

NORTHERN IRELAND POLICING BOARD

MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON WEDNESDAY 16 JUNE 2021 AT 09.30AM AT THE NORTHERN IRELAND POLICING BOARD, WATERSIDE TOWER AND VIA ZOOM VIDEO CONFERENCE

PRESENT:

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

EX OFFICIO MEMBERS IN(3) Mr Tom Frawley, Board Vice-Chair*

ATTENDANCE

POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE:

- (4)** Mrs Pamela McCreedy, Chief Operating Officer
- (5)** Mr Mark McNaughten, T/Executive Director of Corporate Services
- (6)** Ms Yvonne Cooke, Director of Human Resources
- (7)** PSNI Head of Recruitment
- (4)** One PSNI Staff Member*

OFFICIALS IN ATTENDANCE:

- (8)** Mrs Amanda Stewart, Chief Executive*
- Ms Jenny Passmore, Director of Resources
- (9)** Ms Aislinn McGuckin, T/Director of Police Administration
- Three Board Officials*

* Attended the meeting via Video Conference

- (1) Items 4 to end (Joined meeting at 9.35am)**
- (2) Item 1 to part item 6.4 (Left meeting at 10.30am)**
- (3) Part item 6.2 to end (Joined meeting at 9.45am)**
- (4) Items 6.4 to 6.6**
- (5) Item 6.4 only**
- (6) Items 6.5 and 6.6**
- (7) Item 6.6 only**
- (8) Part item 6.5 to end (Joined meeting at 11.25am)**
- (9) Item 6.2 only**

1. APOLOGIES

Apologies were received from Mr Trevor Clarke MLA, Mr Mike Nesbitt MLA, and Mr Colm McKenna.

The Committee agreed the Agenda for the meeting and no one raised any business that they wanted to consider further under 'Any Other Business'.

2. CONFLICTS OF INTEREST

No conflicts of interest were declared.

3. MINUTES OF THE MEETING HELD ON 19 MAY 2021

The Committee considered the draft minutes of the Committee meeting held on 19 May 2021. It was **RESOLVED** that:

- The minutes of the Committee meeting held on 19 May 2021 be approved.

4. UPDATE ON ACTION LOG

The Committee noted the updates detailed within the Action Log and the related verbal overview provided by Officials in relation to the actions from the meeting on 19 May 2021

Action Point 2

The Committee noted that the PSNI had stated that Royal Omani Police (ROP) did not make a direct financial contribution to the PSNI or through Foreign and Commonwealth Office reimbursement in relation to the PSNI's secondment to

ROP. It was agreed that the action may be closed.

Other actions as detailed within the Committee Action Log were being progressed by Officials.

5. CHAIRPERSON'S BUSINESS

The Chair and Members discussed the 2021 committee meeting dates and changes to the remaining 2021 meeting dates were agreed.

6. ITEMS FOR COMMITTEE BUSINESS

6.1 Request for Extension beyond Delegated Limits

Board Officials presented a paper which detailed a request for the Committee to grant a further extension of time, under the Board and PSNI's Assisted Removal Scheme, to an officer to remain in police leased accommodation and to store his personal possessions and furniture. It was noted that the Committee had previously considered the officer's case at its meetings in September 2020, November 2020 and March 2021.

The Committee noted the circumstances that had led to the current request, the work that was being undertaken by a number of stakeholders involved to progress the situation, and that the circumstances given rise to the case were unique and there was no precedent. The Committee noted that the request for an extension of time was open ended and did not specify a date. The Committee considered the options as outlined in the paper presented by Officials and that the officer's District Commander had agreed to offer that the officer's personal possessions and furniture may be stored on the police estate. Following discussions it was **RESOLVED**

- That the Committee grant an extension of time until 31 December 2021 for the officer to remain in police leased accommodation and store his furniture and personal possessions. The Committee asked that Officials request that the PSNI provide an update in the case at its Committee meeting in December 2021. **(AP1)**

6.2 Police Administration Cases for Committee Decision

The Committee considered a paper requesting Members review and make decisions on the eligibility of awards under Injury on Duty and Police Pensions Regulations further to assessments undertaken by Selected Medical Practitioners (SMPs) and Independent Medical Referees (IMRs).

Officials also provided an update to the Committee on two cases where the decision in both cases had been deferred, and that the Committee were not being asked to make a decision. In the first case, a response, to information provided to the Applicant's legal representatives, was awaited. In relation to the second matter legal advice was being sought from the Crown Solicitors Office and Officials were following up to obtain the advices. The Committee noted both updates and agreed to defer their decisions on both cases.

Officials provided an update on the proposed written procedure process which was be used for the Committee to consider Police Administration cases during July 2021 and August 2021 when there was no scheduled committee meetings.

