

**NORTHERN IRELAND POLICING BOARD**

**MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY  
17 OCTOBER 2019 AT 2.00PM AT THE NORTHERN IRELAND POLICING  
BOARD, WATERSIDE TOWER**

- PRESENT:**
- (1) Mr Gerry Kelly (Chair)  
Mrs Wendy Osborne (Vice-Chair)  
Mr John Blair
  - (2) Mr Keith Buchanan
  - (3) Mr Alan Chambers  
Ms Linda Dillon  
Mr Tom Frawley  
Mr Doug Garrett
  - (2) Mr Gary Middleton  
Dr Paul Nolan
- POLICE SERVICE OF  
NORTHERN IRELAND IN  
ATTENDANCE**
- (4) Ms Yvonne Cooke, Head of Human Resources
  - (5) Mr Mark McNaughten, T/Director of Finance &  
Support Services & Human Resources
  - (5) Mr Iain Murphy, Head of Strategic Financial Planning
  - (5) Mr Campbell Browne, Head of Procurement and  
Logistic Services
  - (6) One PSNI Staff Member
- OFFICIALS IN  
ATTENDANCE:**
- Mr Tim Logan, Director of Resources
  - One Board Official

- (1) Items 1 to Part item 6.5 and 6.7
- (2) Items 1 to 6.4 and 6.7
- (3) Except items 7 to 10
- (4) Items 6.3 only
- (5) Items 6.5 and 6.6
- (6) Items 6.3, 6.5 and 6.6

## **1. APOLOGIES**

No apologies were received. The Chair noted that he would have to leave the meeting at 4.15pm and that the Vice-Chair would Chair the meeting in his absence.

The Committee agreed the agenda for the meeting.

## **2. CONFLICTS OF INTEREST**

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

## **3. DRAFT MINUTES OF MEETING HELD ON 19 SEPTEMBER 2019**

The Committee considered the draft minutes of the Committee meeting held on 19 September 2019 and requested that an amendment be made to the minutes.

It was:-

### **RESOLVED:**

That the draft minutes of the Committee meeting held on 19 September 2019 be approved subject to an amendment being made to the minutes as was discussed.

## **4. UPDATE ON ACTION LOG**

Members noted the following update on the action log from the Committee meeting held on 19 September 2019. NOTED.

### **Action Point 1**

Members noted the correspondence sent to Sir Jonathan Stephens, Northern Ireland Office, and agreed to await a response.

### **Action Point 2**

Members agreed to write to the PSNI to request information on how the PSNI intended to cascade and communicate the overtime strategy to staff. Members also asked that PSNI clarify the process for approval of overtime at the end of an officer's shift. **(AP1)**

## **5. CHAIR'S BUSINESS**

The Chair referred to the recent announcement and media report regarding a new PSNI Service Medal which was previously considered by the Resources Committee and Board. TDCC Martin had recently written to the Board Chair to provide an update and this correspondence would be included within the Board papers for the meeting to be held on 6/7 November 2019.

The Chair further updated the Committee on meetings that had been arranged between the Chief Constable and Doug Garrett to discuss the PSNI Estate Strategy and a meeting with the Chief Constable and Committee Chair and Vice-Chair to discuss other Resources Committee matters, including police numbers.

The Chair noted that the Department of Finance would, in due course, be publishing its public sector pay policy which would trigger Peter May, Department of Justice Permanent Secretary inviting various parties with an interest in preparing submissions to the Police Remuneration Review Body (PRRB). Members agreed that the Chair, Vice-Chair and Keith Buchanan would form a working group and make recommendations to both the Committee and the Board about the content of the Policing Board's submission to PRRB.

The Chair reminded Members of the ongoing work in relation to the development of a new Policing Board Corporate Plan and asked Members to provide feedback and suggestions to Board Officials.

## **6. ITEMS FOR COMMITTEE BUSINESS**

### **6.1 Above Delegation Approval Request – Care of Police Survivors**

The Committee considered a paper which asked Members to approve a request from PSNI for a charitable donation to be made to Care of Police Survivors.

