item number 7.4
- (4)** Item numbers 7.1 & 7.2
- (5)** Item number 7.8

(6) Item numbers 6.2 – 6.4, 7.3, 7.6, 7.7, 7.8 & 7.10

1. APOLOGIES, ETC

Apologies were received from Ms Deirdre Blakely, Dr Stephen Farry, Mrs Brenda Hale and Ms Roisin McGlone.

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

2. DRAFT MINUTES OF THE MEETING OF RESOURCES COMMITTEE HELD ON 27 OCTOBER 2016

The Committee considered the draft minutes of the Resources Committee meeting held on 27 October 2016.

It was:-

RESOLVED:

That the draft minutes of the Resources Committee meeting held on 27 October 2016 be approved subject to it being recorded in item 3.3 of the minutes that the DUP did not support the Direct Entry Superintendent Scheme.

3. MATTERS ARISING FROM THE MINUTES OF THE MEETING

3.1 HMIC Peel Inspection – Efficiency Theme (Item 3.4 of Minutes Refers)

Officials advised the Committee that a meeting of the Sub-Group in relation to the HMIC Peel Inspection had been held on 10 November 2016 and that a paper would be considered at item 6.2. NOTED.

3.2 Meeting with Police Federation (Item 5.1 of Minutes Refers)

This matter was dealt with at item 7.8.

3.3 PSNI Estate Strategy 2016 (Item 6.1 of Minutes Refers)

Members noted that the Board would be asked to consider approving the PSNI 2016 – 2019 Estate Strategy on 1 December 2016. NOTED.

3.4 Proposed acquisition of lands at Tennent Street PSNI Station, Belfast (Item 6.4 of Minutes Refers)

Members noted that the Board would be asked to consider approving the proposed acquisition of lands at Tennent Street PSNI Station on 1 December 2016. NOTED.

3.5 PSNI Report on Expenditure to September 2016 (Item 7.1 of Minutes Refers)

Officials advised the Committee that annex E of the PSNI Finance Report at Item 7.1 of the papers had been updated. NOTED.

3.6 Questions for the Chief Constable (Item 8 of Minutes Refers)

Officials advised the Committee that a question had been drafted to ask the Chief Constable at the next Board meeting regarding the PSNI's long term vision for the PSNI Estate. NOTED.

4. COMMITTEE PROGRAMME OF WORK

Members noted a Committee Programme of Work for 2016/17. NOTED.

5. CHAIRPERSON'S BUSINESS

5.1 Correspondence

The Committee noted a letter, tabled at the meeting, from PSNI dated 25 October 2016 regarding the cumulative financial cost incurred in policing parades, protests and related disorder over the core parading season in 2016. NOTED.

The Committee also considered a letter from PSNI dated 21 November 2016 regarding a bid through the Department of Justice (DOJ) for capital funding from the in year monitoring round to purchase the site and building for the RADAR Centre.

During discussion Members expressed concern at the lack of detail in the letter and considered that the PSNI should be advised about this matter.

In conclusion it was agreed to:-

RECOMMEND:

That the Board approves the acquisition of the site and building for the RADAR Centre.

5.2 High Value Compensation Case

The Chair briefed the Committee on a high value claim for compensation which he and the Vice-Chair had approved to a serving Police Officer who is on restricted duties as a result of a serious road traffic accident which had occurred when the Officer was on duty. NOTED.

5.3 PSNI Equality, Diversity and Good Relations Strategy Action Plan 2012 – 2017

The Committee noted a letter, tabled at the meeting, from PSNI dated 23 November 2016 regarding the PSNI Equality, Diversity and Good Relations Strategy Action Plan 2012 – 2017. NOTED.

Members discussed the delay in receiving this response from PSNI and considered that Officials should raise the protocol regarding correspondence with PSNI.

It was:-

AGREED:

That the letter should be considered at the December 2016 Committee meeting.

6 ITEMS FOR DECISION

6.1 NIPB January Monitoring Submission

The Committee considered a paper in relation to the Board's submission to the January 2017 monitoring round. NOTED.

It was:-

RESOLVED:

That the Board's submission to the January 2017 monitoring round should be issued to the Department of Justice (DOJ).

