

NORTHERN IRELAND POLICING BOARD

**MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY
20 JUNE 2019 AT 2.00PM**

PRESENT:

- Mr Gerry Kelly (Chair)
- (1) Mr John Blair
Mr Keith Buchanan
- (2) Mrs Linda Dillon
Mr Doug Garrett
Mr Gary Middleton
Dr Paul Nolan
- (3) Ms Deborah Watters (Vice-Chair of Board)

**POLICE SERVICE OF
NORTHERN IRELAND IN
ATTENDANCE**

- (4) Mr Mark McNaughten, T/Director of Finance & Support Services & Human Resources
- (5) Mrs Denise Teer, T/Head of Finance
- (6) Ms Yvonne Cooke, Head of Human Resources
- (6) Two PSNI Staff Members

**OFFICIALS IN
ATTENDANCE:**

Ms Amanda Stewart, Chief Executive
Mr Tim Logan, Director of Resources
Ms Aislinn McGuckin, Head of Police Administration
Seven Board Officials

- (1) Item number 1 to item number 6.7 (left at 3.30pm)
- (2) Item number 1 to part item number 6.10 (left at 5.15pm)
- (3) Item number 6.8 to close (arrived at 3.30pm)
- (4) Item numbers 6.8 – 6.10
- (5) Item number 6.8
- (6) Item numbers 6.9 & 6.10

1. APOLOGIES

Apologies were received from Mrs Wendy Osborne (Vice-Chair), Mr Alan Chambers and Mr Tom Frawley.

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. The Director of Resources declared a potential perceived conflict of interest regarding item number 6.10 on the agenda as he had a family member undertaking the PSNI recruitment process. No other conflicts of interest were declared. NOTED.

3. DRAFT MINUTES OF MEETING HELD ON 16 MAY 2019

The Committee considered the draft minutes of the Committee meeting held on 16 May 2019.

It was:-

RESOLVED:

That the draft minutes of the Committee meeting held on 16 May 2019 be approved.

4. UPDATE ON ACTION LOG

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

Action Point 1

The Committee noted a letter which had been sent to the T/Deputy Chief Constable seeing further information and clarification on a number of issues relating to the PSNI Overtime Strategy. A response was awaited. NOTED.

Action Point 2

The Committee noted:-

- A letter which had been received from the Permanent Secretary, DoJ in which he had attached a reply that he had received from the Permanent Secretary, Department for the Economy regarding the Apprenticeship Levy that the PSNI pays and its inability to access any of the funding received from the levy.
- That a member of PSNI Staff now sits on the Sub Group which has been established to examine the arrangements for apprenticeship levy in the public sector and will represent the PSNI interests.
- Letters which had been sent to the Permanent Secretary, DoJ and the Chief Constable asking that the Board be kept informed of any developments in relation to the Apprenticeship Levy.

NOTED.

Action Point 3

The Committee noted a letter which had been sent to the PSNI T/Director of Finance & Support Services & Human Resources regarding potential inefficiencies in procurement and business case approval processes. The Director had undertaken to raise the issue at a meeting with Central Procurement Directorate on 24 June 2019 and had shared the letter with them in advance of the meeting. NOTED.

Action Point 4

This matter was dealt with at item number 6.8.

Action Point 5

The Committee noted an extract from the PSNI's Attendance Management Policy which references the linkage between attendance and eligibility for promotion. NOTED.

Action Point 6

The Committee noted that a meeting between Officials and the, Head of PSNI

Estate Services Business Unit would be held on 27 June 2019 to discuss a review of the existing arrangements in relation to the management of the PSNI Estate with a view to the establishment of protocols between the Board and the PSNI. NOTED.

Action Point 7

Members discussed information which had been received from PSNI regarding a benchmarking exercise which had been conducted on the PSNI Estate.

Action Point 8

Members noted that PSNI had advised that they were currently working on drafting Terms of Reference for work around modernisation and transformation which would incorporate the Police Estate. The PSNI had advised that they would share the Terms of Reference with the Committee in due course.
NOTED.

Action Point 9

The Chief Executive updated the Board about accommodation and remuneration for the new Chief Constable. NOTED.

Action Point 10

Members noted that responses had been received from the PSNI to questions regarding the PSNI estate. NOTED.

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

Action Point 2

This matter was dealt with at item 6.9 on the agenda.

Action Point 3

The Committee noted that a letter had been received from the PSNI regarding the number of PSNI Officers who were leaving the Service and the resulting loss of experience. NOTED.

Action Point 4

The Committee noted a letter which had been received from the PSNI regarding the review of Close Protection Unit (CPU).

The Chair advised Members that it was expected that the recommendations following the review of CPU would be finalised in the near future. Members discussed the matter and agreed that a written update with details of the outcome of the review should be provided to the Committee and a decision taken at that stage whether to invite PSNI to provide an oral update to the Committee.

Members discussed the review of CPU and agreed that the allocation of the budget for the provision of CPU should be raised with the PSNI later in the meeting.

