

## **NORTHERN IRELAND POLICING BOARD**

### **MINUTES OF A MEETING OF THE CORPORATE POLICY, PLANNING AND PERFORMANCE COMMITTEE HELD ON 21 APRIL 2011 AT 7:30AM IN WATERSIDE TOWER, BELFAST**

#### **MEMBERS:**

Mr Gearóid Ó hEára (Chairman)  
Mr Brian Rea (Vice Chairman)  
Mr Alex Maskey  
Mr Basil McCrea  
(1) Mr Ian McCrea  
Mrs Rosaleen Moore  
Mr Trevor Ringland  
Mr Jimmy Spratt

#### **KPMG IN ATTENDANCE:**

(2) Mr Arthur O'Brien, Partner  
(2) Ms Stephanie Pressaugh, Manager

#### **POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE:**

(3) Mr Matt Baggott, Chief Constable  
(3) Mrs Judith Gillespie, Deputy Chief Constable

#### **OFFICIALS IN ATTENDANCE:**

(3) Dr Debbie Donnelly, Acting Chief Executive  
(3) Mr Sam Hagen, Director of Corporate Services  
(3) Mr David Jackson, Director of Community Engagement  
(3) 3 Board Officials

- (1) Part Item number 3 to close
- (2) Item numbers 1 and 2 only
- (3) Item number 3 only

## **1. APOLOGIES, ETC**

Apologies were received on behalf of Mr Barry Gilligan, Ms Mary McKee and Professor Sir Desmond Rea. NOTED.

The Chairman asked Members to declare any conflicts of interest arising from the agenda. No conflicts of interest were declared.

## **2. ORGANISATIONAL REVIEW OF THE BOARD**

The Committee received a presentation from representatives from KPMG, in relation to their findings following their organisational review of the Policing Board.

Separate minutes of this meeting were prepared by officials from KPMG.

## **3. APPOINTMENT OF AN ASSISTANT CHIEF CONSTABLE**

The Chairman welcomed the Chief Constable and Deputy Chief Constable to the meeting. The Chairman of the Committee referred to a letter received from the Chief Constable dated 30 March 2011, requesting the Board to commence the process to appoint an Assistant Chief Constable (ACC), following the retirement of Mr Duncan McCausland. During discussion at the Board meeting on 7 April 2011, it had been agreed that it would be helpful for the Committee to receive further information concerning the need for a permanent replacement at Assistant Chief Constable level.

At the April 2011 meeting, the Board had endorsed the Chief Constable's decision that Chief Superintendent Gary White should temporarily act-up to the position of ACC Operational Support. The Chief Constable thanked Members for the endorsement of his decision in relation to the temporary arrangements that had been put in place.

The Chief Constable outlined the management and operational challenges faced by the Senior Command Team in the immediate and medium term. He outlined the portfolios of the 5 Assistant Chief Constables (ACCs) and highlighted the need for individuals to receive developmental training and gain experience of national and international policing.

The meeting discussed the responsibilities of ACCs, rank ratios and the pace of the Criminal Justice Reform Programme.

It was:-

**RESOLVED:**

That the Board should make arrangements for the appointment of an Assistant Chief Constable.

It was:-

**AGREED:**

That officials should make arrangements for a discussion between the Chief Constable and the new Board to consider succession planning and rank ratios

The Deputy Chief Constable briefed the Committee about promotions and transfers at Chief Superintendent and Superintendent level. The Deputy Chief Constable indicated that she would write to the Chairman to formally advise of the changes at Chief Superintendent and Superintendent level.

**4. ANY OTHER BUSINESS**

There were no matters arising.

(Meeting closed 9:55am).

**Secretariat**

**April 2011**

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**Chairman**

## **MINUTES OF MEETING PREPARED BY KPMG**

Special Meeting. Corporate Policy, Performance and Planning. 21/4/2011

Present; G O hEara, (chair), Brian Rea, Trevor Ringland, Alex Maskey, Jimmy Spratt, Basil Mc Crea and Rosaleen Moore.

In attendance; Arthur O Brien, Stephanie Pressaugh, (KPMG)

Apologies; none

The chairperson explained that the purpose of the meeting was to receive a first draft of the Organisational Change Report from KPMG and to allow members to seek clarification and to agree in principle with findings which they felt were reasonable.

The KPMG reps took members through the draft report and answered questions on points of clarification.

Following discussion it was agreed that some issues could be agreed in principle at this meeting but others would require further discussion and consultation.

Agreed in principle;

Governance Recommendations; 1, 2 (minus the middle paragraph), 3, 4, 5 and 6.

Organisational Recommendations; 1, 2, 3, 4, 5, 11, 12, 13 and 14.

Recommendations 6, 7, 8, 9 and 10 were deferred for further discussion to a meeting to be held at 8a.m. on Friday 29<sup>th</sup> April 2011.

Brian Rea, (Chair) was tasked with talking to DOJ, in conjunction with KPMG, regarding recommendation 2. (the appointment of an interim CEO), with immediate effect.

It was also agreed that staff would be briefed by the Chair and Vice-Chair on Tuesday 3<sup>rd</sup> May 2011.

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**Chairperson**