

NORTHERN IRELAND POLICING BOARD

MINUTES OF THE RESOURCES COMMITTEE MEETING HELD ON THURSDAY 22 OCTOBER 2015 AT 9.30AM IN WATERSIDE TOWER, BELFAST

PRESENT:

- (1)** Mr Jonathan Craig
- (2)** Prof Ryan Feeney
Mr Robin Newton
Dr Paul Nolan
Mr Pat Sheehan

POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE:

- (3)** Mr Drew Harris, Deputy Chief Constable
- (4)** Mr Mark Hamilton, ACC Human Resources
- (5)** Ms Carmel McCormack, Head of Workforce Planning
- (3)** Mr Mark McNaughten, Head of Finance
- (6)** Dr Bryan Gregory

OFFICIALS IN ATTENDANCE:

- Mr Barney McGahan (Interim Chief Executive)
- (7)** Mrs Siobhan Fisher, T/Director of Partnership
- (8)** Mrs Amanda Stewart, Director of Policy
Mr David Wilson, Director of Support Services
4 Board Officials

- (1)** Item numbers 8.1, 8.2, 8.4, 8.7 & 9.4 to close
- (2)** Part item number 8.7
- (3)** Item numbers 8.1, 8.2 & 8.7
- (4)** Item numbers 8.4 & 8.7
- (5)** Item numbers 8.4
- (6)** Item 8.7
- (7)** Item numbers 1 – 7.1
- (8)** Item numbers 1 – 7.5

In the absence of the Chairperson and Vice-Chairperson of the Committee it was agreed that Mr Pat Sheehan should chair the meeting.

1. APOLOGIES, ETC

Apologies were received from Ms Deirdre Blakely, Mr Ross Hussey, Mr Gerry Kelly and Mrs Wendy Osborne.

The Chairperson asked Members to declare any conflicts of interests arising from the agenda. No conflicts of interest were declared.

2. DRAFT TERMS OF REFERENCE

Members considered a paper which outlined revised draft Terms of Reference for the Resources Committee.

During discussion a Member referred to changes to the draft Terms of Reference which had been requested at the last meeting and it was:-

AGREED:

That the changes should be made and the draft Terms of Reference brought to the next Committee meeting for approval.

3. DRAFT MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON 24 SEPTEMBER 2015

The Committee considered the draft minutes of the Resources Committee meeting held on 24 September 2015.

It was:-

RESOLVED:

That the draft minutes of the Resources Committee meeting held on 24 September 2015 be approved.

4. MATTERS ARISING FROM THE MINUTES OF THE MEETING

4.1 Draft Terms of Reference (Item 3 of minutes refers)

This matter was dealt with at item 2.

4.2 Managed Services Contract (Item 5.1 of minutes refers)

Officials advised the Committee that PSNI had been asked to provide further information in relation to the payments in respect of the Managed Services Contract. A response was awaited. NOTED.

4.3 End Year Report on the Implementation of the PSNI People Strategy (Item 5.4 of minutes refers)

The Committee noted information which had been received from PSNI regarding the recently updated PSNI absence management procedures. NOTED,

4.4 Injury on Duty process (Item 6 of minutes refers)

Officials advised Members that consideration was being given to scheduling a presentation at the November 2015 Committee meeting regarding the Injury on Duty process and an update on the recommendations in the Scofield Report. NOTED.

4.5 Public Order Protection Clothing at Public Order Situations (Item 8.2 of minutes refers)

The Committee noted that an update was awaited from the Northern Ireland Ambulance Service regarding the issue of public order protection clothing at public order situations. NOTED.

4.6 PSNI Estate Strategy (Item 8.4 of minutes refers)

The Committee noted that a response was awaited from the PSNI regarding justification for Station disposals in the PSNI Estate Strategy and information on the impact of the closure of Willowfield PSNI Station in relation to the Barnardo's initiative. NOTED.

4.7 Secondment Request – Bahrain (Item 9.2 of minutes refers)

Officials advised Members that consideration was being given to scheduling a presentation by NICO/PAB at the November 2015 Committee meeting in relation to secondments. NOTED.

4.8 Expenditure exceeding delegated limits (Item 10.4 of minutes refers)

The Committee noted information in relation to defending a Fair Employment Tribunal case. NOTED.

In relation to a request which had been deferred from the last meeting, the Committee:-

RESOLVED:

To approve the request for expenditure exceeding delegated limits in respect of legal fees for defending a Fair Employment Tribunal claim.

4.9 Process for developing the NIPB Accommodation Business Case (Item 10.7 of minutes refers)

Officials advised Members that consideration was being given to scheduling a presentation by Department of Justice (DOJ) at the November 2015 Committee meeting in relation to the proposed relocation of all DOJ Headquarter Bodies into a single site by 2020. NOTED.

