



Keeping People Safe

**MINUTES OF MEETING**

**NAME OF COMMITTEE:** Service Executive Board

**DATE:** 8 August 2018

**TIME:** 9.05 am

**LOCATION:** Main Conference Room, Brooklyn

**CHAIRPERSON:** Chief Constable

**MEMBERS:**

ACC District Policing Command	A Todd
ACC Operational Support	B Gray
ACC Crime Operations	Represented by D/Chief Supt R Drennan
ACC Legacy and Justice	Represented by T/ACC G Clarke
T/Head of Human Resources	Y Cooke
T/Head of Finance	D Teer

**NON-EXECUTIVE MEMBERS**

Non-Executive Member	S Hodkinson
Non-Executive Member	G Crossan

**OTHER ATTENDEES:**

Head of Corporate Support	[REDACTED]
Head of Corporate Governance	[REDACTED]
Planning, Performance and Governance Manager	[REDACTED]
T/Head of Corporate Communications	[REDACTED]
OSD Accountant	[REDACTED]
Superintendent OSD	[REDACTED]
Legal Services	[REDACTED]
Committee Manager	[REDACTED]
Command Secretariat (Note taker)	[REDACTED]
Command Secretariat	[REDACTED]

**APOLOGIES:**

T/Director of Finance and Support Services & Human Resources	M McNaughten
Legal Services	[REDACTED]
ACC Crime Ops	S Martin
ACC Legacy & Justice	M Hamilton

**ACTIONS assigned by the Chair are highlighted in blue text.**

Item No	
1.0	<p><b>90/18 Welcome and Apologies</b></p> <p>The Chief Constable opened the meeting and welcomed the members in attendance.</p> <p>A quorum was confirmed.</p>
2.0	<p><b>91/18 Declaration of Conflict of Interest</b></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>No issues were raised.</p>
3.0	<p><b>92/18 Minutes of Previous meetings + Redactions prior to publication</b></p> <p>The minutes from the meeting on 10 July 2018 were approved. It was agreed that no redactions of the previous minutes were required prior to publication, other than the names of some attendees.</p>
4.0	<p><b>93/18 Actions Arising from previous meetings</b></p> <p>The action register was reviewed and completed actions were noted.</p> <p>Action 18~28 (working together project) remains open to ensure the data being produced by L&amp;J is:</p> <ol style="list-style-type: none"> <li>1. Meaningful operational data which would be easily available and provide 'grip' to operational supervisors</li> <li>2. A Strategic dashboard was made available for use by Chief Constable with strategic partners to capture high level information on the working together project.</li> </ol> <p>Action 18~36 (Corporate Plan) – it was agreed that this action would move under the Deputy Chief Constable to manage the delivery plan, self-effectiveness review and governance. It was raised that a Price Waterhouse Cooper transformational blueprint already existed and may be useful to progress this work.</p>
5.0	<p><b>94/18 Performance</b></p> <p>The Planning, Performance and Governance Manager provided an update to members on SEB Performance Report which had previously been circulated. Members discussed the report and noted the areas</p>

	<p>highlighted.</p> <p>Action – add a paragraph in the narrative to explain the operational decision with regards to Making Off Without Payment which would have a direct correlation to the increase in recorded offences in this area - Planning, Performance and Governance Manager</p>
	<p><b>The members availed of a break 9.50am – 10.10am</b></p>
<p><b>6.0</b></p>	<p><b>95/18 Finance Update</b></p> <p>T/Head of Finance provided a verbal update to members on the current PSNI financial position. The current year to date pressure was reported at £2.7m. This differs from previous years where there are usually year to date underspends at this stage in the financial year. The projected pressure is £8.4m which has increased from last month due to the overtime costs for resourcing the disorder during the early summer, ongoing operational costs (particularly in Counter Terrorism) and Injury on Duty pressures. The financial costs for Injuries on Duties (IOD) and the IOD decision panel, chaired by NIPB were also discussed. T/Head of Finance reported additional funding was expected from DoJ in June Monitoring which would reduce the projected pressure. T/Head of Finance confirmed that a letter would be written to DOJ to highlight the current financial situation.</p> <p>Members discussed the governance arrangements which were currently in place to ensure astute financial governance.</p> <p>Action – Write to DOJ explaining the current financial pressures – T/Head of Finance.</p> <p>Action – Present a paper to PASET in September, inclusive of proposals from SET members which would outline a plan to achieve a balanced budget by year end – T/Head of Finance.</p>
<p><b>7.0</b></p>	<p><b>96/18 Risk Avoidance Danger Awareness Resource (RADAR)</b></p> <p>Superintendent OSD and Accountant OSD joined the meeting for agenda item 7.</p> <p>ACC OSD introduced the RADAR paper which had previously been circulated and outlined the options for the financial sustainability of RADAR centre.</p> <p>The 3 shortlisted options outlined were:</p> <ul style="list-style-type: none"> <li>• <b>Option 1 - Do Nothing and maintain as is</b> – the lease break clause would not be exercised and a financial commitment to remain in would be agreed</li> </ul>

- **Option 6 - Exercise the break clause, wind down centre and close** – time bound decision based on notice being required by 31 August 2018.
- **Option 7 - Partnership model facilitated through recommendation by The Executive Office (TEO) led Task & Finish Group** – presumption that arrangements for co-funding by other NI Government Departments would be agreed for the 5 year period from 2019/20 to 2023/24.

