

NORTHERN IRELAND POLICING BOARD

**MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY 26
OCTOBER 2023 AT 9.40AM IN JAMES HOUSE**

PRESENT:

- (1) Mr Trevor Clarke MLA (Chair)
Mr Frank McManus (Vice Chair)*
- (2) Mr John Blair MLA
- (3) Ms Nuala McAllister MLA
- (2) Mr Mike Nesbitt MLA
Mr Brendan Mullan
- (4) Mr Gerry Kelly MLA
Mrs Linda Dillon MLA
- (5) Dr Kate Laverty
Mr Maurice Bradley MLA*
Mr Mukesh Sharma

**EX OFFICIO MEMBER IN
ATTENDANCE:**

- (6) Mr Edgar Jardine

**POLICE SERVICE
OF NORTHERN IRELAND IN
ATTENDANCE:**

- (7) Ms Pamela McCreedy, Chief Operating Officer
- (8) Ms Clare Duffield, Assistant Chief Officer,
People and Organisational Development
- (8) Mr Mark McNaughten, Assistant Chief Officer,
Corporate Services
- (8) Head of Procurement & Logistics Services
- (8) HR Strategic Lead – Local Policing & HQ
- (8) Two PSNI Staff

**NORTHERN IRELAND
PUBLIC SERVICE ALLIANCE
IN ATTENDANCE:**

- (9) Ms Tracy Godfrey, NIPSA Official
- (9) Mr Warren Scott, NIPSA Official

**NORTHERN IRELAND
POLICING BOARD
OFFICIALS IN
ATTENDANCE:**

- (10) Mrs Sinead Simpson, Chief Executive
Mr Sam Hagen, Senior Director of Resources
- (11) Mrs Aislinn McGuckin, Director of Police Pensions
and Injury Benefits
Seven Board Officials

- (1) From item 4 on

- (2) Left at 1.45pm
- (3) Left at 1.15pm
- (4) Left at 1.50pm
- (5) Left at 1.10pm
- (6) Left at 1pm
- (7) Items 6.3 & 6.4 only
- (8) Items 6.2 to 6.5 only
- (9) Item 6.1 only
- (10) Left at 11.50am
- (11) Items 1 to 4 & 6.8 only

* Attended meeting by video conference facility

In the absence of the Chair, the Vice Chair opened the meeting and covered agenda items 1 to 3 and introduced agenda item 4.

1. APOLOGIES

No apologies were received for the meeting.

The Committee agreed the agenda for the meeting and no one raised any business that they wished to discuss at agenda item 9 under 'Any Other Business'.

2. CONFLICTS OF INTEREST

The Director of Resources declared a conflict in respect of agenda item 6.2 and advised would not directly engage with discussions on this item.

3. MINUTES OF THE MEETING HELD ON 28 SEPTEMBER 2023

The Committee considered the draft minutes of the Committee meeting held on 28 September 2023.

It was **RESOLVED** that:

- The minutes of the Committee meeting held on 28 September 2023 be approved.

4. UPDATE ON ACTION LOG

The Committee **NOTED** the updates and correspondence detailed within the Action Log and the related verbal overview provided by the Director of Police Pensions and Injury Benefits (PPIB) and Director of Resources.

The Director of PPIB provided an update on action points from the meetings in September 2023 and July 2023.

In respect of Action Point 2 from the meeting in September 2023, work is being progressed in respect of refreshing the recruitment document for Selected Medical Practitioners (SMPs) and a date for the next SMP quarterly forum is to be confirmed.

In respect of Action Point 4 from the meeting July 2023, due to competing priorities a meeting to explore a digital case management system with PSNI will be scheduled in due course.

In respect of Action Point 7 from the meeting in July 2023, correspondence has been issued to PSNI and a response is awaited regarding work taking place to address the upward trend in the number of Ill Health Retirement and Injury on Duty applications.

Due to time constraints the Director of PPIB also covered related PPIB items and these are recorded later in the minutes under agenda item 6.8.

