

NORTHERN IRELAND POLICING BOARD

MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY 24 OCTOBER 2024 AT 9.45AM IN JAMES HOUSE

PRESENT:

- Mr Frank McManus (Chair)
- Ms Marian Cree
- Mr Gerry Kelly MLA
- Mrs Linda Dillon MLA
- Dr Kate Lavery
- (1) Mr Keith Buchanan MLA
- (2) Mr Peter Osborne

POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE:

- Ms Pamela McCreedy, Chief Operating Officer
- Mr Mark McNaughten, ACO Corporate Services
- (3) Ms Aldrina Magwood, ACO Strategic Planning & Transformation
- (3) Head of Strategic Planning & Performance
T/Head of Procurement and Logistics

NIPSA OFFICIAL EX OFFICIO MEMBERS IN ATTENDANCE:

- (4) Mr Warren Scott
- Mr Brendan Mullan

NORTHERN IRELAND POLICING BOARD OFFICIALS IN ATTENDANCE:

- Mrs Sinead Simpson, Chief Executive
- Mr Sam Hagen, Director of Resources
- Mrs Natalia McMahon, T/Director of Police Pensions and Injury Benefits
- Four Board Officials

- (1) Left at 13.00pm
- (2) Left at 12.20pm
- (3) Item 6.2.1 & 6.2.2 only
- (4) Item 6.3 only

1. APOLOGIES

Apologies were received from Mr Trevor Clarke MLA, Mr Les Allamby, Ms Nuala McAllister MLA, Mr Peter McReynolds MLA and Mr Alan Chambers MLA.

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

2. CONFLICTS OF INTEREST

No conflicts of interest were declared.

3. DRAFT MINUTES OF THE MEETING HELD ON 27 JUNE 2024

The Committee considered the draft minutes of the meeting held on 26 September 2024.

It was **RESOLVED** that:

- The minutes of the Committee meeting held on 26 September 2024 be approved.

4. COMMITTEE ACTION LOG

The Committee **NOTED** the updates and correspondence detailed in the action log and the related verbal overview provided by the Director of Resources.

Updates were provided on correspondence issued and received for agenda item 4.1.

4.1 PSNI responses to matters raised at the Resources Committee meeting in September 2024

In respect of action points one to two from the Committee meeting in September 2024, Members **NOTED** the responses from PSNI in relation to the following matters:

- Equality and Disability Action Plan 2023-24.
- Cultural Audit

In respect of action point three the Director of Resources informed Members that this would be discussed later at agenda item 4.2

In respect of action points four to eight from the Committee meeting in September 2024, Members **NOTED** the responses from PSNI in relation to the following matters:

- PSNI Finance Report
- Transformation Strategy Update
- Police Museum
- Kinnegar Site
- ADA Requests
- Legal Fees

Members raised the following matters in response to the correspondence from PSNI:

1. Member visit to Kinnegar site - further Information requested on the following points:
 - An assessment of the issues related to the fact that the site is situated on a flood plain including reasons for building a flood defence

wall as well as proposals to raise the buildings on-site.

- What engagement has taken place to date with Belfast City Council regarding this.
- An assessment of changes needed to the current road in terms of access/egress for site traffic.
- An assessment of any issues related to contamination on the site including a previous fuel store.
- What learning has been taken from and/or applied from the Desertcreat experience. **AP1**

Following discussion, it was agreed to issue correspondence to PSNI in relation to the matters highlighted above.

In respect of Action Point 7 Members discussed the additional information received following a request to PSNI for further detail on the Above Delegated Authority request originally presented at September's Committee.

Members' discussion focused on the legal costs associated with these claims and the importance of seeking assurance in respect of the governance arrangements and review mechanisms in place in relation to ongoing legal cases, including the work of the Senior Review Panel recently established for this purpose.

Members also requested that further information on learning taken from the case in relation to officer recruitment and representations made during recruitment roadshows.

Following discussion it was **AGREED to:**

- **RECOMMEND** the Board approve the ADA request, and
- Write to the PSNI on the 2 points noted above seeking assurances in

relation to the governance arrangements in place to review legal cases, including the work of the Senior Review Panel and learning applied in relation to officer recruitment and representations made during recruitment events. **AP2**

In respect of action point 10 from the June meeting the T/Director of Police Pensions & Injury Benefits informed Members that a response is still awaited in respect of correspondence issued by the Board Chair to the Justice Minister regarding the IOD scheme and Joint Guidance for Medical Practitioners.

