

NORTHERN IRELAND POLICING BOARD

MINUTES OF THE 30th CORPORATE POLICY COMMITTEE MEETING HELD ON 19 FEBRUARY 2004 AT 10:00 AM IN WATERSIDE TOWER, BELFAST

PRESENT:

MEMBERS:

Professor Desmond Rea (Chairman)
Mr Denis Bradley (Vice-Chairman)
Viscount Alan Brookeborough
Mr Fred Cobain
Mr Barry Gilligan
Mrs Pauline McCabe
(1) Mr Eddie McGrady
(1) Mr Sammy Wilson

PSNI IN ATTENDANCE

(2) Mr Hugh Orde (Chief Constable)
(2) Mr Paul Leighton (Deputy Chief
Constable)

OFFICIALS IN ATTENDANCE:

Mr Trevor Reaney (Chief Executive)
Director of Corporate Services
Director of Policy and Accountability
Three Board Officials

- (1) **Item number 3 onwards**
- (2) **Item number 20 and part item 7**

1. APOLOGIES, Etc

No apologies were received.

The Chairman referred to the recent attack on the home of the Vice-Chairman and on behalf of the Committee he expressed regret that this incident had occurred.

2. MINUTES OF THE 29TH CORPORATE POLICY COMMITTEE HELD ON 13 JANUARY 2004

The minutes of the Corporate Policy Committee meeting held on 13 January 2004 were agreed.

3. MATTERS ARISING FROM THE MINUTES OF THE 29TH CORPORATE POLICY COMMITTEE MEETING

District Policing Partnerships (Item 3.1 Of Minutes Refers)

DPPs / Funding For Minor Security Improvements

The Committee noted a letter from the Minister of State dated 10 February 2004, which was tabled at the meeting, regarding funding for the provision of minor security improvements at the homes of DPP Members. The Committee agreed to write again to the Minister regarding the administration arrangements for the scheme.

The Committee noted a presentation had been given to DPP Managers on the provision of the key persons protection scheme.

Chief Police Officer Remuneration (Item 3.2 Of Minutes Refers)

The Committee noted that Sir Dan Crompton would present his report concerning the remuneration of PSNI senior personnel to the Committee later in the meeting.

Appointment Of Senior Board Staff (Item 3.3 Of Minutes Refers)

The Committee noted details of developments regarding the appointment of a Communications Director and a Service Delivery Director for the Board.

NIPB Recommendations On The Omagh Bombing Report (Item 3.4 Of Minutes Refers)

The Committee noted details of a sub-group meeting which had been held on 20 January 2004 that had considered protocols between the PSNI and the Police Ombudsman's Office. The Committee noted that the sub-group was content with the protocols that had been developed to date. The sub-group had agreed to seek the views of the Ombudsman's Office, PSNI and the police staff associations about any gaps that were perceived to remain and would report to the Committee when responses were received and considered.

The Committee discussed the need for a review mechanism for the work of the Police Ombudsman and agreed that the Ombudsman should be invited to the next meeting of the sub-group to discuss the matter.

APA Performance Management Training (Item 3.5 Of Minutes Refers)

The Committee noted that performance management training, organised by the Association of Police Authorities (APA), had been arranged for 11 March 2004.

Code Of Practice On Reports And Enquiries (Item 3.6 Of Minutes Refers)

The Committee noted that the first sub-group meeting had been held on 3 February 2004.

The Committee noted that the sub-group members had agreed to discuss a number of issues which had been raised at the meeting with their respective party groupings and to hold another meeting in one month's time to consider the matter further.

Tackling Crime Against Older People (Item 3.9 Of Minutes Refers)

The Committee noted a letter from the Minister of State dated 4 February 2004 concerning additional funding for the Lock Out Crime scheme, which had been launched on 14 October 2003 as part of the wider Stay safe Stay secure campaign.

The Committee discussed media reporting of crime against older people and the role of police and other agencies in dealing with such crimes. It was agreed that Mr Gilligan and Mrs McCabe should draft a question for the Chief Constable for the next Board meeting in relation to the issue. The Committee also agreed to write to the Minister to seek his views on how tackling the fear of crime on the elderly might be addressed, particularly how best to focus the work of a wide variety of agencies.

