

NORTHERN IRELAND POLICING BOARD

**MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY
19 SEPTEMBER 2019 AT 2.00PM AT POLICE COLLEGE, GARNERVILLE**

PRESENT:

- Mr Gerry Kelly (Chair)
- Mrs Wendy Osborne (Vice-Chair)
- (1) Mr John Blair
- Mr Keith Buchanan
- Mr Alan Chambers
- Mr Tom Frawley
- Mr Doug Garrett
- Mr Gary Middleton
- (1) 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
- (3) Mrs Denise Teer, T/Head of Finance
- (3) Ms Yvonne Cooke T/Head of HR
- (4) Chief Superintendent Philip Knox, Head of Police College
- (4) Superintendent Darren Rice, Head of Operational Programmes
- (4) Ms Carol Mounce, Head Of Learning
- (4) One PSNI Staff Member

**OFFICIALS IN
ATTENDANCE:**

Ms Amanda Stewart, Chief Executive
Two Board Officials

- (1) Items 1 to 6 only
- (2) Items 1 to 6.6 only
- (3) Items 6.3 and 6.4 only
- (4) Items 6.5 to 6.7

1. APOLOGIES

Apologies were received from Mrs Linda Dillon.

The Committee agreed the agenda for the meeting.

2. CONFLICTS OF INTEREST

The 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 20 JUNE 2019

The Committee considered the draft minutes of the Committee meeting held on 20 June 2019.

It was:-

RESOLVED:

That the draft minutes of the Committee meeting held on 20 June 2019 be approved.

4. UPDATE ON ACTION LOG

Members noted the following update on the action log from the Committee meeting held on 20 June 2019. NOTED.

Action Point 4

Members noted correspondence received from PSNI on 2 and 23 August 2019 about the review of the Close Protection Unit (CPU). Members agreed to write to the NIO about delay in NICOP's review of CPU concluding. **(AP1)**

Action Points 5, 6 and 7

Members noted that this would be dealt with under agenda item 6.4.

Members noted the following update from the action log from the Committee meeting held on 16 May 2019. NOTED.

Action Point 1

Members noted the exchange in correspondence between the Committee Vice-Chair and Deputy Chief Constable in relation to the PSNI's Overtime Strategy. It was agreed that the Committee Chair should write again to the PSNI requesting a copy of the PSNI's draft Strategic Action Plan. **(AP2)**

Action Point 6

Members requested that legal advice be obtained regarding the Policing Board's duties as legal owner of the PSNI Estate given that the day to day running of the PSNI Estate is delegated to the Chief Constable. **(AP3)**

Members also discussed one Board Member's potential role in an advisory capacity to the PSNI on the transformation of the PSNI estate.

5. CHAIR'S BUSINESS

Members noted there was no Chair's Business.

6. ITEMS FOR COMMITTEE BUSINESS

6.1 PSNI Secondment Request

The Committee considered a paper which asked Members to approve a request from PSNI for one Detective Chief Superintendent to provide assistance to Bosnia Herzegovina for 5 days in October 2019 as part of the 4 year NI Cooperation Overseas (NI-CO) project that PSNI had supported since 2016.

During discussion, Members noted that despite previous requests made by the Committee, the PSNI had not yet provided evaluation reports relating to other secondments undertaken during 2019.

During discussion, it was

AGREED:

- That approval for the PSNI to second one Detective Chief Superintendent to Bosnia Herzegovina via the NI-CO project for 5 days in October 2019 be granted.
- The PSNI should be asked to provide a secondment evaluation report following the conclusion of the secondment to Bosnia Herzegovina.
- The Committee should write to the PSNI to advise that further secondment request will not be approved until evaluation reports are received by the Committee. **(AP4)**

6.2 Review of Composition of PSNI Chief Officer and Senior Police Staff Equivalent Positions

Members discussed the draft Terms of Reference and suggested that some amendments be made prior to the Terms of Reference being brought to the Board for approval.

During discussion, it was

AGREED:

- That the Committee endorse the draft Terms of Reference, subject to amendments being made and recommend the draft Terms of Reference to the Board for approval.

6.3 PSNI Management Accounts and Financial Information to end of August 2019

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

The Chair welcomed Mr Mark McNaughten, T/Director of Finance & Support Services & Human Resources, Ms Denise Teer, T/Head of Finance and Ms

Yvonne Cooke, Head of Human Resources 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 August 2019. During the briefing she advised Members about the anticipated receipt of funding from the DoF to cover increased pension costs and the real projected funding pressure that would remain following the receipt of additional funding. She also drew Members attention to information on the Police College budget, the in year Monitoring exercise and Operation Kenova expenditure.

