

NORTHERN IRELAND POLICING BOARD

**MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY 27
NOVEMBER 2025 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
- Ms Nuala McAllister*

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

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

**POLICE SERVICE
OF NORTHERN
IRELAND IN
ATTENDANCE**

- (1) Ms Pamela McCreedy, Chief Operating Officer
- (2) Mr Mark McNaughten, ACO Corporate Services
- (3) PSNI Head of Transport
- (4) Mrs Clare Duffield, ACO People & Organisational Development
- (4) Director Training, Learning Organisational Development

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

- Mrs Sinead Simpson, NIPB Chief Executive*
- Mr Sam Hagen, Director of Resources
- 6 x Board Officials

- (1) **Items 4.1.1 – 4.1.3**
- (2) **Item 4.1.1**
- (3) **Item 4.1.2**
- (4) **Item 4.1.3**

*Attended meeting via video-conference facility.

1. APOLOGIES

Apologies were received from, Mr Peter McReynolds 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 23 OCTOBER 2025

The Committee considered the draft minutes of the meeting held on 23 October.

It was **RESOLVED** that:

- The minutes of the Committee meeting held on 23 October 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 4.1.3. 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 alongside COO Pamela McCreedy 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 October 2025. Members were advised that as at the end of October there was one notable update in that, following an internal exercise, an additional £4m savings/easements had been identified which reduced the full year pressure to £17.3m. PSNI remain cautiously optimistic that pressures in relation to both the in-year pay award and in-year recruitment may be addressed in the outcome of the monitoring round.

PSNI advised Members of discussions at the PSNI SMB in relation to the escalating costs of IHR and IOD and noted the pressure on PSNI's main grant of these increasing costs.

Members also noted the ongoing position in relation to the business cases for some significant issues including the Data Breach settlement, Holiday Pay and Workforce Recovery, all of which remain unfunded currently, however noted that a paper on the Data Breach is due to be considered by the NI Executive in December.

Discussion with PSNI following the Finance briefing focused on:

- The high number of overtime hours being accrued by some officers.
- The disposal of some PSNI sites (including Desertcreat), which contributed to the improved position in terms of the projected year end pressure.
- Further discussion in relation to how the Board can support efforts to address the issue of escalating costs associated with IHR/IODs. PSNI noted they were content to feed into any correspondence the Committee may agree to issue in terms of quantifying the annual costs and the responsible use of public funds.
- An update on progress at the new Kinnegar/Redburn site, and
- An update on the Data Breach court hearings which commenced in November 2025.

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

- Requesting further narrative regarding the top ten highest overtime earners (including grade/department etc) and how a situation can develop where one individual (from a welfare perspective) can accrue in excess of 2,000 hours overtime in one year and also requesting PSNI provide an update on overall progress on the Kinnegar/Redburn site in terms of initial targets (including remedial works securing the site/how and if the site is currently being used. **AP1 & AP4**

The Committee also **AGREED** to issue correspondence to the MoJ on the need for legislative change to support cost controls in relation to IODs. **AP3**

The Chief Executive noted that she and the Board Vice-Chair would raise the issues discussed at this morning's Resources Committee in respect of IHR/IOD with the MoJ at the annual accountability meeting taking place on the afternoon of 27 Nov 2025. **AP2**

The Committee Chair thanked COO McCreedy and ACO McNaughten.

4.1.2 PSNI Annual Fleet Strategy Update

The Chair welcomed PSNI's Head of Transport, to the meeting and invited him to provide the Committee with an update on the PSNI Annual Fleet Strategy. Key highlights during the presentation included:

- Fleet composition, mileage per year, and maintenance hours per year.
- Number of new vehicles in service since the previous update.
- Support provided by the Fleet Services since June 2025 including in Ballymena during the unrest and to the Open Golf Championship.

- Ongoing challenges in respect of the recruitment of mechanics and the need to seek mutual aid mechanic assistance due to the staffing shortfall and overarching issues in the motor industry sector in Northern Ireland.

Members were also updated on the expansion of the HVO (Hydrotreated Vegetable Oil) pilot scheme. The full Steeple site will move to this as part of a larger test of the use of HVO.

