

NORTHERN IRELAND POLICING BOARD

**MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY 23
MAY 2024 AT 9.30AM IN JAMES HOUSE**

PRESENT:

- Mr Trevor Clarke MLA (Chair)
Mr Frank McManus (Vice-Chair)*
Mrs Linda Dillon MLA
(1) Dr Kate Laverty
Ms Nuala McAllister MLA
Mr Keith Buchanan MLA
Mrs Marian Cree
(2) Mr Peter McReynolds MLA

**EX OFFICIO MEMBERS IN
ATTENDANCE:**

Mr Mukesh Sharma
Mr Brendan Mullan

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

- (3) Ms Pamela McCreedy, Chief Operating Officer
(4) Mr Mark McNaughten, Assistant Chief Officer,
Corporate Services
(5) Noel Rainey, Director of Human Resources
(6) Chief Superintendent Michael Simpson
(7) Sergeant Aaron Tedford
(7) Ruth Fee (Ulster University)
Two PSNI officials

**NORTHERN IRELAND
POLICING BOARD
OFFICIALS IN
ATTENDANCE:**

Mrs Sinead Simpson, Chief Executive
Mr Sam Hagen, Senior Director of Resources
Six Board Officials

- (1) Left at 13.00pm
(2) Left at 12.40pm
(3) Items 6.2 – 6.5 only

- (4) **Item 6.2 only**
- (5) **Items 6.3 – 6.5 only**
- (6) **Items 6.4 -6.5 only**
- (7) **Item 6.5 only**

*Attended meeting by video conference facility

1. APOLOGIES

Apologies were received from Gerry Kelly, Peter Osborne, Les Allamby and Alan Chambers.

The Committee agreed the agenda for the meeting, and no one raised any business that they wished to discuss at agenda item 10 under 'Any Other Business'.

2. CONFLICTS OF INTEREST

No conflicts of interest were declared.

3. MINUTES OF THE MEETING HELD ON 22 FEBRUARY 2024

The Committee considered the draft minutes of the Committee meeting held on 25 April 2024.

It was **RESOLVED** that:

- The minutes of the Committee meeting held on 25 April 2024 be approved.

4. UPDATE ON ACTION LOG

The Committee **NOTED** the updates and correspondence detailed within the Action Log and the related verbal overview provided by the Director of Resources.

In respect of action points from the meeting in April 2024, the following updates were provided by the Director of Resources:

- Action point 1 – in respect of the Committee receiving annual updates in relation to legal cases being progressed by the Board and cases where the Board is a respondent, this has now been added to the Resources Committee Programme of Work and will be brought to the Committee in due course.
- Action point 2 – a response was received from PSNI in respect of a request to clarify the definition of the term ‘assets in the course of construction’ and to provide current examples as it relates to IT Assets.

The response confirmed IT assets under construction refers to assets for which hardware/software has been purchased but have not yet been fully commissioned into live service. The response went on to say that there will always be a delay from purchase through build, commission, and testing phases.

Examples provided included the new data centre at HQ; equipment for installation within PSNI air fleet; software development on mobile devices and hardware and infrastructure upgrades.

- Action point 3 – a response was received from PSNI in respect of a

request for a further update on electric vehicle infrastructure specifically the number of charging points currently inoperable or functioning below the required level and an additional update on progress towards completion of vans awaiting cages/conversion to cell vans.

The response detailed 59 charging points that have been added to the estate of which 8 are currently inoperable and a further 80 that are in the construction phase due to be completed this year.

In relation to the cell vans it was explained that despite delays to the project the new cell vans will all be in service by the end of July.

The Committee noted the information received and agreed to request additional detail on several points including the number, location and geographic spread of charging points and E-bikes. **AP1**

- Action point 4 – a response was received from PSNI in respect of the amendment to maternity and leave provisions and whether PSNI intend to explore options to extend this increase to the organisation's Shared parental leave provisions.

