

NORTHERN IRELAND POLICING BOARD

**MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY
16 MAY 2019 AT 2.00PM**

PRESENT:

Mrs Wendy Osborne (Vice-Chair)

Mr John Blair

Mr Keith Buchanan

Mr Alan Chambers

Mrs Linda Dillon

(1) Mr Tom Frawley

Mr Doug Garrett

Mr Gary Middleton

Dr Paul Nolan

(2) Ms Deborah Watters (Vice-Chair of Board)

**POLICE SERVICE OF
NORTHERN IRELAND IN
ATTENDANCE**

(3) Mr Mark McNaughten, T/Director of Finance &
Support Services & Human Resources

(4) Mrs Denise Teer, T/Head of Finance

(5) Mr Mervyn Clarke, Head of Estate Services Business
Unit

(3) One PSNI Staff Member

**OFFICIALS IN
ATTENDANCE:**

(2) Ms Amanda Stewart, Chief Executive
Mr Tim Logan, Director of Resources
Five Board Officials

- (1) From part of item number 4 onwards (arrived at 2.05pm)
- (2) Item numbers 6.4 & 6.5 (arrived at 3.30pm and departed at 5.25pm)
- (3) Item numbers 6.2, 6.3 & part of 6.4
- (4) Item number 6.2
- (5) Part of item number 6.4

1. APOLOGIES

Apologies were received from Mr Gerry Kelly (Chair).

The Committee agreed the agenda for the meeting.

2. CONFLICTS OF INTEREST

The Vice-Chair asked Members to declare any conflicts of interests arising from the agenda. No conflicts of interest were declared. NOTED.

3. DRAFT MINUTES OF MEETING HELD ON 18 APRIL 2019

The Committee considered the draft minutes of the Committee meeting held on 18 April 2019.

It was:-

RESOLVED:

That the draft minutes of the Committee meeting held on 18 April 2019 be approved.

4. UPDATE ON ACTION LOG

Members noted the following update from the action log from the Committee meeting held on 18 April 2019. NOTED.

Action Point 1

Members noted that the T/Deputy Chief Constable would be invited to the June 2019 Board meeting to brief Members on the PSNI's 2019/2024 Corporate Plan. NOTED.

Action Point 2

The Committee noted a letter dated 29 April 2019 which had been sent to the PSNI Head of Human Resources regarding the PSNI HR Dashboard.

The HR Dashboard was considered at item 6.3 on the agenda. NOTED.

Action Point 3

The Committee noted a letter which had been sent to the Chief Constable from the Chair of the Committee regarding PSNI Officers leaving the Service. A response was awaited. NOTED.

Action Points 4 & 5

Members noted that it was expected that responses to questions which had been raised by the Committee at its last meeting would be received for consideration at the Board meeting on 5 June 2019. The questions related to an overspend on travel and subsistence costs and the reasons for the increased costs and length of Operation Klina. NOTED.

Action Points 6 & 7

These matters were dealt with at item number 6.2 on the agenda.

Action Point 8

Members noted that a meeting with the Department of Justice (DoJ) and PSNI would be held on 18 June 2019 to discuss a number of issues relating to Injury on Duty Awards, the financial implications of these and how these are impacting on the PSNI budget. NOTED.

Members noted the following update from the action log from the Committee meeting held on 28 March 2019. NOTED.

Action Point 6

The Committee noted a copy of the PSNI Overtime Strategy which had been received from the T/Deputy Chief Constable. NOTED.

Members discussed the overtime strategy and noted that Assistant Chief Constable, District Policing would be happy to brief the Committee on the strategy and provide clarification on any issue. NOTED.

It was:-

AGREED:

That PSNI should be asked for further information on the strategy, including the provision of feedback on its implementation to the Committee and consultation on the strategy with Police Officers and Staff. **(AP1)**

Members noted the following update from the action log from the Committee meeting held on 21 March 2019. NOTED.

Action Point 4

Members noted that an update on the outcome of the review of the Close Protection Unit was awaited. A reminder was issued to PSNI on 14 May 2019. NOTED.

