

## **NORTHERN IRELAND POLICING BOARD**

### **MINUTES OF THE 10<sup>TH</sup> PUBLIC MEETING OF THE NORTHERN IRELAND POLICING BOARD HELD ON THURSDAY 5 DECEMBER 2002 AT 12:00 NOON IN WATERSIDE TOWER, BELFAST**

#### **PRESENT:**

#### **MEMBERS:**

Professor Desmond Rea (Chairman)  
Mr Denis Bradley (Vice-Chairman)  
Mr Alex Attwood  
Viscount Brookeborough  
Mr Fred Cobain  
Mr Brian Dougherty  
Mr Sam Foster  
Mr Barry Gilligan  
Mr William Hay  
Lord Kilclooney  
Mrs Pauline McCabe  
Mr Alan McFarland  
Mr Eddie McGrady  
Mrs Rosaleen Moore  
Mr Ian Paisley Jnr  
Mr Suneil Sharma  
Mr Sammy Wilson

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

Mr Hugh Orde (Chief Constable)  
Mr Alan McQuillan (A/Deputy Chief  
Constable)  
Mr Duncan McCausland (ACC  
Operations)  
Director of Media and Public Relations  
Superintendent, Command Secretariat  
Superintendent, Community Involvement  
Branch

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

Mr Bob McCann (Chief Executive)  
Head of Business Affairs  
Head of Audit Services  
Head of Policy & Accountability  
Head of Training and Community  
Consultation  
Two Board Officials

## 1. APOLOGIES

Apologies for non-attendance were received from Mr Byrne and Mr Kelly.

**Chairman, Professor Desmond Rea**

I would like to welcome members of the public and media to this public session. We welcome of course the Chief Constable and his colleagues. I understand we are going to have a presentation this afternoon from one of your officers, Superintendent

Bobby Hunniford from PSNI Community Involvement Branch on partnership working.

**Chief Constable, Mr Hugh Orde:**

Thank you Chairman.

Very briefly, before I ask Superintendent Hunniford to do his presentation, if I can just give you a very quick overview of what has been going on in November.

We have had some major successes during this month, in particular if I can refer to a number of seizures. We recovered 8 weapons. We prevented the deployment of a large improvised explosive device in the middle of Belfast and a substantial number of rounds of ammunition were seized by C Department.

In terms of illegal fuel, £1¾ million worth of illegal fuel has been seized and contraband goods to the value of £53,000. Just to highlight the Economic Crime Bureau's work for the last month - a £250,000 confiscation order, in relation to illegal fuel. We have charged three people with 77 different charges in relation to money laundering and we recovered £800,000 in cash in relation to a large theft investigation from a financial institution.

On the drugs side, this month - 138 drug seizures, 112 arrests, and the total seizure of drugs this month of £600,000. So again, a substantial amount of drugs have been recovered.

In terms of crime levels, they are the lowest they have been this year. We think part of that is due to the high profile policing activity, which is our response to the dissident threats and actually reducing the movement of criminals and therefore the amount of crime they have been able to commit. This of course is in the face of the fireman's strike and on occasions the prison strike which have pressed our resources. So it is just a very brief overview of what we have been up to.

If I can hand over to Superintendent Hunniford now, he will comment on the Community Safety Strategy.

**Superintendent Bobby Hunniford:**

Mr Chairman, Chief Constable, ladies and gentleman, thank you very much indeed for the opportunity to present here the work of Community Involvement Branch. I should maybe just say at the outset, there is a full copy of the presentation and a full pack for all the Members that you would be able to take away, with all the details contained in the presentation. The structure of the Branch - we are an integral part of D Department under ACC McCausland and the branch functions have been completely reviewed over this last year. We are now into 3 main areas of work, youth issues, community involvement issues and vulnerable groups.

Headquarters is a policy making branch and we do not have any operational control over the delivery of the policies in the District Command Units, but that is carried out in a partnership arrangement between Headquarters and the District Commanders. We do, however, retain the operational responsibility for delivery of training, and we have a community involvement budget held by

Headquarters, which is spent on community safety and community involvement initiatives. We are not a stand-alone branch in D Department, we are linked across with other departments and branches in the police. In our own department with Firearms Branch in relation to domestic violence issues and with Crime Department in relation to crime prevention and care issues. To make sure that runs as smoothly as possible, we have a joint meeting where people from Crime Branch and Community Involvement meet on a regular basis. In addition to that, I am involved in section 75 and diversity work and more recently in the early work involving setting up a black police officers association within the PSNI.

