

## **NORTHERN IRELAND POLICING BOARD**

### **MINUTES OF A MEETING OF THE NORTHERN IRELAND POLICING BOARD HELD ON THURSDAY, 1 APRIL AT 12:00NOON IN WATERSIDE TOWER, BELFAST**

#### **PRESENT:**

#### **MEMBERS:**

Mr Brian Rea (A/Chairman)  
Mr Gearóid Ó hEára (A/Vice Chairman)  
Ms Martina Anderson  
Mr Alex Attwood  
Mr Tom Buchanan  
Mr Leslie Cree  
Mr Alex Maskey  
Mr Basil McCrea  
Professor Sir Desmond Rea  
Mr Trevor Ringland  
Mr David Rose  
Mr Suneil Sharma  
Mr Jimmy Spratt  
Mr Peter Weir

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

Mr Matt Baggott (Chief Constable)  
Mrs Judith Gillespie (Deputy Chief Constable)  
Mr Dave Jones (ACC Rural Region)  
Mr Alistair Finlay (ACC Urban Region)  
Mr Drew Harris (ACC Crime Operations)  
Mr Will Kerr (ACC Criminal Justice)  
Mr Duncan McCausland (ACC Operational  
Support)  
Mr David Best, Director of Finance & Support  
Services  
Mr Joe Stewart, Director of Human Resources  
Ms Liz Young, Head of Media & PR  
Superintendent, Command Secretariat

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

Mr Adrian Donaldson (Chief Executive)  
1 Board Official

#### **APOLOGIES:**

Mr Barry Gilligan (Chairman)  
Ms Mary McKee  
Mrs Rosaleen Moore

**A/Chairman, Mr Brian Rea:**

Good afternoon everyone and welcome to this Policing Board meeting in public. Chief Constable, we have a lot to get through today, but there are a few issues to mention before we hear your report.

Earlier this week, the Policing Plan for 2010 – 2013 was published. The Plan sets the agenda for policing for the next year, and its focus is on increasing police visibility, and improving service delivery to the public. Tackling the issues that matter most in communities and dealing with local policing concerns is a significant issue and you have rightly said this is not just a glossy brochure, and as the PSNI work to meet the objectives set in this detailed plan, the Board will hold you accountable for its delivery.

The Board is, of course, mindful of the challenging and unique environment that policing in Northern Ireland operates in. It is not normal that officers doing their duty in investigating a suspect device have shots fired at them. Nor is it normal that communities are completely disrupted by widespread security alerts. The community condemnation of these incidents provides support and encouragement to officers and information from the community will ensure that those responsible will be brought to justice.

But officers are getting on with the job in hand and this Policing Plan is firmly focused on ensuring that policing provides the service that the community want.

Partnership working is central to the delivery of this year's Plan, working with communities to tackle issues of concern. This ethos was apparent during the planning for the St Patrick's Day celebrations this year, particularly in Belfast. Events passed off relatively peacefully, and proved how real partnership working can make a difference.

Police action and interaction with the public is of course central to confidence building. There has been a rise in police complaints and we have some questions on this matter today.

This is of course the last Board meeting before devolution of policing and justice powers on 12 April 2010. As a Board, we will be seeking an early meeting with the Minister of Justice to ensure that the relationships that have developed prior to today and the relationships that will develop post devolution ensure the continued effective operation of the tripartite structure is successful.

The presentation during this public session will be an update on the progress of the Desertcreat College. That is the new public service training college which will be a tripartite partnership between the Police Service of Northern Ireland, the Northern Ireland Fire and Rescue Service and the Northern Ireland Prison Service. Funding for the public service college formed part of the financial settlement for devolution; and the Board has written to OFMDFM seeking some clarification on the funding arrangements for this project.

Chief Constable, before we move to your report, I would like to offer our praise to all of the officers working alongside the emergency services and their colleagues who were involved in the rescue of 300 people from the Glenshane Pass. It certainly was freak weather but we are grateful that there were no deaths as a result of the extreme conditions.

Chief Constable, over to you.

**Chief Constable, Mr Matt Baggott:**

Chairman, thank you very much indeed and I will pass on those thanks to all those colleagues that were involved in that rescue.

I might just say at the beginning, that I still hear mythology out there of what the PSNI is and what it is not and I think the example of the rescue and the courage shown by colleagues in those conditions and the praise that was received from every single one of those 300 people for those police officers is its testament itself to the impartial and their courage efforts that go on day to day on behalf of all communities. I think these are the stories that are telling the story of the PSNI and dealing with some of the mythology of

what we do not stand with, which is of course, a story that wants to be told by those who want to look back rather than looking forward.

Thank you Chairman, it is the end of another reporting year. I want to cover just 2 main points in my presentation today, but I also wanted to acknowledge firstly that in the 6 months that I have been here, the enormous encouragement and the support from everybody, not just for myself but for my colleagues, particularly in relation to some of the work we have already done together in reshaping the Plan, the focus, the enormous work of the risk to resource in getting 600 people out, the work we are doing with partners on reshaping, the work we are doing on the new commitments and the way in which we are going to hold ourselves more accountable. It has been 6 months with enormous change for myself and for my colleagues, but I know that the challenge of the Board has been very much welcomed and the support we have had also has been much appreciated.

We are on the cusp of hopefully devolution. There will be a new dynamic to policing. A brand new opportunity to embrace the impartial PSNI, and a brand new opportunity to do new things. In spite of the security situation, I am grateful Chairman for you mentioning the attempt to injure police officers which is absolutely to be condemned, but we are on the edge of something that can reshape the future of our young people and the health and education and regeneration of Northern Ireland.

The first thing I wanted to say though of the 2 is, I do think one of our greatest challenges looking forward now is to make sure that we have those debates about what is effective policing. I am very mindful that we now have potentially a year of a stable budget within which to look at the duplication of what we do, the bureaucracy, the administration, to make sure that the money we are spending is spent wisely and in the right area because the money cannot be spent twice and I think there is an issue for us to have a very hard look at what we mean by effectiveness. I also think there is a very strong need to ensure that people understand that although we wish to do everything for PSNI, the reality is there is only a finite pot of money and there are some very difficult choices to be made in where we spend that money.

If I think about the sheer depth and breadth of policing ranging from the needs to have enough out the other night to deal with 300 people trapped on the Glenshane Pass through to the big issues of protecting children, through to the big issues in May of picking up a new responsibility for the management of dangerous offenders, alongside the management of sex offenders which we did not have to do just 2 or 3 years ago, alongside the security situation, alongside the roads policing, alongside the neighbourhood policing. It may be an opportune time just to take 2 or 3 steps back as we go into devolution and just think again against the breadth of policing demand from the 24/7 to the long term needs and capabilities that we need to build and the needs of a global society just to remind ourselves that we do all that within a finite pot of money.

I do believe as Chief Constable, I am entitled to ask the question back which is when people say *"I would like this"* to say *"so would I"*, but actually *'how do you envisage doing it within a pot of money that is finite and diminishing'?*

I also think we have an obligation to do 2 things. Firstly, to make sure that we are ourselves looking for value for money in every degree and shared by our partners in that, particularly in relation to some of the criminal justice processes, but also to make sure that where we are not clear enough in terms of some of those dilemmas, particularly when it effects victims and families affected by crime, that we are also clear. The example Chairman, I know it is a question, but I just wanted to say a little bit about that. One of the examples of that dilemma of managing expectations alongside current and very real needs to meet our human rights obligation to protect people and deal with risk, was a Historical Enquiries Team dilemma that we had been facing collectively as the Board and myself over the past few months. I just wanted to reiterate that in this opening because that is a huge dilemma of managing a great expectation from families that have been very much damaged and in misery over many years, alongside the need to spend money on the here and now in protecting people today, that is a very real dilemma.

In relation to the Historical Enquiries Team. What we have in fact done, is set out an ambition to extend its life beyond the 5 years for another 3 years from today, in order to complete that work following a thorough review by the Historical Enquiries Team. So, the

decisions we make in relation to money are not simply made in a moment they are made with real thoughtful and measured consideration. That dilemma in fact we shared with many groups in the past few weeks, if not months, to make sure we had an understanding of that position.

Alongside that as you will know, to provide that ability, we have also freed up the Historical Enquiries Team by making sure we have an entire major investigation team prioritising some of the complex work. We would not have been able to do that if we had not prioritised under Drew Harris' leadership that made the investigation team do that here and now work. So, in fact we are adding to here rather than taking away, and we are determined to make sure that every single victim that is part of that process receives the very finest service. There will be probably 12 full-time investigation teams working over the next 3 years to make sure those remaining cases are dealt with professionally.

Now, I think that is a good example of the dilemmas we have of dealing with that huge breadth of policing responsibility whilst not being neglectful or unthoughtful about the past, within a budget that is going to get less and less over the next 2 or 3 years. Real tough decisions, in the absence of consensus elsewhere is entirely my responsibility and accountability. But can I be clear on this. Part of being a modern and thoughtful police service is, do you know something, I do not think that I got it right in terms of explaining that quick enough to the victims. Although I know what I mean and although we know what we mean, and although we set it out, irrespective of how others interpreted that, victims come first with this organisation. So what I have done today Chairman, is to write to the press and to the editors, firstly setting out exactly what we were doing, repeating that because it is a repeat, but ultimately if there was a single victim that thought we were axing Historic Enquiries Team or were not doing the job thoroughly on their behalf, to say sorry to those people and we will make it quite clear that is entirely what we are about and that is what we are doing.

I wanted to cover that Chairman as the first thing because that is a big issue for me, although victims come first, but we are operating within a very real environment or

reducing finance, bigger demand and I would certainly be looking to the Board for the challenge, but also the support in relation to those dilemmas.

The second big issue for me is, I think we are entering into a very exciting time when policing must become more than law enforcement. That means for me that policing is truly signed up with economic regeneration. It is truly signed up with the wellbeing and education of young people and is truly signed up with the confidence and safety of Northern Ireland or the North of Ireland moving forward. I am very, very clear that we will play our part in making sure our policing contribution is entirely in line with the needs of young people, communities whether they be shopping communities or communities in terms of families or people. I think the ambition outlined in your Plan this year is entirely supportive of that and the work of the Programme Board within a year will deliver something very special and unique. Our ambition is not just to be the finest, personal, professional and protective but our plans and our programmes and the accountability we are proposing, this is not just a philosophy this is indeed going to be a unique way of restructuring an organisation at the time of a finite budget and we are confident we will succeed that.

But can I say also Chairman, there is also a dilemma and a debate to be had now about the way that the PSNI is embraced. We are going to talk about the college later on and for me, the college is a hugely important symbol of an impartial, professional police service working in partnership with other parts of the public sector to deliver, not simply a law enforcement service, but a service that is truly entrepreneurial in terms of its own social mission and ambition, and I think this college is entirely appropriate and entirely necessary because it stands for something that is unique, and will be unique in the world. Those of us that had the privilege in America, were reminded of the fact that when the confederates were on the back foot in the Civil War, Abraham Lincoln chose to build the White House and chose to build the symbol of freedom in America. I think that symbolism that we visited was highly important, and although and I may be a bit cynical about, 'do we spend our money here or do we spend it elsewhere', in this particular case I am convinced that the symbolism of a new police college is entirely appropriate moving forward in the next 10, 20, 30, 40 years in shaping the future of this society.