The Director of Resources provided an update on the following action points from the meeting in September 2023:

- Action point 5 – Discussions have taken place with the Board Vice Chair on ways in which the Board can support PSNI in respect of

future discussions relating to PSNI resourcing and budgets.

- Action point 8 – committee visit to PSNI Seapark has been scheduled for next week and a site tour has been arranged to view the building infrastructure and operations, all Board Members have been invited to attend.
- Action point 9 – enquiries have been made regarding benchmarking of Above Delegated Authority processes with other UK jurisdictions and owing to different governance structures it is not possible to compare like with like on this matter. Further discussions are scheduled to take place at the November committee when PSNI are scheduled to attend and provide an update on the litigation and financial compensation process.
- Action point 11 – further information has been requested from PSNI in respect of temporary promotions and a response is awaited.

In respect of action point 2 from the meeting in June 2023, a paper on NIPB staff turnover will be presented at today's meeting at agenda item 6.6.

In respect of action points from the meeting in March 2023, action point 4 on PSNI senior officer allowances remains under consideration by Board officials and a further update will be provided in due course.

Action point 5 and the NIPB policy on senior officer recruitment will be discussed at a future committee meeting following the completion of the Chief Constable recruitment process.

Updates were provided on correspondence issued and received for agenda items 4.1 to 4.4.

4.1 Correspondence regarding HR matters

In respect of action point 3 from the meeting in September 2023, Members were provided with a response from PSNI following queries on representation and duty adjustments.

Members **NOTED** the correspondence.

4.2 Correspondence regarding process for Above Delegated Authority (ADA) requests

In respect of action point 4 from the meeting in September 2023, correspondence was issued to PSNI to invite representatives to attend a future committee meeting to discuss the process regarding ADA requests including late notification and “last minute” requests, retrospective approvals, and choice of Senior Counsel.

Members **NOTED** the correspondence.

4.3 Correspondence regarding Public Protection Branch (PPB) – counselling statistics

In respect of action point 6 from the meeting in September 2023, PSNI have provided referral and appointment information relating to those individuals working in PPB and availing of counselling services from January 2021 to October 2023.

Members **NOTED** the correspondence.

4.4 Correspondence regarding South Armagh review – Continuous Professional Development

In respect of action point 10 from the meeting in September 2023, Members were provided with a response from PSNI following a request for additional information in respect of Recommendation 41: Continuous Professional Development as part of the update on South Armagh Policing review.

Members **NOTED** the correspondence.

5. CHAIRPERSON'S BUSINESS

The Committee **NOTED** the updates and related verbal overview provided by the Director of Resources in respect of the following agenda item.

5.1 Laying of NIPB Annual Report and Accounts

Correspondence from Department of Finance confirming the arrangements for laying and publishing departmental, agency and Non-Departmental Public Body Annual Reports and accounts. The implications for NIPB relate to now being consolidated in Department of Justice (DOJ) figures, and if timings change around laying of accounts in the House of Commons it may have an impact on the timing of the disclosures made to DOJ.

6. ITEMS FOR COMMITTEE BUSINESS

Before representatives from NIPSA joined the meeting Board officials provided Members with an overview of agenda items 6.1 and 6.2 including suggested discussion points.

6.1 Northern Ireland Public Service Alliance (NIPSA) Briefing

The Chair welcomed two officials from NIPSA to discuss the impact of the recent data breach and the wider effects of the PSNI budget situation on police staff. The officials highlighted the following issues as part of their briefing to the Committee:

- Overall view from police staff around their increased vulnerability following the data breach including heightened security concerns and personal risk in their role.

