

NORTHERN IRELAND POLICING BOARD

MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON WEDNESDAY 21 APRIL 2021 AT 09.30AM AT THE NORTHERN IRELAND POLICING BOARD, WATERSIDE TOWER AND VIA ZOOM VIDEO CONFERENCE

PRESENT:

- Mr Gerry Kelly MLA (Chair)
- Dr Janet Gray* (Vice-Chair)
- (1) Mr John Blair MLA*
- (2) Mr Tom Buchanan MLA*
Mr Trevor Clarke MLA*
Mr Seán Lynch MLA*
- (3) Mr Colm McKenna*
Mr Frank McManus*
Mr Mike Nesbitt*

EX-OFFICIO MEMBERS IN ATTENDANCE Mr Tom Frawley, Board Vice-Chair*

POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE:

- (4) Mrs Pamela McCreedy, Chief Operating Officer
- (5) Mr Mark McNaughten, T/Executive Director of Finance & Support Services & Human Resources*
- (6) Mr Paul Ballentine, Senior Principal Procurement Logistics Services*
- (7) Ms Yvonne Cooke, Director of Human Resources*
- (7) Head of External Recruitment*
- (4) One PSNI Staff Member*

OFFICIALS IN ATTENDANCE:

- Mrs Amanda Stewart, Chief Executive*
- Ms Jenny Passmore, Director of Resources
- (8) Ms Aislinn McGuckin, T/Director of Police Administration*
- (9) Ms Dympna Thornton, Director of Partnership*
Three Board Officials*

* Attended the meeting via Video Conference

- (1) Part item 6.1 to end (Joined the meeting at 9.40am)
- (2) Part item 6.1 to end (Joined the meeting at 9.45am)
- (3) Part item 6.1 to end (Joined the meeting at 10am)
- (4) Items 6.1 to 6.3.
- (5) Items 6.1 and 6.2

- (6) Item 6.2
- (7) Item 6.3
- (8) Item 6.4
- (9) Item 6.6

1. APOLOGIES

Apologies were received from Ms Deirdre Toner and it was noted that Mr Colm McKenna would join the meeting late.

The Committee agreed the agenda for the meeting.

2. CONFLICTS OF INTEREST

No conflicts of interest were declared.

3. MINUTES OF THE MEETING HELD ON 24 MARCH 2021

The Committee considered the draft minutes of the Committee meeting held on 24 March 2021. It was **RESOLVED** that:

- The minutes of the Committee meeting held on 24 March 2021 be approved.

4. UPDATE ON ACTION LOG

The Director of Resources updated Members on the Committee Action Log, noting that during the course of the meeting verbal updates will be provided in relation to three open action points. Three actions had also been agreed as closed at the meeting on 24 March 2021 2021 as noted on the action log.

5. CHAIRPERSON'S BUSINESS

5.1 Unauthorised Stop and Search

Members noted correspondence from the Deputy Chief Constable (DCC) to the Board Chair dated 22 March 2021 providing an update on the unauthorised stop and search of 115 individuals during July / August 2020 under the Justice and Security Act (JSA) which had previously been discussed by the Committee as there was a financial implication on the PSNI as a number of individuals were seeking compensation from the PSNI. The Committee noted the update provided in relation to the monies set aside to deal with the claims, the change in procedure to ensure that the person signing a JSA Authorisation was authorised to do so, and the PSNI's engagement with the Northern Ireland Office about the unauthorised stop and searches conducted during July / August 2020, and to identify learning opportunities.

5.2 PSNI Efficiency Strategy

The Committee noted the PSNI's Efficiency Strategy which had been provided as it was a high level enabling strategy referred to within the PSNI's 2021-22 Resource Plan which had been considered by the Committee at its meeting on 24 March 2021.

6. ITEMS FOR COMMITTEE BUSINESS

6.1 PSNI Finance Report - March 2021

The Committee noted the PSNI's monthly Finance Report and Board officials provided an overview of usual monthly Finance Report providing a summary of the PSNI's financial position to the end of financial year 31 March 2021.

The Chair welcomed PSNI Chief Operating Officer (COO) Mrs Pamela McCreedy and PSNI T/Executive Director of Finance, Support Services & Human Resources (HR) Mr Mark McNaughten to the meeting and invited the PSNI T/Executive Director of Finance, Support Services & HR to present the paper.