Officials advised the Committee that confirmation had been received from DOJ that there was no capital funding available to purchase Waterside Tower. In view of this the Committee:-

AGREED:

- That Officials should begin negotiations regarding securing a 5-year lease on Waterside Tower.

- That a paper regarding the disposal of Ballynafeigh PSNI Station should be brought to the November 2015 Board meeting for consideration.

4.10 PSNI Recruitment Campaign 1 – Final Equality Analysis of Each Stage (Item 11.2 of minutes refers)

The Committee noted information from the Equality Commission in relation to the low uptake for Recruitment Campaign 1 from persons from a Nationalist/LGBT background. The PSNI's response on the issue was awaited. NOTED

4.11 Questions for the Chief Constable (Item 12 of minutes refers)

The Committee noted that a response would be provided to the November 2015 Board meeting regarding the PSNI physical competence assessment. NOTED.

5. COMMITTEE PROGRAMME OF WORK

Members noted a Committee Programme of Work for 2015/16. NOTED.

In response to a query from a Member regarding the recommendations in the HMIC Review of Austerity, Officials undertook to obtain an update on the issue from the PSNI.

6. CHAIRPERSON'S BUSINESS

6.1 Northern Ireland Community Safety College

This matter was dealt with at item 8.7.

6.2 Correspondence

There was no correspondence.

6.3 NIPB Accommodation

This matter was dealt with at item 4.9.

7 ITEMS FOR DECISION

7.1 PSNI Continuous Improvement Strategy In Year Report

The Committee noted the PSNI Continuous Improvement Strategy mid-year report 2015 – 2016. NOTED.

The Committee also noted correspondence from Assistant Chief Constable, Human Resources seeking the Board's approval for the cessation of the PSNI continuous improvement project "workforce optimisation" and the Board's response. NOTED.

The Committee was advised that the NI Audit Office would be kept informed as to any amendment to the current process in this regard. NOTED.

7.2 Police Pensions – Actions taken by officials under delegated authority from the Committee

The Committee noted a paper regarding:-

- Actions taken by Officials under delegated authority to administer the Selected Medical Practitioner's decisions for the period 1 June – 30 September 2015.
- Appeals reached by Independent Medical Referees appointed by DOJ for the period 1 June – 30 September 2015.

NOTED.

It was:-

RESOLVED:

To ratify decisions in relation to police pension and injury benefits for the period 1 June – 30 September 2015.

7.3 NIPB 2016/17 Budget Scenario Planning

The Committee considered a paper regarding a request from DOJ to prepare a plan outlining the impact of 5% and 10% cuts to the NIPB 2016 -17 Budget.

During discussion Members suggested that commentary should be included in the scenario planning return to DOJ regarding funding required to carry out the Board's statutory functions. In conclusion it was:-

RESOLVED:

To approve the scenario planning return subject to additional narrative being added as suggested by Members.

7.4 New Injury Benefit Scheme

Officials presented a paper which informed Members of a targeted consultation on the proposed changes in the new Injury Benefit Scheme which would come into effect on 1 April 2016.

Members noted that the New Injury Benefit Scheme would not be retrospective and would only apply to Officers who are injured or retire after 1 April 2016. The new Scheme does not alter the position under the present 2006 Injury Benefit Scheme for all existing and future cases to which the 2006 Regulations would continue to apply and would mean that the Board would be running two Injury Benefit Schemes concurrently.

Recommendations 1 to 5 of the Scoffield Report were not addressed in the new regulations and would be the subject of further discussion with the DOJ and the Board's response to the consultation.

It was:-

AGREED:

That Member's views or comments on the draft regulations should be provided to Officials in advance of the November 2015 Committee meeting, when a draft response would be provided for Members consideration before presenting to the Board in December 2015 for approval.

7.5 Draft Police Pensions (Consequential Provisions) (Amendment) Regulations Northern Ireland) 2016

The Committee noted a paper which outlined changes to the Police Pension Scheme from April 2016 and it was:-

AGREED:

To approve a response to the DOJ Consultation on the draft Police Pension Regulations (NI) 2016.

8. ITEMS FOR DISCUSSION

8.1 PSNI Report on Expenditure to September 2015

Mr Sheehan welcomed the Deputy Chief Constable and his colleagues to the meeting.

The Head of PSNI Finance briefed the Committee on the September 2015 expenditure report.