6.2 HMIC PEEL Inspection (Efficiency)

The Committee considered a paper which sought Members agreement on action which should be taken following an assessment of the PEEL Efficiency Report.

Members considered a draft letter to the Deputy Chief Constable in order to ascertain what activity is being undertaken to address the issues that were highlighted within the PEEL Efficiency Report, including a suggested format for the presentation of the requested information.

During discussion it was:-

AGREED:

That the letter should be issued to the Deputy Chief Constable subject to an amendment being made.

6.3 General and Occasional Authorisations to sell, supply, keep and consume Intoxicating liquor at Police Establishments

The Committee considered a paper which advised Members of an application which had been made by PSNI for the renewal of the General Authorisation for Fermanagh District Command Recreation Club and sought determination as to the continuation of this General Authorisation.

Following discussion it was:-

AGREED:

- To approve a general authorisation under article 84 of the Licensing (NI) Order 1996 and Article 51 of the Registration of Clubs (Northern Ireland) Order 1996 to enable the selling, supplying, keeping and consumption of intoxicating liquor at Fermanagh District Command Recreation Club for the period 1 January to 31 December 2017.
- To reaffirm the operation of the scheme of delegation for Officials to approve extensions to the general authorisation and occasional authorisations in line with PSNI Service Procedures.

- To ratify the delegated authority taken by Officials to approve 6 requests for extension to the general authorisation for Fermanagh District Command Recreation Club and 4 requests for occasional authorisations in the Recreation Club at Gough Barracks, Armagh.

6.4 PSNI Secondment Request

The Committee considered a paper which asked Members to consider approving a request from PSNI to provide assistance through NI-CO to Bosnia and Herzegovina under section 8 of the Police (NI) Act 2000.

Following discussion it was:-

AGREED:

That PSNI could provide assistance through NI-CO to Bosnia and Herzegovina.

7. ITEMS FOR DISCUSSION

7.1 PSNI Report on Expenditure to October 2016

The Vice-Chairperson welcomed Mr Mark McNaughten, T/Director of Finance & Support Services & Human Resources and Ms Denise Teer, T/Head of Finance to the meeting.

The T/Head of Finance briefed the Committee on the October 2016 expenditure report and drew Members attention to information contained in the report regarding PSNI DEL Budget and Staff Numbers by Department 2016/17, Fresh Start Funding and the costs of Operation Kenova.

	Budget £k	Actual £k	Variance £k
Staff costs	312,317	311,411	906
Non Staff costs	73,437	69,126	4,312
Receipts	(3,812)	(5,184)	1,372
Cash Payment of Provisions	18,782	17,656	1,126
Loss on Disposal	0	(18)	18
Fresh Start Funding	343	281	62
Hearing Loss	5,766	3,639	2,126
Ringfenced Depreciation and Diminution	21,583	20,267	1,317
Voluntary Exit Scheme	5,570	5,578	(8)
TOTAL RESOURCE DEL	433,986	422,755	11,231

During discussion Members raised issues with PSNI including the costs associated with Operation Kenova and the average overtime which is included in Police Officers' salaries.

7.2 PSNI January Monitoring Submission

The Committee noted a paper in relation to the PSNI's submission to the January 2017 monitoring round. NOTED.

The T/Director of Finance & Support Services & Human Resources briefed the Committee on the PSNI's submission to the January 2017 monitoring round.

The Vice-Chairperson thanked Mr Mark McNaughten, T/Director of Finance & Support Services & Human Resources and Ms Denise Teer, T/Head of Finance for attending the meeting and they left.

7.3 Policing Board Report on Expenditure to October 2016

The Committee noted the Board's Management Accounts to October 2016. NOTED.

7.4 Deloitte Research into Barriers to Recruitment

The Chairperson welcomed the Deputy Chief Constable, his colleagues and representatives from Deloitte to the meeting.

The representatives from Deloitte gave a presentation to the Committee on the emerging findings of research relating to understanding barriers to Police Officer recruitment. A copy of the slides used during the presentation are attached at Appendix "A".

During discussion the following main points were discussed with the representatives from PSNI and Deloitte:-

- The opinion of family, friends and the community being a strong influence in attracting applicants to join the PSNI.
- The proportion of applicants applying to join the PSNI from a catholic community background and the number appointed.
- The proportion of female applicants applying to join the PSNI and the number appointed.
- The community background and gender breakdown of PSNI.

