

## **NORTHERN IRELAND POLICING BOARD**

### **MINUTES OF THE 34<sup>th</sup> CORPORATE POLICY COMMITTEE MEETING HELD ON 20 MAY 2004 AT 10:00 AM IN WATERSIDE TOWER, BELFAST**

#### **PRESENT:**

#### **MEMBERS:**

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

#### **PSNI OFFICERS IN ATTENDANCE**

(3) Mr Duncan McCausland, Assistant Chief  
Constable, Rural Region  
(3) Three PSNI Personnel

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

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

- (1) **Item 3.4 to close**
- (2) **Item 4.8 to close**
- (3) **Item 15 (part)**

## **1. APOLOGIES**

Apologies were received on behalf of Mr Cobain and Mr Kelly.

## **2. MINUTES OF MEETINGS OF CORPORATE POLICY COMMITTEE**

The minutes of the Corporate Policy Committee meeting held on 22 April 2004 were agreed.

### **3. MATTERS ARISING FROM THE MINUTES**

#### **3.1 District Policing Partnerships (DPPs) (Item 3.1.1 Of Minutes Refers)**

##### **3.1.1 Dungannon And South Tyrone DPP**

The Committee noted that there were no further developments in relation to the establishment of a DPP in Dungannon and South Tyrone.

##### **3.1.2 Newry And Mourne DPP**

The Committee noted details of a meeting that Officials had attended with Newry and Mourne DPP on 17 May 2004.

The Chairman asked Officials to update Mrs Rosaleen Moore on the position regarding the DPP holding a meeting in Forkhill.

#### **3.2 Appointment Of Senior Board Staff (Item 3.1.2 Of Minutes Refers)**

The Chief Executive advised the Committee that:-

- Mr David Wilson had been appointed to the post of Director of Service Delivery and would take up his new duties on 1 June 2004.
- Interviews for the post of Director of Communications would take place on 8 June 2004.

#### **3.3 Tackling Crime Against Older People (Item 3.1.3 Of Minutes Refers)**

The Committee noted that a reply was awaited from the Minister of State and it was agreed that a response should be expedited.

### **3.4 Confidentiality Of PSNI Briefing To the Board (Item 3.1.5 Of Minutes Refers)**

The Committee noted that their had been no new developments.

### **3.5 Review Of Remuneration For Independent Members (Item 3.1.6 and 9 Of Minutes Refers)**

The Committee noted the content of a letter from the Secretary of State regarding the review of remuneration for independent members.

A paper regarding this matter was dealt with under item 9.

### **3.6 Appointment Process For Assistant Chief Constable To PSNI (Item 3.1.7 Of Minutes Refers)**

The Committee noted that:-

- Mrs Judith Gillespie had been appointed as an Assistant Chief Constable of the PSNI.
- Another candidate had met the standard required for appointment to Assistant Chief Constable and the candidate's name had been placed on a reserve list for a period of six months should a vacancy arise.

### **3.7 Chief Constable – Living Accommodation (Item 3.1.8 Of Minutes Refers)**

The Chairman reminded the Committee that the arrangements for the provision of living accommodation for the Chief Constable had been agreed at the May Board meeting.

**3.8 Request For Financial Support For Legal Action From PSNI Officer**  
(Item 3.1.9 Of Minutes Refers)

The Committee noted that, if the PSNI officer's legal action was successful, any costs incurred by PSNI would be reimbursed by the officer concerned.

**3.9 PSNI Review Of Pay, Appraisal, Performance Related Pay And Allocation Of Duties: SMT And SCS** (Item 3.1.11, 3.2.1 and 6 Of Minutes Refers)

This matter was dealt with under item 6.

**3.10 Leave Entitlement – Chief Police Officers – PSNI** (Item 3.1.12 Of Minutes Refers)

This matter was dealt with under item 7.

**3.11 OPONI Survey** (Item 3.1.13 Of Minutes Refers)

The Committee noted that the Police Staff Associations had written to the Board outlining their position regarding the publication of the OPONI Survey of Police Officers.

