

NORTHERN IRELAND POLICING BOARD**MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON WEDNESDAY
14 OCTOBER 2020 AT 9.30 AM AT THE NORTHERN IRELAND POLICING
BOARD, WATERSIDE TOWER AND VIA ZOOM VIDEO CONFERENCE****PRESENT:**

- Mr Gerry Kelly (Chair)
- Dr Janet Gray (Vice-Chair)
- (1) Mr John Blair MLA
- Mr Tom Buchanan MLA
- Mr Trevor Clarke MLA
- Mr Seán Lynch MLA
- Mr Frank Mc Manus
- (2) Ms Deirdre Toner

**EX OFFICIO BOARD
MEMBERS IN
ATTENDANCE:**

- (3) Dr Tom Frawley

**POLICE SERVICE OF
NORTHERN IRELAND IN
ATTENDANCE:**

- (4) Ms Yvonne Cooke Director of Human Resources
- (5) Mr Mark Hamilton, Deputy Chief Constable
- (5) Mr Richard Ross, Director of Legal Services
- (6) Mr Mark McNaughten, T/Executive Director of
Finance, Support Services and Human Resources
- (7) One PSNI Staff Member

**QUEEN'S COUNSEL IN
ATTENDANCE:**

- (5) Mr Peter Coll Q.C.

**BOARD OFFICIALS IN
ATTENDANCE:**

- Ms Amanda Stewart, Chief Executive
- Ms Aislinn McGuckin, T/Director of Police
Administration
- Three Board Officials
- (8) Two Board Officials
- (9) One Board Official

*Attended the meeting via video conference

- (1) Part item 4 to end (arrived at 9.45am).
- (2) Part item 6.1 to end (arrived at 10.30am).
- (3) Part item 6.1 to 6.3 (arrived at 9.55am and left at 1.25pm).
- (4) Item 6.1.
- (5) Item 6.3.
- (6) Item 6.4.

- (7) Items 6.1 and 6.3.
- (8) Item 6.1.
- (9) Item 6.6.

1. APOLOGIES

Apologies were received from Mr Colm McKenna and it was noted that Ms Deirdre Toner would join the meeting at 10.30am.

The Committee agreed the agenda for the meeting.

The Chair asked Members to advise of any business they wished to raise at item number 7 under "Any Other Business". No business was declared.

2. CONFLICTS OF INTEREST

A Member declared a potential conflict of interest, in relation to agenda item 6.3, as he had previously employed a family member of an employee of Fine Point Films Limited or a subsidiary of Fine Point Films Limited.

3. MINUTES OF THE MEETINGS HELD ON 17 SEPTEMBER 2020 AND 24 SEPTEMBER 2020

The Committee considered the draft minutes of the Committee meeting held on 17 September 2020 and 24 September 2020. It was **RESOLVED** that

- The minutes of the Committee meetings held on 17 September 2020 and 24 September 2020 be approved.

4. COMMITTEE ACTION LOG

Updates as detailed within the Action Log were noted in addition to the following correspondence received in response to Action Points:

4.1 Correspondence from Mark McNaughten 12 October 2020 PSNI Overtime Spend August 2019 and August 2020 (AP11 September 2020)

Correspondence had been received from PSNI T/Executive Director of Finance, Support Services and Human Resources (HR) Mark McNaughten detailing the PSNI's spend on overtime in both August 2019 and August 2020 to provide a comparison in response to Action Point 11 that had arisen at the Committee meeting on 17 September 2020.

4.2 Correspondence from Mark McNaughten 12 October 2020 Temporary Workers Business Case and Additional Security Funding Budget (AP5 and 6 September 2020)

Correspondence had been received from PSNI T/Executive Director of Finance, Support Services and HR Mark McNaughten dated 12 October 2020 in response to Action Points 5 and 6 that had arisen at the meeting on 17 September 2020. Members noted that the PSNI were considering various options to meet organisational resourcing requirements. Members further noted the information provided on the deployment of Close Protection Unit officers to frontline uniform duties to provide additional resilience to the PSNI response to the COVID-19 pandemic which could not be costed to the Additional Security Funding Budget.

