

NORTHERN IRELAND POLICING BOARD

**MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY
21 MARCH 2019 AT 2.00PM**

PRESENT:

- Mr Gerry Kelly (Chair)
- Mrs Wendy Osborne (Vice-Chair)
- (1) Mr John Blair
- Mr Keith Buchanan
- (2) Mrs Linda Dillon
- Mr Tom Frawley
- Mr Doug Garrett
- (3) Mr Gary Middleton

**POLICE SERVICE OF
NORTHERN IRELAND IN
ATTENDANCE**

- (4) Mr Mark Hamilton, Assistant Chief Constable, District Policing
- (4) Mr Mark McNaughten, T/Director of Finance & Support Services & Human Resources
- (4) Mrs Denise Teer, T/Head of Finance
- (5) Mr Alan Todd, Assistant Chief Constable, Operational Support Department
- (5) T/C/Superintendent Philip Knox, Police College
- (6) One PSNI Staff Member

**OFFICIALS IN
ATTENDANCE:**

Mr Tim Logan, Director of Resources
Six Board Officials

- (1) Item number 1 – 6.4 (left at 5.20pm)
- (2) Part item number 4 – part item 6.5 (arrived at 2.10pm and left at 5.30pm)
- (3) Item number 1 – part item number 6.4 (left at 5pm)
- (4) Item number 6.1 & part item number 6.2
- (5) Part Item number 6.4
- (6) Item number 6.1 & part item numbers 6.2 & 6.4

1. APOLOGIES

Apologies were received from Mr Alan Chambers.

The Committee agreed the agenda for the meeting.

The Chair asked Members to advise of any issues they wished to raise at item number 9 under "Any Other Business". Members indicated that they had no issues to raise under any other business.

The Chair advised that he wished the Committee to consider a paper under any other business in relation to the proposed acquisition of Rathfriland Communications site.

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 28 FEBRUARY 2019

The Committee considered the draft minutes of the Committee meeting held on 28 February 2019.

It was:-

RESOLVED:

That the draft minutes of the Committee meeting held on 28 February 2019 be approved.

4. UPDATE ON ACTION LOG

Members noted the following update from the action log from the Committee meeting held on 28 February 2019. NOTED.

Action Point 1

The Committee considered a letter from PSNI dated 13 March 2019 regarding a review of the Compensation Related Threshold Payment. (CRTP).

Members noted that the PSNI had indicated that CRTP would be subject to ongoing monitoring following implementation of tighter controls with an evaluation taking place in 2021/22. A more rigorous application of CRTP would commence on 1 April 2019 and this would be reviewed by the PSNI Service Executive Board in April 2020. NOTED.

Following discussion it was:-

AGREED:

That PSNI should be asked to provide an update on the position regarding CRTP in 12 months time to include a figure for the cost savings that have been made as a result of the more robust control mechanisms.

(AP1)

Action Point 2

Members noted that the Department of Justice (DOJ) had approved the payment of donations of £2,130 to the National Police Memorial Day and £10,000 to the Police Arboretum Memorial. Approval from the Department of Finance was awaited. NOTED.

Action Point 3

Members noted that DOJ had approved that PSNI could provide assistance

through NI-CO to Lebanon for a week in March 2019. NOTED.

Action Point 4

The Committee considered a letter from PSNI dated 13 March 2019 which:-

- provided further information on the likely number of forthcoming secondments and a commitment to providing an evaluation of the PSNI's participation in the twinning project with the Lebanon and the impact and added value the PSNI has provided to this project.
- advised that PSNI would be delighted to provide a more detailed briefing on PSNI secondments to Members.

The matter regarding the detailed briefing would be factored into the Committee's forward work programme which would be considered at item number 6.5 on the agenda. NOTED.

Action Point 5

The Committee noted a letter from PSNI dated 15 March 2019 in relation to matters raised by Members at the last meeting regarding PSNI overtime. NOTED.

Members noted that the Committee would receive a briefing on PSNI overtime at item number 6.2 on the agenda. NOTED.

Action Points 6 & 7

The Chair referred to a number of queries which had been raised at the last meeting during the briefing by the PSNI on management accounts and financial information. These related to the Close Protection Unit, the timeframe for Operation Kenova and Klina and the costs associated with legacy related matters. Information on Operation Kenova, Operation Klina and legacy related work was included in the paper at item number 6.1. With regard to the Close

Protection Unit, Members noted correspondence from the PSNI in relation to the matter. Members discussed the funding for the Close Protection Unit and it was agreed that the issue should be raised with the representatives from PSNI later in the meeting.

