

NORTHERN IRELAND POLICING BOARD

MINUTES OF THE RESOURCES COMMITTEE MEETING HELD ON THURSDAY 23 JUNE 2016 AT 9.30AM IN WATERSIDE TOWER, BELFAST

PRESENT:

- (1) Mr Gerry Kelly (Chairperson)
Mrs Wendy Osborne (Vice-Chairperson)
Mr Keith Buchanan
- (2) Ms Deirdre Blakely
Dr Stephen Farry
- (3) Mr Ryan Feeney
- (4) Mrs Brenda Hale
- (3) Ms Jennifer McCann
Ms Roisin McGlone
Dr Paul Nolan
- (5) Ms Deborah Watters (Board Vice- Chairperson)

POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE:

- (6) Mr Alan Todd, ACC Operational Support Department
- (6) Superintendent David Brady
- (7) Mr Mark McNaughten, T/Director of Finance &
Support Services & Human Resources
- (7) Ms Denise Teer, T/Head of Finance
- (8) Ms Jude Helliker, Head of Human Resources
- (8) Head of Diversity

OFFICIALS IN ATTENDANCE:

- (9) Mrs Amanda Stewart, Chief Executive
- (10) Ms Jenny Passmore, T/Director of Policy
Mr David Wilson, Director Support Services
Three Board Officials

- (1) Item numbers 1 – 4
- (2) Item numbers 1 – 8.2, 9.1 – 9.4, 9.6, 10 & 12 – 14
- (3) Item numbers 1 – 8.2, 9.3, 9.4, 9.6, 10 & 12 – 14
- (4) Part item number 5 – 8.2, 9.1 – 9.4, 9.6, 10 & 12 - 14
- (5) Item numbers 3 – 10 & 12 – 14
- (6) Item number 8.3
- (7) Item numbers 9.1, 9.2 & 9.5
- (8) Item number 9.5
- (9) Except part item number 8.3 & 11
- (10) Item numbers 1 – 8.2, part item number 9.1, 9.3, 9.4, 9.6 & 12 – 14

1. ELECTION OF COMMITTEE CHAIR

The Director of Support Services assumed the Chair and invited nominations for the post of Chairperson of the Resources Committee.

Mr Ryan Feeney proposed that Mr Gerry Kelly be appointed Chairperson of the Committee. The proposal was seconded by Professor Paul Nolan.

The Director of Support Services invited other nominations. There were no other nominations.

There being no other nominations, Mr Gerry Kelly was duly elected as Chairperson of the Committee.

2. ELECTION OF COMMITTEE VICE-CHAIR

Mr Gerry Kelly took the Chair and invited nominations for the post of Vice- Chairperson of the Resources Committee.

Professor Paul Nolan proposed that Mrs Wendy Osborne be appointed Vice-Chairperson of the Committee. The proposal was seconded by Ms Deirdre Blakely.

The Chairperson invited other nominations. There were no other nominations.

There being no other nominations, Mrs Wendy Osborne was duly elected Vice-Chairperson of the Committee.

3. APOLOGIES, ETC

No apologies were received

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

4. DRAFT MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON 24 MARCH 2016

The Committee considered the draft minutes of the Resources Committee meeting held on 24 March 2016.

It was:-

RESOLVED:

That the draft minutes of the Resources Committee meeting held on 24 March 2016 be approved.

5. MATTERS ARISING FROM THE MINUTES OF THE MEETING

5.1 Update on the Scoffield Report (Item 3.1 of Minutes Refers)

Officials advised the Committee that an update on the implementation of recommendations contained in the Scoffield Report would be provided to Members at the July 2016 meeting.

During discussion it was:-

AGREED:

That the Department of Justice (DOJ) should be invited to attend the next meeting of the Committee to brief Members on the recommendations in the Scoffield Report and the new Police Injury on Duty Regulations.

5.2 Questions for the Chief Constable (Item 3.4 & 9 of Minutes Refers)

Members noted the content of responses which had been provided by PSNI to questions raised by the Committee for the Board meeting on 7 April 2016. NOTED.

5.3 PSNI Report on Expenditure (Item 7.1 of Minutes Refers)

The Committee noted:-

- A letter from the Deputy Chief Constable dated 6 April 2016 regarding the business case for the small unmanned aircrafts.
- Information regarding costs for the Close Protection Unit.
- Information on Hearing loss cases.

NOTED.

