

NORTHERN IRELAND POLICING BOARD

MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY 19 FEBRUARY 2026 AT 9.30AM IN JAMES HOUSE

PRESENT:

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

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

- Mr Mukesh Sharma (Board Chair)
- Mr Brendan Mullan (Board Vice-Chair)
- Mr Tommy O'Reilly

**POLICE SERVICE
OF NORTHERN
IRELAND IN
ATTENDANCE**

- (1) Mr Mark McNaughten, ACO Corporate Services
- (2) PSNI Head of Legal

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

- (3) Mrs Sinead Simpson, NIPB Chief Executive
- Mr Sam Hagen, Director of Resources
- Ms S Reid, Director of Police Pensions and Injuries
- 7 x Board Officials

- (1) **Items 4.1.1**
 - (2) **Item 4.1.2**
 - (3) **Part Item 4.1.2 to the close of the meeting**
- *Attended meeting via video-conference facility.

1. APOLOGIES

Apologies were received from, Ms Nuala McAllister

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 MEETINGS HELD ON 27 NOVEMBER & 18 DECEMBER

The Committee considered the draft minutes of the meetings held on 27 November & 18 December 2025.

It was **RESOLVED** that:

- The minutes of the Committee meeting held on 27 November & 18 December 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 and his team to provide a brief overview of the papers provided in support of agenda items 4.1.1 to 4.1.2. Board officials highlighted several salient points in each of the reports and Members briefly considered issues they may raise with PSNI during the morning's briefings.

4.1 PSNI ITEMS

4.1.1 PSNI Finance Report

The Committee Chair welcomed Mr Mark McNaughten, ACO Corporate Services to the meeting and invited him to present the PSNI Finance Report.

The ACO Corporate Services provided a briefing on the PSNI Management Accounts and Financial information to the end of January 2026. Members were advised that at the end of January a £9.1m non-ring-fenced easement was reported. This includes pay-related easements resulting from the additional budget allocated in the December Monitoring round and lower than planned FTE levels. Non pay pressures are driven by high Injury on Duty award costs and accelerated delivery schedules. Overtime is currently under budget, with an underspend reported in January, a positive position for the Service.

With 6 weeks to go to the end of the financial year, PSNI is now forecasting a full-year breakeven position for both non-ringfenced and ringfenced budgets.

The year-to-date easement is supporting increased investment in Technology and is reflected in the full-year projections. An easement of £4.6m in depreciation and impairments is reported as at the end of January; however, some valuation reports are still outstanding and may impact the final year-end position.

On 6 February 2026, PSNI received its draft budget allocation letter from the Department of Justice. The letter sets out the draft resource budget for the next three financial years and a single-year capital budget. It includes indicative earmarked allocations for Workforce Recovery across all three years, as well as a one-off £119m allocation in 2026–27 to support settlement of data breach claims.

Based on PSNI's updated resource requirements for 2026–27, early estimates suggest a funding gap next year of around £65m. This reflects the costs of recruiting to restore the Service and the associated additional funding. The gap is projected to increase to £96m in 2027–28 and £170m in 2028–29.

For capital, the draft 2026–27 allocation is £52m against a requirement of £70.5m, resulting in a significant £18.5m shortfall.

By way of next steps, PSNI will present its draft Resource Plan to the PSNI Senior Management Board in March, ahead of submission to the Resources Committee in April.

PSNI also highlighted some key points in relation to current business cases

- including that the Holiday Pay issue remains unresolved.
- Fixed Wing Aircraft (24M) an area under scrutiny but one which needs to be delivered.
- Fleet refresh is a high level of expenditure and a big call on future capital funding.

Discussion with PSNI following the Finance briefing focused on:

- Continued concern from Members regarding overtime hours being accrued by some officers,
- Data Breach update, offer made to staff and response required by 10 April. Settlements to be paid within 6 weeks turn around.
- Further clarification on the PSNI Sickness Policy.

Following discussion Members **AGREED** correspondence be issued to PSNI:

- Requesting an additional breakdown in relation to the top 10 overtime earners. Details to include how such high levels of overtime can be reached within a year, the measures in place to manage officer welfare, and how overtime is allocated, managed, and reported **AP1**
- Further clarification regarding sick leave entitlements for Police Officers: How long an officer continues to receive full pay while on sick leave, and, if an officer's entitlement has been exhausted and

they return to work, at what point do they become eligible again for paid sick leave should further absence occur **AP2**

- Clarification on whether there are circumstances in which an Officer absent due to an Injury on Duty has this absence excluded from sick leave calculations. **AP3**

4.1.2 PSNI Annual Update on Litigation and Financial Compensation Process

The Committee Chair welcomed PSNI's Head of Legal, to the meeting and invited him to provide the Committee with an update on the PSNI Annual Litigation and Financial Compensation Process.

