

NORTHERN IRELAND POLICING BOARD

MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY 23 JANUARY 2025 AT 9.30AM IN JAMES HOUSE

PRESENT:

Mr Trevor Clarke MLA (Chair)
 Mr Frank McManus (Vice-Chair)*
 Mr Keith Buchanan MLA
 Ms Marian Cree
 Mr Gerry Kelly MLA
 Dr Kate Lavery
 Mr Peter McReynolds MLA
 Mrs Linda Dillon MLA*
 Mr Les Allamby

POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE:

- Ms Pamela McCreedy, Chief Operating Officer
 (1) Mr Mark McNaughten, ACO Corporate Services
 (2) Ms Clare Duffield, ACO People & Organisational Development
 (3) Ms Aldrina Magwood, ACO Strategic Planning & Transformation
 (2) Director of Human Resources
 (3) Head of Estates
 (2) Head of External Recruitment
 (2) HR Strategic Lead

EX OFFICIO MEMBERS IN ATTENDANCE:

Mr Mukesh Sharma
 Mr Brendan Mullan

NORTHERN IRELAND POLICING BOARD OFFICIALS IN ATTENDANCE:

Mrs Sinead Simpson, Chief Executive
 Mr Sam Hagen, Director of Resources
 Nine Board Officials

- (1) Item 6.2.1 – 6.2.2
 (2) Item 6.2.3- 6.2.4
 (3) Item 6.2.2 only

*Attended meeting via video-conference facility.

1. APOLOGIES

Apologies were received from Mr Peter Osborne, 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.

The Chair then informed Members that whilst not a Conflict of Interest he wished it to be recorded that he and his fellow DUP Policing Board Members had recently met PSNI officials regarding the Kinnegar Site Purchase. Detail was provided that the meeting was not about the proposal itself but was held to seek further clarification and avoid delaying today's discussions.

3. DRAFT MINUTES OF THE MEETING HELD ON 19 DECEMBER 2024

The Committee considered the draft minutes of the meeting held on 19 December 2024.

It was **RESOLVED** that:

- The minutes of the Committee meeting held on 19 December 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 December Resources Committee

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

- Senior Case Management Review Panel for Legal Cases
- Data Breach report regarding the review/replacement of SAP system
- Cultural Audit Update

In relation to the Cultural Audit Update Members discussed the issue of the pass marks for those progressing to the next stage of the process, in particular those with a mark as low as 42%. Members noted that this could result in a circumstance where an officer with a mark as low as 42% could ultimately be successful at the next stage of the process and be deemed appointable, while someone with a pass mark of 82% may be unsuccessful at the next stage and therefore fail the overall promotion board.

Following discussion Members agreed to raise this issue with PSNI however noted that further discussion and consideration of the matter would more appropriately sit with the Board's Performance Committee. **AP1**

On action point three the Police Pensions and Injury Benefits update in respect of the percentage of cases where the outcome changes on appeal the Director of Resources informed Members that this would be discussed later at agenda item 6.1.2

On action point five in relation to Student Officer Recruitment, the Director of Resources informed Members that an update is still awaited from PSNI and it was hoped that this would be provided at February's Committee.

On action point two from the November meeting in relation to the Kinnegar Site Purchase, the Director of Resources informed Members that this would be discussed later at agenda item 6.2.2.

5. CHAIRPERSON'S BUSINESS

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

5.1 Revised Budget Allocation

The Director of Resources informed Members of correspondence received from the Department of Justice (DoJ) in relation to the Revised Budget Allocation.

Detail was provided that following January's monitoring round the Board's budget remains unchanged and finalised for the year-end, as expected. The PSNI has received an additional £10.6 million for depreciation, matching their deficit in this area and the allocation confirms that PSNI now has a balanced budget.

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 30 assessments considered and provided opinion on, and the decisions taken by Independent Medical Referees (IMR) in respect of 5 assessments.

