

NORTHERN IRELAND POLICING BOARD

MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY 27 JUNE 2024 AT 9.30AM IN JAMES HOUSE

PRESENT:

- (1) Mr Trevor Clarke MLA (Chair)
- (2) Mr Frank McManus (Vice-Chair)*
Mr Les Allamby
Ms Marian Cree
Mr Gerry Kelly MLA
Mrs Linda Dillon MLA*
Dr Kate Lavery

EX OFFICIO MEMBERS IN ATTENDANCE:

- (2) Mr Brendan Mullan

POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE:

- (3) Ms Pamela McCreedy, Chief Operating Officer
- (4) Ms Clare Duffield, Assistant Chief Officer
People and Organisational Development
- (4) T/Director of Human Resources
- (5) Director of Finance
- (4) HR Strategic Lead in External Recruitment
- (3) Two PSNI Officials

NORTHERN IRELAND POLICING BOARD OFFICIALS IN ATTENDANCE:

- Mrs Sinead Simpson, Chief Executive
- Mr Sam Hagen, Senior Director of Resources
- Mrs Natalia McMahon, T/Director of Police Pensions and Injury Benefits
- Nine Board Officials

- (1) From 10.55am
- (2) Left at 12.30pm
- (3) Items 6.1 to 6.3 only
- (4) Items 6.2 & 6.3 only
- (5) Item 6.1 only

* Attended meeting by video conference facility

1. APOLOGIES

Apologies were received from Mr Peter Osborne, Mr Alan Chambers MLA,

Mr Peter McReynolds MLA, Ms Nuala McAllister MLA, and Mr Keith Buchanan MLA.

The Committee agreed the agenda for the meeting and no one raised any business they wished to discuss at agenda item 9 under 'Any Other Business'.

2. **CONFLICTS OF INTEREST**

No conflicts of interest were declared.

3. **DRAFT MINUTES OF THE MEETING HELD ON 23 MAY 2024**

The Committee considered the draft minutes of the meeting held on 23 May 2024.

A Member raised a matter in relation to agenda item 7 and it was agreed to amend the draft minutes to reflect the final position of Members following the discussion on NIPB senior officer recruitment policy.

It was **RESOLVED** that:

- Subject to the amendment outlined above the minutes of the Committee meeting held on 23 May 2024 be approved.

4. **COMMITTEE ACTION LOG**

The Committee **NOTED** the updates and correspondence detailed in the action log and the related verbal overview provided by the Director of Resources.

Updates were provided on correspondence issued and received for agenda item 4.1.

4.1 PSNI responses to matters raised at the Resources Committee meeting in May 2024

In respect of action points one to seven from the Committee meeting in May 2024, Members **NOTED** the responses from PSNI in relation to the following matters:

- Electric Vehicles (EV) Infrastructure.
- Close Protection Unit (CPU) costs for the Judiciary.
- Absence management and duty adjustments and that a substantive update will be provided at the Committee meeting in September 2024.
- Additional information provided for business cases in the PSNI Finance report.
- Equality and Disability action plans for 2023-24.
- Temporary promotions.
- Performance Development Reviews (PDR).

Members raised the following matters in response to the correspondence from PSNI:

1. EV Infrastructure - further information requested on the availability and functionality of EV charging points, electric grid supply issues, future roll out plans, whether additional costs are incurred as a result of purchasing and maintaining EV vehicles unsuitable for all areas of policing, and it was agreed to request further information as part of the PSNI Annual Fleet strategy update scheduled at the Committee in September 2024.
2. CPU costs for the Judiciary – further information requested on the review of CPU with expected timescales for completion and timeline for the implementation of recommendations including cost savings.

3. Temporary Promotions (TPs) – further information requested on the core drivers of TPs including a category breakdown for reasons and duration, broken down by number and percentage, for officers and staff.
4. Performance Development Reviews (PDRs) – rationale for pausing staff reviews and the number of Cultural Audit responses which referenced PDRs as an issue. Members also requested an update on the link between the PDR review process and wider HR Transformation strategy.
5. Equality annual action plan 2023-24 – further information requested on the ‘Evaluation of feedback from Events’, the process for capturing feedback and how this informs next steps/ policy development.

