

NORTHERN IRELAND POLICING BOARD

MINUTES OF THE RESOURCES COMMITTEE MEETING HELD ON THURSDAY 26 NOVEMBER 2015 AT 9.30 AM IN WATERSIDE TOWER, BELFAST

PRESENT:

- Mr Gerry Kelly (Chairperson)
- (1)** Mrs Wendy Osborne (Vice-Chairperson)
Ms Deirdre Blakely
Ms Roisin McGlone
- (2)** Mr Robin Newton
Dr Paul Nolan
Mr Pat Sheehan
- (3)** Ms Deborah Watters (Vice-Chairperson of Board)

POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE:

- (4)** Mr Drew Harris, Deputy Chief Constable
- (5)** Mr Mark Hamilton, ACC Human Resources
Services
- (6)** Mr Chris Noble, T/ACC Service Improvement
Department
- (5)** Superintendent David Brady
- (7)** Mr David Best, Director of Finance & Support
Services
- (7)** Mr Mark McNaughten, Head of Finance
- (4)** One PSNI Official
- (6)** One PSNI Official

NI-CO

- (4)** Mr Graeme McCammon, Chief Executive
- (4)** Ms Grainne Quinn, Projects Director

OFFICIALS IN ATTENDANCE:

- Mr Barney McGahan, Interim Chief Executive
- (8)** Mrs Siobhan Fisher, T/Director of Partnership
- (9)** Mrs Amanda Stewart, Director of Policy
Mr David Wilson, Director of Support Services
4 Board Officials

- (1)** Item number 2 to close
- (2)** Part item number 8.8, & item numbers 10 & 11
- (3)** Item numbers 1 – 8.5, 8.7, 8.9, 9 & 13
- (4)** Item number 8.9
- (5)** Item number 8.6
- (6)** Item numbers 8.8
- (7)** Item numbers 8.1 – 8.3

- (8) Item numbers 8.4, 8.5 & 8.7
- (9) Item numbers 1 – 7, 8.4 & 8.5

1. APOLOGIES, ETC

Apologies were received from Mr Ross Hussey.

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

2. DRAFT TERMS OF REFERENCE

Members considered a paper which outlined revised draft Terms of Reference for the Resources Committee.

During discussion Members noted that bullet point 10 in paragraph 5 of the draft Terms of Reference regarding expenditure in accordance with the Board's scheme of delegation would be amended to the wording in the previous Terms of Reference. In conclusion it was:-

AGREED:

That the amendments should be made and the draft Terms of Reference brought to the next Committee meeting.

3. DRAFT MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON 22 OCTOBER 2015

The Committee considered the draft minutes of the Resources Committee meeting held on 22 October 2015.

It was:-

RESOLVED:

That the draft minutes of the Resources Committee meeting held on 22 October 2015 be approved and the item regarding Draft Terms of Reference dealt with at a future Board meeting.

4. MATTERS ARISING FROM THE MINUTES OF THE MEETING

4.1 Draft Terms of Reference (Item 2 of minutes refers)

This matter was dealt with at item 2.

4.2 Disposal of Ballynaveigh PSNI Station (Item 4.9 of minutes refers)

The Committee noted that the Board had agreed to proceed with the disposal of Ballynaveigh PSNI Station at its meeting on 5 November 2015. NOTED.

4.3 Progress Report on the implementation of the PSNI People Strategy (Item 8.4 of minutes refers)

The Committee noted that an update on the PSNI Youth Volunteering Scheme was awaited from the PSNI. NOTED.

In response to a comment from a Member regarding section 75 Groups leaving the PSNI it was:-

AGREED:

That Officials should seek information from PSNI regarding attrition rates and the reasons why a number of applicants dropped out of the recent PSNI recruitment campaign.

4.4 Progress Report on the implementation of the PSNI Training and Development Strategy (Item 8.5 of minutes refers)

This matter was dealt with at item 8.6.

4.5 Pension Ombudsman Ruling in GAD vs Milne (Item 9.1 of minutes refers)

The Interim Chief Executive updated the Committee regarding an issue in relation to the Pension Ombudsman Ruling in GAD vs Milne and

advised Members that PSNI was currently processing payments to former Officers affected. NOTED.

5. COMMITTEE PROGRAMME OF WORK

Members noted a Committee Programme of Work for 2015/16. NOTED.

6. CHAIRPERSON'S BUSINESS

6.1 Northern Ireland Community Safety College

Officials advised Members that the Board agreed with the Committee's recommendation to accept the preferred option in the revised Business Case for the Northern Ireland Community Safety College. The decision had been communicated to the Department of Justice (DOJ).

6.2 Correspondence

6.2.1 Public Order Protective Clothing

The Committee noted a letter dated 27 October 2015 from the Northern Ireland Ambulance Service regarding the issue of public order protection clothing at public order situations. NOTED.