The youth issues side, if I just take the main points. I know we have only a short time so I will try and be as quick as I can to get through them. Youth Justice is being completely reviewed in Northern Ireland as a result of the Criminal Justice Review and the new Youth Justice Northern Ireland Bill, which has now gone through Parliament. All cases involving young people who have committed offences will be delivered through a restorative justice approach. The model that has been agreed for Northern Ireland will be based on three levels of diversion, with Community Involvement Branch taking the lead role in the lower level working with the Director of Public Prosecution and the next two levels being the responsibility of the Director and a newly formed Youth Conferencing Branch of the Northern Ireland Office. The Youth Diversion Scheme is now coming into place, it is a complete modernisation of our existing Juvenile Liaison Scheme which has been in place for over 27 years and our new Youth Diversion Scheme which comes into place on 1 February 2003. It is again based on restorative justice. If young people commit offences of a certain level they can get either an informed warning or a caution and both those outcomes are delivered using restorative justice practices. There is an exception for young people between the ages of 12 and 15. They can get a third option or a third diversionary level, whereas most young people get two attempts at diversion and then we have to move them up to the higher level, albeit they may come back down for police to deliver the outcome.

In PSNI we have been delivering restorative justice in our existing cautioning scheme since February 2001 and that new scheme to compliment it comes into place, as I have said, in February 2003. That scheme will be monitored by the Director of Public Prosecutions and the Director will be taking over responsibility for all decision making with the new legislation when it comes into place. He will be running a pilot scheme later in 2003 but in the interim, he will monitor all our decisions.

Restorative justice, as I have said, is our youth conferencing and our youth diversion side is totally linked in with it. We are also involved in delivering restorative justice and working in partnership with schools who use the practices in the delivery to young people in schools who get into difficulties, particularly in bullying and minor drug use. We are also involved in working with Milligan Prison and have helped train officers who use restorative justice practices for prisoners prior to release, either on parole or final release from the prison. We are also involved in family group conferencing with social services and other statutory agencies for working with families, based on welfare issues.

In addition, we do have community restorative justice schemes, or schemes that are led by various community groups. At this time, PSNI has a working protocol with the Northern Ireland Alternatives, which is a community scheme with six different schemes across the province. We do have a working protocol with Northern Ireland Alternatives which, if we divide Northern Ireland, as usually happens into two main groups, it would be seen as a scheme that would operate in the unionist or loyalist areas. We have not had the same success, although we do continually attempt to have a similar working arrangement with schemes which operate in nationalist or republican areas, but we continue to work on that.

Multi agency working, most of our work in Community Involvement Branch is totally focussed on partnership and working with people, either from statutory, voluntary bodies or indeed the community. Some examples, particularly in

the youth issues side are working with White Field, which is a youth diversion project. The Extern Organisation, Youth Council, Include Youth, Northern Ireland Office, Children's Law Centre, Barnardo's, NSPCC, and one of our recent groups that we are now fully involved with is the Childline charity.

Youth consultation, a lot of our work and particularly when we are developing policies for young people, you must consult the people that are going to be on the receiving end of your policies. For years we have been involved with sixth form seminars, where young people meet their local commander and discuss local policing issues and try and come up with solutions to issues that affect them in the areas that they live in. We also have work placements within Community Involvement Branch for young people at school and again that actually helps us in our youth consultation. It is one of the areas that we constantly use groups of young people to look at our policies and that is going to be further advanced in March next year, when we are running a conference under the human rights banner which will be focused on young people and policing. We are at an early stage now in pulling that together and it has been drawn together by a multi agency panel, which involves young people, who will have an input into the conference.

CASE, which is Citizenship and Safety Education and there is a full outline of what the CASE programme is in your pack. That is where we support schools in the education programme on numerous issues to make young people feel safer and to address issues that may affect them in and outside the school environment. Last week we just completed training for all our people who go into schools in a partnership with Dunlewey Substance Advice Centre and our own Crime Branch training. Now our people who go into schools are not only trained through Queens University, they are trained through Dunlewey and have an accredited course to allow them to go into schools

I have an example here of a drugs kit that each District Command Unit has to assist officers in the presentation of school led programmes, and for parents

and teachers, to help on drug recognition and to help deal with the drug issue. Another area of work which links in with CASE is an 'adult free zone' as we previously had, which was an internet or a website for young people to address young peoples issues. Working with the PSNI Director of Media and Public Relations, we are now well on our way to having an 'adult free zone' established again for PSNI, where young people can have the issues that are affecting them on the internet. We are linking that in through the Department of Education and it will be part of the schools programme.

