

NORTHERN IRELAND POLICING BOARD

**MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY
21 NOVEMBER AT 2.00PM AT THE NORTHERN IRELAND POLICING BOARD,
WATERSIDE TOWER**

PRESENT:

- Mr Gerry Kelly (Chair)
- Mrs Wendy Osborne (Vice-Chair)
- (1) Mr John Blair
- Mr Keith Buchanan
- Ms Linda Dillon
- Mr Doug Garrett
- (2) Mr Gary Middleton

**POLICE SERVICE OF
NORTHERN IRELAND IN
ATTENDANCE**

- (3) Mr Mark McNaughten, T/Director of Finance & Support Services & Human Resources
- (3) Mrs Denise Teer, Head of Finance
- (4) Ms Yvonne Cooke, Head of Human Resources
- (5) T/ACC Barbara Gray, Crime Operations
- (6) One PSNI Staff Member

**OFFICIALS IN
ATTENDANCE:**

- (7) Mrs Amanda Stewart, Chief Executive
- Mr Tim Logan, Director of Resources
- Two Board Officials
- (8) Two Board Officials

- (1) Part 6.1 to item 10
- (2) Item 1 to part item 5 and part item 5 to item 6.2
- (3) Item 6.5 only
- (4) Items 6.6 and 6.7
- (5) Item 6.7 only
- (6) Items 6.5 to 6.7 only
- (7) Items 1 to item 6.5
- (8) Part item 5 and 6.1

1. APOLOGIES

Apologies were received from Dr Tom Frawley, 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 17 OCTOBER 2019

The Committee considered the draft minutes of the Committee meeting held on 17 October 2019.

It was:-

RESOLVED:

That the draft minutes of the Committee meeting held on 17 October 2019 be approved.

4. UPDATE ON ACTION LOG

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, previously shared with the Committee, from ACC Hamilton dated 15 March 2019 which detailed the overtime approval process. Members also noted that a report of the Overtime Steering Group Workshop held on 14 August 2019 had been provided by PSNI and was included for Members information. Members further noted that a response was

pending to the Chair's correspondence dated 14 November 2019 to T/ DCC Martin asking for details of how the PSNI's overtime strategy would be cascaded to staff.

Action Point 2

Members noted correspondence from the Director of Resources to PSNI's Director of Finance requesting a copy of the internal Business Case relating to the proposed land acquisition in Newtownabbey that was considered at the meeting on 17 October 2019. A response to this correspondence was pending.

Action Point 3

Details of the average age of PSNI student officers, which was noted to be 27, was detailed within the PSNI HR Dashboard which would be considered further at item 6.6 of the agenda.

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

Action Point 1

The Northern Ireland Office had contacted the Chief Executive to apologise for the delay in responding to the correspondence dated 9 October 2019, and had stated that a response would be forthcoming shortly.

Action Point 3

A response was awaited from the Crown Solicitors Office (CSO) following a request for legal advice with regards to the Board's position as legal owner of the PSNI Estate. A reminder had been sent to the CSO on 12 November 2019.

Action Point 7

Further clarification on the number of PSNI officers who had declared learning disabilities was provided within the PSNI HR Dashboard which would be

considered further at item 6.6 of the agenda.

Action Point 9

Further details about the number of early leavers from PSNI was awaited from the PSNI Head of HR.

Action Point 10

Further information from the PSNI Head of HR about the options to retain PSNI officers beyond their retirement age so that key skills and capabilities are not lost was awaited.

Actions 2, 4, 5, 6, 8, 11 and 12 were noted as closed.

Members noted the following update on the action log from the Committee meeting held on 20 June 2019. NOTED.

Actions 5 and 7 were noted as closed.

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

Action Point 6

The Committee discussed the lack of progress there had been in drafting a joint Estates Protocol between the PSNI and the Board noting that this had featured on the action log for over 6 months since it was initially proposed at the Committee meeting in May 2019.

5. CHAIR'S BUSINESS

The Committee Chair updated Members on a number of issues including the PSNI's 3 key transformation strands and noted that the Strategic Outline Cases (SOCs) for each strand, namely estates, digital technology and an

increase in police numbers, was being prepared with the SOC's to be considered at the Committee's December meeting.

The Chief Executive updated the Committee on a Working Group on Police Numbers that had been established by the Department of Justice (DoJ) which she represented the Board on. She noted that a public consultation on public sector transformation for the following 3 to 5 years would be launched in early December 2019 and input from PSNI would be included as part of the narrative. The public consultation would launch before the Committee meeting in December 2019 but the 3 SOC's would be reviewed by the Committee and the DoJ Working Group.

