

NORTHERN IRELAND POLICING BOARD

MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY 23 APRIL 2026 AT 9.30AM IN JAMES HOUSE

PRESENT:

- Mr Trevor Clarke MLA (Chair)
- Mr Gerry Kelly MLA
- Ms Marian Cree
- (1) Dr Kate Lavery*
- Mrs Linda Dillon MLA
- Mr Les Allamby
- Mr Peter Osborne
- (2) Mr Peter McReynolds
- (3) Ms Nuala McAllister*

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

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

**POLICE SERVICE
OF NORTHERN
IRELAND IN
ATTENDANCE**

- (5) Ms Pamela McCreedy, Chief Operating Officer
- (6) Mr Mark McNaughten, ACO Corporate Services
- (6) PSNI Director of Finance
- (7) Mrs Aldrina Magwood, ACO Strategic Planning & Transformation
- (7) PSNI T/Head of Estates
- (7) PSNI Capital Planner newly appointed

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

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

- (1) From start, left at 11am
- (2) From 9.45am, left at 12.15am
- (3) From 10.10am
- (4) From start – item 4.1.3
- (5) Items 4.1.1 - 4.1.4
- (6) Items 4.1.1 & 4.1.2
- (7) Items 4.1.3 & 4.1.4

*Attended meeting via video-conference facility.

1. **APOLOGIES**

Apologies were received from Mr Alan Chambers, Mr Keith Buchanan MLA, Mr Frank McManus (Vice-Chair)

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 19 MARCH 2026**

The Committee considered the draft minutes of the meetings held on 19 March 2026.

It was **RESOLVED** that:

- The minutes of the Committee meeting held on 19 March 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 4.1.4. 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 the Director of Finance 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 March 2026. Members were advised that a £300k non-ring-fenced easement was reported at the end of March representing 0.03% of the total budget, including easements in non-pay off set by some Police pay pressures, following the additional budget allocations from December Monitoring and lower FTE than planned. The easements relating to Transport and Estates due to lower fuel usage than had been expected and easements in rent were utilised in year to progress the IT replenishment programme.

The ACO Corporate Services highlighted that the overall costs for the organisation have increased by £68m which is an 8% increase compared to the 2024-25 year.

Members were advised that the Capital budget is underspent by £0.4m against budget at the end of March, which is almost aligned to the breakeven full year projection advised in previous months.

Other updates provided to the Committee included:

- Overtime costs for the year, which are broadly aligned with the budget.
- Cost increases overall split between pay and non-pay have increased by 17%
- The business case relating to holiday pay, which PSNI now anticipate may not be resolved until the 2027/8 remains ongoing. PSNI confirmed that the matter is still ongoing with DoJ who have now passed to DoF for consideration.

- Seapark Bond store, work still in progress with business case to follow.
- Public order fleet refresh update
- Upcoming Finucane Public Inquiry and the likely funding pressures relating to it.

Discussions with PSNI following the briefing included:

- Concern from members regarding holiday pay business case still ongoing with DoJ.
- Seapark bond store update with costings for the modifications and upgrades and progress on the business case.
- 'Working at height' contract extension and why no tender exercise was undertaken.
- Public order fleet refresh and how lessons from NIAO report will be applied.

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

- Requesting additional information on how much has been spent to date on the Seapark bond store. **AP1**
- To provide further information on the "Working at Height" contract extension in next month's report including why no tender exercise was undertaken **AP2**
- Paper on the business case for the public order fleet refresh to be brought along with the Fleet Strategy update to October 2026 Resources Committee, including how lessons from NIAO report on PSNI Fleet Management will be applied **AP3**

4.1.2 2 PSNI Resource Plan 2026-2027

The ACO Corporate Services and the Director of Finance provided a briefing on the PSNI Resource Plan. Members were advised that based on the updated PSNI Resource requirements for 2026-27 the opening funding gap will be around £57m. This includes recruitment costs to grow the Service in line with the Workforce Recovery business case and is reflective of the additional funding provided for this. The funding gap increases to £92m in 2027-28 and £149m in 2028-29.

Members were advised that the resource requirement for 2026-27, and the subsequent two years has a number of key assumptions within the calculation of the projected requirement.

- **Police Officer numbers:** Recovery and initial growth of 687 officers during year from 6,333 to 7,020 by March 2029; Police Staff numbers: Growth of 229 staff during the year to 2,507 by March 2029;
- **Pay Awards:** 3% pay award (from Sept 26) included for police officers which is not yet agreed, 3% for police staff from April 26 and 3% for PTR from September 26;
- **Overtime** £38m requirement based on assessment from departments, to be reduced by £4m.
- **Injury on Duty & Ill health retirements** – based on average number of IOD awards and increases based on CPI. Ill Health Retirements are assumed to remain at the current level.
- **Public Inquiries** reflects costs for the Omagh Bomb Inquiry. There is no allowance built in for the Finucane Inquiry.

Exceptional items:

- £86m is estimated for settlement of holiday pay claims in 2027-28
- £119m is an initial estimate for settlement of claims in relation to the data breach in 2026-27.

