

NORTHERN IRELAND POLICING BOARD

**MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY
28 FEBRUARY 2019 AT 10.00AM**

PRESENT:

- Mr Gerry Kelly (Chair)
- Mrs Wendy Osborne (Vice-Chair)
- Mr John Blair
- Mr Keith Buchanan
- Mr Alan Chambers
- Mrs Linda Dillon
- Mr Tom Frawley
- Mr Doug Garrett
- (1) Mr Gary Middleton
- Dr Paul Nolan

**POLICE SERVICE OF
NORTHERN IRELAND IN
ATTENDANCE**

- (2) Mr Mark McNaughten, T/Director of Finance & Support Services & Human Resources
- (3) Mrs Denise Teer, T/Head of Finance
- (4) Ms Yvonne Cooke, Head of Human Resources
- (2) Superintendent Andrew Freeburn, Command Secretariat
- (2) One PSNI Staff Member

**OFFICIALS IN
ATTENDANCE:**

- (5) Mrs Amanda Stewart, Chief Executive
- Mr Tim Logan, Director of Resources
- 4 Board Officials

- (1) Part item number 5.7 to close (arrived at 1pm)
- (2) Item numbers 5.5 & 5.7
- (3) Item number 5.5
- (4) Item number 5.7
- (5) Item numbers 1 – 7

1. ELECTION OF CHAIR AND VICE CHAIR

The Director of Resources outlined details of the process for the appointments of Chair and Vice-Chair of the Committee.

Dr Paul Nolan proposed that Mr Gerry Kelly be appointed Chair of the Resources Committee. The proposal was seconded by Mr Tom Frawley and agreed by the Committee.

Mrs Linda Dillon proposed that Mrs Wendy Osborne be appointed Vice-Chair of the Resources Committee. The proposal was seconded by Mr Tom Frawley and agreed by the Committee.

2. APOLOGIES

Mr Gary Middleton had advised that he would be late for the meeting.

The Committee agreed the agenda for the meeting.

The Chair asked Members to advise of any issues they wished to raise at item number 8 under "Any Other Business". Officials advised that they wished the Committee to consider a paper in relation to a targeted consultation by the Department of Justice (DOJ) on Police Pension Amendment Regulations. Members had no other issues to raise under any other business.

3. CONFLICTS OF INTEREST

The Chair asked Members to declare any conflicts of interests arising from the agenda. Mr Tom Frawley declared a potential perceived conflict of interest regarding item numbers 5.1 and 8.1 on the agenda as he had a relative serving in the PSNI.

The Chief Executive also declared a potential perceived conflict of interest regarding item number 8.1 on the agenda as she was in receipt of a police pension and undertook to withdraw from the meeting for this item of business. No other conflicts of interest were declared. NOTED.

4. CHAIR'S BUSINESS

The Committee noted a letter dated 4 February 2019 from the Permanent Secretary, DOJ to the Chair of the Police Remuneration Review Body (PRRB) in relation to the 2018/19 pay award for Police Officers. NOTED.

The Committee noted that the approvals outlined in the letter mirrored the award made to Police Officers in England and Wales, which was backdated to 1 September 2018. NOTED.

5. ITEMS FOR COMMITTEE BUSINESS

5.1 NIPB Written Submission to the Police Remuneration Review Body – Information Paper

Officials reminded Members that the Board had agreed at its meeting on 6 February 2019 that a Working Group should be set up to develop and finalise the Board's written submission to the PRRB on Police Officers pay and allowances for 2019/20.

The Committee noted the Board's submission to the PRRB which had been agreed by the Working Group in relation to Police Officers pay and allowances for 2019/20. The submission had been sent to the PRRB on 15 February 2019. NOTED.

The Committee also noted submissions which had been provided to PRRB from the PSNI, DOJ, Police Federation and Superintendents' Association. NOTED.

Members noted that the forthcoming oral evidence sessions with PRRB would be held on 20 March 2019 and the Board would be represented at the session by the Board's Director of Resources. NOTED.

During discussion it was:-

AGREED:

That further information should be sought from the PSNI regarding the review of the Competence Related Threshold Payment. **(AP1)**

5.2 Above Delegation Approval Requests

The Committee considered a paper which outlined details of two requests which had been received from the PSNI seeking approval for charitable donations to be made.

Members considered the requests and it was:-

AGREED:

To approve a donation of £2,130 to the National Police Memorial Day Trustees to enable the charity to continue its commitments and a donation of £10,000 to the Police Arboretum Memorial Trust. **(AP2)**

5.3 PSNI Section 8 Secondment Request – Lebanon

The Committee considered a paper which asked Members to consider approving a request from PSNI for a Member of Police Staff to provide assistance to Lebanon for a week in March 2019 as part of the 3 year twinning agreement between the PSNI and the Lebanese Internal Security Fund.

During discussion it was:-

AGREED:

- That PSNI could provide assistance through NI-CO to Lebanon for a week in March 2019. (subject to DOJ approval which is also required)
- That PSNI should be asked to provide an evaluation of the PSNI secondments to Lebanon under the twinning agreement between the PSNI and the Lebanese Internal Security Fund. **(AP3)**

In the ensuing discussion it was:

AGREED:

- That the Committee should invite PSNI to brief Members on PSNI secondments.
- That PSNI should be asked to provide details of the estimated number of secondment opportunities which may arise over the next 12 months.
(AP4)

5.4 PSNI Overtime

The Committee considered a paper which had been received from PSNI regarding an overview of PSNI overtime and the year-to-date expenditure as of the end January 2019.