The response detailed that whilst the number of organisations within the United Kingdom offering Enhanced Shared Parental Pay terms is increasing, the national standard entitlement within Policing remains at Statutory Rates.

As such whilst it is not the Service's intention to increase Shared Parental Pay provisions at this time PSNI will continue to monitor developments in this area.

- Action Point 5 – a response was received from PSNI in respect of the

offer of a Committee visit to a PSNI Operations site. Officials will continue to liaise around potential dates.

- Action point 6 – Members were informed that an update had now been added to the Annual Report which reflected the Board’s stance that in relation to the processing of PSNI Injury on Duty (IOD) scheme applications, operational function should be removed from the Board.
- Action point 7 – a response was received from PSNI in respect of a request for confirmation that the link to the Disability Action Plan of the PSNI Annual report be provided to Members.

The response confirmed that the Disability Action Plan would be available for Members for the June Resources Committee meeting.

- Action point 8 – Members were informed that the Resources Committee self-evaluation questionnaire was issued to Members on 29th April and a update would follow at a later date.
- Action point 9 – a response was received from PSNI in respect of a request for a breakdown of the costs associated with providing close protection to members of the Judiciary and the related overtime costs.

In response PSNI confirmed that PSNI does not disaggregate costs and overtime spend between different principals. The overtime spend breakdown provided highlighted that overtime and associated costs amounted to £2.39 million and account for 30% of the total costs of £7.9 million.

The Committee noted the additional information received following which it was agreed that further information would be requested on the plans and timeframe for the review of the provision of Close Protection to the Judiciary

and the PSNI's views on how the Committee can assist the Chief Constable with this review. **AP2**

- Action point 10 – a response was received from PSNI in respect of a request for a breakdown of the 1,100 officers on duty adjustments including the length of time they have been or are expected to remain on duty adjustments.

PSNI provided a table which detailed that of the 1117 officers on duty adjustment 487 or 43% have been on duty adjustment for less than a year.

- Action Point 11 – a response was received from PSNI in respect of the request for a breakdown of the sickness absence figures for 2023/24 in relation to the gross number of days including those progressing through the Ill Health Retirement process compared with the net number of days lost excluding those progressing through the Ill Health Retirement process.

PSNI provided a table which detailed the following Police Officer sickness (2023/24) calendar days:

- All Police Officers – 235015
- Police officers NOT in IHR group – 158427
- Police officers on IHR group – 76588

The Committee noted the additional information received on action points 10 & 11 following which it was agreed that when receiving an update on Absence Management at the September 2024 meeting the Committee would like the update to include details on:

- Duty adjustments requested but not provided, how many requests are

turned down, and the impact this has on officers returning to work from an absence?

- What interventions are made in addition to duty adjustments to encourage officers back to the workplace?
- How PSNI compares in sickness absence to police forces in other similar areas and how do PSNI plan to address the high levels of sickness absence? **AP3**
- Action Point 12 – Members were informed that in relation to the Policing boards 2023/23 underspend previously reported at April's Committee, wording clarifying the reasons for the underspend had now been added to the Annual accounts.
- Action Point 13 – a response was received from PSNI in respect of an Above Delegated Authority case considered by the Committee in April and a request for clarity on whether the case was being settled primarily on the basis of the findings of the coroner's court in 2014, and the reasons why it has taken approximately a further 10 years to bring the case to the point of settlement?

In response PSNI confirmed that the case was settled on the basis of the findings of the Coroner's Court in February 2014 and explained the reasons for the delay in bringing the case to settlement included allegations of breach of statutory duty and negligence that were brought in the civil claim, PSNI shortcomings that flowed from the verdict and included areas that were the subject of scrutiny in terms of oral evidence from officers, the disclosure process and engineering evidence in the Inquest.

It was also highlighted progress of the case had been impacted by the Pandemic and detail was provided that Litigation is a Plaintiff driven process.