Following discussion it was agreed to issue correspondence to PSNI in relation to the five matters highlighted above. **(AP1)**

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

- Action point 8 – results from the Committee’s self-evaluation questionnaire will be discussed later in the meeting at agenda item 6.9.
- Action point 15 – an update on the Board’s administration officer recruitment competition is on track to be provided at the next Committee meeting in September 2024.

5. CHAIRPERSON'S BUSINESS

The Committee **NOTED** the updates and related verbal overview provided by the Director of Resources in respect of the following agenda items:

5.1 Correspondence from the Chief Constable to Department of Justice (DOJ) Permanent Secretary regarding the Revised Environmental Allowance payment for Police Staff

Members were advised of correspondence dated 14 June 2024 on proposed strike action in July 2024 due to the unresolved issue in respect of an uplift in the Revised Environmental Allowance (REA) payment for police staff.

Members were also provided with correspondence dated 26 June 2024 from the Chief Constable to the Justice Minister following a meeting with Northern Ireland Public Service Alliance (NIPSA) representatives and the Vice Chair of the Board in relation to the proposed strike action, outlining the Chief Constable's determination to resolve this matter. The Board Chair and Vice-Chair have also met with NIPSA representatives during this period, and at which they were appraised of the various meetings to attempt to resolve the issue.

Members outlined their ongoing support for the uplift in REA for police staff and for this issue to be resolved as soon as possible, and Members queried the extent to which additional DOJ funding applied for via the June Monitoring round is linked to the approval of the payment.

Members **NOTED** the items of correspondence.

5.2 Correspondence from the DOJ Permanent Secretary to DOJ Accounting Officers regarding Confidentiality Clauses and Agreements

Members considered correspondence from DOJ to Accounting Officers – Agencies and Non-Departmental Public Bodies, and updated guidance from the Department of Finance in relation to the use and approval of confidentiality clauses/ agreements in dispute settlements.

Members **NOTED** the correspondence.

5.3 Correspondence from the Chief Constable to Board Chair regarding PSNI Budget

Members were advised of correspondence in relation to the 'Police Budget – June Monitoring', outlining the stark reality of the PSNI budgetary situation. While additional funding has been confirmed the Chief Constable highlighted the urgency to address the structural funding deficit faced by PSNI and the clear signs that performance measures in a growing number of areas are under severe pressure, and this will have a direct impact on service delivery.

Members asked for more information on the delayed implementation of new legislative measures including Domestic Violence Protection Orders (DVPOs) due to insufficient funding, a comparison to work taking place in the rest of UK, and a Member advised in his capacity as Chair of the Board's Performance Committee that other delivery options are being taken forward by PSNI in this area.

Members **NOTED** the correspondence.

Before PSNI joined the meeting Board officials provided Members with an overview of agenda items 6.1 to 6.3.

A Member asked about the suspension of staff performance reviews reference earlier and it was agreed to discuss the matter with PSNI later in the meeting.

6. ITEMS FOR COMMITTEE BUSINESS

The Chair welcomed the Chief Operating Officer (COO) and Director of Finance to the meeting.

6.1 PSNI Finance

6.1.1 PSNI Resource Plan 2024-25 including Annual Capital Strategy Update

The Director of Finance presented the PSNI Draft Resource plan update 2024-25 which provided details of proposals to allocate the budget for Policing for 2024-25 and to highlight the ongoing pressures facing PSNI.

The Director of Finance covered the following key points:

- The PSNI Resource Requirement for 2024-25 is £1,137m, and follows an extremely challenging financial year in 2023-24 which led to a reduction in both police officer and staff numbers and subsequent impact on service delivery.
- Outlined some of the key elements in the resource requirement calculation including the growth of officer & staff numbers, pay awards, employer pension costs, proposed increase in the Revised Environmental Allowance payment for police staff, holiday pay settlement costs and data breach claims.

- The resource requirement does not include any funding to settle any legacy compensation, increases in legal costs, implementation of data breach recommendations, holiday pay, and McCloud pension costs.
- Total budget pressures and a funding gap of £265m has been reduced to £80m by excluding exceptional items relating to estimated holiday pay and data breach settlements as these are significant costs which cannot be absorbed by PSNI.
- Full scrutiny of resource requirements has taken place to identify additional savings and reduce the residual funding gap to £19.8m, and the Chief Constable has requested a £60m allocation as part of June monitoring to address remaining pressures, consisting of £40m to fund the additional employer pension costs, and the revised funding gap of £19.8m. The savings identified include options in relation to pension costs, non-pay savings, reducing managed service costs, savings in staff pay model, and no plans to increase police officer and staff numbers, the aim being to maintain headcount numbers during the year.

