

## **NORTHERN IRELAND POLICING BOARD**

### **MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY 29 MAY 2025 AT 9.30AM IN JAMES HOUSE**

**PRESENT:**

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

**EX-OFFICIO BOARD MEMBERS IN ATTENDANCE:**

- (3) Mr Brendan Mullan (Board Vice-Chair)
- (4) Mr Tommy O'Reilly

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

- (5) Ms Pamela McCreedy, Chief Operating Officer
- (5) Mr Bobby Singleton, Deputy Chief Constable
- (6) Mr Mark McNaughten, ACO Corporate Services
- (7) Chief Superintendent Sam Donaldson
- (6) PSNI Head of Transport

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

- Mrs Sinead Simpson, Chief Executive
- Mr Sam Hagen, Director of Resources
- (8) Mrs Sarah Reid, T/Director of Police Pension and Injury Benefits
- Three Board Officials

- (1) Open to item 4.5.2
- (2) Open to part item 4.1.3
- (3) Open to item 4.4
- (4) Part Item 4.1.3 to close
- (5) Items 4.1.1 to 4.1.4
- (6) Items 4.1.1 to 4.1.3
- (7) Item 4.1.4 only
- (8) Items 4.5.1 to 5

\*Attended meeting via video-conference facility.

## **1. APOLOGIES**

Apologies were received from Mr Alan Chambers MLA and Ms Nuala McAllister MLA.

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

## **2. CONFLICTS OF INTEREST**

No conflicts of interest were declared.

## **3. DRAFT MINUTES OF THE MEETING HELD ON 27 MARCH 2025**

The Committee considered the draft minutes of the meeting held on 27 March 2025.

It was **RESOLVED** that:

- The minutes of the Committee meeting held on 27 March 2025 be approved. These minutes will be published on the Board's website.

## **4. ITEMS FOR COMMITTEE BUSINESS**

Ahead of inviting PSNI to join the meeting the Committee Chair asked the NIPB Director of Resources to provide a brief overview of the papers provided in support of agenda items 4.1.1 to 4.1.4. The Director of Resources highlighted several salient points in each of the reports and Members briefly considered points they may raise during the PSNI briefings.

## **4.1 PSNI ITEMS**

### **4.1.1 PSNI Finance Report**

The Committee Chair welcomed Ms Pamela McCreedy, PSNI Chief Operating Officer, Mr Mark McNaughten, ACO Corporate Services and PSNI Head of Transport to the meeting and invited the ACO Corporate Services to present the PSNI Finance Report.

PSNI provided Members with a summary of the 2024-25 Provisional Outturn Update (a Resource DEL provisional easement of £0.1m – and Capital easement of £0.5m) and advised that these figures were still subject to audit.

Members were updated on the bid submitted in the June monitoring round to close the overall gap in the 2025-26 budget of £21m. The key elements making up this bid were explained as increases in Ill Health Retirement (IHR) costs, rising employers National Insurance Contributions, funding for recruitment in line with the Recovery Business Case and a shortfall in legacy inquest funding.

Members were advised that a further planning exercise will be commissioned once the Chancellor makes her statement on the Spending Review.

Other areas drawn out for Members attention by PSNI included the finance summary as at the end of April 2025 (including the current projected deficit), and the status of several business cases, specifically PSNI Workforce Recovery, Holiday Pay and the Omagh Bomb Inquiry.

Areas discussed between the Committee and PSNI included:

- The timeframe for settlement on the Holiday Pay case. PSNI noted the important progress being made in relation to the business case which would enable PSNI to formally enter mediation.

- The PSNI's combined catering and cleaning contract, the nature of procurement relating to this contract and subsidies in place across PSNI for those who avail of the catering aspect of the contract, and,
- Resource implications of servicing the Omagh Bomb Inquiry (OBI) and other potential public inquiries.

