

NORTHERN IRELAND POLICING BOARD

MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY 17 SEPTEMBER 2026 AT 9.30AM IN JAMES HOUSE

PRESENT:

- (1)** Mr Trevor Clarke MLA (Chair)
Mr Frank McManus (Vice-Chair) *
Ms Marian Cree
Dr Kate Lavery*
Mrs Linda Dillon MLA
Mr Les Allamby
Mr Keith Buchanan MLA
- (2)** Mr Peter McReynolds
- (3)** Ms Nuala McAllister*

EX-OFFICIO BOARD MEMBERS IN ATTENDANCE:

Mr Brendan Mullan (Board Chair)

POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE

Ms Clare Duffield, ACO People & Organisational Development
Director of Human Resources
Assistant Director of HR
Ms Aldrina Magwood, ACO Strategic Planning & Transformation
PSNI T/Head of Estates
PSNI Head of Capital Planning

NORTHERN IRELAND POLICING BOARD OFFICIALS IN ATTENDANCE:

Mrs Sinead Simpson, NIPB Chief Executive
Ms S Reid, Director of Police Pensions and Injury Benefits
5 x Board Officials

- (1) From 9.30 - 13.15**
- (2) From 9.30 – 12.50**
- (3) From 10.20**

*Attended meeting via video-conference facility.

1. APOLOGIES

Apologies were received from Mr Alan Chambers, Mr Gerry Kelly MLA,

Mr Peter Osborne.

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 18 JUNE 2026

The Committee considered the draft minutes of the meetings held on 18 June 2026.

It was **RESOLVED** that:

- The minutes of the Committee meeting held on 18 June be amended at page 18 as per member re sub-group on forfeiture. To clarify that the role of the sub-group is to consider the two cases and any other cases falling within the sub-group ToR. **AP1**
- Subject to above change the minutes of the Committee meeting held on 18 June be published on the Board's website.

4. ITEMS FOR COMMITTEE BUSINESS

Ahead of inviting PSNI to join the meeting the Committee Chair asked officials 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 & Briefing on the Annual Accounts

No PSNI representatives were present for this item, however Board officials provided Members with a synopsis of the PSNI written Finance Report outlining the Management Accounts and Financial information to the end of August 2026.

Members were advised that year to date non ring-fenced overspend of £25.8m is reported at the end of August. This includes pressures against pay due to the shortfall in the draft budget allocation, Operation Constantness (to be funded), Operation Kenova and the associated costs in relation to the Fleadh. Members also noted pressures in non-pay reflect Legacy Litigation payments, high level of Injury on Duty Awards and Deliveries ahead of schedule. The report also highlighted pressure on depreciation and impairments of £5.4m as at the end of August 2026.

Based on the updated PSNI Resource requirements for 2026-27 the PSNI report noted that the funding gap is currently around £74.7m, this figure increases to £92m in 2027-28 and £149m in 2028-29.

The draft capital budget for 2026-27 is £62m. PSNI have a capital budget requirement of £70.5m, resulting in a capital funding shortfall of £8.5m.

4.1.2 PSNI Draft Resource Plan for 2026-27/2028-29 & Capital Plan 2026-27

PSNI provided a written revised Draft Resources Plan briefing Report for 26-27/28-29 and Capital Plan to the Committee. Based on the updated revised Draft Resource Plan, Members noted the funding gap to be addressed is £70m 2026-27, increasing to £92m in 2027-28, and £150m in 2028-29.

Members noted the resource requirement for 2026-27, and the subsequent two years. Members also noted the key assumptions within

the calculation of the projected requirement and queried why no costs for the Finucane inquiry have been included given that the public inquiry is now under way and also the reasoning behind an assumption of 4% inflation across all costs when current inflation rates are around or just below 3%.

The Report also details a number of strategies covering fleet, estates and digital technology which require significant capital investment to implement. The report also advised that the draft capital budget for 2026-27 is £55.6m equating to a £17m gap in capital funding in 2026-27.

Following discussion, it was **AGREED** correspondence be issued to PSNI in regard to:

- Why no costs for the Finucane inquiry have been included given that the public inquiry is now under way.
- The reasoning behind an assumption of 4% inflation across all costs when current inflation rates are around or just below 3%.