Juvenile referrals, just to give a brief overview. In 2001/2003 there were a total of 11,920 referrals, those are cases where young people have committed an offence and come to the attention of the police.

Just to outline the diversionary methods that we use. Out of that 11,920 there were only 462 recommended for prosecution, with the remainder we tried cautions, advice and warnings and other diversionary methods to stop young people getting into the formal criminal justice process. One of the issues that we will face with the new legislation coming in is the age changes. In future, juveniles will also include 17 year olds and that will increase the workload by at least 40% for the Branch.

Working in partnership again, it is a document that Community Involvement Branch responsible for putting together and it focuses on developing partnerships to address community safety. There is an executive summary in the pack and it is a document which, when Commanders read it in conjunction with the policing with the community document, the policing with the community implementation plan will help Commanders in the drive forward with the policing with the community strategy and that should be with Commanders very early in the new year.

Currently the Branch works with Policing Board personnel in setting up the District Policing Partnerships to bring us to the extent that we are at today. We have been involved for some time in delivering road shows and going

around with Policing Board Members and officials and actually doing presentations to community groups. We are very much in the lead in the Northern Ireland Community Safety Strategy and unfortunately again the strategy has been delayed. The Northern Ireland Strategy is due to be published in January 2003 and again we are the Branch that will take the lead in developing policy through our partnerships document for Commanders to take that forward.

Community Forums - the Branch at this time is responsible for what still exists in some form, the CPLCs. We work with CPLCs, Community Groups, Residents Groups, Youth Groups to try and have people refocused into setting up Community Groups that will support sector policing and the sector inspector in taking issues forward to the local DPP and to the local Commander.

On the youth forum side, we do have several youth forums set up. We have at this time, a CPLC Youth Group and again that is to bring us into youth consultation. We are currently developing a programme on working with youth groups at the right age, so that when the next process comes around, to recruit people for the District Policing Partnerships, we will have a pool of young people that have been very well involved in the process of how DPPs work. Hopefully, this will encourage them to put their names forward to have young people well represented in the District Policing Partnerships.

Vulnerable groups, what we term vulnerable groups, those are some of the categories people who may feel that they are particularly vulnerable in the area that they live in because of particular issues.

If I turn first to race as an issue. Last year we had 229 racist incidents or crimes reported in the calendar year and we do have a process where all issues that are perceived or believed by someone to be a racially motivated incident, is filled in on a particular form and forwarded to our Branch and we monitor that.

Some of the work that we are doing at the minute under that heading - we have set up an independent advisory group which will focus on issues affecting people because of race and that will be a group that will help with our policies which are drawn up in relation to racist issues and also to help and advise investigative officers when they are dealing with crimes which have a racist element to them.

We have all our leaflets in Chinese, Hindu, Urdu, Arabic, Portuguese, Italian and Russian and they are currently being updated at this time. We constantly have to monitor that, because of the different groups and communities that are now coming into the province. We have been involved in giving presentations to various groups on the new structure of the policing service. We are currently working with a interagency group led by the Equality Commission to help increase reporting of racist incidents and racist crimes, not only issues that are reported to the police but are reported to the Housing Executive, doctors and social workers, so that we can collectively work together to have one definitive list of the number of incidents right across the province. We are currently also working on improving reporting of racist crimes and racist incidents. Some of the ways that are being thought of are via the internet, via a person who has been nominated to take the initial report and forward it onto the police, or as is used in some police services in England via a pro-forma, which notifies police and gets the investigation started off.

We held a conference on the 21<sup>st</sup> and 22<sup>nd</sup> October, again under the Human Rights banner, with the theme being minority groups and policing. It was a very successful conference and I know that some of the Members here were at the conference. The post conference report is nearing completion and will soon be forwarded to those that attended.

Homophobic incidents - again we work with numerous groups that represent gay and lesbian groups in the community and again our aim is to set up an

independent advisory group which addresses issues affecting gay and lesbian groups in the community. We recently had a training course for all our community involvement sergeants who take the lead on minority group issues in the DCUs, a consultant who came across from England who delivered one week's training on how to deal and to address victims of homophobic crime.

