NORTHERN IRELAND POLICING BOARD

MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY 15 OCTOBER 2026 AT 9.30AM IN JAMES HOUSE

PRESENT:	**(1)** Mr Trevor Clarke MLA (Chair) **(2)** Mr Frank McManus (Vice-Chair) ** Mr Gerry Kelly MLA Ms Marian Cree Dr Kate Laverty* Mrs Linda Dillon MLA Mr Peter Osborne Mr Les Allamby Mr Keith Buchanan MLA **(3)** Mr Peter McReynolds
POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE	**(4)** Ms Pamela McCreedy, Chief Operating Officer **(5)** Mr Mark McNaughten, ACO Corporate Services **(5)** Head of Transport **(6)** Ms Clare Duffield, ACO People & Organisational Development **(6)** Director of Human Resources **(6)** Assistant Director of HR
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 Item 4.1.1 to the close of the meeting
(2) Start to 13:30
(3) From Item 4.1.1 to 12:10
(4) From Item 4.1.1 to 4.1.3
(5) From Item 4.1.1 to 4.1.2
(6) Item 4.1.3

*Attended meeting via video-conference facility.

** In the absence of the committee Chair, the Vice-Chair, Mr Frank McManus assumed the role of Chair at the beginning of the meeting.

1. APOLOGIES

Apologies were received from Mr Alan Chambers, 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

- Mr Trevor Clarke MLA (Chair) declared a conflict of interest at Item 4.2.2 and took no part in the discussion. Keith Buchanan MLA assumed the Chair for this agenda item

3. DRAFT MINUTES OF THE MEETINGS HELD ON 18 JUNE 2026

The Committee considered the draft minutes of the meetings held on 17 September 2026.

It was **RESOLVED** that:

- The minutes of the committee meeting held on Thursday 17 September be approved as a correct record for publication 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 4.1.3. 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 & Briefing on the Annual Accounts

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 September 2026.

Members were advised that a half year non ring fenced overspend £32.1m was reported at the end of September. Contributing factors listed include pay pressures arising from the shortfall in the draft budget allocation, Op Constantness, Op Kenova, associated costs with the Fleadh and the ongoing Drumcree operation. Members also noted that reported pressures in non-pay reflect legacy litigation payments and deliveries ahead of schedule.

Members were advised that a full year non ring-fenced pressure of £79.3m is projected, arising from the gap outlined in the Draft Resources Plan and the additional costs associated with the Fleadh (£0.6m) and the Drumcree operation (£4.6m at 5 October 2026). Members were also updated that the UK Government have agreed to provide £4m towards the costs of public disorder that took place earlier this year. The revised resource funding gap and the capital requirements indicate a pressure of 7.4% of the allocated budget rising to 54.5% in 2030-2031.

Members were advised that a decision remains outstanding on the bids to access Transformation funding. PSNI advised if the bids are not met or only partly met this will likely impact programmed work or add to the projected pressures.

PSNI also highlighted some key points in relation to current ongoing business cases and a member requested that a column be added to the

Business Cases appendix of the finance report to provide information on the impact on future operational efficiency.

Discussions with PSNI following the briefing included

- Governance arrangements in respect of the business case relating to the Seapark Bond store
- Policy and costings arrangements in place for international VIP visitors
- Ongoing position with Holiday Pay and Data Breach cases update
- Update on transformation funding
- Policing presence levels at non-contentious parades and whether it needed to be at the level it had been in previous decades given consequent abstractions from neighbourhood teams

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

- Requesting information on costing arrangements in respect of the recent visit of former US president Barack Obama and the wider policy around provision of police resources around a VIP visit.
- Requesting a summary of the points made in the business case to the DoJ re capital expenditure requirement for the Redburn site specifically in respect of the invest to save aspects and impact of funding not being provided (for example in terms of the rationalisation of the PSNI estate)
- Requesting that a column be added to the Business Cases appendix of the finance report to provide information on the impact on future operational efficiency and Requesting PSNI take account of the Committee's comments regarding policing numbers at some non-contentious parades during the marching season, particularly where police are present in larger numbers and given the consequent abstractions from neighbourhood teams. **AP1**

4.1.2 Policing Plan Indicator 3.3 – Fleet Strategy

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.