Action Point 9

Members noted a letter dated 25 April 2019 from PSNI to the Chair of the Committee which assured the Board that the start notice which had been given to the Committee to consider the PSNI's request for the proposed acquisition of Rathfriland Communications Site was an isolated case. NOTED.

Members discussed the matter and agreed that the timeframe which had been given to the Committee to make a decision in relation to the proposed acquisition of Rathfriland Communications Site should be raised with the PSNI later in the meeting.

The Committee noted a letter dated 9 May 2019 which had been sent to the Chief Constable from the Chair of the Committee regarding the Direct Entry

Superintendent Scheme which had previously been proposed. NOTED.

5. CHAIR'S BUSINESS

The Committee noted a letter dated 26 April 2019 from the Permanent Secretary, DoJ to the Chair of the Board regarding the PSNI Apprenticeship Levy Scheme. NOTED.

Members noted that the Department for the Economy (DfE) had recently commenced a review of the existing arrangements to consider how best they could support apprenticeships in the public sector going forward. A representative from the PSNI sits on the Sub Group which is examining arrangements for apprenticeships within the public sector which includes consideration of funding models under which any apprenticeship schemes would operate. NOTED.

Members discussed the matter and agreed to await the response from the DfE regarding the review of apprenticeships in the public sector going forward. **(AP2)**

6. ITEMS FOR COMMITTEE BUSINESS

6.1 NIPB Management Accounts and Financial Information to end of April 2019

The Committee noted a paper regarding the NIPB Management Accounts and Financial Information up to end of April 2019. NOTED.

6.2 PSNI Management Accounts and Financial Information to end of April 2019

The Committee noted a paper regarding the PSNI Management Accounts and Financial Information up to end of April 2019. NOTED.

The Vice-Chair welcomed Mr Mark McNaughten, T/Director of Finance & Support Services & Human Resources and Ms Denise Teer, T/Head of Finance to the meeting.

The T/Head of Finance briefed the Committee on the PSNI Expenditure Report and various PSNI financial issues to the end of April 2019. During the Briefing she advised Members about an overspend position, the June monitoring round and the PSNI draft financial statement for 2018-19. She also drew Members attention to information on the Budget Profile for 2019-20, Police overtime, Op Kenova and Op Klina expenditure, EU Exit Funding and Resource DEL Projection v Outturn 2018-19.

During discussion Members raised issues with PSNI including:-

- EU Exit Additional Funding.
- Funding which had been provided to deal with legacy inquest arrangements.
- IT systems in the PSNI which require to be upgraded.
- The business case which had been submitted by the PSNI to DoJ during the previous year for funding Legacy work.
- Fresh Start Funding.
- Capital Spend Profile.
- The delay which PSNI incurred around procurement and business cases. Members agreed to write to PSNI regarding

the potential for greater efficiencies in relation to procurement processes and the approval of business cases. **(AP3)**

The T/Director of Finance & Support Services & Human Resources briefed the Committee on the strategic approach and assumptions which the PSNI would use to inform the budget planning process for 2020-21 and beyond.

Members discussed the matter and suggested that PSNI should be asked to re-order the strategic assumptions in the budget planning process. **(AP4)**

The Vice-Chair thanked the T/Head of Finance for attending the meeting and she left.

6.3 PSNI HR Dashboard

The Committee noted the PSNI HR Dashboard. NOTED.

The Vice-Chair advised Members that PSNI were considering the Committee's request for the provision of the HR Dashboard in A4 booklet format.

During discussion the following main issues were discussed with the T/Director of Finance & Support Services & Human Resources:-

- Sick absenteeism in PSNI.
- The linking of sick absence in PSNI to pay and eligibility for promotion.
- A reduction in the number of sickness occurrences for the current year.

- The role of line managers in assisting Police Officers and Staff to return to work following sickness.

In response to a request from a Member, the T/Director of Finance & Support Services & Human Resources undertook to share the PSNI Attendance Management Policy with the Committee and to highlight the relevant elements relating to eligibility for promotion. **(AP5)**

6.4 Briefing on PSNI Estate and Estate Management

Officials presented a paper regarding the PSNI Estate and important elements associated with it including the Estate Strategy, budget, governance arrangements and the operational challenges of maintaining a significant estate comprising many buildings and locations.