Again to encourage reporting of crimes and incidents and a new policy on the whole area of hate crime, which we define as homophobic crime, racially motivated crime and sectarian crime, is being compiled, working with Crime Branch who will do the investigative side of the policy and we do the support side for the victims.

Members of Community Involvement Branch also sit on various management groups, of groups that are there to represent people on the grounds of race, or gay and lesbian issues.

Domestic violence in 2001, 14,732 incidents reported to police of which 7,642 were offences and of those 5 were murders that were committed during that year.

We are currently in partnership with Northern Ireland Office, Women's Aid and various other statutory and voluntary community groups, researching to draft a new policy on how to address domestic violence as a crime and as a problem in society and we are looking currently at training provided by Centrax of Bramshill for the investigative side of domestic violence incidents.

We are also involved in a five jurisdiction process involving the Republic of Ireland, England, Scotland, Wales and a group called Raising the Standards to agree a definition across all agencies in each of the jurisdictions and then the same definition will apply across all definitions. There is a conference in

Wales in March 2003 to support taking forward that work and again we are represented on the Domestic Violence Forum and we have had numerous meetings with the Solicitor General for Northern Ireland, Ms Harriett Harman, who takes a great interest in the development of policy on domestic violence and has taken some of the policies that we have in Northern Ireland back with the hope to implement them in England.

Age Concern and Help The Aged, we work again in partnership with the older persons. Legally now EU definitions say that you are an older person when you become 50, which some people are not overly happy with, being classed as an older person at that age, but we work with those groups to put in policies to try and address the number of attacks that certainly happen to older people.

Victim Support - again we are very much involved in Victim Support and have just drawn up a protocol where we will share information and work together on a policy to help support and address victims of crimes or victims of incidents. For the next slide I have put together examples of some of the partnerships that we are involved in and I know it is quite cluttered, but those are some of the main groups that we are involved in. Stranmillis College, which actually is Queen's University and which comprises Stranmillis and St Mary's, who provide training for our officers who go into schools. Dunlewey Substance Abuse Centre who provide training and drugs education. We are involved now in a new project BT and 999, it is a BT led project that fire, police and ambulance are involved in to raise the awareness of the emergency services. The Be Bright Campaign, which was our partnership with the Dairy Council, which was the 'Say No to Strangers, But Not Just Strangers' and the first part of that programme is in place. The 'Global Rock Challenge' which is an anti drugs rock concert which is held. This year we have 13 schools from both controlled and maintained sectors who are involved in the 'Global Rock Challenge' and the police service put up a shield in that and a prize and last year. For the last 3 years it has been Ashfield Girls High School that have won the prize and then they went across and they

won the North of England Championships as well. Belfast Interface Project is the new project that we are working on at the minute with Belfast Education and Library Board Youth Service and that is to address young people who get involved in riots or disorderly behaviour, in interface areas, particularly during the summer months. We have a meeting next week where we hope to have projects in place where we can offer Commanders in those areas, numerous places to address the issues of youth offending during that time.

Safe Child, which was a scheme brought in after the Jamie Bulger case, which we now work in partnership with Tesco's and Sainsbury's. It is where the staff are trained that if a child goes missing in the store. Children Services Planning with Health Boards, Ethnic and Independent Advisory Groups we have covered, and we are involved in the Drug and Alcohol Strategy Group.

Just one other slide and that relates to a unique project, which we are the only police service in the UK that runs. That is our STEP Project, Special Training and Employment Prospects. That is for young people, educated other than at school, at the upper age bracket that should be leaving school, but have not been there anyway, who have behavioural and emotional problems. We put them through an 8 week full-time course to get them into employment and we are spreading that out now to the South Eastern Education and Library Board and that will be 24 weeks.

Those are the partner agencies that we are involved with. There are a lot more details in your pack and the last slide really shows some of the challenges that we are facing, but I can say that the challenges are at this time being successfully dealt with.

**Chairman, Professor Desmond Rea**

Thanks very much indeed Superintendent Hunniford.

I move to questions now. Pauline McCabe has a question on drink driving.