Members discussed the response which had been received from the Deputy Chief Constable regarding the business case for the small unmanned aircrafts and it was:-

AGREED:

That PSNI should be asked for further information on the business case.

5.4 Gender and Community Background under-representation in PSNI Departments (Item 7.4 of Minutes Refers)

The Committee noted a letter from PSNI dated 29 April 2016 regarding gender and community background in PSNI Departments. NOTED.

It was:-

AGREED:

That the report on the research project with the external recruitment provider regarding the barriers that prevent under-

represented Groups applying to join the PSNI should be presented to a future meeting of the Committee.

6. COMMITTEE PROGRAMME OF WORK AND FIRST DAY BRIEF

Members noted a Committee Programme of Work for 2016/17 and information on the role and responsibilities of the Resources Committee.
NOTED.

It was:-

AGREED:

That Officials should provide Members with an update regarding the disposal of land at Desertcreat and information on the provision of new Training Facilities for the PSNI.

7. CHAIRPERSON'S BUSINESS

7.1 Correspondence

The Committee considered correspondence which had been received from DOJ regarding a request from the Police Superintendents' Association to consider extending to the superintending ranks the arrangements whereby Chief Police Officers on temporary promotion could opt to take an honorarium instead of additional requisite pay for the temporary post.

During discussion Members indicated that they had no objection to the honorarium being extended to Superintending ranks in Northern Ireland and it was:-

AGREED:

That the DOJ should be advised of the Committee's view.

7.2 Police Pensions Forfeiture

Officials advised the Committee that the Performance Committee had considered whether to proceed with the forfeiture of a former Police Officer's pension and had agreed to forward the case to the Minister of Justice to consider providing a certificate regarding pension forfeiture. The DOJ had advised that the Minister did not intend to deal with the issue until sentencing in the case has been passed. Sentencing had now taken place and comments on the sentencing, which would be sent to the Minister were awaited. Members would be kept informed of developments.

8 ITEMS FOR DECISION

8.1 Negative Equity

The Committee noted a paper which provided Members with the position regarding negative equity cases. NOTED.

Officials advised the Committee about a Judicial Review of the case which had been heard in February 2016 when the Court directed interim relief until the 30 June 2016. The case had been heard again on 22 June 2016 and on the advice from Counsel the Chief Executive had approved interim relief for the Officers for an additional three months. The Board's Chair and Vice Chair had agreed with this position.

Members approved the decision which had been taken to provide interim relief for three months.

8.2 PSNI Business Interests

The Committee's considered a paper which sought Members views on the appeal process for exercising the Board's responsibilities in respect

of PSNI Officers registering a Business Interest.

It was:-

AGREED:

That Business Interest Appeals should continue to be considered by a Board Official and the Committee advised of the details and outcome of the appeal.

8.3 PSNI Training and Development

The Committee considered a paper regarding the PSNI Training and Development Strategy and Business Plan update for 2015/16 and the PSNI Training and Development Strategy and Business Plan for 2016/17.

The Vice-Chairperson welcomed Assistant Chief Constable, Operational Support and the Head of Training and Development Branch to the meeting.

Members discussed a number of issues with the representatives from PSNI including:-

- An internal audit which had taken place regarding PSNI Training.
- Firearms training.
- Firearms licensing.

Members asked to be provided with information in relation to the new process for licensing a firearm.

- The subject of Policing with the Community, which was included in every course at the Police College.
- Information which was provided to Student Police Officers regarding PCSPs.
- Overtime budget for Trainers in the Police College.

Members requested clarification of the cost of overtime incurred in the Police College and overtime undertaken by Trainers on operational policing duties.

- Foundation Training and the impropriety of Student Police Officers inappropriately sharing examination information.

Superintendent Brady extended an invitation to Members to visit the Police College.

Members indicated that they were not in a position to approve the Training and Development Strategy and Business Plan for 2016/17. It was:-

AGREED:

That a revised Plan and Strategy should be considered at the September 2016 Committee meeting.

The Vice-Chairperson thanked the representatives from the PSNI for attending the meeting and they left.

9. ITEMS FOR DISCUSSION

9.1 PSNI Report on Expenditure to May 2016

The Vice-Chairperson welcomed Mr Mark McNaughten, T/Director of Finance & Support Services and Human Resources and Ms Denise Teer, T/Head of Finance to the meeting.

The T/Head of Finance briefed the Committee on the May 2016 expenditure report.

