

NORTHERN IRELAND POLICING BOARD CORPORATE BUSINESS PLAN 2009-2010

6 month Assessment as at 30 September 2009

OBJECTIVE 1: POLICE PERFORMANCE

To enhance and strengthen the Board's oversight role in order to achieve continuous improvement in police performance and service delivery

Performance Indicator	Target	Responsible Director	Accountable Committee	Progress Towards Achievement
1.1 Holding the Chief Constable to account for the exercise of his functions and those of his staff.	1.1.1 To hold at least 8 NIPB meetings in private during 2009/10, for the purpose of receiving a report from the Chief Constable.	S Hagen	Board	On Target 6 NIPB private meetings held to date (September). 9 private meetings arranged for 2009. Board have agreed programme for 2010.
	1.1.2 To arrange regular Committee meetings at which the Chief Constable and his senior team report and are held to account and to publish minutes of such meetings within agreed timescales.	S Hagen	All	On Target Regular meetings are being held and minutes are published via Board website in accordance within agreed timescales.
1.2 Monitoring the performance of the police in carrying out the general duty under Section 32 of the Police (Northern Ireland Act 2000).	1.2.1 To monitor performance against targets in Part 2 of the 2009-2012 Policing Plan through reports provided to the Board.	D Wilson	Board	On Target Written reports detailing performance against Policing Plan targets provided for the Board meetings in July and September 2009. No reports in May and June 2009 due to the publication of the 2008/09 statistics.

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Performance Indicator	Target	Responsible Director	Accountable Committee	Progress Towards Achievement
1.3 Monitoring the performance of the police in complying with the Human Rights Act 1998.	1.3.1 To develop and publish the 2009 Human Rights Annual Report by 31 December 2009 and publish 2 additional thematic reports in 2009/10.	P Gilleece	Human Rights & Professional Standards	On Target The Human Rights Annual Report 2009 is on schedule for publication in the week commencing 14 December 2009. The thematic report on Children & Young People is progressing and will be published in the New Year. Similarly the LGBT thematic is progressing as planned and will be published before the financial year end.
	1.3.2 To monitor the PSNI compliance with the Human Rights Act 1998 including the implementation of recommendations in the Human Rights Annual Report within the agreed timescale.	P Gilleece	Human Rights & Professional Standards	On Target The Human Rights Annual Report 2009 will include an assessment as to the implementation status of outstanding recommendations made since 2005.
	1.3.3 To monitor and report on critical incidents and provide legal advice as required.	P Gilleece	Human Rights & Professional Standards	On Target There have not been any critical incidents during the reporting period. Legal advice has been provided as and when required.

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1.4 Monitoring the Code of Ethics issued under Section 52 of the Police (Northern Ireland) Act 2000.	1.4.1 To monitor the PSNI compliance with the Code of Ethics with input from the Board's Human Rights Advisor, and publish in the Human Rights Annual Report.	P Gilleece	Human Rights & Professional Standards	On Target This assessment will be included in the Human Rights Annual Report 2009 to be published week commencing 14 December 2009.
1.5 Setting objectives and targets for policing and publishing these in an Annual Policing Plan.	1.5.1 To agree objectives, performance indicators and targets for policing and publish the 2010-2013 Policing Plan by 31 March 2010.	D Wilson	Corporate Policy, Planning & Performance	On Target Joint Strategy Event arranged for 3 rd November.
1.6 Monitoring the performance of the police in delivering the Annual Policing Plan.	1.6.1 To monitor performance against targets in Part 2 of the 2009-2012 Policing Plan quarterly at the public sessions of Board meetings.	D Wilson	Board	On Target Quarterly presentations on police performance given at the public sessions of the July and October 2009 Board meetings.
	1.6.2 To monitor performance against targets in Part 3 of the 2009-2012 Policing Plan as outlined in the monitoring framework (see also 1.8).	All	All	On Target All reports received as scheduled in respect of Part 3 of the 2009-2012 Policing Plan between 1 April – 30 September 2009. A full Assessment to be made at year end.
1.7 Securing continuous improvement in the delivery of services by the PSNI.	1.7.1 To develop and publish the agreed approach to Continuous Improvement in PSNI for 2010/11 by 31 March 2010.	D Wilson	Resources & Improvement	On Target Development work will begin in November 2009 taking cognisance annual NAO inspection and report.

