

NORTHERN IRELAND POLICING BOARD

**MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY 17
SEPTEMBER 2020 AT 2PM, WATERSIDE TOWER AND VIA ZOOM VIDEO
CONFERENCE FACILITY**

PRESENT:

- Mr Gerry Kelly MLA (Chair)
Mr John Blair MLA
(1) Mr Trevor Clarke MLA
Mr Seán Lynch MLA
Mr Colm McKenna
Mr Frank McManus*
(2) Ms Deirdre Toner

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

- (3)** Ms Yvonne Cooke, PSNI Director of Human Resources
(4) Mr Mark McNaughten, PSNI T/ Executive Director of Finance and Support Services & Human Resources
(5) One PSNI Staff Member

**OFFICIALS IN
ATTENDANCE:**

Mrs Amanda Stewart, Chief Executive
Ms Aislinn McGuckin, T/Director of Police Administration
Four Board Officials

* Attended the meeting via Video Conference

- (1) Items 1 to Part Item 6.5 (left meeting at 3.50pm)**
(2) All items except 6.6 (left meeting between 3.55pm and 4.10pm)
(3) Item 6.5 only
(4) Item 6.9 only
(5) Items 6.5 and 6.9.

1. **APOLOGIES**

Apologies were received from Dr Janet Gray, Committee Vice-Chair, and Mr Tom Buchanan MLA.

Members agreed the Agenda for the meeting.

2. **CONFLICTS OF INTERESTS**

No conflicts of interest were declared.

3. **DRAFT MINUTES OF THE MEETINGS HELD ON 21 MAY 2020, 18 JUNE 2020 AND 30 JULY 2020**

The Committee considered the draft minutes of the Committee meetings held on 21 May 2020, which had been amended following receipt of feedback, 18 June and 30 July 2020.

It was **RESOLVED**:

- That the draft minutes of the Committee meetings held on 21 May 2020, 18 June 2020 and 30 July 2020 be approved.

4. **COMMITTEE ACTION LOG**

The T/ Director of Police Administration updated Members on the open actions detailed within the Committee Action noting that responses to some actions were included within the meeting papers as follows:

4.1 **Full pay after 6 months and early leavers (AP2 and AP3 January 2020)**

Members noted the correspondence received from the PSNI dated 15 June 2020 which included a copy of the Sick Pay Provisions for Police Officers Service Procedure and the exit interview process in place for leavers from the PSNI. Members further noted that a review was being undertaken by the PSNI's Equality, Diversity and Inclusion Unit to ascertain the opportunities to raise awareness and enhance the exit interview process. It was agreed that confirmation that the PSNI record statistics of officers utilising their entitlement to full sick pay before applying for ill health retirement is sought. **(AP1)** It was further agreed that a copy of the PSNI'S Equality, Diversity and Inclusion Unit review of the exit interview process is obtained. **(AP2)**

4.2 Police Treatment Centres (AP7 March 2020)

The T/Director of Police Administration updated Members on further information received from the PSNI detailing the services offered to current and retired officers by the Police Treatment Centre and why the services offered Value For Money.

4.3 PSNI Direct Award Contracts (AP2 June 2020)

Correspondence received from the PSNI's T/Executive Director of Finance and Support Services and HR dated 9 July 2020 in relation to the PSNI's use of Direct Award Contracts and the provider used to undertake PSNI job evaluations. Members agreed that further information is sought in respect of the use of the same Northern Ireland Civil Service single provider to undertake PSNI job evaluations. **(AP3)**

4.4 PSNI Overtime and NIAO Report Action Plan (AP3 & AP5 June 20)

Correspondence received from the Deputy Chief Constable (DCC) dated 24 August 2020 was noted, which detailed the PSNI's spend on overtime between April 2019 and June 2020 and the lessons learned from the establishment of a

new shift pattern as part of the PSNI response to COVID-19. The correspondence also provided an update on the PSNI's proposed actions to address the findings of the Northern Ireland Audit Office (NIAO) Report entitled '*Reducing Costs within the PSNI*'. Members agreed to request further information on how the PSNI would respond to finding Recommendation 2 within the **(AP4)**

4.5 PSNI Finance Report Updates (AP2 July 2020)

Correspondence from the PSNI's T/Executive Director of Finance and Support Services and HR dated 21 August 2020 was noted which provided information about the deployment of Close Protection Unit (CPU) officers to other duties during COVID-19. Members agreed seek further clarity about why the PSNI's Additional Security Funding was underspent by half its total amount. **(AP5)** Members further agreed to seek more information from the PSNI about the timescale for the Temporary Workers Business Case. **(AP6)**

5. CHAIRPERSON'S BUSINESS

The Chair noted there were a number of items he wished to update Members on including:

5.1 Temporary closure of accommodation within the PSNI's Seapark Complex

Correspondence to the Board Chair dated 8 July 2020 and 30 July from the DCC which provided an update on the temporary closure of the Seapark complex and had previously been tabled at the Board meeting on 3 September 2020 was noted.