In respect of action point 15 from the April meeting The Director of Resources provided an update that in relation to the AO recruitment competition, assessments were completed on 4 October and 8 suitable candidates were identified.

4.2 Committee Effectiveness Review Update

The Director of Resources provided Members with an update following a request at September's Committee that a further paper to be brought to the Committee.

The Director of Resources explained that the intention of the update was to articulate the discussion from the last Committee around what the outcomes are in relation to each of the discussion points and to ensure clarity on what the Committee is acting upon.

Following discussion Members requested the following actions be taken forward.

- An amendment to the existing wording of 'PSNI should provide a

summary of large documents into an executive summary' to now read 'PSNI should ensure that large documents are accompanied by an executive summary of the key points' **AP3**

- In relation to closed action points that these are clearly shown on the action log as closed before being removed to ensure that the Committee agree that they should be removed.

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 items:

5.1 PPSD Pay Circular 06/2024 for Part Time Reserve officers for 2022-23

Members were advised of correspondence dated 24 September 2024 in relation to a Policing Policy and Strategy Division circular discussing a pay award for Part Time Reserve Officers.

Members **NOTED** the correspondence.

Before PSNI joined the meeting Board officials provided Members with an overview of agenda items 6.1 to 6.2

6. ITEMS FOR COMMITTEE BUSINESS

6.1 Police Pensions and Injury Benefits

6.1.1 The T/Director of Police Pensions and Injury Benefits (PPIB) presented a

paper asking Members to consider the outcome of decisions taken by Selected Medical Practitioners (SMP) in respect of 34 assessments considered and provided opinion on, and the decisions taken by Independent Medical Referees (IMR) in respect of 7 assessments.

Members were also asked to consider the draft response to the targeted consultation on the Draft Police Pensions (Amendment 2) Regulations (Northern Ireland) 2024 and were informed that input had been sought from an Independent Pensions advisor in relation to the draft response.

Members:

- **NOTED** the outcome of the decisions made by Selected Medical Practitioners and **CONFIRMED** the implementation and reassessment dates for the 34 assessments outlined,
- **NOTED** the outcome of the decisions taken by Independent Medical Referees and **CONFIRMED** the implementation and reassessment dates for the 7 assessments outlined,
- **APPROVED** the draft response to the consultation on the Draft Police Pensions (Amendment 2) Regulations (Northern Ireland) 2024,

6.1.2 Correspondence from Chief Executive to DOJ - IMR and SMP future funding

The T/Director of PPIB provided an update following previous discussion at September's meeting and informed Members that correspondence from the Chief Executive to DOJ around IMR and SMP future funding was issued on the 4th October and a response is still awaited.

Members **NOTED** the correspondence.

The Chair welcomed the Chief Operating Officer (COO), the Assistant Chief Officer (ACO) Corporate Services, the Assistant Chief Officer Strategic Planning & Transformation (ACO), the Head of Strategic Planning & Performance and the T/Head of Procurement and Logistics to the meeting.

6.2 PSNI Finance

6.2.1 PSNI Finance Report

Prior to the presentation of the PSNI Finance Report the Chief Operating Officer provided an update on the Revised Environment Allowance (REA) settlement. Members were informed that the Department of Finance (DOF) has now approved an annual amount of £1,365, effective from April 1, 2025. The approval was facilitated by decoupling the amount from the original review question in the business case, which had caused difficulties for the DOJ/DOF.

Discussions are ongoing with the DOJ and NIPSA regarding the review aspect of the allowance. It was highlighted that the Police Remuneration Review Body (PRRB) considers the annual uplift to the Northern Ireland Transitional Allowance (NITA) which relates to the Police Officer Element of the Security Allowance. If this is considered as being a comparative figure and if accepted by DoJ/DoF, the same annual uplift amount would apply to the REA.

The ACO Corporate Services then presented Members with the monthly PSNI Finance Report as at the end of September 2024 noting that at the six-month mark, the PSNI is facing an overspend of approximately £17 million, with a projected full-year overspend of £37 million. While the estimates are on track, it was also pointed out that this indicates a significant financial

strain.

Additionally, there is a reliance on additional funding through the monitoring process, which has been postponed until after the budget, making it uncertain when the PSNI will be informed of outcomes.

Members were informed that there had been some progress around the Holiday Pay settlement with discussions ongoing and a Tribunal hearing scheduled for December, though it was highlighted that no funding has yet been secured.

In relation to the Data Breach, mediation has been approved, and terms are being negotiated, but compensation funds remain unallocated.