- Increased data security concerns and whether necessary controls and checks are in place regarding vetting levels to access staff pensions data.
- Police staff do not have the same personal protection options as police officers, and many cannot afford to upgrade personal security as they are at the lower end of the pay scale.
- Impact of data breach on recruitment and retention of staff and reduced ability to deliver key services.
- Given cost of living challenges and security concerns the Revised Environmental Allowance (REA) payment for staff has not been approved to bring REA more in line with comparable Northern Ireland Transitional Allowance payment (NITA) for police officers.
- Total cost to increase REA payment for police staff is relatively small when compared to cost of comparable police officer payment.
- Likely negative impact of tattoo policy as part of recruitment vetting on potential applicants for police staff positions.

Following the briefing Members raised the following points with the NIPSA officials:

- Update on number of police staff raising concerns and number absent from work because of the data breach.
- Number of staff identified as high risk and follow up response taken as part of the Emergency Threat Assessment Group.
- Actual cost of increasing REA payment given DOJ assertion that proposal was unaffordable following consideration of business case, and possibility of a future Judicial Review.
- Update on vetting processes in place, and number of applications made to carry personal protective weapons following the data breach.
- Difference in approach to officers and staff following the data breach, and whether concerns regarding pensions data security have been

raised with PSNI and consideration given to costs of improving the vetting process.

- Practical solutions in place to improve engagement with staff following data breach and extent to which staff did not raise a concern due to trust and confidence issues.
- Line manager responsibility to ensure sensitive and personal data is not accessed inappropriately.

Members **NOTED** the briefing provided and the Chair thanked the representatives from NIPSA for their contribution and they left the meeting.

Before PSNI joined the meeting Board officials provided Members with an overview of agenda items 6.3 and 6.4 including suggested discussion points.

Members discussed the wide ranging nature of the Op Sanukite bid and the Committee's role as the bid has already been submitted to UK Treasury, level of detail provided by PSNI in the Reserve bid document, implications of the UK Treasury paying any potential fine from the Information Commissioners Office, and reference to EU Exit figures as part of the NI Protocol summary provided in the PSNI Finance report.

The Committee welcomed the Chief Operating Officer (COO), Assistant Chief Officer (ACO) People and Organisational Development (OD), ACO Corporate Services, PSNI Head of Procurement and Logistics Services, and HR Strategic Lead for Local Policing and HQ to the meeting.

6.2 PSNI Revised Environmental Allowance - Police Staff

The ACO People and OD presented a paper asking Members to consider a revised business case in respect of the Revised Environmental Allowance (REA) payable to Police Staff.

As background the REA payment was introduced in 1990 for police staff in

recognition of their continuing commitment to work in operational police stations and other specified locations. In subsequent years the REA payment was retained in recognition of the unique employment environment in which police staff work and the higher degree of threat, risk or harm they may be subject to.

The REA payment has not been reviewed since 1990 and in 2020 a business case was submitted by PSNI to the Department of Justice (DOJ) and Department of Finance (DOF) to increase the payment in line with inflation from £580 to £1,091. The response from DOJ at the time was to advise they were unable to support the business case on the basis that it was not affordable and there was insufficient evidence presented to justify the increase. Following submission of the business case in 2020 there have also been a significant number of queries submitted by DOJ for PSNI's attention.

The ACO People and OD outlined the current position, noting that progress has been slow because the business case has been classified as novel or contentious by DOJ, and DOJ are requiring approval/endorsement from NIPB.

Members were provided with the rationale for an increase in REA which included primary and secondary drivers. Primary drivers include the threat assessment; devaluation of REA; threat, risk, harm of police staff roles; deteriorating Industrial relations climate; confidence in policing; and commitment to Health and Wellbeing.

Secondary drivers include a failure to adequately recognise and remunerate police staff, police staff support policing on a 24/7/365 basis, the cost of living crisis, benchmarking comparison, and the retention and recruitment of police staff.

The PSNI Strategic Management Board (SMB) considered and scored six options and it was agreed to propose an increase in the REA payment to

£1,091 per annum to align with the rate of inflation from 1990 to 2020, payable from 1 April 2019, the date of NIPSA's claim.