Following the presentation a Member raised a query in relation to what the level of disablement was before the appeal in relation to the case IMR 5-25/26 that was listed for Committee consideration/decision.

A PPIB official then agreed to provide a response to Members detailing the additional information requested.

Following discussion Members:

- **NOTED** the outcome of the decisions made by Selected Medical Practitioners and **CONFIRMED** the implementation and reassessment dates for the 30 assessments outlined,
- **NOTED** the outcome of the decisions taken by Independent Medical Referees and **CONFIRMED** the implementation and reassessment dates for the 5 assessments outlined,

6.1.2 Pension Scheme Manager Report

An official from Police Pensions and Injury Benefits then provided an update on Police Pension related work since the last meeting.

Members were provided with an update following on from the last

Committee meeting when a breakdown was requested of SMP decisions overturned on appeal in 2024 and the reasons.

Detail was also provided that discussions are ongoing among legal representatives around including further medical evidence, which may lead to follow-up questions.

Members were also informed that the Selected Medical Practitioners (SMP) Conflict of Interest policy has been updated. Detail was provided that the key change explicitly states that PSNI assessments (including vetting, reviewing for driver medicals, and firearms eligibility reviews) are not now considered Conflicts of Interest.

It was also noted that this change prevents the potential loss of an SMP who is acting as a medical officer.

Following discussion Members:

- **NOTED** the information provided in relation to Selected Medical Practitioner (SMP) decisions overturned on appeal in 2024 and
- **APPROVED** the revised Selected Medical Practitioners (SMP) Conflict of Interest policy.

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 December 2024 noting that the October

monitoring round had added £36.7m to the budget bringing the total year-end budget supplement for policing to £120m (15% of total budget) enabling a break-even position.

An additional £10.6m from January monitoring had resolved depreciation pressures tied to capital budget increases however significant deficits persist in baseline funding. Detail was provided that PSNI faces at least £100m in pressures for the next financial year, amid an anticipated one-year budget scenario and whilst the draft budget includes a £132m increase for the Department of Justice, allocations for policing remain unclear.

In relation to capital spending the ACO Corporate Services reported a projected break-even spend and provided detail that whilst capital expenditure is on track it requires careful monitoring, particularly in relation to the Kinnegar Site purchase and the disposal of DesertCreat.

Overtime spending was reported as being close to budget and further detail was provided on the following key business cases:

- **Workforce Recovery:** Business case submitted to support future recruitment, pending approval from DOJ.
- **Holiday Pay:** Proposals sent to the DOJ following the Supreme Court ruling, with mediation to follow pending approval.
- **SAP System:** Programme structure established for renewal or upgrade; a business case is forthcoming.

Following the presentation Members discussion focused on the following points:

- **Data Breach compensation update:**

On this point the ACO Corporate Services updated Members that a business

case for the data breach has been submitted, and mediation is underway. Progress is advanced compared to the Holiday Pay case, but final settlement funding is not expected until the next financial year (2025-2026).

- **Overt investigative Capacity Budget (Fresh Start Funding):**

In response PSNI provided detail on the £1.9m variance in the Overt Investigative Capacity budget explaining that the majority of the spending is expected in the final months, particularly on crime and specific operations.

Following discussion Members agreed to write to PSNI requesting clarification on the £1.9m variance in the Overt Investigative Capacity budget line. **AP2**

- **Holiday Pay update**

- In response PSNI provided an update that the Supreme Court ruled on Holiday Pay, with claims dating back to 1998.

Further detail was provided that whilst mediation focuses on compensation, missing records, costs and interest on unlawfully withheld pay are complexities that add layers to the process.

- **Legal Fees and Deadlines:**

Concerns were raised about escalating legal fees and the need for a clear deadline to avoid prolonged discussions.

In response the ACO Corporate Services highlighted that whilst no strict end date is set, the aim is to resolve the issue by the end of the financial year. The risk of enforcement challenges complicates setting a firm deadline, as a fair and agreed settlement is critical to avoid broader systemic repercussions.