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	1.7.2 To ensure delivery of the 2009 / 2010 PSNI Continuous Improvement Strategy and review progress every 6 months.	D Wilson	Resources & Improvement	On Target Update provided at the August 2009 Committee meeting.
	1.7.3 To carry out the agreed post implementation review (PIR) programme to assess the implementation of recommendations contained in PSNI Best Value Reviews.	D Wilson	Resources & Improvement	On Target Agreed PIR programme to be carried out by March 2010.
1.8 Monitoring the development and implementation of key policing strategies.	1.8.1 To monitor the implementation of the PSNI Information Systems Strategy every 6 months.	D Wilson	Resources & Improvement	On Target 6 monthly NPIA Independent Validation Report provided to the Committee in July 2009.
	1.8.2 To monitor the implementation of the PSNI Estate Strategy every 6 months.	D Wilson	Resources & Improvement	On Target 6 monthly update on the PSNI Estate Strategy provided to the Committee in September 2009. Special Board meeting on 6 August 2009 considered and endorsed the disposal of 26 stations/sites.
	1.8.3 To monitor the implementation of the PSNI People Strategy every 6 months	D Donnelly	Human Resources	On Target 6 monthly update on the PSNI People Strategy provided to the Committee in June 09.

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	1.8.4 To monitor the implementation of the PSNI Training and Development Strategy every 6 months	D Donnelly	Human Resources	On Target 6 monthly update on the PSNI Training Strategy provided to the Committee in September 09.
	1.8.5 To monitor the implementation of the PSNI Policing Shared Future Strategy (Including the Gender Action Plan) every 6 months	D Donnelly	Human Resources	On Target 6 monthly update on the PSNI Policing a Shared Future Strategy (incl the Gender Action Plan) provided to the Committee in May 09. Board officials and Members represent the Board on the PSNI Diversity Strategic Steering Group, which meets quarterly and feedback is provided to the Committee on implementation of the above strategies.
	1.8.6 To revise and implement the framework for the monitoring of the PSNI Human Resources functions for 2009/10 by 31 March 2010	D Donnelly	Human Resources	On Target The monitoring framework has been revised to take account of the changes in the People Strategy. A supporting evidence dashboard is being developed.

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	1.8.7 To monitor the implementation of the PSNI Policing with the Community Strategy, including Neighbourhood Policing, every 6 months	D Donnelly	Community Engagement	On Target Reports have been received from PSNI and were prepared for reporting to CEC in September 2009.
	1.8.8 To monitor the PSNI Financial Strategy through examination of monthly management accounts and monthly reports to committee.	S Hagen	Resources & Improvement	On Target The PSNI monthly management accounting reports have been presented to each meeting of the Resources and Improvements Committee
	1.8.9 To monitor the implementation of PSNI communications strategy every 6 months.	D Donnelly	Corporate Policy, Planning & Performance	On Target Report presented to CPPPC on 18/7/09. Briefing by PSNI media director on 30/7/09.
1.9 Keeping informed as to trends and patterns in the number and types of crime committed in Northern Ireland	1.9.1 To keep informed about crime trends and patterns quarterly at the public session of Board meetings.	D Wilson	Board	On Target Presentation on crime performance at the public sessions of the June, July and October 2009 Board meetings.

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Performance Indicator	Target	Responsible Director	Accountable Committee	Progress Towards Achievement
1.10 Keeping informed as to trends and patterns in police complaints	1.10.1 To keep informed about complaints against the police every 6 months, receiving quarterly statistics from OPONI and PSD and bi-annual formal reporting by OPONI and the Deputy Chief Constable.	P Gilleece	Human Rights & Professional Standards	On Target The Police Ombudsman's office and the Deputy Chief Constable attended the HRPS Committee on 8 April 2009 and are both due to attend on 14 October 2009. A further meeting will be scheduled to include both parties in March 2010.
	1.10.2 To advise and guide the Human Rights & Professional Standards Committee in dealing with complaints against the Board within 4 weeks of receipt.	P Gilleece	Human Rights & Professional Standards	On Target There have not been any complaints registered during the reporting period. An update paper was considered by the HRPS Committee on 2 September 2009.

