

## NORTHERN IRELAND POLICING BOARD

### MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON WEDNESDAY 24 MARCH 2021 AT 09.30AM AT THE NORTHERN IRELAND POLICING BOARD, WATERSIDE TOWER AND VIA ZOOM VIDEO CONFERENCE

#### PRESENT:

- Mr Gerry Kelly MLA (Chair)  
(1) Dr Janet Gray\* (Vice-Chair)  
(2) Mr Tom Buchanan MLA\*  
Mr Colm McKenna\*  
Mr Frank McManus\*  
(3) Ms Deirdre Toner\*

#### POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE:

- (4) Mrs Pamela McCreedy, Chief Operating Officer  
(4) Mr Mark McNaughten, T/Executive Director of  
Finance & Support Services & Human Resources\*  
(4) One PSNI Staff Member\*

#### EXTERNAL ADVISORS ATTENDANCE

- IN(5) Michael Burton, Chair of Police Pension Board  
(PPB)  
(5) Brian Quinn, Pensions Advisor

#### OFFICIALS IN ATTENDANCE:

- Mrs Amanda Stewart, Chief Executive\*  
Ms Jenny Passmore, Director of Resources  
Ms Aislinn McGuckin, T/Director of Police  
Administration\*  
Three Board Officials\*

\* Attended the meeting via Video Conference

- (1) Part item 6.5.2 to end (joined meeting at 11am)  
(2) Part item 4.3 to end (joined meeting at 9.45am)  
(3) From beginning to part item 6.6. (left meeting at 12.20pm)  
(4) Item 6.5 only.  
(5) Item 6.6 only

## 1. APOLOGIES

Apologies were received from Mr John Blair MLA. Mr Trevor Clarke MLA and Mr Seán Lynch MLA were not in attendance as they were engaged in other Board duties.

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 correspondence in relation to three actions had been received.

### 4.1 Correspondence from PSNI Director of Human Resources re Recruitment Partner Contract (AP1 February 2021)

The Committee noted correspondence dated 24 February 2021 received from the PSNI Director of Human Resources following the Committee's request in December 2020 to receive the PSNI's Recruitment Partner Contract. The Committee noted that the document provided was the Public Sector Standard

Conditions and did not detail the key deliverables and measures within the contract. It was agreed that correspondence should be sent to the PSNI Director of Human Resources requesting the information again. **(AP1)**

**4.2 Correspondence from the PSNI T/Executive Director of Finance and Support Services & Human Resources re Occupational Health and Wellbeing Branch (AP4 February 2021)**

The Committee discussed correspondence dated 4 March 2021 from the PSNI T/Executive Director of Finance and Support Services & Human Resources and noted the police officers who meet the criteria may apply for ill health retirement (IHR) after 26.5 years of service and if their IHR application is successful they will retire on a 30 year pension. The Committee further discussed the information provided regarding staff working within the PSNI's Occupational Health and Welfare (OHW) Branch and agreed that the Committee Chair should write to the PSNI T/Executive Director of Finance and Support Services & Human Resources to clarify if OHW staff are being paid according to Northern Ireland Civil Service (NICS) pay grades or Health and Social Care Agenda for Change pay grades. **(AP2)**

**4.3 Correspondence from PSNI Director of Human Resources re PSNI Draft People Strategy (AP2 January 2021)**

The Committee discussed correspondence dated 3 March 2021 from the PSNI Director of Human Resources about the amendments made to the PSNI's Draft People Strategy following the Committee's feedback in January 2021. The committee noted the response and agreed to discuss it further with the PSNI Director of Human Resources when she attended a future meeting of the committee.

**5. CHAIRPERSON'S BUSINESS**

**5.1 Correspondence from Northern Ireland Office Permanent Secretary**

### **providing an update on Northern Ireland Committee on Protection review of Close Protection Arrangements**

The Chair noted that correspondence had been received from the Northern Ireland Office Permanent Secretary providing an update on the Northern Ireland Committee on Protection's (NICOP) review of Close Protection arrangements noting that the Committee had spent some time during 2019 considering this matter as it had a financial implication for the PSNI. The Committee noted that NICOP's review would be completed by summer 2021 and the outcome would be shared with the Chief Constable.

### **5.2 Correspondence from Deputy Chief Constable Hamilton providing an update on Operation Yurta**

The Committee noted correspondence dated 8 March 2021 from the Deputy Chief Constable (DCC) to the Board Chair providing an update about Operation Yurta. The Committee noted that the DCC had discussed the issues detailed in the correspondence at the Board meeting on 4 March 2021 and that the correspondence would be included in the Chair's Report to the Board for the Board Meeting on 1 April 2021.