- Action Point 14 – Members were informed that a request for a summary report of the Police Remuneration Review Body (PRRB) session held in April 24 had now been issued to Members.
- Action Point 15 – Members were informed that an update on the AO recruitment competition would be brought to the Committee in September.
- In respect of Action Point 1 from the meeting in February 2024 a response was received from PSNI in respect of the accrument of legal fees and a request that PSNI enhance the case review process and consider the establishment of an independent case review panel.

PSNI detailed the following steps that have been taken around this process:

- A review of PSNI's 'IKEN case management software' initiated in February 2024 which included consideration of the utilization of IKEN by Legal Services Branch (LSB) staff and the functionality of the software to identify areas for improvement.
- Meetings held with the software provider and a representative from Greater Manchester Police's Legal Services to explore how they use IKEN to manage their legal caseload and what improvements could be made and training provided by IKEN.
- A review of the structure of 'contemporary' LSB to ensure the effective and efficient use of legally qualified staff across the PSNI.

It was also highlighted that high value and complex cases are currently managed by a PSNI Legal Advisor, in conjunction with the Crown Solicitor's Office lawyers. The nature of such cases inevitably involves a significant amount of time expended by legal professionals

and correspondingly the level of costs will rise proportionately. PSNI will now hold quarterly meetings, or more frequently as required, between the Chief Operating Officer, ACO Corporate Services, Head of Legal Services, and Head of Litigation, to provide an additional layer of oversight so cases are being appropriately advanced and resolved at the earliest opportunity within a legal risk assessment.

- In respect of Action Point 3 from the meeting in February 2024 a response was received from PSNI in respect of the proposed German Police Engagement and a request for further details on the extent of the officer's roles during the visit.

The response explained that Newry, Mourne & Down (D District) and Armagh City, Banbridge & Craigavon (E District) will host four officers between 11 – 31 May, the officers will not be engaging in any operational activity and their remit will be to strictly observe their PSNI colleagues.

It was confirmed that the visiting officers will be acting solely in an observatory capacity and will accompany local officers.

Members **NOTED** the correspondence.

5. CHAIRPERSON'S BUSINESS

There were no items under Chair's Business brought to Committee.

6. ITEMS FOR COMMITTEE BUSINESS

6.1.1 Police Pensions and Injury Benefits - Cases for May 2024

A Police Pensions and Injury Benefits official presented a paper asking Members to consider the outcome of decisions made by Selected Medical Practitioners (SMPs) in respect of the 12 cases considered and provided opinion on between 15 April 2024 and 10 May 2024.

Members were due to be provided with the Board's response to the Department of Justice's consultation on proposed changes to the PSNI Injury on Duty Scheme. The Chair requested that the Board's response was instead considered, by Members, at next month's sitting of the Committee instead.

Members **NOTED**:

- the outcome of the decisions made by Selected Medical Practitioners and **CONFIRMED** the implementation and reassessment dates for the 12 cases outlined.
- the update provided on the miscellaneous case.
- The Board's response to the DoJ consultation on the PSNI Injury on Duty Scheme, would be considered at June's sitting of this Committee.

6.1.2 Pension Scheme Manager Report

An official from Police Pensions and Injury Benefits presented a paper providing Members with a summary of police pension related work completed since the last update provided to Committee.

Members were informed that as part of the McCloud III Health Retirement Remedy Project, no additional consent forms have been received and an additional 14 cases have been progressed since the last update in April

2024.

Members also considered a Forfeiture request which related to a Former Officer who was dismissed following misconduct proceedings and the question as to whether he met the criteria for forfeiture of his police pension further to Chapter 5, Part 13 of the Police Pensions Regulations (Northern Ireland) 2015 (the 2015 Regulations)

Detail was given that whilst the Board has the power to decide if a pension be forfeited in whole or in part and on a temporary or permanent basis the regulatory threshold for this is high and, even when met, instances of forfeiture are rare and based on case law examples pertain to only the most serious of crimes.