3.8 Correspondence From Ulster Political Research Group (Item 3.12 Of Minutes Refers)

The Committee considered a paper which was tabled at the meeting, that outlined legal advice concerning the correspondence which had been received from the Ulster Political Research Group.

The Committee noted the legal advice and agreed that:-

- The correspondence which had been received from the Ulster Political Research Group should be referred to the Chief Constable for consideration.
- The Ulster Political Research Group should be notified of the action which had been taken.

3.9 Devolution Of Policing – Role Of NIPB (Item 3.13 Of Minutes Refers)

The Committee noted that a response was awaited to a letter from the Chairman to the Secretary of State, dated 23 December 2003, relating to the devolvement of responsibility for policing to a local administration.

3.10 Correspondence From British / Irish Rights Watch (Item 3.14 Of Minutes Refers)

This matter was dealt with under item 14.

3.11 CAJ Commentary On The Work Of The NIPB (Item 3.15 Of Minutes Refers)

The Chairman and Vice-Chairman updated the Committee about a meeting held with representatives of the Committee on the Administration of Justice (CAJ) on 10 February 2004 regarding the CAJ Commentary on the work of the Board.

3.12 Confidentiality Of PSNI Briefing To The Board (Item 3.16 Of Minutes Refers)

There were no further developments.

3.13 Review Of Remuneration For Independent Members (Item 3.18 Of Minutes Refers)

There were no further developments.

3.14 4th Report from the NIO Steering Group on Research into Alternative Policing Approaches towards the Management of Conflict (Item 4.2 Of Minutes Refers)

The Committee noted that representatives from the NIO would attend the next meeting to discuss the 4th Report from the NIO Steering Group on Research into Alternative Policing Approaches towards the Management of Conflict.

3.15 Meeting with Student Officers (Item 4.7 Of Minutes Refers)

The Committee noted that the Chairman, Mr Gilligan and Mrs McCabe had arranged to visit the Training Centre on 4 March 2004.

3.16 Honours (Item 4.8 Of Minutes Refers)

The Committee asked to be provided with details of honours which were given to PSNI personnel in future New Year and Birthday's Honours Lists.

3.17 Review of Public Administration (Item 5.1 Of Minutes Refers)

This matter was dealt with under item 10.

3.18 Appointment of Assistant Chief Constable (Item 6 Of Minutes Refers)

This matter was dealt with under item 7.

3.19 Conversion of 5th Floor at Waterside Tower to Office Accommodation (Item 7 Of Minutes Refers)

The Chairman reminded Members that the Board had given approval at its February meeting to convert the 5th Floor at Waterside Tower to office accommodation at its meeting on 5 February 2004.

3.20 Police Training College (Item 8 Of Minutes Refers)

The Chairman reminded Members that the February Board meeting had been adjourned to 19 February 2004, when the Project Board on the new Police Training College would give a presentation to all Members on their proposals.

4. CHAIRMAN'S BUSINESS

4.1 Creation of a National Organised Crime and Fraud Agency

The Committee noted a letter from the Minister of State dated 10 February 2004, which was tabled at the meeting, regarding the creation of a National Organised Crime and Fraud Agency to deal with all serious organised crime and fraud, apart from revenue fraud.

4.2 Letter from Police Ombudsman

The Chairman read a letter received from the Police Ombudsman regarding meetings and dialogue with the Board.

The Committee agreed that the Chairman and Vice-Chairman of the Board and the Chairman of the Human Rights and Professional Standards Committee should hold an informal meeting with the Ombudsman prior to the 2004 annual meeting between the Ombudsman the Board.

4.3 The Irish Association for Cultural, Economic and Social Relations

The Committee noted that the Irish Association for Culture, Economic and Social Relations would be holding a seminar on 21 February 2004. The speakers at the seminar would be the Chief Constable and the Commissioner of the Garda Síochána.

4.4 Meeting with Ethnic Group Leaders

The Chairman and Vice Chairman updated the Committee about a meeting they had held with representatives from a variety of minority ethnic groups. The Committee noted a news release issued by the Board concerning the meeting.