The ACO Corporate Services also discussed a three-year funding bid that has been submitted as requested by the Department and highlighted substantial gaps ranging from £166 million to £307 million by year three.

It was detailed that these figures do not account for additional funding sources like ASF, PCTF and inquests which are expected to end this financial year, making the gaps appear larger than they might ultimately be. For 2025/26, the gap is estimated around £160 million, potentially reducing by £60 million from additional funding.

This year, the projected overspend is £37 million, with £23 million in additional funding received, which is not part of the baseline budget.

On overtime, pressures have escalated after breaking even for the first three months. An increase in public disorder and a number of murders between July and September has resulted in a £3 million overspend to date.

There is also a projected overspend in Additional Security Funding (ASF), with the main grant having to cover many of these costs. The NIO has indicated they will soon provide details on the new budget for this funding,

which could alleviate some financial pressure.

Following the presentation the discussion focused on the following point:

- The 3-year projections and further detail on how the projections are calculated from year one to three.

On this point the ACO Corporate Services provided additional detail around the pay/pension pressures and increases in inflation and highlighted the costs for restoring officer numbers and a potential increase in headcount in years 2 and 3.

Members **NOTED** the update provided.

6.2.2 PSNI Recovery Plan Business Case

The Head of Strategic Planning & Performance presented Members with an update on the PSNI Recovery Plan Business Case and provided context to the case that PSNI has experienced continued headcount reductions over recent years due to budget constraints, leading to significant cuts in non-pay spending and ultimately affecting officer numbers. On average, around 350 officers and 150 staff leave annually, whilst limited recruitment has been made, resulting in a decrease from 7,000 officers in 2021 to 6,300 currently.

PSNI's recent discussions with the Board and DOJ has led to an agreement for PSNI to develop a business case aimed at recovering officer numbers. There is an overall PSNI target of approximately 8,000 officers based on the Leapwise report. It is estimated that recovering from headcount losses will take three years for each year lost, prompting efforts to accelerate recruitment back above 7,000 officers and 2,500 staff over three years.

The presentation then focused on the following points:

- Strategic Context & Approach – workforce recovery to halt decline in capacity, critically important for keeping people safe, aligned with draft Policing Plan Outcomes.
- The Case for Change – rapid decline in workforce levels, rising complexity in specific crime types, significant issues with absence & duty restrictions, welfare and wellbeing, additional work areas with no additional funding.
- Service Impacts – Neighbourhood policing function is shrinking, capacity to investigate crime reduced, number of enquiry offices reduced, ability to respond to public disorder will continue to be reduced.
- Objectives - provide a more resilient workforce, a higher quality victim focused service to victims of crime and vulnerable persons, sustain partnership working and improve the wellbeing and welfare of the PSNI's workforce.
- Constraints – budget uncertainty, demand modelling, Police College training capacity, inability of PSNI to raise funds.

The preferred option from those in the business case is :

- Preferred Option OP3a
 - Recruitment to recover workforce levels over the next 3 years.
 - Seeks to recover workforce levels to 7,000 Police Officers &

2,572 Police Staff by March 2028

- To be achieved through mixture of Student Officers & Police Staff recruitment, direct entry for Detectives and transfers-in.
- Police Officers increasing from 6,358+150+246+246=7,000
- Police Staff increasing from 2,344+76+76+76=2,572
- Phased over 3 years (within current College capacity)
- Still falls short of Patten & NDA commitment of 7,500 Police Officers (although restricted by College capacity)

Members noted the additional funding required over a five-year period is over £200M. In terms of next steps PSNI advised there would be regular check-ins with DOJ & peer review, building as rigorous and robust a case as possible. There will be further engagement within PSNI and with key stakeholders including NIPB, DOJ & DOF and formal submission is anticipated by end of October 2024

The ACO Corporate Services then highlighted that the business case focuses primarily on increasing recruitment over the next 3 years however securing funding for this does not address the broader baseline funding issue with a deficit of over £100 million for next year already meaning they will need to potentially secure the full amount before progressing with the recruitment.

It was also explained that after 3 years the projected deficit goes up to £150 million, consisting of pay growth year on year of around £90 million over the three years and when the additional funding of around £61 million which PSNI haven't yet received is included this gives a total of around £150 million.

Following the presentation the discussion focused on the following points:

- Hate Crime Advocates and if PSNI has responsibility for this cost.

On this it was explained that PSNI would get some additional monies from targeted grants from the Department.