Detail was provided that the Tribunal supports a group settlement to avoid individual case overload. While no strict deadlines are set, flexibility has been emphasised to get the settlement right.

- **Budget Uncertainty**

Members acknowledged the positive news about resuming recruitment but raised concerns about the sustainability of funding.

In response PSNI highlighted that whilst the £40 million received appears to be in-year funding to balance the budget for the current year and allow recruitment, this however does not address the funding gap of over £100 million in the baseline budget for the next financial year.

It was further emphasised that the sustainability of recruitment remains uncertain and needs monitoring.

Members **NOTED** the update provided.

The Chair then welcomed the Assistant Chief Officer (ACO) Strategic Planning & Transformation and the Head of Estates to the meeting.

6.2.2 PSNI Kinnegar Site Purchase

The Committee Chair reiterated as noted above that he and his DUP Policing Board colleagues had recently met with a number of PSNI officials to discuss further concerns they had around the Kinnegar Site Purchase.

He requested that it be put on record that he appreciated the officials' time. and expressed gratitude to the PSNI for their detailed responses.

The Assistant Chief Officer (ACO) Strategic Planning & Transformation then provided Members with an overview on the PSNI Kinnegar Site Purchase proposals.

Detail was provided on the strategic, operational, and assurance aspects of acquiring a new site as part of a long-term phased program aimed at modernising the police estate and potentially enabling operational integration and rationalisation of five other existing sites.

The first phase focuses on the acquisition and enabling groundwork for phase 1A, covering early-stage rationalisation of two sites and the proposal aligns with the broader policing plan and strategic objectives, including optimising resources and adhering to multi-year budget planning.

The Head of Estates then highlighted the following key updates:

- **Context to purchase:**

- The site spans 54.8 acres, featuring a mix of 2.5 to 3-storey industrial units and secure boundaries (e.g., dual carriageway, watercourse).
- It offers excellent infrastructure, proximity to transport networks, and strategic opportunities for phased development.

- **Site Evaluation and History:**

- The site was identified in 2019-2020 by the college development group and ranked in the top five of over 100 sites examined.
- Two other top-ranked sites have since been sold, leaving this site as the optimal choice.

- **Challenges and Alternatives:**

- The Garnerville and Steeple sites were considered but deemed unsuitable due to issues like topography, live-site complications, and training disruptions and the proposed site remains the most viable option.

- Brownfield and greenfield development risks were identified, such as infrastructure needs and construction requirements, but these are being actively addressed through consultancy and planning.
- **Funding and Financial Strategy:**
 - The plan includes reinvesting capital receipts from the disposal of sites (e.g., Hollywood) into enabling works. This approach aims to mitigate the need for external funding and reduce financial strain.
- **Buildings overview:**
 - Existing Buildings: Constructed between 2004–2016, these require minimal investment for reconfiguration.
 - New Buildings: Primarily for college use, including a main campus, training facilities, and lecture halls.
 - The site consolidates training facilities from multiple locations (e.g., Garnerville Steeple) into a single campus, creating efficiency in resources, training, and costs.
- **Rationalisation and Phased Development:**
 - The phased development plan spans eight years, enabling rationalisation of existing estates like Hollywood and Knocknagoney.
 - **Phase 1 (Years 1–2):** Focuses on relocating initial operations.
 - **Phase 2 (Years 3+):** Includes the development of a crime campus and additional facilities like a firing range to support mandatory training.
 - Later phases support broader rationalisation efforts across Greater Belfast, enabling disposals of underutilised sites.

- **Strategic Alignment:**

- The plan aligns with key objectives from the Policing Board, estates strategy, and asset management plans.
- Facilities will cater to increased officer recruitment, training needs, and operational requirements.