Members asked about pension costs and likely allocation as part of the Barnett formula funding model; further clarity on the assessment of options available against key parameters of service impact/ organisational priorities and the categorisation of focus areas as 'victim', 'community' and 'workforce'; reasoning for not including projected costs for the McCullough review into PSNI use of surveillance powers as part of the resource requirement; update on timescales to settle ongoing matters in relation to holiday pay; the PSNI data breach; and current status of an increase in the REA payment for police staff and impact of potential strike action.

The COO and Director of Finance provided an update on exceptional cases relating to holiday pay, the data breach and advised of the need for other funding streams with involvement from the NI Executive to settle these matters, and noted the wider public sector liability in relation to holiday pay claims.

Members also asked about work taking place to lobby for additional funding in relation to Additional Security Funding (ASF) and NI Protocol funding; highlighted concerns and requests for assurances regarding the data breach and extent to which additional funding may be required; the outcome of a Tripartite meeting with the Justice Minister and a request for additional information to support DOJ in lobbying for additional funding; the wider context in relation to competing priorities across NI, for example, in Health and Education as well as policing; and negative perception of enduring high levels of sickness absence and data breach with the need to provide measurable results from transformative work taking place.

The COO and Director of Finance outlined the process for submitting bids in relation to ASF and NI Protocol funding and work taking place to lobby for additional funding, continuing work to implement the data breach recommendations, ongoing engagement with the Justice Minister to provide information in support of additional resources, and the impact of underfunding and need to continue to lobby for additional resources to increase officer numbers and ensure long term sustainable growth.

In respect of recruitment, Members were advised that a new recruitment campaign is planned for late 2024/early 2025 to maintain officer numbers at a baseline level given the wider resourcing and budget challenges.

A Member asked for more information on the decision taken by PSNI to not fully implement Domestic Violence Protection Orders due to ongoing funding issues and that the Board be copied in to the response from PSNI to the Justice Minister regarding PSNI plans for transformation, savings made to

date, the likely impact of further cuts should additional funding not be secured, and it was agreed to write to PSNI on these matters. **(AP2)**

The Director of Finance provided an update on the Annual Capital Strategy and advised that total capital requirement for 2024-25 was £73.5m against a DOJ budget allocation of £53.3m, which is significantly less than capital spend of £64m in 2023-24.

The capital allocation enables all inescapable works to progress but does not allow for the remaining high priority and desirable projects to be completed, and work continues to assess priority, service impact and feasibility of these projects before allocation of the remaining capital budget. Members discussed the distinction between inescapable and high priority projects and how these projects were kept under review over the financial year.

Following discussion Members:

- **NOTED** the PSNI draft Resource plan 2024-25 and that the full Board will be advised of the plan provided.

6.1.2 PSNI Finance Report

The Director of Finance presented Members with the monthly PSNI Finance Report as at the end of May 2024 noting that expenditure for the first two months of the financial year follows projections in relation to an overall funding gap of £80m for 2024-25, as previously advised earlier in the meeting.

The Director of Finance provided a summary of financial performance which included an overview of pay/ non pay costs, overtime, and business cases under development.

Members discussed the newly provided RAG status as part of the business cases update and requested the date to be included in future reports as well as information on reasons for assigning the RAG status. **(AP3)**

Members **NOTED** the update provided and thanked the Director of Finance for her contribution and she left the meeting.

The Committee welcomed the Assistant Chief Officer (ACO) People and Organisational Development (OD), T/Director of Human Resources (HR) and HR Strategic Lead in External Recruitment to the meeting.

6.2 PSNI briefing on Police Performance Plan Measure 2.3.1 – Representativeness

The Committee received a briefing from the ACO People and OD and the HR Strategic Lead in External Recruitment on the Police Performance Plan measure specific to the Representativeness of the Police Service.

The ACO People & OD advised of limited progress due to the student officer recruitment freeze given current budgetary pressures, and recent engagement with the Superintendents Association of Northern Ireland and University of Ulster to improve female representation at Superintendent level in PSNI.

The HR Strategic Lead in External Recruitment provided an overview of the PSNI Outcomes Based Accountability (OBA) Report Card on representativeness and an overview of 3 key sections covering the period from October 2023 to March 2024:

1. **External Recruitment** – no student officer appointments due to current budgetary pressures and in respect of police staff a limited number of appointments were progressed.