4.3 Correspondence from Mark McNaughten 12 October 2020 PSNI Direct Award Contract for Job Evaluations AP3 September 2020)

Members noted further correspondence from PSNI T/Executive Director of Finance, Support Services and HR Mark McNaughten dated 12 October 2020 in response to Action Point 3 that had arisen at the meeting on 17 September 2020. The correspondence noted that the PSNI use Beamans to undertake PSNI job evaluations in accordance with the same process used by the Northern Ireland Civil Service (NICS) as PSNI staff were employed under the same terms and conditions as NICS staff.

4.4 Correspondence from Yvonne Cooke 13 October 2020 PSNI Sick Absence (AP8 and 9 September 2020)

Correspondence had been received from PSNI Director of HR Yvonne Cooke dated 13 October 2020 in response to Action Points 8 and 9 from the Committee meeting held on 17 September 2020. Members noted the annual projected cost of officers and staff currently on sick leave which was broken down by rank and grade. Members further noted the information provided on the number of officers eligible for no pay but were receiving full sick pay as they progressed through the Ill Health Retirement process.

Members discussed the high cost of sick absence to the PSNI, and it was agreed that Members would discuss it further with Ms Cooke who was due to attend the meeting in relation to Agenda Item 6.1. It was further agreed that a briefing on PSNI's Management of Sick Absence would be included in the Committee's Annual Work Programme, and that Board Officials would conduct some research on the PSNI's sick absence in comparison to other UK Police Services sick absence in assist within the PSNI Briefing. **(AP1)**

5. CHAIRPERSON'S BUSINESS

5.1 PSNI DAC – Leadership Development Programme

Members noted that at the Board's Audit and Risk Assurance Committee (ARAC) meeting on 24 September 2020, the Committee agreed to ask the Resources Committee to consider and seek further information on the PSNI Direct Award Contract (DAC) on a Leadership and Development Programme. It was agreed that the Committee Chair would write to the Chief Constable to seek further information about the DAC before it would be considered by the Committee. **(AP2)**

6. COMMITTEE BUSINESS

6.1 PSNI Briefing on Measure 2.3.1 Performance Plan -‘Representativeness’

The Chair welcomed PSNI Director of HR Yvonne Cooke to the meeting.

The PSNI Director of HR gave a Briefing to the Committee on Representativeness within the PSNI and discussed the following issues:

- Representativeness was an area of focus of the draft People Strategy and Action Plan, and the establishment of Diversity and Inclusion Unit within the PSNI’s HR Department including the appointment of a Head of s.75 (Northern Ireland Act 1998) had brought a focus to Representativeness which was also an element of the 2020-25 Policing Plan.
- An overview of the outreach initiatives that were part of the PSNI Officer Recruitment Campaign in early 2020 and details of the planned focus of the upcoming Police Staff Recruitment Campaign to reach those in working class communities, and work underway with Deloitte the PSNI’s Recruitment Partner to identify an Academic Partner to work with during the Staff Recruitment Campaign.
- Changes to the Student Officer Physical Competency Assessment (PCA) which had positively impacted the number of females successfully completing the PCA.
- The Equality Impact Assessment of the 2020 Officer Recruitment Campaign would be available to the Committee in December 2020.
(AP3)
- The establishment and focus of a PSNI Representativeness Delivery Group which would report to the PSNI People and Culture Board to deliver on actions over the life of the PSNI People Strategy (5 years).
- The potential for overreliance on the Outcomes Based Approach (OBA) Report Card reporting mechanism. The PSNI Director of the HR discussed with Members the need for other sophisticated reporting mechanisms to ensure consideration of confidence in policing, satisfaction with policing and legitimacy which Representativeness

affected.

