

NORTHERN IRELAND POLICING BOARD

MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY 19 DECEMBER 2024 AT 9.30AM IN JAMES HOUSE

PRESENT:

- Mr Keith Buchanan MLA (nominated Chair for
(1) portion of the meeting)
- Mr Frank McManus (Vice-Chair)*
- Ms Marian Cree
- Mr Gerry Kelly MLA
- Dr Kate Lavery*
- Mr Peter Osborne
- Mr Peter McReynolds MLA

POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE:

- Ms Pamela McCreedy, Chief Operating Officer
- (2) Mr Mark McNaughten, ACO Corporate Services
- (3) Ms Clare Duffield, ACO People & Organisational
Development
- (3) Head of External Recruitment
- (3) PSNI Official

EX OFFICIO MEMBERS IN ATTENDANCE:

- (4) Mr Mukesh Sharma
- Mr Brendan Mullan
- (5) Mr Tommy O'Reilly

NORTHERN IRELAND POLICING BOARD OFFICIALS IN ATTENDANCE:

Mrs Sinead Simpson, Chief Executive
Mr Sam Hagen, Director of Resources
Mrs Sarah Reid, T/Director of Police Pensions and
Injury Benefits
Seven Board Officials

- (1) From 11.15am
- (2) Item 6.2.1 only
- (3) Items 6.2.2 – 6.2.4
- (4) From 10.40am
- (5) From 11.45am

*Attended meeting via video-conference facility.

In the absence of the Chair and Vice Chair of the Committee, Mr Keith Buchanan MLA was proposed and seconded by Members and agreed to take the Chair until the Vice Chair joined the meeting.

1. APOLOGIES

Apologies were received from Ms Linda Dillon MLA, Mr Les Allamby, Mr Trevor Clarke MLA, Ms Nuala McAllister 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 28 NOVEMBER 2024

The Committee considered the draft minutes of the meeting held on 28 November 2024.

It was **RESOLVED** that:

- The minutes of the Committee meeting held on 28 November 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 Issues raised with PSNI after November Resources Committee

In respect of action points one to three from the Committee meeting in November 2024, Members **NOTED** the updates in relation to the following matters:

- Amendments to the Removal and Relocation Policy for PSNI Chief Officer and Senior Civilian Staff Equivalents
- Kinnegar Site Purchase
- Senior Case Management Review Panel for Legal Cases.

In relation to the Senior Case Management Review Panel for Legal Cases Members agreed to request that PSNI at their January 2025 briefing, provide a full list of cases under review by the panel along with a narrative regarding actions being taken in respect of each case **AP1**

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 NIPB Management Accounts

The Director of Resources informed Members that the NIPB Management Accounts for November 2024 were being shared for information purposes

ahead of the normal quarterly reporting process.

Members **NOTED** the correspondence.

5.2 Pay Circular 2024 25 - Federated & Superintending Ranks

Members were advised of correspondence in relation to a DOJ circular confirming a pay increase for PSNI Federated and Superintending ranks which will be effective from 1 September 2024 and reflected in December 2024 salaries.

Members **NOTED** the correspondence.

5.3 On-call allowance - PRRB recommendation

Members were advised of correspondence in relation to a DOJ circular detailing the flat-rate on-call allowance for police officers.

A Member then raised a query around the annual uplift for the Revised Environmental Allowance for non-police staff in Northern Ireland and following discussion agreed to seek an update on DOJ's progress in implementing this mechanism later in the meeting with PSNI.

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** An official from Police Pensions and Injury Benefits presented a paper asking Members to consider the outcome of decisions taken by Selected Medical Practitioners (SMP) in respect of 8 assessments considered and provided opinion on, and the decisions taken by Independent Medical Referees (IMR) in respect of 6 assessments.

Members discussion then focused on the following point:

- **The percentage of cases where the outcome changes on appeal.**

On this point a Board Official agreed to provide an update to a future Committee in respect of the percentage of cases where the outcome changes on appeal. **AP2**

Following discussion Members:

- **NOTED** the outcome of the decisions made by Selected Medical Practitioners and **CONFIRMED** the implementation and reassessment dates for the 8 assessments outlined,
- **NOTED** the outcome of the decisions taken by Independent Medical Referees and **CONFIRMED** the implementation and reassessment dates for the 6 assessments outlined,

6.1.2 Pension Scheme Manager Report

The T/Director of PPIB then provided an update on Police Pension related work since the last meeting.