Outreach with schools and further education colleges has continued and local policing hosted a number of Real (Reference, Engagement and Listening) events. Looking ahead it is hoped to launch a new student officer recruitment campaign in early 2025.

2. **Internal Representation** – limited selection and promotion activities due to budget pressures, with key learning and development work streams including the phase 2 launch in February 2024 of online learning modules on Equality, Diversity and Inclusion, the delivery of an 'Autism Reality Experience', and LGBTQIA+ awareness sessions. Culture and engagement activities included Neurodiversity Celebration Week and PSNI hosted an International Women's Day leadership conference, recognising the achievements of female colleagues through Inspire awards.
3. **Retention** – high stability index (percentage of workforce employed over the reporting period) with a small increase in police staff leavers, no significant trends identified from exit interviews, and a forecast reduction in stability rates (i.e. increase in number of leavers) due to the high employment rate in NI and a highly competitive employment market in relation to pay and benefits.

Members raised the following points with the ACO People and OD and HR Strategic Lead in External Recruitment:

- Further information on the recent noted reduction in Catholic Police Staff and an update on work taking place to improve community background under-representation for police staff.
- Further clarity regarding the current review of promotion processes and reduced programme of internal selection and promotion.

- Recommendation that future work to consult with underrepresented communities takes place at the early stages of the recruitment process to identify and overcome barriers.
- Further information provided on minority groups leaving the organisation (voluntary exit or early retirement) citing the data breach as the reason, and it was agreed to submit a written question from the Committee to the Chief Constable on this matter. **(AP4)**

Members **NOTED** the update provided.

6.3 PSNI update on Human Resources (HR) Transformation

The ACO People and OD and T/Director of HR provided Members with a HR Transformation update and work taking place to manage and transform PSNI HR functions in support of the organisation's most valuable asset: its police officers and staff.

The ACO People and OD provided an introduction to HR transformation including an overview of the report by the professional services company Grant Thornton on the review of the HR related services, published in July 2021.

The T/Director of HR provided Members with an update on the recommendations from the Grant Thornton review, and covered the following key points:

- Wider context of reduced numbers in the HR function due to current budgetary pressures and recognition of the high standards achieved to deliver successful outcomes.

- Vision and future role of HR function, acknowledging that review was completed 3 years ago with an estimated 4 year completion date for recommendations, and that progress has been impacted by the data breach, the need to implement a new HR system following an independent review, and a significant change in PSNI Senior Leadership during this period.
- Continued relevance of review recommendations and that existing HR structure does not fully equip the function for future requirements, lack of clarity with current HR operating model, and the need to look at more efficient end-to-end processes, technology and structures as part of future planning.
- Recommendations categorised as phase 1 and foundational include the enhancement of strategic impact to create embedded People Partner and HR Advisor roles, establishing Centres of Excellence, raising service levels, moving towards a more agile HR delivery model, investing in people development, embracing the standards of Investors in People or Accreditation, and investment in HR enablers including continuous process improvement in clearly defined areas.
- Further evolution will be necessary as preparations are made for phase 2 – to develop the transformation business case for external consultation and evolve the HR operating model.
- Phase 3 will be to implement the new HR operating model on a gradual basis across districts and departments.
- Foundation is in place to deliver the three-phased approach with the establishment of the People and OD department, recruitment of a temporary HR Director, appointment of a number of Strategic Leads, and portfolios have been rebalanced to provide four key relationship manager roles to business areas.

- Next steps to realising the future HR vision including fostering a learning culture, developing a business case for telephony services automation, submitting priority staffing bids in key areas, realigning HR Strategic Leads, and commencing work on a review of current promotion and talent management processes.

Members raised the following matters with the team from PSNI:

- Underlying reasons for the current vacancy rate in PSNI HR of almost 20%.
- Extent to which the decision taken to pause staff Performance Development Reviews (PDR) was linked to findings from the Cultural Audit, and it was agreed to request further information on this matter including an update on how this work is being linked to overall HR Transformation. **(AP5)**
- Anticipated costs of the three phased approach and probability that the plan will be completed given budgetary pressures, and whether future vacancies are linked to staff retirement and impact on delivery of transformation plan.
- Further clarity in respect of the definition of HR partners and extent of plans to modify their core function.
- Reasons for a decentralisation approach for certain functions rather than a centralisation approach as part of the wider HR transformation plan.