Following discussion, the Committee **AGREED**:

- In relation to the combined contract for Catering and Cleaning, to request PSNI provide information regarding the percentage breakdown for each, the subsidy associated with canteen provisions and information on canteens which have closed due to under-usage, and
- To ask PSNI to provide information on whether CPU staff can claim subsistence costs. **AP1**

#### **4.1.2 PSNI Resource Plan 2025-26 (including Capital Strategy Update)**

The ACO Corporate Services briefed the Committee on the detail included in the PSNI Draft Resource Plan 2025-26 and highlighted the overall funding gap of £21m. He also noted that while PSNI would again be dependent on monitoring round results to close this gap, it was acknowledged that this year's budget settlement included an increase of £88m on the 2024-25 opening baseline.

Members were advised of the strategic assumptions within the Draft Plan including that there was no provision for legacy costs or the Omagh Bomb Inquiry. In addition, it was assumed that costs relating to the upcoming Open golf tournament would be fully funded. Members were advised that the projected costs for settlement of the Holiday Pay and Data Breach cases are highlighted but not included in the Draft Resource Plan 2025-26.

In discussions following the presentation Members questions related to:

- Whether the softening of the perimeter of Newtownhamilton Police Station is included in the 2025-26 Capital Strategy.
- Overtime, the extent to which this can be controlled and the use of and impact on officers of the use of Modified Rest Days (MRDs).
- PSNI use of drones and the impact if any, on the use of the helicopter fleet.
- Investment in IT/telecoms, and,
- The provision and availability of pensions guidance to police staff and progress towards aligning this with the level of guidance available to their officer colleagues.

The Chair thanked the PSNI COO and ACO Corporate Services for the presentation.

Following discussion the Committee **AGREED**:

- Correspondence be issued to PSNI requesting they advise if the 2025-26 Capital Strategy includes provision for the softening of the perimeter at Newtownhamilton police station, and,
- Correspondence be issued to PSNI requesting PSNI provide an update on engagement around increasing the availability of pensions guidance to police staff on NICS pension schemes in order to achieve parity with the level of guidance available to their officer colleagues. Members agreed this correspondence should also request an update on the issue raised previously in respect of security concerns around contacting NICS pensions direct, using personal details. **AP2**

The Committee also **AGREED**:

- To recommend the Board **NOTE** (not approve) the PSNI Resource

Plan 2025-26 and that the Board would continue to support the PSNI in efforts to secure the necessary funding to close the £21m budget gap. **AP3**

#### **4.1.3 NIAO Report on PSNI Transport/Fleet**

The Chair welcomed the PSNI Head of Transport to the meeting and invited him to brief the Committee on the findings and recommendations in the recently published NIAO report of PSNI Transport and Fleet.

Key issues drawn out during the presentation included:

- The number of operational police vehicles.
- Percentage of the PSNI fleet over 10 years old.
- Timeframes for the commissioning of standard and EV vehicles, and,
- The ongoing shortfall in PSNI mechanics and the related challenges in terms of addressing that shortfall, including the pay disparity between PSNI and other employers in the market. PSNI noted that work is ongoing with HR to find solutions to this issue and make PSNI a more attractive employer.

Discussions following the briefing included questions on the availability of EV infrastructure on the PSNI Estate, collaboration and engagement with end users in relation to the type of vehicles selected for certain Roads Policing functions and further discussion on challenges in respect of attracting and retaining skilled mechanics in the current competitive environment.

The Chair thanked the PSNI Head of Transport, and the ACO Corporate Services and they left the meeting.

Following discussion the Committee **AGREED:**

- Correspondence be issued to PSNI requesting they reflect on and consider the language in the management response to Recommendation 7 of the report in respect of the reference to “*unexpected difficulties*” given views within the Committee that there should have been an awareness of underlying issues impacting EV infrastructure and installation. **AP4**

Members also noted that progress on the implementation of the 10 recommendations in the NIAO report will be included each time the Committee receives a report on PSNI Transport Services.

#### **4.1.4 PSNI Data Breach Recommendations update**

The Committee Chair welcomed Chief Superintendent Donaldson to the meeting alongside DCC Singleton and COO Pamela McCreedy and invited them to provide Members with an update on the implementation of the recommendations received from the Independent Review Team (IRT) and ICO regarding the PSNI Data Breach.

The DCC provided an update on the governance structures in place within the PSNI (Data Board and Data Delivery Group) and progress towards the implementation of the recommendations in the reports. Members provided feedback on some additional information they would like to receive, and it was agreed this would be incorporated into future updates to the Committee.

