

## **NORTHERN IRELAND POLICING BOARD**

### **MINUTES OF THE RESOURCES COMMITTEE MEETING HELD ON THURSDAY 24 MARCH 2016 AT 9.30AM IN WATERSIDE TOWER, BELFAST**

**PRESENT:**

Mr Gerry Kelly (Chairperson)  
Mrs Wendy Osborne (Vice-Chairperson)  
Ms Deirdre Blakely  
Ms Roisin McGlone  
Mr Robin Newton  
Dr Paul Nolan  
Mr Pat Sheehan

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

- (1) Mr Mark McNaughten, T/Director of Finance & Support Services
- (1) Ms Denise Teer, T/Head of Finance

**OFFICIALS IN  
ATTENDANCE:**

- Mr Edgar Jardine, Interim Chief Executive  
Mr Brian McDonald, T/Director of Support Services
- (2) Mrs Siobhan Fisher T/Director of Partnership
  - (2) Mrs Amanda Stewart, Director of Policy
- Four Board Officials

- (1) Item number 7.1
- (2) Item numbers 1 – 6.2

#### **1. APOLOGIES, ETC**

Apologies were received from Mr Ross Hussey.

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

**2. DRAFT MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON 25 FEBRUARY 2016**

The Committee considered the draft minutes of the Resources Committee meeting held on 25 February 2016.

It was:-

**RESOLVED:**

That the draft minutes of the Resources Committee meeting held on 25 February 2016 be approved.

**3. MATTERS ARISING FROM THE MINUTES OF THE MEETING**

**3.1 Update on implementation of the Scofield Report (Item 3.3 of Minutes Refers)**

Officials advised the Committee that a meeting had taken place with Department of Justice (DOJ) Officials on 23 March 2016 regarding recommendations 1 – 6 in the Scofield Report. An update on the issue would be provided to Members for the next meeting. NOTED.

**3.2 PSNI Resources Plan and Budget Allocation 2016/17 (Item 6.2 of Minutes Refers)**

Members noted that details of the PSNI security funding budget and a breakdown of the costs for the Close Protection Unit for 2015 – 2016 were included at item 7.1 of the papers. NOTED.

Members noted a copy of a letter from the Chair of the Committee to the Chief Constable regarding demand and prioritisation in PSNI. A response was awaited. NOTED.

### **3.3 Human Resources Issue (Item 6.4 of Minutes Refers)**

The Committee noted that a letter had been sent to the PSNI Staff Member and the matter had been raised with the Chief Constable.  
NOTED.

### **3.4 Questions for the Chief Constable (Item 9 of Minutes Refers)**

The Committee noted that questions had been forwarded to the Chief Constable regarding:-

- The PSNI Whistle Blowing Policy.
- The Culture Survey which would be conducted within PSNI.

Responses were awaited.

NOTED.

## **4. COMMITTEE ANNUAL ROLLING PROGRAMME OF WORK**

Members noted a Committee Annual Rolling Programme of Work for 2015/16.  
NOTED.

It was:-

### **AGREED:**

That monitoring of PSNI demand should be included in the Programme of Work.

## **5. CHAIRPERSON'S BUSINESS**

### **5.1 Northern Ireland Community Safety College**

Officials advised the Committee that the outline business case for a revised proposal for a new build at Desertcreat had been approved by the Department of Finance and Personnel. NOTED.

## **5.2 Correspondence**

The Committee noted a letter from the Interim Chief Executive to the DOJ regarding the Board's decision not to offer to become part of the DOJ HQ Accommodation Group. NOTED.

## **6 ITEMS FOR DECISION**

### **6.1 SMP Business Case**

The Committee considered a paper which sought Members views on a potential alternative contract arrangement for the provision of Selected Medical Practitioner (SMP) services for the Board to fulfil its statutory responsibility for administering applications for ill health retirement and injury on duty awards (IODs).

Members considered a draft outline Business Case for the SMP contract and following discussion it was:-

#### **AGREED:**

That the Board should proceed with option 5 in the business case and set up an approved list of service providers to act as SMP.