- £100m per annum is an estimated cost for legacy compensation. The resource requirement does not include any funding to settle potential legacy compensation or increases in legal costs.

The draft capital budget for 2026-27 is £52m and PSNI has a capital budget requirement of £70.5m, there is a capital funding shortfall of £18.5m. PSNI noted that the capital budget would be discussed further in the next presentation to the Committee.

Discussions with PSNI following the briefing included:

- PSNI resources needed for the upcoming Fleadh and potential for PSNI to recoup any associated costs.
- Concern from members regarding overtime spend.
- Concern from members regarding addressing IOD & IHR levels.
- Legacy funding – no provision for legal costs.
- Estate disposals.

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

- Requesting a list of what costs PSNI can typically recoup for the upcoming Fleadh. **AP4**
- Requesting PSNI consider the inclusion of more ambitious language/narrative in their Resource Plan 2026-27 in terms of addressing sickness absence and IHR levels. **AP5**

Following consideration, the Committee **made a recommendation** to the Board that the PSNI Resource Plan for 2026-27 is **NOTED** (not

approved), and that Resources Committee will continue to monitor the in-year financial position throughout the financial year.

The Committee Chair thanked ACO McNaughten and the Director of Finance and they left the meeting.

4.1.3 PSNI Annual Capital Strategy Update

The Committee Chair welcomed Mrs Aldrina Magwood, ACO Strategic Planning & Transformation and the T/Head of Estates along with the newly appointed Capital Planner. ACO Strategic Planning & Transformation introduced the new Capital Planner to the Committee and noted this is an additional dedicated resources to the transformation team.

During discussions Members noted that they would like a further breakdown of the projects included within the proposed £52m allocation for capital expenditure. Members noted that they had been provided with a high-level breakdown under 4 headings (ICS, Estates, Transport, Other) and that there were additional unfunded capital projects totalling over £17M. The Committee requested PSNI provide further detail in respect of the projects proposed to go ahead and those which are currently unfunded.

ACO Magwood advised she would share the paper on the Capital allocation which is scheduled to go to the PSNI's Management Board in May **AP6**

4.1.4 PSNI Estate Disposals Report

The ACO Strategic Planning & Transformation and T/Head of Estates provided a briefing on the Estate Disposal Report. They outlined the current progress and identified the next tranche of assets and site disposals deemed no longer required for operational service delivery within the PSNI estate. Members were advised that PSNI will apply the D1 disposal process rigorously to ensure all future asset divestments comply with

milestones, achieve the best value for money for PSNI and are in line with Government disposal guidelines.

Members were briefed on the 7 sites PSNI are seeking approval to dispose of (Knocknagoney, Holywood, Crossmaglen, Rathfriland, Beragh, Portrush, and Ballycastle) and the related running/maintenance costs of circa £1.24m annually. The combined capital receipts identified is estimated at circa £5.8m which if achieved, will enable reinvestment within the retained estate.

PSNI assured Members there will be community engagement to negate any negative impact on the relevant communities in terms of the delivery of local policing, or access to police services, resulting from the disposal of the designated sites. Also that no strategic risk to future accommodation needs or demand in relation to designated sites have been identified. It is anticipated that the 7 sites will be disposed over a 5-year period and represent a wide geographic spread in terms of site and station locations.

Members were advised of a further 5 sites earmarked for future disposal. The Committee noted that the request for approval on the disposal of these sites would be brought to a future Committee meeting. Once the Board as asset owners have granted approval of the 7 sites proposed, further community consultation and engagements at District level will be undertaken.

Discussions with PSNI following the briefing included:

- Concern from Members regarding the lack of ambition in disposing of sites. Projected disposal of 7 sites over 5 years and what are the associated barriers with each disposal.
- Community consultation and use of the D1 process in terms of disposing of sites and any anticipated issues with each disposal.

- A request for an update on the Redburn site and how the project is progressing, what does the structure of the project look like to date and how it is being resourced.

Separately, ACO Magwood took this opportunity to advise the Committee of steps taken to date regarding the deep dive of Firearms Licensing. She advised members that independent consultants had been appointed to undertake diagnostic work however this work did not provide the level of detail required to meet the Terms of Reference (ToR) of the strategic deep dive.

Members expressed concern at the lack of progress so far and noted that in due course the Board may consider moving forward with the strategic deep dive itself. Following discussion PSNI agreed to provide the Committee with an update on progress against the previously agreed ToR, within 4 weeks.

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

- Requesting a specific section be brought as part of Estates Strategy to the September Resources Committee regarding the project plan against delivery for the Redburn site and specifically the structure of the project and how it will be resourced. **AP7**
- Requesting PSNI to report back to the Committee within 4 weeks in respect of progress against the previously agreed Terms of Reference for the Firearms Licensing deep dive. **AP8**

Following consideration, the Committee agreed to **recommend** to the Board the disposal of the 7 sites as noted above. **AP9**

The Committee Chair thanked the ACO Strategic Planning & Transformation, the T/Head of Estates along and they left the meeting.