An update was provided on the forfeiture procedure and Members were informed that following guidance from the Association of Policing Crime Chief Executives (APACCE) and DoJ, a draft procedure has been created to enhance due diligence. It includes a pro-forma for the PSNI to complete, designed to collect information about any convictions or misconduct proceedings. Additionally, it was noted that the new process will allow officers to submit statements if they choose to do so.

The T/Director of PPIB then provided an update in relation to the fee disparity between SMP (£1,000 per appointment) and IMR (£800 per appointment) and following a question from a Member, it was highlighted that the Department of Justice (DoJ) is reluctant to adjust IMR rates, citing concerns over contractual obligations and potential service impacts.

It was also detailed that the DoJ intends to review IMR fees and contracts post-March, with any underspend directed toward a new IMR.

Members discussion then focused on the following points:

- **Repetitive wording within the list of considerations that Members should consider in order to inform decision making:**

In response it was highlighted that while this is within the guidance it could be looked at to see if an amendment could be made.

- **Challenges to forfeiture decisions due to pension contributions already made.**

On this point the T/Director of PPIB explained that the thresholds for forfeiture are high (e.g., treason, significant convictions), and that the penalty maximum is 65% to reflect employer contributions.

Following discussion Members **NOTED** the update provided and:

- **AGREED** the Draft Forfeiture procedure and
- **AGREED** the recommendations in relation to correspondence from DOJ regarding the increase in IMR fees.

The Chair welcomed the Chief Operating Officer (COO) and the Assistant Chief Officer (ACO) Corporate Services to the meeting.

6.2 PSNI Finance

6.2.1 PSNI Finance Report

The ACO Corporate Services presented Members with the monthly PSNI Finance Report as at the end of November 2024 noting that PSNI had received an additional £36.7 million in the October monitoring round.

The total non-ringfenced resourced budget allocation is now £880m which will enable a projected break-even position for the year.

The ACO Corporate Services also reported there has been no change to the allocation for the ringfenced resourced allocation and whilst a projected full-year pressure of £10.6 million in relation to depreciation remains it is hoped that this will be resolved through January monitoring.

In relation to capital spending the ACO Corporate Services reported a projected break-even spend, though estate expenditures remain uncertain with £33 million remaining to be spent by year-end.

Specific allocations include money set aside for Kinnegar and anticipated sales from Desertcreat.

On overtime spend it was highlighted the adjustments shown reflect the

additional funding, addressing cumulative year-to-date overspend and detail was given that pressure on overtime persists following the unpredictability from earlier in the year.

In relation to Additional Security Funding (ASF) the ACO Corporate Services reported a £73.7 million projected spend, with £31 million received from Treasury and the remainder covered by the Northern Ireland Executive.

It was also highlighted that this reflects a trend of the Executive bearing increasing costs over recent years.

In relation to Close Protection Costs (CPU) an annual spend of £13-14 million was noted and detail was provided of ongoing work with the stakeholders around these costs.

The ACO Corporate Services discussed a number of business cases under development and in relation to their RAG status within the report, provided the following details:

- **Kinnegar site** - currently classed at amber status due to time pressures tied to the site acquisition.
- **Workforce Recovery** – currently classed at amber status. Considered critical for recovery planning pending departmental approval.
- **Operations Support Contract** – was initially red due to contracting period but now back on track and set to be awarded.
- **Seapark Store**: Headquarters costs for storing material for the ICRIR (around £3 million)/seeking reimbursement.
- **Holiday Pay Claims**: Amber status, progressing and could be submitted in December/January.
- **Data Breach**: Green status with mediation scheduled for late January.

It was also highlighted that in relation to liability claims significant high-cost

items like Holiday Pay and Data Breach pose potential risks in 2025.

Following the presentation Members' discussion focused on the following points:

- **Capital expenditure and whether a 58% (£33 million) spend of the budget would be typical at this stage of the year:**

In response it was stated that it would be normal for significant spending to occur late in the year and detail was given that in the previous year over £30 million was spent in the final three months due to approvals and specific items coming later in the year.

- **Direct Award Contract for continuing with the Niche System:**

On this point the ACO Corporate Services explained that the Niche system is a core system for crime and incident data, used for over 20 years and that due to exclusivity, limited market alternatives, and high costs of transitioning to a new system, extending the contract is more practical.

It was also detailed that despite some past issues related to prioritising updates for local needs, overall the system performs well for crime recording.