The PSNI Fleet strategy outlined the core themes of modernisation ensuring that vehicles are fully integrated and aligned with operational requirements. Members were advised that the approach focuses on delivering an effective, efficient and economical fleet supported by modern technology including advanced safety systems and driver assistance features.

Key highlights during the presentation included

- Fleet composition, mileage per year, and maintenance hours per year.
- Commitment to transition 15% of the fleet to smaller vehicles
- 18% reduction less emissions across the fleet with 689 ultra-low emission vehicles
- implementation of a new telematics system to improve performance and oversight
- 80% response fleet now fully liveried and a commitment that 80% of liveried fleet be ANPR and video equipped.
- Air fleet refresh to enhance capability and modernisation
- Expansion of the EV & HVO (Hydrotreated Vegetable Oil) pilot scheme
- Claims management team in place

Members were also updated on the current operational challenges including Op Constantness, the Fleadh and the ongoing situation at Drumcree. Supply chain pressures continue to affect delivery and planning. The temporary relocation to Redburn remains in place as significant challenges persist at Seapark.

Member questions following the presentation centred on

- The challenges of EVs and the progress in terms of the installation of the necessary infrastructure across the PSNI estate
- HVO vehicle breakdown and what proportion of the fleet are still diesel and the extended length of time electric vehicles are parked up for and not utilised
- How much of the response fleet is ANPR and video equipped already under this commitment
- Use of drones for evidence gathering and the legislation and regulations around current usage.

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

- Confirming how much of the response fleet is ANPR and video equipped already under this commitment or will be under this commitment, given that we are now 5-6 years into the strategy **AP2**

Members would also welcome a paper in respect of PSNI's plan for the future purchase of drones.

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

4.1.3 PSNI Police Performance Plan measure 3.1 - Representativeness, Workforce Recovery, Recruitment

The Chair welcomed the ACO People & Organisational Development, the Director of Human Resources and the Assistant Director of Human Resources to the meeting who provided a briefing on PSNI Police Performance Plan measure 3.1 -Representativeness, Workforce Recovery and Recruitment.

Members were briefed on how PSNI have continued to implement their workforce strategy and have developed a dedicated Representativeness Action Plan to maximise opportunities in the areas of external recruitment and internal representation. The Committee was updated on activity to reduce barriers, strengthen support mechanisms, attract a more diverse applicant pool, enhance outreach and broaden access routes with the aim of improving recruitment processes. PSNI noted that the success of the action plan will be monitored including outcomes from the latest recruitment campaign.

The PSNI provided an overview of the report relating to Representativeness, Workforce Recovery, Recruitment.

- Recruitment, Outreach and Workforce initiatives. PSNI have invested significant effort in developing a more comprehensive outreach and attraction programme aimed at improving engagement with under-represented groups

- The launch of the new Student Officer recruitment campaign on October 26 to ensure a continued applicant flow to support the recovery plan.

- January 2026 Student Officer campaign showed improved representation among Catholic candidates at appointment stage and for ethnic minority applicants and appointees.

- Learning and Development – PSNI continue to support internal representation by providing development opportunities which are accessible to officers and staff from across the organisation with the newly launched Professional Development Review (PDR) process.

- Female officer representation has continued its long-term upward trend reaching 32.6% while LGBT+ representation among officers and staff is now at its highest level in the last decade. Ethnic minority representation has also reached its highest recorded level for both officers and staff.

Member questions following the presentation centred on:

- Concern that Catholic officer representation has continued to fall and is now at its lowest level in a decade and also concern that the number of Catholic applications continues to decrease. Members requested to know what targeted actions are planned through the October 2026 Student Officer recruitment campaign and beyond to address areas of declining representation.