But, I do want to say on embracing the PSNI, I do believe that the debate on human rights has been one way. I do believe that we have to embrace the PSNI by recognising that an impartial police service also have human rights which have to be encouraged and protected. For me there is a big issue here about the human rights of police officers who are still being targeted simply because they are police officers. We have great condemnation of that, but what does it feel like to be a local police officer today? Are we embracing police officers across the whole divide of our society here? We need to have a debate about protecting and supporting the human rights of police officers themselves, and when it comes to legislation that will undoubtedly be passed in the future, I will be asking those questions as Chief Constable. Let me give you 2 examples of that. One of our police officers is still in hospital because she had a brick thrown through her patrol car protecting the local community. Now, I suspect it was probably a young person that did that. I should be asking the question about why that young person was on the streets. Where were the parents behind that? Where were the Parenting Orders that currently are not here? What is being done about the family situation, because the human rights of my colleague was affected by that young person?

There is legislation going through at the moment to deal with disorder and how we control premises selling alcohol. I will be distinctly unhappy as Chief Constable if that legislation only enabled me to close them down when disorder had broken out. That is a breach of the human rights of the PSNI. That legislation must include pre-empting the outbreak of disorder and giving us the ability to stop police officers being in a place where violence is used against them. I can give you dozens and dozens of examples where I think we need to think about the mission we are setting to young men and women of courage who do the most fantastic job on our behalf, but we need to have a debate about their human rights now as well as the human rights that quite rightly we need to protect on behalf of the community. All of the evidence is, is that when you embrace challenge and genuinely protect the police officers that do that job, they themselves become more professional and more courageous in what they do and I think we are at that point now, that big conversation that needs to take place about the PSNI. I want that to take place because it is the right thing, I also want it to take place because I want to deal with the mythology out here that somehow this organisation does not stand for right. As we move forward on the

security situation and get involved right at the heart of communities, we need to narrow the gap for that mythology to develop and part of that is the debate itself about the human rights of police officers.

Chairman, I am very optimistic about the future. We have got some great success. I know I keep on about it and my colleagues in the press tell me, but again the 12 year low has been sustained. The clearance rate has risen significantly in the last year. We have reduced anti social behaviour and criminal damage to the lowest point for many years, according to the figures. Domestic burglary was on the rise, it is now less than this time last year and the clearance rates for sectarian crime has also risen. We are in a very good position in terms of taking forward policing into the next dimension and the next era. Our success in relation to serious crime is similar. Of the 19 murders sadly in Northern Ireland this year, 18 have already been solved. We have had people locked up for prostitution controlling, money laundering and in February 2010 someone was sentenced to 12 years for possession of bomb making equipment and that relentless search to bring people to justice will continue. Even in the last few weeks, 8 individuals arrested and charged with the seizure of drugs with a value of over £1m that would have been on the streets of Northern Ireland.

Chairman, I think I am going to conclude there. Thank you very much. The Plan gives us the start and the remit and the challenge and I have issued 2 challenges myself there, one is about the financial situation, continued improvement and avoiding duplication and the other is about the human rights of police officers and how we might, together, make sure this organisation is truly the finest, professional, personal and protective in the world. Thank you.

**A/Chairman, Mr Brian Rea:**

Chief Constable, it is something that I have always endeavoured to say when I do the graduation ceremonies, that the public are entitled to an impartial and effective police service being accorded due care and respect. I also say that officers and I repeat it again, that the police officers who serve our community are entitled to the very same respect from

the public. Jimmy Spratt you have a question and others may have questions on the Chief Constable's report.

**Mr Jimmy Spratt:**

Thank you very much Chairman. It is not so much a question, it is just 2 comments and certainly the first comment is to congratulate the police in relation to the St Patrick's Day operation in the Holylands. I think with various other organisations, including Queen's University and the University of Ulster and indeed, the Student's Union and indeed public representatives and other organisations, City Council and so forth who were involved, it was certainly a good operation. I know that even with the good operation there was still a degree of criticism. I do not think that criticism should have been placed towards the police. I think it was a very effective and a very measured response that the police conducted into the whole thing, so thank you to the police for that and it is obviously something that can be built on for the future and we can look forward to other events going off in similar manners throughout the rest of the city.

Also, just from our party's perspective to say to the Chief Constable, that our thoughts and prayers are with the young officer who was injured. I understand she had to go through surgery in relation to her sight, we hope she makes a full and speedy recovery and certainly it was something that should never happen in this community. I think your remarks in relation to young people and parental control etc is one that should be echoed throughout the whole of the community. Parents have responsibilities. Our police officers are out there to serve everybody and they should not face grievous attacks such as this attack, so I would ask you on our behalf Chief Constable to take to the officer concerned, our good wishes for a speedy recovery and our prayers.

**A/Chairman, Mr Brian Rea:**

Alex Maskey.

**Mr Alex Maskey:**

Thank you Chairman. Could I thank the Chief Constable for his quite a ranging number of comments there and if I could address maybe some of them.

I would echo the A/Chairman's remarks there in terms of commending all of those, particularly quite a number of police officers who were involved in a number of rescue operations over the last number of days especially. A lot of very, very courageous work and I want to add our voices of support to that and commendation of all of the officers.

Jimmy Spratt has raised an issue about the Holylands and it would remiss if I did not make the point and your own local colleagues will tell you, that the local residents are not criticising any local officer at all, they are very, very concerned and I am just really rehearsing this on their behalf. They are very concerned as was again demonstrated at the residents meeting a couple of nights back which was a very rough enough ride if you like for the strategy on the day, a strategy by the way which I totally supported and I said that again at the meeting with the residence, so I am just really making a point that it was very, very important the arrangements that were put in place for the day, but the residents of the area, the long terms residents that is are very, very angry and besides themselves at the way that they believe the situation was really facilitated as opposed to stopped. As I said, I support the strategy and I made that very clear at the residents meeting, but we do have to get to the drawing board for this. It does require a much more fundamental long term approach to that area, so I am just making the point that while the day went, as we have said, and Jimmy Spratt has made the point, it is all relative that it was successful and did not descend into a riot but the local long term residents believe that it was actually a failure and I am making that point from a strategic point of view.

Could I just say that just in terms of the HET (Historical Enquiries Team), I do very much welcome your statement that you are in a way clarifying the situation to all of those people who have an affinity or want to give some support to HET and you will know that our party has made our concerns around the effectiveness of the HET type of an investigation process very, very clear. We do accept entirely that quite a number of families have gone to HET and have got some considerable solace from them. Equally there are a number of other people who have gone or who would either not go near them or who have not been equally comforted by their engagement. That being said, it has been seen by many as an important element in this in effect that you are trying to address that public concern, I very much welcome that. It is not from our point of view, it is not the future or the effectiveness

of the HET in the long term which we would be addressing ourselves. Our litmus test would be can we address the concerns of those victims families as to how to get the truth and how to get some kind of comfort or justice as they see it in the time ahead, so that is a much more deeper fundamental question. Thank you.

**A/Chairman, Mr Brian Rea:**

Thank you Alex Maskey. Basil McCrea.

**Mr Basil McCrea:**

Thank you Chairman. You have to be careful with the analogies that you draw Chief Constable, because I think you will probably be aware it was a man from Northern Ireland that actually burnt the White House, so we have to be a bit careful about that. But the key point on the HET, can you tell us if you believe that 3 years is sufficient for the HET to discharge its duties.

Secondly, and it does not have to be in great detail, but you did mention it over the coming years that you expected to see a reduction in budget and I am just wondering what that is likely to look like.

**Chief Constable, Mr Matt Baggott:**

Thank you very much. We have had a very thorough review carried out by the Historical Enquiries Team (HET) themselves which has been updated. Now that we have taken a lot of the pressure of by using our own major investigation team, to actually take on some of the larger, most complex enquiries, I would be confident they will make a significant contribution in the 3 years and I will be very hopeful that we will be able to deal with those cases with total victim engagement and support within the 3 year period. If not, I was very clear to say in the response I gave to the question, "what about the future of the HET", that I would not be drawn into an arbitrary line in the sand in 3 years time, so there is some flexibility about that and clearly, victims need to come first. I did say that at the time that this was a 3 year plan based on an objective review of need but actually we were not going to be tied to that.

There is now the case of course that as part of the agreement, money has been set aside in order for us to address these issues. The HET themselves are having a very hard look at how they can become even more effective with the money they are given, but clearly some of that money will have to be set aside now to enable that work to continue. So, there will be a need to use some of that money set aside in the Hillsborough Agreement to do that, but I think that is a very cost effective option.

**A/Chairman, Mr Brian Rea:**

Leslie Cree please.

**Mr Leslie Cree:**

Thank you Chairman, I would thank you for your performance report on the Policing Plan and congratulate you on the good results that are in it. But there is one item of concern there Chief Constable, and that is the incidents of violent crime, more serious violent crime has increased. I know the numbers are small but it is quite a dramatic increase, could you comment perhaps a little more on that?

**Chief Constable, Mr Matt Baggott:**

It is a priority in the Plan and it is one that we will be tackling with every single amount of focus we can bring to it. Violent crime is quite a 'catch all' subject in terms of it covers a whole raft of issues. What we are particularly anxious to deal with is the very serious harm issues of serious sexual assaults, particularly in relation to domestic violence as well, and particularly in relation to serious assaults on the street, particularly if they are affected by alcohol, so we will be looking at the whole range of violent crime. Violent crime comes in a range of categories but we want to deal with the ones that are particularly brutal, if I can use words that are somewhat emotional.

**A/Chairman, Mr Brian Rea:**

Alex Attwood please.

**Mr Alex Attwood:**

Could I also agree that the work of the police, the emergency services but also the community and the community organisations around what happened up in the Glenshane Pass, it was actually a very visible manifestation of the police, the emergency services and the community working in partnership.

Could I concur with your comments about the Police College. We certainly have been asking the Minister of Finance and asking the Executive to create certainty around the funding of the Police College as quickly as possible after Devolution of Policing and Justice and I think that needs to be done as quickly as possible after Devolution. You are right to scope out your ambitions around what devolution of justice might be in terms of legislation, I think the Board should be supporting you in all of that.

Could I welcome that you said that every single victim will get “the finest service” when it comes to the HET. As you know, we have a difference of view in respect of some matters around the HET but I welcome that commitment and that should not be time limited. But can I ask you arising from that, will you confirm to the Policing Board that, whilst I do not agree with the investigations being taken forward by C2, will you confirm that you will not be derailed by any political or other pressures in respect of investigating cases from the past where there is live leads and that whatever case from the past may or may not arise, and whatever its background, if you have got a live investigation you will not be derailed from pursuing that evidence if necessary to point of prosecution.

