

NORTHERN IRELAND POLICING BOARD

**MINUTES OF THE HUMAN RESOURCES COMMITTEE MEETING HELD ON
THURSDAY 21 MARCH 2013 AT 2.00PM IN WATERSIDE TOWER, BELFAST**

PRESENT:

- Mr Trevor Lunn (Chairperson)
- Mrs Joan O'Hagan (Vice-Chairperson)
- (1) Mrs Anne Connolly
- Mr Gerry Kelly
- (2) Mr Ian McCrea
- Ms Caitriona Ruane
- Mr Stuart MacDonnell

**OFFICIALS IN
ATTENDANCE:**

- (1) Mr Sam Pollock (Chief Executive)
- Three Board Officials

(1) Part item 6 to close

(2) From item 3.4 to close

1. APOLOGIES, ETC

No apologies were received. NOTED.

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

**2. DRAFT MINUTES OF THE MEETING OF THE HUMAN RESOURCES
COMMITTEE HELD ON 20 FEBRUARY 2013**

It was:-

AGREED:

That the draft minutes of the Human Resources Committee meeting held on 20 February 2013 be agreed.

3. MATTERS ARISING FROM THE MINUTES OF THE MEETING

3.1 PSNI Equality, Diversity And Good Relations Strategy 2011 – 2016 (Item 3.2 of minutes refers)

Officials advised Members that the Deputy Chief Constable would brief the May 2013 Resources Committee meeting on the implementation of the PSNI Equality, Diversity and Good Relations Strategy, including employment practices and service delivery.

NOTED.

3.2 Composition of PSNI C3 Branch (Item 3.3 of minutes refers)

Officials advised the Committee that a letter had been sent to the PSNI seeking a meeting between Officials and a representative from the PSNI to discuss the information requested by Members on the composition of C3 Branch. A paper in relation to the matter would be brought to the May 2013 Resources Committee.

3.3 Criminal Justice Inspection of PSNI Workforce Modernisation (Item 3.4 of minutes refers)

The Committee noted:-

- The content of a letter which had been sent to Criminal Justice Inspectorate (CJINI) seeking details of the timescale for publication of the Criminal Justice Inspection report on PSNI Workforce Modernisation.
- A response, tabled at the meeting, which had been received from CJINI advising that the final report would be sent to the Minister of Justice by 22 March 2013 and it was hoped that the report would be published before the end of April 2013.

NOTED.

It was:-

AGREED:

That a copy of the report, when published should be provided to Members.

3.4 Gratuity Payment – Officer ADM ST/113 (Item 3.6 of minutes refers)

The Committee noted that a letter had been sent to the Department of Justice (DOJ) requesting approval for the payment of the gratuity which may be payable in trust to the children of a former Police Officer. NOTED.

It was:-

AGREED:

That a copy of the DOJ response should be emailed to Members.

3.5 Policy to provide policing advice/assistance outside the UK (Secondments) (Item 6 of minutes refers)

The Committee noted that a meeting had been arranged with representatives from PSNI to discuss the Board's policy for dealing with requests for secondments. A Tripartite meeting, involving representatives from the Board, PSNI and DOJ would also be held to discuss the secondment policy. A paper on the subject would be brought to the May 2013 Resources Committee. NOTED.

3.6 Update Report from PSNI Equality, Diversity and Good Relations Strategy (Item 8 of minutes refers)

The Committee noted the content of copies of 2005 and 2008 PSNI Cultural Audits and that a copy of the 2011 Audit has been requested from PSNI. NOTED.

Following discussion it was:

AGREED:

That a question should be drafted to ask the Chief Constable at the next Board meeting seeking a copy of the 2011 PSNI Cultural Audit and an update on the recommendations in it.

The Committee also noted:-

- That the Committee's suggestion regarding the new report by PSNI by Departments and Districts to the Strategic Diversity Steering Group in the areas of Equality, Diversity and Good Relations; Policing with the Community; and Employee Engagement with PSNI would be discussed with PSNI at a meeting with Officials.
- That a similar report would be requested in respect of C3 Branch to be made available to the Board, in discussion with PSNI.

NOTED.

4. CHAIRPERSON'S BUSINESS

There was no business to report to the Committee.