Following discussion it was:-

AGREED:

That Officials should seek further information from PSNI regarding the strategic approach to overtime and clarification as to whether the additional Brexit funding would reduce overtime pressures in PSNI. **(AP5)**

5.5 PSNI

(i) Management Accounts and Financial information to January 2019

The Chair 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/Head of Finance briefed the Committee on the January 2019 expenditure report and explained that it was expected there would be a break even position at the end of the financial year.

During discussion Members raised issues with PSNI including:-

- A delay which had occurred during 2018/19 financial year in spending the PSNI's capital budget.
- The length of time it takes in obtaining security clearance for contractors and sub-contractors undertaking work on the PSNI estate.
- The efficiency of the procurement processes and support which PSNI receive from Central Procurement Directorate.
- Budget pressures in 2019/20.
- IT systems holding legacy cases.
- Costs associated with the provision of Close Protection and when the last review of this service had been conducted. The representatives from PSNI undertook to arrange for information regarding the last review to be provided to the Committee.

(AP6)

(ii) PSNI Budget Planning

The T/Director of Finance & Support Services & Human Resources

briefed Members on the projected year-end position and the PSNI budget planning process for 2019/20.

The representatives from PSNI referred to a £20.6m pressure identified in the 2019/20 budget and the difficulties PSNI would face in bridging the gap if this funding was not provided.

Members discussed strategic financial planning in PSNI and expressed disappointment that PSNI had not received notification of the budgetary settlement for 2019/20 which had resulted in the Committee being unable to make a recommendation to the Board regarding the PSNI budget.

Members discussed costs associated with Operation Kenova and Operation Klina and asked to be provided with the timeframe for the completion of these operations. The representatives from PSNI undertook to provide information to the Committee on a monthly basis on the cost of PSNI Officers being deployed to deal with legacy issues.

(AP7)

The Chair advised the Committee about an announcement that had been made that day allocating £55m to the Coroners Service to deal with legacy inquests.

It was:-

AGREED:

That a letter should be sent to the Permanent Secretary, DOJ regarding the budgetary settlement for PSNI for 2019/20. **(AP8)**

5.6 NIPB

(i) Management Accounts and Financial information to January 2019

Members noted the Board's Management Accounts to January 2019.
NOTED.

(ii) NIPB Budget Planning

Members noted the proposed budget for 2019/20 for the Board which had been prepared in the absence of confirmation of a budget settlement from the Department of Finance. NOTED.

Members expressed similar disappointed that the Board had not received notification of the budgetary settlement for 2019/20 and the Committee was therefore unable to make a recommendation to the Board regarding this budget.

5.7 Briefing by PSNI on People and Culture

The Chair welcomed Ms Yvonne Cooke. Head of Human Resources to the meeting.

The Head of Human Resources briefed Members on people and culture issues within the PSNI and the challenges that it faces.

During discussion Members raised issues with the Head of Human Resources including:-

- PSNI recruitment.
- Representativeness in PSNI.
- Continuous professional development.
- Absenteeism in PSNI.
- Health and wellbeing of PSNI Officers and Staff.
- Support services for Police Officers and Staff.

During discussion Ms Cooke advised Members that she could provide thematic briefings in a number of areas and Members agreed that more details should be provided which will be considered in conjunction with the development of the Committee's Forward Work Programme. **(AP9)**

The Chair thanked Mr Mark McNaughten, T/Director of Finance & Support Services & Human Resources and Ms Yvonne Cooke for attending the meeting and they left.

6. QUESTIONS FOR THE CHIEF CONSTABLE

It was:-

AGREED:

That questions should be drafted to ask the Chief Constable at the next Board meeting regarding:-

- Following the report in relation to PSNI failings in legacy disclosure the resources and preparations which are being made to make 44 million archived documents accessible and searchable, including out-dated systems to meet the demands to effectively deliver on legacy issues.
- Timeliness and quality of information compiled by PSNI.
- Resources that would be put into local policing going forward from 1 April 2019 following the public consultation on Local Policing in 2018.
- How PSNI will bridge the gap if the £20.6m pressure identified in 2019/20 budget requirement is not funded. **(AP10)**

7. COMMUNICATION ISSUES

There were no communication issues arising from the meeting.

8. ANY OTHER BUSINESS

8.1 Consultation Response to Draft Police Pension (Amendment) Regulations (Northern Ireland) 2019

The Committee considered a paper regarding a targeted consultation by the DOJ on Police Pension Amendment Regulations.

Members discussed the consultation and it was:-

AGREED:

To support the proposed amendments subject to full funding being provided to PSNI to fund the proposed increase to employer contributions. **(AP11)**

9. DISCUSSION ON COMMITTEE PRIORITIES AND FORWARD WORK PROGRAMME

The Committee discussed key areas for more detailed scrutiny in relation to the Committee's remit and the areas on which more detailed briefings should be provided and compiled a list of priorities which should be included in the Committee work programme.

It was:-

AGREED:

That the list of key priorities should be circulated to Members for further consideration in order to prioritise these in the Committee work programme. **(AP12)**

10. DATE OF NEXT MEETING

The Chair suggested to Members that the date of the Resources Committee meetings should be changed to the 3rd week in the month in order that the Chair's Report can be produced and questions compiled to ask the Chief Constable.

Members discussed the issue and it was:-

AGREED:

That the next meeting should be held on 21 March 2019 at 2.00pm and kept under review. **(AP13)**

(Meeting closed at 3.30pm).

CORPORATE SERVICES

Date: March 2019

Chair