Could you also confirm, in order that we go forward with the maximum degree of confidence, that the police are looking at those recommendations from the Northern Ireland Affairs Committee (NIAC) into the Omagh bombing, are looking at those matters that have been identified therein and that you will do what you can in terms of the public statement to create certainty and confidence around how intelligence was handled, particularly in the critical hours and days after the Omagh bombing.

**Chief Constable, Mr Matt Baggott:**

Thank you very much. In relation to the first question, I am duty bound to investigate all allegations of crime under the Human Rights Act, under the Northern Ireland Act and they will be an impartial, independent search for the truth. The outcomes of what we find and the evidence is entirely a matter for others but we are an organisation that does that impartially and independently and that is our responsibility and our accountability, so you certainly have my assurance on that.

In relation to the Omagh report, clearly this investigation has not been closed, it continues and people may have the confidence that we will continue to pursue any evidential line. There are some things in the report that clearly are not in our gift, they are matters between Cabinet and the Government and the Northern Ireland Affairs Committee and we are bound by legislation in terms of what we can disclose and what we cannot and it would be a breach of the law should we step beyond that, but certainly in relation to confidence in our motivation and our willingness to bring people to justice, you may have my absolute assurance that that remains 100%.

**A/Chairman, Mr Brian Rea:**

Suneil Sharma.

**Mr Suneil Sharma:**

Chief Constable, firstly I would like to welcome the improvement in clearance rates, it is something we have been focused and talking on for quite a while in the Board and I very much welcome that.

I also have a concern about the violent crime. I know that covers a wide range of issues, I am not sure we should be breaking that down to focus in things like domestic violence in which there is a considerable amount of that happens in the North, so I would like to see that category broken down a bit more to get more detail on that as opposed to an overall violent crime statistic.

I was at the meeting of the families of Operation Ballast which has been moved to C2. It was very uncomfortable for me to listen to some of the concerns of the families, and I am delighted that you have clarified your position on HET and the service that you are going to give to those families. I think the families left that meeting with us certainly more comfortable about the process going forward and there are a number of matters that will probably come up, as you are well aware, in due course.

I would also like to ask you a straightforward question. Sir Hugh Orde, former Chief Constable and now President of ACPO (Association of Chief Police Officers), said that he would like to see a root and branch review of policing and its delivery as a consequence of its widening remit from everything from ASBOs (Anti Social Behaviour Orders) to Anti Terrorism, do you agree with that? His analysis that that process should happen?

Finally, your analogy of the policing college with the White House was a bit of an interesting one, the White House was built by slaves and hopefully Desertcreat will be built by contractors who will make a few pounds on it. If you could just cover the point from Hugh Orde as it is an important one.

**Chief Constable, Mr Matt Baggott:**

I will cover the 4 points.

Firstly, I think the issue about violent crime is we have to understand each type of violent crime because every crime is committed within a context and lumping them altogether does not give us the sophistication we need, so crimes that take place in private are different from crimes that take place fuelled by alcohol which are different to crimes that take place in relation to robbery. So, I think what I am saying here is, your plan holds us accountable for understanding the nature of violent crime and the context rather than us dealing with it as a general statistic.

I think the second issue around Operation Ballast is, I share entirely the concerns of victims and families for truth and justice. I understand peoples concerns about how that might be done, but I come back to that point, the integrity of this organisation is about

doing truth and justice well and when we have moved complex investigations into the PSNI, that has been entirely about having the most qualified, most professional people possible to do that, alongside making sure we can do that into the long term if we have to so investigations are not cut short prematurely by individuals moving in terms of the investigation team itself. So, it is really important we do that and I would ask for people concerned in those investigations to trust us that we are doing the very best thing.

The third issue around the Commission, I do believe it is time to have a step back and have a look at policing. We do have a real tightening financial time, I will come back to that point. The world is going to look very different in terms of money, if not this year certainly looking forward for the next decade. I keep saying the meaning of life is 174, that is the billions of pounds that have been borrowed that at some stage is going to have to be repaid, so we have got to get used to the idea that there is not an open cheque book. I think policing in relation to the way it is structured, not just here but elsewhere, there has to be a hard thought to what is important and what is not. The unimportant bits for me are the bureaucracy and administration and the duplication, the important bit is making sure that we protect people in neighbourhoods right through to the serious crime.

There was a good review done 2 years ago, I actually did it with Sir Ronnie Flanagan. I think there was a very good baseline there to having another look going forward in relation to the financial situation.

In relation to the White House, I am not sure it was built by slave labour or people that had been liberated, but I shall find out historically.

**A/Chairman, Mr Brian Rea:**

Martina Anderson, I think this might be the last question.

**Ms Martina Anderson:**

All the other matters of concern have been dealt with, but with reference to parental responsibility and suggested around a need for Parental Orders and I suppose I would like to factor into your deliberations, the knowledge that we have gained as a Committee of

Human Rights and Professional Standards, after carrying out a report into domestic violence and we are currently half way through a thematic report into children and young people. It is unfortunate but true, that a small number of young people are actually safer in the streets than what they are at home because of both domestic abuse and sexual abuse and other violent acts that take place within the household. Now, thankfully that is only a small percentage of young people, but it is in fact the case and therefore Parental Orders may not always be the best way forward.

**Chief Constable, Mr Matt Baggott:**

I would agree entirely with that. I think each child has their own context in their family, the reason why they are on the street. I think we just make sure that we have got the whole range of opportunities to support that child or the family. Sometimes it may be through the justice system, sometimes it may be through social services, sometimes it may be through the voluntary sector but I just think at the moment we have got a gap in some of our provisions there which we might need to have a good conversation about post devolution.

**A/Chairman, Mr Brian Rea:**

Thank you. I think that that concludes that section.

If I could now ask the Deputy Chief Constable, Judith Gillespie, to take the lead in the presentation on "The Update of the Progress of the New Police College at Desertcreat", and in doing so she will introduce all of the key people involved in this project. It is a very exciting one. It is one that will be very futuristic in many ways, when you look at the booklet and see the presentation and I leave it now to the Deputy Chief Constable to continue.

**Deputy Chief Constable, Mrs Judith Gillespie:**

Thanks very much Chairman. Good afternoon everybody. It is good to be here and have the opportunity to present the Desertcreat College presentation and I have to say that this short presentation could not pretend to do justice to the huge amount of work that has gone on over the last 6 or 7 years in preparation for the day in which we will open the

college. So, I want to say thank you to my colleagues both within PSNI and those from other agencies who have worked with us on this project.

I want to give you some sense of the vision for the college, the funding arrangements, the benefits, the design and the timetable for going forward and then after that Joe Stewart, David Best and I will answer any further questions of detail that you might have. Also here is Colin McCrossan who is the Programme Manager to answer any questions of detail and he will be around later on as well if folks want to discuss further issues about the college over lunch.

I should also stress at the outset, that the full business case for the college has been submitted to Ministers and is awaiting Ministerial approval, so nothing I am saying this morning should be taken as pre-empting Ministerial decisions on the funding, but I certainly welcome Alex Maskey's comment about clarity on the funding being obtained as soon as possible.

So, the vision for Desertcreat, I really want to emphasise this is a unique opportunity that lies just within our grasp to achieve the vision of Patten recommendation 131 and to mark the Devolution of Policing and Justice with a truly iconic building that represents everything that is right and good about policing with the community. The vision is for the next 50 years and beyond and a frequently asked question is *"if the PSNI is scaling back on recruitment, why on earth would we build a brand new college"*? Well, we have built that into our deliberations and the tolerance levels in terms of numbers of police officers that might increase or decrease over time and the Programme Board are confident that the college will be operating almost at or at capacity throughout its life. Of course, the college will deliver much more than just foundation training, so it is not simply dependent on officer numbers coming in or leaving the service.

A truly integrated community safety college that brings together Fire and Rescue and Prison Service with joint programmes and the capacity to deliver inter-operability with our partners. A world leader already there is Garda interest, there is FBI interest, there is UK police interest and there will be interest from all over the world in this building because of

our human rights background, because of our policing with the community background and because of the unique training programmes we will be able to deliver through the college. Contrast that with the inadequate and outdated existing facilities that we have at the moment, both in the Police Service, in Fire and Rescue and in Prison Service, this will make a genuine contribution to the Policing Board and the Chief Constable's vision of a safer, more peaceful and more confident Northern Ireland community.

In terms of the funding then, the Prime Minister's letter of 21 October 2009 outlined the financial package for devolution and said, "*capital budgets in the next CSR period will be sufficient to complete the Police Training College*". So, this slide outlines the various sources of funding for the project which has an overall capital cost of between £140m and £142m.

Now, a question has been tabled from Mr Gearóid Ó hEára in relation to whether the project can go ahead if the funding for Northern Ireland Fire and Rescue Service is not forthcoming. Obviously, that would be a very much sub-optimal position because we would like this to go ahead as a tri-service college and all of the benefits that that would bring from the point of view of working in partnership, joint training and actual efficiencies that we would achieve. But it is not a deal breaker if it does not happen. It would be a significant setback, probably to the tune of 6 to 12 months in terms of time, but it is not a deal breaker, we could go ahead. We would have to explore possibly other options of partnership in the justice sector or outside of the justice sector. Ideally we would prefer to go ahead as a 3 service college and I know our Fire and Rescue colleagues would also say the same because their current training facilities are inadequate. It would be a huge opportunity missed and hence we are very keen to proceed with the 3 services on board.

Of course, it is much more than just money, but this is the financial comparison with the various options that we considered and you can see that the "do minimum" option which is the option at the top, the capital expenditure is considerable and when you consider the operating costs are the same whether we do minimum or continue with an integrated college and when you consider that this is a long term project, so if you look forward forecasting the cost, in fact the capital cost and the operating costs taken together, mean

the “do minimum” option is almost the same cost as investing in a brand new state of the art “fit for purpose” college.

It is much more than just money. When you take into account other benefits and there was a scoring matrix allocated by the Programme Board, the full integrated college came out the clear preferred option and the business case highlights the need to improve co-ordination of activity across the emergency services and we have seen a really good example of that in the last few days. These issues have clear Article 2 implications and it is really important that we are properly prepared for natural disasters, major incidents, terrorist incidents, major disorder including disorder in a prison, flooding, train, air disasters etc, these all have Article 2 implications if we are not properly prepared and we are not training together for them, so there are clear non-monetary benefits.

So onto the site location. This is an aerial view of the Desertcreat site. Another frequently asked question, “*why Desertcreat*”? Well the site was selected after a detailed public competition in 2003. Twenty six sites initially were identified and criteria established to select the most appropriate. It was shortlisted down to 3 sites, Desertcreat, Dunsilly and Nutts Corner and the Project Board visited all 3 sites and Desertcreat was selected and approved by the Policing Board. The site has also been agreed with prison and fire colleagues. Now, the site lends itself naturally to 3 segments. It is divided in the north by the river and in the south by the access road and the topography of the site lends itself to the campus nestling between a number of drumlins and this has a number of real advantages from the point of view of security. The safety and security of the site is very, very important to us and because of the topography of the scene, the security of the people using the site can be maximized with minimal impact on the environment.