The benefits, risks, opportunities and financial implications of the shortlisted options were discussed.

Option 1 was discounted as being unsustainable because PSNI were carrying sole responsibility for all financial outlay, day-to-day control and staffing.

Option 7 was discounted because although there had been a verbal commitment that co-funding would be made available for the 5 year partnership option full details of this had not been confirmed.

Option 6 was agreed as the PSNI decision.

Throughout the discussion the Chief Constable acknowledged that the ethos of the RADAR centre strongly aligned to our policing purpose and fitted with the Programme for Government draft outcomes. He also reflected on the number of times RADAR had been discussed in Governance since 2015 and the lengths which PSNI had gone to in an effort to make RADAR sustainable as a sole contributor. He explained that he was keen to be involved in a cross departmental solution but current and long term financial pressures dictated that PSNI could not continue to sole fund and retain responsibility for RADAR.

Whilst the Chief Constable stated that the decision was to exercise the break clause, wind down the centre and close, he would be prepared to review this decision if written confirmation was received from the Head of the Civil Service covering the following points:

1. Transfer of ownership and responsibility of RADAR within financial year 2018/19 to appropriate government department
2. Written financial commitment to cover the next 5 years on or before 20/8/18

Action – Draft letter to Head of Civil Service requesting written confirmation of transfer of ownership of RADAR centre within the financial year 2018/19 and written financial commitment covering 2019 – 2024 – Committee Manager

Action – Inform current staff in RADAR centre of SEB decision to exercise the lease break clause and provide reassurance of continued employment in PSNI and outline options for redeployment – ACC OSD.

Action – Agree suitable communication for external audience regarding

	decision to exercise the lease break clause – T/Head of Corporate Communications.
	<b>The members availed of a break 11.45am – 11.55am</b>
<b>8.0</b>	<p><b>97/18 Strategic Relationship with College of Policing (COP)</b></p> <p>Head of Police College joined the meeting for agenda item 8. ACC OSD introduced the paper which had previously been circulated. A summary of the current working relationship with the College of Policing was provided and direction was sought on key recommendations that would facilitate and enable strategic alignment in areas including policing practice, standards and learning development.</p> <p>Following discussion the following requested recommendations were agreed:-</p> <ul style="list-style-type: none"> <li>• That PSNI’s strategic intent is to align with CoP direction on the Professionalisation of policing including Authorised Professional Practice, training and accreditation.</li> <li>• The alignment, engagement and influencing relationship would now codified within the attached MOU, including appropriate representation at CoP Professional Committee.</li> <li>• PSNI, whilst not adopting a Graduate Police Officer entry requirement, will formally scope a level 6 degree requirement as part of probationary sign out, this will include development of an appropriate business case and Equality Impact considerations.</li> <li>• PSNI would explore academic accreditation aligned with CoP PEQF as part of a new leadership development pathway; this will include development of an appropriate business case and Equality Impact considerations.</li> <li>• PSNI would support the principles of licences to practice and professional registration and consider local implementation once detailed proposals are understood.</li> <li>• PSNI should scope out implementation of reward and remuneration alignment in line with ARC and Advanced Practitioners pending potential PRRB recommendations.</li> </ul>

	<p>T/Head of Human Resources confirmed that Police staff were not considered in the CoP review and she would work with Head of Policing College regarding Police Staff options and job families.</p> <p>The Chief Constable reiterated the need for full consultation with staff associations throughout the process.</p>
<b>9.0</b>	<p><b>98/18 Human Resource Update</b></p> <p>T/Head of Human Resources provided an overview of the HR Dashboard which had previously been circulated. The breakdown of the most recent intake from campaign 4 was discussed. An overview of sickness and progress of current police staff/officer competitions was also highlighted.</p> <p>Action – submit a paper to next SEB outlining proposals and options to manage representativeness in campaign 4 – T/Head of HR.</p>
<b>10.0</b>	<p><b>100/18 Access to the Police estate for Officers who are deemed unsuitable to have access to firearms</b></p> <p>This agenda item needed further development and was not taken at this meeting.</p>
<b>10.0</b>	<p><b>99/18 Any Other Business</b></p> <p>No further business was raised and the meeting concluded at 12.47pm</p>

Date of next meeting: 12 September 2018 – Main Conference Room Brooklyn –  
9 a.m.