

**NORTHERN IRELAND POLICING BOARD****MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON WEDNESDAY 18  
NOVEMBER 2020 AT 9.30AM AT THE NORTHERN IRELAND POLICING BOARD,  
WATERSIDE TOWER AND VIA VIDEO CONFERENCE****PRESENT:**

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

**ABSENT:**

Mr Trevor Clarke MLA

**EX-OFFICIO MEMBERS  
IN ATTENDANCE:**

Dr Tom Frawley\*

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

**(3)** Mr Mark McNaughten, PSNI T/Executive Director of  
Finance, Support Services and Human Resources  
**(4)** Deputy Chief Constable Mark Hamilton  
**(4)** Head International Programmes Graham Kissock

**BOARD OFFICIALS IN  
ATTENDANCE:**

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

\*attended meeting via video conference

- (1) Item 6.1 and 6.3 to end (joined meeting at 10.00am)**
- (2) Item 6.1 and 6.3 to end (joined meeting at 10.05am)**
- (3) Item 6.1**
- (4) Item 6.5**
- (5) Item 6.6**

## 1. **APOLOGIES**

Apologies were received from Mr Colm McKenna.

Members agreed the Agenda for the meeting.

The Chair asked Members to advise of any business they wished to raise at item number 9 under “Any Other Business”. No business was declared.

## 2. **CONFLICTS OF INTEREST**

A Member declared a potential conflict of interest for issues concerning PSNI overtime pay.

## 3. **MINUTES OF THE PREVIOUS MEETING HELD ON 14 OCTOBER 2020**

The Committee considered the draft minutes of the Committee meeting held on 14 October 2020. It was **RESOLVED** that

The minutes of the Committee Meeting held on 14 October 2020 be approved.

## 4. **COMMITTEE ACTION LOG**

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

### 4.1 **Correspondence from DCC Hamilton re NIAO Audit Report on Reducing Costs (AP4 Sept 20)**

Correspondence had been received from DCC Mark Hamilton in the relation to the Committee intention to seek regular updates in respect of the NIAO Report recommendations.

Additionally a copy of the Prioritisation and Feasibility Tool with the offer to attend a future Committee meeting to explain the methodology and working of the tool.

Following discussion it was:-

**AGREED:-**

That DCC Hamilton would attend a future Committee meeting to provide a briefing and explanation on the Prioritisation and Feasibility Tool.

To write to PSNI and request further information in relation to Recommendation 2 from the NIAO report **(AP1)**

**4.2 Correspondence from Mark McNaughten re Procurement Tender for Behavioural Video Analytics (AP8 Oct 20)**

Correspondence had been received from PSNI T/Executive Director of Finance, Support Services and HR Mark McNaughten dated 16 October 2020. This provided Members with a summary of the procurement exercise for Behavioural Video Analytics outlining estimated costs, operational need, objectives and key features of the software.

Members discussed the information provided and raised some concerns including:-

- Cost;
- Regularity of use; and
- Human rights implications.

It was:-

**AGREED:-**

To consider this matter further at Performance Committee in respect on any Human Rights Implications.

To write to PSNI in respect of the cost for manually reviewing video evidence and how often the proposed Behavioural Video Analytics software would be used. **(AP2)**

#### **4.3 Correspondence with DCC Hamilton re Operation Yurta (AP10 & AP11 Oct 20)**

Correspondence had been received from PSNI DCC Mark Hamilton dated 10 November 2020. This confirmed that the Chief Constable was in receipt of the final report for Operation Yurta from Durham Constabulary and that the 'Lessons Learned' report would be shared with the Committee when work was completed. As per Committee request the previous highest compensation figure was supplied to Members to use as a comparison for Operation Yurta.

Following discussion it was:-

#### **AGREED:-**

To write to PSNI to request the Terms of Reference for the Lessons Learned report and the expected timeframes for completion. **(AP3)**

#### **4.4 Draft Terms of Reference for Research into PSNI Sickness Absence (AP1 Oct 20)**

The Board's draft Terms of Reference for the Review of Police Officer Sickness Absence was provided to Members and following a brief discussion it was:-

#### **AGREED:-**

That the Terms of Reference be adopted with an additional line to include the methods for managing sickness absence. **(AP4)**

## **5. CHAIRPERSON'S BUSINESS**

### **5.1 PSNI Occupational Health & Wellbeing Annual Report 2019**

The PSNI T/Executive Director of Finance, Support Services and HR Mark McNaughten had shared the Occupational Health and Wellbeing Branch Annual Report for 2019 and proposed that he attend a future Committee meeting to brief Members on the report.

The Director of Resources reported there was a large volume of statistical data and Officials would arrange for Mark McNaughten's attendance to a future meeting and update the Committee's Programme of Work. **NOTED.**

## **6. ITEMS FOR COMMITTEE BUSINESS**

### **6.1 PSNI Management Accounts and Financial Information – October 2020**

A Board Official presented a paper to update members on PSNI's financial position as at the end of October 2020.