5. CHAIR'S BUSINESS

The Committee noted a letter from the PSNI to the Chair of the Committee in response to correspondence on direct entry to the PSNI at Superintendent level. NOTED.

6. ITEMS FOR COMMITTEE BUSINESS

6.1 Adult Survivor Award Application – Officer ADM 5/18

Officials presented a paper which provided Members with an overview of case ADM 5/18 in respect of an Adult Survivor's Special Award

Application under Regulation 12 of the PSNI & PSNI Reserve (Injury Benefit) Regulations 2006.

Members considered that the application satisfied the relevant criteria under the PSNI & PSNI Reserve (Injury Benefit) Regulations 2006 to receive a Regulation 12 Adult Survivor's Special Award and it was:-

RESOLVED:

To approve the payment of an Adult Survivor's Special Award in respect of ADM 5/18.

6.2 Reinstatement of child allowance to child of deceased Constable R13306

Officials presented a paper regarding an application for the reinstatement of a child allowance pursuant to Part D (5) of the Royal Ulster Constabulary Pensions Regulations 1988 in respect of the child of deceased Constable R13306.

The Committee considered the case and it was:-

RESOLVED:

That the applicant's child allowance should be reinstated.

Members noted that in light of the relevant regulations and legal advice, the award would be reinstated with effect from 19 September 2016 being the date on which the applicant recommenced full time education at University until the date on which the applicant graduates from full time education, currently forecasted to be 30 September 2019.
NOTED.

6.3 Assisted Removals – application for reimbursement of mortgage redemption fee for Former Officer R13419

Officials presented a paper which provided Members with details of an application under the Assisted Removals Policy by former PSNI Officer R13419 for reimbursement of a mortgage redemption fee incurred as a result of him having to vacate his home under the SPED scheme.

The Committee considered a recommendation from PSNI Rewards Branch regarding the reimbursement of the mortgage redemption fee and it was:-

RESOLVED:

To approve the re-imbusement of the mortgage redemption fee to former Officer R13419.

6.4 HMICFRS 2019 PEEL Inspection of the PSNI

The Committee considered a paper which sought Members views on the HMICFRS 2019/20 PEEL Inspection of the PSNI. Members noted that views were also being sought from the Partnership and Performance Committees and a composite paper would be brought to the Board at its meeting on 26 June 2019 for consideration.

Members discussed the 2019/20 PEEL inspection of PSNI and it was agreed to:-

RECOMMEND:

To the Board:-

- That the focus of the 2019/20 PEEL inspection should be on the legitimacy pillar.

- That the efficiency and effectiveness pillars should remain the central threads throughout the inspection.
- That the Board should not lose sight of the possibility of conducting focused on thematic inspections on particular areas which are beyond the more established aspects of policing that are currently being examined.

6.5 PSNI Section 8 Secondment requests –

(i) Ukraine

The Committee considered a request which had been received from the PSNI to provide support to the Ukraine between 24 and 28 June 2019 and 7 and 11 October 2019 to assist with the development of leadership skills of small cohorts of security services in Ukraine.

Given the short period of time between receiving the secondment request and the first period of travel the Chair and Vice-Chair of the Committee had approved that PSNI could provide assistance to Ukraine.

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Following discussion it was:-

RESOLVED

To ratify the decision which had been taken by the Chair and Vice Chair of the Committee in relation to the request for PSNI to provide assistance to the Ukraine.

(ii) Turks and Caicos

The Committee considered a request which had been received

from the PSNI regarding the provision of driver training to 10 Turks and Caicos Police Officers on the handling characteristics of vehicles purchased from the PSNI.

Following discussion it was:-

RESOLVED:

To approve a secondment request for two PSNI Trainers from the Driver and Traffic Unit to travel to Turks and Caicos to provide driver training to 10 Turks and Caicos Police Officers.

(iii) Bosnia and Herzegovina

Officials reminded Members that the Committee had approved a secondment request at its April 2019 meeting for a Chief Superintendent to travel to Bosnia and Herzegovina for 5 days in June 2019.

Officials explained that PSNI had now submitted another secondment request for two Crime Analysts to travel to Bosnia and Herzegovina for 10 days each from 30 September to 11 October 2019. The current and previous request related to an ongoing NI Cooperation Overseas (NI-CO) project.

The Committee considered the request which was in keeping with previous secondment requests received as part of the 4 year NI-CO project that PSNI was invited to support in 2016.

During discussion it was:-

RESOLVED:

To approve the secondment request for two Crime Analysts to travel to Bosnia and Herzegovina at the end of September 2019 – early October 2019 as part of an ongoing NI Co-Operation Overseas (NI-CO) project.

It was also:-

AGREED:

That PSNI should be asked to provide the Committee with full evaluation reports on all the secondments undertaken in a timely fashion following their completion.