The Committee agreed that officials should liaise with OPONI in an attempt to secure a copy of the full report on the survey of Police Officers' attitudes to police complaints.

**3.12 Legal Actions – Post Traumatic Stress** (Item 3.1.14 Of Minutes Refers)

The Committee noted the current position regarding legal actions against the Board concerning post traumatic stress disorder and agreed that the matter should be brought back as a matter arising at the September meeting of the Committee.

### **3.13 Invitation To Board Members – Seat On Northern Ireland Board Of Crimestoppers** (Item 3.1.15 Of Minutes Refers)

This matter was dealt with under item 9.

### **3.14 Alternative Approaches Towards The Management Of Conflict** (Item 3.1.18 Of Minutes Refers)

The Committee noted that:-

- Officials were liaising with the NIO regarding the possibility of holding a conference or seminar on alternative policing approaches towards the management of conflict.
- A paper outlining proposals for the event would be brought to a future meeting of the Committee for consideration.

### **3.15 NIPB Annual Report** (Item 5.2 Of Minutes Refers)

The Committee noted that there had been no new developments.

### **3.16 Cory Collusion Inquiry Reports** (Item 10 Of Minutes Refers)

In response to an enquiry by a Member at the previous meeting, the Chief Executive advised the Committee that no provision had been made in the 2004/2005 PSNI Budget for work in relation to the Cory Collusion Inquiry reports. If required, a separate bid would be made for additional funding for this work.

### **3.17 Conviction Of Councillor Arthur Templeton – Elected Member Of Newtownabbey District Policing Partnership** (Item 11 Of Minutes Refers)

The Chairman reminded the Committee that the conviction of Councillor Arthur Templeton – Elected Member of Newtownabbey District Policing Partnership would be considered at a special meeting of the Board that day at 12.00noon.

## **4. CHAIRMAN'S BUSINESS**

### **4.1 Engagements**

The Committee noted that the Chairman had undertaken the following engagements on behalf of the Board:-

- PSNI/Garda Siochana Boxing Match against the New York Police Department on 15 May 2004
- Meeting with Mr Ian Pearson, Parliamentary Under Secretary of State for Northern Ireland on 17 May 2004.

### **4.2 Performance And Development Review And Performance Related Pay**

The Committee noted that the process of drafting objectives for the Chief Constable's Performance and Development Review and Performance Related Pay systems for 2004/2005 had commenced. When the objectives had been agreed between the Chairman, Her Majesty's Inspector of Constabulary and the Chief Constable a paper would be presented to the Committee for consideration.

### **4.3 American Consul**

The Committee noted that Ms Barbara Stephenson, American Consul would be leaving Northern Ireland in the near future.

The Committee agreed that Ms Stephenson should be invited to attend the June Board meeting and lunch in recognition of her assistance to policing in Northern Ireland.

### **4.4 Graduation Ceremonies**

The Committee noted:-

- An article which had appeared in the press regarding the address which had been given by a Member at the Graduation Ceremony on 23 April 2004.
- That Mr McGrady would represent the Board at the next ceremony and that Mr McGrady did not wish to wear an academic gown.

#### **4.5 Dealing With The Past**

The Committee noted that the Secretary of State would be undertaking a consultation process on how best to deal with the past.

#### **4.6 PSNI Spending Review 2004: Armed Civilian Guards**

The Committee noted the content of a letter which the Chairman had sent to the Chief Constable concerning a bid which had been made in the 2004 PSNI Spending Review for 670 armed civilian guards. A response was awaited.

#### **4.7 Statement By Police Federation**

The Board noted details of a statement of clarification which had recently been issued by the Police Federation regarding Sinn Fein joining the Board.

#### **4.8 Publications**

The Committee noted that the Board had received a publication from the Home Office entitled "A 21<sup>st</sup> Century Strategy to Defeat Organised Crime". It was agreed that a copy would be provided to any Member who wished to read the document.