Members were asked to note the Board's analysis within the paper to assist with further scrutiny of police performance and to inform discussion with PSNI who attended.

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

Mr McNaughten briefed the Committee on the PSNI's Finance Report,

Monthly Overtime, January 2020 Monitoring, and various financial issues to 31 October 2020. In terms of Resources it was noted the full year projected pressure at an estimated £4.5 million. This would be offset by the EU Exit funding that has now been agreed and that when budgets are updated will be at breakeven position. Additionally PSNI has declared an easement of £4 million for the ring-fenced COVID-19 PPE funding in the January 2020 monitoring round.

In respect of Capital expenditure Mr McNaughten reported that there was a year to date underspend of £3.0 million. This was mainly in relation to delays in vehicle delivery and accommodation due to delays with site surveys and contractor availability.

Mr McNaughten advised that he was awaiting clarity on the 2021-22 financial year budget which would depend on the outcome of the Spending Review Process and with difficulties associated with a potential 1 year settlement with the Treasury which would represent a significant challenge. It is projected that there is a possibility for a late budget announcement impacting on an opportunity to contribute.

A summary was provided in relation to PSNI overtime noting that October's spend for 2020 was less than the same period in 2019 with the year to date spend for 2020-21 still below comparative figures for 2019-20. The Committee further noted that PSNI continue to be committed to growing headcount for officers to 7,500, improvements in the digital elements and estate infrastructure with formal approval from the Department of Justice (DoJ) and the Department of Finance (DoF) to proceed to outline business cases.

Members discussed a number of concerns and received responses from Mark McNaughten to address the following issues:-

- Easement in staff cost due to COVID-19 situation and offsetting this against improvements for agile working ;

- Difficulties that year end easements may have when bidding for future resources and confidence that projected expenditure will be met;
- Reasons for surrendering PPE ring-fenced money and assurances that initial procurement exercise was in line with guidance;
- Overspend in telecoms and the business case for capital for improvements in technology infrastructures;
- Impact on expenditure of additional carried over annual leave for staff in the 2021-22 period; and
- Safeguarding of Police Museum project in PSNI's Estates Strategy.

The Chairperson thanked the PSNI T/Executive Director of Finance, Support Services and HR for their attendance and briefing.

## **6.2 PSNI Application for a Further Extension of Police Leased Accommodation and Storage**

The Director of Resources presented a paper to Members for consideration to a further extension request under the Assisted Removal Scheme for a PSNI's Officer's time in police leased accommodation and the associated storage of personal possessions and furniture. The Committee was reminded that the Officer had been previously granted a 26 week extension and that a second request had now been received on 20 October 2020 highlighting difficulties in negotiations with the Officer's legal representatives and the Northern Ireland Housing Executive due to the COVID-19 pandemic.

The Chairperson recommended and Members supported that a tentative offer for an additional four month extension be granted in an attempt to accelerate the negotiation process between the relevant parties. **AGREED.**

## **6.3 Police Remuneration Review Body (PRRB) 2021-22 – Initial Response**

A Board Official presented a paper to Members to provide background

information and the next steps of progressing the PRRB process for 2021-22 and asked them to consider and agree:-

- the matters to include in the Board's response to Department of Justice (DOJ) for the annual departmental letter to initiate the 2021-22 pay review process. **AGREED**; and
- Membership of a Sub Group of the Resources Committee to progress the Board's annual submission to the PRRB 2021-22.

The Chairperson asked for volunteers for the Sub Group to support the Board going forward and offered to volunteer to the group. It was **AGREED** that the Sub Group would consist of the following Members:-

- Mr Gerry Kelly MLA;
- Ms Deidre Toner; and
- Mr Frank McManus.

The Sub Group will convene following conclusion of the future Resources Committee meetings and provide the Board with proposals for PRRB by March 2021.

The Chief Executive highlighted that in terms of the Resources Committee responsibilities it was important to encourage diversity at senior levels and signal this to the Minister as significant for the PRRB.

#### **6.4 Independent Vetting Panel Member Report**

The Director of Resources presented Members with a paper in respect of the Vetting Panel's role in deciding suitability of a candidate to appointment as a Police Trainee or staff member. The Board has responsibility for appointing an Independent member to this panel and a new member was appointed on 1 November 2020. Members were also provided with the previous Independent Vetting Panel Member report. **NOTED.**

Members discussed that the Independent Vetting Panel's decision could be



appealed through the Independent Assessor, Sir Patrick Coghlin. The Chair raised a concern regarding the extension of the current Independent Assessor role which was approved by the Justice Minister.

It was:-

**AGREED:-**

To write to the Justice Minister to seek assurance that the appointment process for the successor to the current Independent Assessor is completed in advance of 31 April 2021. **(AP5)**

## **6.5 PSNI Secondment Process**

The Chair welcomed DCC Mark Hamilton and PSNI's Head of International Programmes Graham Kissock and invited them to brief the Committee on PSNI's International Secondment.