Members **NOTED** the update provided and thanked the Chief Operating Officer, ACO People and Organisational Development, T/Director of Human Resources and HR Strategic Lead in External Recruitment for their

contributions and they left the meeting.

The Chair raised a separate matter brought to his attention in relation to the suggestion that former officers have been asked by PSNI to repay pension overpayments and it was agreed to request further information on this matter. **(AP6)**

6.4 PSNI briefing on Estate Strategy and Transformation

This item was withdrawn from the agenda at late notice due to competing priorities and will be considered at the next scheduled committee meeting in September 2024.

Members **NOTED** the update provided.

6.5 Northern Ireland Policing Board (NIPB) Resource Plan 2024-25

The NIPB Head of Finance presented Members with a proposal for the NIPB Resource Plan 2024-25.

Background was provided on the committee's Terms of Reference and its role to consider and recommend the Board's budget settlement for 2024-25, and provide an update of implications, where applicable, for the delivery of the Board's business needs.

The Head of Finance provided details in respect of the budget allocation for 2024-25 which represents a 6.9% increase against the previous year's opening budget, and allowing for pay and supplier inflation this equates to a 4.6% increase in real terms.

Members were advised the Board has approximately £335k of unfunded potential pressures in relation to known legal cases and it is undetermined if these will reach a settlement in 2024-25.

The budget presented is based on several strategic assumptions including a stable complement of staff and pay inflation, and that 62% of costs were fixed and 38% were classified as (semi) variable, with a significant amount of variable costs relate to Policing and Community Safety Partnerships (PCSPs).

In respect of PCSPs the NIPB leadership team recognises the importance of maintaining funding for front line delivery in this area and have allocated funding for recruitment. Variable costs were outlined and there are a very limited number of discretionary areas from where to fund pressures.

Following discussion Members **AGREED**:

- To make a recommendation to the Board to **APPROVE** the draft NIPB Resource Plan 2024-25.

Members were advised that as there is no Board meeting scheduled for 4 July 2024 due to the upcoming general election, following the meeting the committee's recommendation on this matter will be circulated to Board Members for agreement by way of written procedure.

6.6 PSNI Above Delegated Authority requests

A Board official briefed the committee on four Above Delegated Authority (ADA) requests from PSNI in relation to the following items:

- **6.6.1** Compensation Payments & Projected Legal Fees
- **6.6.2** Compensation Payment & Plaintiff's Legal Fees

- **6.6.3** Compensation Payment & Projected Legal Fees
- **6.6.4** PSNI Donation to National Police Memorial Day 2024

6.6.1 The Committee considered a paper relating to an incident dating back to February 1994 and an initial case brought by a family member of the deceased which has already been concluded in court in 2023 with compensation, aggravated and exemplary damages being awarded. Members were advised that following the findings of the court, 4 further family members had brought proceedings against the PSNI relating to the same incident and the Committee noted that PSNI's request related to the approval of an overall sum to settle the claims of these 4 family members and also their projected legal fees.

6.6.2 The second ADA considered by the committee related to a case previously considered by the Committee where the Committee made a recommendation to the Board to approve an above delegated authority sum which included an estimate of the plaintiff's legal costs. Members were advised that final legal costs had now materialised and authority was being sought for a significantly increased sum on the originally estimated legal fees. Members expressed concern that the initial projected costs had been so substantially underestimated however noted that the originally billed amount from plaintiff's counsel had been significantly higher and the final total before the Committee for consideration was as a result of negotiations following the referral of the matter to a CSO appointed Costs Drawer.

6.6.3 The third ADA considered by the Committee related to an incident dating back several years where a former officer suffered severe hearing loss while standing in the vicinity of a controlled explosion. Members noted the detail provided by PSNI regarding the case and the advice of counsel that, under the circumstances what was being proposed represented a favourable settlement from PSNI's perspective.

Members noted that the total sum requested for approval incorporated both compensation and the plaintiff's projected legal costs.

- 6.6.4** The final ADA considered by the Committee related to a donation the PSNI wished to make to the Police Remembrance Trust in support of National Police Memorial Day taking place in Glasgow on Sunday 29th September. Members noted that the request related to an overall sum with incremental donations to be made over the coming 3 years.