5.2 Extension of Independent Assessor of PSNI Recruitment Vetting and Annual Report

Correspondence to the Board Chair dated 29 July 2020 from the Minister of

Justice which included a copy of the Annual Report of the Independent Assessor of PSNI Recruitment Vetting and provided an update on the Minister's decision to extend the current Independent Assessor's contract for six months until 30 April 2021 was noted.

5.3 Extension period for the storage of personal possessions and furniture beyond 26 weeks

The Chair briefed Members on his and the Vice-Chair's consideration of a request received from the PSNI to extend the period of time for the storage of a PSNI officer's personal possessions and furniture to 30 November 2020 under the PSNI's Assisted Removals Scheme. Members agreed with the decision and it was **RESOLVED** that:

- An extension of time for the storage of a PSNI officer's personal possessions and furniture to 30 November 2020 be approved.

5.4 Draft Committee Programme of Work September 2020-March 2021

Members noted the draft Programme of Work and requested that a briefing from the PSNI in February 2021 on the 2022-22 PSNI Budget be added to the Programme.

6. COMMITTEE BUSINESS

6.1 Above Delegated Authority Request for Approval – The Rainbow Project

The T/Corporate Services Manager presented a paper which detailed a request received from the PSNI asking the Committee to approve a gift to the Rainbow Project. Because the value of the proposed gift was above the Chief Constable's delegated authority and in accordance with the Committee Terms of Reference, the Committee was asked to consider and approve the request, which also

required Department of Justice (DoJ) and Department of Finance (DoF) approval.

Members agreed not to approve the Above Delegated Authority gift request to the Rainbow Project, to seek further information from the PSNI and reconsider the request once the information was received. Members agreed to seek further information in respect of the annual variation of the money gifted to the Rainbow Project, the lifetime limit of £300,000 and clarity on why the process has been not been subject to a public procurement process. **(AP7)**

6.2 Above Delegated Authority Request for Approval – Police Arboretum Memorial Trust

The T/Corporate Services Manager presented a paper asked the Committee to consider further information received from the PSNI asking the Committee to approve a charitable donation to the Police Arboretum Memorial Trust (PAMT). It was noted that the Committee initially considered this matter at its meeting on 19 March 2020 when further information had been requested. Because the value of the proposed gift was above the Chief Constable's delegated authority and in accordance with the Committee Terms of Reference, the Committee were asked to consider and approve the request, which also required DoJ and DoF approval.

Members noted the background to the request as detailed within the paper including details of previous donations made to the PAMT in 2015, 2017 and 2019. Members agreed to defer consideration of the Above Delegated Authority charitable donation to the PAMT, with a view to considering both this request and the previous request relating to an above delegated authority gift to The Rainbow Project at next Committee meeting.

6.3 Oman Secondment Evaluation Report

The T/ Corporate Services Manager presented a paper which included an

Evaluation Report of a PSNI secondment to Oman completed in January 2020 to provide public order training to the Royal Omani Police. The Committee had considered and approved the secondment request at a meeting on 19 December 2020 in accordance with *Part II, Section 8 of Police (NI) Act 2000*.

Members noted the Evaluation Report and discussed previous feedback that had been provided to the PSNI about secondment applications made under *Part II, Section 8 of Police (NI) Act 2000* and evaluation reports. Members agreed that PSNI be asked to provide further information in future PSNI Secondment Applications made under *Part II, Section 8 of Police (NI) Act 2000* including details of the tangible benefits to the PSNI from undertaking the secondment and specific objectives that may be achieved as a result of the secondment. Members noted the potential impact of secondments on the reputation on the Board and the PSNI and that previous secondments had been the subject of Freedom of Information Requests.

The T/ Corporate Services Manager also provided an updated to the Committee on previous secondments that had been approved by the Committee during 2019 but had not yet gone ahead because of COVID-19 travel restrictions.

6.4 PSNI Application for an Extension of Police Leased Accommodation and Storage

The T/ Corporate Services Manager presented a paper which detailed a request received from the PSNI to grant an extension to the time period which a Police Officer, who had to vacate his property under the Assisted Removals Scheme, may use Police Leased accommodation and store his furniture and personal possessions as his situation has been impacted by the COVID-19 pandemic. It was **RESOLVED** that:

- An extension of time for the PSNI officer to stay in Police Leased Accommodation and storage of furniture to 30 November 2020 be approved.

6.5 PSNI HR Dashboard and People Strategy

The Committee welcomed Ms Yvonne Cooke, PSNI Director of Human Resources to the meeting.

The Committee noted the PSNI HR Dashboard. NOTED.

The PSNI Director of Human Resources briefed the Committee on a number of issues on PSNI HR matters including:

- The launch of a procurement process to identify a provider to undertake a review the PSNI HR function, which would commence in Autumn 2020.
- An update to the changes made to Recruitment Assessment Centres in accordance with COVID-19 guidance to enable them to progress and assess candidates. The assessment of candidates in Assessment Centres would continue until November 2020 when an Order of Merit would be compiled.
- An update on Police Staff recruitment including the intended launch of a dedicated Police Staff recruitment website which was intended to be engaging and modern and attract candidates.
- A new intensive leadership programme with Police Scotland intended to enhance female representativeness within both police services.
- In conjunction with the National Police Chief Council, and in response to the 'Black Lives Matter' protests, consideration was being given to ways to enhance confidence in policing for both communities and future recruitment competitions.

