

NORTHERN IRELAND POLICING BOARD

**MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY
19 DECEMBER 2019 AT 1.30PM AT THE NORTHERN IRELAND POLICING
BOARD, WATERSIDE TOWER**

- PRESENT:**
- (1) Mr Gerry Kelly (Chair)
Mrs Wendy Osborne (Vice-Chair)
 - (2) Mr John Blair
Mr Keith Buchanan
Ms Linda Dillon
Mr Tom Frawley
Mr Doug Garrett
 - (3) Mr Gary Middleton
- POLICE SERVICE OF
NORTHERN IRELAND IN
ATTENDANCE**
- (4) Mr Mark McNaughten, T/Director of Finance &
Support Services & Human Resources
 - (4) T/ DCC Stephen Martin
 - (4) One PSNI Staff Member
- OFFICIALS IN
ATTENDANCE:**
- (5) Mrs Amanda Stewart, Chief Executive
Mr Tim Logan, Director of Resources
Two Board Officials
One Board Official

- (1) Item 1 to 6.3 only (left at 4pm)
- (2) Part item 4 to part item 6.4. Part item 6.5 to item 10 (arrived at 2.15pm, left at 4.35pm. Returned at 4.40pm)
- (3) Present except for part item 6.5 (left at 4.40pm and returned at 4.42pm)
- (4) Item 6.2 only
- (5) Part item 6.2 to item 6.5 (arrived at 3.15pm, left at 4.10pm)

1. APOLOGIES

Apologies were received from Mr Alan Chambers and Dr Paul Nolan.

The Committee agreed the agenda for the meeting.

2. CONFLICTS OF INTEREST

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

3. DRAFT MINUTES OF MEETING HELD ON 21 NOVEMBER 2019

The Committee considered the draft minutes of the Committee meeting held on 21 November 2019.

It was:-

RESOLVED:

- That the draft minutes of the Committee meeting held on 21 November 2019 be approved.

4. UPDATE ON ACTION LOG

Members noted the following update on the action log from the Committee meeting held on 21 November 2019. NOTED.

Action Point 1

Members noted correspondence received from the Chief Constable dated 13 December 2019 which referred to a draft PSNI and Northern Ireland Policing Board (NIPB) Estates Protocol having been shared separately with Board Officials.

Members noted that the draft Protocol could not be considered further until

previously requested legal advice from the Crown Solicitors Office (CSO) on the Board's responsibilities as the legal owner of the police estate had been received.

Action Point 2

Officials updated Members on the further information received from the PSNI about the PSNI's use of Care of Police Survivors (COPS) charity noting that the PSNI did benefit from the services provided by COPS and that a number of PSNI officers and families engaged with COPS on an ongoing basis. Members agreed to close the action point on the action log.

Action Point 3

Members noted the Chair's correspondence to T/Assistant Chief Constable (ACC) Mairs on 4 December 2019 and T/ACC Mairs reply dated 18 December 2019 which provided further details about PSNI secondment requests. Members noted that a PSNI section 8 secondment request was due to be considered later in the meeting and agreed that a future briefing from the PSNI on secondments would be beneficial. Members discussed the frequency of PSNI secondment requests being received and the importance of giving each request appropriate consideration including the receiving country's human rights record. Members agreed to close the action point on the action log.

Action Point 4

Members noted the update that had been provided on the lease arrangements of the RADAR Centre, including the state in which the RADAR Centre should be left following the end of the lease period. It was agreed that this action point may be closed on the Action Log.

Action Point 5

Members noted that this action was linked to action point 1 and the request for the CSO to provide legal advice on the Board's responsibilities as legal owner

of the police estate. Members agreed that until the legal advice was received this action point could not be progressed further.

Action Points 6 to 10

Members noted that these actions would be addressed at the Resources Committee meeting on 23 January 2020 when the PSNI T/Director of Finance and Support Services provided the PSNI Finance update.

Action Points 11 and 12

Members noted that these actions would be addressed at the Resources Committee meeting on 23 January 2020 when the PSNI HR Dashboard was presented.

Members noted the following update on the action log from the Committee meeting held on 17 October 2019. NOTED.

Action Point 1

Members noted the correspondence received from the T/Deputy Chief Constable (DCC) Martin dated 5 December 2019 regarding the PSNI's overtime strategy. It was agreed that this action may be closed on the Action Log.