6.2.2 Provision of Temporary Workers by Grafton

The Committee noted a letter dated 2 November 2015 from the PSNI regarding the provision of Temporary Workers by Grafton. NOTED.

6.2.3 PSNI request for assistance for G20 Conference in Turkey

The Committee noted correspondence from PSNI in relation to providing PSNI assistance for the G20 conference in Turkey. NOTED.

6.2.4 HMIC Report responding to Austerity

The Committee noted a letter dated 9 November 2015 from the PSNI regarding the implementation of the recommendations contained within the HMIC responding to Austerity report dated

March 2015. I

It was:

AGREED:

To bring the HMIC Report and subsequent correspondence to the December meeting.

6.3 Process for Appointment of Assistant Chief Constable

Officials advised the Committee that the Board had set up a Sub Group to consider the selection and appointment processes used by the Board including Senior Police Officer appointments. A report would be brought to the December 2015 Board meeting. It was:

AGREED:

To bring the HMIC Report and subsequent correspondence to the December meeting.

7 ITEMS FOR DECISION

7.1 Police Pensions – Actions taken by officials under delegated authority from the Committee

The Committee noted a paper which outlined details of a decision which had been made by the Interim Chief Executive under delegated authority relating to the administration of police pensions. The decision gave effect to recommendation 19 of the Scofield report for reinstatement of injury benefits for former Officers whose banding had been reduced by virtue of attainment of a particular age. NOTED.

7.2 Adult Survivor Award Case

The Committee considered a paper regarding an application for an Adult Survivors Award in respect of ADM 15/10.

Members considered that the applicant had met the criteria for an award in line with regulations 12 and 13 of the Police Service of Northern Ireland and Police Service of Northern Ireland Reserve (Injury Benefit) Regulations 2006.

It was:-

RESOLVED:

To approve the payment of an Adult Survivors Award to ADM 15/10.

In response to a query from the Chairperson, Officials outlined the approximate amount of the award involved.

During discussion, Members queried the process for dealing with the issue of personal protection weapons to Police Officers who were suffering from mental illnesses.

Following discussion, it was:

AGREED:

For the Chairperson to follow up in correspondence with PSNI.

7.3 New Injury Benefit Scheme Consultation – Draft Response

The Committee considered a draft response to the DOJ consultation on a new injury benefit scheme.

It was:-

AGREED:

To approve the response to DOJ subject to minor amendments agreed at the meeting.

7.4 Granting of a Wayleave – Desertcreat, Co Tyrone

The Committee noted a paper which had been received from the PSNI regarding the intention to grant a way leave within the NIPB site at Desertcreat, Cookstown. NOTED.

It was:-

AGREED:

To approve the granting of a way leave within the NIPB site at Desertcreat, Cookstown.

8. ITEMS FOR DISCUSSION

8.1 PSNI Report on Expenditure October 2015

The Chairperson welcomed Mr David Best, Director of Finance & Support Services and Mr Mark McNaughten, Head of Finance to the meeting.

The Head of PSNI Finance briefed the Committee on the October 2015 expenditure report.

| | Actual £k | Budget £k | Variance £k |
|----------------------------|-----------|-----------|-------------|
| Staff | 305,774 | 313,904 | 8,130 |
| Non Staff costs | 69,861 | 79,545 | 9,684 |
| Receipts | (5,267) | (4,005) | 1,262 |
| Cash Payment of Provisions | 16,698 | 18,479 | 1,781 |
| Loss on Disposal | (249) | 0 | 249 |
| Hearing Loss | 4,990 | 7,000 | 2,010 |

| | | | |
|--|---------|---------|--------|
| Ringfenced Depreciation and Diminution | 21,527 | 21,583 | 57 |
| TOTAL RESOURCE DEL | 413,334 | 436,506 | 23,172 |

During discussion Members raised various issues with PSNI including:-

- A net underspend at the end of October 2015.
- Overtime working in PSNI.
The Head of Finance undertook to include graphs in relation to overtime spend in the next monthly report to the Committee.
- The Voluntary Exit Scheme.
- Budgets for Close Protection Unit.

8.2 PSNI Response to the Budget Scenario Planning for 2016-17

The Committee noted a paper which provided Members with the PSNI response to the budget scenario planning for 2016-17. NOTED.

Members expressed concern at the PSNI's response to the budget scenario planning for 2016-17 based on 5% and 10% budget reductions and were of the view that the operational and front line implications for both reduction scenarios could have serious detrimental impacts to the policing service provided.

8.3 PSNI November 2015 Monitoring Round

The Committee noted a paper in relation to the PSNI's submission to the November 2015 monitoring round. NOTED.

As this was David Best's last meeting, the Chairperson paid tribute to his work over many years and wished him a long and healthy retirement.

8.4 Policing Board Report on Expenditure to October 2015

The Committee noted the Board's Management Accounts to October 2015.
NOTED.

Officials briefed the Committee on funding which would be provided to PCSPs which would have to be spent before 31 March 2016.

