



Keeping People Safe

MINUTES OF MEETING

NAME OF COMMITTEE: Service Executive Board (SEB)

DATE: 11 December 2019

TIME: 9.00 am

LOCATION: Main Conference Room, Brooklyn

CHAIRPERSON: Chief Constable

MEMBERS:

T/Deputy Chief Constable	S Martin
ACC District Policing Command	M Hamilton
ACC Operational Support	A Todd
T/ACC Crime Operations	
T/ACC Legacy and Legal	G Clarke
T/ACC Innovation & Standards	
T/Director of Finance and Support Services & Human Resources	M McNaughten

NON-EXECUTIVE MEMBERS:

Non-Executive Member	F Keenan
----------------------	----------

OTHER ATTENDEES:

Head of Corporate Governance	
Head of Human Resources	
T/Head of Finance	
Head of Corporate Communications	
Committee Manager	
Command Secretariat (Note taker)	
Head of Transport	(agenda item 11)
HR Strategic Lead	(agenda item 9)

APOLOGIES

Crime Operations	T/ACC B Gray
Innovation & Standards	T/ACC T Mairs
Head of Corporate Communications	
Non-Executive Member	S Hodkinson

ACTIONS assigned by the Chair are highlighted in blue text.

Item No	
1.0	133/19 Welcome and Apologies
2.0	<p>134/19 Declaration of Conflict of Interest</p> <p>The Chief Constable stated that as per decision taken at Service Executive Board on 18 January 2017, in line with good corporate governance practice as set out by the NI Audit Office, members and any persons in attendance were to declare any conflict of interest with any items on the agenda and these were to be recorded in the minutes.</p> <p>On behalf of police staff, the T/Director of Finance and Support Services & Human Resources highlighted that agenda item 9 covering the Revised Environmental Allowance was payable to all police staff. However, it was not considered that this represented a material conflict of interest. No other Conflicts were declared.</p>
3.0	<p>135/19 Minutes of Previous meetings + Redactions prior to publication</p> <p>The minutes from the meeting on 13 November 2019 were approved.</p> <p>No suggested redactions were advised prior to publication, other than the names of some attendees.</p>
4.0	<p>136/19 Actions Arising from previous meetings</p> <p>The action register was reviewed and completed actions were noted.</p>
13.0	<p>145/ AOB – PSNI Response to Northern Ireland Ambulance Industrial Action Request</p> <p>Chief Superintendent OSD introduced the paper which had previously been circulated where the Northern Ireland Ambulance Service had formally written to the Chief Constable seeking PSNI assistance to drive ambulances during the potential industrial action. The request had cited Right to Life (Article 2) obligations as the premise for this request.</p> <p>The Chief Constable updated the members on his conversation with the Head of the Ambulance Service seeking clarity on the operating model which would be deployed during the potential industrial action.</p> <p>Members discussed at length the following issues:</p>

	<ul style="list-style-type: none"> • Article 2 obligations under Justice • Health and Safety risks to PSNI staff, paramedics and members of the public • PSNI legal advice • Civil Contingencies obligations • Security • Training • Employee Relations • Prioritising Calls for Service for PSNI • PSNI operating plans on the day of the industrial action • Oversight of Ombudsman <p>It was decided that the current information was insufficient to make the decision. The Chief Constable directed several fast time actions including writing to Mr Pengelly (Health Secretary for Northern Ireland) and seeking a copy of the NIAS legal advice before a final decision would be made at the Senior Executive Team meeting on 13 December 2019.</p>
	<p>Members availed of a break from 10.45am – 10.55am.</p>
<p>5.0</p>	<p>137/19 Corporate Risk Register</p> <p>The Head of Corporate Governance updated members on the reduction of the residual risk rating on the records management risk.</p> <p>Members approved the changes proposed.</p>
<p>6.0</p>	<p>138/19 Overview</p> <p>The Head of Corporate Governance updated members on the current status of the overview recommendations. Members were directed to prioritise all outstanding PEEL recommendations in preparation for the PEEL inspection due to commence in January 2020. Members were also reminded that all outstanding PEEL self-assessments were due to be submitted by 13 December 2019.</p>
<p>7.0</p>	<p>139/19 Finance Update</p> <p>T/Head of Finance updated members on the strategic financial update. It was reported that PSNI’s projected pressure was estimated as £2.3m. Capital was projected as a breakeven position.</p> <p>T/Director of Finance and Support Services & Human Resources answered various questions on the contracts section. Members were informed that the Museum paper would be submitted as an agenda item in SEB January 2020. It was agreed the future finance reporting template would include a RAG rating and would also highlight a timeline for contracts over a 6 month period.</p> <p>Members noted the current financial position and the report given.</p>