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OBJECTIVE 2: COMMUNITY ENGAGEMENT & CONFIDENCE

To increase community support and confidence in policing and to increase the responsiveness of the police

Performance Indicator	Target	Responsible Director	Accountable Committee	Progress Towards Achievement
2.1 Developing and delivering a strategy for gaining the co-operation of the public with the police in preventing crime.	2.1.1 To monitor the effectiveness of the Board's Community Engagement Strategy on a six monthly basis	D Jackson	Community Engagement	On Target A work programme for implementing the Community Engagement Strategy has been agreed with the Committee and progress will be monitored by the Committee against this programme.
2.2 Supporting a DPP in each District Council area & assessing their effectiveness in performing their functions.	2.2.1 To maintain and support DPPs in carrying out their statutory functions through agreed programmes of work and in line with agreed timescales	All	Community Engagement	On Target Training advice and guidance provided, statistical analysis and survey information provided. DPP Briefings were held in June and September 2009. A programme of meetings between CEC and DPPs is being delivered to provide support to DPPs.
	2.2.2 To deliver the DPP development programme (funded by IFI) in accordance with the agreed revised programme by 30 October 2009.	D Jackson	Community Engagement	On Target This project has been completed, the project Report is scheduled to be considered by the Board and then forwarded to IFI.

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Performance Indicator	Target	Responsible Director	Accountable Committee	Progress Towards Achievement
	2.2.3 To assess and report on the effectiveness of DPPs every 6 months	D Donnelly	Community Engagement	On Target Report presented to CEC on 27 th August 2009.
2.3 Ensuring the development and implementation of a Communications Strategy which will enhance the understanding of the public and inform them of the Board's work.	2.3.1 To develop and deliver a programme of work in support of the agreed communications strategy including advertising, events management, production of publications and media relations by 31 March 2010.	D Donnelly	Corporate Policy Planning & Performance	On Target Report presented to CPPPC meeting on 18/6/09.
2.4 Monitoring the effectiveness of the NIPB communication strategy.	2.4.1 To monitor the delivery of the Board's communications strategy every 6 months	D Donnelly	Corporate Policy Planning & Performance	On Target Report presented to CPPPC meeting on 18/6/09.
2.5 Assessing the level of public awareness and satisfaction with the performance of the police, NIPB and DPPs.	2.5.1 To commission and publish at least 2 public surveys per annum and publish the results of all public surveys and research within 2 months of receiving data.	D Wilson	Corporate Policy, Planning & Performance	On Target April 2009 Omnibus survey results received 3 June and published on 1 July 2009.
2.6 Holding meetings in public each year to receive reports on policing from the Chief Constable.	2.6.1 To hold at least 8 NIPB meetings in public during 2009/2010, for the purpose of receiving a report from the Chief Constable	S Hagen	Corporate Policy, Planning & Performance	On Target 5 NIPB meetings in public held to date (September). Programme of 8 meetings in public arranged for 2009. Programme of meetings in public agreed for 2010.

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Performance Indicator	Target	Responsible Director	Accountable Committee	Progress Towards Achievement
	2.6.2 To hold two public meetings per year for the purpose of the Policing Board engaging with the public	D Jackson	Community Engagement	On Target Dates have been agreed for meetings to be held in January and March 2010. Work is ongoing to get a suitable date to hold a meeting in November 2009
2.7 Maintaining community oversight of police custody and recruitment arrangements through the Independent Custody Visiting Scheme and the Independent Community Observer Scheme.	2.7.1 To deliver all aspects of the operation of the schemes and report quarterly on Custody Visitors and bi-annually on Community Observers.	D Wilson	Human Rights & Professional Standards / Human Resources	On Target Quarterly reports on the ICV Scheme presented at the August and October 2009 HR&PS Committee meetings. 6 monthly report on the ICO Scheme to be presented at the November 2009 HR Committee meeting.
2.8 Considering external inspection reports on the PSNI.	2.8.1 To refer to committee and monitor PSNI implementation of recommendations from external inspection reports: CJINI HMIC	ALL (D Wilson to co-ordinate) (P Gilleece to co-ordinate)	ALL	On Target The following CJINI Reports have been considered by the relevant Committee; Policing with the Community (April 2009), the Impact of S75 of the NI Act 1998 on the CJS (June 2009) and Police Custody (June 2009).

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Performance Indicator	Target	Responsible Director	Accountable Committee	Progress Towards Achievement
2.9 Monitoring the Implementation of the outstanding Patten Recommendations.	2.9.1 To publish a progress report on the outstanding Patten recommendations by 30 June 2009	P Gilleece	Corporate Policy, Planning & Performance	On Target A progress report was considered by the Corporate Policy, Planning and Performance Committee on 18 June 2009.
	2.9.2 To provide updates on progress of outstanding Patten recommendations every 6 months.	P Gilleece	Corporate Policy, Planning & Performance	On Target A progress report was considered by the Corporate Policy, Planning and Performance Committee on 18 June 2009.