During discussion Members sought clarification on access to the charity's services and noted that they were in favour of the charitable donation. Members also enquired about the volume of requests for charitable donations that the PSNI receives, and whether, in this instance, all police services were asked to make the same donation.

During discussion, it was

#### **AGREED:**

- That approval for the PSNI to make a charitable donation to Care of Police Survivors be granted subject to consideration and approval by the Department of Justice and Department of Finance which is also required.

### **6.2 Proposed Land Acquisition adjacent to Newtownabbey PSNI Station**

Members considered a paper regarding a request by PSNI to purchase land adjacent to Newtownabbey Police Station.

Members discussed the request and while supportive in principle considered that further information should be requested from PSNI before approval was granted. The Committee agreed to write to PSNI and request a copy of the business case relating to the purchase of the land at Newtownabbey PSNI Station and also request additional information regarding the reference to 'soft' environments as detailed within the paper. **(AP2)**

*Members agreed to move to agenda item 6.7*

## **6.7 Committee Forward Work Programme**

The Committee considered a paper which outlined the key priorities and proposed Committee Forward Work Programme for the period up to March 2020.

Members discussed the Programme and the scheduling of briefings and requested that Officials reschedule some briefings. Members also discussed future meeting locations other than Waterside Tower.

The Committee

### **AGREED:**

- The Forward Work Programme to March 2020 subject to amendments discussed being made.
- That the Forward Work Programme should be kept under review.

## **6.3 PSNI Dashboard**

The Committee welcomed Ms Yvonne Cooke, Head of Human Resources to the meeting.

The Committee noted the PSNI HR Dashboard. NOTED.

The Head of Human Resources briefed the Committee on a number of issues including:

- A briefing on PSNI's Equality, Diversity and Good Relations Strategy would be provided at the next Committee meeting from both PSNI's Head of HR and ACC Gray.
- The development of the PSNI's People and Culture Strategy – the Committee's views would be sought and once the Strategy

was agreed regular updates would be provided.

- An update on the NIPSA strike action which took place on Thursday 3 October 2019.
- The launch of the PSNI Staff Survey. It was agreed that the results of the Survey would be shared with the Committee as soon as possible.
- PSNI's Menopause Guidance Launch Event which had been held earlier that day. The event had been well attended by PSNI Personnel.
- The Outreach Strategy for the PSNI's 2020 Recruitment Campaign had been signed off by T\DCC Martin. A cross section of the organisation has been asked to review to ensure all opportunities for outreach are being explored.
- A mock-up of the advertisements to be used in the 2020 Recruitment Campaign have been requested and would be shared with the Committee in due course.
- The Head of HR had been interviewed by Agenda NI on progress to improve diversity and inclusion in the PSNI and had been subsequently invited to speak at a Justice Conference in Dublin.
- The Head of HR agreed to share a report with the Committee, on absenteeism figures for other public sector bodies in comparison to PSNI's sick absenteeism rates. It was also agreed that additional information as requested by the Committee would be shared following the meeting.
- A pilot programme that had been launched working with PSNI officers and staff who have adjustments in place to facilitate their return to work following sick absence. It was agreed that the Committee would be provided with an update in the coming months.
- An intended skills audit of PSNI officers and staff in conjunction

with the Police College.

- The Head of HR agreed to share with the Committee information on the average age of student PSNI officers and the number of officers who have taken partial retirement. **(AP3)**

The Committee thanked Ms Cooke for her attendance.

#### **6.4 NIPB Management Accounts and Financial Information to end of September 2019**

The Committee noted a paper regarding the NIPB Management Accounts and Financial Information up to end of September 2019. NOTED.

The Committee discussed the return of capital funding to the DoJ for the Case Management System.

#### **6.5 PSNI Management Accounts and Financial Information to end of September 2019**

The Committee noted a paper regarding the PSNI Management Accounts and Financial Information up to the end of September 2019. NOTED.

The Chair welcomed Mr Mark McNaughten, T/Director of Finance & Support Services & Human Resources, Mr Iain Murphy, Head of Strategic Financial Planning and Mr Campbell Browne, Head of PSNI Procurement and Logistic Services to the meeting.