Following discussion it was **AGREED** to:

- To **RECOMMEND** the Board the approves all four of the Above Delegated Authority requests considered by the Committee.

Members were advised that due to the upcoming general election the recommendations from the Committee will be circulated to all Board Members for agreement by way of written procedure.

6.7 PSNI request for Endorsement of Retrospective Business Case – Specialist Staff Appointments – AFC Payscales

The People and Organisational Development (OD) manager asked Members to **NOTE** a briefing paper from PSNI in respect of a retrospective business case and request that the Committee endorses the case to regularise the pay progression arrangements for a number of PSNI Occupational Health Service staff.

The People and OD manager advised this related to the recruitment from 2019 to 2023 of staff to fill posts in the Mental Health Service and Nursing provision under Agenda For Change (AFC) pay terms.

A business case was prepared in 2019, seeking approval to appoint on the AFC framework, however, the business case was not finalised or approved and PSNI made the decision to recruit specialist medical staff under the AFC pay scale to attract high quality applicants on the recognised pay framework for these roles.

The continued lack of approval of the business case has resulted in these roles remaining on the same pay scales as when appointed and caused significant distress and led to a number of resignations.

Members requested further information on the costs of the implementation of the correction following approval of the business case and it was agreed to write to PSNI on this matter. **(AP7)**

Following discussion it was **AGREED** to:

- **APPROVE** the PSNI request to endorse the retrospective business case to regularise the pay progression arrangements for a small number of specialist Occupational Health Services staff recruited on Agenda for Change pay terms.

6.8 PSNI Recruitment Vetting Annual Report

The People and Organisational Development (OD) manager provided Members with an overview of the annual report submitted to the Department of Justice from the Independent Assessor of PSNI Recruitment Vetting.

Sixteen applications were reviewed by the Independent Assessor during the period 5 April 2023 to 4 April 2024 and there were a wide range of reasons provided by the vetting panel for rejection of these applications.

The report outlined progress made regarding issues raised in the past on 'The Gist of non-disclosure assertions' and providing unsuccessful candidates wherever possible the 'gist' of reasons behind an assertion in letters of rejection, how this could have been addressed in one of the cases reviewed, and outlined guidance on the balanced and proportionate approach which should be adopted by vetting panels.

Members asked for clarification on whether the recommendations in the Vetting Report have been accepted and/or implemented and it was agreed to write to PSNI on this matter. **(AP8)**

Members **NOTED** the update provided.

6.9 Committee Self-Evaluation Questionnaire

The Senior Director of Resources presented a paper to provide Members with the results of the Committee Self-Evaluation questionnaire, that consisted of three questions designed to assess the Committee's effectiveness throughout 2023-24.

Five responses were received, and three of these are substantive in nature and the other two responses were provided by Members indicating that they were not in a tenable position to respond as new to the Board or Committee.

A Member relayed the comments of the Board Vice Chair for this item, in relation to the Committee's next steps and the view that a more strategic focus on PSNI absence and transformation is needed, and for a wider scrutiny role of NIPB HR and Finance functions.

Following discussion Members **AGREED** to the proposal that the Committee Chair and Vice Chair meet with the Chief Executive and Director of Resources to discuss next steps and the Committee Chair reports back to a

future committee meeting. **(AP9)**

6.10 Police Pensions and Injury Benefits

6.10.1 Cases for June 2024

The T/Director of Police Pensions and Injury Benefits (PPIB) presented a paper asking Members to consider the outcome of decisions taken by Selected Medical Practitioners (SMP) in respect of 26 assessments considered and provided opinion on, and the decisions taken by Independent Medical Referees (IMR) in respect of 6 assessments.

Members were also asked to consider 8 anonymised submissions, issued via CJSM, in respect of SMP/ IMR reconsideration requests and based on the information provided if these cases should be forwarded to the SMP/ IMR for reconsideration.

The T/Director of PPIB provided an update on the consultation launched by the DOJ in March 2024 and the proposed draft response consultation response regarding the Injury on Duty (IOD) Scheme. The proposals set out in the consultation aim to improve the IOD Scheme to make it more sustainable in the longer term and to address the recommendations set out in the Northern Ireland Audit Office (NIAO) report published in 2020.

