

## **NORTHERN IRELAND POLICING BOARD**

### **MINUTES OF MEETING OF RESOURCES COMMITTEE HELD ON THURSDAY 18 JUNE 2020 AT 2PM AT THE NORTHERN IRELAND POLICING BOARD, WATERSIDE TOWER AND VIA ZOOM VIDEO CONFERENCE**

<b>PRESENT:</b>	Mr Gerry Kelly MLA (Chair) Dr Janet Gray (Vice-Chair) <b>(1)</b> Mr John Blair MLA Mr Tom Buchanan MLA Mr Trevor Clarke MLA* Mr Seán Lynch MLA Mr Colm McKenna* Mr Frank McManus* Ms Deirdre Toner
<b>EX OFFICIO BOARD MEMBER IN ATTENDANCE</b>	Dr Tom Frawley (Board Vice-Chair)*
<b>ABSENT:</b>	Mr Alan Chambers MLA
<b>EXTERNAL ADVISERS IN ATTENDANCE:</b>	<b>(2)</b> Mr Ciaran McGuigan, Director, PerTemps Professional Services <b>(3)</b> Mrs Joanne Kane, Director, Heads Together Consulting
<b>POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE:</b>	<b>(4)</b> Mr Mark Hamilton, Deputy Chief Constable <b>(4)</b> Mr Mark McNaughten, T/ Executive Director of Finance & Support Services & Human Resources
<b>OFFICIALS IN ATTENDANCE:</b>	Mrs Amanda Stewart, Chief Executive <b>(5)</b> Ms Aislinn McGuckin, T/Director of Police Administration Ms Jenny Passmore, Director of Performance Four Board Officials

\* Attended the meeting via Video Conference

- (1) Item 1 to part item 6.1. Part item 6.1 to end (left at 2.50pm and returned at 3pm)**
- (2) Part item 6.1**
- (3) Part item 6.1**
- (4) Items 6.3 to 6.5**
- (5) Items 1 to 4**

**1. APOLOGIES**

No apologies were received.

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.

**3. DRAFT MINIUTES OF THE MEETING HELD ON 21 MAY 2020**

The Committee considered the draft minutes of the Committee meeting held on 21 May 2020. The Chief Executive discussed amendments to the minutes and it was agreed that the minutes would be amended as was discussed and the draft minutes brought to the next Committee meeting for approval. **(AP1)**

**4. UPDATE ON ACTION LOG**

The Director of Resources updated Members on the Committee Action Log from the Committee meeting held on 21 May 2020 noting that ten actions remain open. Four of those were from the last meeting in May, three were from the meeting on 19 March and one was from the meeting on 16 January 2020.

Members were advised that four of the actions were on the agenda for this meeting and an update was provided in the action log in terms of the current position regarding the other six actions.

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

### **5.1 Correspondence from PSNI T/Executive Director of Finance and Support Services to Committee Chair 5 June 2020 re. PSNI Direct Award Contracts**

The Chair noted that following the Board's Audit and Risk Assurance Committee (ARAC) on 14 May 2020, the ARAC Chair had written to the PSNI's T/Executive Director of Finance and Support Services about PSNI Direct Award Contracts (DACs) and it had been agreed that the response would be considered further by the Resources Committee.

Members discussed the response received, dated 5 June 2020, from the PSNI's T/Director of Finance and Support Services and Members raised further queries about PSNI DACs including the choice of the Job Evaluation provider and what benchmarking, if any, had taken place throughout. Members also noted that the PSNI DACs were for various contract periods and queried what the process was for establishing a DAC contract period. It was agreed that Officials would write to the PSNI seeking further information for the Committee's consideration. **(AP2)**

## **6. COMMITTEE BUSINESS**

### **6.1 Civilian Recruitment**

This item is dealt with by way of a confidential annex at Appendix A.

### **6.2 NIPB Management Accounts to 31 May 2020**

Officials presented the Management Accounts to 31 May 2020 noting that there was a £143,000 underspend. Officials referred Members to the

breakdown of the underspend and the reasons why as detailed within the paper.

### **6.3 PSNI Management Accounts to 31 May 2020**

The Chair welcomed Mr Mark Hamilton, DCC and Mr Mark McNaughten PSNI T/Director of Finance and Support Services to the meeting.

The PSNI Temporary Executive Director of HR, Finance and Support Services presented a paper which detailed PSNI's spend until 31 May 2020. He noted that additional information had been included within the PSNI Management Accounts responding to a number of queries raised by the Committee at previous meetings including details of PSNI's overtime spend during April 2019 in comparison to April 2020, an analysis of the PSNI's overtime costs incurred during April 2020, an analysis of PSNI's capital spend timetabled towards year end 2019/20 and an update on the sale of land at Desertcreat noting that sale had not yet been completed but it was hoped that it would be completed during 2020/21.