PSNI noted that they have sought to re-commission Mr. O’Doherty’s team to carry out a follow up review and that future updates to the Committee may be informed by this.

Following discussion and in light of the issues discussed between PSNI and the Committee Members, it was **AGREED** correspondence be issued

to PSNI advising that the below points should be addressed in the next update to the Committee in October 2025.

- PSNI to advise on the 5 recommendations which are noted in the report as “not accepted”.
- Reference the number of recommendations noted as “*not progressing due to resources*”, PSNI to provide an appendix in the next update as to which recommendations this refers to.
- Reference the percentage “*not progressing to plan*”, PSNI to provide a list of these in order that Members can have a sense of the seriousness (or not) of what isn’t being progressed.

The Committee noted that the NIPB Director of Resources would engage with Chief Superintendent Donaldson on these points ahead of the October 2025 update. **AP5**

The Chair thanked DCC Singleton, COO Pamela McCreedy and Chief Superintendent Donaldson and they left the meeting.

#### **4.2 NIPB Management Accounts** (including NIPB Contracts Register)

The Director of Resources provided the Committee with a brief overview of the Board’s Management Accounts which included:

- The accounts to the year-end (31 March 2025);
- The in-year accounts to the end of April 2025, and
- The Board’s Contracts register.

The Committee reviewed the information provided and a Member requested confirmation that any underspend sums handed back to the DoJ in the 2024-25 year were reflected in the year-end figures provided. The Director of Resources confirmed that was the case.



The Committee **NOTED**:

- The Board's Management Accounts to the year-end (31 March 2025)
- The Board's Management Accounts to end of April 2025, and
- The NIPB Contracts register.

#### **4.3 PSNI Above Delegated Authority Requests**

The Strategic Planning & Governance Manager presented Members with 2 ADA requests for consideration.

In respect of the first ADA, Members noted that it is a legacy related case and is regarding a compensation claim taken by a group of individuals against the Chief Constable, the MoD and the NIO.

Members noted the breakdown of costs (including damages and estimated plaintiff's legal costs) and that the sums under consideration in respect of PSNI represents one third of the overall settlement with the remaining 2 thirds to be split equally between the MoD and the NIO.

In respect of the second case considered, Members were advised that this relates to a compensation claim against the Chief Constable in respect of injuries sustained by a former police officer whilst taking part in an advanced driving training course and that the sums under consideration also relate to compensation and the plaintiff's projected legal fees.

Following consideration the Committee:

- agreed to **RECOMMEND** the Board approve both above delegated authority requests. **AP6**

#### **4.4 Resources Committee Self Evaluation questionnaire** (including revised Committee Programme of Work)

The Director of Resources briefed Members on the findings of the Resources Committee Self-Evaluation Questionnaire and revised Committee Programme of Work.

Members noted the feedback received and particularly the areas of focus suggested in responses to the question “*What area/s should the Committee focus on over the next 12 months?*”

The subsequent discussion focussed on how this feedback could inform the Committee’s ‘deep dive’ oversight of one particular area as envisaged in the new Policing Plan 2025-30. Members considered the areas of Committee business which fall under Indicator 3.3 of the Policing Plan (Making Best Use of Resources) and following discussion, agreed that the area of focus for the Committee should be PSNI OHW/Wellbeing & Sickness Absence.

Discussion then centred on how best this deep dive oversight may be achieved and it was **AGREED**:

- A paper would be developed and brought to a future Board meeting in respect of how Committees will conduct deep dive oversight as envisaged in the new Policing Plan, whether external assistance will be available for this work, and the likely impact on Committee programmes of work. **AP7**

It was also **AGREED**:

- The Resources Committee Programme of Work be updated to reference the items that align with Indicator 3.3 of the Policing Plan 2025-30. **AP8**

## **4.5 PPIB PAPERS**

### **4.5.1 Police Pensions and Injury Benefits – Cases for May 2025**

The Police Pensions and Injury Benefits Manager presented a paper asking Members to consider the outcome of decisions taken by Selected Medical Practitioners (SMP) in respect of 23 assessments considered and provided opinion on, and the decisions taken by Independent Medical Referees (IMR) in respect of 4 assessments.