During discussion Members noted that the Northern Ireland Committee on Protection (NICOP) was currently reviewing the Close Protection Unit with a view to providing recommendations to the Chief Constable within 3 months. In conclusion Members agreed that this issue should also be raised with PSNI later in the meeting. NOTED.

Action Point 8

The Committee noted a response which had been received from the Permanent Secretary, DOJ regarding the Committee's letter expressing disappointment at the lack of budget settlement for either the PSNI or the Board at the beginning of March 2019. NOTED.

The Chair reminded Members about the discussion which had taken place at the last Board meeting regarding the inadequacy of a one year budget settlement for the PSNI and the late notification of opening budgets. The Board agreed at that meeting on the need for further follow-up action to include a round table discussion with the PSNI and DOJ in relation to the current arrangements.

Action Point 9

Members noted that following the People and Culture Briefing at the last Resources Committee meeting a number of briefings had been factored into the Committee Forward Work Programme which would be considered at item number 6.5. NOTED.

Action Point 10

The Chair advised Members that responses to questions submitted to the Chief Constable from the last Committee meeting were considered at the Board meeting on 7 March 2019 and followed up with the Chief Constable at that meeting.

Action Point 11

The Chair noted a letter that had been sent responding to the DOJ consultation on the proposed amendment to the Police Pension Regulations. NOTED.

The DOJ had thanked the Board for its comments and indicated that it hoped to be in a position to lay the Amendment Regulations in the Assembly Business Office by 1 April 2019.

Action Point 12

A list of key priorities and a draft work programme would be considered at item 6.5 on the agenda.

Action Point 13

The Chair advised Members that the Resources Committee would be held on the 3rd Thursday of each month and kept under review.

5. CHAIR'S BUSINESS

The Committee noted:-

- A letter dated 4 March 2019 from the Chief Constable to the Permanent Secretary, DOJ regarding approval of the inquest element of the PSNI legacy related business case.
- A letter dated 8 March 2019 from the Permanent Secretary, DOJ regarding the 2019-20 Budget Allocation for PSNI.

NOTED.

6. ITEMS FOR COMMITTEE BUSINESS

6.1 PSNI Budget

(i) **Briefing on Management Accounts and Financial information to February 2019**

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

The Chair welcomed Mr Mark Hamilton, Assistant Chief Constable, District Policing, 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 February 2019 expenditure report and explained that it was expected there would be a break even position at the end of the financial year.

The T/Director of Finance & Support Services & Human Resources updated the Committee on the spend from the PSNI's capital budget during the 2018/19 financial year.

Members noted Information which had been provided by PSNI in relation to Operation Kenova, Operation Klina and legacy related work. NOTED.

In response to a question from a Member regarding the Close Protection Unit, ACC, District Policing explained about the funding arrangements and it was agreed that the matter would be raised later in the meeting with ACC Operational Support Department,

who represented PSNI on NICOP.

The T/Director of Finance & Support Services & Human Resources advised the Committee that the PSNI Service Executive Board had agreed the draft PSNI Budget 2019/20 on 20 March 2019. The PSNI Resource Plan 2019/20 would be forwarded to the Board on the following day for consideration at the additional Resources Committee meeting that had been scheduled for 28 March 2019..

6.2 Briefing on PSNI Overtime

The Committee noted a paper which gave Members an overview of PSNI overtime and expenditure. NOTED.

Assistant Chief Constable, District Policing briefed Members on PSNI overtime.

During discussion Members raised issues with the Assistant Chief Constable including:-

- The culture on the use of overtime in the PSNI.
- PSNI Strategy on overtime.
- The types and frequency of overtime.
- The rates of overtime payment.
- The reliance on overtime by PSNI.
- The welfare of Police Officers who undertake long periods of overtime.
- Sickness absence of Police Officers and the resulting implications on overtime.
- A review which would be carried out on the Terms of Reference of the Overtime Steering Group.

- The process in PSNI for authorising overtime.
- EU Exit Additional Funding and the implications for overtime.
- Time off in lieu instead of payment for overtime.
- The top overtime earners in PSNI.
- The cost of overtime in PSNI.
- The Bear Scotland ruling in relation to overtime and holiday pay.
- The overtime budget which has been flat lined for 2019/20.
- Pay scales for Police Officers.

In response to a question from a Member regarding overspends on travel and subsistence, telecoms and transport, the representatives from PSNI undertook to provide information on the matter in the next PSNI Expenditure Report. **(AP2)**

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

Members:

AGREED:

That a further letter should be sent to PSNI seeking details in relation to the PSNI Strategy on overtime.