**Mrs Pauline McCabe:**

Chief Constable. Over the Christmas period last year, 365 drink drivers were detected, that is 1 in 6 of those stopped and of those 62 were actually screened following a road traffic accident. I note from your report that you have given us today, that during the period April to September 2002, 1,234 detections for drink driving were actually made here. Can you outline for us what action you will be taking over the Christmas period to catch, or better still, deter those who still choose to drink and drive even knowing they are putting at risk the lives of others by doing so?

**Chief Constable, Mr Hugh Orde:**

I will ask Assistant Chief Constable McCausland to deal with that, as it is his area of responsibility.

**Assistant Chief Constable, Mr Duncan McCausland:**

As Members will be aware, on the 28<sup>th</sup> November I launched this year's Drink Driving Campaign with the Minister Angela Smith and Mr Sean McGovern an Accident and Emergency consultant at the Ulster Hospital. This launch received, as I hope Members would be aware, considerable coverage on television, radio and the newspapers. We intend to follow up on this launch on the 18<sup>th</sup> December when again we will go in front of the media and explain how this year's campaign has been progressing and hopefully reinforce the anti-drink driving message for that particular week before Christmas.

During this year's campaign, Road Policing Division along with the District Command Units across the province will be undertaking a number of major operations, these will expand not only in the evenings and weekends but also during the night and early morning. For example, Road Policing Division

Urban will launch 20 operations during those particular times that I outlined and we will be handing out and explaining to every motorist that is stopped, this leaflet which I will pass round for Members to see. The idea is, that we will have a pro-active police response to drink driving, complimenting the DOE's hard hitting and anti-drink driving advertisement 'SHAME', which will be backed up also by a number of campaigns run in local newspapers.

In terms of enforcement again, Members I hope will appreciate it is a joint policy of education and enforcement. In terms of enforcement, the PSNI have over 6,000 evidential breath testing instruments spread across the 29 districts. They are available to every officer in terms of breath-testing and our policy is quite clear that we breath test all people that have been involved in a road traffic collision, no matter how slight. Police officers can also preliminary breath test any driver detected committing a moving traffic offence, irrespective whether there is any suspicion of alcohol consumed or not. Most importantly, we also link that to an education aspect and Traffic Branch, and their Traffic Education Support Team are involved in delivering a module with the Probation Board led course for drink driver offenders, designed to prevent a re-offence of drink driving. If a convicted drink driver signs up to this course, they in effect can reduce their disqualified period by 25% if they successfully complete that.

We feel with this campaign, the PSNI involved in enforcement, combined with a clear media campaign by the Department and also backed up by education, that we will make a significant difference and I can suggest to Board Members we are making a significant difference. Last year we had 32 collisions directly linked to drink-driving during the campaign period, of which 2 people were killed and seven seriously injured, but that compares to 34 the year previous, when 7 people were killed and 16 were significantly injured. Again it is something that we all have got to address because drink-driving is one of the main causation factors of deaths and injuries on our roads and it is something that we are committed to and we continue to be committed to, to help remove.

**Chairman, Professor Desmond Rea:**

On young persons as intelligence sources, the Vice Chairman.

**Vice Chairman, Mr Denis Bradley:**

Could the Chief Constable advise the Board about the guidelines governing the use of young persons as intelligence sources and would he also comment on recent allegations that PSNI officers sought to recruit a 13 year old person as a source?

**Chief Constable, Mr Hugh Orde:**

I will ask Acting Deputy Chief Constable Alan McQuillan to deal with that, as it is his area.

**Acting Deputy Chief Constable, Mr Alan McQuillan:**

Chairman, Vice Chairman, Members, the general authorisation for intelligence sources is covered by the Regulation of Investigatory Powers Act and the use and conduct of any intelligence source must be both necessary and proportionate and there must be appropriate management systems in place.

Now, for the purpose of the Act, a juvenile source is a person under of the age of 18 years of age. That is significantly higher than the normal treatment of a juvenile and for a juvenile source to be authorised it requires the personal authority of an Assistant Chief Constable or above. The authorisation can only last for a period of one month and it must be regularly reviewed after each period. Furthermore, the Code states that on no occasion should the use or conduct of a source under 16 years of age be authorised to give information against his parents, or any person who has parental

responsibility for him. A parent or guardian or other appropriate adult must be present at all meetings with the juvenile source under the age of 16. There is also a requirement that there should be a full risk assessment in relation to such a source and that should include very clear reference to the risk of physical injury to the source and the risk of psychological distress to the source as well. Those are the legal limits surrounding the framework, they are very restrictive, they require authorisation at a very high level and the ACC who authorises that must be satisfied that any identified risks have been justified and have been properly explained to and understood by the CHIS and his or her parents.