- The impact on representation of attrition rates including those coming to retirement who were early PSNI recruits.

- Female officer attrition and promotion rates and the perceived lack of support at an operational level for initiatives such as flexible working arrangements.

- Why exit interviews were being conducted in only 19% of cases and sought clarification on the reasons for the low completion rate.

- Socio-economic representation and what are the specific measures planned to improve representation from the most deprived communities. PSNI updated Members on the other avenues being developed including the launch of a cadet scheme next year and exploring options regarding apprenticeships.

- Outreach initiatives ie Taster days/experience days in targeted geographical areas to attract engagement with schools and further promotion of apprenticeship opportunities.

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

- Details of the schools invited to attend the PSNI experience days/Taster days, which schools attended and which did not attend **AP3.**

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.

4.2 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 **12** assessments.

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 **12** assessments outlined,

4.2.2 Disciplinary Cases Paper

As noted above the Committee Chair declared an interest in this item and as such Keith Buchanan MLA assumed the Chair for this agenda item.

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

Members are asked to **consider** whether to invoke *Regulation 80 (3)(b)* of the *2015 Regulations* in relation to Officer R.
Members **NOTED** the update provided and following discussion

- **AGREED,** that given the potential for legal challenge regarding this disciplinary case Members agreed a meeting of the Forfeiture/Misconduct sub-group to be convened to consider this case. Recommendation of the sub-group to be brought to a future Resources Committee meeting for consideration and decision **AP4**

4.2.3 Pension Forfeiture Paper

The Police Pensions and Injury Benefits Director presented a paper asking Members to **Consider** and **Approve**:

- the updated Terms of reference for the Committee's Sub-group
- the updated Forfeiture Procedure

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

Requested amendments to be made to the Forfeiture Procedure and the terms of reference for the Committee's subgroup as follows:

- Amend the procedure to reflect that the decisions of the Resources Committee will be advised to the Board rather than ratification of decisions

- Subgroup ToR need to be more specific in relation to the information to be provided to the subgroup and needs to reflect the Board being advised of the Resources Committee decisions rather than the need for ratification and then circulated to Committee Members for final agreement by written procedure. The Forfeiture Procedure should also be updated and issued for approval by written procedure **AP5**

4.2.4 Police Pension Scheme Manager Update (verbal)

The Police Pensions and Injury Benefits T/Director provided an update on Scheme management. The Police Pension Board met on 14 October 2026 and discussed the following. There have been some recorded technical issues related to production of accurate Remedial Service Statements for Immediate Choice members which are being resolved, and statements should commence to issue in chronological order from the end of October 2026.

The PSNI Pension Scheme connected to the central Pensions dashboard on 8 July 2026. The focus is now on ensuring accurate data flow. The Board also examined ongoing governance and finance of the scheme and agreed the risk register.

4.3 Occasional Authorisation Application

The Emerging Priorities Manager presented a paper seeking Members' consideration of an Occasional Authorisation application from PSNI for Gough Barracks and if content, to **approve** the application under Article 84 of the Licensing (NI) Order 1996 and Article 51 of the Registration of Clubs (Northern Ireland) Order 1996/Licensing and Registration of Clubs (Amendment) Act (Northern Ireland) 2021.

Following discussion Members **Approved** the Occasional Authorisation application.

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 three above delegated authority requests as noted below.

- **ADA 1** - seeking approval of a donation to the Care of Police Survivors (CoPS) charity
- **ADA 2 -** relating to compensation and estimated legal fees in relation to proceedings brought following the publication of a Police Ombudsman for Northern Ireland report, and
- **ADA 3** - relating to legal representation costs incurred by an officer in relation an inquest.