## **6. ITEMS FOR COMMITTEE BUSINESS**

### **6.1 NIPB Police Remuneration Review Body Submission**

Board Officials presented a paper on the work undertaken and relevant recommendations made by the Resources Committee Working Group in respect of a submission on behalf of the Board to the Police Remuneration Review Body (PRRB). It was noted that the Board's submission is due to be submitted to the Department of Justice (DoJ) by 14 April 2021 and will be followed by an oral evidence session attended by the Chief Executive and Director of Resources in May 2021. The Committee noted the request to agree a position in relation to issues for inclusion in the Board's submission to the

PRRB and also to recommend the position to the Board for approval at the 1 April 2021 Board meeting.

The Committee noted that the Minister of Justice had previously indicated she would be asking PRRB to consider Assistant Chief Constable salary scales and discretionary allowances as part of their review.

In respect of the Competence Related Threshold Payments (CRTP) to officers, Members noted the Board's position outlined in the paper in terms of supporting the phasing out of this payment. Members also noted that in England and Wales where CRTP has already been phased out, the replacement scheme (where officers are now paid an unsociable hours payment), would result in approximately an additional £9 million per year were it to be implemented in Northern Ireland. The Committee noted that any such replacement scheme in this jurisdiction should be cost neutral.

Following a discussion in relation to the possible barriers to Chief Officer recruitment, specifically at ACC level, the Chief Executive noted that research would be undertaken to understand these barriers and why relatively low numbers of applications are consistently received when recruiting at this level.

Board officials advised that the PRRB paper and submission would be updated to reflect the views of Committee Members ahead of going to the 1 April 2021 Board meeting.

It was **RESOLVED** that:

- The Board's position on the PRRB submission should be tabled at the Board for approval at the 1 April 2021 meeting.

## 6.2 Request for Extension Beyond Delegated Limits

Board Officials presented a paper which detailed a request for the Committee to grant a third time extension under the Board and PSNI's Assisted Removal Scheme to an officer to remain in police leased accommodation and to store his personal possessions and furniture.

The Committee noted the circumstances that had led to the current request (up to 31 July 2021) and the work that was being undertaken by all parties to progress the situation. While the Committee are sympathetic to the Applicant's situation, Members were of the view that the Board cannot continue to grant extensions of time indefinitely and that the matter needs to be brought to a conclusion. It was **RESOLVED** that:

- The Committee agreed on this occasion to grant the requested extension to 30 July 2021, however also noted that this would be the final extension approved. The Committee asked Officials to ensure an update is provided to the Committee at its June 2021 meeting in relation to progress towards concluding the matter.

## 6.3 Police Administration Cases for Committee Decision

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).

Following discussion it was agreed that the medical recommendations of the SMPs in 21 cases and the IMRs in seven cases assessed between 10 February 2021 and 16 March 2021 be approved.

The Committee further agreed that eight Reconsideration applications considered by Members should progress as requested, however a further two should not progress on the basis that no further medical evidence was received in support of these Reconsideration applications.

#### **6.4 NIPB Management Accounts – February 2021**

The Committee noted a paper regarding the NIPB Management Accounts and Financial Information to 28 February 2021 which included an overview of the Board's underspend to date. Board Officials also noted that Policing and Community Safety Partnerships (PCSPs) budgets were being managed and information was being requested from PCSPs about their budget spend.

#### **6.5 PSNI Finance**

The Committee noted two papers on PSNI Finance to be considered at today's meeting. Board officials provided an overview of usual monthly Finance Report providing a summary of the PSNI's financial position to the end of February 2021. Members noted that the second finance paper on the PSNI Resource Plan 2021-22 would be considered at agenda item 6.1.2 and that PSNI Chief Operating Officer Mrs Pamela McCreedy and PSNI T/Executive Director of Finance, Support Services & HR would be joining the Committee for both agenda items.

##### **6.5.1 PSNI Finance Report – February 2021**

The Chair welcomed PSNI Chief Operating Officer Mrs Pamela McCreedy and PSNI T/Executive Director of Finance, Support Services & HR to the meeting.

The PSNI T/Executive Director of Finance, Support Services and HR briefed

the Committee on the PSNI Expenditure Report and various PSNI financial issues to the end of February 2021 noting that while the PSNI were working hard to reduce any projected underspend, the PSNI were reporting a £14.3 million underspend against the profiled budget which was an increase from £12.2 million projected underspend reported to the Committee in February 2021. Members discussed a number of issues with the PSNI Chief Operating Officer and PSNI T/Executive Director of Finance, Support Services & HR including:

- An easement of £1 million declared to the Department of Finance.
- PSNI's projected capital spend of £24.3 million by 31 March 2021 if existing orders were received from suppliers. The PSNI T/Executive Director of Finance, Support Services & HR agreed to provide a report to the next Committee meeting detailing the PSNI's capital spend to 31 March 2021 against the forecasted capital spend.

