

## **NORTHERN IRELAND POLICING BOARD**

### **MINUTES OF THE HUMAN RESOURCES COMMITTEE MEETING HELD ON FRIDAY 28 MAY 2010 AT 9:30AM IN WATERSIDE TOWER, BELFAST**

#### **PRESENT:**

#### **MEMBERS:**

Mr Jimmy Spratt (Chairperson)  
Mrs Rosaleen Moore (Vice-Chairperson)  
Mr Gearóid Ó hEára  
Mr David Rose

#### **OFFICIALS IN ATTENDANCE:**

Mr Adrian Donaldson (Chief Executive)  
Dr Debbie Donnelly (Deputy Chief Executive)  
Mr Sam Hagen (Director of Corporate  
Services)  
Five Officials

#### **1. APOLOGIES, ETC**

No apologies were received.

#### **2. INJURY ON DUTY PENSION AWARDS**

The Chairperson referred to interviews over the past 2 weeks on the BBC Nolan Show with ex police officers in relation to their complaints about their experience of the Injury on Duty (IOD) awards system, and the process to make these awards. He expressed concern that there were 150 medical appeal cases outstanding.

The Chairperson explained that he had been interviewed on the Nolan Show regarding IOD cases. He had held a political meeting with the Minister of Justice to discuss the IOD awards system and the backlog of appeal cases which was of

considerable public concern. He had also met ex police officers during the past few days regarding IOD awards.

The Committee noted that the Minister of Justice had also been interviewed on the Nolan Show on 21 May 2010 and had advised that he would undertake a review of the overall process of the practical arrangements for the assessment of the IOD awards. Members considered a paper which outlined details of the letter from the Minister of Justice to the Acting Chairman of the Board inviting the Board join him in undertaking this review.

The Committee considered a paper and Terms of Reference, tabled at the meeting, in relation to the Review of Police IOD Award Arrangements. A proposal from the Department of Justice was that the review should be co-chaired by the Department of Justice and the Board.

Officials presented a paper to the Committee on the legislation framework, assessment, review and appeal process in respect of IOD pension awards.

During the discussion which followed, Members:-

- outlined their views regarding the Nolan Show;
- expressed concern at the backlog of appeal cases and the length of time that it was taking the Department of Justice to have them processed;
- requested information regarding the number of ex Police Officers who were in the four IOD bandings;
- considered whether an Independent review of the Board's procedures in relation to the Board's role in the IOD assessment process should be conducted;
- expressed concern that the results of the appeal cases were not applied retrospectively;

- paid tribute to the work of the Board's Administration Department for the work they have undertaken in relation to IOD awards;
- expressed concern that the Board's initial medical assessment was conducted by the same Occupational Doctor;
- suggested that an independent review should be undertaken of the Police IOD Pension Arrangements.

The Committee noted that at present the Police Negotiating Board was in the final stages of discussions regarding a new proposed IOD scheme, which would likely be issued for consultation in the late summer/autumn period with a possible introduction in April 2011.

In conclusion it was agreed to:-

**RECOMMEND:**

To the Board that:-

- the Board should accept the Minister of Justice's invitation to join him in undertaking the review of the IOD arrangements;
- the review should be co-chaired by the Department of Justice and the Chairperson of the Committee with a joint secretariat;
- an independent specialist should be invited to sit on the Review Group to look at the workings of the current system and to report on how the practical arrangements could be improved;
- that the Board should reserve the right to conduct an Independent review of the Board's procedures in relation to the Board's role in the IOD assessment process.

It was also:-

**AGREED:**

That in view of the review of the IOD arrangements, officials should ask the Government's Procurement Unit if it is possible to extend the present SMP until the review was completed.

**SECRETARIAT**

**May 2010**

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**Chairperson**