OBJECTIVE 3: SERVICE DELIVERY

To ensure the most effective and efficient delivery of services and functions by the Board

Performance Indicator	Target	Responsible Director	Accountable Committee	Progress Towards Achievement
3.1 Reviewing and approving financial estimates and budgets for the police and holding the police to account for their spending.	3.1.1 To review and approve the PSNI's financial estimate for the 2010/2011 financial year by 31 December 2009	S Hagen	Resources & Improvement	In progress The deadline has not yet been reached
	3.1.2 To scrutinise the PSNI's 2008/09 Annual financial expenditure against budget by 31 July 2009	S Hagen	Resources & Improvement	Complete Final accounts for the 2008/09 financial year relating to PSNI were presented and approved by the Resources and Improvements Committee

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Performance Indicator	Target	Responsible Director	Accountable Committee	Progress Towards Achievement
3.2 Securing adequate resources for the police and the Board; scrutinising expenditure and ensuring that the police operate within the financial approvals and baselines set by the NIO.	3.2.1 Secure adequate resources throughout the year by negotiating budget changes with NIO, through the In Year Monitoring Rounds.	S Hagen	Resources & Improvement	On Target This work is on going and on Target.
	3.2.2 Review the PSNI's monthly Management Accounts and report results.	S Hagen	Resources & Improvement	On Target This work is on going and on Target. PSNI's monthly COINS reports have been reviewed and reported to committee to August 2009
	3.2.3 Prepare monthly Management Accounts for the Board and monitor financial results against target	S Hagen	Resources & Improvement	This work is on going and On Target . The Boards monthly management accounts have been prepared and reported to committee to August 2009
3.3 Appointing, dismissing and dealing with complaints against senior police officers / senior police staff.	3.3.1 To appoint senior police officers within 5 months of being made aware of the vacancy.	S Hagen	Corporate Policy, Planning & Performance	On Target The Chief Constable, Deputy Chief Constable and Assistant Chief Constables positions have all been completed within 5 months of vacancy arising.
	3.3.2 To refer all complaints and recommendations for dismissal to committee within 1 month of receipt	S Hagen	Corporate Policy, Planning & Performance	No Referrals arising.

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3.4 Securing continuous improvement in the delivery of services by the Board.	3.4.1 To agree and publish the agreed approach to Continuous Improvement in the Board for 2010/2011 by 31 March 2010	D Wilson	Resources & Improvement	On Target Development work will begin in November 2009 taking cognisance of the annual NAO inspection and report.
	3.4.2 To ensure delivery of the 2009 / 2010 Policing Board Continuous Improvement programme, reporting to committee every 6 months.	D Wilson	Resources & Improvement	On Target First 6 monthly update due to be provided to the Committee in October 2009.
	3.4.3 To carry out the agreed post implementation review programme to assess the implementation of recommendations contained in NIPB Best Value Reviews	D Wilson	Resources & Improvement	On Target Agreed PIR programme to be carried out by March 2010.
3.5 Ensuring the discharge of the Board's responsibilities as owner of the police estate.	3.5.1 To discharge the NIPB's legal responsibilities as owner of the police estate within four weeks of receiving requests	D Wilson		On Target All such requests discharged within 4 weeks and reported regularly to the Committee.
3.6 Administering injury on duty and medical retirement pension applications from serving and ex police officers.	3.6.1 To manage the Board's contract for medical assessments through monthly meetings with the selected medical practitioner and regular reports to the Human Resources Committee.	S Hagen	Human Resources	On Target Contract meetings with the SMP are maintained and minuted. Reports are also submitted to the Board's Human Resources Committee