- Neighbourhood Policing Function and whether the decrease in numbers relates specifically to officers leaving or retiring or is it officers being moved to other departments.

On this point it was explained that response teams have been reduced over a number of years and PSNI have had to carefully consider what their key critical roles are throughout the organization including TSG's, MIT teams and Crime Department, however it was highlighted that in protecting response the neighbourhood team is further diminished.

It was also detailed that there have been two attestations within the last six weeks and following training this first batch of student officers are now being placed within local response teams with the intention of this continuing on a monthly basis.

- Organised Crime and whether PSNI still have a dedicated capacity to tackle organized crime involving human trafficking and human slavery.

On this point it was explained that whilst such crimes will not be investigated by a specialist unit they will still be absorbed within other units.

- A discussion on the options presented by PSNI and the feasibility of each option.
- Work on Innovation and Transformation.

On this point PSNI highlighted work around maximizing their digital mechanisms including on duty adjustments, digital citizen, AI and a stock take of digital investments.

- Increased 101 waiting times.

On this point PSNI emphasised the priority is answering 999 calls and detailed the average times for responding to 101 & 999 calls. A significant reduction in the staffing numbers within the call management centre handling team was also highlighted.

- Right Care/Right person and whether the potential savings for this will be actually realised within the budgetary projections.

On this point it was stated that they wouldn't be at this stage however they will be considered in the future.

- The volume of officers compared to volume of overtime and whether the overtime costs for an increase in officers has been projected in the business case?

On this point it was detailed that whilst PSNI would like to see a change to the operating model that would mitigate the growth in overtime, an element of it would be built in within the projection under the employment costs of the individual which would include overhead costs like overtime, allowances and training.

- EPOC funding including PCTF ending in 2027 and whether this has been factored into the budgetary projections and if so would this be considered as structural deficit.

On this point it was stated that even if the PCTF funding ended the officers would still be employed within PSNI and as such this funding stream is included against the current headcount.

- Absence Management levels.

On this point PSNI provided detail on work being done around Absence Management including on Ill Health Retirement,

- Officers suspended whilst facing misconduct charges.

On this point PSNI stated that there has been a significant focus particularly over the last 12 months in speeding up the process through PSD. It was highlighted that there are resourcing issues faced by both PSD and Vetting and additionally that there will always be a number of outlying cases including criminal elements that PSNI don't have control over.

A Member then requested that the Committee receive a full copy of the Business Case that will be sent to DOJ however following discussion no further action was taken on this point.

Members **NOTED** the update provided and thanked the ACO Strategic Planning & Transformation and the Head of Strategic Planning & Performance for their contribution and they left the meeting.

6.2.3 PSNI Annual Update on Procurement & Contract Management Strategy (to include current list of DAC'S)

The T/Head of Procurement and Logistics presented Members with an update on the PSNI Procurement & Contract Management Strategy and highlighted that in the last twelve months PSNI has entered into over 300 new contracts, totalling £180 million and acknowledged the support provided from the Department of Finance (DOF) and Central Procurement Directorate (CPD), in assisting in the procurement and process management.

Following the presentation Members discussion focused on the following points:

1. Long-term Contracts & Value for Money:

- PSNI has certain large IT contracts, particularly in security, aligned with Northern Ireland-wide frameworks established by the DOF to ensure value for money. Many contracts use national frameworks however of the 300+ contracts with various suppliers PSNI manage approximately 250 of these.

2. Direct Award Contracts (DACs):

- Direct awards are limited, typically for unique suppliers or proprietary software. PSNI assesses the market to avoid dependency and ensures competitive tendering, with oversight from the NIPB Audit & Risk Assurance Committee.

3. Upcoming Contract Expirations:

- PSNI faces resource and vetting challenges in handling 193 contracts expiring in the next 18 months, necessitating some extensions to complete full tender processes.

4. Contract Monitoring:

- Regular reports and an automated system help PSNI track contract expenditure, alerting them to financial limits and approaching expirations.

5. Specific DACs for Limb Protection & Ammunition:

- **Limb Protection:** Staff shortages and insufficient stock led to a DAC for urgent supplies of Limb Protection during public disorder. Additionally global shortages due to increased demand in the U.S. and unrest in Ukraine and the Middle East forced PSNI to use a DAC for ammunition, allowed by CPD when circumstances are beyond PSNI's control.

6. Electric Infrastructure in PSNI Estates:

- Issues with electric capacity at PSNI facilities are being addressed by Estate Services, with updates expected in the next Fleet Services presentation.