PSNI provided a presentation summarising the background and vision of the International Programmes. The benefits of the Programme work included:-

- Support of the Patten Recommendations;
- Increased PSNI global reach;
- Support of the Chief Constables Foundation Principles;
- Offers professional development opportunity;
- Supports NI Programme for Government to improve international reputation; and
- Link to Non-Operational International Policing.

An overview of recent international projects was shared with Members including:-

- Oman – management in Public Safety including public order training;
- Bosnia-Herzegovina – Intelligence led policing;
- Australia – part of CT negotiator training delivered though UK wide

unit; and

- Turks and Caicos – part of agreement for training in use of armoured personnel carriers.

PSNI indicated that there are considerations to be taken into account before making any decision to offer support including their own requirement, short term with a maximum two weeks in country with personnel selected/volunteer on a basis of expertise and availability.

An Overseas Security and Justice Assistance assessment is carried out to ensure compliance with International Humanitarian Law and Human Rights. The majority of the programmes are outward looking to assist other nations/organisation to improve the application of human rights based policing.

PSNI was requesting Board approval through the Resources Committee for the Oman secondment referral.

Members sought assurances from their PSNI colleagues including information on the following issues:-

- Referral from Colombia which PSNI turned down due to recent unrest;
- Pro-Palestinian rights group challenge to PSNI on EU project involvement;
- Human Rights record of the requesting Nation including Oman where the support was withdrawn until assurances on human rights could be given;
- Matrix for Post Evaluation or the need for a policy to monitor the process;
- Have PSNI sought similar assistance or support from other Nations/Organisations?
- EU projects, funding and the impact of Brexit; and
- Number of secondments within UK Police Forces and An Garda

Siochana (AGS) for PSNI Officers and Staff

The Chairperson thanked PSNI for their attendance and briefing. PSNI officials then left the meeting.

It was:-

**RESOLVED:-**

To give Board approval through the Resources Committee for the Oman secondment referral.

It was also:-

**AGREED:-**

To write to PSNI and request that they provide details of Officers who are currently seconded to other UK Police Services and AGS. **(AP6)**

## **6.6 Police Administration Directorate**

### **6.6.1 Police Administration Cases for Committee**

The T/Director of Police Administration presented a paper which asked the Committee to reach its final decision in respect of 14 anonymised cases that had been considered by the Selected Medical Practitioners. The T/Director of Police Administration reported that in one further case (38-20/21) information was still outstanding from PSNI and as such could not be progressed further at this stage.

It was:-

**RESOLVED:-**

The Committee approved results in the 14 anonymised cases and reserved its decision on Case 38-20/21 until PSNI provide the requisite information.

### **6.6.2 DOF Consultation – Changes to Transitional Arrangements in the 2015 Public Sector Schemes**

The T/Director of Police Administration presented a paper for Members to consider and agree a Board response to the Department of Finance (DOF) Consultation on Public Service Pension Schemes to address discrimination identified in the transitional arrangements that were part of the 2015 reform of Public Service Pension Schemes.

The T/Director of Police Administration informed Members that this matter had been discussed previously at various recent meetings of the Police Pension Board (PPB) and both the PPB Chair independent pensions advisor had assisted in compiling this response.

Members considered the proposed Board response dated 18 November 2020 to the DOF Consultation on Public Pension Schemes and it was:-

#### **RESOLVED:-**

To issue to the proposed correspondence.

Furthermore it was requested that Officials could facilitate a briefing to Members at a future Resources Committee meeting in relation to the ongoing McCloud consultation with input from both the Board's independent pensions advisor and the PPB Chair.

#### **NOTED**

### **6.6.3**

## **DOJ Consultation – Injury on Duty (Amendment) Regulations 2020**

The T/Director of Police Administration presented a paper providing a summary of the Department of Justice (DOJ) consultation in respect of the draft PSNI and PSNI Reserve (Injury on Duty) (Amendment) Regulations 2020 and the proposed response from the Board as a key stakeholder.

The purpose of the draft Regulations is to ensure the Injury Benefit Scheme works effectively for Officers who are members of the 2015 CARE Pension Scheme.

Following consideration it was:-

### **AGREED:-**

Members were happy with the proposed content of the response for DOJ and agreed that the response should be issued.

## **7. QUESTIONS FOR THE CHIEF CONSTABLE**

Members **noted** the response from the Chief Constable in relation to the question submitted on 17 September 2020.

Members **agreed** that they had no questions arising out of the meeting for the Chief Constable.

## **8. COMMUNICATIONS ISSUES / OPPORTUNITIES**

## **9. ANY OTHER BUSINESS**

Members discussed rescheduling the March Committee meeting due to be held on Wednesday 17 March 2021 as it is a public holiday. Two alternative dates Wednesday 24 March 2021 at 9.30am and Thursday 25 March 2021 at 9.30am were suggested with Officials to confirm when Member's availabilities are identified.

#### **10. DATE OF NEXT MEETING**

The next meeting of the Resources Committee would be held on Wednesday 16 December 2020 at 9.30 am.

Meeting ended at 12:00 pm.

#### **Chair**

Resources Directorate

**Date:** November 2020