Members were provided with further background to the case as well as legal advice from Crown Solicitors Office (CSO)

The Committee noted the information provided following which it was agreed that Officials would request clarification from PSNI, as to why if the bar for Forfeiture is so high applications that evidently do not meet the threshold, are being asked to be considered by the Board.

Members **NOTED:**

- the various updates in relation to work undertaken in the reporting period relating to police pensions.

Members **AGREED:**

- that it does not appear that the statutory bar for forfeiture has been met.

Before PSNI joined the meeting Board officials provided Members with an overview of agenda items 6.2 the PSNI Finance Report, 6.3 PSNI Update on Equality, Diversity and Inclusion, 7.4 PSNI Cultural Audit Priority – Programme of recognition and engagement and 7.5 PSNI Update on Learning and Development (Police College)

The Chair welcomed the Chief Operating Officer (COO) and the ACO Corporate Services to the meeting.

6.2 PSNI Finance Report

The ACO Corporate Services presented Members with an overview of the monthly PSNI Finance Report and financial position at the end of April 2024.

Members were advised of some minor adjustments on the 2023/24 draft figures previously reported at the end of March. PSNI are now reporting a non ring-fenced easement of £0.706m at the end of March 2024, which was only due to the significant additional funding (£60.6m) received from the DOJ in February.

Detail was also provided that within the £706k figure is £279k earmarked for easements relating to Op Sanukite (£273k), Covid (£65k) and PCTF (£15k) leaving a Main grant easement of £433k or 0.05% of the budget.

The ACO Corporate Services noted the possible £750k fine from the ICO and the potential impact in terms of tipping the PSNI into overspend territory for the 2023-24 budget. PSNI's intend to engage with the ICO on this and they will endeavor to maintain the integrity of the 23/24 accounts and that an outcome is expected in the next few weeks.

On capital spend an easement of £165k against budget (0.26%) was

reported at year end.

A spend for April 2024 of £72.6 million was recorded which is considered in line with projected costs. In respect of overtime the ACO Corporate Services reported a spend of £2.1 million in April.

On the 2024-25 budget the ACO Corporate Services informed Members that of the £95 million of additional funding DoJ received as part of the draft budget, PSNI have now received an allocation of £61 million however total projected pressures are currently estimated at £317.2m including provision for Holiday Pay and Data Breach claims or £80m if these significant legal cases are excluded.

The ACO Corporate Services also discussed the possibility of receiving additional funding from the Department in respect of increasing pension costs and detailed that whilst PSNI continue to work on budgeting options, a challenging year lay ahead.

Following the presentation Members discussions with PSNI included the following.

- The funding made available for Additional Security including the percentage of which originates from Treasury/Executive Funding and the allocation set aside for provision of Close Protection to members of the Judiciary.

On this point the ACO Corporate Services explained that funding for Close Protection Unit (CPU) would previously have been ring-fenced from the Executive, however this funding is now in the PSNI's baseline funding coming from the main grant and this funding could be used for other areas if not required for Judicial close protection.

The Chief Operating Officer also informed Members of discussions with NIO & DOJ around the review of Additional Security Funding (ASF) and further detail will be brought to Committee at a later date.

- An update on the timescale for the business case for a Revised Environmental Allowance (REA)

On this point the ACO Corporate Services explained that a business case has been made and discussions continue around affordability.

- Overtime costs and reduction of this spend to enable PSNI to recruit more officers.

On this point the ACO Corporate Services explained that overtime funding is a relatively small pot and highlighted complicating factors with additional recruitment potentially leading to an increase in overtime spend.

- Funding received from Treasury for Additional Security.
- Budgetary discussions with Treasury and the Executive on the gap in Employers Pensions and overall government mechanisms for allocation of additional funding through the relevant spending departments.

On this point the Chief Operating Officer explained that in regard to employer contributions this was a UK decision and it wasn't yet clear if the Barnett Consequential would be fully received in this instance.