5. MINUTES OF MEETING OF WINSOR REVIEW GROUP

The Committee noted the minutes of the meeting of the Winsor Review Group held on 13 February 2013. NOTED

During discussion Members asked to be provided with:-

- An updated spread sheet outlining the Board and PSNI's position on Winsor recommendations.
- A paper regarding equality impact in relation to the freezing of increments by PSNI and evidence for supporting the freeze in Northern Ireland.

The Vice-Chairperson briefed the Committee on a discussion with had taken place at a meeting of the PSNI Leadership and Training Programme Board earlier that day in relation to taking forward the reform of pay and conditions for the PSNI.

6. UPDATE ON THE PSNI TRAINING AND DEVELOPMENT STRATEGY

The Committee considered a paper regarding the PSNI Training and Development Strategy for the period April 2012 – March 2015

The Vice-Chairperson briefed the Committee on a discussion which had taken place at the meeting of the PSNI Leadership and Training Programme Board regarding PSNI recruitment and promotion issues. She advised that the PSNI would be writing to the Board's Chief Executive requesting the Board to nominate a representative to sit on a Project Board to discuss issues regarding PSNI recruitment and PSNI promotions.

The Committee discussed the recruitment of PSNI Officers and noted that applicants for the PSNI would be required to have a minimum of 5 GCSEs or equivalent including maths and English. Members asked to be provided with information on which examinations were considered as equivalent to GCSEs.

Following further discussion it was:-

AGREED:

- That the Committee should be provided with information in relation to the implications of the recent judgment in the equal pay case for PSNI.
- That the Committee should be provided with information on the positive outreach work to be undertaken by PSNI in relation to future Police Officer recruitment,
- That PSNI should be invited to provide a Briefing to the Resources Committee on Police Officer recruitment after receipt of CJINI report on inspection of PSNI Workforce Modernisation.

7. PSNI UPDATE ON THE IMPLEMENTATION OF INDIVIDUAL PERFORMANCE REVIEW (IPR) PROCESS

The Committee considered a paper regarding the progress to date on implementing a new Individual Performance Review (IPR) process for PSNI.

Following discussion it was:-

AGREED:

That PSNI should be asked to provide a further update to the Committee in 6 months' time on the implementation of the IPR process.

8. INFORMATION PAPERS

There were no information papers.

9. MATTERS TO BE RAISED WITH THE CHIEF CONSTABLE AT THE NEXT BOARD MEETING

Apart from the matter at item 3.6 there were no other matters arising from the meeting to raise with the Chief Constable at the next Board meeting.

10. COMMUNICATION ISSUES

There were no matters arising from the meeting.

11. ANY OTHER BUSINESS

11.1 Reform of Pay and Conditions for the PSNI

The Chief Executive updated the Committee on:-

- Meetings which had taken place between the Board, PSNI and DOJ regarding the negotiating strategy for taking forward the reform of pay and conditions for the PSNI.
- A meeting of the PNB NI Winsor Review Group.

It had been agreed at the meeting of the PNB NI Winsor Review Group that further discussion should be deferred until the Autumn. Separate meetings would be held with the three Police Staff Associations.

11.2 Review of Injury on Duty Awards

The Chief Executive briefed the Committee on:-

- Two meetings which had taken place of the Injury on Duty Awards Working Group.
- Judicial Reviews which rendered Guidance from the Home Office unlawful in relation to reviews of Injury on Duty Awards and the impact on current working arrangements within the Board.
- Recommendations in an internal audit review of procedures within Police Administration Branch.
- The appointment of a Project Officer to take forward the recommendations in the internal audit report, the suspension of reviews of injury on duty awards and appeals.
- Correspondence which had been sent to the Minister of Justice regarding the reinstatement of awards to former Police Officers whose pensions had been reduced.

11.3 Thanks

Members thanked the Chairperson and Vice-Chairperson for the work they had carried out on behalf of the Committee. In response the Chairperson thanked Members for their support and the Vice-Chairperson acknowledged the work undertaken by the staff who had serviced the Committee.

12. DATE OF NEXT MEETING

The first meeting of the Resources Committee would take place on 9 May 2013 at 10.00am.

(Meeting closed at 3.20pm).

Member Services

March 2013

Chairperson