This is a slide of the site location, I know it may not be very clear to people sitting in the public gallery, but I think it is clearer in the monitors you have in front of you. It is a substantial site of around 230 acres, 60% of the site will be devoted to practical training with literally world leading practical training facilities for police, fire and prison colleagues and the emphasis on inter-operability and joint training, not just involving the 3 services on the site but also ambulance and other services.

It will allow new training facilities for fire colleagues, such as shared driver training and there will be urban and rural practical areas, and we would welcome the contribution of other police services and other public sector colleagues to this training with the focus truly on human rights based practical training and policing with the community.

For those of you who are interested in environmental issues, I want to reassure you that the site has been very carefully integrated into the natural landscape. Huge care has been taken by the design team to respect the natural habitat of wildlife and to retain and enhance the natural wooded areas on the site. So, can I tell you that we have spent our time thinking about newts, fish, bats and badgers and protecting all of their natural habitats and making sure that the indigenous trees and hedgerows are protected and, indeed, enhanced.

This slide shows the campus entry and you can see that the campus will be accessed from the main road to a single reception point which will be the fulcrum of the academic part of the campus and as you enter the site, you actually cannot see the buildings until you round the sweeping bend when it opens up in front of you. This separates the reception area from the main campus and to enhance the safety and security of people using the site and to maximise the use of the natural topography.

This is an aerial view then of the urban, commercial and residential training area. Now many of these buildings are just shells but they are to provide a realistic, practical training environment for police, fire and prisons to train. This angle focus on the fire warehouse and the mock fire station and great care has been taken by the designers to make sure that burning materials and smoke does not impinge on the local residents in the area, taking into account wind speed and direction.

This is the academic building illustrating the innovative design which enhances security and blends with the natural environment. Detailed risk assessments and security advise have been taken on the design, the findings were presented to the PSNI Command Team in the autumn of last year and approved by all of the team. This is going to be a landmark

facility, a truly iconic facility. An example of true public sector community safety partnership and it truly is a symbol of policing with the community.

Finally, this is another view of the practical areas and I do not know if you can see it in the slides circling here, that this part here is actually a ship, so you have got buildings and the capacity for Fire and Rescue and police to work in a marine mock environment as well. So, the designers have been very creative to use the buildings to their maximum capacity.

This is the purpose built integrated dog training facility for police and Prison Service to work together, and this is unique in the UK and possibly unique in the world, but it is certainly unique in the UK.

Just to finish, the hope is that the college will become a resource to the whole community, including other public sector agencies, local voluntary agencies and the local community itself and that is to say nothing of its potential as a world leading police training facility in both academic and practical disciplines, in particular, human rights and policing with the community.

This slide really sums up the intended benefits. Eight training centres from across the 3 services combined into one, vastly reduced costs and hugely increased quality of training with all sorts of opportunities for further partnership and greater income generation in the future.

One final slide on the energy and utility cost reductions, again stressing the low carbon footprint of the site. We will be able to generate enough wind power to actually sell some energy back to the grid. It will be using state of the art technology from the point of view of biomass heating and water supply, so the carbon footprint will be very tiny compared to the size of the site.

This is the proposed timetable. It is a very ambitious timetable but we would very much hope this goes according to schedule with Ministerial approval that the site would be complete for the World Police and Fire Games in the summer 2013.

Finally, as the Chief Constable has referred to an American comparison, I would just like to quote John F Kennedy, *“there are costs and risks to a programme of action but they are far less than the long range risks and costs of comfortable inaction”*.

Thank you very much. We are ready to take your questions now on any issues of detail that you want to clarify.

**A/Chairman, Mr Brian Rea:**

Thank you Deputy Chief Constable. Maybe if there is going to be a renaming of the site or of the completed facility, with a ship appearing near Cookstown, perhaps you could call the whole area Mount Ararat and it brings a whole new meaning to words I have heard talked about as dry land sailors. However, Jimmy Spratt has a question for you and perhaps you will, as appropriately, introduced to the other members of your team. Jimmy Spratt.

**Mr Jimmy Spratt:**

Can I welcome the Deputy Chief Constable’s report, I think it is very welcome and I know that a tremendous amount of work has gone in to the get the project this far. Also, in relation to the reassurances about the reduced training, I know over all of my lifetime within the police service, the police were trained in areas that were begged, stolen and borrowed or whatever from the military, from everybody so that we could get places from and whenever you say how other police services within the rest of the United Kingdom were being trained in modern facilities for 40 plus years, that facility has not been available and it is very welcomed to see this co-ordinated approach where all of the emergency and indeed other services could be involved.

I was glad to hear the Deputy Chief Constable saying in relation to the Fire and Rescue Service, that there seems to be a bit of difference between the Minister because the Minister in a recent answer to a question from Dolores Kelly on one of the Committees in Stormont which was recorded by Hansard, he indicated that the present facilities that the Fire and Rescue Service have were actually adequate for them, with the exception that they could not burn anything at the site on Boucher Road which is in my constituency. But he also indicated that there may be a problem with the capital funding of £30m and what

you are saying is, that that can go ahead without the Fire and Rescue Service. I think that would be a tragedy if that does not happen, that the Fire Service are not also involved in the whole project and I am looking to see if there has been any further reassurance because I know that the team were aware of the answer in the Assembly, and has that issue been raised and has there been any further reassurance from the Minister in relation to the capital commitment by the Fire and Rescue Service and the NIO, who I would hope would be putting some pressure on in relation to this because the indications were that the money was available and had been ringfenced for this previously, I think the initial figure was about £25m but I see it is £30m now.

**Deputy Chief Constable, Mrs Judith Gillespie:**

Yes, the funding from Fire and Rescue that we hope for is £30m and I welcome your comment Mr Spratt about the co-ordinated approach. I think it would be a huge opportunity missed if this does not go ahead as a 3 service college and there is a huge amount of synergy between what the police service and what the fire service do from the point of view of wider community safety and protecting people from serious harm.

The Fire and Rescue Service facilities are inadequate from the point of view that it is hard to train a fire service when you cannot burn anything. They have perfectly adequate classroom facilities but they do not have any capacity to train in real life practical burning situations which is exactly what you would expect a Fire and Rescue Service to be able to do.

It is not for me to judge the adequacy of their current premises, but as a lay person, if you cannot practice with live material, I would find it difficult to see you could practice for live scenarios.

The Minister was briefed by myself, by David Best and by Colin McCrossan about 10 days ago, that is Minister McGimpsey, on the full briefing that you have got today. He did not give us any assurances positively or negatively, he did stress the pressure that his budget is under, but he did give us a very fair hearing and did acknowledge that the health and safety of fire service members is very important to him as well, but we wait his decision.

The business case is with him and his officials and we hope to have the decision quite soon.

**A/Chairman, Mr Brian Rea:**

Alex Maskey.

**Mr Alex Maskey:**

Thank you Chairman and thank you Deputy Chief Constable for that presentation. I suppose Mr Spratt is making a point there that with a lot of beg, stealing and borrowing early on at least it will help to reduce the crime rate as well.

An important point which has not been reflected in the paper and that is a projected planning timeframe, planning application and approval because obviously we know this is a major issue of some delay, so I would be interested to know if there has been any preparation work done on that, because you know yourselves, it is a very difficult job.

**Deputy Chief Constable, Mr Judith Gillespie:**

There has been a lot of local consultation with Cookstown council and this is not coming as any surprise to anyone. I think the detailed planning application will be ready by mid April 2010, is that about right Mr Crossan, yes it will be ready by mid April 2010. All of that of course is depending on the capital approval.

**A/Chairman, Mr Brian Rea:**

Leslie Cree please.

**Mr Leslie Cree:**

Thank you Chairman, just 2 points. On the planning, apart from the time it has been lodged and the normal process which can be quite convoluted, has any initial discussions taken place with the Planning Service to make sure it is pretty well in line, perhaps you could tell us that?

You also mentioned there the use by the facility, community, voluntary sector all those sort of people. Could you perhaps enlarge a little bit more on that because that will be of interest to the public generally.

**Deputy Chief Constable, Mrs Judith Gillespie:**

I will ask Joe Stewart to take the question on the planning application, but obviously we want to work in partnership with the local community because this college will bring local trade, employment and it will have a very positive impact on the local community in the area and ideally we would like, when it is not being used for formal training for police, fire and rescue and prisons, that in the evenings it could be used for meetings and other facilities by the local community, because we very much want it to be part of the local community as a resource to them. So, ideally in the future as we move forward, that is the type of thing that we would like to get involved in.

I think Joe Stewart will take the question on your first part of the question.

**Mr Joe Stewart:**

Mr Cree's point is a very important one. Our professional advisers have been keeping in very close contact with the planning authorities from the very early stages of this project and as the design has been become formulated the outline, the concepts, the siting and so on has all been briefed to the planners to keep them up to speed and that does not pre-empt any decision by any Minister, but it simply says that it will not come as a shock to the planners when the detailed planning application is lodged.

**A/Chairman, Mr Brian Rea:**

Suneil Sharma and then Alex Attwood in that order.

**Mr Suneil Sharma:**

Deputy Chief Constable, thank you for the presentation. You mentioned at the very start about the international dimension and the broad interest you have had from national and international law enforcement agencies. At a cost of £35m per annum, I presume that is

gross operational costs, what sort of projected income will be used (*tape unclear*) or generated from those other agencies that are showing an interest?

**Deputy Chief Constable, Mrs Judith Gillespie:**

We have had a huge amount of interest already Mr Sharma and that is without even looking for it in truth, but Mr Stewart can probably answer that in more detail.

**Director of Human Resources, Mr Joe Stewart:**

I think the fundamental point is, that in working out the calculations, we have been very clear with our advisers that we do not want to build-in an income stream from outside agencies that either overeggs or reduces the cost of running the whole programme. I mean, the costs that you saw there are indicative costs going forward and indicative, as the Deputy Chief Constable has already said, of us continuing to have to maintain our existing facilities. In fact refresh our facilities, so that is our ongoing running costs in any event across the 3 services.

We have had initial discussions, it is very difficult to go beyond these because we need the Ministerial approvals, we need the planning approvals and all the rest of it and we need the timescales set. But, I have had initial discussions with for example, the Scottish Police College about use of the facilities and so on. I have had initial discussions also in certain respects with the FBI, and there are certain courses we want in conjunction with the FBI that could easily be run and located in Desertcreat, particularly in a prestigious facility like this. So, we have been careful not to build that into our cost reduction, but if we are successful in bringing in income which I think we will be, then that could aid to reduce the running costs of the college and we looked at it in that perspective.

**A/Chairman, Mr Brian Rea:**

Alex Attwood.

**Mr Alex Attwood:**

Just very briefly. The one new thing that I had not heard before Deputy Chief Constable was that whilst it is desirable that Health comes on board and measured against every

criteria they should come on board, you indicated unless I am wrong, that it would be your view that even if Health does not go on board, this project still stacks up. But there have been some working assumptions in some places that unless everybody was on board it could not happen. Is your best advice now that independent of Health this project still stacks up and should still proceed.