- **The ICS budget and what it covers and does the examination of mobile phone evidence sit within this budget?**

On this point it was detailed that the ICS budget includes all communication and IT services, from hardware to digital handsets and data storage. However the examination of mobile phone evidence falls primarily under the crime department and does not sit within the ICS budget.

- **Delays in analysing seized mobile phones:**

In response PSNI explained that backlogs were not due to equipment but

related to limitations in areas such as available technology and staff resource. It was detailed that improvements are expected as technology advances.

- **SAP System replacement (as detailed in the Data Breach recommendations):**

In response the Chief Operating Officer advised that discussions are ongoing, focusing on replacing HR functionalities while evaluating other integrated systems. The current SAP license expires in 2027, requiring a decision soon. Detail was also provided that measures to improve data security post-data breach have been implemented.

Following this point Members agreed to request that a paper be brought to a future Committee regarding the key elements progressed in order to address the recommendation in the Data Breach report in relation to the replacement of SAP system. **AP3**

- **Overtime spend for Local/Neighbourhood Policing:**

On this point it was explained that whilst neighbourhood would be within the spend it would be a much smaller percentage, and the figure primarily related to local policing.

- **What the additional £0.5 million of capital allocation for the Northern Ireland Protocol relates to:**

In response detail was provided that it was granted for upgrades in court-related systems and facilities and was part of a broader bid originally focused on community policing.

- **The current status of the Revised Environment Allowance (REA)**

adjustment for Police Staff:

In response The Chief Operating Officer detailed that the allowance has increased, and a review mechanism linked to The Northern Ireland Transitional Allowance (NITA) is under negotiation and progress is expected by the end of January.

Members **NOTED** the update provided and thanked the ACO Corporate Services for his contribution and he left the meeting.

The Chair then welcomed the Assistant Chief Officer (ACO) People & Organisational Development, The Director of Human Resources and a PSNI official to the meeting.

6.2.2 PSNI Cultural Audit Update

The Assistant Chief Officer (ACO) People & Organisational Development provided Members with an overview and update on the PSNI Cultural Audit.

Background was provided that the audit was conducted in early 2023 with an independent partner, Inspiring Change with the aim to understand workforce perspectives on organisational culture and titled "Your Service, Your Voice."

Detail was provided that workforce scepticism existed due to past audits with unshared results or no actions taken and leadership had now committed to sharing full findings and taking actionable steps.

The ACO People & Organisational Development then highlighted the following key updates and achievements:

- **Audit Process**

- Conducted between March and May 2023, with the highest participation rate to date (over 4,160 staff and officers).

- Included online surveys, root cause analysis workshops, and discussion groups with diverse representation.
 - The audit evaluated 40 culture-related statements scored on a scale of 1 (least satisfied) to 7 (most satisfied).
 - Scores averaged between 3 and 4, indicating areas needing significant improvement.
- **Findings**
 - Three overarching cultural assumptions were identified, focusing on empowerment, alignment, and accountability.
 - Results were shared with staff, associations, diversity groups, and the public.
- **Actions Taken**
 - Leadership and staff associations identified 16 action areas in January 2024, with progress made on 15. Actions addressed areas included:
 - Aligning staff with organisational purpose through events (e.g., Team PSNI).
 - Enhancing equality, diversity, and inclusion (EDI) through new training modules.
 - Improving attendance management and promoting a learning culture over a blame culture.
 - Strengthening leadership visibility and communication.
 - Initiatives included restarting senior leader forums, reviewing role adjustments, and maintaining recruitment efforts.
- **Progress and Improvements**
 - Data from recent pulse surveys and events (e.g., Team PSNI) show marked improvements:
 - 80.7% of participants believe senior leaders communicate

objectives effectively.

- Positive shifts in perceptions of leadership connection, clarity of priorities, and valuing of well-being.
- Early results from three events indicate sustained progress, with more planned in the upcoming year.

- **Key Highlights**

- Cultural change is evident from feedback, especially in leadership engagement and fostering a learning-oriented environment.
- Recruitment and onboarding emphasise embedding the desired culture from day one.
- Continued focus on listening to staff voices through forums and surveys.

- **Conclusion**

- Significant progress has been made, but cultural change remains ongoing.
- Leadership remains committed to building on these foundations and ensuring continuous improvement in the upcoming year.

Following the presentation Members discussion focused on the following points:

- **Initial Recommendations and Actions:**

On this point it was detailed that originally the report included 19 recommendations however some overlapped and after discussions with staff associations, they consolidated these into 16 key actions to address.