4.5 The Coroners Service of Northern Ireland – Proposals for Administrative Redesign

The Committee noted a copy of a consultation paper issued by the Northern Ireland Court Service on 5 February 2004 concerning "The Coroners Service of Northern Ireland - Proposals for Administrative Redesign". The Committee noted that the paper would be placed in the library and would be available on request from Officials.

4.6 Designation as Accounting Officer

The Committee noted a letter from the Permanent Under Secretary of State concerning the appointment of Mr Mark Reber, Chief of Staff, as accounting officer for the Office of the Oversight Commissioner.

4.7 Renewal of 50:50 Recruitment to the Police

The Committee noted a letter from the Minister of State regarding renewal of 50:50 recruitment in respect of police trainees and support staff.

4.8 Engagements

The Committee noted that the Chairman had attended:-

- A meeting with the American Envoy on 3 February 2004
- A meeting of Armagh DPP on 17 February 2004.
- The Institute of Logistics and Transport Dinner on 18 February 2004.

The Committee noted that the American Envoy had invited the Chairman and Vice-Chairman of the Board to visit USA for St Patrick Week Events, when policing issues would be discussed.

5. CHIEF EXECUTIVE'S BUSINESS

There were no matters arising.

6. PSNI REVIEW OF PAY, APPRAISAL, PERFORMANCE RELATED PAY AND ALLOCATION OF DUTIES, SMT AND SCS

This matter was dealt with under item 20.

7. APPOINTMENT PROCESS FOR ASSISTANT CHIEF CONSTABLES TO PSNI

The Committee considered a paper in relation to the process of appointing Assistant Chief Constables to the PSNI.

The Committee agreed to the following changes to the Procedures Document for the appointment of Assistant Chief Constable:-

- All appointment panels will always consist of an odd number of panel members. This will allow a majority vote to be cast on those occasions when a panel decision is required.
- Each panel member will place the candidates in merit order in accordance with their overall total score. A system of ranking will then be used and will be based on the overall total score. The candidate that has the highest overall score and subject to that candidate being ranked highest by the majority of panel members will be selected for the post.

The Committee noted a letter from the Chief Constable dated 15 February 2003 which was tabled at the meeting regarding the extended interview process before the interview of candidates for the post of Assistant Chief Constable.

The Committee discussed the background to the inclusion of the extended interview element in the Chief Officer appointment process and the case for excluding it from the process.

Later in the meeting the Committee discussed the letter with the Chief Constable.

The Committee agreed that the political parties represented on the Board should consider the matter and Officials should prepare a paper for consideration at the March Board meeting.

8. CHIEF CONSTABLE – LIVING ACCOMMODATION

The Committee considered a paper in relation to a proposal from the Northern Ireland Office regarding the provision of living accommodation for the Chief Constable.

The Committee discussed the estimated cost of the property and agreed that officials should seek a valuation of the accommodation and prepare a paper for consideration at the March Board meeting for full discussion.

9. REQUEST FOR FINANCIAL SUPPORT FOR LEGAL ACTION FROM PSNI OFFICER

The Committee considered a paper in relation to a request which had been received from the Deputy Chief Constable for the Board to financially support a legal action by a PSNI Officer against the owners of a local newspaper.

The Committee agreed that further legal advice should be sought in connection with the case.

10. REVIEW OF PUBLIC ADMINISTRATION

The Committee considered a paper relating to a response to a consultation document on the Review of Public Administration which was issued in October 2003.

The Committee endorsed the comments contained in the paper for submission to the consultation on the Review of Public Administration.

The Committee agreed that comments should also be included in the paper that:

- The present requirements to maintain DCUs with the same geographic boundaries as District Councils did not assist the effectiveness and efficiency of the police and that a smaller number of DCUs would release more officers for front line policing activities.
- The current approach to local partnerships dealing separately with policing and community safety has created unnecessary duplication of effort and inefficiency, and that the creation of a single partnership would better meet the needs of the people of Northern Ireland.

11. RECRUITMENT OF A SERVICE DELIVERY DIRECTOR FOR THE NIPB

The Committee considered a paper in relation to the Selection Panel to appoint a Service Delivery Director for the Board.

The Committee agreed that Mr Byrne, Mr McFarland, Mrs Moore and Mr Wilson should form part of the selection panel.

12. PROPOSED EQUAL OPPORTUNITIES POLICY FOR THE POLICING BOARD

The Committee considered a paper detailing the Equal Opportunities Policy for the Board.