The Chair referred to the ongoing PSNI Service Executive Board review which was due to conclude at the end of November 2019 and confirmed that a report would be brought to the Committee's December meeting.

The Chair updated the Committee on his and the Vice-Chair's meeting with the Chief Constable held earlier that afternoon which had also been attended by the Director of Resources on the subject of the PSNI's transformation and in particular the proposal for an increase in police officer numbers. The Director of Resources updated the Members on the main discussion points from the meeting and noted that the PSNI would provide a short paper for the next Committee in December 2019 setting out the overarching plan and future vision.

A Member updated the Committee on a separate meeting with the Chief Constable held that afternoon on the PSNI's Estate Strategy which the Chief Executive had also attended. Members expressed dissatisfaction that a draft Estates Protocol between the Board and the PSNI had not yet been shared with the Committee. It was suggested that consideration be given to the possibility of the Protocol being widened to include other delegated authority

functions such as Finance and staffing. It was agreed that the Committee Chair would write to the Chief Constable highlighting the Committee's dissatisfaction in progressing the establishment of a protocol. **(AP1)**

The Chair referred to the Police Remuneration Review Body Working Group which was due to meet on 27 November 2019 to discuss matters which the Board would like to be included within the scope of the annual review of pay, conditions and allowances for officers in the PSNI.

Members considered the additional information that had been received from the PSNI responding to the Committee's queries about the Care of Police Survivors (COPS) charity. Members requested that Officials seek further clarity from the PSNI on a particular point that had not been fully addressed. **(AP2)**

6. ITEMS FOR COMMITTEE BUSINESS

6.1 NIPB Equality and Disability Action Plans – outcome of consultation and next steps

Board Officials presented a paper updating Members on the outcome of the consultation process and on the draft NIPB Equality and Disability Action Plans and the Board's Audit of Inequalities and asked the Committee to recommend the documents to the Board for approval.

Members noted that no changes had been recommended to the Equality and Disability Action Plans following the consultation and the Audit of Inequalities had been updated following the receipt of feedback. Officials noted that once the Action Plans and Audit of Inequalities were approved they would be published on the Board's website and also submitted to the Equality Commission.

Following discussion it was:

AGREED:

That the Board's Audit of Inequalities and draft Equality and Disability Action Plans be recommended to the Board for approval.

6.2 S. 8 PSNI Secondment Evaluation Reports

6.2.1 Bosnia and Herzegovina – Phase 1 and 2

6.2.2 Ukraine

6.2.3 Lebanon

Officials referred Members to the secondment evaluation reports that had been received from the PSNI and relating to secondments that had previously been approved by the Board namely Phases 1 and 2 of Bosnia and Herzegovina secondment, Ukraine secondment and Lebanon secondment.

Members discussed the evaluation reports and requested that PSNI be asked to consider the Committee's feedback on some of the content and the request for some additional narrative to be provided to PSNI to be incorporated into future evaluation reports. **(AP3)**

Members noted that the secondment to Turks and Caicos had been postponed to January 2020.

6.3 PSNI Estates- Signing of Estate Documents

Officials presented a paper which listed the legal documentation which had been signed and sealed by the Board since reconstitution in December 2018.
NOTED.

Members discussed the RADAR Centre which was due to be returned to the landlord on 31 March 2020 and Members asked that Officials clarify the lease termination arrangements and any dilapidation costs payable. **(AP4)**

Officials confirmed that any legal documents signed by the Board Chair, Vice-Chair and Chief Executive are legally proofed beforehand by the CSO. The Committee requested bi-annual updates on legal documents which are signed by the Board. It was further agreed that Officials would consider the current process for signing estate documents. **(AP5)**

6.4 NIPB Management Accounts and Financial Information to end of October 2019

The Committee noted a paper regarding the NIPB Management Accounts and Financial Information up to end of October 2019. NOTED.

Officials updated Members on £125,000 that had been received from the Department of Finance to offset pensions pressure.

6.5 PSNI Management Accounts and Financial Information to end of September 2019

The Committee noted a paper regarding the PSNI Management Accounts and Financial Information up to the end of October 2019. NOTED.

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

The T/Head of Finance briefed the Committee on the PSNI Expenditure Report and various PSNI financial issues to the end of October 2019.

During discussion Members raised issues with the PSNI including:-

- In year disposals of PSNI stations and how the sale of stations fitted with the PSNI transformation plans for the PSNI Estate.
- The development of SOCs in relation to the 3 key transformation strands.