(AP3)

6.3 NIPB Budget

(i) Briefing on Management Accounts and Financial information to February 2019

Members noted the Board's Management Accounts to February 2019 and January 2019 Monitoring Outcome. NOTED.

In response to a question from a Member, Officials explained the reason for underspends on accommodation costs and Members research allowances.

6.4 Briefing on Police College Academic Contract Tender

The Committee noted a paper which provided Members with an update on the tender process for the provision of an academic contract to support the Student Officer Training Programme. NOTED.

The Chair welcomed Mr Alan Todd, Assistant Chief Constable, Operational Support Department and T/C/Superintendent Philip Knox, Police College to the meeting.

T/C/Superintendent Philip Knox gave a presentation to the Committee on the provision of academic accreditation tender process. A copy of the slides used during the presentation are attached at Appendix "A".

During discussion Members raised issues with the Assistant Chief Constable including:-

- The Student Officer Training Programme.
- The Probationary Development Programme.
- The development of the level 6 qualification for Student Officers and the Steering Group that is to be established to design this.
- Human Rights Training.
- The Intellectual Property rights of the academic courses being run via Ulster University.
- Recommendations in the Gibson Report on the review of the Police College which have still to be signed off by the Board.

- The use of campuses outside Belfast to provide structured seminars, tutorials and drop in study advice sessions to Student Officers.
- Training for Student Officers in the Garda Siochana.
- An apprenticeship levy which is paid by PSNI from which the PSNI derives no benefit as the funding goes back to Treasury.
- The Board agreed at the last meeting that a letter should be sent to the Secretary of State regarding the matter.
- Statistics on the educational qualifications which Student Officers had attained on entry to the PSNI.

In response to a question from a Member, ACC, Operational Support Department briefed the Committee on the role of NICOP and the funding arrangements for the Close Protection Unit. He referred to a review which was being carried out regarding close protection and explained that relevant parties would be advised of the outcome by end of April 2019. The ACC undertook to advise Members on the outcome in due course. **(AP4)**

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

It was:-

AGREED:

That the PSNI should be asked to provide details of the progress on the recommendations in the Gibson Report.
(AP5)

Members discussed the Board representation on the Co- Design Steering Group and determined that there was a potential conflict of interest if the Board was to participate.

A Member asked if there were any other outstanding recommendations in PSNI reports relating to the work of the Committee and it was agreed that Officials should raise the matter with the PSNI. **(AP6)**

6.5 Committee Forward Work Programme

The Committee considered a paper which outlined the key priorities and proposed Committee Forward Work Programme for the period March 2019 – March 2020.

Members discussed the programme and suggested that the briefing on the PSNI Estate Strategy should be brought forward to May 2019 and the briefing on Police Training put back to June 2019.

The Committee:-

AGREED:

- The Forward Work Programme for March 2019 – March 2010 subject to these amendments being made.
- That the Forward Work Programme should be kept under review.

(AP7)

7. QUESTIONS FOR THE CHIEF CONSTABLE

It was:-

AGREED:

- That questions should be drafted to ask the Chief Constable at the next Board meeting regarding PSNI overtime.
- That the questions should be circulated to Members for any comments before issuing to the Chief Constable.

(AP8)

8. COMMUNICATION ISSUES

There were no communication issues arising from the meeting.

9. ANY OTHER BUSINESS

9.1 Rathfriland Communications Site

The Committee considered a paper regarding a request by PSNI to purchase the Rathfriland Communications Site and adjacent warehouse at a public auction which took place earlier that day. Given the timescale the Committee Chair and Vice-Chair had given approval in principle the previous day for the PSNI to bid at the auction but had registered dissatisfaction at the unreasonable timeframe within which the Committee was asked to make a decision.

Members discussed the matter and endorsed the view that the timeframe which the Committee had been given to make a decision was entirely unsatisfactory.

In conclusion Members:

AGREED:

- With the decision which had been made by the Chair and Vice-Chair of the Committee regarding the purchase of the

Rathfriland Communications Site and adjacent warehouse at the public auction

- That a letter should be sent to the PSNI expressing the Committee's dissatisfaction at the timeframe which the Committee was given to make a decision.
- That Officials should provide the Committee with information on the Board's remit in relation to the PSNI Estate.

(AP9)

10. DATE OF NEXT MEETING

It was:-

AGREED:

That the next meeting should be held on 18 April 2019 at 2.00pm

(Meeting closed at 5.50 pm).

CORPORATE SERVICES

Date: March 2019

Chair