<p>8.0</p>	<p>140/19 HR Report</p> <p>The T/Head of Human Resources (HR) briefed members on the key HR activities since the last meeting which included:</p> <ul style="list-style-type: none"> • Police Officer/Staff Recruitment • Duty Adjustment/Attendance Management • Meeting with Staff Associations • Temporary Promotions • Ability to update nationality on Staff Records • Workforce Planning – ability to uplift to 7,000 officers • Necessity to record community background <p>Action: Check with equality commission if recording community background is mandatory – HOHR</p> <p>Action: Organise a briefing from Deloitte on latest recruitment and advertising campaign for January SEB on 8 January 2020 - HOHR</p> <p>The Chief Constable updated members on recent engagement and future plans to meet with the Church leaders and the encouraging public endorsement received. He asked for the HOHR to link in with Corporate Communications to ensure the endorsement from the Catholic church was being highlighted.</p> <p>Members noted the update provided.</p>
<p>9.0</p>	<p>141/19 Revised Environmental Allowance</p> <p>The HR Strategic Lead presented members with a revised version of the business case on REA which had originally been presented on 7 August 2019.</p> <p>Members’ discussion included the following areas:</p> <ul style="list-style-type: none"> • Prison Service comparator • Construction of payment • Validity of the date of claim – April 2019 • Affordability • Employee Relations and fairness • Resourcing implications • How pressure would be bid for <p>It was decided to defer a decision on REA until January 2020 where it would be further discussed after revisions and updates to the business case.</p> <p>Action: Revise the REA business case to include evidence of consultation with all staff associations. Include narrative around any recruitment issues, threat, employee data e.g. Durham survey and a covering note on affordability. Seek views from NIPSA regarding start</p>

	<p>date of allowance, back pay and the allowance being pensionable – HOHR.</p>
10.0	<p>142/19 Police Remuneration Review Body Submission</p> <p>T/Director of Finance and Support Services & Human Resources updated members on the draft submission to the Police Remuneration Review Body Submission.</p> <p>Members noted the content for submission.</p>
11.0	<p>143/19 Livery Options Paper</p> <p>The T/Director of Finance and Support Services & Human Resources introduced the livery paper which had previously been circulated.</p> <p>The Head of Transport presented the different liveried options for PSNI vehicles.</p> <p>Members discussed and agreed the following colour options:</p> <p>Cars – base colour black (where possible)</p> <p>Vans – navy blue</p> <p>Armoured Landrovers – Navy blue (phased implementation and dependent on testing of paint).</p> <p>Standard livery package was agreed across Patrol vehicles and Armoured Land Rovers.</p>
12.0	<p>144/19 PCA Progress Paper</p> <p>T/Director of Finance and Support Services & Human Resources updated members on the current position with the PCA options paper which was a body of work moved over from the Culture, Ethics and Diversity Board. Members were informed that a full options paper would be available in February 2020. It was also discussed that due to recruitment scheduling it may be necessary to call an extraordinary SEB should a decision be required before February. Members were assured that senior users were fully involved in the consultation. The Chief Constable directed that the Head of Diversity and Inclusion was to be involved in the PCA options paper. The HOHR also informed members that there was a growing interest from the NIPB about the PCA and female representativeness.</p> <p>It was agreed that the PCA options paper should be expedited and completed for discussion no later than February 2020.</p>

13.0	AOB – no further business was raised and the meeting concluded at 12.35pm.
-------------	--

Date of next meeting:

Wednesday 8 January 2020 – Main Conference Room Brooklyn – 9 a.m.