

NORTHERN IRELAND POLICING BOARD

MINUTES OF THE RESOURCES COMMITTEE MEETING HELD ON THURSDAY 22 DECEMBER 2016 AT 9.30 AM IN WATERSIDE TOWER, BELFAST

PRESENT:

- Mr Gerry Kelly (Chairperson)
- Mrs Wendy Osborne (Vice-Chairperson)
- Mr Keith Buchanan
- Ms Linda Dillon
- (1) Mr Ryan Feeney
- (2) Mrs Brenda Hale
- Ms Roisin McGlone
- (1) Dr Paul Nolan
- Ms Deirdre Toner
- (3) Mrs Anne Connolly (Chairperson of Board)
- (3) Ms Debbie Watters (Vice-Chairperson of Board)
- (4) Professor Brice Dickson
- (5) Mr Nelson McCausland

POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE:

- (6) Mr Drew Harris, Deputy Chief Constable
- (7) Mr Mark McNaughten, T/Director of Finance & Support Services & Human Resources
- (7) Ms Denise Teer, T/Head of Finance
- (8) Ms Jude Helliker, Head of Human Resources
- (6) One Police Officer

OFFICIALS IN ATTENDANCE:

- Mrs Amanda Stewart, Chief Executive
- (9) Ms Jenny Passmore, T/Director of Policy
- Mr David Wilson, Director of Support Services
- Three Board Officials

- (1) Item number 1, part item number 6.1, 7.4 & 7.5
- (2) Part item number 7.4 & part item number 7.5
- (3) Item numbers 1, 6.1, 7.1, 7.4 & 7.5
- (4) Item numbers 1, 6.1, 7.4 & 7.5
- (5) Part item number 7.4 & item number 7.5
- (6) Part item number 7.4
- (7) Item number 7.1
- (8) Part item number 7.4 & item number 7.5
- (9) Item numbers 2 – 5, part item number 6.1 & item numbers 6.3 & 6.4

1. APOLOGIES, ETC

Apologies were received from Dr Stephen Farry.

The Chairperson welcomed Ms Linda Dillon to her first meeting of the Committee.

The Chairperson asked Members to declare any conflicts of interests arising from the agenda. No conflicts of interest were declared.

2. DRAFT MINUTES OF THE MEETING OF RESOURCES COMMITTEE HELD ON 24 NOVEMBER 2016

The Committee considered the draft minutes of the Resources Committee meeting held on 24 November 2016.

It was:-

RESOLVED:

That the draft minutes of the Resources Committee meeting held on 24 November 2016 be approved.

3. MATTERS ARISING FROM THE MINUTES OF THE MEETING

MATTERS ARISING FROM THE MEETING HELD ON 28 JULY 2016

3.1 PSNI Equality, Diversity and Good Relations Strategy Action Plan 2012 – 2017 (Item 5.4 of Minutes Refers)

The Committee noted a letter from PSNI regarding the PSNI Equality, Diversity and Good Relations Strategy Action Plan 2012 – 2017.
NOTED.

MATTERS ARISING FROM THE MEETING HELD ON 24 NOVEMBER 2016

3.2 Purchase of RADAR Site (Item 5.1 of Minutes Refers)

Members noted that the Board had approved a recommendation from the Committee at its meeting on 1 December 2016 to acquire the site and building for the RADAR Centre. The PSNI had been informed of the Board's decision. NOTED.

3.3 Deloitte Research into Barriers to Recruitment (Item 7.4 of Minutes Refers)

Officials advised the Committee:-

- That a copy of the presentation which had been given at the last meeting relating to the Deloitte Research into Barriers to Recruitment had been issued to Members.
- That information had been sought from PSNI in relation to the community background and gender breakdown of all ranks within PSNI. A response was awaited.

NOTED.

3.4 Positive Action Plan to address under-representation (Item 7.5 of Minutes Refers)

This matter was dealt with at item 7.5.

3.5 In Year Update – PSNI Equality and Diversity and Good Relations Strategy (Item 7.6 of Minutes Refers)

The Committee noted a letter which had been sent to PSNI regarding the In Year Update on PSNI Equality, Diversity and Good Relations Strategy. A response had recently been received and would be brought to the next meeting for consideration. NOTED.