Action Point 2

Members noted that the Committee still awaited the PSNI Business Case on the proposed land acquisition at Newtownabbey Police Station. The Chair updated Members on the discussion at the Board's Audit and Risk Assurance Committee (ARAC) meeting on 17 December 2019 about the level of visibility that the Board should have in relation to PSNI Business Cases. Members agreed that the PSNI should be advised that in relation to land and property acquisition the Resources Committee would require sight of the internal business cases before considering a land or property acquisition or disposal

request **(AP1)**.

Members noted the following update on the action log from the Committee meeting held on 19 September 2019. NOTED.

Action Point 1

Members noted that apologies had been received from the Northern Ireland Office (NIO) in regards to the delay in responding to correspondence dated 9 October 2019 and agreed to wait for the response from the NIO Permanent Secretary.

Action Point 3

Members noted that the legal advice on the Board's responsibilities as legal owner of the police estate was still awaited from the CSO.

Action Points 9 and 10

Members noted that these action points would be addressed at the Resources Committee meeting on 23 January 2020 as part of the PSNI HR Dashboard Update.

Members noted the following update on the action log from the Committee meeting held on 16 May 2019. NOTED.

Action Point 6

Members noted that a draft Estates Protocol had been received from PSNI as had been discussed earlier and it was agreed that this action could be closed on the Action Log.

5. CHAIR'S BUSINESS

The Committee Chair referred to the recent media report about PSNI compensation payments to members of the public. The Chair updated Members on his correspondence to the Chief Constable seeking further

information and that he would share the Chief Constable's response with the Committee when received.

The Chair updated Members on a number of items that had been discussed at the Board's ARAC meeting on 17 December 2019 which related to the Resources Committee. The ARAC requested that the Resources Committee seek further information from the PSNI about the investigations being undertaken by Mr Jon Boutcher under the Direct Award Contract (DAC). It had been agreed that the Board's Chief Executive would write to the PSNI seeking additional information, and that the response, when received, would be considered by the Resources Committee in the first instance.

The Chair also referred to discussions at the ARAC meeting about what PSNI Business Cases the Resources Committee should routinely have sight of on behalf of the Board. The ARAC Chair is to discuss this further with the Chief Executive before this is progressed.

6. ITEMS FOR COMMITTEE BUSINESS

6.1 S. 8 PSNI Secondment Request - Oman

Officials presented a paper which asked the Committee to approve a PSNI request to second a number of PSNI officers and staff to Oman for various dates during 2020. Officials referred to T/ACC Mairs correspondence dated 18 December 2019 which had been discussed earlier highlighting that PSNI gave due consideration of secondment requests before internal approval is sought following which they are referred to the Resources Committee for consideration.

Members discussed the secondment request including:

- The lateness of the secondment request given that travel was proposed in early January 2020. Members requested that PSNI be advised that

the Committee needed to receive secondment requests at least 4 weeks in advance of the intended travel period. **(AP2)**

- The opportunity cost to PSNI of undertaking a secondment. Members asked that future secondment evaluation reports detail any backfilling of roles that had to be completed as part of the secondment opportunity and queried whether it is appropriate for the PSNI to potentially income from secondments undertaken **(AP2)**.
- Oman's human rights record. Members noted that the Foreign and Commonwealth Office were supportive of the secondment but requested that further consideration be given to additional assurance on the human rights record of receiving country when submitting secondment requests to the Committee **(AP2)**.

During discussion, it was

AGREED:

- That approval for the PSNI officers and staff to be seconded to Oman for the stated dates in 2020 as detailed within the presented paper was granted.

6.2 PSNI Strategic Outline Cases

The Chair welcomed T/DCC Stephen Martin and T/Director of Finance and Support Services Mark McNaughten to the meeting.

The T/DCC and T/Director of Finance and Support Services presented three draft Strategic Outline Cases (SOCs) to Committee in relation to key transformation strands that the Chief Constable had asked to be progressed. These related to an increase in PSNI officer numbers, PSNI estate strategy review and digitisation. It was noted that the draft SOC's were under development and the Committee's feedback was requested to assist in the further refinement of the documents. The draft SOC's had also been shared with the NIO and DoJ who had provided feedback.