- **Progress on Actions:**

On this point the ACO People & Organisational Development reported progress on 15 of the 16 actions. Some actions including the mentoring scheme are nearly complete, while others like cultural changes are ongoing or harder to quantify.

The estimated overall progress of the actions is around 80%, but this is not a definitive measurement as some actions are tangible and others are more abstract.

Members requested that future updates should include detailed updates on tangible progress and the impact on police officers' and sergeants' attitudes. With specific examples on shift pattern pilots and data driven proof of progress.

PSNI agreed that a more detailed update with data from ongoing Pulse surveys will be shared.

- **Surveys and Feedback:**

On this point detail was provided that the Pulse surveys assess progress based on metrics from the original Cultural Audit and will be conducted after each Team PSNI event. While there is no current plan to replicate the original Cultural Audit survey exactly, it remains a possibility in the future.

- **Revisiting Officers and Sergeants' Mindsets:**

A key concern of the Committee was whether the mindsets of police officers and sergeants highlighted as an issue in the original Cultural Audit have changed due to the initiatives.

Members suggested that simply reviewing the Pulse survey data is not

enough and that a specific follow-up is needed to assess this group directly.

- **Pulse Survey Results:**

On this point PSNI reported that preliminary Pulse survey findings indicate significant improvements highlighting the following:

- **80.7%** agree senior leaders clearly communicate a shared vision.
- **70%** find senior leaders visible, approachable, and engaging.
- **66%** feel they have opportunities to voice concerns and ask questions.

It was also recognised that there is still a notable proportion dissatisfied, emphasising the challenge of improving perceptions further.

- **Need for Regular Check-Ins:**

The importance of regular "drop checks" on progress was highlighted to avoid leaving issues unaddressed for too long. This is particularly critical for measuring relationships between junior and senior members, a long-standing area of concern.

- **Acknowledgment of Progress:**

There was recognition of the significant cultural progress within PSNI particularly in improving inclusivity and representation (e.g., gender and ethnic diversity). Despite these advancements, it was emphasised that there remains considerable work to do.

- **Concerns Around Gender and Inclusion:**

On this point specific feedback from women in the service highlighted dissatisfaction with workplace environments and attitudes. Questions were

raised about whether the Cultural Audit questions were designed effectively to capture such concerns, as the data slicing did not reveal issues around gender or community background.

- **Continued Focus:**

Members stressed the importance of not becoming complacent, even with progress, and ensuring ongoing focus on addressing deeper systemic challenges. It was emphasised that greater attention to detail and targeted feedback, especially around underrepresented groups, is necessary to drive meaningful change.

- **Feedback from Women's Associations:**

In response the ACO People & Organisational Development advised that there has been ongoing engagement with women's organisations, including the Women's Police Association (WPA). They meet regularly with leadership and have raised issues through forums and surveys. The Cultural Audit revealed limited differences in experiences but identified inclusion as an area needing further exploration.

- **Reconducting the survey to include more specific questions on inclusion and gender issues:**

In response PSNI highlighted that plans are in place for a follow-up in 2025, with a focus on inclusion and more detailed data collection. This aligns with recommendations from the previous audit and WPA's 2021 survey. Future surveys may also incorporate community and ethnic dimensions.

- **Efforts to address cultural and inclusion issues for recruitment and broader representation:**

In response PSNI detailed that work on inclusion is ongoing, with feedback mechanisms such as the WPA survey and workshops being integrated into

planning. Addressing underrepresentation and improving workplace culture will positively influence recruitment efforts.

- **What qualitative feedback was gathered during the 2023 Cultural Audit:**

In response detail was provided that workshops and anonymised feedback sessions were conducted, revealing only a few concerns about poor experiences, with no significant issues like bullying or harassment raised.

- **Promotion Exam Concerns and Responses:**

Concerns were raised about the exam process and perceived challenges.

In response PSNI informed Members that senior leadership, including the Chief Constable, were aware of these concerns, which have been raised through events and direct communication channels.

It was highlighted that there was an intent to understand issues, ensuring fairness and validity and the following points were discussed:

- **Exam Process Assurance:**

- Clear governance through Police College, Exams Unit, and Strategic Promotion Board.
- Regular review processes in place, including moderation and calibration.
- College of Policing standards applied to ensure question quality and fairness.

- **Results and Progression:**

- No fixed pass mark; top 262 candidates from 397 progressed.
- Scores ranged as low as 42%, raising questions about minimum standards.

