

PROBATION BOARD FOR NORTHERN IRELAND  
**SPECIAL BOARD MEETING – FRIDAY 10 MAY 2019**  
**10.30 AM – PBNI HEADQUARTERS**  
**409<sup>th</sup> MEETING – 6<sup>th</sup> OF THE TWELFTH TERM OF OFFICE**

ATTENDANCE

Mr Dale Ashford (Chair)  
Mrs Judith Gillespie  
Mr Max Murray  
Mr Kieran Donaghy  
Dr Theresa Donaldson  
Mr Alastair Ross  
Paul Douglas

Officials

Ms Cheryl Lamont, Chief Executive  
Mrs Gillian Robinson, Head of Human Resources  
Ms Fiona Quail, Personal Secretary (Minutes)

Apologies

Neil Bodger  
Jonny Byrne  
Kelly Clark  
Patricia Keenan  
Gearoid OhEara  
Dave Wall

Mr Michael Cox, Board Secretary

**1. OPENING REMARKS AND CONFLICTS OF INTEREST**

The Board Chair welcomed everyone to the meeting and thanked Members for coming at short notice.

**2. CONFLICTS OF INTEREST**

No conflicts of interest were declared.

**3. NATIONAL NEGOTIATING COMMITTEE (NNC) & STANDING COMMITTEE OF CHIEF OFFICERS' GROUP (SCCOG) – PAY & NON PAY TERMS & CONDITIONS**

Board Chair updated Members on a meeting he attended with the Chief Executive and Head of Human Resources with Anthony Harbinson from Department of Justice on 3 May 2019. The Chair asked Ms Robinson to talk through the details of the meeting for the benefit of the members, and the details of the letter proposed for sending to Anthony Harbinson.

Head of Human Resources, Ms Robinson believed the meeting was very helpful and acknowledged Mr Harbinson appears to be keen to help PBNI resolve the outstanding issues.

Ms Robinson advised the Board that the Department of Justice had stated that the existing terms & conditions for PBNI had to remain in place as they couldn't be replaced in the absence of an Executive. DoJ stated that they had sought their own legal advice, the essence of which is that PBNI can adopt and revalorise the existing paycales. This advice was different to the Legal Advice previously received by the Probation Board for Northern Ireland. The Department of Justice felt the 1% Pay rise could be awarded if the Probation Board adopt and revalorise the paycales.

Head of Human Resources gave assurances that her team would move quickly on this issue and prepare a Paper with the revalorised Pay Scales, for onward submission to DoJ and ultimately DoF for approval.

**Action: Head of Human Resources to create a paper with revised paycales.**

It was noted the Risks associated with Department of Justice's decision to not approve the 1% Pay Rise were discussed at the Audit, Risk and Assurances Committee on the 3 May 2019 in detail. The Chief Executive advised this was also the first item raised by the Chair at the meeting with Anthony Harbinson on 3<sup>rd</sup> May 2019.

**The Board approved, Head of Human Resources letter to be sent to Anthony Harbinson.**

Board Chair thanked all attendees for coming to the meeting and thanked Gillian Robinson for all her hard work.

Meeting Closed at 10.45

---

Dale Ashford QFSM  
Board Chair

---

Date