Members raised the following matters with the ACO People and OD:

- Extent to which NIPSA is content with the REA payment proposed and concerns that it only accounts for inflation and whether consideration has been given to propose a payment which is over and above the level of inflation.
- Current view of DOJ on the REA business case under consideration and whether NIPSA and DOJ have met to discuss the matter.
- Ongoing challenges at PSNI with competitive salaries in the external job market and need to engage at all levels to provide an a more competitive pay structure for police staff.
- Likelihood of NIPSA members accepting the REA payment as described and potential implications of not including a backdated payment to April 2019, when the claim was first submitted.
- Comparison with similar payment made to prison support staff which is currently higher than the REA payment proposed.
- Concerns raised by NIPSA representatives regarding data security of police staff pensions and work being carried out to address this.
- Need to action data security measures for police staff as well as for officers to ensure parity.

Members asked about work taking place to fill key police staff positions and it was agreed to provide further information on the nature of difficulties and challenges faced to fill these positions. **AP1**

Members **NOTED** the update provided and the Chair advised that further discussion shall take place after PSNI have left the meeting for Members to consider the request to progress a revised business case in respect of the REA payable to police staff.

6.3 PSNI Finance Report

The ACO Corporate Services presented an overview of the year-to-date financial position and projections for the full financial year.

A year to date non-ring-fenced pressure of £9.6m is reported against a pressure of £7.5m last month, and a total estimated full year pressure of £52.5m is projected which includes a £7m pressure on depreciation. This is due to anticipated pressures for the 2023-24 pay awards, increased depreciation as a result of an increased capital budget not yet reflected in the budget, and unfunded Op Rondoletto costs.

The Department of Justice (DOJ) have commissioned an in year exercise, in advance of a Department of Finance exercise, to set the budgets for the remainder of the year. It is anticipated that the 2023-24 budget will be struck in the coming weeks and, if it is not significantly improved, there will be a considerable overspend confirmed for this year and a further update will be provided at next month's meeting.

Additionally, a financial planning exercise for 2024-25 has been commissioned by DOJ and a significant resource gap is anticipated between the 2024-25 budget requirement versus the budget baseline, and the Committee will receive a further update next month.

The ACO Corporate Services also provided an update on overtime and following a reduction in the budget for this year, a year to date overspend of around £3.5m is now being reported.

Additional Security Funding (ASF) is overspent for both year to date and the full year projection, and a review is ongoing with UK Treasury, the Northern Ireland Office and DOJ in relation to the level of ASF provided given an increasing pressure in this area.

In relation to NI Protocol funding, full funding has not been provided for staff costs and an £8m pressure is reported against available budget.

Op Sanukite expenditure has incurred costs of around £2.5m mainly due to displaced officers and additional overtime costs, and an update was provided on business cases under development including the Revised Environmental Allowance (REA) for police staff.

Members **NOTED** the update provided.

6.4 PSNI Finance Reserve Bid (Data Breach)

The Chief Operating Officer provided Members with an update on the PSNI Reserve Bid in relation to the costs associated with Operation Sanukite (Data breach) and resourcing the recovery as part of Operation Saphenal. Following engagement with DOJ and DOF the Reserve bid has been submitted to UK Treasury and Members were provided with a high level summary including an estimated range of potential resource costs for all items within the bid.

The range of activities and potential resource cost have been continuously revised to ensure accuracy as the bid progressed. The bid includes the wider context around the PSNI baseline financial position and significant pressures year to date as well as the activities necessary to respond to the data breach, as it was necessary to provide the overall financial context given the significant net budget shortfall of £52.5m reported above.

The COO also outlined the long term impact of the data breach, future financial costs and assumptions made regarding costs to step up recruitment and meet potential litigation costs.

The ACO Corporate Services provided further analysis on the PSNI Reserve Bid, covering the following matters:

- Relatively small bid on the UK Treasury Reserve and confirmation is awaited on whether any award will be repayable as the Reserve is normally provided in response to an in-year emergency or unforeseen

pressures.