It was:

AGREED:

That PSNI would provide the Committee with information at all ranks within PSNI.

- The culture within the PSNI.
- Preparations for future recruitment campaigns in order to move the PSNI to becoming an employer of choice.

During the discussion and in response to questions from Members, the Deputy Chief Constable undertook to provide Members with a copy of the slides of the presentation and a copy of the Deloitte report on the research regarding understanding barriers to Police Officer recruitment.

The Vice-Chairperson thanked the Deputy Chief Constable, his colleagues and representatives from Deloitte for attending the meeting and they left.

Members discussed the presentation which had been given by the representatives from Deloitte and it was:-

AGREED:

That information relating to the findings by Deloitte regarding barriers to recruitment should be brought to the December 2016 Board meeting for consideration.

7.5 Positive Action Plan to address under-representation

The Committee considered a paper which provided Members with a Positive Action Plan which had been provided by PSNI to address under representation within Specialist Departments in PSNI.

Members noted areas of concern outlined in the paper regarding the Positive Action Plan and it was:

AGREED:-

That a letter should be sent to PSNI outlining the Committee's concerns and seeking a response.

7.6 In Year Update – PSNI Equality and Diversity and Good Relations Strategy

The Committee considered a paper which provided Members with a 6-monthly update on the PSNI Equality, Diversity and Good Relations Strategy 2012-2017 which is a requirement of the Policing Plan 2016/17.

The Committee noted details provided by the PSNI and Officials regarding the PSNI Equality, Diversity and Good Relations Strategy and it was:-

AGREED:

That a letter should be sent to PSNI seeking a response to the issues raised by Officials as outlined in the paper.

7.7 PSNI Compensation Information – April – September 2016

The Committee noted a paper which provided Members with information regarding the settlement of compensation claims agreed by the Chief Constable for the period April – September 2016. This included settlements agreed 'out of court' for hearing loss claims made against the Chief Constable. NOTED.

It was:-

AGREED:

That the Committee should be provided with the total costs for personal injuries claims which includes legal costs.

7.8 Meeting with the Police Federation for Northern Ireland Chair

The Vice-Chairperson welcomed the Mr Mark Lindsay, Chairman of the Police Federation and, his colleague to the meeting.

The Chairman of the Police Federation briefed the Committee on issues relating to the lack of police resources to deal with local policing and community issues, the high levels of overtime being incurred by Police Officers and the number of rest days which were being cancelled.

During discussion Members welcomed the opportunity to meet with the Chairman of the Police Federation regularly to discuss issues of mutual interest.

The following main points were discussed with the Chairman of the Police Federation:-

- Changing Crime Patterns.
- The health and wellbeing of PSNI Officers.
- Demands on Policing.

The Chairman of the Police Federation advised the Committee about a survey which had been conducted by the Federation and undertook to share the finding of the survey with Members when it was published during December.

The Vice-Chairperson thanked the Chairman of the Police Federation and his colleague for attending the meeting and they left.

7.9 In Year Update – PSNI Transport Strategy

The Committee considered a paper which provided Members with an in-year report from PSNI on the implementation of the PSNI Transport Strategy.

It was:-

AGREED:

That PSNI should be asked to provide a revised Transport Strategy for consideration at a future meeting of the Committee.

7.10 Assisted Removals

Members noted a paper which advised Members of a decision which had been taken by the Chair and Vice-Chair of the Committee on an urgent request for an assisted removal financial package for a former PSNI Officer. NOTED.

8 INFORMATION PAPERS

The Committee noted the following paper:-

8.1 Operation Tommen Costings

NOTED.

9. QUESTIONS FOR THE CHIEF CONSTABLE

There were no questions to ask the Chief Constable at the next Board meeting.

10. COMMUNICATION ISSUES

There were no communication issues arising from the meeting.

11. ANY OTHER BUSINESS

No other business was conducted.

12. DATE OF NEXT MEETING

Members agreed that the next meeting should take place on 22 December 2016 at 9.30am.

(Meeting closed at 1.10 pm)

BOARD SUPPORT

December 2016

Chairperson