Members **NOTED** the update provided and thanked the Chief Operating Officer, the ACO Corporate Services and the T/Head of Procurement and Logistics for their contributions and they left the meeting.

6.3 NIPSA Briefing

A NIPSA official presented Members with an update on the work of NIPSA and discussion focused on the following points:

1. **REA Update** Agreement has been reached for an annual payment of £1,365 effective from April 2025. This is currently awaiting review and approval by the Department of Justice (DOJ) and Department of Finance (DOF), with support from NIPSA. It is hoped that this will be approved by December and if this is the case NIPSA intends to end its industrial action. The proposal for future increase is to align with NITA increases to prevent a widening pay gap between staff and officers.
2. **Data Breach:** NIPSA is receiving updates from the Information Commissioner's Office (ICO) and the PSNI around the data breach and welcomed NIPSA's involvement in seeing the enhanced safeguards that are being implemented. Detail was given that potential compensation may be issued by April or May, with ongoing engagement from the Chief Constable.
3. **Budget & Staffing Pressures:** PSNI budget constraints are impacting resourcing, secondment opportunities, and overall staff workload, leading to stress, retention issues, and concerns about job security. Staff are also concerned that digitisation efforts might

replace rather than support them.

4. **III Health Retirement (IHR) for Police Staff:** Current IHR policies require police staff to prove they are unable to work in any admin role, NIPSA is advocating for policy parity between staff and officers. It was highlighted that addressing the IHR process requires PSNI's involvement but also NICS's, due to pension management responsibilities.
5. **Pay and Retention:** Inconsistencies in policies between NICS and PSNI continue to cause concerns for NIPSA, which seeks tighter, more unified policies.

Members **NOTED** the update provided and thanked the NIPSA official for his contribution and he left the meeting.

At this point the discussion returned to the PSNI Recovery Plan Business Case and the Committee:

AGREED to support the Outline Business Case (OBC) to recover workforce levels within the Police Service of Northern Ireland (PSNI), as part of its submission to the DoJ.

6.4 NIPB Management Accounts

A Board official provided Members with an update on the NIPB Management Accounts and outlined the following points:

To the end of September, DEL expenditure was £2,913k, underspending by £184k against budget. Key variances include:

- **Salaries:** £7k underspend due to unfilled positions and clearance delays.
- **IT:** £18k underspend due to a delay in anticipated increases in IT

requirements

- **Accommodation:** £29k underspend due to timing of expenditure against all budget lines
- **Medical Appeals:** £6k overspend for additional training under the new IMR contract.
- **Appeal Tribunals:** £9k underspend, related to timing shifts for Police Appeal Tribunal dates.
- **Corporate Consultancy:** £7k underspend due to the timing of expenditure against budget in relation to the Human Resources Advisor.
- **Other Costs:** £18k underspend as Senior Officer recruitment costs were deferred to later in the year.
- **Cash Payment of Provisions:** £54k for ongoing legal and medical obligations from previous years. The cash payment of provisions relates to the settlement of such costs during the current financial year and the variance here reflects uncertainty in timing and amounts for IMR/SMP cases.
- **PCSPs:** £35k underspend due to phasing, expected to align in October monitoring.

It was also highlighted that in August, the NIPB reported no resource budget changes but requested an additional £200k AME and £20k in capital funding if available. This outcome will allow for internal reallocation and phasing of budgets to be applied however a decision is still awaited from the Department.

Following the presentation a Member thanked the Board official for providing the primary cost centre headings as part of the management accounts and the discussion then focused on the following points.

- the reason for the bid for additional capital of £20k.

On this point the Board official stated it related to CCTV licences required by NIPB.

- If DOJ were aware of the reasons behind the underspend of £184k

On this point Board officials explained that although October's budget monitoring hasn't occurred yet, a request to prepare for January's monitoring round is due by the end of this week. Senior Management Team (SMT) has reviewed the budget and decided to return £220,000 due to various factors, including the absence of Police Appeals Tribunals, costs related to James House, resourcing challenges, and reduced caseloads caused by SMP leave.

The Director of Resources also emphasized the importance of managing the budget closely to avoid a year-end underspend, especially given pressures on the Department of Justice (DOJ) budget. There is confidence that the budget can be managed, even with potential cost increases, although some projections for March must be made well in advance.

Additionally, it was highlighted that the DOJ will be made aware of the valid reasons for the underspend to prevent any negative impact on next year's budget.

Members **NOTED** the update provided.