The Committee agreed the policy and asked Officials to review the contents of the section of the document in relation to bullying.

13. NORTHERN IRELAND POLICING BOARD BUSINESS PLAN 2004/2005

Members considered a paper in relation to the Board's Business Plan for 2004/2005 which related to the areas of responsibility of the Committee.

The Committee approved the sections of the Business Plan relating to the Committee's responsibilities.

14. BRITISH IRISH RIGHTS WATCH CORRESPONDENCE - ARRESTS OF CLARKE AND JOHNSTON

The Committee considered correspondence from the PSNI concerning correspondence from the British/Irish Rights Watch (BIRW) regarding the arrests of Liam Clarke and Kathryn Johnston.

The Committee noted that the PSNI had sought advice from the office of the Police Ombudsman (OPONI) on which of the questions could be answered, without prejudicing the ongoing OPONI enquiry. The Committee agreed that Officials should write to the PSNI indicating that it was not satisfied with the response and requesting a response to each of the questions which had been raised by BIRW at the conclusion of the OPONI investigation.

15. POLICY ON MEETINGS

The Committee considered a paper which was tabled at the meeting relating to a policy on meetings between the Board and other organisations/individuals.

The Committee agreed that:-

- Requests for meetings with the Board by a statutory body should be granted unless a meeting with the Chairman or Vice-Chairman of the Board or a meeting with a relevant Committee of the Board would meet the needs of the statutory body or be more appropriate.
- If a request for a meeting with the Board by non-statutory body was received consideration should be given as to whether the purpose of the meeting would further the pursuance of effective and efficient policing. In such circumstances the request should be considered by the Corporate Policy Committee and agreement reached as to whether the meeting should be with the Board, the Chairman and Vice-Chairman of the Board or an appropriate Committee of the Board.

The Committee agreed that the policy should come into effect immediately.

16. OPONI STATEMENT ON RUC INVESTIGATIONS OF BROWN MURDER

The Committee considered a paper relating to the Office of the Police Ombudsman for Northern Ireland (OPONI) statement on the police investigation of the murder of Mr Sean Brown in May 1997 and a letter which had been received from the solicitors acting on behalf of the Brown family.

The Committee agreed that Officials should obtain a response from the PSNI on how they proposed to progress the matter and that the response should be brought back to the Committee for consideration.

17. MATTERS TO BE RAISED WITH THE CHIEF CONSTABLE AT THE NEXT BOARD MEETING

Apart from the question relating to crime against the elderly, referred to at 3.7, the Committee agreed that there were no other matters arising.

18. PRESS ISSUES

There were no matters arising.

19. ANY OTHER BUSINESS

19.1 Dealing with the Past

A Member referred to an interview which the Chairman had given recently regarding dealing with the past.

The Chairman reminded Members that he had presented a paper on the subject to a previous meeting of the Committee and the Board on the subject. He also reminded Members that there had not been any objections to a proposal that the issues discussed in the paper be debated more widely, provided he did so in the capacity of an independent member of the Board, Members agreed this was so.

The Chairman said that during the interview he emphasised that he was speaking in an independent capacity and made this clear several times during the interview.

During the discussion that followed, a number of Members expressed concern at different aspects of the views that had been expressed during the interview.

19.2 Omnibus Survey Questions – April 2004

The Committee considered a paper which was tabled at the meeting relating to questions to be included in the April 2004 Omnibus Survey.

The Committee endorsed the draft questions and agreed to their inclusion in the survey. The Chairman asked Members who had any further comments on the questions to advise Officials accordingly.

**20. PSNI REVIEW OF PAY, APPRAISAL, PERFORMANCE RELATED PAY
AND ALLOCATION OF DUTIES, SMT AND SCS**

A confidential report on the above matter is attached at Appendix 'A'.

21. DATE OF NEXT MEETING

The date of the next meeting was arranged for 18 March 2004.

(Meeting closed 2:15pm)

**SECRETARIAT
February 2004**

CHAIRMAN

REPORTS AND BACKGROUND PAPERS

**ITEM
NUMBER**

**4.5 Consultation Document – The Coroners Service of
Northern Ireland – proposals for Administrative Redesign**