#### **4.9 NI Information Service News Release**

The Board noted a news release which had recently been issued by the Northern Ireland Information Service regarding proposals to modernise fraud law in Northern Ireland.

## **5. CHIEF EXECUTIVE'S BUSINESS**

### **5.1 Baseline Assessment Of PSNI**

The Chief Executive advised the Committee that he had received a first draft of the Baseline Assessment from HMIC. The Committee noted that the final version would be brought to the attention of the Board.

### **5.2 Compositional Working Group**

The Chief Executive outlined details of a meeting of the Compositional Working Group which had been held on 6 May 2004.

### **5.3 Complaints Against The Board**

The Chief Executive advised the Committee that a review had been undertaken in relation to the Board's policy for dealing with complaints against the Board and that implementation action was ongoing.

## **6. PSNI REVIEW OF APPRAISAL, PERFORMANCE RELATED PAY AND CONDITIONS, FOR SMT AND SCS**

The Committee considered a paper in relation to outstanding issues concerning the Chief Officers performance related pay and allocation of duties, which had been recommended by Sir Dan Crompton, Mr Ken Williams, HMIC and the Police Negotiating Board (PNB). A confidential report of the matter is attached at Appendix 'A'.

The Committee discussed the payment of performance related pay to chief police officers and asked to be provided with details of when this would commence for chief police officers.

During further discussion the Committee agreed that:-

- The Board's representation on the PNB should be reviewed.
- Officials should be asked to ascertain when the establishment of Assistant Chief Constables would be reduced from six officers to five.

The Chief Executive referred to the need to consider the attractiveness or otherwise of the packages offered to chief police officers in order to ensure that the PSNI could attract high calibre candidates in the future.

## **7. ANNUAL LEAVE ENTITLEMENT OF CHIEF OFFICERS**

The Committee considered a paper regarding a request which had been received from the Chief Constable in relation to the leave entitlement of PSNI chief officers.

The Committee noted that the proposals which had been put forward by the Chief Constable were as follows:-

- Implementation of a standard weekend rest day schedule
- Annual leave entitlement of 34 days per annum.

The Committee noted section 27 and schedule 4 of the Royal Ulster Constabulary Regulations 1996 which related to leave for chief police officers

The Committee agreed:-

- That the issue should be considered by PNB; and
- Recommended that the Northern Ireland representatives of CPOSA, in consultation with their counterparts in England and Wales should consider tabling a proposal with the Chief Officers Committee of PNB for discussion on the issue.

## **8. TRAVEL AND SUBSISTENCE – POLICING BOARD**

The Committee noted that the Chief Executive had received a request from a Member of the Legislative Assembly (MLA) requesting information in relation to air travel by Policing Board Members and staff.

The Committee noted the contents of a paper which outlined details of the cost of travel and subsistence which had been incurred by Board Members and staff during the periods 2002/2003 and 2003/2004.

## **9. ALLOCATION OF SPECIAL RESPONSIBILITY ALLOWANCE**

The Committee considered a paper which outlined proposals for the allocation of the special responsibility allowance which had been introduced as part of the review of Members remuneration.

The Chief Executive reminded Members that it had been agreed at the last meeting that the allowance should be allocated to Members who would gain from its allocation and not to Members who are currently elected as MLAs.

The Committee noted that a total amount of £14,000 was available for distribution at the discretion of the Board.

The Committee agreed on the basis of the number of meetings which were held each year that the allowance should be allocated as follows:-

- Chairman of Human Resources - £5,000
- Chairman of Press and Public Relations - £2,250
- Chairman of Human Rights and Professional Standards - £2,500
- Chairman Police College Sub-Group - £1,500

Because there were only 2 women on the Board and Mrs McCabe was heavily engaged in Board business as Chairperson of the Human Resources Committee, it was noted that Mrs Rosaleen Moore had been called upon to sit as a member of appointment panels and accordingly the Committee agreed that she should be paid £1,000. The Committee agreed that £1,000 should be made available to any independent Member who was available to serve on the Board of the Crimestoppers Trust.