Following discussion it was **RESOLVED** that:

- The medical recommendations of the Selected Medical Practitioners in 14 cases assessed between 10 May 2021 and 8 June 2021 be approved.

- The medical recommendations of the Independent Medical Referees in four cases assessed between 10 May 2021 and 8 June 2021 be approved.
- Two anonymised cases (RECON 2-21/22 (SMP) and RECON4-21/22 (SMP)) progress to reconsideration by an Independent Medical Referee. One anonymised case (RECON 5-21/22 (IMR)) did not contain enough information to progress for reconsideration by an Independent Medical Referee and was refused.
- The Committee agreed to consider Police Administration cases via written procedure during July 2021 and August 2021.

6.3 NIPB Management Accounts

The Committee noted a paper which provided an update on NIPB Management Accounts and Financial Information to 31 May 2021. A Board Official provided an overview of the Board's expenditure against its 2021-22 budget and outlined the current underspend position of £31k.

6.4 PSNI Finance Report - May 2021

The Committee noted the PSNI's monthly Finance Report and Board officials provided an overview of usual monthly Finance Report providing a summary of the PSNI's financial position to the end of financial year 31 May 2021.

The Chair welcomed PSNI Chief Operating Officer (COO) Mrs Pamela McCreedy and PSNI T/Executive Director of Corporate Services Mr Mark McNaughten to the meeting and invited the T/Executive Director of Corporate Services to present the paper.

The T/Executive Director of Corporate Services presented an overview of the

monthly Finance Report including a summary of the PSNI's financial position to 31 May 2021 including:

- An overview of the PSNI expenditure against budget noting that a financial pressure of approximately £2 million was reported and was primarily because of police overtime following public disorder in April 2021. The Committee noted that the PSNI's Strategic Management Board (SMB) had discussed police overtime and the Overtime Steering Group chaired by the Deputy Chief Constable (DCC) was monitoring overtime. The T/Executive Director of Corporate Services noted that further updates would be brought to future committee meetings.
- An update on in year Capital spending noting that there was a small underspend but the Capital Programme remained on track.
- The Department of Justice (DoJ) had confirmed that the PSNI would receive its 2021-22 Fresh Start Funding but receipt of EU Exit funding was less certain.
- The PSNI's Capital and Financial Strategies had been provided for Members' information.
- An update on the progress of PSNI Business Cases for the redevelopment of the Police College and replacement public order vehicles, and the rollout of ruggedised laptops to front line officers and staff; funding had been received in year from the DoJ to progress the rollout.

During the briefing Members raised a number of questions with both the COO and T/Executive Director of Corporate Services including:

- Whether PSNI will request additional funding from the DoJ following an increase in overtime because of public disorder issues. The T/Executive Director of Corporate Services noted that the PSNI recognised the funding pressure and spending on overtime was subject to rigorous monitoring and accountability. The PSNI would continue to monitor overtime spending over the summer period before deciding whether a

bid for additional funding should be progressed with the DoJ. It was further noted that the PSNI also considered staff wellbeing and welfare as part of monitoring overtime.

In response to a Member's question about whether officers were availing of overtime to complete administrative work at the end of their shift, it was noted that the rollout of ruggedised laptops was intended to reduce this as the laptops gave officers the ability to undertake work on the front line and outside of the station. The T/Executive Director of Corporate Services agreed to provide to the Committee a breakdown of overtime by category.

In a response to a Member's question about overtime within the Close Protection Unit (CPU), the T/Executive Director of Corporate Services agreed to provide more information to the Committee about overtime claimed by CPU officers.

- The Business Case that was being progressed to replace PSNI public order vehicles. The COO and T/Executive Director of Corporate Services noted that engagement was ongoing with operational colleagues to understand the operational requirement of the public order vehicles before progressing vehicle requirements. A Member noted that they would expect to see information detailing the decisions that had been made about public order vehicle requirements within the Business Case.
- Development of Enniskillen PSNI station in accordance with sustainable business practices. It was noted that given the investment being made, the PSNI intended to develop Enniskillen PSNI station and the new Police College sustainably and exceed energy consumption targets. A new PSNI Corporate Social Responsibility Policy was also under development and would be considered by the SMB in Autumn 2021.

The Committee thanked the COO and T/Executive Director of Corporate

Services for the update provided and they left the meeting.

6.5 2020 Recruitment Campaign Equality Analysis

The Committee noted paper which provided an overview of the 2020 officer recruitment campaign equality analysis, and included the draft Monitoring Report prepared by Deloitte, the PSNI's Recruitment Partner. Following initial discussion, the Chair welcomed the COO and PSNI Director of HR and PSNI Head of Recruitment to the meeting.