The reality is, that these are extremely restrictive requirements and in relation to the specific case, which I am aware of, no authorisation was given for an individual to act as a source. Furthermore, there is currently no registered juvenile CHIS in PSNI. We treat this issue very seriously and the use of juvenile sources is very heavily restricted and in practice, generally they are simply not recruited or not used.

In terms of the specific case, all I could say at this stage, is that I believe this matter has been reported to the Ombudsman. If she is carrying out an investigation, she will have our full support in relation to that and if any officer has recruited an individual in circumstances that have been alleged publicly, they are acting clearly outside the rules. It is wrong and they will be dealt with, if we can identify them.

**Vice Chairman, Mr Denis Bradley:**

I would just like to thank the Acting Deputy Chief Constable for the thoroughness of the response.

**Chairman, Professor Desmond Rea:**

Thank you. One political comment, Ian Paisley Jnr.

**Mr Ian Paisley Jnr:**

Thank you Mr Chairman.

Could I also thank Superintendent Hunniford for his contribution and I am aware of some of the work that the group has done very well in certain areas and I appreciate that.

Could I ask the Chief Constable, he is reported to have said in the Observer that the Secretary of State has never tried to interfere and the day that he does will be the day that I walk out the door, we will do the policing, he will do the politics. I wonder Chief Constable, do you feel any nearer to that proverbial door when you consider your own political comments, because that is a two edged sword that maxim. You have called on Sinn Fein to join the Policing Board, that is a political comment.

Recently in the press it has been reported that you were put under pressure, outside pressure to seek Mr Bill Lowry's removal as Regional Head of Intelligence. I am wondering if that alleged political interference and that very obvious political comment by you, makes you feel that you are getting nearer to the door as a result of your political comments and indeed as a result of the potential Secretary of State's involvement in these other matters? Do you agree that this Service cannot afford to lose police officers with 30 years experience and can you confirm if any pressure was brought to you, which resulted in the resignation and retirement of Mr Bill Lowry?

**Chief Constable, Mr Hugh Orde:**

Well, I am still here, so I have not walked out the door. Yes, the comments reported in the Observer were probably unique in this place and they are entirely accurate. It is exactly what I said. I have not been subjected to political interference by the Secretary of State, the previous one, or the current one.

My comments in relation to Sinn Fein on the Police Board, I think I am entirely entitled, as I am committed to delivering Patten, to comment on the Patten

recommendations. You will be aware that Chapter 6 of Patten, goes on about the constitution of this Board and recommendations 16 to 19 also comment and make recommendations into how representative this Board needs to be. I see those, as a practical police officer talking about working towards a democratic and accountable Board. I do not withdraw those comments, I think they are quite proper for me to make.

In terms of the other matters, which you introduced into that, I have had no pressure whatsoever in relation to the other case you raised. I do not want to get into personalities here, but the difference between reporting in the Observer and the amateurish reporting and from misinformed to mischievous sources in relation to the other matters, do not bear any comparison. The reports are so full of factual inaccuracies, I do not think they probably merit me making any observations on them, but what I can say and what I am prepared to say is, I came under no pressure whatsoever to encourage anyone to choose when they left the Police Service of Northern Ireland.

Your broad comments on experience, I am well rehearsed on those as well, in terms of the skills gaps that I currently have in my organisation render me vulnerable in terms of running effective investigations, so any officer or senior officer with experience is a loss. However, if an officer chooses to retire, then it is entirely appropriate that officer does so, certainly one that has succeeded the 30 year requirement.

**Mr Ian Paisley Jnr:**

Do you really think in this political climate, you can afford to have this laissez faire attitude to political comment, the idea that the Chief of Police can make political comments, but at the same time state that the Secretary of State cannot interfere in policing, does not appear to weigh up and those two comments just **(tape unclear)** against themselves. I think that your comments on Sinn Fein's entry to the Board do

pose problems for politicians and therefore they become political comment and cannot be hidden behind the mask of Patten.

I also think that the issues which you have raised concerning loosing senior officers and the reasons why some of those senior officers are going are very serious issues that confront the police at the present time. If there appears to be any involvement by politicians in the loss of those senior officers, do you recognise that that does put you outside the preverbal door which you stated in the Observer article?