Members noted that the Board is the legal owner of the PSNI Estate and that day to day responsibility for estate management is delegated to the Chief Constable. All requests for the acquisition and disposal of buildings and land by the PSNI are submitted to the Board for consideration and approval. NOTED.

The Vice-Chair welcomed Mr Mervyn Clarke, Head of Estate Services Business Unit to the meeting.

A Member referred to the PSNI's request to purchase the Rathfriland Communications site at public auction in March 2019 and expressed concern at the inadequate notice that the Committee had been given to consider and reach a decision on this.

In response the representatives from the PSNI, explained the background to the request to purchase the Communications site. They assured the Committee that this was an isolated case but could not give an absolute guarantee that it would not happen again.

During discussion Members acknowledged that the Board should be notified of any requests to purchase property as early as possible.

It was also proposed that a review be undertaken regarding the establishment of protocols between the Board and PSNI in relation to the PSNI Estate. **(AP6)**

The Head of Estate Services Business Unit gave a presentation to the Committee which provided an overview of the PSNI Estate and Estate Management Arrangements. A copy of the slides used during the presentation are attached at Appendix "A".

During the presentation Members raised issues with the Head of Estate Services Business Unit including:-

- Disposal of property in the Police Estate.
- The upgrading of Custody Suites.
- PSNI Estate Management Challenges including maintenance costs and the cost of rates.
- PSNI Estate Governance.
- A backlog of essential maintenance.

- The lack of a full staffing complement in PSNI Estates Branch and the significant skills gap that exists to deliver the Estates Strategy and the difficulties in recruiting technical staff.
- Work which would be undertaken in relation to a new Police College.

- The Property Management Contract.

Members had a discussion with the representatives from PSNI regarding the capacity to deliver the PSNI Estate Strategy and unlocking transformational thinking in the PSNI in relation to the strategy.

The Vice-Chair thanked the representatives from the PSNI for attending the meeting and they left.

It was:-

AGREED:

- That PSNI should be asked to provide information on a bench marking exercise regarding the PSNI Estate. **(AP7)**
- That PSNI should take forward Members' views regarding unlocking transformational thinking in relation to the PSNI Estate. **(AP8)**

6.5 New Chief Constable – Overview of remuneration package

Officials presented a paper which sought the Committee's views on potential options for a remuneration package for the new Chief Constable following appointment.

During discussion Members outlined their views regarding the remuneration package including accommodation for the new Chief Constable and the payment of expenses associated with removal/relocation.

In conclusion Members:-

AGREED:

That following the preferred candidate being identified the remuneration package for the new Chief Constable should be discussed further with the Chair and Vice Chair of the Committee before consideration at the June 2019 Board meeting. **(AP9)**

6.6 Committee Forward Work Programme

Members noted the Committee Forward Work Programme which had been updated to reflect a briefing on Police Officer and Staff Training in the Police College, Garnerville now deferred to September 2019 and a briefing on PSNI representativeness, barriers to recruitment and an update on recruitment campaigns being brought forward to the next meeting. The briefing on the PSNI's Equality, Diversity and Good Relations Strategy and Action Plan would be deferred to November 2019 given the briefing on Police Training in September 2019 and a briefing on PSNI procurement having been brought forward to October 2019 at Members' request.

Members agreed the revised Committee Forward Work Programme.

Members discussed the length of the PSNI briefings and suggested that the matter should be considered further at the next meeting.

7. QUESTIONS FOR THE CHIEF CONSTABLE

It was:-

AGREED:

- That questions should be drafted to ask the Chief Constable at the next Board meeting in relation to PSNI Estate Management and an update in relation to funding to upgrade IT systems in relation to legacy investigations in the PSNI.
- That the questions should be circulated to Members for any comments before issuing to the Chief Constable.

(AP10)

8. COMMUNICATIONS ISSUES

There were no communication issues arising from the meeting.

9. ANY OTHER BUSINESS

No other business was conducted.

10. DATE OF NEXT MEETING

The date of the next meeting would be held on 20 June 2019 at 2.00pm.

(Meeting closed at 5.40 pm).

CORPORATE SERVICES

Date: May 2019

Chair