The T/DCC and T/Director of Finance and Support Services noted that the purpose of the SOCs was to create a strategic narrative outlining the PSNI's intention to transform the service and if they were approved by the DoJ they would proceed to Outline Business Case stage which would contain more detail on the costs and various options available under each transformation strand.

During discussion Members discussed with the T/ DCC and T/ Director of Finance and Support Services a number of issues including:

- How mobile working may be used within the PSNI. The T/DCC noted that the Chief Constable wished for all officers to have mobile technology to enable witness statements to be taken and staff to have the opportunity to work remotely.
- Investment in the police estate transformation strategy would result in an overall reduction of the police estate footprint and will save money on a long term basis.
- Opportunities for Public Private Partnerships and consideration of looking beyond central government investment in the key transformation strands. It was noted that the scale of capital investment that was required may mean that a Public Private Partnership should be considered.
- Ensuring that key stakeholders were supportive of the SOCs and the potential value of preparing two separate papers - one paper for stakeholders which contained further explanatory detail and one paper for submission to the DoJ.
- How the preferred increase in police officer numbers to 7,500 fits with PSNI's People and Culture Strategy.

The T/DCC and T/Director of Finance and Support Services thanked Members for their input and feedback on the draft SOCs.

The Vice-Chair took the Chair.

6.3 NIPB Future Accommodation

Officials referred Members to the presentation at the Board meeting on 4 December 2019 from Department of Finance (DoF) officials about NIPB's future accommodation proposals. It had been agreed at the Board meeting that Resources Committee would consider the proposals further on the Board's behalf.

Members discussed the proposed accommodation move including:

- Proposed car parking provision at James House and the apparent reduction in the car parking facilities when compared with the number of spaces at NIPB's current accommodation. The Chief Executive noted that there may be the potential for other parking to be available within the vicinity of James House at the Gasworks site.
- The proposed agile working environment in the new accommodation and the potential drawbacks and benefits for staff.
- The increased level of proposed savings that would result from the accommodation move to James House following a review of the initial figures that had been presented and discussed at the Board meeting on 4 December 2019.

It was

AGREED:

- That the Committee was broadly supportive of the proposed accommodation move subject to the same level of car parking provision at Waterside Tower being maintained. Members requested that the Chief Executive negotiate further with DoF officials regarding car parking before a final decision was made.
- The Chief Executive would review the proposed floor plan with one of the Members and refer any other issues identified to DoF for clarification.

6.4 PSNI Service Executive Team Review

Board Officials presented the Report on the review of the PSNI Service Executive Team (SET) structure together with correspondence from the Chief Constable which detailed his preferred option for the future structure of the SET.

During discussions, Members raised a number of queries with Board Officials including:

- The anticipated cost of each proposed option including the salaries of the proposed grades. Board Officials noted that the Chief Operating Officer role would be graded similar to a Deputy Chief Constable position. Board Officials further noted that the other positions including Director of Corporate Services would be graded similar to an Assistant Chief Officer role. It would be the Board's responsibility to advertise and recruit any new senior officer positions once agreement had been reached.
- The potential for a revised structure to lead to silo working and a division between civilian staff and police officers and Members enquired about how that could be managed.
- How each of the revised structure options sit with the SOCs which the Chief Constable is keen to progress
- The benefit of having the Chief Constable in attendance at the next Committee meeting to discuss the SET Review further.
- Whether the required skillset for the Chief Operating Officer role was available within the Northern Ireland market.

It was

AGREED

- That the Chief Constable would be invited to Resources Committee on

23 January 2020 to further discuss the report.

6.5 Committee Work Programme

Members discussed the Committee's work programme including scheduling of briefings and it was agreed that due to emerging Committee priorities some briefings would be rearranged.

7 Questions for the Chief Constable

The Committee agreed not to submit any questions to the Chief Constable.

8 Communication Issues

There were no communication issues raised.

9 Any Other Business

Officials referred to recent correspondence received from the DoJ dated 16 December 2019 with regards to the draft Police Service of Northern Ireland (Amendment) Regulations 2020. Members noted the background to the Regulations which had been drafted following the Government's announcement that the 2020 early May bank holiday would be held on Friday 8 May 2020 and not Monday 4 May 2020.

Members noted the draft Regulations and had no further comment.

10. Date of Next Meeting

The next meeting would be held on Thursday 23 January 2020.

(Meeting closed at 4.45pm).

CORPORATE SERVICES

Date: January 2020

Chair