	Actual £k	Budget £k	Variance £k
Staff	89,687	88,136	1,551
Non Staff costs	21,283	20,264	819
Receipts	(424)	(1,143)	720
Cash Payment of Provisions	5,778	5,209	569
Loss on Disposal	0	2	(2)
Hearing Loss	1,769	1,245	524
Ringfenced Depreciation and Diminution	6,167	5,682	484
Voluntary Exit Scheme	0	8	(8)
TOTAL RESOURCE DEL	124,260	119,605	4,656

During discussion Members raised issues with PSNI including:-

- The escalating costs for the Close Protection Unit.
- The costs of Operation Kenova.
- PSNI Budget.
- Fresh Start Panel Report.
- Integrated Planning 2016 – Strategic Assumptions.
- Funding to PSNI for community planning.

The representatives from PSNI undertook to include details of the cost of the operation as an annex to future PSNI Financial Reports.

Members considered that the Board's support regarding increasing the availability of funding to PSNI for community planning should be included in the NIPB response to DOJ.

- Costs of the Police operation at Twaddell.

The representatives from PSNI undertook to provide the Committee with additional information on the costs of policing Twaddell and Operation Kenova as annexes to future PSNI Financial Reports.

Members suggested that a Senior Police Officer should be invited to this session of future Committee meetings to answer questions on operational matters.

9.2 PSNI June Monitoring

The Committee noted a paper advising Members of the PSNI submission to DOF for the June 2016 monitoring round. NOTED.

9.3 Policing Board Report on Expenditure to May 2016

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

9.4 NIPB June Monitoring

The Committee noted a paper advising Members of the NIPB submission to DOF for the June 2016 monitoring round. NOTED,

9.5 PSNI People Strategy – End Year Update

The Committee noted a paper which provided Members with the PSNI People Strategy Report for the reporting year 2015-2016. NOTED.

The Vice-Chairperson welcomed Ms Jude Helliker, Head of PSNI Human Resources and the Head of PSNI Diversity to the meeting.

The Head of Human Resources gave a presentation to the Committee on the PSNI People Strategy 2015-2019. A copy of the presentation is attached at Appendix A.

Members discussed a number of issues with the representatives from PSNI including:-

- Representativeness in PSNI.

The representatives from PSNI undertook to provide the Committee with information on the community background and social class of applicants for the PSNI by geographical ward.

- Exit interviews.
- Sickness Management Arrangements in PSNI.
- A research project with the external recruitment provider regarding the barriers that prevent under-represented Groups applying to join the PSNI.
- The Durham Survey findings.

The representatives from PSNI advised the Committee that two Police Officers and a Member of Support Staff would be receiving awards at the British Association for Women in Policing Conference during the following week. Members congratulated the Officers and Staff Member on achieving these awards.

The Vice-Chair thanked the representatives from PSNI for attending the meeting and they left.

9.6 PSNI Compensation Claims

The Committee noted a paper which provided Members with:-

- Information on compensation claims which had been made against the Chief Constable during January – March 2016.
- Details of settlements agreed out of court regarding hearing loss claims made against the Chief Constable.

NOTED.

10. INFORMATION PAPERS

The Committee noted the following papers:-

10.1 Assisted Removal Case

10.2 Costs of Policing at Twaddell

10.3 Assessing and Understanding Demand in the PSNI

It was:-

AGREED:

That PSNI should be asked to give an update on Assessing and Understanding Demand at a future meeting of the Committee.

10.4 Integrated Planning 2016 – Strategic Assumptions

NOTED.

11 QUESTIONS FOR THE CHIEF CONSTABLE

It was:-

AGREED:

That questions should be drafted to ask the Chief Constable regarding

- The steps taken by PSNI to manage and monitor the performance of contracts undertaken with external contractors for the provision of training and accreditation for student officer training.
- The costs involved in policing Twaddell and views on the continued justification for the policing operation.

12. COMMUNICATION ISSUES

There were no communication issues arising from the meeting.

13. ANY OTHER BUSINESS

There was no other business for discussion.

14. DATE OF NEXT MEETING

The Committee agreed that the next meeting should take place on 28 July 2016.

Members considered that meetings of the Resources Committee should be held earlier in the month and it was:-

AGREED:

To recommend to the Board that:-

- The Performance Committee should meet on the second Thursday of each month.
- The Partnership and Resources Committees should meet on the third Thursday of each month with the Partnership Committee starting at 9.30 am and the Resources Committee at 2.00 pm.

(Meeting closed at 1.05pm)

BOARD SUPPORT

Date: June 2016

Chairperson