

NORTHERN IRELAND POLICING BOARD

CORPORATE BUSINESS PLAN 2009-2010

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
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
	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
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
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
	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
	1.3.3 To monitor and report on critical incidents and provide legal advice as required.	P Gilleece	Human Rights & Professional Standards

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Performance Indicator	Target	Responsible Director	Accountable Committee
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
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
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
	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
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
	1.7.2 To ensure delivery of the 2009 / 2010 PSNI Continuous Improvement Strategy and review progress every 6 months.	D Wilson	Resources & Improvement
	1.7.3 To carry out the agreed post implementation review programme to assess the implementation of recommendations contained in PSNI Best Value Reviews.	D Wilson	Resources & Improvement

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Performance Indicator	Target	Responsible Director	Accountable Committee
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
	1.8.2 To monitor the implementation of the PSNI Estate Strategy every 6 months.	D Wilson	Resources & Improvement
	1.8.3 To monitor the implementation of the PSNI People Strategy every 6 months.	D Donnelly	Human Resources
	1.8.4 To monitor the implementation of the PSNI Training and Development Strategy every 6 months.	D Donnelly	Human Resources
	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
	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
	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
	1.8.8 To monitor the PSNI Financial Strategy through examination of monthly management accounts and monthly reports to committee.	S Hagen	Resources & Improvement
	1.8.9 To monitor the implementation of PSNI communications strategy every 6 months.	D Donnelly	Corporate Policy, Planning & Performance

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Performance Indicator	Target	Responsible Director	Accountable Committee
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
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
	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

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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
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
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
	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
	2.2.3 To assess and report on the effectiveness of DPPs every 6 months.	D Donnelly	Community Engagement
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
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

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Performance Indicator	Target	Responsible Director	Accountable Committee
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
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	Board
	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
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
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: <ul style="list-style-type: none"> ▪ CJINI ▪ HMIC 	All (D Wilson to co-ordinate) (P Gilleece to co-ordinate)	All

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Performance Indicator	Target	Responsible Director	Accountable Committee
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
	2.9.2 To provide updates on progress of outstanding Patten recommendations every 6 months.	P Gilleece	Corporate Policy, Planning & Performance

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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
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
	3.1.2 To scrutinise the PSNI's 2008/09 Annual financial expenditure against budget by 31 July 2009.	S Hagen	Resources & Improvement
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
	3.2.2 Review the PSNI's monthly Management Accounts and report results.	S Hagen	Resources & Improvement
	3.2.3 Prepare monthly Management Accounts for the Board and monitor financial results against target.	S Hagen	Resources & Improvement
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
	3.3.2 To refer all complaints and recommendations for dismissal to committee within 1 month of receipt.	S Hagen	Corporate Policy, Planning & Performance

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Performance Indicator	Target	Responsible Director	Accountable Committee
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
	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
	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
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	Resources & Improvement
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
	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

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Performance Indicator	Target	Responsible Director	Accountable Committee
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
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
	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
	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
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
	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

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Performance Indicator	Target	Responsible Director	Accountable Committee
3.9 continued. Fully meeting the Board's statutory obligations as a public body and employer.	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
	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
	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
	3.9.6 To take the necessary actions to prepare the Board for its IIP review in May 2009.	SMT	Corporate Policy, Planning & Performance
	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

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Performance Indicator	Target	Responsible Director	Accountable Committee
3.9 continued. Fully meeting the Board's statutory obligations as a public body and employer.	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
	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.	S Hagen	Corporate Policy, Planning & Performance
	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
	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
	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