- The sale of land at Desertcreat and PSNI representatives agreed to clarify the purchase and disposal price of the site. **(AP6)**
- A previous PSNI Drone contract was discussed and the Committee requested that the details of how much monies were recouped from the supplier be clarified. **(AP7)**
- The disposal arrangements for the PSNI fleet was discussed and the Committee requested that the disposal period for motorbikes and mini buses be clarified. **(AP8)**
- The need for early planning for the 2020/2021 budget. PSNI representatives agreed to revert to the Committee early in the New Year with budget proposals.

During discussions Members asked that the PSNI clarify what current Business Cases may be a Direct Award Contract **(AP9)**

Members also discussed with the PSNI representatives the various ongoing Business Cases and their status, the authority needed to approve each Business Case depending on its value and whether the DoJ are sighted on all Business Cases. It was agreed that a column would be added to the PSNI Business Case Appendix within the Finance Briefing going forward to include the Business Case status i.e. SOC, Outline Business Case or Full Business Case **(AP10)**

6.6 PSNI HR Dashboard

The Committee welcomed Ms Yvonne Cooke, Head of Human Resources to the meeting.

The Committee noted the PSNI HR Dashboard. NOTED.

The Head of Human Resources briefed the Committee on a number of issues including:

- Collaboration between the Metropolitan Police, An Garda Siochana and the PSNI on thematic issues, the first of which would be diversity and human rights. The aim of the collaborative group was to share what each police service does well and also provide critical challenge to each other.
- Collaboration between the PSNI and An Garda Siochana on local policing and between PSNI and Police Scotland on Innovation and Change.
- Reshaping of PSNI's HR Department including the establishment of a Diversity and Equality Unit.
- A reduction in sickness absences and a review of the PSNI's Attendance Policy to ensure that attendance was managed appropriately but that staff who needed it were able to access support and advice.
- A pilot programme underway in 4 areas to manage reasonable adjustments.
- The launch of the new recruitment campaign in January 2020. A copy of the advertising strategy and its overarching message would be provided to the Committee in the coming weeks.
- The differing terms and conditions of employment for Police Staff who are aligned with the Northern Ireland Civil Service in comparison to police officers. The Head of Human Resources agreed to provide further information on the number of officers on full pay for an extended period.

(AP11)

6.6 Briefing on PSNI Equality, Diversity and Good Relations Strategy and Action Plan

The Committee welcomed TVACC Barbara Gray, Head of Crime Operations to the meeting.

The Committee noted the draft Equality, Diversity and Good Relations Action

Plan 2019 to 2022. NOTED.

T/ACC Gray stated that the Committee's feedback and comments on the draft Action Plan were welcomed and noted that the draft Action Plan had been designed to support the PSNI's Equality and Good Relations Strategy 2017 to 2022.

During the briefing, Members discussed the following issues:

- the formation of a Positive Action Group within PSNI and PSNI's commitment to progressing diversity and inclusion within the workplace with a focus on building a professional and inclusive working environment with emphasis on language and behaviours as well as the physical working environment.
- Areas within the police which favoured men including the Physical Competency Assessment (PCA) and firearms training which formed part of officer training at the Police College and also success rates in section for specialist roles. The differential in pass rates between men and women was discussed and PSNI noted that they were considering alternatives to the current PCA and the Head of Human Resources agreed to provide details of external research that had been conducted in relation to the PCA. **(AP12)**
- Members discussed suggested amendments to the draft Action Plan noting the need to ensure that the linkage with the PSNI's Equality and Good Relations Strategy 2017 to 2022 could be clearly demonstrated.
- T/ ACC Gray and the Head of Human Resources acknowledged the potential for confusion between the draft Action Plan and the PSNI's Equality and Good Relations Strategy 2017 to 2022 and agreed to take on board the Committee's feedback and provide an updated document once available.
- Other ongoing initiatives as part of PSNI's commitment to an inclusive and supportive workplace including a uniform review and the

establishment of a 'buddy' scheme to support junior officers and staff.

6.8 Committee Work Programme

The Committee considered a paper which outlined the key priorities and proposed Committee Forward Work Programme for the period up to March 2020 including the emerging priorities for the meeting in December 2019 when a number of key agenda items would be considered by the Committee.
NOTED.

7 Questions for the Chief Constable

The Committee considered possible questions to be submitted to the Chief Constable.

8 Communication Issues

There was no communication issues raised.

9 Any Other Business

There was no further business raised.

10. Date of Next Meeting

The next meeting would be held on Thursday 19 December 2019.

(Meeting closed at 5.30pm).

CORPORATE SERVICES

Date: November 2019

Chair