(AP1)

6.6 Draft NIPB Equality & Disability Action Plans – for consultation

Officials presented a paper regarding a review and next stage of development of the draft NIPB Equality Scheme, Equality Action Plan and Disability Action Plan.

During discussion, Officials highlighted an initiative which supports people with a communication difficulty – JAM (Just a Minute) Card and it was agreed that information regarding this matter should be issued to all Board Members. **(AP2)**

Members suggested a few amendments to the draft Plans and it was:-

RESOLVED:

To approve the following:-

- The draft Equality Scheme for consultation.
- The draft 2019-2023 Equality Action Plan for consultation.
- The draft 2019-2023 Disability Action Plan for consultation.

It was also:-

AGREED:

That the plans should be issued for a 12 week consultation period which would run from the end of July 2019 to the end of October 2019.

Members noted that following completion on the consultation process, Officials would analyse the responses received, update the draft plans as necessary and present them to the Committee for final approval in the Autumn. NOTED.

6.7 NIPB Management Accounts and Financial Information to end of May 2019

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

6.8 PSNI Management Accounts and Financial Information to end of May 2019

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

The 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 May 2019. During the briefing the representatives from the PSNI advised Members about the budget position, the current and projected overspend and confirmed that PSNI had not been successful in securing any funding for the transformational projects.

During discussion Members raised issues with PSNI including:-

- The PSNI Overtime Budget.
- The cost of outsourced PSNI investigations.
- PSNI's request for Transformation Funding which had been unsuccessful. Members asked PSNI to obtain feedback from DoJ on the reasons why the request had not been successful.
(AP3)
- The allocation of the budget for the provision of CPU. The PSNI undertook to provide the Committee with further information in relation to the CPU arrangements and NICOP review. **(AP4)**
- Direct Award Contracts.

The T/Director of Finance & Support Services & Human Resources advised Members about the potential liability and implications arising from the recent judgment by the Court of Appeal on the Holiday Pay legal action. He advised Members that PSNI were considering whether to lodge a further appeal to the Supreme Court. The holiday pay

judgment would be discussed across the Northern Ireland Civil Service and the wider public service.

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

6.9 PSNI HR Dashboards

The Committee noted the PSNI HR Dashboard. NOTED.

The Chair welcomed the Head of PSNI Human Resources and her colleagues to the meeting.

The Head of PSNI Human Resources briefed the Committee on the PSNI HR Dashboard. During the briefing she advised Members that:-

- A contract had been awarded for the next Police Officer recruitment campaign.
- Work was ongoing in relation to agreements for lateral transfers of Police Officers and Staff.
- Although attendance levels were improving across the PSNI, there had been an increase in the number of duty adjustments as a result of Officers returning to work after illness and this was presenting some operational challenges.
- Two PSNI Reward and Recognition Events had been held and two further events were being arranged for October and November 2019.

6.10 Briefing on PSNI representativeness (including barriers to recruitment research) and update on recruitment campaign 5

The Head of PSNI Human Resources gave a presentation to the Committee on PSNI representativeness including the barriers to recruitment research and an update on recruitment campaign 5. A copy of the slides used during the presentation are attached at Appendix "A".

Members discussed barriers to recruitment with the representatives from PSNI and expressed concern at the low number of Police Officers who were being appointed from under-represented groups.

The Head of PSNI Human Resources highlighted the need for advocacy and support from the Board as well as support from civic society, other political leaders, churches, youth groups and sporting organisations etc in encouraging people to join the PSNI.

Members raised the following main issues with the Head of Human Resources:-

- A map outlining the number of applicants who had applied for the PSNI in the recent recruitment campaign.
- The PSNI Engagement and Outreach Strategy for the next recruitment campaign which Members suggested should be shared with the Board at an early stage.

The Head of PSNI Human Resources undertook to provide the Committee with a copy of the draft PSNI Engagement and Outreach Strategy. **(AP5)**

- The work which PSNI was undertaking at Career Fairs, Schools etc.

- Legacy issues which Members considered might be affecting recruitment to the PSNI.
- The educational qualifications of Police trainees. The Head of Human Resources undertook to share data regarding this with the Committee. **(AP6)**
- The barriers to recruitment research and a copy of the analysis commissioned in relation to recruitment from working class areas. **(AP7)**

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

6.11 Committee Forward Work Programme – discussion on approach and desired outcome on oral briefings scheduled

Members noted the Committee Forward Work Programme and discussed the format for the next meeting of the Committee which would take place at the visit to the Police College, Garnerville.

NOTED.

Members also discussed the format for further presentations and suggested that a discussion should take place at a future meeting in relation to retention, progression, promotion, mentoring and other in service training for PSNI Officers and Staff.

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 will be held on 19 September 2019 at 2.00pm at the PSNI Training College at Garnerville.

The Chair suggested that the date, time and duration of the Committee meeting should be reviewed and Officials undertook to consider options and seek views from Committee Members. **(AP8)**

(Meeting closed at 6.00 pm).

CORPORATE SERVICES

Date: June 2019

Chair