During discussion Members raised issues with PSNI including:-

- The positive impact of the governance initiatives, including pre-approval, that had been put in place to control PSNI officer and staff travel and subsistence claims.
- The cost of CPU. The T/Director of Finance & Support Services & Human Resources agreed to provide Members with further information including the historic costs of CPU and funding arrangements for outside dignitaries visiting NI. **(AP5)**
- The cost of Operation Kenova. Members requested that, for future briefings, the costs of the various operations assumed under Kenova be detailed under their respective names including Operation Mizzenmast and Operation Turma. **(AP6)**

6.4 PSNI HR Dashboard

The Committee noted the PSNI HR Dashboard. NOTED.

The Head of Human Resources briefed the Committee on a number of issues including:

- The increased focus on PSNI Resources following the announcement of 400 new PSNI Neighbourhood Officers.

- The impact that current security and legacy issues were having on the decision making of potential student applicants.
- The Chief Constable's interest in organisational development including reward and recognition for both officers and staff.
- The rise in people self-disclosing disabilities. Upon request from a Member, the Head of Human Resources agreed to provide more information on the 23 people noted with a learning difficulties **(AP7)**

The improvement in the sick absenteeism within PSNI was discussed and the Head of Human Resources agreed to provide comparative sick absenteeism rates for other public sector bodies including NICS, hospitals and district councils twice as a year for comparison against the PSNI's absenteeism rates. **(AP8)**

Members discussed the number of leavers from PSNI and the Head of Human Resources agreed to provide further information on those who leave prior to completion of 30 years' service. **(AP9)**

During discussion, the loss of key skills and knowledge as officers reach retirement age was discussed and the Head of Human Resources undertook to consider the options to retain PSNI officers beyond their retirement so that key skills and capabilities were not lost. **(AP10)**

The Chair thanked the T/Director of Finance & Support Services & Human Resources, T/Head of Finance and Head of Human Resources for attending the meeting and they left.

6.5 Overview and Presentation on the Police College and Training Strategy & 6.6 Tour of Garnerville and opportunity to observe training

The Chair welcomed Chief Superintendent Philip Knox Head of the Police

College, Superintendent Darren Rice, Head of Operational Programmes and Ms Carol Mounce, Head Of Learning to the meeting.

Members toured the Police College with the Head of the Police College, Head of Operational Programmes and the Head Of Learning.

Members were shown the College facilities including the lecture theatre, canteen facilities, student recreational room and rooms where practical exercises and assessments are undertaken.

Following the conclusion of the tour, the meeting continued. Members discussed the background to Police Scotland's Report on the Police College from 2016 (the "Gibson Report") and the recommendations made. Members further noted the Policing Board's Oversight Report published in December 2017 and the Police College's most recent update in February 2019 on the implementation of the Gibson Report.

Following discussion, it was

AGREED

- A Final Report should be prepared, and shared with the Chief Constable and Head of the Police College, addressing the Committee's final thoughts on the implementation of the recommendations from the Gibson Report. **(AP11)**

6.7 Q&A Session to include Police College Review and Workforce Modernisation

The Head of the Police College delivered a presentation on the Police College to the Committee and highlighted:

- The implementation of the Police College training strategy and the proper governance and oversight controls in place.

- The improvement in firearms training audit scores.
- That the Police College was one of 3 licensed Police Training sites within the UK to offer training on major and organised crime.
- The establishment of a leadership pathway in partnership with the College of Policing and Ulster University.
- Links with other public sector organisations to create a peer to peer mentoring programme particularly at a senior level.

The Head of Learning briefed the Committee on workforce modernisation initiatives at the Police College including the emphasis on up-to-date record keeping, a mentoring programme with District Policing, health and wellbeing initiatives, a decrease in sick absenteeism among College trainers with an increase, year on year, in the number of applicants applying to the College to become trainers.

The Head of Operational Learning also briefed the Committee on the positive impact of a trainer exchange project with An Garda Siochana Training College in Templemore, Co. Offaly.

Members commented on the positive cultural change within the Police College and the improvement in College facilities. Members agreed that they wished to receive updates from the College on a regular basis and it was agreed that arrangements would be developed on how the Police College will report to the Committee **(AP12)**

6.8 Committee Forward Work Programme

This item was deferred for consideration to the next Committee meeting.

7.0 Questions for the Chief Constable

It was:-

AGREED:

- That questions should be drafted to ask the Chief Constable about the how learning from the Police College has been applied throughout the PSNI, the PSNI's need for additional officers and the associated costs, and PSNI's current funding pressures.

8 Communication Issues

Consideration was given to the release of a communication highlighting the Committee's visit to the Police College, Garnerville.

9 Any Other Business

No other business was conducted.

10. Date of Next Meeting

The next meeting will be held on 17 October 2019 at 2.00pm.

(Meeting closed at 5.55 pm).

CORPORATE SERVICES

Date: October 2019

Chair