6.5 Amendments to Removal and Relocation Policy for PSNI Chief Officer and Senior Civilian Staff Equivalents

A Board official provided Members with a paper in relation to proposed amendments to the Removal and Relocation Policy for PSNI Chief Officer and Senior Police Staff Equivalents.

Members were advised that over the last number of years there have been several adjustments to the policy that have been approved by the Resources Committee however it was agreed that the level of flexibility needed review to ensure it was appropriate and that safeguards were built into the policy.

The first change proposed relates to meeting the costs of a hotel stay for a new Chief Officer while permanent accommodation is being secured. This was initially limited to four weeks but based on recent experience this was changed to “for a limited initial period to be agreed with the Chief Executive of the Northern Ireland Policing Board”.

It was proposed that the policy should be amended to read as follows:

“Every effort should be made by the Chief Officer/Senior Staff equivalent to secure appropriate accommodation as expeditiously as possible. While this is being secured, meeting the costs of hotel accommodation will be considered for a limited initial period to be agreed with the Chief Executive of the Northern Ireland Policing Board. If this is likely to exceed 12 weeks the Chief Executive must seek Board approval in advance of the costs being incurred.”

The second change proposed relates to the number and frequency of flights home that can be reimbursed under the policy. The fortnightly frequency was previously removed to take account of the working pattern of senior staff. However, members considered that on reflection the open-ended scope needed clarified. The recommended change of no more than 24 flights in a calendar year would achieve the same effect as a fortnightly flight but provides greater flexibility for officers.

Following discussion Members raised the following points in relation to the proposed amendments and it was agreed that these would be looked at and

brought back to the Committee at a later date.

- If there was a need for the requirement for 3 quotes for relocation and incidental expenses?
- That the number of flights in a calendar year is amended on the document from 24 to 26.
- Clarification if business class is required for the Chief Constable/Senior Officers. **AP4**

Members **NOTED** the correspondence.

6.6 Occasional Authorisation Applications

A Board official provided Members with a paper in relation to three applications made by PSNI for authorisations to sell, supply, keep and consume intoxicating liquor at police establishments.

The first application was in relation to a General Authorisation Extension application from Fermanagh Recreation Club.

The second application was in relation to two Occasional Authorisation applications from the PSNI for Gough Barracks.

It was highlighted that all three applications had been reviewed against the current Service Procedure No.48/2007 and all three are fully compliant.

It was also detailed that Board officials continue to engage with PSNI Social Policy Branch with a view to progressing an updated version of Service Procedure No.48/2007. A draft version is expected to be ready for review in December 2024/January 2025.

Following discussion Members agreed to:

- **APPROVE** the General Authorisation application for

Fermanagh Recreation Club and the two occasional applications for Gough Barracks.

7. QUESTIONS FOR THE CHIEF CONSTABLE

The Committee agreed two questions be issued to the Chief Constable for written response. These were:

1. The Resources Committee was previously advised that a panel of senior PSNI personnel would consider the progress of outstanding legal cases. Can the Chief Constable advise if the panel consisting of senior PSNI personnel has met to consider and have oversight of PSNI legal cases, what is their schedule of meetings and any outcomes so far coming from the panel. **AP5**
2. Community background of those leaving PSNI – Chief Constable, can you confirm in relation to exit interviews for those leaving the Service, that the community background of those leaving can be identified, and can those figures be provided to the Board for the last year. **AP6**

8. COMMUNICATIONS ISSUES / OPPORTUNITIES

None

9. ANY OTHER BUSINESS

The Director of Resources presented Members with an Above Delegated Authority (ADA) request that had been received at short notice from PSNI. Members were asked if they were content to consider the application at short notice and they confirmed they were.

Members noted the case under consideration related to a proposed settlement for a compensation claim made against the Chief Constable and considered the background detail provided by PSNI in respect of the case, noting the legal advice provided and rationale for reaching a settlement in the case. Members reiterated the importance of the action previously agreed at item 4 above in terms of seeking and update on the governance arrangements associated with the progress of legal cases through PSNI processes.

Following discussion it was **AGREED to:**

- **RECOMMEND** the Board approve the ADA request.

Additionally, a Member requested clarification be sought as to the three sets of legal fees listed on the PSNI proforma for this case. Board officials noted clarification on this point would be sought ahead of the November meeting.

10. DATE OF NEXT MEETING

The next meeting is scheduled for **Thursday 28 November 2024** at James House.

The meeting ended at 1.15pm

CHAIR

**RESOURCES DIRECTORATE
NOVEMBER 2024**