- The PSNI's outreach to Representative Groups during Recruitment Campaigns, and it was agreed that a list of all organisations would be shared with the Committee for information. **(AP4)**

Members asked questions of the PSNI Director of HR during the Briefing including:

- Why the OBA Report Card on Representativeness had not been submitted to the Committee. The PSNI Director of HR noted that a Report Card had been prepared and some final information was awaited before it was formally submitted to the Committee.
- Why the socio-economic status of officers and staff had not been provided which Members noted would be useful to gain a further understanding of the Representativeness of the PSNI. The PSNI Director of HR noted the difficulties in tracking a person's socio-economic status as they progressed through their career but that the PSNI would explore if it could track this information for officers and staff and report it to the Committee.
- The appointment of a Head of s.75 would ensure that sufficient consideration was given to s.75 matters and how policies or processes impacted a wide range of groups.
- The PSNI's Recruitment Partner and the period of time left on their contract. It was agreed that details on of how the Recruitment Partner was held to account by the PSNI and the period of time left on the current contract would be shared with the Committee. **(AP5)**
- PSNI's retention of officers and staff. It was noted that a more robust approach to exit interviews was being put in place to ensure they were completed with all leavers and the information captured within exit interviews was analysed for trends or patterns. It was also noted that the PSNI were reviewing their bullying and harassment procedures and dignity at work policy as workplace relationships can impact a person's perspective of the workplace.
- Work ongoing to expand the PSNI volunteer programme. The PSNI

Director of HR noted that while volunteering would be part of the People Strategy Action Plan, it was a challenging process and more work was needed to implement it but collaborative work with partner organisations including the Community Rescue Service continued.

A Member noted the importance of local community leaders encouraging people from their communities to join the PSNI.

During the meeting, Members also discussed with the PSNI Director of HR other HR issues including:

- Sickness Absence levels within the PSNI and what work was being done to establish the root cause of the absence levels and measures in place to mitigate against the issue. The PSNI Director of HR updated the Committee on an ongoing review on the Occupational Health and Wellbeing Unit and other long term measures including reviewing officers' body armour. Flexible working was available to staff and officers where their roles allowed it, and consideration being given to a line manager's role in the management of sick absence.
- PSNI's participation in the 'Oscar Kilo' Peer Review Group who monitor and peer review organisations sick absence rates.
- In response to a Members query about the number of individual officers at specific ranks on sick leave, it was agreed that the Committee would be provided with a more detailed breakdown of the number of officers at each specific rank on sick leave in comparison to the total number of officers at each rank, and the reasons for their sick leave. **(AP6)**

6.2 Chief Officer and Senior Civilian Staff Removal and Relocation policy

The Chief Executive presented a paper and provided an overview of the request of the Committee to recommend to the Board the approval of the draft Chief Officer and Senior Civilian Staff Removal and Relocation Policy. The Policy, which had been benchmarked against other UK Police Services,

was intended to standardise the process of consideration of removal and relocation terms offered to Chief Officer and Senior Staff Equivalents on appointment to their role with the PSNI. The Committee requested that an amendment be made to the draft Policy to make clear that receipted travel expenses for the Chief Officer or Senior Staff Equivalents to return to their previous home to visit their immediate family in the same household would be reimbursed. **(AP7)**.

Subject to the amendment being made to the Policy as noted above, it was **RESOLVED** that:

- The draft Chief Officer and Senior Civilian Staff Removal and Relocation Policy be recommended to the Board for approval.

A confidential note of other matters considered under this Agenda Item is contained at **APPENDIX A** and is deemed OFFICIAL-SENSITIVE.

6.3 PSNI Above Delegated Authority Request

A confidential note of this item is contained at **APPENDIX B** and is deemed OFFICIAL-SENSITIVE.

6.4 PSNI Management Accounts and Financial Information - September 2020

The Chair welcomed PSNI T/ Executive Director of Finance, Support Services and HR Mark McNaughten to the meeting.

The PSNI T/ Executive Director of Finance, Support Services and HR briefed the Committee on the PSNI Expenditure Report and various PSNI financial issues to 30 September 2020 noting a full year forecasted pressure of £6.3 million. Year to date, and because of the impact of COVID-19, the PSNI had an easement of £4 million. It was further noted the PSNI had not yet received

the £4.5 million for EU Exit funding from the Department of Justice (DoJ) but engagement continued with DoJ Officials.

The Committee were provided with an update on the PSNI's spend on overtime noting that the current year's spending was less than 2019. The Committee further noted that it had received information from the PSNI on bids submitted to the DoJ forecasting PSNI's resource spend over 3 years 2021 to 2024 and PSNI's capital spend over 10 years 2021 to 2031.