Member questions following the presentation centred on:

- Further discussion on the challenges in securing qualified mechanics, the job re-evaluation process to re-grade some of these positions and the possible use of apprenticeships as one avenue to address this challenge.
- EVs and progress in terms of the installation of the necessary infrastructure across the PSNI estate to support the wider use of these vehicles.
- Announcements in the recent budget in relation to a £0.03/mile road charge and whether PSNI will be exempt from this charge.
- The roll out of ANPR within the PSNI fleet.
- The business case for the replacement of the PSNI water cannon and the MoU in place with the AGS in respect of the sharing of assets, and,
- What information can be provided to the Committee in future updates in order that progress and delivery against key milestones within the Strategy can be measured.

The Committee Chair thanked COO McCreedy, ACO McNaughten and the PSNI Head of Transport and they left the meeting.

Following discussion Members **AGREED** correspondence be issued to PSNI requesting future Fleet Strategy updates include information on high level

internal milestones and related progress updates in order that the Committee can more effectively assess delivery against these milestones. **AP5**

4.1.3 PSNI Annual Update on Learning and Development

The Committee Chair welcomed Mrs Clare Duffield, ACO People & OD and the Director of Training, Learning & OD to the meeting and they provided the Committee with a presentation on the work of the Police College including in relation to:

- New Student Officer intakes.
- Ongoing mandatory and compliance training across the organisation. Members noted the uptake so far in relation to the new Violence Against Women and Girls (VAWG) module, and were advised of the ongoing increase in uptake since the presentation was drafted.
- Driver training, and,
- Management and Leadership development.

Some areas discussed with the Committee following the presentation included:

- The overall stabilisation of the Police College to support the planned increase in the recruitment of new officers,
- The new approach in relation to making driver training available to new student officers at the end of their initial training period and balancing this with the training needs of other LPT officers who have yet to receive the driver training module.
- The percentage completion rates for some mandatory training and why these, in some cases, are not higher. PSNI advised of some of the causes of this including in respect of those not in work (for example on sick leave or awaiting IHR).
- The proportion and types of training carried out in person vs online.
- What training is made available to newly appointed line managers.
- The newly extended validity of promotion exams which is now 5 years.

- The percentage uptake of mandatory Firearms training and the cohorts within PSNI who need to avail of this training and varying intervals depending on their specific role, and
- How the new Code of Ethics will be embedded in the training of new officers.

Other areas of discussion with the Committee included in relation to the availability of pre-employment learning, challenges in respect of keeping successful candidates interested should there be an extended wait while on the merit pool and the development of senior leaders within PSNI including in respect of those eligible for consideration for the Executive Leaders Programme (**ELP**).

The Chair thanked the PSNI for the presentation and they left the meeting.

Following discussion and in the context of issues raised in respect of the development of Senior Leaders within PSNI, Members **AGREED** correspondence be issued to PSNI requesting information on the current numbers of Superintendents and Chief Superintendents within the organisation and the number of years in post. **AP6**

4.2 PPIB PAPERS

4.2.1 Police Pensions and Injury Benefits – Cases for November 2025

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 **25** assessments considered and provided opinion on, and the decisions taken by Independent Medical Referees (IMR) in respect of **10** assessments.

Members were also asked to consider the anonymised information in respect of Case Code 83 25/26 and note that following clarification from PSNI

Pensions Branch, as well as advice from Crown Solicitors Office that this former officer is not entitled to a Deferred Pension Paid Early due to Ill Health, under the *Police Pension (Northern Ireland) Regulation 2009*.

Members were also asked to consider **5** anonymised submissions provided via the CJSM platform, in respect of two reconsideration requests to the SMP and three to the IMR and, based on where further information has been provided, advise if the Committee is content that these cases should now be forwarded for reconsideration by the SMP and IMR.

Following discussion Members:

- **NOTED** the outcome of the decisions made by Selected Medical Practitioners and **CONFIRMED** the implementation and reassessment dates for the **25** assessments outlined,
- **NOTED** the outcome of the decisions taken by Independent Medical Referees and **CONFIRMED** the implementation and reassessment dates for the **10** assessments outlined,
- **NOTED** the change of result for case code 83 25/26,
- **AGREED**, in respect of SMP RECON 15-25/26, SMP RECON 16-25/26 and IMR RECON 07-25/26 that based on the fact that further medical information had been provided, these cases should be forwarded to the SMP for reconsideration,
- **AGREED**, in respect of IMR RECON 05-25/26 and IMR 06-25/26 that based on the fact that no further medical information had been provided, these cases should not be forwarded to the IMR for reconsideration.