AP2

Members also considered the Chief Constable's request to support and advocate for the PSNI position, joining PSNI to secure a better financial settlement for policing.

Members considered a draft letter to the Chief Constable appended with the Resources Plan cover paper and subsequently **AGREED** to recommend the Board approve the issue of this letter from the Board Chair. **AP3**

4.1.3 PSNI Update on Policing Plan Indicator 3.3 – Deployable Resources

The Chair welcomed the ACO People & Organisational Development, the Director of Human Resources and the Assistant Director of Human Resources who provided a briefing on Policing Plan Indicator 3.3 – Deployable Resources.

The Report summarised the current levels of deployable officer and staff resource and the principal drivers impacting availability ie sickness absence and role adjustments. It also detailed the recovery measures in place; attendance management, Occupational Health and Wellbeing interventions, recruitment pipeline activity and governance of duty adjustments as well as the key risks and actions requiring continued oversight.

The PSNI provided an overview of the key data relating to deployable resources within PSNI.

- **Officer & Staff deployability** noting that while both have improved, they remain below the UK average.
- **Sickness absence** which remains the most significant factor affecting deployability. Members were updated on Police officer and staff Average Working Days Lost (**AWDL**) which have both seen improvements in their figures. PSNI noted the wide range of initiatives designed to strengthen deployability, reduce sickness absence including physiotherapy, psychological resilience programmes such as RESTART, counselling services, wellbeing hubs, physical competence assessments and Healthy Working Lives roadshows
- **Duty adjustments:** Members discussed with PSNI the number of officers recorded as having some form of duty adjustment and expressed concern at the high levels of duty adjustments including

those recorded as being permanent. PSNI noted that anything over 12 months is classified as permanent for the purpose of recording figures. PSNI advised that all reasonable adjustments are now subject to routine review to confirm that they may be necessary. PULSE dashboard now gives command teams visibility of volumes, duration and trend in adjustment activity, and a cross-functional review.

- **Workforce attrition** remains healthy, with officer attrition at 5.3% and staff attrition at 6.59%, both improving on the previous reporting period. Further analysis of exit interviews will help identify underlying drivers and inform targeted retention activity.
- **Recruitment:** By 31 March 2027, a total of 634 Student Officers will have been recruited in support of the Workforce Strategy and the Delivery of the Recovery Plan

Following the presentation Members also discussed:

- Current levels recorded of Average Working Days Lost (**AWDL**) as compared to the recorded figures from 10 years ago. PSNI advised they would revert with these figures.
- Key drivers limiting the deployability of resources (ie physical, psychological, neurodiverse conditions, officers on the IHR pathway etc), and,
- The number of former officers who are in receipt of an IOD award past the retirement age of 67 and the costs for this annually to the PSNI. It was agreed correspondence be issued to PSNI in this regard.

PSNI also discussed with Members strengthening of controls around the application process for IHR and revisions agreed in principle at the SMB in

respect of the application process for pay extensions while on the IHR pathway.

It was **AGREED** by Members correspondence to be issued to PSNI to provide

- comparative Average Working Days lost between current figures and 10 years ago.
- provide figures for the last 3-year period of both officer and staff who have not declared a disability when joining but have subsequently informed PSNI of a disability **AP4**

The Committee Chair thanked the ACO People & Organisational Development, the Director of Human Resources and the Assistant Director of Human Resources and they left the meeting.

4.1.4 PSNI Estate Disposals Report

The ACO Strategic Planning & Transformation, T/Head of Estates and Head of Capital Planning provided an update on the current position of the PSNI estate and seeks endorsement of a proposed strategic framework for future capital planning and estate transformation.

PSNI advised that the current position underpins the need to move beyond individual property decisions and adopt a structured, evidence-led and affordable approach to future capital planning. This proposed framework brings together three mutually reinforcing strands:

- **divestment** of assets no longer required;
- **investment** targeted towards the retained estate; and
- **transformation** through enhancement of Strategic Hubs, and visioning that recognizes new ways of working and a shift to police

Stations of the Future' and driving progress on establishing a new Police College at Redburn site.