### **6.2 Proposed Board Continuous Improvement Project 2016/17**

The Committee considered a paper which sought Members agreement regarding the Board's proposed Continuous Improvement Project for 2016/17 which is to review the IOD appeal process currently in place.

Following discussion it was:-

#### **AGREED:**

That the continuous improvement project for the Board in 2016/2017 should be to review the IOD appeal process.

## 7. ITEMS FOR DISCUSSION

### 7.1 PSNI Report on Expenditure to February 2016

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

The T/Director of Finance & Support Services briefed the Committee on the February 2016 expenditure report.

|  | Actual £k      | Budget £k      | Variance £k  |
|--|----------------|----------------|--------------|
| Staff                                  | 481,738        | 481,422        | (316)        |
| Non Staff costs                        | 114,310        | 120,487        | 6,177        |
| Receipts                               | (8,401)        | (7,733)        | 668          |
| Cash Payment of Provisions             | 26,347         | 27,977         | 1,630        |
| Loss on Disposal                       | 103            | 0              | (103)        |
| Hearing Loss                           | 7,622          | 7,700          | 78           |
| Ringfenced Depreciation and Diminution | 35,333         | 34,583         | (750)        |
| Voluntary Exit Scheme                  | 1,372          | 1,370          | (2)          |
| <b>TOTAL RESOURCE DEL</b>              | <b>658,424</b> | <b>665,806</b> | <b>7,383</b> |

Members noted information which that had been requested at the last Committee meeting regarding PSNI security funding and Close Protection Unit costs for 2015-16.

During discussion Members raised issues with PSNI including:-

- Costs for the Close Protection Unit. The representatives from PSNI undertook to provide the Committee with information regarding the criteria for providing close protection.
- The security funding budget.
- The business case for the small unmanned aircrafts. The T/Director of Finance & Support Services advised the Committee that a response regarding the matter had been drafted and would be provided to the Board.
- Evaluation report on Body worn video equipment.
- Hearing loss cases. The representatives from PSNI undertook to provide the Committee with information regarding the claims.

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

#### **7.2 Policing Board Report on Expenditure to February 2016**

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

#### **7.3 End-Year Report on the implementation of the PSNI Estate Strategy**

The Committee noted an end-year report which had been received from the PSNI regarding the implementation of the PSNI Estate Strategy. NOTED.

#### **7.4 Gender and Community Background under-representation in PSNI Departments 2015/16 End of Year Report**

The Committee considered a paper which included a report from PSNI in respect of monitoring, reporting and developing measures to improve under-representation in terms of gender and community backgrounds in PSNI Departments for 2015/16.

Officials advised the Committee that a report and presentation would be given by PSNI on Equality and Diversity at the April 2016 Committee meeting and a report and presentation in relation to the People Strategy in May 2016.

During discussion Members suggested that a benchmarking exercise should be carried out against gender of Police Officers and Staff in other Police Services.

During further discussion Members asked to be provided with information regarding:-

- Community background of Investigator Appointments.
- The PSNI Strategic Steering Group.
- The Business in the Community Gender Project including information on authenticity.
- Representativeness on Senior Appointment Panels and details of when Panels met.
- The Women Police Association Mentoring Scheme.

## **8. INFORMATION PAPERS**

There were no information papers.

## **9 QUESTIONS FOR THE CHIEF CONSTABLE**

It was:-

### **AGREED:**

That questions should be drafted to ask the Chief Constable regarding the numbers of PSNI Staff leaving the PSNI under the Voluntary Exit Scheme (VES) at different grades; how the VES was being managed within the PSNI Workforce Plan; and how resulting gaps in capability would be addressed.

## **10. COMMUNICATION ISSUES**

There were no communication issues arising from the meeting.

**11. ANY OTHER BUSINESS**

There was no other business for discussion.

**12. DATE OF NEXT MEETING**

The Committee agreed that consideration should be given regarding whether a meeting should be held in April 2016 depending on what items of business there were for discussion.

(Meeting closed at 11.05am)

**BOARD SUPPORT**

**April 2016**

---

**Chairperson**