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Performance Indicator	Target	Responsible Director	Accountable Committee	Progress Towards Achievement
	3.6.2 To process the applications for pension dependent awards in accordance with the relevant legislation and to refer medical pension and injury on duty decisions made by the SMP, which have been appealed to the NIO.	S Hagen	Human Resources	On Target Work is completed in accordance with Branch targets and the work is up to date. All current legislation and NIO circulars have been applied to all aspects of the work
3.7 Performing pension administrator duties in respect of the Police Officer Pension Scheme.	3.7.1 To perform the Board's role as pension administrator for the Police Officers' Pension Scheme in line with relevant legislation and statutory body notifications.	S Hagen	Resources & Improvement	On Target
3.8 Developing and integrating effective Corporate Governance and Risk Management procedures into the functions of the Board covering objectives 1, 2 and 3.	3.8.1 To keep under review and update where necessary corporate governance and risk management procedures in line with Internal Audit Report recommendations reporting quarterly to the Committee	D Wilson	Audit and Risk Management	On Target Procedures reviewed and updated where necessary, at Committee meetings in June and September 09.
	3.8.2 To monitor the delivery of the Annual Business Plan 2009/2010, reporting to committee 6 monthly.	D Wilson	Corporate Policy, Planning & Performance	On Target Delivery monitored through a performance update to the October 2009 Committee meeting.

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	3.8.3 To develop the Corporate Business Plan 2010/2011 by 31 March 2010.	All (D Wilson to co-ordinate)	Corporate Policy, Planning & Performance	On Target CMG to begin development work in January 2010.
3.9 Fully meeting the Board's statutory obligations as a public body and employer.	3.9.1 To publish an Annual Report by 30 September 2009.	D Donnelly	Corporate Policy Planning & Performance	Complete Laid in the House of Commons on 15/7/09. Published by the Board 16/7/09
	3.9.2 To prepare the Policing Board Annual Financial Statements and Remuneration Report to be included in the Annual Report and Accounts. To be produced in line with the NIO timetable to have the Report and Accounts laid before Parliament before the summer recess	S Hagen	Resources & Improvement	This work is on going and On Target . This work will not be completed until June 2010.
	3.9.3 Ensure the PSNI has adequate funds to pay staff and suppliers by organising the transfer of funds from NIO. All PSNI requests for cash to be processed within two days of the request being received by the Board.	S Hagen	Resources & Improvement	This work is on going and On Target

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	3.9.4 To achieve compliance with the introduction of International Financial Reporting Standards within the timeframe set by the NIO	S Hagen	Resources & Improvement	This work is on going and On Target . We have now reached trigger point 4 of the HM Treasury strategy which must be completed by 31 December 2009.
	3.9.5 To process all requests for Information under the Freedom of Information Act, Environmental Information Regulations, and the Data Protection Act within the set time limits, and produce the NIPB Equality Annual Progress Report in line with the target date set by the Equality Commission.	S Hagen	Corporate Policy, Planning & Performance	On Target. To date, all requests for information have been dealt with within the set time limits. Equality Annual Progress Report 2008-2009 was completed and submitted to the Equality Commission prior to the required date.
	3.9.6 To take the necessary actions to prepare the Board for its IIP review in May 2009.	S Hagen	Corporate Policy, Planning & Performance	On Target The IIP Quality Centre agreed to postpone the review and the IIP Assessor is due to contact the Board to discuss the review which will be completed during the 3 rd quarter.

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	3.9.7 To provide the Board on an ongoing basis with a Human Resources service which is compliant with legislation, good practice and within agreed timeframes.	S Hagen	Corporate Policy, Planning & Performance	On Target The recruitment of a Human Resources manager has been undertaken following the resignation of the previous manager. Interim arrangements are in place and are working well.
	3.9.8 To implement the outstanding Releases for HR Connect in a reasonable time following their release from HR Connect.	S Hagen	Corporate Policy, Planning & Performance	On Target
	3.9.9 Corporate, team and individual development including Board Members to be completed in line with the Board's priorities and budgets by 31 March 2010.	All	All	Ongoing. A full assessment to be made at year end
	3.9.10 Undertake the Board's statutory responsibilities in relation to Police Officer's Pay, conditions of service and pensions, through attendance at and contributions to the Police Negotiating Board.	S Hagen	Human Resources	On Target This target continues to be met

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	3.9.11 To make arrangements for police appeals against conduct hearing sanctions to be processed in accordance with most recent regulations, including legislative timescales.	S Hagen	Corporate Policy, Planning & Performance	On Target Police Appeals Tribunals continue to be arranged and processed in accordance with regulations.
	3.9.12 To maintain a Register of Interests of Board Members and to update the register on a 6 monthly basis.	S Hagen	Corporate Policy, Planning & Performance	On Target Register compiled July and published 4 August 2009. Members to be asked to complete ROI return in December 2009 for publication.