The Committee noted that the payment of the allowance was retrospective to 1 April 2003. As a new Committee structure had been brought into effect in June 2003 the allowance would be payable under the previous Committee structure for the period April to May 2003. During this period the only Committee which had been chaired by a Member who was not a MLA was the Personnel and General Purposes Committee. Members agreed that the same amount should be paid on a pro rata basis for this Committee as for the Human Resources Committee above (i.e. £833 for the period April to May 2003).

## **10. CODE OF PRACTICE ON SECTIONS 59 AND 60 – REPORTS AND INQUIRIES**

The Committee considered a paper which sought Members views on a draft Code of Practice on sections 59 and 60 of the Police (Northern Ireland) Act 2000.

The Committee noted that the Sub-Group had not been able to agree a corporate position on the principles behind sections 59 and 60 of the Act.

The Committee agreed that a draft letter from the Chairman to the Minister of State should be brought to the June meeting of the Board outlining the different positions which had been adopted by Members and recommending some practical amendments to the Code, in order that the Code is workable from the Board's perspective.

## **11. WORKING RELATIONSHIPS – NIPB AND OPONI**

The Committee considered a paper which outlined options on the way forward for effectively engaging with the Office of the Police Ombudsman and for developing appropriate working relationships with the Ombudsman's Office.

Members discussed the proposals contained in the paper and agreed that the proposals should be brought to the June meeting of the Board for consideration.

## **12. ASSOCIATION OF POLICE AUTHORITIES – SUBSCRIPTIONS 2004/2005**

The Committee noted the contents of an Association of Police Authorities (APA) circular number 30/2004 which outlined information on the APA subscriptions for 2004/2005.

The Committee agreed that a representative from APA should be invited to a meeting of the Corporate Policy Committee to discuss the work of the Association.

## **13. RECRUITMENT POLICY**

The Committee considered a paper in relation to a revised policy on the recruitment of staff to the Policing Board.

Members discussed a number of proposals for recruiting staff and agreed that a further paper should be brought to the next meeting of the Committee concerning the Board's recruitment policy.

## **14. MATTERS TO BE RAISED WITH THE CHIEF CONSTABLE AT THE NEXT BOARD MEETING**

There were no matters arising.

## **15. PRESENTATION REGARDING THE PROPOSED CLOSURE OF ANDERSONSTOWN PSNI STATION**

The Chairman welcomed ACC McCausland and a number of PSNI personnel to the meeting.

The PSNI representatives delivered a short presentation on proposals to close the Andersonstown Station. A copy of the slides used in the presentation is attached at Annex 'A'.

Members discussed the operational profile of the station; the impact of the closure, particularly in relation to the local community; and noted proposals for the closure process.

The PSNI representatives left the meeting.

The Committee noted that the PSNI had advised:-

- That the Belfast DPP opposed the closure of the station
- That the West Belfast DPP had requested that it be kept apprised of developments and
- That political parties representing the residents of the Andersonstown area supported the proposed closure.

The Committee agreed with proposals that:-

- The Vice-Chairman should contact the Belfast DPP and the West Belfast DPP to ascertain their views in more detail and
- The matter should be considered at the next Board meeting.

## **16. PRESS ISSUES**

There were no matters arising.

## **17. ANY OTHER BUSINESS**

### **17.1 Floating Members Of Corporate Policy Committee**

In response to a comment from a Member suggesting that the length of time that 'floating' Members served on the Corporate Policy Committee should be extended and that earlier notice of change should be given to Members to facilitate diary planning, the Chairman undertook to review the matter and make recommendations to the Board.

## **18. DATE OF NEXT MEETING**

The Committee agreed that the next meeting should be arranged for 17 June 2004.

(Meeting closed 12:00 noon).

**Secretariat**

**May 2004**

---

**Chairman**

## REPORTS AND BACKGROUND PAPERS

### ITEM NUMBER

- 4.8            One Step Ahead - A 21<sup>st</sup> Century Strategy to defeat  
organised crime – Home Office Publication**