

**NORTHERN IRELAND POLICING BOARD**

**HUMAN RESOURCES COMMITTEE MEETING – 12 MARCH 2009**

**UPDATE REPORT ON THE WORK OF INDEPENDENT COMMUNITY  
OBSERVERS**

**1. Purpose Of Paper**

To provide an update of the work carried out by the Independent Community Observers (ICOs) between October 2008 and March 2009.

**2. Detail**

**Police Officer Recruitment**

There have been no Police Officer Recruitments which have reached the stage requiring ICOs to observe between October 2008 and April 2009. The fifteenth campaign was advertised in March 2009 and it is expected that ICOs will observe the selection process during April 2009.

**Civilian Recruitment**

Whilst we have been notified in advance of civilian campaigns, no observations have taken place due to the limited number of civilian campaigns and the small number of posts to be filled. (ICOs will normally only attend campaigns where 6 or more civilian posts are to be filled.) The planned recruitment of Administrative Support Officers would have been suitable for ICOs to observe but this recruitment has been placed on hold.

**3. General Considerations**

- (i) Resources: None anticipated at this stage in relation to the Board.
- (ii) Equality/Human Rights: None anticipated at this stage in relation to the Board.
- (iii) Publication Status of Paper: None anticipated at this stage in relation to the Board.

**4. To Note**

Members are asked to note this information.

**Planning Directorate**

**February 2009**