- The role of the Close Protection Unit and associated costs.
- The possibility of a fine from the Information Commissioners Office (ICO) in respect of the Data Breach and how this will be managed from an accounting perspective.
- An update on the Holiday Pay settlement.

The ACO Corporate Services explained that talks were progressing with relevant parties and whilst there was a possibility of settlement within the financial year this will depend greatly on the outcome of these discussions.

- Business cases and a discussion on the length of time certain cases have 'reports under consideration' and why others are listed as 'funding secured' whilst still under development.

On the second point The ACO Corporate Services explained that without a budget for the works they would be recorded on the report as ongoing.

Following this it was agreed to write to PSNI requesting that when presenting future business cases containing 'Reports under consideration' the relevant dates relating to those under consideration are provided. **AP4**

The Chair thanked ACO McNaughten for the briefing and he left the meeting.

The Chair then welcomed the Director of Human Resources to the meeting.

6.3 PSNI update on Equality, Diversity and Inclusion

The Director of Human Resources briefed Members on the work taking place in respect of Equality, Diversity & Inclusion (EDI) and an update was then provided on the following strands of activity:

- Real events in March & April 2024
- The work of the Race Action Plan working group and ensuring that

best practise is in line with national standards.

- EDI E-Learning Modules – confirmation was given that the second module had now been launched and of 7th May 24 over 6,215 (76.7%) of staff have completed the EDI modules with feedback overwhelmingly positive.

On this point a Member queried why the Department marked 'Service Overhead' had a much lower uptake than other departments and it was explained that this section covered staff currently on secondment or a career break.

- St Brigid's Day Mass and workshop event
- Refreshed PSNI Equality Scheme for 23-28 –it was confirmed there have been 8 equality screenings completed for the period 1st January – 31st April 2024.
- Rural Needs Annual Monitoring Report covering the period 1st April 2023 – 31st March 2024 has been submitted to DAERA and the Director of Human Resources confirmed that once ratified the report will be brought to Committee.

Additionally, it was reported that 31 Rural Needs Impact Assessments have been completed for this period.

- The completion of a business case to progress an Audit of Inequalities.
- Stronger Together Forum - to create an inclusive and diverse workplace.
- Development of a Reasonable Adjustment Passport – on this it was reported that due to staffing issues progress has not been as quick as expected.
- The recent appointment of a new EDI Strategic Lead

- Neurodiversity Celebration Week
- An Autism Reality Experience event at Garnerville
- Continuing outreach activity including visits to schools/further education colleges, a SistersIN celebration event and an LGBTQIA+ event.

Following the presentation Members discussions with PSNI included the following.

- Engagement events and welcoming the feedback from ethnic minority groups.
- Equality screening and detail as to who requests these screenings and who manages them.

On Equality screening a Member noted that the current PSNI Equality Scheme is published on the PSNI website but the related action plans are not available and requested receipt of the 2023-24 Action Plans (Equality and Disability) **AP5**

- Whether PSNI outreach includes visits to special schools and if community police are involved in these programs.
- Resourcing issues and how this is affecting the ability of the team to carry out all their duties.

On this point the Director of Human Resources explained that ongoing resourcing issues within the Department is affecting their ability to deliver on the five people principles of the 'Our People Strategy 2025' and informed Members that a HR transformation update paper will be presented at the next Resources Committee. HR have also commenced reviewing processes and have started looking at talent management around promotions, with workshops scheduled to start in September.

Members **NOTED** the update provided.

The Chair thanked the Director of Human Resources for the briefing.

6.4 PSNI update on Cultural Audit Priority – Programme of recognition and engagement.

A PSNI official updated Members on the outcome of the Your Service, Your Voice Cultural audit carried out in 2023.

Members were informed that the survey closed on 12 April 2023 and there were a total of 4163 responses (45.6% of the organisation)

Since the survey concluded Inspiring Change an independent consultancy firm have run a number of focus groups with staff across all ranks and grades, interviewed members of the Service Executive Team and also held root cause analysis workshops.

