



Keeping People Safe

MINUTES OF MEETING

NAME OF COMMITTEE: Strategic Management Board (SMB)

DATE: 14 April 2021

TIME: 1.00 pm

LOCATION: Webex

CHAIRPERSON: Chief Constable

MEMBERS:

DCC	M Hamilton
COO	P McCreedy
ACC District Policing Command	A Todd
T/ACC Operational Support	J Roberts
ACC Crime Operations	Represented by I Saunders
ACC Community Safety Department	Represented by M Jones
T/E/Director of Finance and Support Services & Human Resources	M McNaughten

NON-EXECUTIVE MEMBERS:

Non-Executive Member	S Hodkinson
Non-Executive Member	I Jordan

OTHER ATTENDEES:

Director of Human Resources	
Director of Corporate Communications	
Head of Command Secretariat and Private Office (Committee Manager)	J McCaughan
Head of Legal Services	R Ross
Head of ICS	
Notetaker	

ACTIONS assigned by the Chair are highlighted in blue text.

Item No	
1.0	<p>44/21 Welcome and Apologies</p> <p>Apologies noted from ACC Crime Operations and T/ACC Community Safety Department.</p>
2.0	<p>45/21 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, which would be recorded in the minutes.</p> <p>No declarations of interest were declared.</p>
3.0	<p>46/21 Minutes of Previous meetings</p> <p>The minutes from the meeting on 10 March 2021 were approved.</p>
4.0	<p>47/21 Actions Arising from previous meetings</p> <p>Committee Manager updated members on the progress of the actions. Members agreed on actions to close.</p>
5.0	<p>48/21 Highlight Reports for Governance Boards</p> <p>The Chief Constable referred to the summaries provided from the most recent Service Performance Board (SPB) and People and Culture Boards (PCB) which were previously circulated.</p> <p>The update reports were noted.</p>
6.0	<p>49/21 Corporate Risk Register</p> <p>Members discussed the risks on the Corporate Risk Register individually.</p> <p><u>Future Funding:</u></p> <p>Members discussed the removal of this risk and replacing it with Future Funding (Beyond 2021/22). Members agreed that there are still issues for 2020/21 and this should remain on the Corporate Risk Register until it reflects the end year position.</p>

EU Exit:

Members discussed the addition of protests and disorder within this risk if they are not identified within the Community Engagement Risk.

Legacy Discovery and Disclosure:

ACC Operational Support updated members on the Legacy Discovery and Disclosure Risk and that a paper concerning victims pensions funding is being progressed for People and Culture Board. Members were advised that the risk may need modified to reflect the ability of the service to resource this ask.

Sickness Absence and Duty Adjustment:

Head of HR updated members that the Sickness Absence and Duty Adjustment risk is reducing. Members agreed that the risk should be updated at May's SMB.

Mandatory Training:

Members discussed the pressure on the Police College due to Covid-19 and in particular backlog to basic driving training. Whilst not currently on the list of mandatory training, the Deputy Chief Constable directed that immediate steps be taken by ACC Operational Support Department to ensure that Spit and Bite Guards are only issued to officers who have completed the compulsory training.

Covid 19:

Members agreed that the risk has been steadily declining and can now be removed from the Corporate Risk Register.

Terrorist Attack:

Members discussed the Terrorist Attack risk and agreed that it should remain on the Corporate Risk Register at a tolerable level.

Records Management:

Members agreed with the current risk rating.

Decisions:

Members agreed that a Crime Recording Risk is to be added to the Corporate Risk Register.

Members agreed that Covid-19 risk should be removed from the Corporate Risk Register.

	<p>Action: Future Funding (Beyond 2021/22) to be added to the Departmental Risk Register - T/E/Director of Finance and Support Services & Human Resources.</p> <p>Action: Update on Crime Recording Risk to be provided at May SMB Meeting – DCC.</p> <p>Action: Community Engagement Risk to be added to the agenda for discussion by Senior Officers at the Away Day - Head of Command Secretariat and Private Office.</p> <p>Action: Immediate steps be taken to ensure that Spit and Bite Guards are only issued to officers who have completed the compulsory training – ACC Operational Support Department.</p>
<p>7.0</p>	<p>50/21 Competency Related Threshold Payment</p> <p>Head of Human Resources briefed members on the Competency Related Threshold Payment and proposed option one to keep the CRTP scheme unchanged and open to new applicants. Members discussed the need to review in 12 months whilst watching what happens nationally during the review of alternative allowances.</p> <p>Decision: Members agreed option one – keeping the CRTP scheme unchanged and open to new applicants.</p>
<p>8.0</p>	<p>51/21 Overview Report</p> <p>The Deputy Chief Constable reminded members of the importance of setting realistic end dates for recommendations.</p> <p>Decision: Members noted the report.</p>
<p>9.0</p>	<p>52/21 Finance Report</p> <p>The T/E/Director of Finance and Support Services & Human Resources advised members that due to financial reporting timeframes the Finance Report before the meeting was for February. Members were provided with a verbal update on the provisional outturn of a small underspend in the resource and capital budgets. Members were advised that further detail would be included in next month’s Finance Report.</p> <p>Members were advised that an indicative additional 12.3m has been allocated by Government to this year’s budget and that the Resources Plan would be revised to reflect this.</p> <p>Members discussed the difficulties and concerns of a single year budget. It was agreed that the requirement to balance the budget annually does not best serve properly planned and delivered policing services.</p>