The T/Director of Finance & Support Services & Human Resources briefed the Committee on the PSNI Expenditure Report and various PSNI financial issues to the end of September 2019. During the briefing he advised Members about the recent reduction in overtime and the ongoing work of the Overtime Steering Group chaired by ACC Hamilton.

He further noted that while the year to date position showed an underspend in capital expenditure it was expected that spending would be on target by year

end. He also referred to an anticipated overall breakeven position by the year end although acknowledged that this was in part due to an additional £11 million and £6 million received from the DoJ.

The T/Director of Finance & Support Services & Human Resources further briefed Members on the following issues:

- the breakdown of Operation Klina and Kenova spending which had been provided within the Report. A breakdown of Operation Turma and Mizzenmast spending would be provided in future monthly reports.
- Following the announcements of the planned increase of PSNI officers to 7,500, a business case was being prepared and would be submitted to the DoJ.
- Discussions between Mr McNaughten and ACC Todd following the Committee's request for historical information on Close Protection Unit (CPU) costs. The Committee was referred to previous correspondence received from ACC Todd on CPU expenditure.

During discussions Members raised the following issues with PSNI:

- Slippage in relation to a number of Estate projects and related spending.
- The request to purchase land adjacent to Newtownabbey Police Station which had been discussed earlier in the meeting. Mr McNaughten agreed to send to Members the related Business Case and all Business Cases for land acquisitions and disposals going forward.
- Year to Date spending in relation to Operation Turma and Mizzenmast. In response to a question from a Member, Mr Murphy noted that teams for both operations were being established and it was agreed that a quarterly profile spend for external investigations would be provided to Members going forward.
- In relation to the Police Museum, it was noted that a completed



business case had been presented to the new Chief Constable for his consideration.

- The reduction in overtime in the month of September 2019. Members welcomed the reduction in overtime and PSNI's focus on the issue but questioned whether it was the start of a trend or a fall in overtime following the busy Summer period.

*The Chair left the meeting and the Vice-Chair took the Chair*

## **6.6 Briefing on PSNI Procurement**

Mr Browne briefed the Committee on a number of procurement issues including:

- £11.6m efficiency savings had been achieved in 2018/19 and in the last five years the PSNI, with Central Procurement Directorate (CPD) had negotiated £66.9m savings on new and existing contracts.
- Procurement procedures and contract management were reinforced by joint PSNI/CPD training to all appropriate staff including of all PSNI Evaluation Team members, Contract Managers, Heads of Branches and Senior Officers.
- 360 contracts were in place across the whole organisation with 80 further contracts projected over the next 18 months.
- Regular six monthly contract reviews with the Department of Finance, CPD and senior PSNI officials.
- An Annual Procurement Report produced in July each year for consideration by the PSNI Service Executive Board and the Policing Board. In addition Direct Award Contracts (DACs) are regularly reviewed by PSNI's Audit and Risk Assurance Committee (ARAC) and a list is also provided to the Board's ARAC.
- No priority one recommendations had been raised by Internal Audit during the previous 4 years.
- Savings to the PSNI as a result of regular contract reviews and change

of supplier as required to ensure the best contract price.

- the robust approval process in place in relation to DACs.

In response to questions from Members, Mr Browne commented positively on PSNI's relationship with CPD noting that CPD worked with PSNI in a collaborative and flexible manner. Mr Browne further highlighted PSNI's strong collaboration across the UK and engagement with the Home Office and Government Procurement Services regarding the use of national framework contracts including transport, fuel and mobile telephone frameworks so that contracts deliver best value.

## **7 Questions for the Chief Constable**

### **7.1 Responses Received from the Chief Constable**

Members noted the responses received from the Chief Constable following the submission of 3 questions arising from the September Committee meeting. Members did not wish to submit any further questions to the Chief Constable.

## **8 Communication Issues**

There was no communication issues raised.

## **9 Any Other Business**

No other business was conducted.

## **10. Date of Next Meeting**

The next meeting will be held on 21 November 2019 at 2.00pm.

(Meeting closed at 5.05 pm).

**CORPORATE SERVICES**

**Date:** November 2019

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**Chair**