The PSNI provided an overview of the key highlights within the report:

- Update on New Police College - Redburn site enabling works (security & Demolitions) progressed alongside PSNI utilisation of site during this period.
- Capital planning and project management resource established to progress development of business case and funding proposals and strategic planning for site rationalisation within the Greater Belfast Area
- 2025/26 saw the largest number of site disposals and in year Capital receipts (£4.8M) in over 10 years, delivering impact aligned to Outcome 3 of the Policing Plan 2025-2030.
- Procurement of a new Property Management Service Contract, updated to enhance and improve delivery of maintenance programmes, with tangible benefits and outcomes.
- Strategic Asset Management Plan (SAMP) refreshed to provide a clear future delivery plan and roadmap and development of a further Asset Disposal Plan over the next 5 years

Following discussion Member questions focused on the need for an action plan with measurable milestones over a defined period in order that, as per the agreed Policing Plan, progress against delivery can be tracked and monitored.

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

- an action plan in respect of the PSNI Estate Transformation programme to include Redburn delivery, Divestments and other Estate transformation projects expanding on the information

provided at Appendix B of the papers setting out the key themes, milestones and timeframes for delivery over the next 3 years. **AP5**

The Committee Chair thanked the ACO Strategic Planning, & Transformation, the T/Head of Estates along with the Head of Capital Planning 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 **13** 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 **1** anonymised submission provided via the CJSM platform, in respect of one SMP reconsideration request.

Members were asked to consider this information and decide on the basis that further information has been provided in this case, whether it 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 **13** 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 1 anonymised reconsideration application should be forwarded for reconsideration to the SMP.

The Committee Chair requested information be brought on the current number of outstanding scheduled reassessments (to include information on the parameters around reassessment i.e. causation cannot be revisited meaning an IOD cannot be revoked instead only reduced to a Band 1). **AP6**

4.2.2 Disciplinary Cases Paper

The Police Pensions and Injury Benefits Manager presented a paper relating to a disciplinary case in respect of Officer N.

Members were asked to **consider** whether Former Officer N's injury, for which his IOD Award was based on, was wholly or mainly due to his own serious and culpable misconduct and therefore was not received without his own default.

Members **NOTED** the update provided and following discussion

- **AGREED**, on the basis of the information provided, to exercise their powers under *Regulation 29 (1) of the PSNI and PSNI Reserve (Injury Benefit) Regulations 2006* (the **2006 Regulations**) determining, after consideration of all available evidence, that a former officer (dismissed by PSNI for gross misconduct) was not entitled to an IOD Award, as it was wholly due to their own serious and culpable misconduct and therefore was not received without their own default, as per *Regulation 5(4) of the 2006 Regulations*.

4.2.3 Pension Forfeiture Paper

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

Members are asked to:

- **Consider** the Forfeiture sub-group's recommendations and rationales and **agree** the extent and duration for **3** cases which would be ratified by the Board at their next meeting.
- **Consider** the information provided and **agree** next steps for two potential forfeiture cases.

Members agreed the extent and duration of forfeiture for three cases and are seeking ratification of the following decisions by the Board at their October meeting:

- **25% on a permanent basis for former officer 4/2025**
- **50% on a permanent basis for former officer 5/2025**
- **15% for a 5-year duration for officer 2/2026**

The Committee **AGREED** to expand the Terms of Reference of the Forfeiture Sub-group to include disciplinary issues and potential Board Initiated Reassessments. Revised ToR to come to the October Committee. It was also agreed to increase the membership by one to ensure sufficient cover in the event that a member is unavailable.

AP7

4.2.4 DOJ Consultation on the Draft Police Pensions (Amendment) Regulations 2026

The Director of PPIB advised the Committee of the DOJ Consultation on the Draft Police Pensions (Amendment) Regulations 2026, highlighting two aspects of the regulations that are being proposed for amendment. One relating to the amendment of the Scheme revaluation date from 1 April to 6 April each year, and the other proposing to remove the end date from the table of members' contribution rates. A proposed Board response was included in the paper for consideration.