The PSNI T/Executive Director of Finance, Support Services & HR presented an overview of the overview of the monthly Finance Report including a summary of the PSNI's financial position to 31 March 2021 including:

- The PSNI's underspend (which is still subject to audit) of £0.9 million in relation to its 2020-21 capital budget and £0.5 million of its 2020-21 resource budget. A breakdown of the PSNI's capital spending during March 2021 was also included within the Finance Report.
- Additional funding of £12.3 million had been secured as part of its 2021-2022 budget settlement from the Department of Justice (DoJ) most of which was focussed on increasing PSNI's officer and staff headcount. An updated 2021-2022 Resource Plan, based on the additional funding, would be brought to the Committee in May 2021 for the Committee's consideration.
- An overview of the PSNI's spending on overtime during 2020-21 noting an overspend in District Policing as a result of the impact of COVID-19.

During the briefing Members raised a number of questions with both the PSNI COO and T/Executive Director of Finance, Support Services & HR including:

- The PSNI's commitment to reduce overtime during 2021-2022. The COO noted that PSNI were focussed on achieving savings and efficiencies across PSNI and that included reducing the reliance on overtime. The T/Executive Director of Finance, Support Services & HR noted that the PSNI's Overtime Steering Group chaired by the DCC was

also monitoring overtime and the aim was to reduce spending on overtime during 2021-22 by £3.4 million in comparison to the monies spent during 2020-21.

- PSNI's engagement with both the DoJ and Department of Finance (DoF) to obtain further funding noting that while an additional £12.3 million had been received, this only partly addressed the £23 million shortfall in the PSNI's 2021-22 Resource Plan.
- The PSNI's aspiration to reach 7,100 officers noting that the additional £12.3 million received from the DoJ would allow for an additional 100 officers to be recruited, and the COO was engaging with the Police College at Garnerville about student officer training. The updated 2021-22 Resource Plan would include a schedule detailing planned recruitment.
- The monies being spent on under the PSNI's Digital Strategy and the T/Executive Director of Finance, Support Services & HR agreed to provide a schedule of monies being spent in the next Finance Report provided to the Committee.
- The COO was undertaking a review of the Operation Kenova governance arrangements, including consideration of Value for Money, and an update would be provided to the Committee.

6.2 PSNI Procurement and Contract Management Strategy and Practice

The Chair welcomed Mr Paul Ballentine, PSNI Senior Principal Procurement Logistics Services to the meeting with the COO and T/Executive Director of Finance, Support Services & HR.

The Committee noted the PSNI's annual overview report of Procurement & Contract Management practices and a presentation which outlined further information on the PSNI's procurement practices. During the briefing Mr Ballentine discussed a number of issues with the Committee including:

- The PSNI use of the DoF's Construction and Procurement Delivery (CPD) Team to assist the PSNI when undertaking competitive tendering exercises. The PSNI also collaborated with other public sector organisations, including UK police services, where possible when entering into contracts.
- The PSNI has rationalised the number of suppliers it worked with by placing emphasis on preparing the correct tender specification which had resulted in less administration and a focus on the provision of quality products being received.
- The PSNI's approach to ensuring that commercial capability was part of their procurement and contract management processes.
- The PSNI's consideration of sustainability issues as part of its approach to procurement and contract management.
- As had been discussed at the Board Meeting on 1 April 2021, the COO was undertaking a review of a whistleblowing by PSNI contractors.

During the presentation PSNI representatives agreed to provide further information on a number of queries raised by the Members.

The Chair thanked Mrs McCreedy, Mr McNaughten and Mr Ballentine for attending the meeting.

6.3 PSNI Human Resources

The Committee noted two papers on PSNI HR matters to be considered at the meeting. The Director of Human Resources provided an overview of the PSNI's Draft People Strategy Action Plan at item 6.3.1 and the Recruitment Update at 6.3.2 noting that an update about the PSNI's contract with its Recruitment Partner, which had been discussed by the Committee previously, was also included within the paper at item 6.3.2.

6.3.1 PSNI Draft People Strategy Action Plan

The Chair welcomed back to the meeting COO Mrs Pamela McCreedy with PSNI Director of HR Ms Yvonne Cooke and PSNI Head of External Recruitment.

The PSNI Director of HR noted that the Draft People Strategy had been considered by the Committee at its meeting in January 2021 and the Committee's feedback had been incorporated into the Strategy. The PSNI Director of HR also discussed a number of issues with the Committee including:

- The appointment of a Programme Manager to manage the People Strategy. Key projects and delivery groups as a result of the People Strategy were also being identified.
- Plans to undertake a PSNI Culture Audit so that the PSNI can measure the current employee engagement and satisfaction and measure future changes.
- A planned review of the PSNI's suite of Dignity at Work policies which will include benchmarking the PSNI against other organisations. The Director HR further noted the involvement of staff associations in the review to ensure critical challenge.

6.3.2 PSNI Recruitment Update

The PSNI Director of HR presented a recruitment update and she and the Head of External Recruitment discussed a number of issues with Committee Members including:

- Officer Assessment Centres continuing and that a joint officer and police staff recruitment website had been launched which would be managed by the PSNI's Recruitment Partner.