Members were also asked to consider 2 anonymised submissions provided via the CJSM platform, in respect of SMP reconsideration requests and, based on the information provided, advise if the Committee is content that these cases should now be forwarded for reconsideration by the SMP.

Following discussion Members:

- **NOTED** the outcome of the decisions made by Selected Medical Practitioners and **CONFIRMED** the implementation and reassessment dates for the 23 assessments outlined,
- **NOTED** the outcome of the decisions taken by Independent Medical Referees and **CONFIRMED** the implementation and reassessment dates for the 4 assessments outlined,
- **AGREED**, on the basis of the information provided, that the 2 anonymised reconsideration applications should be forwarded for SMP reconsideration.

### **4.5.2 Pension Scheme Manager Report**

The T/Director of PPIB provided a brief overview of the issues covered in the Pension Scheme Managers Report.

In respect of the update provided at the March Committee where Members had been advised due to circumstances outside the control of the Scheme Manager (the Board) and the Scheme Administrator (PSNI), that serving and retired officers would not receive their RSS statements by the deadline of 31 March 2025, the T/PPIB Director advised the Committee that revised '*relevant dates*' for the provision of these statements have now been provided by PSNI.

An update was also provided in respect of the legal advice requested regarding the potential development of a policy relating to pausing the Ill Health Retirement (IHR) process for officers under criminal investigation for serious offences.

Members considered the advice received which noted the Board's discretion in such circumstances to require either retirement or continuation of service under the regulations and as such, a policy was not appropriate but rather, that the Board should continue to consider such instances on a case-by-case basis.

Members acknowledged that the creation of such a policy would likely fetter the Board's discretion in these matters and as such, were content not to proceed with the development of a policy in this regard.

The Committee **NOTED** the Pension Scheme Manager's Report.

At the point the Committee Chair advised that due to other commitments he needed to leave the meeting. Members agreed that Mr Gerry Kelly MLA would Chair the remainder of the meeting.

## 5. UPDATE ON COMMITTEE ACTION LOG

The Committee **NOTED** the information provided in the Committee's action log and the related verbal updates provided by the Director of Resources and

T/Director of PPIB in respect of each of the actions which included:

### **5.1 PSNI responses to issues raised at March Resources Committee**

Members noted the correspondence from PSNI dated 24 April 2025 in response to the letter issued from the Committee Chair following the March 2025 Resources Committee meeting.

This correspondence included:

- Confirmation that PSNI People & OD will action a request from the Committee relating to the provision of additional information regarding the implementation of recommendations in the Heads Together review of Police Office Attendance, and,
- Additional information on the legal costs relating to an above delegated request considered by the Committee at the March 2025 meeting.

### **5.2 Police Appeals Tribunal Analysis 2020 – 2022**

The Committee noted an analysis of Police Appeals Tribunals (PATs) carried out between 2020 – 2022 including the number of PATs received, withdrawn, disallowed, upheld or dismissed. Members also noted the number of PAT cases which are ongoing and the number which have been returned to PSNI.

### **5.3 Correspondence to Development Trusts NI - Disposal of former Castlederg police station**

The Committee noted correspondence from the Board Chair to the Development Trusts NI which addressed matters raised in previous correspondence to the Board around the disposal of the former Castlederg police station. Members noted that, as previously agreed, the correspondence confirmed that, following careful consideration of all the competing factors, the Committee had decided not to change its original

decision to move the disposal of Castlederg police station to the open market.

#### **5.4 Correspondence to DCC – Repositioning of Officer**

The Committee noted the correspondence issued to and response received from DCC Singleton regarding the decision to reposition an officer (rather than suspend), given the seriousness of the allegations against the officer. NOTED.

#### **5.5 Correspondence to Performance Committee Chair – Basis for Suspension or Repositioning of Officers Under Investigation**

The Committee noted correspondence from the Chair of Resources Committee to the Chair of Performance Committee advising of the concerns raised by Members during discussions pertaining to the case referenced above at 5.4. Acknowledging the wider issues pertaining to this matter sit with Performance Committee rather than Resources, Members noted that this matter has now been referred to Performance Committee to consider next steps. NOTED.