PSNI's Head of Legal Services provided a briefing to Committee covering:

- An overview of Civil Litigation costs and damages associated with defending cases brought against the PSNI.
- Analysis of Key Cost Drivers and Challenges including delays and Legacy related pressures and both internal and external legal fees
- Current volume of claims and active cases across legacy and non-legacy, including a breakdown by claim type
- Early Resolution Strategies aimed at improving efficiency and effectiveness including proactive case assessment, the use of mediation and alternative dispute resolution and settlement where appropriate to avoid protected litigation.
- Increasing efficiency in dealing with processes through greater use of technology. A business case for a new case management system is still progressing. Lessons learned from litigation, claim themes and trends and feeding that information to operational policing.

Following discussion Members **AGREED** correspondence be issued to PSNI:

- Relating to the unlawful arrest, detention, and stop and search Claims. Members have requested PSNI to provide the annual number of cases in each category and, for completed cases, to indicate how many were upheld in PSNI's favour and how many were not. **AP4**
- Members have requested PSNI to provide information on the current pre-screening processes for Police Officers taking up roles in high-risk areas, particularly within the Public Protection Branch. **AP5**
- Members have requested that a matrix be provided showing an aged list of cases, with particular emphasis on the oldest cases, along with a comparison between this year and last year. **AP6**
- PSNI to confirm if legal cases are progressed through the County Court rather than the High Court, where appropriate, to minimise costs. **AP7**
- Members requested the information available to the Board in relation to IPT cases, and the tight regulations around release of information in these cases. **AP8**
- Regarding training for supervisors and first & second-line managers PSNI to confirm whether this training is also provided to officers on temporary promotion, and whether it is mandatory for those taking up temporary promoted roles. **AP9**

The Committee Chair thanked ACO McNaughten and the PSNI's Head of Legal and they left the meeting.

4.2 PPIB PAPERS

4.2.1 Police Pensions and Injury Benefits – Cases for January 2026

The Police Pensions and Injury Benefits T/Manager presented a paper asking Members to consider the outcome of decisions taken by Selected Medical Practitioners (SMP) in respect of **14** assessments considered and provided opinion on, and the decisions taken by Independent Medical Referees (IMR) in respect of **7** assessments.

Members were also asked to consider **4** anonymised submissions provided via the CJSM platform, in respect of SMP reconsideration requests. Members are asked to consider this information and decide on the basis that further information has been provided, in each case, whether these cases should be forwarded to the SMP for reconsideration

Following discussion Members:

- **NOTED** the outcome of the decisions made by Selected Medical Practitioners and **CONFIRMED** the implementation and reassessment dates for the **14** assessments outlined,
- **NOTED** the outcome of the decisions taken by Independent Medical Referees and **CONFIRMED** the implementation and reassessment dates for the **7** assessments outlined,
- **AGREED**, on the basis of the information provided, that the **4** anonymised reconsideration applications should be forwarded for SMP reconsideration.

4.2.2 Disciplinary Cases Paper

Members were provided with a paper relating to two ongoing disciplinary cases relating to Officer K and Officer N and requested to consider whether they wish to invoke Regulation 80 (3)(b), i.e., the Board requires *'the member to continue to serve as a member of the police service'*.

Following discussion Members:

- **NOTED** the update provided
- **AGREED**, on the basis of the information provided to invoke Regulation 80(3) in both cases and requested that Officials advise PSNI Attendance Management of these decisions.

4.2.3 Pension Forfeiture Paper

The Police Pensions and Injury Benefits T/Director provided Members with all information relating to two potential forfeiture cases relating to Officer 1/2026 and Officer 2/2026.

Following discussion and consideration Members:

- **AGREED** that Officer 1/2026 did not meet the criteria for forfeiture.
- **AGREED** that Officer 2/2026 meets the criteria for forfeiture and requested that officials send all pertinent information to the DOJ for the Minister to consider whether to issue a forfeiture certificate.