- Broader evaluation includes interviews and competency-based assessments.
- **Feedback and Appeals:**
 - Feedback mechanisms and formal reviews integrated into the process.
 - Appeals on specific questions are reviewed, informing future improvements.
- **Future Improvements:**
 - Learning review scheduled, and new question bank under development to avoid familiarity bias.

Members **NOTED** the update provided and following discussion requested that:

- An interim report mapping progress against the 5 themes and 19 actions in Cultural Audit to be brought to future Committee and:
- A paper be presented at a future Committee on the processes/figures/outcomes/moderation processes etc in relation to the recent promotion/exam processes for Sergeants, Inspector, Chief-Inspector. Information should be included on average scores achieved for each cohort and what learning has been taken from the process. **AP4**

The Chair then welcomed the Head of External Recruitment to the meeting.

6.2.3 PSNI Student Officer Recruitment

The Head of External Recruitment then provided Members with an update on PSNI's Student Officer Recruitment and highlighted the following key

updates:

- **Campaign Overview:**

- The Student Officer recruitment campaign is scheduled to launch on January 22, 2024, running alongside a call handler recruitment campaign to maximise momentum and engagement.

- **Learning from Past Campaigns:**

- Insights from the 2021 campaign and current market trends have shaped this campaign's strategy, emphasising flexibility, career opportunities, and diverse outreach methods.

- **Key Strategies and Insights:**

- **NI Job Survey (2024):** Salary is a primary attraction for 40% of job seekers; flexible work and career progression opportunities are also crucial.
- **Feedback from Officers:** Highlighting starting salaries, degree programs, and career progression resonates particularly with working-class applicants.

- **Diverse Advertising Mediums:**

- Social media (including TikTok), video-on-demand, radio, outdoor billboards, and traditional press ads.
- Retail advertising in shopping centres and supermarkets.
- Programmatic ads targeting specific geographic areas, particularly underrepresented regions .

- **Engagement & Outreach:**

- Collaboration with local forums, schools, and community

events, including specific groups like ethnic minorities, LGBTQ+, and disability communities.

- Partnership with the King's Trust to introduce youth to policing roles via interactive programs.
- Targeted efforts through job centres and benefits offices to engage working-class and unemployed individuals.

- **Optimising Digital Presence:**

- Improved Join PSNI website with enhanced accessibility, FAQs, and Google Translate options.
- Leveraging modernised advertising content and updated feedback-based videos.

- **Timeline & Recruitment Process:**

- **Application Window:** January 22 - February 12, 2024.
- **Selection Process:** Includes an online skills test, evidence upload (eligibility criteria includes GCSE equivalents), and assessment centres in spring/summer.
- **Appointments:** Merit lists will be drawn up by late July/August to begin appointing successful candidates.

- **Challenges and Adjustments:**

- **Extended Timelines:** The seven-month process is necessary due to anticipated high applicant volume (potentially up to 8,000). Interim merit lists will enable high-performing candidates to begin pre-employment processes earlier.

- **Withdrawals:** A significant number of candidates from the 2021 campaign withdrew due to life changes, highlighting the need to maintain robust and ongoing recruitment efforts.
- **Key Goals:**
 - Maximise applications from underrepresented groups.
 - Ensure comprehensive outreach to attract diverse, qualified candidates.
 - Streamline the recruitment process without compromising quality or thoroughness.

The Head of External Recruitment highlighted that this comprehensive approach aims to address past challenges while leveraging lessons learned for a more inclusive and effective recruitment campaign.

Following the presentation Members discussion focused on the following points:

- **Application process and dropouts:**

A question was asked about whether the length of the recruitment process causes many dropouts.

In response PSNI emphasised that the timescales are well-publicised, and applicants are kept engaged throughout the process. Updates and active stages like completing assessments help keep applicants involved, which minimises dropouts.

- **Recruitment campaign and Community representation:**

Discussion focused on community representation and a suggestion was made to run a continuous recruitment process, allowing for ongoing recruitment and more flexible candidate intake.

On this point it was advised that the recruitment timeline is not set for continuous campaigns, but discussions are ongoing about improving it in the long term.

- **Promotional material in Irish:**

A question about whether promotional material would be available in Irish for the Irish-speaking community was raised. PSNI stated that no decision on this had been made at this time.

- **Flexible Working Patterns:**

The issue of flexible working patterns for people with caring responsibilities, especially women, was raised. The suggestion was to create flexibility in working hours for Constables to help attract a more diverse pool of candidates.