The audit established the following:

The five top scores confirmed that as an organisation PSNI felt that:

- Partnership working is essential for the successful delivery of a policing service.
- There is an ethical code that guides behaviour and tells us right from wrong.
- Input from our communities directly influences our decisions.
- To get work done we rely more on teamwork than hierarchy.

- Creating an inclusive environment is an organisational priority.

The five bottom scores demonstrated that as an organisation PSNI didn't feel strongly that:

- Skills are valued as much as grade or rank.
- The wellbeing of employees is an organisational priority.
- There is consistent investment in skills.
- The way things are done is very adaptable and easy to change.
- People at all levels of the organisation take responsibility for their action.

Following these findings the PSNI official highlighted the key areas to be addressed going forward:

- 'Fear culture' in PSNI and Chief Constables approach to tackling this issue.
- Recognising and celebrating success
- Building trust and an inclusive approach to working together
- Staff engagement events i.e. 'Team PSNI'
- Review of promotion and selection processes – moving toward talent management and lateral career progression options.

On this point the Director of Human Resources advised there are currently 4000 Constables eligible to apply for promotion to Sergeant and 500 Sergeant's eligible to apply for promotion to Inspector level.

Following the presentation Members discussions with PSNI included the

following.

- Mechanisms for sifting the high volume of Constables eligible for future promotion panels.
- Temporary promotions - the framework for decision making whilst temporarily promoted and the eligibility of current temporarily promoted officers to apply for permanent promotion posts.
- The timescale for the proposed review of the promotion and selection processes.

On this point it was confirmed that the review would commence in September 24.

Following discussion Members requested further information on the extent of temporary promotions across the service and the reasons why the temporary promotions are in place. **AP6**

Members **NOTED** the update provided.

The Chair thanked the PSNI official for the briefing.

6.5 PSNI UPDATE ON LEARNING AND DEVELOPMENT (POLICE COLLEGE)

The Chair welcomed a PSNI official and a representative from Ulster University to the meeting and they covered the following key areas in respect of the Police College and L&D in their presentation to Members:

- Overview – role of Police College in providing L&D to a diverse range of roles at all grades and ranks and how the College objectives support the delivery of the PSNI Corporate Plan, Annual Policing Plan, and People Strategy,

- Vision and purpose – the vision to modernise and transform learning and organisational development by optimising capability and capacity; with the purpose of developing resourceful, professional, and diligent Officers and Staff,
- Strategic L&D Objective – to develop resilient, inspiring, resourceful, professional, and agile staff committed to consistently demonstrating Policing with the Community behaviours.
- Training headlines – summary of courses offered, training places delivered, including student officer and mandatory training.
- Collaboration between PSNI and UU and a breakdown of the courses currently being provided.
- Student Officer Development Programme focusing on the key policing areas and incorporating the core values and skills of policing.
- Probationary Officer Development Programme – this program accredits the 2 year probationary period and moves away from task based training towards a problem solving and critical thinking approach.
- Graduate Certificate in Policing and Criminology – work based online modules taught and assessed by PSNI trainers who are recognised university tutors.
- Organisational Culture – training students to be reflective, ethical, community focused and prepared for a life in policing.

Members raised several points with the PSNI official and the representative from Ulster University including:

- On the Probationary Officer Development Programme and the positive feedback received on its impact.
- The uptake to the Student Officer Development Programme.

Members **NOTED** the update provided.

The Chair thanked PSNI for the briefing and COO McCreedy, the PSNI officials and Ulster University representative left the meeting.