Members discussed with the PSNI Director of Human Resources the PSNI's approach to at home working and initiatives to measure staff productivity. Members also requested the provision of further information in respect of the Annual Projected Cost (using a Ready Reckoner Constable Rate) of Sick Absence in the current Financial Year as detailed within the PSNI HR

Dashboard. **(AP8)** Members also requested a breakdown, including rank, of the officers eligible to be off pay and currently on extended full pay. **(AP9)**

The PSNI Director of Human Resources updated Members on her correspondence to the Department for the Economy (DfE) about the PSNI's inability to drawdown Apprenticeship Levy Funds to support apprenticeship training, when the PSNI pay into the Levy Funds every year. In response a Member (who declared a potential conflict of interest as he was the Lead Independent Director of DfE's Board and chaired DfE's Audit Committee) agreed to discuss the matter further following the meeting noting that Apprenticeship Levy Funds were distributed by the Northern Ireland Executive and not DfE.

The PSNI Director of Human Resources also briefed Members on the PSNI draft People Strategy 2020-25 and asked Members for any feedback on the draft Strategy. Members discussed a number of matters including:

- Plans to disseminate the Strategy to all staff and officers and gain staff and officer buy-in of the Strategy.
- How the implementation and progress of the Strategy will be reported to the Committee.
- Feedback on the draft People Strategy including further information on how the draft People Strategy was linked to the Policing Plan 2020-25 and Horizon 2025.
- Consideration of Culture Audit within the PSNI. The PSNI Director of Human Resources noted that culture was previously assessed via the Durham Survey which all staff and officers were asked to completed. Consideration was being given to how culture would be assessed in the future.

Following discussions, Members noted that to consider the draft People Strategy, a copy of the accompanying Action Plan should be provided to the Committee. The PSNI Director of HR agreed to provide the Action Plan and draft People Strategy to the Committee after it had been considered internally by the

PSNI at the end of October 2020.

6.6 Police Administration Case Approvals

The T/Director of Police Administration presented a paper which asked the Committee to consider 12 anonymised cases considered by the Selected Medical Practitioner (SMP). The T/Director of Police Administration asked Members to consider the cases to include the recommendations made and reach a final decision. It was **RESOLVED** that:

- The recommendations in respect of the 12 cases were approved.

6.7 III Health Retirement Application

A confidential note in relation to this Agenda Item will follow in due course for approval by Members.

6.8 NIPB Management Accounts as at 31 August 2020

The Committee noted a paper regarding the NIPB Management Accounts and Financial Information up to 31 August 2020. During discussions, Members were updated on the return of £100,000 as part of the October Monitoring Round and a reported capital pressure of £18,000 as a result of the purchase of IT equipment.

The Chief Executive also noted that recruitment competitions were underway for both Staff Officer and Deputy Principals to relieve staff pressures.

6.9 PSNI Management Accounts as at 31 August 2020

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

The PSNI T/ Executive Director of Finance & Support Services & Human Resources briefed the Committee on the PSNI Expenditure Report and various PSNI financial issues to 31 August 2020 noting a full year forecasted overspend of £5.8 million. During the briefing he advised Members about the recent bids submitted to the DoJ as part of the October Monitoring Round and provided an update on the PSNI's anticipated capital spend during the current financial year noting the replacement of public order vehicles may be slower than planned because of marketplace difficulties. The PSNI T/Executive Director of Finance & Support Services & Human Resources also updated Members on the bids submitted for both forecasted Resource spend over 3 years and Capital spend over 10 years and it was agreed that this information would be circulated to Members by Board Officials **(AP10)**

In response to a Member's question about the projected cost of the Business Case for increased police officers, the PSNI T/Executive Director of Finance & Support Services & Human Resources noted that the cost of £40m represented the full annual cost when all 600 officers were recruited and that this would take 3 to 4 years to achieve.

The PSNI T/Executive Director of Finance & Support Services & Human Resources also noted that the cost of overtime had increased during August 2020, partly as a result of Operation Arabica. Members agreed to seek details of the 2019 spend on overtime to enable comparison to the 2020 spend. **(AP11)**

7. Questions for the Chief Constable

The Committee discussed possible question topics to be submitted to the Chief Constable.

8. Communication Issues/ Opportunities

Members noted that the Committee's consideration of the PSNI's draft People Strategy during the meeting would be posted on social media.

9. Any Other Business

9.1 AOB 1 - Resources Committee Meetings

Members discussed the proposal to move Committee meetings to a Wednesday morning rather than a Thursday afternoon. It was agreed that Committee meetings should be moved to Wednesday mornings at 9.30am

The Chief Executive further noted that an additional committee meeting was required to allow the Committee to consider an urgent item of business. It was agreed that the Committee would meet at 11am on Thursday 24 September 2020.

10. Date of Next Meeting

The Committee would hold a special meeting on Thursday 24 September 2020 at 11am.

The meeting ended at 16:48.

Chair

Resources Directorate
September 2020