- The intention to refresh the Barriers to recruitment research so that it included both officers and police staff and to also understand barriers to specialist grades and promotions within the PSNI.
- Planning had commenced for a new officer recruitment campaign.
- Key Performance Indicators (KPIs) in the Recruitment Partner's contract. The Head of External Recruitment noted that contract management arrangements were in place which included both regular contract management meetings and formal bi-annual contract reviews with CPD. There was also a Recruitment Steering Group to challenge the contract and any decision to extend the contract or seek to tender for new provider would be taken following the completion of a formal contract assessment with CPD.
- The role of a number of stakeholders, including the PSNI, the Board and PSNI's Recruitment Partner to attract candidates to apply to the PSNI and the need for continued outreach in a constant and consistent manner to a number of groups in order to impact the number of applicants to the PSNI over a long period of time.
- Applicants' motivations for applying to the PSNI. The Head of Recruitment agreed to provide this information to the Committee together with detail on how many repeat applications were received.
- PSNI's engagement with universities in relation to student placements and plans in place to allow students to apply for permanent roles on completion of their university degrees.
- Employee engagement initiatives put in place including 'Ask the Chief Constable' to encourage openness and transparency.

The Chair thanked Mrs McCreedy, Ms Yvonne Cooke and the Head of External Recruitment for attending the meeting.

6.4 Police Administration Cases for Committee Decision

The T/Director of Police Administration provided a verbal update to the Committee on the PSNI's plans to implement a remedy to the McCloud judgement (a Court of Appeal judgement in relation to the 'transitional protection' offered to some members in the 2015 public sector pension schemes which was found to be discriminatory on the basis of age). This had previously been discussed by the Committee at its previous meeting and a written update will be provided to a future meeting of the Committee.

The Committee considered a paper requesting Members review and make decisions on the eligibility of awards under Injury on Duty and Police Pensions Regulations further to assessments undertaken by Selected Medical Practitioners (SMPs) and Independent Medical Referees (IMRs).

The T/ Director of Police Administration updated the Committee on Case 38-20/21 and noted that since the meeting papers had been made available to the Committee, further information had been received regarding this case and as such, the Committee was asked to defer consideration of this case until Officials reviewed this additional information. A further update will be presented to the Committee at its next meeting in May 2021. The Committee further noted the update provided in relation to Case IMR 5-20/21 and legal advices were awaited.

Following discussion it was **RESOLVED** that:

- The medical recommendations of the Selected Medical Practitioners in ten cases assessed between 25 March 2021 and 17 April 2021 be approved.

- The medical recommendations of the Independent Medical Referees in two cases assessed between 25 March 2021 and 13 April 2021 be approved.
- The anonymised cases put forward for consideration by an Independent Medical Referee be progressed.

6.5 Committee Annual Report

The Director of Resources presented a paper which included the Committee's Annual Report and summarised the Committee's activities during 2020-21 in accordance with the Committee's responsibilities as detailed within its Terms of Reference. It was **RESOLVED** that:

- The Committee's Annual Report be approved for reference and inclusion in the Board's Annual Report and Financial Statements for the year ended 31 March 2021.
- The Committee's Annual Report be approved for publication on the Board's website as part of a Committee Report document

6.6 Committee Annual Effectiveness Report

The Director of Partnership and Board Vice-Chair provided an overview of the Committee Annual Effectiveness process noting that all Members had been asked to complete a survey about the committee's activity during 2020-21. The Effectiveness Review was both an annual requirement but was also intended to inform an ongoing review of the Board's sub-Committee structure. The Director of Partnership provided a verbal overview of the anonymised survey responses received. Following discussion, it was **RESOLVED** that:

- The Committee's Effectiveness Survey be reopened so Members who

have not yet completed it yet have the opportunity to do so. **(AP1)**

- A written report detailing the Committee's survey responses be prepared for the Committee's consideration before it is approved by the Committee. **(AP2)**

7. QUESTIONS FOR THE CHIEF CONSTABLE

The Committee did not raise any questions for submission to the Chief Constable.

8. COMMUNICATIONS ISSUES /OPPORTUNITIES

It was agreed that a public Statement on behalf of the Committee would be released condemning the recent attack on a PSNI officer in Dungiven Co. Derry/ Londonderry. **(AP3)**

9. ANY OTHER BUSINESS

No other business was conducted.

10. DATE OF NEXT MEETING

The Committee would meet on Wednesday 19 May 2021 at 9.30am.

The meeting ended at 12.55pm.

CHAIR

RESOURCES DIRECTORATE
April 2021