

MINUTES OF MEETINGS

NAME OF COMMITTEE: Extra-ordinary Service Executive Board

DATE: 7 August 2013

TIME: 08.30am

LOCATION: Main Conference Room, Brooklyn

CHAIRPERSON: Chief Constable

ATTENDEES:

Deputy Chief Constable	
ACC Crime Operations	D Harris
ACC Operational Support	A Finlay
ACC Rural Region	G Hamilton
ACC Service Improvement	M Hamilton
Director of Human Resources	Rep by M Cox
Director of Finance & Support Services	Rep by Mark McNaughten

ALSO IN ATTENDANCE:

Chief Superintendent DPC	Alan Todd
Head of Corporate Communications	Rep by Leanne Barnett
Head of Command Secretariat	Left at 9.30am
Head of Legal Services	Rep by Louise Crilly
Chief Superintendent Stephen Martin	Item 3 only
Chief Inspector Simon Ball	Item 3 only

Note taker: Inspector, Staff Officer to the Deputy Chief Constable

		ACTION
Quorum Check		Noted
1.0	<p>Welcome</p> <p>The Chief Constable welcomed everyone to the meeting. Quorum was confirmed and apologies were noted.</p>	
2.0	<p>ServiceFirst</p> <p>Chief Superintendent Todd provided an overview of the progress of the ServiceFirst programme.</p> <p>The Chief Constable reinforced the need for districts and departments to demonstrate a determination to deliver efficiencies.</p> <p>Chief Constable asked at the September Discussion Forum that it is highlighted what has been saved and by whom. He also indicated that the consequences of not achieving efficiencies would be:-</p> <ul style="list-style-type: none"> • A purely reactive model of policing and restructuring and a step back from all that has been achieved. • Failure to deliver and evidence efficiencies will result in PSNI struggling to get others to support closing budget gaps i.e. through the Resilience Review <p>The Chief Constable also asked that the corporate role profile for NPT and response officers be tightened and that there is clarity on the outlook of where we want to be.</p>	
3.0	<p>RESILIENCE REVIEW</p> <p>The Chief Constable welcomed Chief Superintendent Martin and Chief Inspector Simon Ball to the meeting and thanked them for the work which they had undertaken in respect of the review.</p> <p>C/Superintendent Martin presented an overview of the Resilience review which had been circulated to members in advance of the</p>	

	<p>meeting.</p> <p>Following considerable discussion the Chief Constable advised that given all of the recent challenges faced by PSNI (including a difficult Parading season, flag protests, G8 and WCFG) the timing was appropriate to submit the paper now to NIO, DoJ, and Policing Board.</p> <p>DCC advised that PSNI must be able to demonstrate that they are using what they have to very best effect and that whilst the paper referred to pay issues, there remained savings to be made in non-pay areas.</p> <p>Action: non pay savings should be referenced</p> <p>ACC Harris advised that it was not sustainable to keep stripping away Crime Operations to support public order policing and that this was diluting major crime investigation.</p> <p>Mr Cox advised that HR did not have a view on the numbers that this was an operational policing judgement, but that there had been reductions in police staff.</p> <p>Action: reference to be added to comment on a reduction in police staff</p> <p>Mr McNaughten reinforced the need to ensure that the paper reflected the financial reality.</p> <p>Action: Additional context around finance to be added</p> <p>CC asked for some additional detail to be added:-</p> <ul style="list-style-type: none"> • Page 11 – explain ServiceFirst • Page 28 – Build in detail around impact on serious crime etc. • Increase the detail in relation to scenario 2 (ACC Harris suggested that this detail should be similar to that included on CT in the Public Order review) • Page 51-62 show what adjustments are being given up in efficiencies, expanded version of table 2 page 2 required. Need to show the financial requirements over 	<p>C/Supt Martin to action</p> <p>C/Supt Martin to action</p> <p>C/Supt Martin to action</p> <p>C/Supt Martin and Mr McNaughten to action</p> <p>C/Supt Martin to note all and update paper</p>
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	<p>the next 4 years.</p> <p>CC also highlighted that there was no mention in the paper of the risk crate by the absence of the NCA.</p> <p>DCC highlighted that this was a very difficult situation and that it was not without risk where the Accounting Officer was being asked to make resourcing decisions including regarding recruitment in the absence of financial certainty, when such decisions had long term implications.</p> <p>Following considerable discussion the meeting agreed that scenario 2 was the preferred option, provided that the associated assumptions still held regarding access to Mutual Aid and Treasury Reserve/additional Executive funding in full.</p>	
<p>4.0</p>	<p>RECRUITMENT</p> <p>Mr Cox provided an overview of a paper which had been circulated to members in advance of the meeting.</p> <p>Mr Cox highlighted that some growth was needed into the organisation and that for the reasons outlined in the paper it was not an attractive or viable option not to recruit.</p> <p>CC advised that there was a risk beyond that articulated in the paper and that was to protect life and in order to mitigate risk it was necessary to maintain police numbers to ensure that the public could be protected; and that no recruitment was simply not sustainable, given the risks outlined.</p> <p>CC also highlighted his concerns:-</p> <ul style="list-style-type: none"> • that if PSNI did not get into a position to recruit there would be nugatory costs incurred regarding the recruitment contract already in place • uncertainty of the financial position going forward beyond this CSR • risk of not opening up at least some recruitment with the ability to flex up or down as need be 	

	<p>Mr Cox confirmed that recruitment numbers could be increased as need be.</p> <p>ACC Mark Hamilton raised concerns about having to re-run competitions each time and the additional cost that this would add to the process.</p> <p>CC asked for some further detail around the potential consequences of not recruiting and the need for the Accounting Officer to take a risk based decision against uncertain finances.</p> <p>Mr Cox advised that recruiting police at a number of anything under 100 would not be financially viable.</p> <p>DECISION: Agreed recruitment of 100 for 2014/15 on the understanding that the number could be increased if required.</p> <p>DCC, supported by ACC George Hamilton, suggested that it was necessary to show the balance between the intent to recruit to 6953 consistent with the case evidenced in the Resilience Review, and the Accounting Officer responsibility to exercise due diligence with the available budget.</p> <p>DECISION: Agreed that the position would be to signal the intention to recruit up to 6953 but only move to recruit 100 at this time until the financial position was clearer.</p> <p>CC indicated that this needed to be carefully worded to only indicate 'intent' as there was the potential in the absence of funding for the Accounting Officer to be seen to be acting unlawfully.</p> <p>Mr McNaughten confirmed that 100 officers would cost £5m and that this was achievable.</p> <p>Mr Cox asked for agreement that this would commence in February/March 2014</p> <p>DECISION: Agreed</p>	<p>Mr Cox to action</p> <p>Mr Cox to action</p> <p>Mr Cox to action</p>
<p>4.0</p>	<p>HISTORICAL ENQUIRIES TEAM</p>	

	<p>CC provided members with an overview of the current position regarding HET following on from the HMIC report.</p> <p>General conversation took place in regard to the role of the Policing Board.</p> <p>DCC suggested that it was important to seek clarity from the Board as to what role they envisaged HET performing.</p> <p>ACC George Hamilton confirmed that the HET paper was being written with the Board in mind and that it was important for the Board to show ownership and for PSNI and the Board to move forward together.</p> <p>A number of amendments were agreed and the paper was to be forwarded under covering letter to the Board.</p>	<p>Action: Amended Paper and accompanying letter to be forwarded to the Policing Board</p>
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