4.2 PPIB PAPERS

4.2.1 Police Pensions and Injury Benefits – Cases for March 2026

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

Members were also asked to consider **1** anonymised submission 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 **21** 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,
- **AGREED**, on the basis of the information provided, that the **1** anonymised reconsideration applications should be forwarded for SMP reconsideration.

4.2.2 Pension Forfeiture Paper

The Police Pensions and Injury Benefits Director provided Members with all information relating to **1** potential forfeiture case relating to Former Officer 3/2026.

Members considered the thresholds required in order to send the case to the MoJ for consideration of a forfeiture certificate and whether or not the issue at hand was connected to the individual's role as a police officer. Discussion also took place in respect of the overall regulatory requirements and whether this was something the Committee wanted to bring to the attention of the MoJ.

Following discussion and consideration Members:

- **AGREED** that Former Officer 3/2026 did not meet the criteria for sending the case to the MoJ for consideration of a forfeiture certificate.

4.2.3 Pension Scheme Manager Report

The Director of PPIB provided an update to the Committee on the draft Reassessment Policy.

The Committee **AGREED** questionnaire to be issued in advance of a reassessment appointment to include a question in respect of whether the injury award recipient has undertaken any employment since receiving their award.

The Committee **NOTED** the Pension Scheme Manager's Report and **APPROVED** the Reassessment Policy.

4.3. Resources Committee Annual Report & Committee Effectiveness Review 2025-26

The Director of Resources presented a paper providing Members with the Resources Committee Annual Report & Committee Effectiveness Review 2025-26.

Following discussion Members requested the following amendments to the Committee Annual Report and once updated, **APPROVED** to share with the Board.

- Remove the references in the ToR to work that has now moved to ARAC.
- That the section on Police Training be reviewed as it appears to be incomplete, and
- A minor typo correction in Annex A related to a date.

Regarding the Committee Effectiveness Review Members agreed the following:

- PSNI to present the Finance Report every other month with a deep dive area relating to PSNI Finance being presented on alternate months (Members noted that they would continue to receive the monthly PSNI Finance Report),
- That the first deep dive session will take place on the Redburn site and will address the issues discussed earlier with PSNI in relation to the project plan and how it is being resourced.

The Committee **NOTED** the information provided:

4.4 PSNI Above Delegated Authority (ADA) Requests

The Committee Chair invited the Strategic Planning & Governance Manager to brief Members on the Above Delegated Authority (ADA) request before the Committee for consideration.

The Committee considered the above delegated authority request in respect of a compensation claim against the Chief Constable and the related estimated legal costs. The claim relates to a former officer who is claiming personal injuries, loss and damage arising out of injuries sustained in the course of their duties.

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

Members also **AGREED** correspondence be issued to PSNI requesting information as to why this case has taken 11 years to reach the point of settlement including:

- The timeline of communications with the plaintiff at various stages of the process.
- Clarification on whether any previous settlement offers had been made in this case, and,
- Whether this officer was medically retired as a result of the incident **AP10**

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 March 2026 Resources Committee

Members noted the correspondence from PSNI dated 9 April 2026 in response to the letter issued from the Committee Chair following the March 2026 Resources Committee. This correspondence included information requested by the Committee in relation to:

- PSNI contracts held with Israeli companies, including the value of the contracts,
- The governance arrangements in place in respect of the business case relating to the Seapark bond store,
- Operation Kenova update and expected conclusion date,
- Information on vacancies within OHW and for PSNI to provide a comparison on wait times for access to OHW services between 2024/25 and 2025/26.
- PSNI's view on the impact on any future compensation claim should an officer elect to opt out of the working time directive (for the purposes of working increased overtime hours).

The Committee **NOTED** the response.

5.2 IPT Information - Human Rights advisor

The Committee noted further correspondence issued reference IPT information with the Human Rights advisor. The Committee NOTED the update.

5.3 Letter to Minister re legislative changes (IHR/OD)

The Director of PPIB provided an update to the Committee on the draft letter to the Minister re consultation response and progression of Regulatory Amendments regarding to IHR/IOD.

The Committee **AGREED** the correspondence.

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 NIAC Briefing Transformation Bids

The Director of Resources provided a brief verbal update informing members NIAC Briefing Transformation Bids

The Committee **NOTED** the correspondence.

6.2 DOJ News Release - Consultation launched on firearms licensing

The Director of Resources provided a brief verbal update informing members of DOJ News Release regarding consultation launched on firearms licensing

The Committee **NOTED** the correspondence.

6.3 PPSD Circular 01/2026 (Amended): Determination T

The Director of Resources provided a brief verbal update informing members of the PPSD Circular 01/2026 (Amended): Determination T.

The Committee **NOTED** the correspondence.

7. QUESTIONS FOR THE CHIEF CONSTABLE

None.

8. COMMUNICATION ISSUES/OPPURTUNITIES

None.

9. ANY OTHER BUSINESS

None

10. DATE OF NEXT MEETING

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

The meeting ended at 1.20PM

CHAIR

CM: 677366

RESOURCES DIRECTORATE
MARCH 2026