**Deputy Chief Constable, Mrs Judith Gillespie:**

It still could happen Mr Attwood. It means we would have to go back and look at the design because obviously Fire and Rescue, I think, constitute about 15% of the site. We would have to look at the benefits that we have calculated jointly from the point of view of reducing training costs by having joint training in certain areas like health and safety for example which there is obvious synergies around. So, we would have to go back, not quite to the drawing board but wind back quite a bit and start recalculating some of those benefits via the Programme Board with the design team. I said I do not think it is mission critical. It would be a significant set back and it would set the timing back considerably, but it does not mean the end of the project, no.

**A/Chairman, Mr Brian Rea:**

I am enjoying a significant amount of partnership working here. You might have noticed I am getting notes that questions that were to be oral are now converted to written which enables me to bring in 2 other people in the order of Basil McCrea and finally Martina Anderson.

**Mr Basil McCrea:**

Chairman, I will be helpful as well so I will not go into the issue about the Minister for Health, but I will ask the question about the planning process about, has there been a detailed environmental impact assessment been carried out?

**Deputy Chief Constable, Mrs Judith Gillespie:**

Yes.

**Ms Martina Anderson:**

Just from down here, the timetable and delivery. Around the tender preparation and all that has been considered, if you get the Department of Health and NIO and others approval for the business case, are you factoring into the social requirements being built into the procurement contract? Because whilst you are saying about the community benefits, we have heard that an awful lot of times about big major projects but really, because the specification is not factored into the tender when it goes to Europe, you are then dependent upon the goodwill of the contractor and then you have sub-contractors who do not believe that it is fair because there has been a contractor who has got a fair price and then they tried to dilute that when they give it to a sub-contractor. Now, there is a Fair Payment Charter that has just come out recently from the Department of Finance and Personnel, so there is a lot of work that the Project Manager should be doing around what has already been agreed around a process. For instance, to secure apprenticeships and the long term unemployed, so that the area does actually benefit from a project of this size.

**Deputy Chief Constable, Mrs Judith Gillespie:**

Yes, Joe Stewart will answer the detail of that. But certainly, this project has very much focused on the benefits to the local area and the local community, but I will ask Joe Stewart to answer the question in detail.

**Director of Human Resources, Mr Joe Stewart:**

Obviously Ms Anderson, we work in the procurement environment that we work in and you have already alluded to that. But one of the things that impressed me about the design team that we have been working with in development is the concept that they have already researched the local environment and so on in terms of, and even so far as where the cement could come from, where the stones could come from, where the bricks could come from.... *(tape not clear)*.

We are going for what they call a Green Excellence aspect in this design which is making it a carbon neutral project so all that should help focus the actual construction on local delivery and support the local community. Quite a lot of local resources that can be made

in that area can be drawn upon and we will obviously take into account any new issues coming out from the Assembly and local directions, and of course, the project.

**A/Chairman, Mr Brian Rea:**

Thank you very much, I think that concludes this section. We will now go on to the general questions from Committees and then any other general questions. Some of the questions from the Committees have already been dealt with in the private session and one or 2 have been combined, so question numbers 7, 8 and 9 have been combined into one and if the Chief Constable and his team can answer 7, 8 and 9 then I will be calling upon Basil McCrea, Martina Anderson and Suneil Sharma in that order to ask supplementary questions. So, questions 7, 8 and 9 please.

***Q7 - The role of an officer with supervisory responsibility is key to the delivery of a quality service to the community and in particular addressing performance in respect of failure in duty, oppressive behaviour and incivility complaints, for example. Does the Chief Constable believe that supervisory officers receive appropriate training and are sufficiently supported to fulfil this aspect of their role?***

***Q8. At a recent conference on the Taylor reforms a key point was raised that there was insufficient chief officer ownership of Professional Standards and that there must be a strategic lead on Professional Standards. What is the Chief Constable's view on the issue?***

***Q9. The Professional Standards Department is responsible for dealing with misconduct and criminal matters referred internally or which otherwise come to their attention. Could the Chief Constable advise where within the organisation strategic responsibility for the oversight and review of performance standards lies?***

**Deputy Chief Constable, Mrs Judith Gillespie:**

I am going to take part of these questions and then Joe Stewart will take another part because they do not quite deal with the same things.

Professional Standards is the name given to the Department that deals with serious misconduct on the part of police officers. So, the Professional Standards definition within PSNI is a narrow definition that refers to police officers who commit serious offences and who, of course, require a rigorous and thorough investigation. It is not the broader definition of professional standards that perhaps I think the Board is referring to, but it is of such strategic importance that Professional Standards Department reports directly to the Office of the Deputy Chief Constable, so there is a very clear Chief Officer lead. Looking forward into the forthcoming year with a new Policing Plan coming on board, the professional standards that we will be setting for officers will not just be based on the Code of Ethics which is obviously central to everything that the PSNI does, but also on the professional, personal, protective police service which is very much part of the Policing Plan and that will be delivered through the accountability procedures that are already in place for Chief Officers to hold their staff to account and for myself to hold Chief Officers to account in their delivery.

We have all sorts of forums in which professional standards in the sense that the Board is referring to are discussed. For example, the Discipline Champions Forum, the Accountability Meetings, the First Line Supervisors Training that is ongoing at the moment and Chief Officers have attended all of those training sessions to open up the training and to stress the vision and the objectives of this forthcoming Policing Plan – Personal, Protective, Professional Policing.

So, the ethos of Taylor, the professional standards within the organisation are being delivered through Professional Standards Department, but also across the whole organisation through the Chief Officer team who hold their staff to account for delivery against the performance standards. So, they are not quite the same things. I get what the Board is referring to, but you need to draw a clear distinction between what Professional Standards Department does and the performance standards set by the Chief Officer team. Mr Stewart, I do not know if you want to dwell at that.

**Director of Human Resources, Mr Joe Stewart:**

From the training respect, as the Human Resources Committee of the Board very well knows, because they have been through this a number of times with us and Acting Chief Superintendent Kevin Dunwoody who heads the Training Centre on my behalf, every officer and member of staff in a supervisory role receives appropriate training through the various training courses. I should say that these training courses are all approved at and accredited to national levels. So, they are national level police training courses delivered by way of the First Line Supervisors Programme, the Co-Leadership Development Programme and then the leadership and duties of those in supervisory roles are reinforced within specific training around custody, in the intermediate management and serious crime and technical support group supervisors etc. I should say, that those who do not participate or do not receive sufficient accreditation in the First Line Supervisory Training, certainly the Sergeants will not get out of probation in the first 12 months unless they have achieved that standard, and that is a view that this Command Team are very, very strong on, so adequate training is provided and refresher training is provided.

**Mr Basil McCrea:**

Chairman, we understand what the Deputy Chief Constable said about the fact that Professional Standards in the PSNI is a full narrow definition, but I think it would be right to say that my colleagues of the Committee will follow up on this, that we do think there is something of a gap in the organisational structure of the PSNI with the absence of a professional standards oversight in its broader sense and if there is one strategic imperative for this force it is to win the hearts and minds of the population, it is to ensure the people are actually happy to be policed with the community. So, we are concerned about whether it is failures of duties or oppressive behaviour and instability complaints that go back up, that these are perhaps the result of inadequate first line supervision. I would just say to you, because others will want to come back in, that every senior appointment panel that I have been on, people have said to me the most important position that we have to deal with is Sergeants, that we have to make sure that they are trained that they are brought up to date and frankly we are concerned that this is not yet happening. Now, we understand that you have different fora for looking at these issues, but what concerns us is that there is no central overarching body that the Chief Officer team should be looking

at that and it is a theme that we would like to pursue with you at a later stage. But you could maybe give your initial response at this time.

**Deputy Chief Constable, Mrs Judith Gillespie:**

Thank you Mr McCrea. This afternoon you will be receiving a presentation on the new governance structures on the Programme Boards that we will be introducing with effect from now and one of those Programme Boards concentrates on Service Excellence and another on Leadership and Training and both of those are obviously central to what it is that I think you are saying Mr McCrea. But I also do think that we need to be freeing frontline Sergeants up from unnecessary administration and bureaucracy to focus on the delivery of a personal, protective, professional police service with their colleagues on operational duties.

Furthermore, running in partnership with the Ombudsman's Office, is a pilot project in 'D' District which I think the Human Rights and Professional Standards Committee should be aware of, which will require frontline supervisors to group complaints of instability and quality of service type issues so that they do not simply just defer the matter to the Ombudsman and say that is a matter for the Ombudsman, that they actually try and resolve the issue, whether that requires an apology or some sort of conversation with a member of the public who feels aggrieved and those complaints will be dealt with in a much more satisfactory, swift and proportionate way and the Ombudsman is supportive of that and it is a pilot that we hope, if successful, would run out across other Districts as well.

**A/Chairman, Mr Brian Rea:**

Ms Anderson, do you want to come in at this point or what about the other aspects of the 3 questions?

**Ms Martina Anderson:**

We took a look at the Continuous Improvement Strategy that came through and obviously we are going to discuss that later, but we believe as Members of the Human Rights and Professional Standards Committee, whilst acknowledging that that term 'professional standards' is done in a very narrow sense and appreciate that investigations into

malpractice has to continue. We do feel that there is a role to try and ensure that the performance and the information that we get through, that it is put in a context that enables us to be able to fulfil our statutory responsibility, which is for us, that we as Members, we have to examine the effectiveness of the structural mechanisms that are put in place to ensure that they are fulfilling the obligation under the Human Rights Act. We do not believe as a Committee at this moment in time through the mechanisms that are presented to us, that we can do that as effectively as we want to ensure that we do. So, therefore, the strategy if that is what it is, the Continuous Improvement Strategy that is going to be discussed today in the Programme Boards, I think we need to come back to a public session for the public to be offered some reassurance. Because as a Committee who has been given the information from the Ombudsman's Office and the Ombudsman's Office engaged with us about the pilot project that you refer to, but because we have been given every quarter month on month at times the allegations or the complaints whether they are about failures of duty, oppressive behaviour or incivility, it is very difficult for us to track the trends in terms of ensuring that we get an outcome that is going to satisfy the public that it is being dealt with effectively and efficiently.

**Deputy Chief Constable, Mrs Judith Gillespie:**

Thanks Ms Anderson. The key issues are making sure that there is transparency in what it is that we do and that we free our frontline supervisors to make sure that we deliver a proper, effective and efficient service that meets the needs of the public. That can be done at a strategic level through the Programme Boards and we will be in the future inviting Policing Board representation on the Programme Boards. It is a work in progress at the moment, but we would certainly welcome participation so that you can see exactly what it is that we are doing. The 2 key Programme Boards in regards to what you are saying are Leadership and Training which will, in the next forthcoming year, focus on developing an annual performance appraisal process which Mr Stewart and ACC McCausland will lead on, that makes sure that the 5 strategic principles that the Chief Constable has discussed with the Board and the personal, professional, protective ethos of policing, is instilled in officers and measured right across the organisation at all levels. Now that is a work in progress, but we would certainly welcome the Policing Board's participation in that.