**3.6 PSNI Compensation Information – April – September 2016
(Item 7.7 of Minutes Refers)**

Members noted that that a request had been sent to PSNI seeking costings for personal injury claims which included legal costs. The information would be brought to a future meeting of the Committee.
NOTED.

4. COMMITTEE PROGRAMME OF WORK

Members noted a Committee Programme of Work for 2016/17. NOTED.

5. CHAIRPERSON'S BUSINESS

5.1 Correspondence

The Committee considered a letter from the Department of Justice (DOJ) dated 16 December 2016 regarding proposals around regularising the fee structure for the speed awareness courses offered to qualifying offending motorists as an alternative to a fine and penalty points.

It was:

AGREED:

To notify DOJ of the Committee's support for the proposal.

5.2 NIPB response to consultation on the PSNI Equality, Diversity & Good Relations Strategy 2012-2017

The Committee considered a paper which outlined details of a draft response from the Board to a PSNI consultation on the PSNI Equality, Diversity & Good Relations Strategy 2012-2017.

Members discussed the Board's response to the Equality, Diversity & Good Relations Strategy and it was:-

AGREED:

That the response should be issued to PSNI incorporating the suggestions made by Members.

6 ITEMS FOR DECISION

6.1 Police College Review Oversight Panel

The Committee considered a paper which provided Members with a draft copy of a Terms of Reference for an Oversight Panel to oversee the implementation of the immediate, short and medium term recommendations arising from the Police College Review.

Members noted that Mr Gerry Kelly, Ms Roisin McGlone, Mr Nelson McCausland and Mrs Wendy Osborne had expressed an interest in membership of the Oversight Panel. NOTED.

During discussion Members discussed:-

- The appointment of an Independent Member to the Panel.
- The setting up of a meeting with the Police Learning Advisory Council (PLAC).
- The Panel arranging discussions with the Students at the Police College.
- Unannounced visits by Members of the Panel to PSNI Stations.
- The involvement of CJINI to undertake an inspection of the implementation of the recommendations arising from the Police College Review.
- An input by the Board's Human Rights Advisor regarding human rights recommendations arising from the Police College Review.

In conclusion the Committee:-

AGREED:

- The Terms of Reference for the Oversight Panel subject to amendments suggested by Members being made.
- That membership of the Oversight Panel should comprise of Mr Gerry Kelly, Ms Roisin McGlone, Mr Nelson McCausland, Mrs Wendy Osborne and an Independent Member.

6.2 NIPB Draft Reassessment and Interval Policy for Injury on Duty Awards

This paper was withdrawn.

6.3 Consultation on Police Pensions Amendment Regulations (NI) 2017

The Committee considered a draft response to the DOJ consultation on the draft Police Pensions (Amendment) Regulations (NI) 2017.

It was:-

AGREED:

That the draft response should be issued to DOJ.

6.4 Assisted Removal Request for Extension

The Committee considered a request from PSNI to an extension of two months on an Assisted Removals financial package for a PSNI Officer.

It was:-

AGREED:

To approve the two month extension to the assisted removal financial package until 5 March 2017.

The Chief Executive updated the Committee on the position regarding six negative equity cases.

Following discussion it was:-

AGREED:

To approve an extension to 30 April 2017 for the six negative equity cases.

7. ITEMS FOR DISCUSSION

7.1 PSNI Report on Expenditure to November 2016

The Chairperson 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/Director of Finance & Support Services & Human Resources updated the Committee on the draft resource requirements for 2017 – 2018 and explained that the Departmental draft budget allocation may not be available until the New Year.

The T/Head of Finance briefed the Committee on the November 2016 expenditure report and drew Members attention to an analysis of additional security funding, police overtime, fresh start funding for 2016 – 2017 and expenditure on Op Kenova for 2016 – 2017.

	Budget £k	Actual £k	Variance £k
Staff costs	356,269	355,280	990
Non Staff costs	84,158	79,508	4,650
Receipts	(4,942)	(6,261)	1,318
Cash Payment of Provisions	21,382	20,233	1,149
Loss on Disposal	0	4	(4)
Fresh Start Funding	499	383	116
Hearing Loss	6,618	4,191	2,428
Ringfenced Depreciation and Diminution	24,667	23,191	1,475
Voluntary Exit Scheme	5,570	5,578	(8)
TOTAL RESOURCE DEL	494,221	482,107	12,114

During discussion Members raised issues with PSNI including:-

- Expenditure on Op Kenova for 2016 – 2017.
- Overtime working in the PSNI.
In response to a question from a Member, the representatives from PSNI undertook to provide the Committee with a breakdown of overtime incurred by Departments in PSNI.
- The acquisition of the site and building for the RADAR Centre. The T/Director of Finance & Support Services & Human Resources advised Members that the DOJ had confirmed funding for the Centre.
- Costs associated with appeals regarding Injury on Duty Awards.

