

## **NORTHERN IRELAND POLICING BOARD**

### **MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY 30 JULY 2020 AT 3PM AT THE NORTHERN IRELAND POLICING BOARD, WATERSIDE TOWER AND VIA ZOOM VIDEO CONFERENCE**

**PRESENT:**

- Mr Gerry Kelly MLA (Chair)
- Dr Janet Gray (Vice-Chair)
- (1)** Mr John Blair MLA
- (2)** Mr Tom Buchanan MLA
- Mr Trevor Clarke MLA
- Mr Seán Lynch MLA
- (3)** Mr Colm McKenna
- (4)** Mr Frank McManus\*
- (5)** Ms Deirdre Toner

**EX OFFICIO BOARD MEMBERS  
IN ATTENDANCE** Dr Tom Frawley (Board Vice-Chair)\*

**OFFICIALS IN  
ATTENDANCE:**

- Mrs Amanda Stewart, Chief Executive
- (6)** Ms Aislinn McGuckin, T/Director of Police Administration
- (7)** Ms Dympna Thornton, Director of Partnership\*
- Ms Jenny Passmore, Director of Performance
- 3 Board Officials

\* Attended the meeting via Video Conference

- (1) Part item 3 to part item 4. Part item 4 to end. (Arrived at 3.20pm and left meeting between 4.25pm and 4.42pm)**
- (2) Part item 3 to end (Arrived at 3.20pm)**
- (3) Present expect for part item 5 (left at 4.45pm and returned at 4.50pm)**
- (4) Item 1 to part item 5 (Departed at 4.35pm)**
- (5) Item 1 to item 6 (Departed at 5pm)**
- (6) Item 1 to 3 (Left meeting at 3.50pm)**
- (7) Item 3 to end (Joined meeting at 3.15pm)**

## 1. APOLOGIES

No apologies were received.

The Committee agreed the agenda for the meeting.

The Chair asked Members to advise of any issues they wished to raise at item number 7 under "Any Other Business". No issues were declared.

## 2. CONFLICTS OF INTEREST

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

## 3. IMPLICATIONS of *MCKEE & OTHERS-V-THE CHARITY COMMISSION for NORTHERN IRELAND*

The T/Director of Police Administration presented a paper which informed Members about the Court of Appeal's judgment in *McKee & Others v The Charity Commission for Northern Ireland*. The Court of Appeal held that the Charity Commission for Northern Ireland (CCNI) could not discharge of its functions to members of staff. Rather, the Court held that CCNI as a "*body corporate*" must make all decisions required to fulfil its statutory powers, obligations and functions as outlined in legislation.

Members engaged in a discussion about the principles of the judgment and how same applied to the work of the Board and, in particular, the work undertaken by Police Administration Directorate.

The T/Director of Police Administration also updated Members on the recommencement of initial Selected Medical Practitioner (SMP)

appointments which had been temporarily paused at the onset of the COVID-19 pandemic.

Following discussion, the Committee reached a number of decisions to include:

It was:

- **AGREED** the Committee's Terms of Reference should be amended and in line with the agreed new process for approval of decisions and brought to the Board for approval. **(AP1)**
- **AGREED** that the Committee is the final decision maker in all applications made under the various pension and injury on duty regulations.
- **APPROVED** a revised process in respect of initial SMP assessments only. Members further **AGREED** that this revised process should be replicated for initial Independent Medical Referee (IMR) assessments only.
- **APPROVED** results for 14 initial SMP applications, the details of which had been provided by Board Officials.
- **AGREED** that the Committee should receive a further briefing in respect of outstanding issues to include appeals to the IMR, reconsiderations and reassessments.
- **AGREED** that correspondence should be issued to the Department of Justice to ask for clarification about if, when and how it intends to make any amendments to the *Police (Northern Ireland) Act 2000* in

light of the judgment.

- **AGREED** that Board Officials should draft and issue an informative memorandum communicating the changes following the judgment and same would be shared with Members for information.

#### **4. REVIEW OF PSNI CHIEF OFFICER AND SENIOR CIVILIAN ALLOWANCES**

A confidential note of this item is contained at **APPENDIX A** which is deemed OFFICIAL-SENSITIVE.

#### **5. PSNI CIVILIAN RECRUITMENT**

The Chair of the PSNI Civilian Recruitment Working Group provided an overview of the considerations of the Working Group including proposed Terms of Reference and draft job descriptions and person specifications for the Chief Operating Officer and Director of People and Organisational Development roles. The draft documents had been reviewed by the Board's external advisors Ciaran McGuigan, Pertemps Professional Development, and, Joanne Kane, Heads Together Consulting and any key suggestions were outlined to the Committee.

During discussions, Members approved the Working Group Terms of Reference. Members further noted that the Working Group were recommending that an Executive Search Facility should be undertaken for the Chief Operating Officer vacancy acknowledging the significance of this role and the importance of appointing the right candidate. Members also suggested a few minor amendments to both the job descriptions and the person specifications. Following discussion, the Committee:

- **APPROVED** the Working Group Terms of Reference as presented.
- **AGREED** to bring the Job Descriptions and Person Specifications for the Chief Operating Officer, and, Director of People and Organisational Development to the Board.
- **AGREED** that officials proceed with a procurement exercise to appoint a consultant to undertake a job evaluation for both the Chief Operating Officer and Director of People and Organisational Development.
- **AGREED** to recommend to the Board approval of using an Executive Search Facility alongside targeted and public advertising for the Chief Operating Officer recruitment competition. The Committee agreed that the Executive Search Facility was not necessary for the other proposed Chief Officer civilian posts.

## 6. PSNI BUDGET UPDATE 2020/2021

The Finance Manager a paper which provided an update on the PSNI's Management Accounts to 30 June 2020.

Members noted that the Board had previously approved the PSNI's 2020-21 budget at risk given that an in-year pressure of £20.5 million was reported by the PSNI to the Committee on 18 June 2020. Members discussed the outcome of the June Monitoring Round noting that the PSNI had been allocated approximately £21.1 million.

Members noted the projected position with PSNI Pensions (AME) and the Finance Manager noted that monies would be allocated to AME following the October Monitoring Round.

Members considered the list of PSNI Business Cases detailed within the paper and it was agreed that Officials would write to the PSNI and request the draft Business Case for the Temporary Workers Contract. **(AP2)** Members further requested that PSNI be asked to provide assurance about the Forensic Accountancy Service contract for which was due to expire in October 2020. **(AP2)**

Members discussed the information provided on the Additional Security Funding budget noting that the Close Protection Unit (CPU) was reporting an underspend. It was agreed that Officials would write to the PSNI about whether CPU officers may be deployed to other policing teams if they were not utilised within CPU. **(AP2)**

**7. ANY OTHER BUSINESS**

No other business was raised.

**8. DATE OF NEXT MEETING**

The next meeting would be held on Thursday 17 September 2020.

(Meeting closed at 5.10pm).

**RESOURCES DIRECTORATE**

**Date:** August 2020

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**Chair**