The Head of Recruitment provided an overview of the approach to the 2020 officer recruitment campaign noting focus was given to awareness raising and engagement with a number of stakeholders including sporting organisations, and Policing and Community Safety Partnerships to promote policing as a career.

The Head of Recruitment provided an overview an update on representativeness as detailed within the draft Monitoring Report including gender, community background socio-economic and ethnic minority matters. It was noted that following completion of the recruitment and selection competition, 980 candidates had been placed on the merit list and the first candidates had taken up their places at the Police College, Garnerville.

Following the presentation, Members raised a number of questions with both the COO, Director of HR and Head of Recruitment including:

- The emphasis placed, during the recruitment campaign, on engaging those from a protestant working class background when data showed that there was low engagement among all working class communities. The Director of HR noted that anecdotally and following engagement with politicians it was indicated that there was an issue with engaging working class Protestants, but acknowledged that as part of the PSNI's

Engagement Strategy work would be undertaken to engage all people across Northern Ireland.

- The pre-requisite qualifications needed to apply to the PSNI. The Head of Recruitment noted that the PSNI accepted equivalent qualifications to GCSEs and agreed to provide a list of equivalent qualifications to the Committee.
- Support offered to those with disabilities within the PSNI including an overview of the types of disabilities that applicants declared. The Director of HR noted that a Disability Association was being introduced to the PSNI Staff Associations.
- Outreach and engagement with schools and colleges. The Director of HR agreed to share with the Committee a list of previous and future engagement plans for schools and colleges.
- The PSNI's work to retain staff. The Director of HR noted that the People Strategy focussed on inclusion and regular culture audits were proposed and it was also proposed to complete exit interviews earlier to understand people's reasons for leaving the Service.
- An overview of the reasons that candidates withdraw from the recruitment and selection process. The Head of Recruitment agreed to share with the Committee a list of the reasons provided by candidates for withdrawing from the recruitment process.

The Chair thanked the COO, Director of HR and Head of Recruitment for the briefing and the Head of Recruitment left the meeting.

6.6 Arrangement for Selection and Development of PSNI Chief Officers

The Committee noted a paper which outlined the process for officers to progress to both the Police National Assessment Centre (PNAC) and Strategic Command Courses (SCC) with the College of Policing.

The Director of HR provided an overview of the internal process that Superintendents, Chief Superintendents and equivalent staff grades must complete to apply for both the PNAC and SCC noting that the Chief Constable considered every application and was required to endorse successful candidates. There was no right to appeal the Chief Constable's decision but unsuccessful candidates may challenge the decision.

Members discussed a number of issues with the COO and Director of HR including:

- The PSNI's request that representatives from the Board attend the 2021 SCC and encourage applicants to apply for PSNI ACC roles.
- The Chief Constable as the decision maker on each PNAC and SCC application and transparency in relation to the decisions reached. The Director of HR noted that there while there was no training requirement for those considering candidates applications for progression to PNAC and the SCC, both the Chief Constable and DCC were trained College of Policing National Assessors.
- The average of 20 years it takes PSNI officers to progress from entry to the Service to PNAC and SCC and how that compares to other police services across the UK. The Director of HR agreed to provide information to the Committee on the average number of years within the UK to progress from entry to the PNAC and SCC and to Chief Constable and DCC.

The Chair thanked the COO and Director of HR for the briefing and the left the meeting.

6.7 Research into Understanding Barriers to ACC Recruitment

Officials presented a paper which provided an overview of proposed research to be undertaken by the Committee to understand barriers to ACC recruitment

in advance of the launch of an ACC recruitment competition in December 2021. The Committee noted that the Board had previously discussed the low number of candidates who had applied for previous PSNI ACC competitions, which was an issue across the UK.

The Committee noted that Officials had been engaged with the PSNI to obtain their views but there may be more than one reason why there was a low of number of applicants in previous competitions including the 'severe' threat level in Northern Ireland, the financial package available to successful candidates and the requirement for successful candidates to move to Northern Ireland from other parts of the UK when appointed.

Officials noted that draft Terms of Reference were included with Members papers and requested feedback and comments before they were finalised. It is anticipated that the research will be completed by the end of October 2021.

Following discussion, it was **RESOLVED**

- Subject to Members feedback, the Committee agreed to recommend that the Board approve the draft Terms of Reference.

7. QUESTIONS FOR THE CHIEF CONSTABLE

The Committee did not raise any questions for submission to the Chief Constable.

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 Thursday 23 September 2021 at 2pm.

The meeting ended at 11.55pm

CHAIR

**RESOURCES DIRECTORATE
June 2021**