- **Exit Interviews and Reasons for Leaving:**

On this point PSNI indicated that while the exact reasons were not immediately available, most leavers were retirees, with some leaving due to illness or other factors. The organisation is actively gathering feedback, with plans to use insights to improve recruitment strategies.

Following discussion Members agreed to request further information on the number of retirees included within the Leavers forecast figures up to March 2025 and details on the responses received from exit interviews, are there particular themes. **AP5**

- **Recruitment numbers, fast-track candidates and alternative entry routes:**

It was suggested that PSNI consider direct recruits and fast-track candidates at higher levels, rather than only relying on new graduates, to attract well-

educated individuals in a competitive job market.

In response the Chief Operating Officer discussed the target of recruiting 350 new officers each year and explained that this figure needs to increase for growth, especially to address staffing gaps.

The idea of alternative entry routes for more experienced or fast-track candidates had been considered and plans are underway to explore alternative entry routes and possibly change the regulatory framework with the Department of Justice (DoJ).

The organisation is also considering apprenticeships and other roles to address staffing needs, particularly for police staff and call handlers.

- **Feedback from Community Engagement Events:**

PSNI highlighted that several community events (e.g., for young people, ethnic minorities) were held to gather feedback for future recruitment. The organisation is actively incorporating this feedback into their recruitment campaigns, improving outreach efforts, and engaging with different groups more effectively.

- **Recruitment Qualifications and Screening:**

The Head of External Recruitment clarified that the recruitment process does not prioritise academic qualifications beyond the required 5 GCSEs or equivalent. The assessment centres focus on practical skills for police officers and the top candidates are those who perform best in these practical assessments, though others who meet the eligibility criteria are also considered.

- **Concerns About Qualification equivalency:** There were concerns about the equivalency of qualifications, particularly those labelled as "level 2" but not officially recognised. It was emphasised the

importance of ensuring qualifications meet the national framework.

- **Next Steps in Recruitment:**

In response PSNI provided detail regarding future recruitment campaigns highlighting that two separate campaigns (one for student officers and another for call handlers) will be run starting in January, with clear tracking of applicants for each role. The organisation is also considering how to fast-track some candidates through the process to ensure the right numbers are recruited quickly.

Members **NOTED** the update provided and thanked The Assistant Chief Officer (ACO) People & Organisational Development, The Director of Human Resources, The Head of External Recruitment and a PSNI official for their contributions and they left the meeting.

6.3 PSNI Above Delegated Authority Request

The Strategic Planning & Governance Manager presented Members with an ADA request and noted that if Members were content, at this point she would also brief the Committee on the ADA request received the previous day from PSNI requesting the Committee's urgent consideration. Members were advised that the paper regarding this second request was available on Decision Time under AOB (agenda item 9).

In respect of the first ADA Members noted the case under consideration related to a proposed settlement for a compensation claim made against the Chief Constable and that the case had previously been considered by the Committee June 2024. Members were advised that the reason the case was back before the Committee was due to an increased estimate in the

plaintiff's legal costs.

In respect of the second ADA to be considered, Members noted that this related to the ongoing Holiday Pay litigation and the associated legal fees. Members were provided with detail in respect of the original sums billed and the review process undertaken which resulted in the reduced sum for approval before the Committee today.

Following presentation of both cases, Members' discussion focused on the following points:

- concern around providing pre-approval for uncertain legal fees.
- the continued need to focus on processes which will, to the extent possible, bring cases to an earlier conclusion to avoid escalating legal costs.
- In respect of the second ADA where the legal fees in part related to the decision to take the case to the UK Supreme Court, the Director of Resources advised Members that this was due to it being a test case which would have repercussive impacts on many other industries throughout the United Kingdom.

Following discussion it was **AGREED** to:

RECOMMEND the Board approves both Above Delegated Authority requests. Members were advised that due to court related time pressures in relation to both these cases and since there will be no January Board meeting, it would be necessary to seek Board agreement on these ADA's by way of written procedure. The Committee acknowledged this and was content for Board Officials to proceed accordingly to get the full Board's agreement.

7. QUESTIONS FOR THE CHIEF CONSTABLE

No questions were raised.

8. COMMUNICATIONS ISSUES / OPPORTUNITIES

No issues were raised.

9. ANY OTHER BUSINESS

As noted above, one above delegated authority paper was brought under AOB and discussions on this are noted at item 6.3 above.

10. DATE OF NEXT MEETING

The next meeting is scheduled for **Thursday 23 January 2025** at James House.

The meeting ended at 12.45pm

CHAIR

**RESOURCES DIRECTORATE
JANUARY 2025**