- Bid for digital notebooks is to improve data security by providing at risk groups with digital equipment to record sensitive data rather than using traditional paper notebooks.
- Costs are included in the bid to cover a potential Information Commissioners Office (ICO) fine following the data breach.
- Costs are provided for the provision of Occupational Health & Wellbeing services to support individuals impacted by the data breach.
- Overtime element of bid was to cover costs associated with high visibility policing in the aftermath of the data breach to provide reassurance and begin to rebuild confidence.
- Item in bid to recommence recruitment was to provide additional resilience, acknowledging this is linked to the broader context of declining numbers.
- Item in bid for all officers and staff to claim set amount for home security measures and separate item for high risk officers and staff to avail of an enhanced home security aid package.
- Provision of figures for total budget pressures year to date by combining the current reported pressure with additional in year costs following the data breach, and analysis of the estimate of future financial costs.

Members raised the following matters with the COO and ACO Corporate Services in respect of the Finance report and Finance Reserve bid:

- Opportunistic nature of some items in bid alongside negative perception by UK Treasury to include these as part of broader financial context, and lack of scrutiny by Committee prior to bid being submitted.
- Clarity around description of figures in the NI Protocol table.
- Concern that Reserve bid includes payment of potential ICO fine and

the appropriateness of including this as it diminishes effectiveness of fine as a future deterrent.

- Impact of moving sensitive police operations to new locations on the future viability of vacated sites, and concerns that Members are kept fully updated.
- Retrospective nature of information provided as bid has already been submitted to UK Treasury and level of detail provided does not facilitate full scrutiny by Committee.
- Concerns in respect of the overall confidence in policing following recent events and need for line managers to continue to proactively engage with officers and staff in response to the data breach, and in particular those who have not yet been spoken to or raised a concern.
- Ensuring that additional security measures outlined in the Reserve Bid excludes those with sufficient security arrangements already in place.
- Justification of costs outlined to provide additional home security aid packages for high risk individuals.
- Rationale of HR staff substitutions and whether digital notebooks are already available to all who require them.
- Extent to which future year pressures are determined by current in year pressures, clarity in respect of total costs likely to be incurred from the data breach, and difference in costs quoted by NIPSA to increase REA payment compared to higher figures provided by PSNI.
- Extent to which PSNI headcount reduction as part of the Resource Allocation Model will continue and actions to address the natural attrition rate and fill key vacancies.
- Explanation for projected overspend on “Supplies” budget line and whether cost savings were in place as this year’s spend is projected to be higher than last year.
- Consequences for PSNI if an estimated full year pressure of £52.5m is realised.

- Explanation for projected Additional Security Funding overspend for the year.

Members **NOTED** the update provided and thanked the COO for her contribution and she left the meeting.

6.5 PSNI Procurement & Contract Management strategy update

The Head of Procurement and Logistic Services provided Members with an update on Procurement & Contract Management and included the following key points:

- Contract overview – breakdown of total contracts by value and year to date spend by department, total number of contracts including major contracts, contracts expiring in next 18 months, and total number of suppliers and contract managers.
- Further details in respect of top 5 contacts by value listing supplier, description of service, start date, approved end date, and total contract value.
- Procurement activity highlights for current year and previous two years, providing figures for PME exercises, tenders published, and total number of contracts awarded, including Direct Award Contracts (DACs).
- Additional DAC breakdown including estimated value, length of contract and justification for DAC status.
- Procurement outlook including new legislation, supply chain overview, NIAO procurement review, and current challenges.

Members raised the following matters with the Procurement & Contract Manager:

- Further details provided in respect of the G4S contact, as the largest

contract by value, regrading impact of labour issues on PSNI's ability to continue to provide important services, for example, enquiry offices.