Members discussed with the PSNI T/Executive Director of Finance, Support Services and HR the impact of the return of £5.5 million of capital funding to the DoJ during the October Monitoring Round and asked what projects would be impacted as a result. The £5.5 million returned had been ring fenced for capital spending and there was a delay in replacing public order vehicles (at a cost of £4.3 million) as a result of a procurement complexities as the current public order vehicles were no longer manufactured. It was noted that the PSNI intended to bid for the monies again to replace the public order vehicles when the procurement issues had been resolved.

The Committee further discussed with the PSNI T/Executive Director of Finance, Support Services and HR the potential impact on services if £4.5 million EU Exit funding was not provided.

The Chair asked the PSNI T/Executive Director of Finance, Support Services and HR to provide further information on a procurement tender for behavioural and video analytics. **(AP8)**

6.5 Above Delegated Authority Requests

6.5.1 The Rainbow Project (AP7 Sept 2020)

The Chief Executive presented a paper which asked the Committee to consider further information received from the PSNI in reference to an above

delegated authority charitable donation request initially considered by the Committee at its meeting on 17 September 2020. Members discussed the further information received from the PSNI, and noted that while the information was helpful and the charitable donation request was approved, not all queries raised at the meeting on 17 September 2020 had been responded to. Members asked for further information on the detail of evaluations undertaken on the impact of Rainbow Project initiatives that the PSNI had previously made charitable donations to, together with information on the restrictions, if any, the delegated authority limit on charitable donations caused. **(AP9)** It was **RESOLVED** that:

- The above delegated authority charitable donation request of £34,000 to the Rainbow Trust be approved.

6.5.2 Police Arboretum Memorial Trust

The Chief Executive presented a paper which asked the Committee to consider a request for an above delegated authority gift to the Police Arboretum Memorial Trust noting that this had previously been considered at Committee meetings on 19 March 2020 and 17 September 2020. It was **RESOLVED** that:

- The above delegated authority gift request of £5,000 to the Police Arboretum Memorial Trust be approved.

6.6 Police Administration Directorate

6.6.1 Police Administration Process Maps

The T/Director of Police Administration presented a paper which provided an overview of steps previously agreed by the Committee at its meeting on 30 July 2020 following the Court of Appeal judgment in *McKee & Hughes v The Charity Commission for Northern Ireland*. The Committee noted the Process

Map which outlined the process for the consideration of initial applications considered by Selected Medical Practitioners (SMP) and Independent Medical Referees (IMR).

The Committee further noted the Process Map which detailed the process for the Committee's consideration of Injury on Duty (IOD) Reconsideration Cases under *Regulation 31 (2) PSNI and PSNI Reserve (Injury Benefit) Regulations 2006*.

6.6.2 Cases for Committee Decision

The T/Director of Police Administration presented a paper which asked the Committee to reach a final decision in 15 anonymised cases that had been considered by the SMP. The T/Director of Police Administration noted that further information was outstanding from PSNI in relation to one of the cases. It was **RESOLVED** that:

- A final decision was reached in 14 of the 15 anonymised cases with the Committee deferring a decision on the remaining case until PSNI supply outstanding information previously requested by Board Officials.

6.6.3 Officer A Ill Health Retirement

The T/Director of Police Administration presented a paper in respect of an officer who had made an application pursuant to the *Police Pensions Regulations (Northern Ireland) 2015*. The Committee had previously considered this matter at its meeting on 17 September 2020. The Committee were asked to consider this case once more on foot of further information supplied by the officer.

It was **AGREED** that:

- On consideration of the further information provided the Committee upheld its original decision made at the previous Resources Committee on 17 September 2020.

7. QUESTIONS FOR THE CHIEF CONSTABLE

The Committee agreed not to submit any written questions to the Chief Constable, and noted that a response to the Question submitted to the Chief Constable following the Committee meeting on 17 September 2020 had not yet been received.

8. COMMUNICATIONS ISSUES / OPPORTUNITIES

No communication issues were raised.

9. ANY OTHER BUSINESS

No other business was conducted

10. DATE OF NEXT MEETING

The Committee would meet on Wednesday 18 November 2020 at 9.30am.

The meeting ended at 14:48.

Chair

Resources Directorate
October 2020