4.2.4 Pension Scheme Manager Report

The Police Pensions and Injury Benefits T/Director provided an update on Scheme management which included progress in the issuing of RSS Statements, the Pensions Dashboard connection date, ongoing work by the Branch to consider approaches that could reduce the number of IHR requests including a Reassessment Policy, which would come to Committee in March, closer working with PSD and consideration of national guidance to

identify aspect of their process that could be adopted here under the current regulatory framework.

Members also received an update on the 2015 amendment to the Police Pensions (NI) Regulations 2015 which was laid in December 2025. The main purpose of this amendment is to remove ill-health eligibility exclusions and reduced employee contribution rates for police officers who joined the 2015 police pension scheme on or after the 1 April 2015 to 31 March 2024. Members were advised that letters have been issued to those impacted and they will have a 3-month election period to make their choice.

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

4.3 Draft Police Remuneration Review Body Submission

The People & Organisational Development Officer presented a paper providing Members with two draft submissions for consideration.

The Police Remuneration Review Board issued 55 evidence and information requests for the Board to reply to. The Board's draft responses will form the basis of the Board's submission to the PRRB. The final submission for approval will come to the Committee next month.

DoJ asked the Board to identify items it would like to be included in their submission to the Senior Salaries Review Body (SSRB).

Following discussion Members **AGREED**

- To amend point 8 of Annex A.
- And to delete reference to the Board Development Day under point 44.

Members were asked to Note the report. **NOTED.**

4.4 PSNI Above Delegated Authority Request

The Director of Resources briefed the Committee on the **4** Above Delegated Authority (ADA) request before the Committee for consideration.

Following consideration, the Committee **AGREED** to recommend all **4** Above Delegated Authority requests to the Board for approval.

4.5 General Authorisation Application

The Emerging Priorities Manager presented a paper for Members to **Consider** the General Authorisation Renewal application from PSNI for Fermanagh Recreation Club and if content, to **approve** the annual licence for the period 1st January 2026 to December 31st 2026.

Following discussion Members **Approved the General Authorisation Renewal**.

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 in respect of each of the actions. These included:

5.1 PSNI responses to issues raised at December 2025 Resources Committee

Members noted the correspondence from PSNI dated 5 February 2026 in response to the letter issued from the Committee Chair following the December 2025 Resources Committee meeting. This correspondence included information requested by the Committee in relation to:

- Additional information from PSNI Cultural Audit Update
- Representativeness

- Student officer recruitment

Following consideration of the further information provided, Members NOTED the details.

5.2 Correspondence from the Board Chair to the CC on the recent 'Inclusion' pulse survey

The Committee noted the correspondence issued to PSNI following Members' consideration of the recent Inclusion pulse survey. NOTED.

Members have requested further clarification on why community background was not collected from survey respondents, given that other demographic information such as gender, rank, role, and grade was included.

6. CHAIRPERSONS BUSINESS

The Committee Chair invited the Director of Resources to provide a brief overview of the items under Chair's Business. These included:

6.1 Decisions Required by written procedure

The Director of Resources provided a brief verbal update informing members of the Decisions Required by written procedure

- 3-day Ukrainian Study visit
- PRRB/SRRB
- PPIB cases

The Committee **NOTED the decisions taken by written procedure.**

6.2 PSNI Budget Allocation & PPSD Circular

The Director of Resources provided a brief verbal update informing members of PSNI Budget Allocation & PPSD Circular. The Committee **NOTED the circular.**

6.3 Committee Effectiveness Review Questionnaire

The Director of Resources asked Members to complete and return the Effectiveness Review Questionnaire. Hard copies were also distributed on the day of the meeting. Board officials will then collate and give feedback on the responses received for consideration at a future meeting.

NOTED

7. QUESTIONS FOR THE CHIEF CONSTABLE

Members noted that a response to the question submitted by the Committee was received. NOTED.

8. COMMUNICATION ISSUES/OPPURTUNITIES

None.

9. ANY OTHER BUSINESS

9.1 Response to Draft Budget Consultation

The Committee noted the correspondence from DOJ 30 January 2026 on the proposed Draft Budget Consultation requesting a response by 20 February. Following discussion Members requested **Health & Education** to be omitted from Annex A first paragraph, and **PSNI** omitted from final paragraph.

10. DATE OF NEXT MEETING

Members noted the next meeting of the Resources Committee is scheduled for **Thursday 19 March** in James House.

The meeting ended at 12.45PM

CHAIR

RESOURCES DIRECTORATE

FEBRUARY 2026