- Contract penalties in place to address unacceptable performance and assure stakeholders and negative impact on PSNI when contract providers fail to meet agreed service standards.
- Explanation for long term supplier contracts, for example IT contracts, and work taking place to formulate business cases ensuring maximum contract value is achieved.
- Update on high value contracts coming to an end, and an analysis of business case spend versus impact for large IT contracts.
- Barriers in place to allow for new contract providers and work taking place to mitigate these.
- Importance of social value as part of contract management and further clarity on the "Job Evaluation (Grading of PSNI roles)" DAC.
- Reasons for variation in number of tenders published and contracts awarded between 2021/22 and 2022/23.

Members **NOTED** the updated provided.

The Chair thanked the ACO People and Organisational Development, ACO Corporate Services, Head of Procurement and Logistics Services, and HR Strategic Lead for Local Policing and HQ for their contribution and they left the meeting.

Members considered the PSNI request to approve the submission of the refreshed business case for Revised Environmental Allowance previously discussed at agenda item 6.2.

A Member stressed the importance of supporting the uplift in REA payable to Police Staff and role of the committee to encourage a positive resolution on this matter and that correspondence is issued to DOJ to support a resolution.

Following discussion it was **AGREED**:

- To **APPROVE** the request from PSNI for the submission of a revised business case in respect of the Revised Environmental Allowance payable to Police Staff. **AP1**

6.6 Northern Ireland Policing Board (NIPB) Staff Turnover

The People and Organisational Development (OD) manager presented a paper on NIPB staff and agency staff turnover (including agency staff costs) from 2020 to 2023 and a breakdown of agency staff turnover over the last 5 years.

The People and OD manager highlighted the following key points from the paper:

- Gradual reduction of use of agency staff in the last 3 years, and agency numbers have fluctuated over this period due to the short term and transient nature of some agency staff.
- Gradual reduction in total leavers (made up of permanent, agency and secondees) from 23 in 2020/21 to 19 in 2022/23.
- Costs for agency staff over the last 3 years have increased mainly due to an increase in minimum wage and pay awards.
- Agency staff levels are highest in Police Pensions and Injury Benefit branch due to the reliance on agency staff to fill administrative positions.
- Actions taken to date to address internal vacancies include a revised vacancy management process to provide existing staff, both permanent and agency, with improved career development opportunities.
- Other initiatives include the provision of training and development for staff through participation in the Department of Communities Evolve

Leadership Programme.

A Member raised a concern in respect of the NIPB vacancy management process, and how a disproportionate focus on internal recruitment impacts on representation.

A Member indicated this matter was originally raised at the Audit and Risk Committee when the Committee was advised that staff turnover was 37%, mainly due to agency staff turnover. It was suggested that agency staff should be the exception rather than the norm as it results in higher staff turnover and incurs additional training costs to fill vacant positions. Discussion also took place around resourcing issues and plans in place to fill the 8 vacancies reported (15% of the workforce); the extent to which exit interviews are utilised to establish reasons for leaving and to highlight underlying issues; plans in place to make current agency staff permanent and reduce costs; and given the number of vacancies to provide an update on current sickness levels.

Members also asked about plans to launch a recruitment competition to fill vacancies and reduce reliance on agency staff, and it was **AGREED** to retain the matter on the Committee action log and include reference to an action plan to be brought to a future meeting to address current vacancies and staff turnover. **AP2**

Members **NOTED** the updated provided.

6.7 Northern Ireland Policing Board (NIPB) Management Accounts

Members **NOTED** an update from the Finance Manager in relation to the NIPB management Accounts and that there is a £14k underspend against budget at the end of September 2023.

Pay pressures continue and following a recent Department of Justice monitoring round extra funding has been allocated to assist with the cost of recruiting Independent Members to Policing and Community Safety

Partnerships.

6.8 Police Pensions and Injury Benefits

6.8.1 Cases for consideration October 2023

The Director of PPIB presented a paper asking Members to consider the outcome of decisions made by Selected Medical Practitioners (SMP) in respect of the 19 cases considered and provided opinion on between 18 September 2023 and 13 October 2023.

Members were also updated on a miscellaneous case and submissions are currently being gathered from all interested parties and will be shared with a Sub Group of Committee members before full referral to the Committee.

