
Agenda Item F.1

Report on material decisions of the Performance & Resources Committee

From: Graham Knowles, Chair, Performance and Resources Committee

The Performance and Resources Committee met on Wednesday, 17 November 2021 by MS Teams in light of the COVID-19 Public Health Emergency.

The agenda items below refer to the matters before Council for decision. The agenda from the Committee meeting can be found in Annex 1 and highlights the additional items that the Committee discussed.

Agenda Item 3: Approval of Agenda

The Committee considered and approved the agenda. It was agreed to deal with the 2022 committee meeting dates decision item at the beginning of the agenda as some members of the Committee would not be available after 12.15hrs which, when overlaid with apologies, would render the Committee inquorate.

Agenda Item 4.1: Approval of Minutes

The Committee considered and approved the minutes of the 1 September 2021 meeting. The minutes were proposed by Ms Dorothy Donovan and seconded by Ms Katherine Morrow.

Agenda Item 5.1 Review of accumulated income and expenditure reserves plus recommendations for future policy on reserves

Three reserves policy options under consideration were projected to 2025, and reviewed against three minimum retention thresholds (30%, 40%, 50%): Option 1 'Individual Reserve

Components – Legal Reserve Ring-fenced’; Option 2 ‘Individual Reserve Components – Encompassing Legal Reserve’; and Option 3 ‘Consolidated Reserves Approach’.

The Committee agreed to amend Option 3 to include a ring-fencing of the Legal Reserve and preservation of it at the current €2.5m level. The Committee agreed to recommend to Council the adoption of this amended Option 3, the consolidated reserves approach, as the basis for managing the reserves of PSI going forward. The Committee agreed to recommend to Council that a new reserves policy be developed for presentation to Council in Q1 2022. It was noted that the reserves policy would be reviewed on an ongoing basis by the Committee with any recommendations going to Council. The recommendations were proposed by Mr Mark Jordan and seconded by Ms Katherine Morrow.

Agenda Item 6.1: Review of 2022 Budget for recommendation to Council

The Committee was taken through the proposed budget for 2022, including a line-by-line review of 2021/2022 variances. The budget is based on the activities outlined in the proposed Service Plan and the objectives contained in the Corporate Strategy 2021–2023, and has been drafted in the context of the ongoing challenges arising from the pandemic. The Committee approved the budget for submission to Council, proposed by Dr Shane McCarthy, seconded by Mr Mark Jordan.

Agenda Item 7.1.1: Approval of Management Accounts to 30 September 2021 for submission to Council

The Committee discussed the management accounts to 30 September 2021. Key variances in the accounts were outlined and noted by the Committee.

The Committee agreed to recommend to Council the approval of the management accounts at its December meeting. The recommendation of the Management Accounts to 30 September for the approval of Council at its December meeting was proposed by Ms Katherine Morrow and seconded by Ms Dorothy Donovan.

Agenda Item 9.2: Approval of Appointments and Reappointment to the Disciplinary Committees for Submission to Council

The Committee discussed the proposed appointments and reappointment of members to Disciplinary Committees.

The Committee agreed to recommend to Council at its December meeting, the reappointment of:

- Ms Susan Ahern BL
- Mr Colm Devine MPSI
- Dr Sabine Eggers MPSI
- Mr Timmy Frawley
- Ms Rebecca Kilfeather MPSI
- Mr Frank Moriarty MPSI
- Mr David O'Brien

to the Professional Conduct Committee (PCC) for a further term of five years. Proposed by Dr Shane McCarthy, seconded by Ms Dorothy Donovan.

The Committee agreed to recommend to Council at its December meeting, the reappointment of:

- Mr Martin Hynes MPSI
- Ms Claire Millrine
- Ms Sinead Ryan MPSI

to the Health Committee for a further term of five years. Proposed by Ms Katherine Morrow, seconded by Dr Shane McCarthy.

Agenda Item 10.1: Approval of new Employee Handbook

The Committee considered and approved the new Employee Handbook. It was noted that the Handbook has been in use by employees since August. The Employee Handbook was proposed by Ms Katherine Morrow and seconded by Ms Dorothy Donovan.

Agenda Item 14.1: Proposed dates of Committee meetings in 2022

The Committee approved the following dates for its meetings in 2022:

- Thursday, 10 February
- Wednesday, 30 March
- Wednesday, 1 June
- Wednesday, 31 August
- Wednesday, 16 November

Annex 1 – Agenda, Performance and Resources Committee, Wednesday, 17 November 2021.