Following discussion Members:

- **NOTED** the outcome of the decisions made by Selected Medical Practitioners and **CONFIRMED** the implementation and reassessment dates for the 26 assessments outlined,
- **NOTED** the outcome of the decisions taken by Independent Medical Referees and **CONFIRMED** the implementation and reassessment

dates for the 6 assessments outlined,

- **AGREED** based on the information provided, that the 8 anonymised submissions, issued to Members via CJSM, in respect of a reconsideration application should proceed to reconsideration by SMP/ IMR, and
- **APPROVED** the Board's draft response to the consultation on proposed changes to the PSNI Injury on Duty scheme.

6.10.2 Pension Scheme Manager Monthly Report

The T/Director of PPIB presented a paper providing Members with a summary of police pension related work completed in the reporting period including a range of matters discussed at the most recent Police Pensions Board meeting in June 2024.

Members were advised of the additional two cases reassessed as part of the McCloud III Health Retirement Remedy project and that only one more reassessment is to be completed as part of the project (out of approximately 390 eligible for reassessment).

Following discussion Members **NOTED** the:

- update provided in relation to the progress of the McCloud Reassessment Project, and
- the update provided in relation to the Police Pension Board meeting held on 4 June 2024.

6.10.3 Correspondence from Minister of Justice to Board Chair regarding IOD Scheme and Joint Guidance for Medical Practitioners

The T/Director of PPIB updated Members on correspondence from the Justice Minister in relation to the IOD scheme and Joint Guidance for medical practitioners, and the response in relation to moving Ill Health Retirement (IHR) and IOD responsibilities away from the Board. Recent Assembly discussions on the matter were also noted.

The T/Director of PPIB advised that any proposed changes to move IHR and IOD processes from the Board to the PSNI would ensure parity with other UK police services and in turn could improve the IHR and IOD processes.

The DOJ are leading an IOD sub and steering group on addressing the recommendations highlighted in a Northern Ireland Audit Office 2020 report on IOD schemes for officers in PSNI and the Committee will be kept updated as this work progresses.

The T/Director of PPIB also highlighted the matter addressed in the correspondence in relation to costs associated with undertaking a full review of the joint guidance for medical practitioners, and the position remains that this liability should be met solely by the Board.

Members discussed the need to maintain a focus on lobbying for legislative change and were advised that PPIB will continue to provide progress updates as part of the annual business plan quarterly updates in 2024-25.

Following discussion it was agreed to issue a response from the Board Chair to reiterate the Board's position regarding legislative change to remove IHR and IOD responsibilities from the Board, to outline support for the implementation of the recommendations from the NIAO 2020 report, and to follow up again on funding for the 'joint' guidance review. **(AP10)**

Members **NOTED** the correspondence.

6.11 Application for an Extension to a General Authorisation

The Emerging Priorities (EP) manager presented a paper outlining a request from PSNI for a General Authorisation extension for Fermanagh District Recreation Club to extend their opening hours from 11pm to 1am for a one-off event in September 2024.

In April 2024, the club was granted a general authorisation, valid for a period of one year, on the condition that updated guidelines pertaining to the application process and the operational requirements for all licenced premises on the police estate were put in place following the removal by PSNI of the previous guidelines.

Board officials were advised at the beginning of May 2024 that PSNI had commenced this process and the completion date is expected to be December 2024.

The EP manager advised that the current application being considered meets the requirements of the previous guidelines, approval has been received from the District Commander to extend the opening hours as outlined, and the club has also secured an up-to-date entertainment license.

Following consideration of the application for an Extension to a General Authorisation submitted by the PSNI for Fermanagh District Recreation Club it was **AGREED** by Members to:

- **APPROVE** the application to extend the opening hours from 11pm to 1am for a one-off event in September 2024 under Article 84 of the Licensing (NI) Order 1996 and Article 51 of the Registration of Clubs

(Northern Ireland) Order 578878 1996/Licensing and Registration of Clubs (Amendment) Act (Northern Ireland) 2021.

7. QUESTIONS FOR THE CHIEF CONSTABLE

7.1 Committee Written Questions and Responses

Members **NOTED** the written response to a question submitted by the Committee in relation to PSNI staff performance reviews.

8. COMMUNICATIONS ISSUES / OPPORTUNITIES

None

9. ANY OTHER BUSINESS

None

10. DATE OF NEXT MEETING

The next meeting is scheduled for **Thursday 26 September 2024** at James House.

The meeting ended at 1.20pm

CHAIR

**RESOURCES DIRECTORATE
JUNE 2024**