**Lord Kilclooney:**

Chief Constable, in Northern Ireland political comment by a police officer is a very dangerous thing indeed. There are many of us on this Board who do not support all the aspects of the Patten Report and there are certainly many of us who would not welcome Sinn Fein on this Board in present circumstances. I think these are the kind of factors you must take into account when you involve yourself in deciding publicly which political party should be on the Board and which should not.

**Chairman, Professor Desmond Rea:**

Do you want to respond to those two comments?

**Chief Constable, Mr Hugh Orde:**

Yes, I will repeat what I said before. I also said in that Observer article if carrying out effective policing causes problems with politicians, then so be it. I stand by that and I also stand by the comments I made. I look to answering to a representative Board. There are some practical issues, the comments I actually made about Sinn Fein coming on the Board are in the context of recruitment, in factual terms and I am clear that if Sinn Fein do come on the Policing Board in terms with and in keeping with the recommendations of Patten, then as an operational police officer I am likely to become far more effective in protecting the communities of Northern Ireland.

Because I will have a far wider access to a far broader spectrum of recruits and we can recruit more rapidly and provide a more effective service at the front line. So I do not withdraw those comments, I do not see those as political comments, I see them and I still see them as practical policing comments.

**Chairman, Professor Desmond Rea:**

Sammy Wilson.

**Mr Sammy Wilson:**

Chief Constable, do you not find it odd that at a time when your police service is investigating senior members of IRA Sinn Fein for operating allegedly a spy ring in Northern Ireland, that you are actually publicly stating your encouragement that the same organisation ought to be included in directing policing through this Police Board. Do you not see that that is politically contentious, do you not also see that it in many ways undermines your own force?

**Mr William Hay:**

If the Chief Constable is making statements about Sinn Fein joining the Board, he would be better to make those statements when he has clear intelligence that the IRA war is over.

**Chairman, Professor Desmond Rea:**

Chief Constable.

**Chief Constable, Mr Hugh Orde:**

It is a point of fact that it is not my police service, I thought it was our police service. I will not comment on current enquiries because there are ongoing investigations that may well be subject to criminal prosecutions in the future. I

do not really see that I can add anything else to the comments I made, I think it goes back to my initial statement, you could determine anything here, any comment is a political comment. I am only speaking around issues where I think I can make my Service, our Service more effective not less.

**Chairman, Professor Desmond Rea:**

Suneil Sharma has a question relating to community policing.

**Mr Suneil Sharma:**

The first question followed by a comment.

Chief Constable, maybe you could answer this or maybe Superintendent Hunniford could? Is there now a dedicated Community Involvement Officer based at each DCU throughout the province, that is the first question. The other comment is, that the anecdotal evidence that the number of racial incidents far exceeds those that are reported to the Police Service and I am extremely glad to hear that you have now extended your sources for gathering additional information on racial incidents.

**Chief Constable, Mr Hugh Orde:**

In terms of community, the whole style of policing hopefully, will mean that every officer sees themselves as a community officer, over time. The only way of delivering community policing style is for every officer to think about it rather than rely on one individual, but Bobby will give a bit more detail I think on the specialist post available.

In terms of the racial incidents, I think it well rehearsed across the whole of the United Kingdom, that the number reported is far, far lower than the number that actually take place and the strategies Superintendent Hunniford outlined are around creating confidence. Third party reporting for example, was a very effective way of getting people to let the police know what is and what is not going on, if they do not particularly trust the Police Service. I think there is a lot of work described by

Superintendent Hunniford that hopefully will see an increase in reporting. I think success actually is an increase in reporting not a decrease in some of these specific crimes, but if Bobby wants to go into a bit more detail, I am sure he will.

**Superintendent Bobby Hunniford:**

In each District Command Unit now there are people trained who are responsible for delivering policies that the Branch makes at this time. It is corporate policy which is developed on behalf of the police service. Officers trained in each District Command Unit take that forward and that is carried forward in partnership with the District Commanders in each of the DCUs.

Again, on the monitoring of the racially motivated incidents. Yes it was clearly apparent that the number of cases reported are not the right level or the level of incidents that are actually taking place. There are various reasons for that, we have interviewed people and they feel its not serious enough to report it. Our view would be you must report it, because we need to gather all that information so that we are in a better position to know a baseline where we hope to move forward from and that work is well in hand.