6.6 PSNI ABOVE DELEGATED AUTHORITY REQUESTS (3 requests)

A Board official briefed the Committee's on 3 above delegated authority requests (ADA) received from PSNI in relation to items:

- 6.6.1 Legal fees not incurred via CSO/DSO
- 6.6.2 Legal fees not incurred via CSO/DSO, and
- 6.6.3 Request for approval for payment of Legal fees

The first ADA (6.6.1) related to legal costs the PSNI expect to incur as a result of defending a JR taken by the Ombudsman in relation to the decision of the Appropriate Authority within PSNI PSD not to implement the direction of the Ombudsman to hold a misconduct hearing, but instead determining that a misconduct meeting was the best course of action in the particular case in question. PSNI advised that they expect to incur these costs as a result of the need to instruct both Senior and Junior Counsel in relation to this case. Members noted that delegated authority was being sought ahead of any expenditure.

The second ADA (6.6.2) related to an increase in the overall sum for expected legal costs in a case which had previously been considered by the Committee. Board officials highlighted the sum previously recommended to and subsequently approved by the Board, and that the uplift to the total amount for approval since the Committee last considered the case was a further £75,000. Members noted that these costs relate to the need to instruct both Senior and Junior counsel in the case as PSNI have made an application to the UK Supreme Court in respect of the Court of Appeal's decision in the case. PSNI documentation provided to the highlighted that this is the first case of its kind to be heard in the UK's higher courts and that the outcome of the case will set a precedent in terms of whether police

officers can be dismissed for misconduct that occurred prior to attestation.

The third ADA (6.6.3) ADA considered by the Committee related to the proposed maximum settlement sum regarding the plaintiffs' legal costs in the Operation Yurta case. Members noted that compensation in this case has already been settled and considered the information provided by PSNI in terms of the detail around the process by which the sum under consideration was reached. The Committee noted that PSNI have not yet formally agreed this figure. Members also took note of Counsel's advice to PSNI that PSNI is likely to pay considerably more than the sum under consideration today should the case proceed to decision by the Taxing Master.

Following discussion it was **AGREED:**

- To **recommend** the Board the approves all three Above Delegated Authority requests considered by the Committee.

7.0 Meeting with the Chief Constable – Role on Senior Officers Recruitment Panels

Earlier in the meeting the Committee Chair noted the late change in the programme and advised Members this was due to a request from the Chief Constable to meet with the Committee following its decision the previous month regarding the NIPB Senior Officer Recruitment policy, specifically in relation to their decision that the Chief Constable would not sit as a panel member but would instead sit in on the recruitment process and be consulted on the policing content of the responses provided by each candidate.

The Chair welcomed the Chief Constable to the meeting and invited him to address the Committee Members.

The Chief Constable thanked the Committee for amending their schedule to accommodate meeting with him and set out his reasons for requesting the meeting. He welcomed the opportunity to address Members regarding his role in the appointment process for Senior Officers and noted:

- His preference for a greater role in the appointment process than what has been agreed (ie to be a panel member on a equal footing with the remaining panel members);
- His goal of building a high performing team and playing an active role in ensuring the correct mix of talent is appointment to the PSNI SET, and,
- That the process agreed is at odds with the process in place in other jurisdictions and across the wider public sector.

Members had a detailed discussion with the Chief Constable in relation to the matters he raised and advised that they will welcome the Chief's active engagement and input throughout the entirety of the recruitment process, specifically in the provision of guidance and advice on the policing information provided in responses from candidates during the interview process.

The Chair thanked the Chief Constable, and he left the meeting.

Members considered the matters raised by the Chief Constable in respect of his role on Senior Officer recruitment panels and following discussion it was confirmed there will be no change at this time to the previously agreed decision taken by the Committee at the meeting in April 2024.

8. QUESTIONS FOR THE CHIEF CONSTABLE

No questions were submitted.

9. COMMUNICATION ISSUES/OPPORTUNITIES

No issues or opportunities were discussed.

10. ANY OTHER BUSINESS

No other business was considered.

11. DATE OF NEXT MEETING

The next meeting is scheduled for 9.30am on Thursday 27 June 2024 in James House.

The meeting ended at 13.30pm

CHAIR

RESOURCES DIRECTORATE

MAY 2024