- **Risk Mitigation and Stakeholder Engagement:**

- The development plan incorporates risk mitigation strategies for challenges such as infrastructure, supply roads, and site preparation.
- Engagement with stakeholders (e.g., Harbour Commissioners, NI Water, Road Service) between 2022–23 led to a PAD document outlining site conditions, challenges, and recommendations.

- **Key Benefits:**

- Centralised training facilities reduce external rental costs and improve resource efficiency.
- Phased implementation allows for flexibility in addressing operational priorities and adapting to emerging needs.
- Stakeholder collaboration ensures the site's development aligns with local and strategic requirements.

- **Transport and Traffic:**

- **Access Points:** Two access routes exist:
- **Esplanade Route:** Limited capacity and not preferred to avoid community impact.
- **Airport Road Route:** Used historically and connected via a small, culverted bridge, which needs widening to improve accessibility.

- **Road Improvements:**
 - Widening of sections near the Northern Ireland Water Treatment Works and culverted bridge (3.5–4 meters long).
 - Estimated road infrastructure cost: £8.5 million, which also includes flood mitigation measures.
- **Expert Analysis:** Civil engineering consultants confirm the feasibility and cost-effectiveness of the proposed improvements.
- **Flood Mitigation Key Measures:**
 - Installation of a sluice gate (tidal barrier) to address tidal and fluvial flooding.
 - Raising the floor slab levels of new buildings by one meter for enhanced flood protection.
 - Existing buildings to use secure flood doors to mitigate flood risks.
- **Wider Impacts:**
 - The investment protects not just the site but also the Northern Ireland Water Waste Treatment Works and nearby infrastructure like the railway line and dual carriageway.
 - Addresses vulnerabilities from a 1-in-200-year flood scenario.
 - Proposed pumping station (250k–£300k) or a simpler float valve system for controlling water overflow.
- **Contamination:**
 - Previous fuel tanks and helicopter aviation fuel storage

left some contamination, primarily beneath concrete hardstanding areas.

- **Overall assurance:**

- Fuel tank removal and remedial works included in the phased development costs.
- Standard cleanup procedures have been budgeted and are considered manageable.
- These actions align with practices used in similar developments (e.g., social housing).
- Independent consultants and engineering specialists have reviewed and validated all challenges, proposed solutions, and associated costs.
- Challenges are deemed manageable and factored into the overall development planning stages, with additional remediation contingencies for future phases.

Following the presentation Members discussion focused on the following points:

- **Flood Mitigation for the Water Treatment Centre/Funding**

In response the Head of Estates confirmed the mitigation will protect the treatment centre and detailed that there is an opportunity to seek additional funding since the work benefits the redevelopment of the Water Treatment Centre, which is part of a phased three-year plan.

- **Contamination Risks from the Water Treatment Site**

In response detail was provided that the phased development of the treatment works includes mitigation measures, which are part of the planned

upgrades to prevent contamination.

- **Consultant Report Recommendations**

In response PSNI highlighted that around 90% of recommendations have already been progressed, including engaging with stakeholders and obtaining necessary assurances. Remaining actions will follow the decision.

- **Reassurances and Risks**

In response PSNI stated that no significant concerns have been identified. Extensive due diligence and engagement with stakeholders have provided detailed information, and the process has been expedited to ensure thorough preparation.

- **Initial Costs and Phases**

The first two years are projected to cost approximately £7 million, with a total cost of £12 million including acquisition fees.

- **Flood Mitigation Strategies**

On this point the Head of Estates discussed options including a mechanical pumping station or simpler engineered solutions like elevated pipes and mechanical valves. Both approaches address flood risks effectively.

- **Elevating Structures for Floodplain Compliance**

The buildings will feature elevated slabs and ramps for flood protection and efficient drainage, following established practices approved in similar residential developments.

- **Sluice Gate Operation and Water Flow**

In response it was explained that the sluice gate prevents water backflow, supported by pumps and non-return valves. It ensures controlled water

levels even during heavy storms, with overflow mechanisms in place for safety.