The PSNI Temporary Executive Director of HR, Finance and Support Services updated Members on the PSNI's submission to the Department of Justice for in year funding during June Monitoring including bids for EU Exit and Fresh Start funding. Members noted that the PSNI were reporting a year to date pressure of £2.3 million.

Members discussed with the DCC and the PSNI T/Director of Finance and Support Services the use of the Police Part-Time Reserve during COVID19, the four DACs in place for "Warning Lighting, Sound and Control Equipment for Bluelight Vehicles" noting that there were four different providers in place for the DACs. Members discussed that with the current in year pressures and the lack of a confirmed budget for EU Exit funding and Fresh Start funding

this was leading to a projected deficit of £20 million. Members also discussed the PSNI spend on overtime during COVID19 and it was agreed that a breakdown of overtime spend per District together with details of the lessons learned from how officers were transferred to 12 hour shifts during COVID19 would be shared with the Committee. **(AP3)**

#### **6.4 PSNI Resource Plan 2020/21**

The DCC referred to Members consideration of the draft PSNI Resource Plan 2020/21 at the Committee meeting on 21 May 2020 and the subsequent correspondence he had received from the Chief Executive dated 2 June 2020 detailing questions that the Committee had about the draft Resource Plan 2020/21.

The DCC briefed Members on the PSNI's draft Resource Plan noting concern about a £10m funding gap for EU Exit and Fresh Start Funding that had not been received. The DCC also noted that the PSNI had incurred £10 million in COVID19 expenditure and that the DoJ has advised that it is unlikely that overtime costs associated with COVID19 will be reimbursed.

The DCC, acknowledging the Chief Constable's commitment to increase officer numbers to 7000, noted that in order to meet the shortfall in the Resource Plan the quickest way to achieve this would be to slow the headcount and cease recruitment. The DCC further noted that Neighbourhood Policing was due to be increased by 400 officers but that 200 of the posts were funding by EU Exit Funding and so if EU Exit Funding was not received reductions may have to be made elsewhere to afford the uplift in Neighbourhood Policing numbers.

The DCC was as confident as he could be that the draft Resource Plan supplied sufficient resources to meet the objectives agreed in the Policing

Plan and also that the proposed restructure of the SMB, as reflected in the Draft Resource Plan, is considered affordable.

During discussions Members noted their frustration regarding that the single year budget settlement and late opening budget notification represented challenges in terms of strategic financial planning. Members also discussed the fragile public funding position as a result of COVID19 and the impact that this would have on the release of future public funds.

Members agreed to recommend approval of the PSNI Resource Plan 2020/21 to the Board, but agreed to highlight to the Chief Constable the Board's concerns about the extent of the budget deficit and the associated risks with approving the budget. Members further agreed to closely monitor the PSNI's spending throughout the year and to make further representations to the Justice Minister about multi-year budget forecasts and additional funding to support the increase in police numbers, digital and estates transformation.

It was **RESOLVED**:-

- That the Committee would recommend to the Board approval of the PSNI Resource Plan 2020/21, and Officials would prepare a paper and draft correspondence from the Board Chair for submission to the Board for consideration and approval. **(AP4)**

## **6.5 NIAO Report – Reducing Costs in the PSNI**

The DCC noted that the Northern Ireland Audit Office (NIAO) Report published in April 2020 identified five forward looking recommendations following its review of the PSNI's implementation of business transformation methodology, Priority Based Resourcing. The five recommendations

focused on future project management governance including clarity on expected outcomes and benefits and the need for having a strong strategic evidence-based understanding of how resources are used across the organisation.

The DCC noted that project management skills and expertise varied within the PSNI, and historically one of the large management consultancy firms provided skills and expertise in this area to the PSNI. The DCC acknowledged that the PSNI would have to evidence its learning from the NIAO Report and implementation of the NIAO's recommendations via a project like the implementation of the Neighbourhood Policing Model.

The DCC noted that further consideration of the NIAO's recommendations was needed together with consideration of possible long term efficiencies to achieve cost savings. The DCC noted that while the PSNI could present to the Committee details of possible long term efficiencies to reduce costs, the PSNI's transformation agenda was unfunded and this impacted the overall efficiencies that could be put in place.

Members agreed to write to the DCC and request details of the Action Plan and anticipated timescales to address the NIAO Report recommendations.

**(AP5)**

## **7. QUESTIONS FOR THE CHIEF CONSTABLE**

Members agreed not to submit any questions to the Chief Constable.

## **8. COMMUNICATIONS ISSUES /OPPORTUNITIES**

There were no communication issues raised.

**9. ANY OTHER BUSINESS**

The Chair noted that there had been a number of sectarian incidents in North Belfast and that it was important for the political Members of the Board to have a collective position to calm the situation.

**10. DATE OF NEXT MEETING**

The next meeting would be held on Thursday 20 September 2020.

(Meeting closed at 5.05pm).

**RESOURCES DIRECTORATE**

**Date:** June 2020

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**Chair**