4.2.2 Pension Scheme Manager Report

The T/Director of PPIB advised members that there will be a requirement for members to consider an amendment to the Police Pension Scheme regarding the current CPI disconnect. They advised that the proposal would include moving the pension revaluation date to 6 April each year (currently 1st April). This would align the revaluation with the closing date and remove the impact of volatile inflation. They advised that it was proposed to bring this into effect for yearend (April 2026), however, likely changes to the Assembly's SL1 process will result in an additional 4 weeks added to the process and therefore it will not be possible for 2026. Work is ongoing to ensure that the amendment can take place for financial yearend 2027.

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

4.3 PSNI Above Delegated Authority Request

The Strategic Planning & Governance Manager briefed the Committee on an Above Delegated Authority (ADA) request before the Committee for consideration.

Members were advised that PSNI are seeking approval to amend the divisor being used to calculate Holiday Pay entitlements for officers and staff from 1 April 2025. Members were advised that PSNI had initially sought approval to change the divisor as part of the overarching business case however, as that business case remains at the review stage, PSNI continues to accrue liability by using the current divisor. The Committee noted that the current full year cost projection has already been included in PSNI budget calculations and should the change in divisor be agreed, payments going forward would be appropriate the need to amend or update claims at a later stage would be minimised.

Following consideration, the Committee **AGREED** to recommend this Above Delegated Authority request to the Board for approval. **AP7**

4.4 Police Remuneration Review Body Update (verbal update)

The Resources Director provided a brief verbal update in respect of the upcoming process to agree the Board's submission to the Police Remuneration Review Body (**PRRB**). Members noted the update and that Board officials would bring a paper to a future meeting for consideration and agreement. NOTED.

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 October Resources Committee

Members noted the correspondence issued to PSNI following the October Resources Committee and that a response to that correspondence had not yet been received. This response will be brought to the December Resources Committee meeting. NOTED.

5.2 Correspondence issued to PSNI regarding amendments to the PSNI Strategic Deep Dive ToR

The Committee noted the correspondence issued to PSNI following Members' consideration of the Terms of Reference for the Strategic Deep Dive in respect of Firearms Licensing advising of the additional areas to be covered in the Review. NOTED.

5.3 Note on Definition of Deployable Resources

The Committee considered responses received from PSNI in respect of queries previously put to the PSNI following Members' initial consideration of the 2 options regarding a definition of 'Deployable Resources'.

Members continued to express concern that should they agree Option 2 (PSNI's preferred Option), there would be a lack of benchmarking data available to measure/compare PSNI's progress with other similar police forces. A Member also noted the publication of a recent National Audit Office report on Police Productivity and suggested it would be helpful to know if PSNI intend to take cognisance of this report.

Following discussion Members **AGREED** correspondence be issued to the PSNI expressing the Committee's view in respect of the ability to benchmark against other forces and confirming the Committee agreed Option 1 in terms of a definition on Deployable Resources. Members agreed the correspondence should also note the publication of the recent National Audit Office Report on Police Productivity and request PSNI views on whether they intend to take cognisance of the report. **AP8**

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 NPCC Data Breach 2 Year Review (verbal update)

The Director of Resources provided a brief verbal update informing Members that the National Police Chief's Council's (NPCC) Data Breach Follow Up Review would be delayed slightly due to operational priorities and therefore is unlikely to be available before Christmas.

The Committee **NOTED** the update.

7. QUESTIONS FOR THE CHIEF CONSTABLE

Members noted that a substantive response to the question submitted by a Committee Member on the PRUM Framework is expected in December. **NOTED.**

8. COMMUNICATION ISSUES/OPPURTUNITIES

None.

9. ANY OTHER BUSINESS

Members noted that an Occasional Authorisation Application for Gough Barracks which was considered earlier in the month by way of written procedure had been approved, and that this approval would be reflected in the November Resources Committee minutes. **NOTED.**

10. DATE OF NEXT MEETING

Members noted the next meeting of the Resources Committee is scheduled for **Thursday 18 December 2025** in James House.

The meeting ended at 1.45pm

CHAIR

**RESOURCES DIRECTORATE
NOVEMBER 2025**