	Actual £k	Budget £k	Variance £k
Staff	263,034	269,314	6,280
Non Staff costs	59,904	68,379	8,475
Receipts	(4,811)	(3,562)	1,249
Cash Payment of Provisions	14,358	15,843	1,485
Loss on Disposal	(222)	0	222
Hearing Loss	4,032	6,000	1,968
Ringfenced Depreciation and Diminution	18,474	18,500	26
TOTAL RESOURCE DEL	354,769	374,474	19,705

8.2 PSNI Budget Reduction 2015-16

The Committee considered a paper regarding budget cuts to the PSNI 2015 - 16 Budget.

The Head of PSNI Finance advised the Committee about areas PSNI had identified for in-year cuts.

8.3 Policing Board Report on Expenditure to September 2015

The Committee noted the Board's Management Accounts to September 2015. NOTED.

8.4 Progress Report on the implementation of the PSNI People Strategy

The Committee noted a paper which provided Members with an in year report on the implementation of the PSNI People Strategy. NOTED.

Mr Sheehan welcomed Mr Mark Hamilton, ACC Human Resources and Ms Carmel McCormack, Head of Workforce Planning to the meeting.

ACC Human Resources updated the Committee on sickness levels in PSNI, Police recruitment and wastage, representativeness in PSNI and the Voluntary Exit Scheme for PSNI Support Staff.

The Head of Workforce Planning advised Members that an updated report on the PSNI People Strategy would be prepared to cover the period 1 April – 30 September 2015 and would be provided to the Board in December 2015.

The Head of Workforce Planning gave the Committee an over view on the progress of the following strategic aims identified in the PSNI People Strategy:-

- A diverse, representative and agile workforce that can meet current and future policing challenges.
- An engaged and flexible workforce supported by appropriate Human Resource policy and practice.
- A competent and skilled workforce with excellent leadership and management skills.
- A high performing workforce that evidences our Policing with the Community ethos and corporate performance standards.
- A healthy and safe working environment.

Members discussed a number of issues with the representatives from PSNI including:-

- Sickness absence in PSNI and the Policing Plan target for 2015-16 to reduce this absence.
- The initial results of PSNI Recruitment Campaign 2.
- Community Background and Gender of Police Officers.
- Under representativeness in PSNI from certain areas of the community.
- Potential for introducing a PSNI Cadet Scheme and the use of Volunteers.
- Morale in PSNI.

- A review of the sickness absence management process.
- The tender process for the Managed Services Contract.

The representatives from PSNI undertook to provide Members with an update on the PSNI Cadet Scheme and the use of Volunteers.

Mr Sheehan thanked the Head of Workforce Planning for attending the meeting and she left.

8.5 Progress Report on the implementation of the PSNI Training and Development Strategy

This matter was deferred to the November 2015 Committee meeting.

8.6 PSNI Continuous Improvement Project Progress Report

This matter was dealt with at item 7.1.

8.7 Revised Business Case for the NI Community Safety College

The Committee considered a paper regarding a draft Outline Business Case which had been agreed by the NI Community Safety Programme Board in advance of discussions at the Board meeting on 5 November 2015.

The Deputy Chief Constable presented the draft Outline Business Case for the Community Safety College and outlined details of the preferred option. He advised that the final decision would be a matter for the Northern Ireland Executive.

Members discussed the outline business case and it was:-

AGREED:

To recommend to the Board that the Board should accept the preferred option for the Northern Ireland Community Safety College.

8.8 In Year Report on the Implementation of the PSNI ICT Strategy 2014/17

The Committee noted an in year report from the PSNI on the implementation of the PSNI ICT Strategy 2014/17. NOTED.

9. INFORMATION PAPERS

The Committee noted the following papers:-

9.1 Pension Ombudsman Ruling in GAD vs Milne

The Interim Chief Executive advised the Committee about an issue relating to the Pension Ombudsman Ruling in GAD vs Milne and undertook to update Members at the next meeting.

9.2 Signing of PSNI Estates Documents

9.3 PSNI Financial Statements and Reports to Those Charged With Governance

9.4 Independent Vetting Panel Members Report

9.5 PSNI Pay Award for 2015/16

9.6 Police Pension Accounts for the Year Ended 31 March 2012, Letter of representation and Reports to Those Charged With Governance

NOTED.

10 QUESTIONS FOR THE CHIEF CONSTABLE

There were no questions to raise with the Chief Constable at the next Board meeting.

11. COMMUNICATION ISSUES

There were no communication issues.

12. ANY OTHER BUSINESS

There was no other business for discussion.

13. DATE OF NEXT MEETING

The Committee noted that the next meeting would be held on 26 November 2015 at 9.30am.

(Meeting closed at 12.45pm)

BOARD SUPPORT

October 2015

Chairperson