### **6.5.2 PSNI Resource Plan 2021-22**

The PSNI Chief Operating Officer introduced the PSNI's Resource Plan 2021-22 which the Committee were being asked to recommend to the Board for approval noting that the Resource Plan was based on the draft budget allocation received from the DoJ and there was a £23 million shortfall in the Resource Plan which may impact areas of the PSNI's business including the Police Training College.

The PSNI T/Executive Director of Finance, Support Services & HR provided an overview of the key themes and assumptions detailed within the PSNI's Resource Plan 2021-22 which had been approved by the PSNI's Strategic Management Board in March 2021. It was further noted that while the Chief Constable had committed to protecting the Neighbourhood Policing Teams during 2021-22 there would be consequences in other parts of PSNI including a reduction in headcount and overtime.



The PSNI T/Executive Director of Finance, Support Services & HR noted that the PSNI had not received details of the budget for a number of work streams including Legacy Inquests, the Paramilitary Crime Task Force (PCTF) and COVID-19 monies but the assumption was that all monies would be received otherwise the shortfall of £23 million would increase. During the briefing the Committee discussed a number of issues with the PSNI Chief Operating Officer and T/Executive Director of Finance, Support Services & HR including:

- The PSNI's positive engagement with the DOJ about the PSNI receiving all monies for other work areas including COVID-19, the PCTF and Legacy Inquests.
- The Strategies that underpin the 2021-22 Resource plan including the Capital and Efficiency Strategies. The PSNI T/Executive Director of Finance, Support Services & HR agreed to provide to the Committee the Efficiency Strategy and noted both the Fleet and Capital Strategies were going through PSNI governance structures and would be provided to the Committee when approved.
- The Chief Operating Officer updated the Committee on an ongoing review of all vacancies within the PSNI to ensure that the workforce was prioritised where required within the organisation.

The Chair thanked Mrs McCreedy and Mr McNaughten for their attendance and briefings to the Committee and they left the meeting.

The Committee discussed the PSNI Resource Plan 2021-22 acknowledging the £23million shortfall which may increase if PSNI did not receive all monies for other work streams as had been discussed earlier. It was **RESOLVED** to:

- Recommend that the Board approve the PSNI Resource Plan 2021-22.

## 6.6 PSNI Pension Briefing with Brian Quinn, Pensions Advisor

The Committee considered a paper detailing the purpose of the briefing from the Board's independent pensions advisor, Mr Brian Quinn and the Police Pension Board Chair, Mr Michael Burton and noted that this was, in the first instance, to refresh Members on the Board's role and responsibilities as police pension Scheme Manager and also to provide an update on the McCloud Remedy project further to the publication of consultation response on 25 February 2020.

The Chair welcomed Mr Quinn and Mr Burton to the meeting and invited them to brief the Committee.

Mr Quinn took Members through a presentation which first addressed the role of the Board as the police pension Scheme Manager. This included a summary of;

- The 3 governance framework elements (the Scheme Manager, the Police Pension Board and Scheme Advisory Board);
- The various responsibilities of the three governance bodies with a focus on the particular responsibilities of the NIPB as Scheme Manager; and,
- The role of the DoJ as the responsible authority and PSNI Pension Branch as Scheme Administrator;

Mr Quinn went on to provide a summary of the background to the "McCloud Remedy" which included details of the December 2018 Court of Appeal judgement in relation to the "transitional protection" offered to some members in the new public sector pension schemes in 2015 which was found to be discriminatory on the basis of age, the ministerial statement in July 2019 confirming that this transitional protection would need to be removed from all

public sector schemes, and the subsequent consultation process carried out by the NI Executive which set out two proposed options to remedy the discrimination in all public sector schemes.

Members noted the implications for members of the Police Pension Scheme and went on to discuss with Mr Quinn and Mr Burton in more detail the likely burden on PSNI resources both financially and administratively for PSNI Pension Branch.

The Chair thanked Mr Quinn and Mr Burton for the presentation and they left the meeting.

Following discussion it was agreed that a paper would be brought to a future Resources Committee meeting regarding the PSNI's preparations for the implementation of the McCloud Remedy. **(AP3)**

#### **6.7 Committee Programme of Work April – June 2021**

The Director of Resources presented a paper which detailed suggested areas of work to be included in committee meetings between April and June 2021 noting that other requests may be accommodated if urgent issues need to be considered by the committee.

#### **7. QUESTIONS FOR THE CHIEF CONSTABLE**

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

#### **8. COMMUNICATIONS ISSUES /OPPORTUNITIES**

No communication issues were raised.

**9. ANY OTHER BUSINESS**

The Chair noted that it had been agreed that Mr Mike Nesbitt MLA would be joining the Committee from 21 April 2021 and would be in attendance at the next meeting.

**10. DATE OF NEXT MEETING**

The Committee would meet on Wednesday 21 April 2021 at 9.30am.

The meeting ended at 12.51pm.

**CHAIR**

**RESOURCES DIRECTORATE  
March 2021**