- **Collaborating with Northern Ireland Water (NI Water)**

PSNI advised that NI Water has been engaged through workshops and planning discussions. They are implementing flood mitigation measures, and collaboration aims to protect both the site and surrounding infrastructure.

- **Connecting to the site/Capacity Considerations**

In response PSNI confirmed the site can establish a connection to NI Water, as confirmed by civil engineering consultants. This ensures the site's viability and operational readiness.

Detail was also provided that NI Water and other stakeholders are satisfied with capacity for the planned use, which does not intensify demands beyond historical levels

- **Contamination Concerns**

The Head of Estates detailed that contamination sources include fuel storage (above and underground), firing ranges, hazardous materials, and asbestos. These have been assessed as low risk by engineering firms (e.g., AECOM). Measures to address contamination include removing asbestos, mitigating low-level radioactive materials (confined to a small area), and dealing with historical storage issues.

- **Remediation and Costs**

In response it was said that the contamination levels are manageable, with the mitigation work straightforward compared to previous complex projects.

- **Flooding Concerns**

Detail was provided that the site has a 1.5-meter incline, which is minimal. Flooding risks are addressed with a sump area designed as a wetland, supported by pumps and sluice gates. Engineers are confident in the mitigation measures provided.

Members **NOTED** the update provided and it was then agreed that a Special Resources Committee would be convened on the evening of Day one of the forthcoming Board Development event to allow Members to consider PSNI responses to the points raised including:

- Progress on the recommendations in the experts report;
- Confirmation from the relevant agency(ies) that the arrangements for the Sluice are permissible
- A breakdown of costs in relation to dealing with the contamination issues'
- A response from NI Water in relation to connectivity and/or capacity issues at the site.
- Ownership of the access road to the site and any barriers PSNI may encounter in relation to upgrading this road. **AP3**

The Chair thanked the Assistant Chief Officer (ACO) Strategic Planning & Transformation and the Head of Estates, and they left the meeting.

The Chair then welcomed the ACO People and Organisational Development, the Director of Human Resources, Head of External Recruitment and the HR Strategic Lead to the meeting.

6.2.3 PSNI Measure 2.3.1 of Police Performance Plan – Representativeness

Before the presentation the ACO People and Organisational Development informed Members that the information detailed in the paper covered the period from April to September and highlighted that recent internal promotions (September onwards) were not included in the data but would be discussed at February's meeting or included in the next scorecard.

The Head of External Recruitment then provided Members with an update on PSNI Measure 2.3.1 of Police Performance Plan – Representativeness and highlighted the following key updates:

- **Recruitment:**
 - 132 student officer appointments and 38 police staff appointments during the period.
 - Appointees came from 2021 campaign with ongoing appointments every five weeks.
 - Outreach and advertising efforts informed by insights from potential applicants.
- **Recruitment Campaigns:**
 - 18 police staff recruitment campaigns, the largest being the Administrative Support Officer competition with 1,375 applicants.
 - External recruitment is crucial for improving organisational representativeness.
- **Internal Representation**
 - **Static Trends:** Limited changes in ranks or departmental representation due to protecting local policing roles and minimal specialist department movement.
 - **Culture Development:** Initiatives such as awareness

days, internal diversity training, and events like *HeForShe* are ongoing to improve culture.

- **Retention Metrics**

- **Stability Index:**

- Police officers: 94%; Police staff: 91.6%.
 - Probationary officers (<3 years): 97% stability.
 - Catholic and female officers show slightly higher stability compared to others.

- **Catholic Police Staff:** Stability metrics are being monitored due to the smaller pool, where minor changes can significantly affect percentages.

- **Future Expectations**

- Anticipate positive changes in the next reporting period with more recruitment, appointments, and internal selections driving representativeness and organisational development.