During discussion Members expressed concern that this funding would have to be spent by PCSPs before the end of the financial year and agreed that the Committee's views should be relayed to the Partnership Committee.

8.5 NIPB November 2015 Monitoring Round

The Committee noted a paper in relation to the NIPB's submission to the November 2015 monitoring round. NOTED.

It was:-

RESOLVED:

To approve the Board's in-year monitoring round submission to the DOJ.

8.6 Progress Report on the implementation of the PSNI Training and Development Strategy

The Committee considered a paper regarding the PSNI Training and Development Strategy and Business Plan 2015-19.

The Chairperson welcomed Assistant Chief Constable Human Resources and Superintendent David Brady, Training and Development Branch to the meeting.

Assistant Chief Constable Human Resources updated the Committee on recruitment to PSNI.

Superintendent Brady updated the Committee on the PSNI Training and Development Strategy and Business Plan.

Members discussed a number of issues with the representatives from PSNI including:-

- Investigative Training Courses.
- Courses from the College of Policing.
- A proposal to move PSNI Training and Development Department from Human Resources Branch to Operational Support Department.
- The delivery of programmes in the Police College.
- Human Rights Training.
- Work that was being undertaken in relation to recruitment to PSNI from under represented Groups.
- Surveillance Courses for female PSNI Officers.
- Hydra Minerva Training.
- Training around Policing with the Community

Superintendent Brady extended an invitation to Members to visit the Police College at any time.

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

8.7 NIPB Continuous Improvement Project Progress Report

The Committee noted a paper which provided Members with an in-year progress assessment of the Board's continuous improvement project for 2015/16. NOTED.

8.8 PSNI Equality, Diversity and Good Relations Strategy Update

The Committee noted a paper which provided Members with comments on the PSNI Equality, Diversity and Good Relations Strategy Strategic Implementation Plan 2012-17.

The Chairperson welcomed T/Assistant Chief Constable, Service Improvement Department and his colleague to the meeting.

The representatives from PSNI provided Members with a copy of the Equality, Diversity and Good Relations Strategic Implementation Plan 2012 – 17.

Members discussed a number of issues with the representatives from PSNI including:-

- Having a workforce reflective of the Society which PSNI serve.
- Developing a recruitment strategy which encourages applications from under-represented background to the PSNI.
- PSNI as a workplace being inclusive, fair and welcoming.

During discussion a Member asked to be provided with information on the Organisations which the PSNI had engaged with regarding the development of a Recruitment Strategy which encourages applications from under represented backgrounds.

In conclusion it was:-

AGREED:

That a Joint Workshop should be arranged in January 2016 between the Resources Committee and PSNI in relation to PSNI recruitment, representativeness, policing with the community and culture/ethics.

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

8.9 PSNI Secondments

The Committee considered a paper which provided Members with information on the work of NI – CO and the secondment procedure for PSNI.

The Chairperson welcomed the Deputy Chief Constable, his colleague, Mr Graeme McCammon and Ms Grainne Quinn to the meeting.

The Deputy Chief Constable gave a presentation to the Committee on the PSNI International Programmes. A copy of the presentation is attached at Appendix A.

Mr Graeme McCammon gave a presentation to the Committee on the work of NI-CO. A copy of the presentation is attached at Appendix B.

Members discussed a number of issues with the representatives from PSNI and NI-CO including:-

- The Team within PSNI who dealt with International Programmes.
- Advice and guidance provided to Omani Policing Service by PSNI.
- Working relationships between PSNI and NI-CO.
- NICO being a self-financing Project at zero cost.
- Risks to PSNI in providing training to Countries with allegations of human rights abuse.
- Being pro-active in the training which PSNI provide to other Police Forces.
- A recent request for the secondment of a PSNI Officer to Bahrain.
- The criteria used by PSNI for assessing requests for assistance.

The Deputy Chief Constable undertook to share this criteria with the Board.

The Chairperson thanked the representatives from PSNI and NI-CO for attending the meeting and suggested that further discussion should take place at a future meeting.

9. INFORMATION PAPERS

The Committee noted the following papers:-

- 9.1 Response from PSNI on update issues from Recruitment Campaign 1
- 9.2 Compensation Information June – September 2015
- 9.3 PSNI Secondment Report.

NOTED.

10. QUESTIONS FOR THE CHIEF CONSTABLE

It was:-

AGREED:

That questions should be drafted to ask the Chief Constable at the next Board meeting regarding:-

- Body Worn Video Funding.
- Funding for the Close Protection Unit.
- Costs associated with small unmanned aircraft.

11. COMMUNICATION ISSUES

There were no communication issues.

12. ANY OTHER BUSINESS

There was no other business for discussion.

13. DATE OF NEXT MEETING

The Committee noted that the next meeting was scheduled to be held on 17 December 2015 at 2.00pm. Officials undertook to confirm Members availability to attend this meeting

(Meeting closed at 2.00pm)

BOARD SUPPORT

Date: November 2015

Chairperson