The second point is, the Service Excellence Programme Board which will be developing the policing with the community commitments, which will and ACC Finlay will be leading on, and again we would welcome the Board's participation in that and how we measure each individual officer's contribution towards achieving those commitments.

**A/Chairman, Mr Brian Rea:**

Thank you very much. Finally in this round, Suneil Sharma.

**Mr Suneil Sharma:**

*(tape unclear)*....Top Team's commitment to the whole process of changing the culture of the organisation, but as Mr McCrea rightly pointed out, that is the first line supervision and how they interact with their Constables. I think it is important that we are satisfied at the quality of the training and the mentoring that happens at that will lead to the cultural change that embeds policing with the community as the core philosophy for every police officer, so at this point in time we are not convinced that that is actually happening, or if it is happening, we are not sure how effective it is happening. I think we just need to be better informed and I just want to reiterate the points that Ms Anderson made about transparency and getting information that helps us fulfil our duty as a Policing Board.

**Director of Human Resources, Mr Joe Stewart:**

I think one of the best ways for the Board to be further informed about what we do is for you all to come to my training centre. There are many Members of the Board who have not yet had the opportunity or the time to attend, and those who had and the A/Chairman is one of them, can see the trouble we go to to instil, certainly if I was to speak about foundation training, into our student officers just how important civil and appropriate conduct towards the community is. For a start they would not even get into the training centre unless they were successfully going through certain situations, like the questions that indicated their capability to relate and communicate with members of the public and thereafter, their whole training is focused around that community interaction. So, I would just extend again an open invitation to come and participate in both the foundation training courses and also the first line supervisory courses and see exactly what happens, and I think that will give you some element of reassurance.

I should also say that we have been trained to the highest national standards. It is in the maintenance of those standards after the training centre is exited is the focus of our Commanders and colleagues in the Districts and other headquarter departments and that is what we wish to place greater emphasis on in the future through the performance appraisal system.

**Mr Basil McCrea:**

Chairman, I am just going to say one thing. Do not misunderstand the message here folks. We understand what you are doing Mr Stewart about the training and all the rest of it, but we are concerned about the outcomes. We are not satisfied that we are actually getting the necessary outcome and we do want to work with you to make sure that is done and where there is a strategic review coming back in in Continuous Improvement, we expect to see first line supervision in that review and we would like to deal with this matter in public session at another date.

**Chief Constable, Mr Matt Baggott:**

Chairman, 2 things from me. Firstly, let me extend that invitation to all the Board Members to come to the training school and sit in on the 90 Citizen Focus Workshops. We are doing the Front Line Supervisors at the moment, each opened by a Chief Officer. Come to one of the 8 already major 2 day seminars we are having on how actually to deliver policing with the community, or come to the probationer training and see how that works just to give yourself the reassurance that what we are doing at the moment is, even though it is work in progress, actually has a really strong grip of public service.

I just want to cover a couple of things because I think you raise a really important challenge about the transparency of what we are doing and how it fits together. The Plan that you have just given us to implement and the Continuous Improvement and the 5 Programme Boards are all designed to join up 3 key things for me and you will be part of that in the next year. One is accountability. We need a better mechanism for holding people accountable. Some of that is a Taylor Reform which will give frontline supervisors much more ability themselves as professional leaders to hold people to account. At the moment too much goes to PONI (Police Ombudsman for Northern Ireland), too much goes

to Professional Standard, it is far too easy to off load a complaint rather than deal with it appropriately. We are redesigning the appraisal system where everyone will be held accountable for 3 words – personal, professional and protective and before people get promoted in this organisation after next year, they will be required to evidence the satisfaction in them as a professional representative of the PSNI through me working to the Policing Board. So accountability, appraisal all that is being reshaped around delivering the service that we have set out.

The second one is the awareness. We have an enormous amount going on in the college, but we are having another look at the whole aspect of leadership, what does it mean to be a frontline supervisor and again that work is being taken forward by Joe Stewart and by ACC McCausland through that Programme Board and you will be very welcome to be part of that.

The final bit which I think is critically important to me is, we have not given our colleagues the opportunity to be leaders. You cannot produce 44,000 files a year, over 200,000 hours of a Sergeant's time going through and ticking every page and expect them to be the most excellent coach, the most excellent deplorer of resource because actually they are spending time supervising paper rather than supervising people. We have to give people the freedom to do that, so a major piece of the work that ACC Kerr is leading on through the Criminal Justice Board and through everything else, is trying to make sure that we give our people an expectation to leadership and more than that, we give them the means to spend their hours on the street exercising leadership.

You are spot on, middle management, I say that not in a derogatory way, but the Sergeants and Inspectors are our champions, our custodians and what we stand for, this is the group of people that make more difference than I ever will in the PSNI and over the next year the focus is on giving them far more responsibility. But actually giving them what they are asking for, which is the ability to be modern leaders and that is a great mission. So please join with us on that. The challenge is absolutely appropriate and we are doing some great stuff but we will bring it together with you over the next year through the Programme Boards.

**A/Chairman, Mr Brian Rea:**

Jimmy Spratt.

**Mr Jimmy Spratt:**

Chairman and Chief Constable thanks for that. But in terms of the Human Resources Committee, we have concerns as well at first and second supervisors and training. I hear what you are saying Mr Stewart about the highest national standards of training and the rest of it, but I spent and some Members of the Committee spent yesterday and the day before in Greater Manchester Police and with Merseyside, and they have serious issues as well at first and second line supervisors and I think there is a serious issue and I agree with what Basil McCrea has said and other colleagues have said on the Board. There does need to be an examination. It is all very well the invitations, we did accept the invitation, the Human Resources Committee have been over and it is one of the issues that was raised over at the training centre. I do have to say, if you look at the incident that just happened in the last number of weeks where police officers were carrying out a VCP (Vehicle Check Patrol) in another jurisdiction and also visiting shops while armed in another jurisdiction, that is down to first and second line supervisors and there is something wrong and you need to get it sorted out.

**Chief Constable, Mr Matt Baggott:**

I will answer again. We make mistakes, we learn from the mistakes, I would not use that example as an indication of the whole organisation, but it is very clearly something that was about frontline supervision. But come and join us on the Boards, come and see the Plans come together, come to the training school. Well you have not. You have not been into the Frontline Supervisors courses, some of the Board Members have never been in the Training School, so we need to deal with this and I think that is an entirely appropriate challenge. So my invitation to the Board is, this is probably one of the biggest issues we have got delivering the Plan. The ability and the awareness of frontline supervisors to make things happen, entirely appropriate challenge, one that fits into one of my opening remarks about the human rights of police officers, how they are delivering, how we are giving them the means, but the way to do it is to embrace the Programme Boards and in a

year's time you will see a very different organisation in relation to that. So, absolutely appropriate challenge.

I am very happy to have a more detailed discussion with the Human Rights Committee about how we can do that. We can present you with the opportunities to join us on the Programme Boards and how that fits together. But I do not want to lose the point, there is an enormous amount of activity going into this at the moment through Joe Stewart's leadership and I would like you to come and see that, if only to reassure you that this is not the start of a journey, it is something that we are already well engaged upon.

**A/Chairman, Mr Brian Rea:**

Final comment from Martina Anderson.

**Ms Martina Anderson:**

Sorry, Chief Constable. I am hearing what you are saying about the training, it is the implementation of the training that is the problem. There is a gap there around the implementation. We have been monitoring trends and patterns for 2 years and they have not changed. Whilst your training might be brilliant and all singing and all dancing, it certainly is not getting the outcomes that is required, so there is a problem there with how that training is being internalised and implemented.

**Chief Constable, Mr Matt Baggott:**

We have a very clear Plan, we have very clear Programme Boards, we have very clear activity, this is exactly the Plan you set me, this is the accountability. The last few months we have been very much in the detail of getting 600 people out on the streets, but actually there is a need to step back and look at the governance in the long term. We are not talking on a different page on this, we are entirely on the same page. I would value the Board to come alongside us at the Programme Boards to challenge us there as well as through this meeting and actually become more aware of how it fits together, but we would value a challenge on that to be frank, we really, really would.

**Chairman, Mr Brian Rea:**

Can we move to combining question number 14 and 15 in the name of David Rose please and Mr Rose you could maybe indicate, in the light of recent decisions, how in-depth an answer you want and how we are going to deal with this later.

***Q14 - On the Historical Enquiries Team website it is stated in the 'Outcomes' section that the initiative 'is not a part of any political or 'truth and reconciliation' process.' Rather as stated in the 'Introduction' section it is an attempt to deal with the past in 'a more organised and comprehensive way.' Now that the Eames/Bradley report has been at best shelved and at worst rejected, can the Chief Constable explain how the HET can achieve the stated aim of establishing a 'measure of knowledge and understanding' when wider society has rejected the means of gaining an understanding of:***

- ***Organisational responsibility; and***
- ***Historical and Political context?***

***15. What is the expected strategy and future of the HET under a devolved Policing and Justice Department?***

**Mr David Rose:**

I think the first thing I would say is that this is probably a question about Eames/Bradley being taken off the table as it is about HET. I personally take the view that HET was a correct thing to do, I do not buy into any grand conspiracy ideas, I think it is police doing what police do, namely investigating and trying to come to conclusions.

Having said that, I also take the view that anyone in the past who joined an organisation that has part of its stated aims, that it was going to operate outside of the law, or anyone who was a member of an organisation that went against the ethos of that organisation and stepped outside the law, was deluding themselves if they did not think that some day they might come under investigation. But society has rejected the historical and political context of the last 30 years and HET cannot deal with organisational responsibility.

I look at it in the overall and I think that we, as Board Members, also have to think about and raise issues about the context of which police operate and if HET operates alone, the outcome will be in history that for reasons unknown, predominantly working class men and women indulged themselves in a crime wave of over 30 years for unexplained reasons and I do not think that is a good narrative. I want to give a quote from a well written book which says that, *'after a conflict'* and it is by a writer called Chris Edges who wrote for the New York Times, *"historical memory is hijacked by those who carry out war"*. I would put it to loyalists, as I am not going to speak about others, but as the HET would do its work my concern is, that people would latch onto the elements that suit them as justification for their own historical narrative going into the future. Thus, I think it is fair to raise concerns about the HET and the work it does, not as a criticism of that work, but that if it operates alone and society does not look into historical political context, does not allow for the Eames/Bradley process, it is dangerous.

As my final example, if you walk into the Town Hall in Bangor, there is a memorial to the UVF. Society calls that the good UVF, I do not buy the idea that any illegal army at any time was a good army but it allowed the thinking that people in later generations could join another UVF on the basis that there had been a good one, the idea was never challenged. So, whenever I raise this question, it is not to undermine or question the legitimacy of investigating the past and what the HET is doing, but it is to raise the context within Northern Ireland that that might happen and how the unintended consequences might be. I consider that there could be dangers there and I repeat, people will latch onto the outcomes that suit them and they will also as part of the non-existent grand conspiracy, question why some were not investigated and they were, even if that was not the reason. So, whenever I ask these questions, it is from that basis.