Following the presentation Members discussion focused on the following points:

- **Merit Pool vs. Appointment Disparities:**

In response PSNI highlighted the variations between merit pool representation (e.g., 23% Catholic, 39% female) and appointments (e.g., 18% Catholic, 37% female) result from pre-employment stages (vetting, health assessments, etc.) and candidate withdrawals.

Detail was provided that attrition issues are exacerbated by the lengthy recruitment process, leading to candidates moving on to other opportunities and efforts are underway to engage underrepresented groups better, maintain their interest, and reduce attrition.

- **Retention Rates and Representation:**

In response PSNI indicated that early Catholic attrition during the 50-50 recruitment period has decreased and stability rates for under-represented groups likely align with overall trends.

On this point Members requested information on the Stability Index Rates for underrepresented groups in the student officer co-hort (1-3 years) **AP4**

- **Socio-Economic Data Collection:**

In response PSNI explained that socio-economic data is collected during recruitment using indices like the multi-deprivation index. Efforts focus on increasing outreach in working-class communities.

- **REaL Events and Evaluations:**

PSNI highlighted that positive feedback was noted for REaL events, which engage communities and generate insights during campaigns and detail was given around conducting formal evaluations with attendees to assess their impact and improve future events.

- **Coaching and Mentoring Scheme:**

In response the ACO People and Organisational Development provided detail that the Coaching and Mentoring Scheme was launched in collaboration with staff associations (e.g., WPA, Catholic Police Guild), the scheme aims to support diversity.

PSNI also advised that further detail could be provided on the Section 75 groups participating (as Mentors or Mentees) in the Mentoring and Coaching scheme. **AP5**

- **Recruitment Campaign Data (2021):**

In response PSNI provided details that of 5,311 applicants, 1,062 advanced to the merit pool, and ~300 have been appointed. Catholic applicants constituted 30% of the pool but declined to ~20% of appointees. The issue lies more with attrition and disengagement during the process rather than selection bias.

- **Challenges with Diversity Representation:**

PSNI highlighted that Catholic representation has plateaued due to historical recruitment gaps and generational retirements of Protestant officers. Female representation fares better, with 36-37% of new appointees compared to 32% overall in the organisation

Members **NOTED** the update provided.

6.2.4 PSNI update on Equality Diversity and Inclusion

The Director of Human Resources then provided Members with an update on PSNI's Equality Diversity and highlighted the following key updates:

- **Team Enhancements for EDI:**

- Appointment of a strategic HR lead and Deputy Principal with EDI expertise.
- Temporary secondment from the Ethnic Police Association to assist with the Race and Ethnicity Action Plan, emphasising lived experiences.

- **EDI Objectives:**

- Align EDI efforts with the people strategy to foster inclusivity

and remove barriers.

- Recruitment campaigns focused on engaging representative groups to encourage policing careers, despite societal challenges and online criticism.
- **Promotions and Selection Process Improvements:**
 - Internal review of promotion procedures with adjustments to support neurodiverse candidates and women.
 - Piloted mentoring schemes and developed pathways in management and learning programs.
- **Cultural and Engagement Initiatives:**
 - Hosted events like HeForShe and Team PSNI, complemented by awareness campaigns on conduct and standards.
 - Promoted complaint and grievance reporting, with 11 disputes recorded under protected categories (July–December 2024).
- **Race and Ethnicity Action Plan:**
 - Supported by lived experiences of minority colleagues and community members.
 - Feedback on policing commitments is being gathered for strategic review in February.
- **EDI Training and Awareness:**
 - EDI training modules reached 89–90% compliance.
 - Autism awareness videos and custody experiences produced in partnership with Autism NI.
- **Planned 2025 Initiatives:**
 - Collaborating with Diversity Mark on inclusion-focused initiatives for gender, disability, and neurodiversity.