Following consideration, members agreed that both proposed amendments were positive for pension members and **APPROVED** the Board response for submission to the Department in advance of the Consultation deadline.

4.3 Vetting Report April 2025 - April 2026

The Chief Executive provided Members with an update on the Vetting Report April 2025 – April 2026. Members noted the report and discussed seeking information from PSNI on what happens in instances where an allegation cannot be put a candidate for response.

Following discussion it was agreed correspondence be issued to PSNI requesting:

- their overall response to J Gillen Independent Vetting Report April 2025-April 2026 and specifically in relation to the case where there was evidence of allegations of domestic abuse which could not be revealed to the applicant. **AP8**

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) requests before the Committee for consideration.

Members were briefed on two above delegated authority requests in respect of a compensation claims against the Chief Constable and the related estimated legal costs.

Following consideration, while the Committee agreed to approve the settlement figures in respect of both cases Members **AGREED** correspondence be issued to PSNI regarding their concern at the level of legal fees in each case. As such no recommendations on these ADAs were referred to the Board for consideration. **AP9**

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 Chief Executive in respect of each of the actions. These included:

5.1 PSNI responses to issues raised at June 2026 Resources Committee

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

- Costs associated with the Operation Constantness
- A request from the Committee that the Plan on a Page referred to during discussions on Workplace Culture Update: Programme of Recognition and Workforce Engagement be provided to the Committee
- Inclusion of more ambitious language/narrative in terms of addressing sickness absence and IHR levels and the controls and actions in place

- The PA Consulting report regarding PSNI Firearms and Explosives Branch

The Committee **NOTED** the response.

5.2 PSNI Resourcing – Chief Constable’s letter to OFMDFM regarding OP CONSTANTNESS (25 June 2026)

The Chief Executive provided Members with an update on the Chief Constable’s letter to OFMDFM regarding OP CONSTANTNESS (25 June 2026)

The Committee **NOTED** the letter and the associated report to the OFMDFM.

5.3 PA Consulting Report on PSNI Firearms and Explosives Branch

The Chief Executive briefed the Committee on the correspondence received from ACO Magwood in respect of their deep dive into Firearms and Explosives Branch (including the PA Consulting Report).

Members expressed concern that the PA Consulting report could not be considered independent, that there has been no engagement with external stakeholder in respect of the completion of the report and emphasised that this work could not be considered as being completed jointly with the NIPB ie this is a PSNI review of which the Committee has been given sight of.

Notwithstanding Members’ concerns, the Committee agreed to reserve their position on the need for a deep dive into this issue and following discussion, **AGREED** to request PSNI to provide the full PA Consulting report and a detailed action plan for implementing its findings, noting that all reviews to date have been led by PSNI without any Board involvement. **AP10**

6. CHAIRPERSONS BUSINESS

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

6.1 PSNI - Draft Budget 2026-27 to 2029-30 - Indicative Allocations - Revised Capital Allocation

The Chief Executive provided a brief verbal update informing members on the PSNI Draft Budget 2026-27 to 2029-30 - Indicative Allocations - Revised Capital Allocation

The Committee **NOTED** the correspondence.

6.2 Determination SA - Parental Bereavement Leave - June 2026

The Chief Executive provided a brief verbal update informing members of the Determination SA - Parental Bereavement Leave - June 2026

The Committee **NOTED** the correspondence.

6.3 Written Procedure Decisions taken July/Aug 2026 & Terms of Reference Sub-group (verbal update)

The Committee noted an update informing members of the Written procedure decisions taken over the summer period including July & August Police Pension & Injury Benefit cases (SMP & IMR) and in relation to the ToR for the Sub-group on Pension Forfeiture.

The Committee **NOTED** the update.

6.4 PSNI Representativeness Action Plan

The Chief Executive provided a brief verbal update informing members of PSNI Representativeness Action Plan.

Following discussion the Committee requested PSNI Representative Action Plan to be included with the overall Representativeness paper coming to Oct Resources Committee. **AP11**

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 15 October in James House.

The meeting ended at 1.30PM

CHAIR

RESOURCES DIRECTORATE

SEPTEMBER 2026