**A/Chairman, Mr Brian Rea:**

Chief Constable, do you want to comment?

**Chief Constable, Mr Matt Baggott:**

I will answer because although it is a question posed to a wider audience, I have a specific responsibility.

My answer will go something like this. In the absence of consensus about how to deal with it, I am left with the nettle. It is my responsibility under the law and by Article 2, to go through a process of investigation. The outcomes of those investigations and where they go and how they are dealt with, is a matter for others in the criminal justice system or in the broader context of sentencing policy, that is a matter for politicians, but ultimately I have a duty under the Human Rights Act and under the Northern Ireland Act to impartially and independently investigate and that is why the Historical Enquiries Team was set up. We are duty bound to continue doing that and duty bound within the context of your question to make sure that we try to help victims, not only in their own search for justice, but in their own search for as much truth about what happened.

Yesterday I had even more of an eye opener when I went with ACC Harris to the Historical Enquiries Team conference where there were 2 families of victims who gave very powerful accounts of how the Historical Enquiries Team, if not producing justice, had actually helped them to realise as much as they could, the absolute facts of what happened to their loved ones. They are also challenging back about how the Historical Enquiries Team could help them and that was a challenge that was welcomed by David Cox and his team and I saw, again at first hand, just how committed they are to the individuals who are involved in this process, if not for the fact that the big picture issues remain in the hands of others around Eames/Bradley.

I do support the fact that victims need to have something of a picture of around what happened and many folk with carry this with them for 20, 30 and 40 years and to see people receiving for the first time, something around the facts, dealing with some of the mistaken impressions they had, was a very powerful process but our job in that is impartial.

Can I just say also in relation to where the future is, I must come back to this point. There is a finite amount of budget and it is important because the Board do hold me accountable for making sure the Human Rights Act is implemented in full. I have to deal with the Human Rights Act, not only in terms of people's right to have an investigation carried out, I have to also deal with the today and tomorrow right to life and in a finite budget there was

only so much we could spend on the past as well as the present and the future and these are very real dilemmas that we have to share together by using the Plan.

In relation to where Eames/Bradley goes, I should be reminding people all the time and I do not make any judgement on that because that is far too important for me to make a judgement on, that in reality wherever the money is spent, it comes from somewhere else and we have to be very careful that we do not undermine our ability to protect people today and provide peacekeeping policing in the right areas on the basis of making short term decisions. So, I think there is an issue for me about human rights and money, they are fitted together but this is a complex area, our job is to impartially and independently investigate.

**A/Chairman, Mr Brian Rea:**

Thank you very much. People have been very patient. I am going to ask the Chief Constable to answer question number 21 in the name of Tom Buchanan and then if Mr Buchanan has a supplementary.

***Q21 - To ask the Chief Constable if there are, to his knowledge, any 'on the runs' residing in Northern Ireland; and to ask the Chief Constable what powers he has to arrest 'on the runs'?***

**Assistant Chief Constable, Mr Drew Harris:**

There is an ongoing process to resolve those individuals who mostly refer to themselves as 'on the runs'. There are a number of different methods of being identified as being 'on the run' mostly through names submitted either by political parties or the governments to ourselves. There is then an investigation which follows into the individual and the crimes that they may have been involved in, and then this is subsequently reported to the Public Prosecution Service (PPS) where test for prosecution is met. We have been working through this process over the last number of years and it continues still to be available. So in effect, as we become aware of a name in a particular incident, we carry out a cold case review and an investigation and report that to the PPS to see then if the test for prosecution is met or any other work that may be done. The powers of arrest will exist for

the original offences and there can also be Bench Warrants applied to through the courts if needs be, or if it is in relation to offences in respect of breaking out of a prison, the Prison Act also applies in respect of returning people to prison. So, there are various different strands in this, it depends pretty much on the incident and the individual, but in each case an investigation is conducted.

At this moment in time, there are no 'on the runs' we are aware of residing in Northern Ireland, and if there was information to suggest there are individuals who are wanted for crime living within this jurisdiction, then we would be very anxious to learn of that.

**Mr Tom Buchanan:**

Thank you for your response to that. Can I just ask if you are given information of any 'on the runs' or suspected 'on the runs' in Northern Ireland, should it only be for a week or a matter of hours, have you the power to arrest them immediately before they get away again to another jurisdiction.

**Assistant Chief Constable, Mr Drew Harris:**

You need to have reasonable suspicion and the difficulty with a lot of these older cases is, that actually the evidence which once was there is no longer available and where it is actually a far better process to actually look at the case and see what is there and is there actually evidence to put to people. There can be a wide range of offences involved in this and quite often case papers are very limited or non-existent and so it is pointless arresting someone for an offence and then finding there is actually nothing to put to the person or to question them about. You are going back a long time in some of them, over 30 years in some cases. So, what we would rather do is review the incident and then come to a view in respect of the culpability of an individual and then see if there is actually something to question them about under caution.

**A/Chairman, Mr Brian Rea:**

Alex Attwood.

**Mr Alex Attwood:**

I am sure you will not be able to give this information now, but can you subsequently give to the Board, the following information:-

- How many people have been processed by the PSNI, in other words brought in for questioning and then files have been submitted to the PPS or the DPPS as it then was under this process, and;
- Arising from that, how many of those cases that were submitted to the PPS did not give rise to any prosecution and how many did give rise to prosecution; and finally;
- How many other individuals in respect of which you may have had an interest, the police then decided not to arrest cause you made a judgement call that there was not evidence so to do?

So, over the next short period time can you provide that information to those 3 questions.

**A/Chairman, Mr Brian Rea:**

That is a new written question that has emerged today in a rather unusual manner.

**Assistant Chief Constable, Mr Drew Harris:**

Could I say 'on the runs' the overall group, we are able to provide the information on this, but can I just say 'on the runs' is a strange group because some of the people within this define themselves as 'on the run' who actually we have never heard of or have no interest in. So, some people, for their own or for whatever reasons, decided that they would call themselves an 'on the run' and so the figures that will be produced are easily distorted by this group. It would be unkind to call them 'Walter Mitties' but there seems to be a sizeable group of people who like to be called 'on the runs' and have applied that title to themselves. So, I would add one word of caution in terms of the information that comes forward, it is very good of all these people to put their hands up to crimes that we have never heard of and people we have never been aware of as well.

**A/Chairman, Mr Brian Rea:**

Thank you very much ACC Harris. In the interest of time 2 questions number 18 and 19, Martina Anderson please.

***Q18 - To ask the Chief Constable to review the PSNI investigation into the attack on Paul McCauley who was left in a permanent vegetative state following a sectarian attack at Chapel Road in Derry on July 16 2006.***

***Q19. Given that the police have indicated that up to 15 people were involved in the attack, is the Chief Constable satisfied that only one person has been convicted in relation to it?***

**Ms Martina Anderson:**

Chief Constable, I took the father, Jim McCauley to speak to the District Commander, C/Superintendent Stephen Martin and sometimes when we hear of savage attacks like this in the business of our lives, we can all get on and we forget maybe about the individual. Paul McCauley is trapped almost between life and death and his mother and father have visited him every day in the hospital. There were 15 people I believe involved in that savage attack that evening almost 4 years ago. One 15 year old boy charged, so the father was very pleased with the response that he received from the District Commander and for the assistance that he has received over the last number of years, but suffice to say, they do not believe that the investigation at this moment in time is being pursued in the rigorous way that it should be and that is why they have asked for a review of the case.

**Chief Constable, Mr Matt Baggott:**

ACC Jones, will you answer that?

**Assistant Chief Constable, Mr Dave Jones:**

I will answer that. It was last Friday I think you met with C/Superintendent Martin and I think he has agreed that there is various issues and having spoken to him, that we have agreed with ACC Harris, that the Serious Crime Review Team will have a look at it and

make sure we can answer the questions for Mr McCauley in particular, and obviously he will be the first person to get the answers.

**A/Chairman, Mr Brian Rea:**

Question number 16 regarding the new substance, Peter Weir. Who is going to deal with question 16?

***Q16 - To ask the Chief Constable to provide an assessment to the Board on how widely mephedrone is used in Northern Ireland; and to ask the Chief Constable what the view of the PSNI is on banning this substance?***

**Chief Constable, Mr Matt Baggott:**

I am happy to deal with that. As you will be aware, I think within the last week, there has been a decision that this substance will no longer be allowed to be sold freely, that is entirely appropriate. It is one of those substances that people have unfortunately discovered through usage and it is highly dangerous and undoubtedly, it has brought significant misery to a significant number of families in Northern Ireland.

You have asked some questions about how widely it is used. Having looked at the profile of its use over the past year or so, it would appear that it has replaced as the drug of use, certainly some of the harder drugs in respect of cocaine and ecstasy, the perazines, so we are seeing mephedrone coming into far greater use over the past year or so because it is free, because it is easily accessible. It is entirely appropriate that it has been banned and we will be pursuing that up in terms of our own Drugs Prevention Strategy and also in relation to enforcement, so I am delighted by this decision.

Can I say also that I know that I would wish to send my sympathies to the families who have young people who have been deeply affected by this and I think it is absolutely right the decision that has been made.

**Mr Peter Weir:**

Chairman, just something very briefly. I welcome the comments and particularly obviously the tragic events of this weekend in Bangor in relation to this is very pressing. In relation to a crackdown, obviously we have seen indications that the fact it has not been banned up until now, there has been some shops who have sold this in a slightly underhand way. In terms of the way it has been presented in relation to it, I presume that with this there would be a crackdown to make sure that it is not coming through that source and indeed, that this will be treated with the utmost seriousness given the devastating impact it can have on a lot of our young people.

**Chief Constable, Mr Matt Baggott:**

I think it is quite frankly outrageous that people have known what the health implications are to young people and have continued to sell it. Clearly our powers have been banned, it does not mean to say of course that people cannot write, protest and spend their energies on making sure that people that pursue the sale at the expense of young people's health are publicly named and shamed in the papers. There is nothing wrong with that. If people are selling these substances, it will now be illegal and we will take them to court if we find them doing that. There is no reason at all why people cannot express their opinions around this. But I am always amazed that people put personal profit before harm, I guess that is something that society itself has to deal with.

**A/Chairman, Mr Brian Rea:**

Thank you very much. I am going to go to 2 questions both in the name of Jimmy Spratt. They are quite different questions but if you look at answering number 22 and number 25, it will save a little bit of time in between. Number 22 and number 25 in the name of Jimmy Spratt and then if he has a supplementary he can come back.

***Q22 - To ask the Chief Constable what investigations the PSNI have initiated into recent allegations of child abuse within the Catholic Church?***

**Assistant Chief Constable, Mr Will Kerr:**

I will take Question number 22 Chairman, I am going to answer this in a bit of detail because I am conscious that it is an issue of significant public concern.