	<p>Action: Resources plan to be revised to include the additional funding - T/E/Director of Finance and Support Services & Human Resources.</p>
<p>10.0</p>	<p>53/21 Police Officer Pay Award 2020-21</p> <p>T/E/Director of Finance and Support Services & Human Resources briefed members on three recommendations: the starting salary of Constables, Sergeants’ pay scale and on call allowance for Superintending ranks.</p> <p>Members discussed their concerns on the repercusiveness of the previous decision concerning Revised Environmental Allowance for Police Staff and the potential for perceived disparity on a decision to agree on the third recommendation, concerning on-call allowance for Superintending ranks.</p> <p>Decision: Members agreed these recommendations to pay and conditions in principle, on the following basis:</p> <ul style="list-style-type: none"> • Recommendation 1 & 2 relate to salary • Recommendation 3 is a PRRB recommendation. <p>A discussion ensued as to how these decisions should be communicated along with the recent decision regarding uniform. It was agreed that these should be undertaken via existing channels.</p> <p>Actions:</p> <p>People and Culture Board should establish commencement dates, define on-call and consider any repercusiveness – Chief Operating Officer.</p> <p>Revised Environmental Allowance for Police Staff issues to be reviewed after further engagement with DOJ and NIPSA – COO.</p> <p>Pay Bulletin to be issued detailing recommendations have been agreed - T/E/Director of Finance and Support Services & Human Resources.</p> <p>Update to be issued to organisation that Uniform has been agreed, ordered and that details regarding rollout will follow later in the year – ACC Operational Support.</p>
	<p>Members availed of a break from 14.30pm – 14.40pm.</p>

<p>11.0</p>	<p>54/21 Digital Strategy</p> <p>Head of ICS joined the meeting for this agenda item.</p> <p>Head of ICS briefed members on the revised Digital Strategy. Members agreed the paper, but it was agreed that further consideration would be required as to how delivery will be overseen.</p> <p>Decision: Members agreed the paper.</p> <p>Action:</p> <p>How the Digital Strategy and an action plan will be overseen via Governance shall be considered by the Chief Operating Officer – COO.</p>
<p>12.0</p>	<p>55/21 HQ Reception</p> <p>T/E/Director of Finance and Support Services & Human Resources updated members on the proposal for modernisation of HQ Brooklyn Reception.</p> <p>Members discussed the various needs for this redevelopment including deterioration of the existing premises i.e. roof and windows; the fact that Headquarters is a prominent PSNI site; and the requirement for a multi-purpose room which could serve as a multi-purpose press briefing room and meeting room. It was agreed that the defined business and health and safety need justified the expenditure.</p> <p>It was agreed that a clear plan would need to be agreed concerning the re-siting of display artefacts and Memorial Books.</p> <p>Decision: Members agreed that a redevelopment of HQ Brooklyn Reception was required. Option 1 was agreed in principal with final revisions to be brought back to June SMB.</p> <p>Action:</p> <p>Revised plans to be included in June SMB Meeting - T/E/Director of Finance and Support Services & Human Resources.</p>
<p>13.0</p>	<p>56/21 Crime Prevention Strategy Action Plan</p> <p>Chief Superintendent Jones (Community Safety Department) briefed members on the Crime Prevention Strategy Action Plan. Members discussed the financial implications and resourcing of this plan. It was agreed that the plan was possibly too ambitious and needed to have more realistic deliverables. The meeting asked that a revised plan be brought back to SMB in June.</p> <p>Decision: Members agreed that the plan should be refined and include clarity on costings. It should return to SMB in June.</p>

<p>14.0</p>	<p>57/21 Human Rights Annual Statement 2020</p> <p>Chief Superintendent Jones (Community Safety Department) briefed members on the three areas requiring action or consideration from a PSNI perspective.</p> <p>Decision: Members noted the paper and agreed that the three areas should to be monitored as normal business.</p>
<p>15.0</p>	<p>58/21 ICS Special Services: Additional Security Funded (ASF) ICT Resources</p> <p>D/Chief Superintendent Saunders (Crime Operations Department) briefed the members on the proposal for the reallocation of existing ASF funding to fund the 8 additional ICT posts.</p> <p>Members discussed how previously a proposal to convert ASF overtime into NPT posts was refused by the Northern Ireland Office (NIO). It was agreed that the repercusiveness of that decision needed to be considered for this current proposal.</p> <p>Therefore the proposal was not accepted at this time.</p> <p>Decision: Paper to be submitted to People and Culture Board.</p> <p>Action:</p> <p>Further engagement with the NIO is required to better understand the viability of converting ASF overtime funding into posts – Deputy Chief Constable.</p> <p>Upon clarity of that, a revised proposal should be brought to People and Culture Board – ACC Crime Operations.</p>
<p>16.0</p>	<p>59/21 Internal Audit Annual Plan 2021 - 22</p> <p>The Chief Operating Officer presented the third year of a three-year strategy of internal audit work for the PSNI. Members discussed the audit process and agreed the paper.</p> <p>Decision: Members agreed the paper.</p>
<p>17.0</p>	<p>60/21 Any Other Business</p> <p>Members discussed the Barriers to Recruitment paper due in June and the need to reflect the work we do to address underrepresentation from all working class communities within recruitment campaigns.</p> <p>Members discussed the difficulty in communicating new strategies within the organisation during Covid-19. Director of Corporate Communications advised that an internal communications roadshow may be able to be facilitated in early Autumn with appropriate social distancing.</p>

	Action: Chief Operating Officer, Director of Corporate Communications, T/E/Director of Finance and Support Services & Human Resources and Director of HR to meet to discuss communication of new strategies.
18.0	61/2 Anticipated Papers <u>May:</u> Fleet Strategy Capital Strategy Revised Resource Plan <u>June:</u> Barriers to Recruitment HQ Reception Crime Prevention Strategy Action Plan
	No further business was raised and the meeting concluded at 16.20pm

Date of next meeting: Wednesday 12 May 2021