Following consideration Members **AGREED:**

- To recommend **ADA 1** to the Board for approval.
- To recommend the settlement amount be approved in respect of **ADA 2**. Members also agreed correspondence be issued to PSNI on how value for money (VFM) is achieved in respect of the legal fees and requesting amended paperwork in order that settlement amount recommendation can be put to November Board for approval.
- To revert to PSNI regarding **ADA 3** requesting further information on the review of the costs in this case and whether that review was carried out by an independent arbiter.

Following discussion, it was **AGREED** correspondence be issued to PSNI as below:

- Requesting further information is provided on their criteria for measuring VFM in respect of legal fees and that more detailed information be provided in future ADA requests on how VFM is achieved and which independent arbiter has/will review final costs when they are billed.

- Requesting that, where the Committee is requested to consider estimated legal fees, following receipt of final costs the Committee is subsequently advised of the final amounts paid as compared to the maximum amounts authorised by the Board's approval of the ADA requests.

- Where PSNI are requesting approval of both settlement and legal costs (estimated or billed), that they provide 2 completed proformas in order that the Committee can consider/refer for approval the settlement amounts separately and that queries on legal fees do not hold up approval in respect of settlement amounts. **AP6**

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 14 October in response to the letter issued from the Committee Chair following the September 2026 Resources Committee. This correspondence included information requested by the Committee in relation to:

- Assumptions included in the Resource Plan for 2026/27

- Numbers of former officers who are in receipt of an IOD award past the normal retirement age of 67 and what are the costs for this annually to the PSNI**.**
- Responses to follow up questions issued to PSNI following September's two briefings on Policing Plan Indicator 3.3 (Deployable Resources & PSNI Estates Strategy Update)
- PSNI's overall response to J Gillen's Independent Vetting Report April 2025. And,
- additional information in respect of the Above Delegated Authority requests considered at the September meeting.

The Committee **NOTED** the response.

Following discussion, it was **AGREED**

- The 2 ADAs considered at September meeting to now be recommended to the Board for approval following consideration of the information provided. To include in Resources Committee Chair's Report to the Board **AP7**

- To revert to PSNI to request "full" copy of PA consulting report (re Firearms licensing branch) **AP8**

- In respect of the Vetting Report April 2025 – April 2026 and regarding recommendations passed onto Vetting Panel members, correspondence be issued to PSNI seeking assurance that protected disclosures will continue to be protected. **AP9**

5.2 B Mullan J Boutcher - Financial Pressures Within PSNI - October 2026

The Chief Executive provided Members with an update

The Committee **NOTED** the letter.

5.3 Response to Members on current number of outstanding reassessments

The Chief Executive briefed the Committee on the correspondence in respect of current number of outstanding reassessments to include information on the parameters around reassessment i.e. potential reduction to Band 1 only and that an IOD cannot be removed.

Members discussed the challenges in implementing a reassessment policy including the potential chronology/mechanism to be used to invite former officers for reassessment.

The Committee **NOTED** the correspondence

Following discussion, it was **AGREED** The Police Pensions and Injury Benefits T/Director provide to a future committee

- Information on the 1700 outstanding IOD reassessments, and how many are above Band 1
- an analysis of scheduled reassessments by banding and age brackets, and,
- To seek legal advice on the implementation of the reassessment policy and in relation to whether there can be parameters applied in terms of age or years to commence **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 PTR Pay circular 2025-26 - PPSD 08 2026 – For information only

The Chief Executive provided a brief verbal update informing members on PTR Pay circular 2025-26 - PPSD 08 2026

The Committee **NOTED** the correspondence.

7. QUESTIONS FOR THE CHIEF CONSTABLE

7.1 Written Response – Temporary Promotion Numbers

The Committee **NOTED** the correspondence.

8. COMMUNICATION ISSUES/OPPORTUNITIES

None.

9. ANY OTHER BUSINESS

None

10. DATE OF NEXT MEETING

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

The meeting ended at 2.30 PM

CHAIR

RESOURCES DIRECTORATE
OCTOBER 2026