Current investigations, yes. We have a number and they are all being managed at the minute through our Public Protection Units in compliance with the incorporating into Safeguard Children Guidance. When there is public protection issues for children there are joint protocol procedures, we work with our colleagues in social services. However, in light of the number and nature of recent allegations, we are setting up a dedicated investigation team under Serious Crime Branch led by a senior detective and I will be the Command Lead for that.

We are also in discussions with senior colleagues in DHSSPS (Department of Health, Social Services and Public Safety) on how to manage the very complex issues involved, because if you look at the outworkings of the Ryan Commission in the South of Ireland, it is more than just a policing issue. The Ryan Commission looked at addressing the affects of it particularly welfare support for victims, preventing and reducing current and future because you are dealing with offenders, compensation for victims as well. Now this is a massive issue.

Our responsibility is reasonably straightforward but it is twofold. One is the investigation of offences reported, but as the Chief Constable made clear in his opening remarks, we have to prioritise against current and future risks.

The categories of public protection arrangements are expanding this year and next year and obviously we have to fund this within and find the trained specialist resources within our existing teams within Serious Crime Branch, particularly within Rape Crime Unit. Secondly, our responsibilities in management of risk for offenders are identified under PPANI, the public protection arrangements, we are absolutely committed to both and we will investigate where reports come to police and we would encourage people to report to police obviously. But, a cross departmental of response in this issue is absolutely

necessary. There are statutory responsibilities for agencies, other than the police service, in health and education sectors and there are also island wide implications in relation to the sharing of information.

We are also conscious of some of the comments in the Assembly Motion that was passed on the 2 November last year called the Executive to commission an assessment of the extent of abuse and neglect in Northern Ireland, provide funding to support helpline and counselling services and ensure all Ireland protections amongst other things. We strongly support the need for a cross departmental enquiry, it would certainly be of significant benefit to us. I would suggest perhaps independently chaired at Executive level, but for us the options paper and the decision on the options paper that was presented in front of the Executive recently is critical because we have to place the investigations and our obligation to investigate every incident that is reported to us within that wider context, particularly around the needs of the victims.

**Mr Jimmy Spratt:**

Chairman, can I thank ACC Kerr for the answer. I have some concerns in the fact that you are saying that you are setting up a dedicated team, I would have thought that proactive investigation would be ongoing given that there has already been a number of serious allegations, not least, the perverting of the Court of Justice, which seems to have appeared in television programmes. Certainly I would have thought proactive investigations should already be underway in relation to some of the allegations that have been made in the public media already because there is a history that you have involved yourselves in other investigations without specific individuals coming along to you.

Could I also ask you, given the very serious nature of the allegations that the Chief Constable will assure the Board that whatever team or dedicated team is being set up that that will be done immediately and those investigations will start immediately? It is your job to investigate those serious allegations and that is the bottom line.

**Chief Constable, Mr Matt Baggott:**

Thank you very much indeed. As the Assistant Chief Constable said we are already engaged in investigations of a significant nature through our Public Protection Units, but it is quite clear that there may be a significant number of other investigations coming our way, some of which will be very historical, some of which will be current and in line with our human rights obligations we will prioritise those against immediate harm where there are immediate needs and clearly with that constant potential of investigations coming we have to have a proper structure and have a proper process to doing that. So, investigations are being carried out but we need a proper structure. The high level structure which we did not have in previous large scale enquiries, is to bring other statutory partners alongside to make sure that the long term needs of victims are met. To make sure that preventative lessons are learnt and to make sure that we have a very clear joint accountability for doing this. What I will not have is a PSNI dealing with this in solo without the accountability of other partners alongside because that would be wrong and it would not be in the interest of victims

So, there will be a PSNI structure alongside other partners. We will talk to our colleagues about how we are going to do that. We will take responsibility clearly for the investigation, but if that needed additional resources, I shall be coming to others to provide those under the Responsibility To Secure Effective Policing, but we will to have a proper structure, a proper governance, a proper prioritisation timescale for doing this and as in any big, big potential investigation if it turns out that way, we must do that in a responsible way. So yes, we are doing the immediate but we are going to manage this very, very carefully indeed.

**Mr Jimmy Spratt:**

Are you suggesting then Chief Constable, if individual victims come along to you and make a complaint there will be an immediate start to an investigation into any allegations that are made?

**Chief Constable, Mr Matt Baggott:**

Again, it depends on the harm, the immediacy of that, the nature of the investigation, we have to have the right to prioritise enquiries, because quite frankly the scale of this and the

amount of resource we put in it will have to be judged as we go along. But I am not going to give a commitment that every single person that comes to us with something that happened a decade or 20, 30, 40 years ago is going to immediately have the full weight of investigative effort behind it because that would be impossible. We may well use up the entire of our main investigation teams, our proactive resources, take away the Historical Enquiries Team, take away the security, you cannot manage it that way. It is going to have to be managed very responsibly with the needs of the victims in mind and also making sure that we deal with the priority which is the here and now harm and take it accordingly. So, this is a work in progress. We will deal with it properly within our public protection arrangements with our partners in line with their statutory accountabilities. This is not going to be a PSNI responsibility on its own, but we will play our part in having our investigative resources put to it, and if we need to come to others for more finance then others must take the accountability as well.

ACC Kerr, do you want to say something.

**Assistant Chief Constable, Mr Will Kerr:**

Just very simply to add to that. We have a number of allegations and 29 in total where actually the offender is dead so clearly we have to prioritise based on where we can take people through the justice process but clearly if there are issues like that that there are so historic, we are not going to prioritise it.

**A/Chairman, Mr Brian Rea:**

Number 25 now, this can perhaps be a fairly quick one, but we want it answered publicly.

***Q25. To ask the Chief Constable what progress has been made with regard to the equal pay claims for PSNI civilian staff, who transferred from the civil service? (Mr Jimmy Spratt)***

**Mr Jimmy Spratt:**

No, it just cannot be a quick one because this is a very serious issue that affects a lot of people and there are a lot of questions being asked. They were civil servants who worked

for the police for many years Chairman and they have now transferred over to the PSNI and in previous evidence given to the Assembly and Executive Review Committee, we were told that money had been put aside and calculated that was needed to sort out the payments to these civil servants who have a very legitimate claim. So, I have also asked for it in full written form. It is not just me, many colleagues are getting enquiries from the civil servants who have provided many years of dedicated service to the police service, firstly as civil servants and now as full employees with the PSNI and they need to be treated in an equitable, fair and transparent manner in relation to other colleagues in other parts of the Civil Service now.

**A/Chairman, Mr Brian Rea:**

No-one is taking away from all that you have said Mr Spratt, I am simply saying if we could get a good expeditious answer please.

**Director of Human Resources, Mr Joe Stewart:**

As Mr Spratt has said it is important and actually it is no more important to anybody in the Command Team of this organisation, because these are our staff at the end of the day and it is their welfare and their concerns that we have as one of our foremost priorities.

I think it is important to bear in mind that the authority to either accept my ability or make payment in these matters does not rest with the Command Team of PSNI. It does not rest with the Policing Board for Northern Ireland, it rests with the Northern Ireland Office. I have to say that after what I would consider and I speak individually, an unacceptable level of foot dragging by the Northern Ireland Office in this regard, particularly the financial side of it, they are now actively considering a business case submitted by ourselves in PSNI that would give us the approval to pay the February 2009 pay assimilation, so that our staff can remain in step with those others in the Northern Ireland Civil Service. I have to pay tribute to our own staff union NIPSA who have behaved entirely responsibly, entirely fairly, entirely reasonably and have fully understood the circumstances faced by the Command Team in trying to meet the legitimate address from our staff and have been with us all the way. So, we are hopeful that the Northern Ireland Office financial side will give this some

degree of priority so that we can give a positive response to our staff as soon as it is possible.

**A/Chairman, Mr Brian Rea:**

Mr Peter Weir.

**Mr Peter Weir:**

Just in relation to that settlement, because obviously there is the issue if you like of the ongoing issue in it, but also in terms of the civil servants who have received the degree of lump sum to cover the back pay issue of it. Just in terms of the submission that has been made would that also cover the period of the 6 years back pay which is the lump sum issue.

**Director of Human Resources, Mr Joe Stewart:**

The first thing that we are going to get movement on is bringing the pay scales up to date then the question of back pay will also be addressed subsequent to get the pay scales up to date. So, it is going to be done in 2 phases if we can get the approval to do it.

**A/Chairman, Mr Brian Rea:**

One question from Basil McCrea, number 20 and then our final 2 questions combined together 23 and 24 from Martina Anderson. First of all Basil McCrea question 20 and he assures me that it is a quick answer.

***Q20 - Can the Chief Constable outline actions to apprehend Liam Rainey in connection with the Tohill kidnapping? Would the Chief Constable accept that there was merit providing a photograph of Mr Rainey to the newspapers in order to assist in his capture and can the Chief Constable assure the Board that his apprehension is being sought with all possible vigor?***

**Assistant Chief Constable, Mr Alistair Finlay:**

I will answer that one Chairman and I will seek to make it as quick as I can.

This is concerning Liam Rainey. Liam Rainey was convicted in court in November 2006 and in early 2007 he was released on High Court bail but he failed to appear in answer to the bail. A warrant was granted and that was subsequently moved to a European Arrest Warrant in due course when it became apparent that he was probably a resident in the Republic of Ireland. He is circulated on the PNC to all UK forces and our colleagues in the south in An Garda Síochána are fully aware of the existence of the European Arrest Warrant and there is ongoing enquiry to locate him, albeit we do not have a current address at present.

The question in relation to the photograph. Photographs are of course used in the press to identify people. There are different legal considerations depending on the status of the individual. In this particular case as an individual, although he has been convicted, the court proceedings have not been finalised, so it is a slightly higher bar to the issue of releasing the photograph, but that in this case is not the principal issue, it is the advice of the investigating officer that release of the photograph at this time would be contrary to the investigation.

***Q23 - To ask the Chief Constable when the PSNI will comply with the Coroner's request for all relevant materials to be provided to the inquest into the killing of Rosemary Mallon.***

***Q24. Does the Chief Constable share the Coroner's view that the repeated delays in supplying this material are "unsatisfactory and inconsiderate"?***

**Ms Martina Anderson:**

Rose Anne Mallon's family has sat in the Coroner's Court on 35 occasions over 16 years hoping that the material would be processed to allow the inquest to take place. I believe the material was to be submitted today, has that happened?

**Assistant Chief Constable, Mr Drew Harris:**

Yes, significant disclosure of materials has already been provided to the Coroner in November 2009 and our legal team was in a position today to deal with the remaining disclosure issues in accordance with the judge's direction.

**A/Chairman, Mr Brian Rea:**

Well I think that brings us to a conclusion. There were questions that were submitted after the deadline and I think it would be unfair on everyone in this room if we were to go for questions that came in after the deadline. It can be a little lesson to those who submit question to put them in before the deadline and then give better time for those questions to be answered. I want to thank everyone for your presence today and for your support and help and the Chief Constable and his Senior Officer Team and wish you a Happy Easter. Thank you.