- Draft proposals for a balanced budget for 2017 – 2018.

The Chairperson thanked Mr Mark McNaughten, T/Director of Finance & Support Services & Human Resources and Ms Denise Teer, T/Head of Finance for attending the meeting and they left.

7.2 In Year Review – PSNI People Strategy

The Committee considered a paper which provided Members with a 6 monthly update from PSNI on the implementation of the PSNI People Strategy.

Members noted information provided by Officials relating to the update on the implementation of the PSNI People Strategy and it was:-

AGREED:

- That a letter should be sent to PSNI seeking a response to the issues raised by Officials as outlined in the paper.
- A copy of the letter should be circulated to Member.

7.3 Policing Board Report on Expenditure to November 2016

The Committee noted the Board's Management Accounts to November 2016. NOTED.

7.4 Deloitte Research into Barriers to Recruitment

Officials presented a paper to the Committee which included a report on the findings on research which had been carried out by Deloitte in relation to understanding barriers to Police Officer recruitment.

The Chairperson welcomed the Deputy Chief Constable and his colleagues to the meeting.

The Deputy Chief Constable briefed Members on the emerging findings of research relating to understanding barriers to Police Officer recruitment.

The Head of PSNI Human Resources gave a presentation to the Committee on the findings in the report on understanding barriers to Police Officer recruitment and steps which would be taken by PSNI to address these findings. A copy of the slides used during the presentation are attached at Appendix "A".

During discussion the following main points were discussed with the representatives from PSNI:-

- The sitting of the Initial Selection Test (IST) in an exam centre being replaced by an online IST platform.
- The opinion of family, friends and the community being a strong influence in attracting applicants to join the PSNI.
- Under representation from working class areas regarding recruitment to PSNI.
- Engagement with schools regarding recruitment to PSNI.
- Opportunities for career development in PSNI.
- Analysis of applications to join PSNI.
- The advertising campaign for recruitment to PSNI and pre-campaign engagement with stakeholders.

The Chairperson thanked the Deputy Chief Constable and his colleague for attending the meeting and they left.

It was:-

AGREED:

To liaise with PSNI regarding further information on the recommendations contained in the Deloitte report in relation to

understanding barriers to Police Officer recruitment and an implementation plan.

7.5 Positive Action Plan to address under-representation

The Committee considered a paper which provided Members with a Positive Action Plan which had been provided by PSNI to address under representation within Specialist Departments in PSNI.

Members noted details of a letter which had been sent to PSNI outlining the Committee's concerns regarding the Action Plan and a response which had been received from PSNI. NOTED.

The Head of PSNI Human Resources gave a presentation to the Committee on the Positive Action Plan to address under representation within Specialist Departments in PSNI.

During discussion the following main points were discussed with the Head of PSNI Human Resources:-

- Under representation at Chief Police Officer level.
- The culture within the PSNI.
- Affirmative actions which were required to address under representation in PSNI.
- The implementation of policies in Police Districts regarding requests for annual leave, cancellation of rest days etc.
- Mentoring of Police Officers from under represented Groups.

The Chairperson thanked the Head of PSNI Human Resources for attending the meeting and she left.

8 INFORMATION PAPERS

There were no information papers.

9. QUESTIONS FOR THE CHIEF CONSTABLE

There were no questions to ask the Chief Constable at the next Board meeting.

10. COMMUNICATION ISSUES

There were no communication issues arising from the meeting.

11. ANY OTHER BUSINESS

No other business was conducted.

12. DATE OF NEXT MEETING

Members agreed that the next meeting should take place on 23 February 2017. The date for the meeting on 26 January 2017 should remain in diaries in case an urgent issue arises in January 2017.

(Meeting closed at 12.50pm)

BOARD SUPPORT

January 2017

Chairperson