**Chairman, Professor Desmond Rea:**

Two workforce plan issues, one relating to severance, Sam Foster.

**Mr Sam Foster:**

Would you inform the Board, of the number of police officers that have taken severance and then have subsequently been re-employed in civilian roles or posts, as opposed to officers employed through agencies on temporary contracts?

**Chief Constable, Mr Hugh Orde:**

Our recruiting policy does not discriminate against applicants on the basis that they have been former police officers, because to do so would be unlawful. We have appointed Grafton, an external agent, who run all future recruitment competitions for us and any competition where we are looking to recruit more than 6 people is subject to the 50/50 criteria. Currently in terms of full-time employment we have 7 ex officers as employees, full-time civilians on our pay role. Those tend to be specialist, photographic branch, fire arms, armour and those sorts of people. In addition, through agencies, we have a further 95 support staff and 117 temporary operational staff who work throughout the Service, but they are not employed by the PSNI.

**Chairman, Professor Desmond Rea:**

50/50 Sammy Wilson.

**Mr Sammy Wilson:**

Chief Constable, a number of us have visited District Command Units and have been asking about civilisation and the problems surrounding it. Many of the Patten proposals for devolution, for example of financial control and other personnel issues, have been held back as a result of the inability to recruit the personnel required due to the 50/50 rule. Recently, I have been aware that even when it comes to photographers, there has been a problem as well. Could you tell us what plans you have to speed up the civilisation so that officers can be released onto the ground, so that the devolution, that the Board wishes to see, of functions to District Command Units can be enhanced. For example, would you consider that recruitment could be done at a District Command Unit to avoid the overall picture to get below the Patton requirement of 50/50 for more than 6 appointments?

**Chief Constable, Mr Hugh Orde:**

We are ahead of you on that one. We have tried and have been told that it would probably be against the spirit of legislation, but I am re-looking at it. I think that maybe a fairly practical way forward, bearing in mind the type of people who may

well look to work within a civilian environment may be local people, so we are looking at a local population rather than a national one.

In terms of the difficulties, I may have slightly misled the Board earlier in the private session. We recently ran an application process for civilian administrative assistants which produced 26 successful members from the Catholic community and 238 from a non-Catholic community. This means that I can only actually select and recruit 52 people, that is at the lower end of the scale the people who do all our very important routine jobs. We will be in some difficulty and will have to re-advertise or employ through agencies, which we are allowed to do.

I have asked for a legal view on exactly the point you raised which is, can we re-look at local recruiting and bearing in mind local community policing, recognising local difference, it may well be a pragmatic way forward. Our current advice is that that would be against the spirit of the act and currently we do not really want to go against the spirit of the act if we possibly can. In terms of specialist posts and you raised the business managers which are a crucial role, we do have business managers across the whole of urban region and we are currently trawling internally from existing staff who we will then train. The other way of dealing with this is, to do it slightly differently. To review all our current civilian colleagues, where they are and see if we can reposition some of those or encourage them to take different jobs, the focus being to get officers out on the streets. We will be looking to use civilians, primarily in jobs where we instantly release an officer who can then be deployed at the operational end of the business.

**Chairman, Professor Desmond Rea:**

Alex Attwood.

**Mr Alex Attwood:**

I, like Denis Bradley, acknowledge the unambiguous answer given by ACC McQuillan in relation to allegations about the recruitment of a teenage informer.

Those straightforward answers help build confidence where some doubt has existed before.

Could I just ask the Chief Constable not for comment now, but for some future indication, to refer to the murder of Martin O'Hagan, the journalist, over a year ago. Consistent with what is proper to be able to indicate how active in advance that murder inquiry is or is not at this stage.

Could I also just make the observation that certainly from where we sit, it is quite proper for the Chief Constable to make comments that are relevant to Patten and to policing, but not political and it is somewhat ironic that this matter has been raised here today, when maybe one or two of your predecessors made many policing comments that were particularly political in their nature.

**Chief Constable, Mr Hugh Orde:**

I will look at the O'Hagan matter and raise it and deal with it outside this.

**Chairman, Professor Desmond Rea:**

Thank you very much indeed.

Could I bring this session to a close, but could I say in conclusion, I am aware and the Board is aware, that the PSNI provided cover during the firemen's dispute and I think we should acknowledge the work that went into that and place on record our appreciation for the cover that was provided during that period in respect of the cover for the firemen. Thank you very much.

This concludes the session.

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