#### **5.6 Correspondence to Mid-Ulster District Council – Disposal of Desertcreat Site**

The Committee noted correspondence issued to the Chief Executive of Mid-Ulster District Council advising of the Board's decision to allow a 3-month extension until the end of June 2025 for Mid-Ulster District Council to complete the purchase of the Desertcreat site through the Public Section (D1) process. As recommended by the Committee and agreed by the Board, Members noted that the correspondence also advised that should the purchase process not be completed within that timeframe, the site will then be placed for sale on the open market. NOTED.

## **5.7 PSNI response to Member queries regarding ADA previously considered via written procedure**

The Director of Resources provided a verbal overview of a response received from PSNI to questions raised by Members following the Board's consideration (on the Committee's recommendation) of an above delegated authority request considered by way of written procedure during April 2025. Members noted that the questions raised by Members related to the substance of the information initially provided by PSNI, how costs had escalated ahead of reaching a settlement and, the use of Senior Counsel in this case.

Following discussion it was **AGREED**:

- Correspondence be issued to the DoJ expressing Committee concerns at the use of Senior Counsel in this case and the cost to the Legal Aid budget. Members requested this correspondence should stress the Board's support for the Legal Aid process and that the Board in no way wishes to inhibit anyone's access to the Justice system, and,
- A written question to the Chief Constable to be submitted regarding the ongoing issue of legal fees exceeding compensation sums in the above delegated authority requests being considered by the Committee. The Member agreed to submit the text of this question to Board officials for onward transmission to PSNI. **AP9**

## **6. CHAIRPERSONS BUSINESS**

The Committee Chair invited the Director of Resources to provide a brief overview of the 7 items of correspondence under Chair's Business.

### **6.1 Independent Assessor of Recruitment Vetting**

Members noted the correspondence from the Minister of Justice (MoJ) advising of the reappointment of Sir John Gillen to the role of Independent Assessor of PSNI Recruitment Vetting for a 4-year period commencing 1 May 2025. NOTED.

### **6.2 Provision of PSNI recovery dog assistance to AN GARDA Síochána (AGS)**

Members noted correspondence from the MoJ advising of her approval for the PSNI to provide recovery dog assistance to AGS. NOTED.

### **6.3 Departmental acknowledgement letter - PSNI -Workforce Recovery**

Members noted the correspondence received from DoJ Financial Services Division, in relation to the PSNI business case regarding Workforce Recovery. NOTED.

### **6.4 PTR Pay Circular 2023-24**

The Committee noted correspondence from the DoJ advising of their decision to implement a 7% pay award to the PSNI Part Time Reserve (PTR) remuneration with effect from 1 September 2023. NOTED.

### **6.5 Determination J Circular - April 2025**

The Committee noted correspondence from the DoJ advising of their decision to implement provisions relating to pay and leave arrangements for PSNI officers on maternity, adoption and parental leave. NOTED.



## **6.6 Determination M Circular – 1 April 2025**

The Committee noted correspondence from the DoJ advising of their decision, following consideration of the recommendation of the PRRB, to implement provisions relating to annual leave for PSNI officers. NOTED.

## **7. QUESTIONS FOR THE CHIEF CONSTABLE**

### **7.1 Follow up response on Member written question – Representativeness**

Members considered the most appropriate way forward in terms of progressing a response received from PSNI to a Member's written question regarding geographic metrics in respect of representativeness in PSNI.

The Committee **AGREED:**

- That the response be referred, via Partnership Committee, for consideration by the Joint Committee. Dr Kate Lavery agreed to raise this at Partnership Committee in her capacity as Committee Vice-Chair. **AP10**

## **8. COMMUNICATION ISSUES/OPPURTUNITIES**

None.

## **9. ANY OTHER BUSINESS**

The Committee noted a number of decisions taken by way of written procedure since the last meeting of the Resources Committee in March 2025.

## **10. DATE OF NEXT MEETING**

Members noted the next meeting of the Resources Committee is scheduled for

**Thursday 26 June 2025** in James House.

The meeting ended at 1:30pm

**CHAIR**

**RESOURCES DIRECTORATE**  
**JUNE 2025**