A Member raised ongoing concerns in respect of the Committees role to confirm the implementation date and/or reassessment date for Ill Health Retirement/ Injury on Duty cases following SMP decision and it was **AGREED** to provide a further update on this matter at the November Committee. **AP3**

Members **NOTED**:

- the outcome of the decisions made by Selected Medical Practitioners and **CONFIRMED** the implementation and reassessment dates for the 19 cases outlined.

6.8.2 Pension Scheme Manager Monthly Report

The Director of PPIB presented a paper providing Members with an update on the McCloud Remedy project since the last update in September 2023 and the proposed amendment to the Board's Internal Dispute Resolution Procedure (IDRP). A material change to the IDRP policy has been

proposed further to guidance received by the Pensions Ombudsman to amend the current 2 stage process which adds duplication to a more efficient one stage process without compromising quality or integrity.

A Member requested clarity in respect of the Pensions Ombudsman view on the proposed changes to the IDRP and it was **AGREED** to provide further detail in the minutes, as follows.

Board officials had updated the policy to reflect its ownership by Police Pensions & Injury Benefits Directorate, with the complaint to be issued to the Director of PPIB. Secondly, the material change made to the policy is further to guidance issued by the Pensions Ombudsman who has advised for clarity it is preferable that these policies are one stage only, with escalation thereafter to the Pensions Ombudsman. This is a position which has already been considered and ratified by the Police Pension Board in relation to the identical IDRP policy for PSNI Pensions Branch.

Members **NOTED**:

- the decisions made since the last update in September 2023 by the Selected Medical Practitioner in the McCloud III Health Retirement Remedy Project in advance of their referral to PSNI Pensions Branch,
- key activity updates for period ending 19 October 2023, and
- **APPROVED** the updated Internal Disputes Resolution Policy.

6.8.3 Revision of Joint Medical Guidance Project

The Director of PPIB presented a paper for Members to consider the current position and proposed next steps in relation to an ongoing project to revise the Joint Medical Guidance for Medical Practitioners on Injury on Duty awards and consider next steps further to updates from Capita and the Department of Justice (DOJ).

The update provided included findings of a scoping exercise carried out by

the external provider Capita to revise the existing Joint Guidance and its conclusions provided a gap analysis to highlight areas in which the exiting Joint Guidance is insufficient, in particular when compared to other similar schemes. Capita have estimated significant costs to carry out this work and neither the Board nor DOJ is in a position to service this project due to the current budget situation.

Following engagement with DOJ to agree next steps, DOJ's view is to amend the guidance insofar that is able and thereafter place it on a statutory footing following a short, targeted consultation.

Members discussed the significant costs versus benefits of implementing this piece of work, and in doing so is likely to minimise future issues and potential financial liabilities; to approach Capita for a revised and more affordable quote to carry out the project work; whether other external companies can be approached to carry out the project work; and need to ensure the project moves forward as a joint approach with DOJ.

Following consideration of the scoping exercise, proposed project plan, recommendations within the Scoping Exercise and Proposed Project Plan versus the proposed next steps from DOJ it was **AGREED** to:

- Engage further with DOJ to outline committee view on strength of feeling to move forward with the project, however, this cannot be completed by the Board due to lack of resources and medical or legal expertise, and request that Capita submits a revised quote for the completion of project work. **AP4**

7. QUESTIONS FOR THE CHIEF CONSTABLE

No questions were raised.

7.1 Response to Written Question

The Committee **NOTED** the response provided by PSNI to a written question on police officer numbers.

8. COMMUNICATIONS ISSUES / OPPORTUNITIES

No other communication issues were raised.

9. ANY OTHER BUSINESS

No other business was conducted.

10. DATE OF NEXT MEETING

The next meeting is scheduled for **Thursday 23 November 2023** at James House.

The meeting ended at 2pm

CHAIR

RESOURCES DIRECTORATE

OCTOBER 2023