- Developing a “Reasonable Adjustments Passport” to meet Disability Discrimination Act requirements.
- **Cultural Inclusion and Irish Language:**
 - Appointed a strategic lead for Irish language integration, aligning with ethics and community values.
 - Early-stage planning for a project team to promote the use of Irish and Ulster Scots languages, respecting legislative commitments to language diversity.
- **Workforce Representation:**
 - Emphasis on PSNI being community-representative and inclusivity-focused, reflecting diverse languages and cultures in the community.

Following the presentation Members discussion focused on the following points:

- **Irish Language Resource Commitment:**

On this point PSNI provided detail that there are no dedicated resources currently allocated for Irish language initiatives with projects being approached as reference groups, using existing staff with relevant expertise rather than creating new posts.

Early steps focus on personal identity, like accommodating Irish names in systems and responding in Irish when correspondence is received in the language.

- **Operational Support and Gender Representation:**

In response PSNI explained that operational support includes specialised

units like TSG (Tactical Support Group), armed response, and close protection.

Encouraging female applicants to operational support remains challenging , but efforts are ongoing to address gender disparity.

- **People Strategy Update:**

In response PSNI provided detail that the current strategy (2021-2025) is under review as part of a broader organisational strategic plan. The five core themes (health, resourcing, professionalism, etc.) remain relevant but may be refined for clarity and alignment with new goals. Insights from cultural audits and pulse surveys will inform updates.

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

6.3 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 December 24, DEL expenditure totalled £4.362 million, which is £13,000 under budget. Explanations were provided on the makeup of this figure.

It was also detailed that Board officials will continue to monitor NIPB expenditure and provide quarterly updates.

Members **NOTED** the update provided.

6.4 PSNI Above Delegated Authority Request's

The Strategic Planning & Governance Manager presented Members with two ADA requests.

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 in September 2024. Members were advised that the reason the case was back before the Committee was due to a revised settlement figure.

In respect of the second ADA, Members noted that this related to a compensation claim made against the Chief Constable in respect of injuries sustained by the plaintiff (a former police officer) in July 2010.

Members reiterated previously stated concerns regarding the length of time some cases are taking to reach the settlement stage and discussed the associated escalating legal costs including the proportionality of settlement costs versus legal fees.

Members noted that PSNI's annual update on Litigation is due to come to the February meeting and requested that the below points be addressed by PSNI during the presentation:

- The proportionality of legal costs versus settlement amounts and what PSNI are doing to mitigate these escalating costs.
- A list of PSNI's current case load broken down by: Injury to officers, Claims from the public, Legacy Claims, Other cases not included in the aforementioned 3 categories.
- Reasons why the cases relating to injury to officers are not settled

earlier, and

- The impact that the PSNI Senior Case Review Panel has made to date and A list of the cases under review by the Senior Case Review Panel and any actions undertaken by the review panel to date. **AP6**

Following discussion it was **AGREED** to:

RECOMMEND the Board approves both Above Delegated Authority requests.

6.5 Revised Charging for Special Police Services Service Instruction

The Director of Resources presented Members with a paper in relation to the Revised Charging for Special Police Services Service Instruction.

Detail was provided that whilst the policy has been updated, primarily to align charging rates with national standards the changes are minimal, and the policy is presented for information purposes.

Members **NOTED** the update provided.

7. QUESTIONS FOR THE CHIEF CONSTABLE

None.

8. COMMUNICATIONS ISSUES / OPPORTUNITIES

The Chair noted some negative commentary made regarding PSNI social media posts in respect of the recent recruitment campaign announce and noted that that Members would wish to distance themselves from such

commentary. The Chair commended PSNI's efforts to promote diversity and inclusion in recruitment and Members agreed to communicate support for this initiative.

9. ANY OTHER BUSINESS

None

10. DATE OF NEXT MEETING

The next meeting is scheduled for **Thursday 27 February 2025** at James House.

The meeting ended at 13.30pm

CHAIR

RESOURCES DIRECTORATE
JANUARY 2025