Agenda

Performance and Resources Committee

Meeting taking place on 17 November 2021 at 09h30

The meeting will be held online via MS Teams

Colour code: Red—for decision; Green—for discussion; Blue—for information

*Agenda Notation: * - document provided in advance; ** - will be presented in slide deck at meeting; *** - verbal update*

Indicative Time	Item Descriptor		Item Presenter
09h30	1.	Apologies	Chair
09h35	2.	Declaration of Interests (See Appendix A below)	Chair
09h40	3.	Approval of Agenda	Chair
09h45	4. 4.1	Draft Minutes Draft Minutes of Committee meeting held on 1 September 2021*	Chair
09h50	5. 5.1 5.2	2021 Work Plan Project – Develop the Strategic Financing Review (SFR) for PSI Review of accumulated income and expenditure reserves plus recommendations for future policy on reserves* SFR Project Health Card*	Chair and Finance and Operational Performance (F&OP) Manager Head of Corporate Services

10h20	6. 6.1 6.2	2022 Budget Review of 2022 Budget for recommendation to Council* PSI Draft Service Plan 2022*	Registrar and Finance and Operational Performance Manager
10h50	7. 7.1 7.1.1 7.2 7.3 7.3.1 7.3.2 7.3.3	Finance matters Management accounts Approval of Management Accounts to 30 September 2021 for submission to Council* Quarterly review of compliance with the Treasury Management Policy (invested funds and policy metrics)* Procurement and contract management Update on 2021 PSI Procurement Plan delivery* Update on status of procurement procedure for the Provision of Legal Services and expected recommendation from the Registrar on award following conclusion of OGP Framework drawdown procedure*** Update on contract extensions*	Finance and Operational Performance Manager
11h10	8. 8.1	ICT matters Penetration testing and general cybersecurity update**	ICT & Corporate Reporting Manager
11h20	9 9.1	Disciplinary Committees Reappointments and Appointments to the Disciplinary Committees for submission to Council*	Fitness to Practise & Legal Affairs Manager
11h30	10. 10.1 10.2 10.2.1 10.2.2 10.3	HR matters Approval of new Employee Handbook* 2021 Work Plan Project – Develop and commence delivery of a new HR Strategy 2021-2023 HR Strategy implementation plan* HR Strategy Project Health Card* Workforce planning and recruitment update*	Head of Corporate Services and HR Lead
11h50	11. 11.1	2021 Work Plan Project – Deliver the Year Two objectives of our Business Transformation Programme (BTP) BTP Project Health Card*	Registrar

11h55	12. 12.1	2021 Work Plan Project – Implement an organisation and people development programme to underpin business transformation (ODP) ODP Project Health Card*	Registrar
12h00	13 13.1 13.2 13.3	Service Plan Performance Update on 2021 Service Plan Project Health Tracker* EFQM – Embed the discipline and approaches underpinning Excellence throughout PSI* Enhance our customer services and engagement with key stakeholders by developing an improved website and improve our use of social media platforms*	Registrar
12h10	14. 14.1 14.2 14.3	General matters Proposed dates of Committee meetings in 2022: <ul style="list-style-type: none"> • Thursday, 10 February • Wednesday, 30 March • Wednesday, 1 June • Wednesday, 31 August • Wednesday, 16 November Areas of focus for next meeting*** Recap of decisions taken at this meeting for Committee Report to Council***	Chair

We anticipate the meeting should end at approximately 12h20.

The next meeting will be on: 10 February 2022 (TBC)

Graham Knowles, Chair of the Performance and Resources Committee

APPENDIX A

Pharmacy Act 2007 Schedule 1, Section 9: Disclosure of certain interests

9. (1) In this paragraph— “connected relative”, in relation to a person, means a spouse, a man and woman who are not married to each other but are cohabiting as husband and wife, parent, brother, sister, child or spouse of a child of the person;

“meeting” means a meeting of the Council or of a committee of the Council;

“member” includes a member of a committee of the Council;

“specified matter” means—

(a) an arrangement to which the Council is a party or a proposed such arrangement, or

(b) a contract or other agreement with the Council or a proposed such contract or agreement.

(2) A member present at a meeting where a specified matter arises who, otherwise than in his or her capacity as a member, has an interest in that matter—

(a) shall at the meeting, disclose that fact and the extent of the interest,

(b) may not influence or seek to influence a decision to be made in relation to the matter,

(c) shall absent himself or herself from the meeting or that part of the meeting during which the matter is being discussed,

(d) may not vote on a decision relating to the matter, and

(e) may not take part in any further deliberation of the Council or any of its committees relating to the matter.

(3) For the purposes of this paragraph, but without prejudice to the generality of *subparagraph (2)*, a member shall be regarded as having an interest in a matter if a connected relative of that member or a nominee of either of them has such an interest.

(4) The disclosure shall be recorded in the minutes of the meeting and, for as long as the specified matter is being dealt with by the meeting, the member making the disclosure may not be counted for the purposes of determining the presence of a quorum for the meeting.

(5) The question of whether a member's course of conduct, is or would be a contravention of *subparagraph (2)* shall be determined by the chair, whose decision shall be final, and the particulars of the determination shall be recorded in the minutes of the meeting.

(6) Where the member referred to in *subparagraph (4)* is the chair, the meeting shall choose another member to chair it for the purposes of the determination.

(7) If satisfied that a member has contravened *subparagraph (2)*, the Minister may remove the member from office and that person is then disqualified from office.