

## **NORTHERN IRELAND POLICING BOARD**

### **MINUTES OF THE PERFORMANCE COMMITTEE MEETING HELD ON 15 OCTOBER 2015 AT 9.15AM IN WATERSIDE TOWER**

#### **PRESENT:**

- Mr Jonathan Craig (Chairperson)
- Ms Roisin McGlone (Vice-Chairperson)
- Professor Brice Dickson
- Mr Trevor Lunn
- (5) Mr Gerry Kelly
- (6) Mr David McIlveen
- Dr Paul Nolan
- (7) Professor Ryan Feeney

#### **GUESTS IN ATTENDANCE:**

- (1) Mr Mark Lindsay (Chairman of the Police Federation Northern Ireland)

#### **PSNI IN ATTENDANCE:**

- (2) T/ACC Noble
- (1) ACC Hamilton
- (4) ACC Martin
- (3) 1 PSNI Officer
- (4) 1 Member of PSNI Police Staff

#### **BOARD'S HUMAN RIGHTS ADVISOR IN ATTENDANCE:**

Ms Alyson Kilpatrick

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

Mr Barney McGahan (Interim Chief Executive)  
Mrs Amanda Stewart (Director of Policy)  
5 Board Officials

- (1) Item 5.2 only
- (2) Items 5.1 and 5.3 only
- (3) Item 5.1 only
- (4) Item 5.3 only
- (5) Open to item 5.4
- (6) Items 4.2 to 5.4
- (7) Item 5.1 to close

## **1. APOLOGIES ETC**

Apologies for today's meeting were received from Ms Catherine Pollock and Ms Caitríona Ruane.

The Chairperson asked Members to declare any conflicts of interest arising from the agenda. No conflicts of interest were declared.

## **2. DRAFT MINUTES OF MEETINGS OF THE PERFORMANCE COMMITTEE**

### **2.1 Draft minutes of the Performance Committee meeting held on 17 September 2015**

It was:-

#### **AGREED:**

To approve the draft minutes of the Performance Committee meeting held on 17 September 2015.

## **3. MATTERS ARISING FROM THE MEETING HELD ON 17 SEPTEMBER 2015**

### **3.1 Correspondence (Item 4.1 of minutes refers)**

Officials advised that responses are awaited to correspondence issued to the Home Secretary, Police Scotland and the Garda Commissioner regarding the use of water cannon in their respective jurisdictions.

Replies will be brought to the Committee in due course.

### **3.2 Requesting a report under Section 59 of the Police (Northern Ireland) Act 2000 in relation to the role of the PSNI in supporting legacy inquests (Item 5.1 of minutes refers)**

Officials advised that a paper on Legacy Inquest Issues would be discussed at item 5.4.

### **3.3 PSNI six monthly report on the use of Small Unmanned Aircraft (SUA)(Item 6.7 of minutes refers)**

Officials advised that a response is awaited to correspondence issued to the PSNI regarding the deployment of Small Unmanned Aircraft (SUA) since 1 January 2015. PSNI's reply will be brought to the Committee in due course.

## **4 CHAIRPERSONS BUSINESS**

### **4.1 Correspondence**

The Committee noted correspondence received from the Police Ombudsman regarding OPONI policy on counter allegations. NOTED.

### **4.2 Establishment of the Historical Investigations Unit (HIU)**

The Chairperson asked the Committee to consider a paper tabled at the meeting, providing Members with an overview of the proposed role of the Board in relation to the Historical Investigations Unit (HIU) which is to be set up as part of the Stormont House Agreement. The Committee noted that the Department of Justice requested the Board's comments on the draft Stormont House Agreement Bill. Following discussion, It was:-

#### **AGREED:**

- A response is issued to the Department of Justice expressing the Committee's views that the Board's oversight powers in relation to the Historical Investigations Unit (HIU) should mirror the Board's oversight powers in relation to the PSNI. The Committee also agreed the response should address the issue of resources afforded to the Board in respect of these additional oversight responsibilities.

- To circulate to Performance Committee Members hard copies of the draft HIU legislation provided to the Board.

### **4.3 Condolences**

The Committee wished to record its condolences to the family of Garda Golden.

## **5 ITEMS FOR DECISION**

### **5.1 Evaluation of the Body Worn Pilot Scheme**

The Chairperson welcomed T/ACC Noble and his colleague to the meeting and invited them to update the Committee on the evaluation of the Body Worn Video pilot scheme and PSNI plans for the service wide roll out of the technology.

T/ACC Noble provided a brief background to the Body Worn Video pilot scheme and the drivers behind the introduction of its use, specifically recommendations relating to domestic violence made in the Board's 2009 Thematic Review of Domestic Abuse Policing; the 2010 CJINI report 'Handling of Domestic Violence and Abuse'; and the 2014 Human Rights Annual Report.

The PSNI discussed with the Committee the positive impact of the use of the technology for victims of domestic abuse including a higher percentage of cases proceeding to court and a reduction in the average time between the incident and court proceedings where cameras have been used to record evidence. Members also noted that officer compliance had been very high during the pilot scheme.

Other areas discussed with the PSNI included:

- The approval of the business case by the Body Worn Video project board how roll out of the technology throughout the PSNI

- will be managed;
- The timeframe for the roll out of the project;
- The network upgrades and Digital Asset Management (DAM) system necessary to support the use of body worn video throughout the PSNI;
- Officer and staff training, and;
- The retention policy for evidence gathered via body worn video.

The Chairperson thanked T/ACC Noble and his colleague and they left the meeting. Following discussion

It was:-

**AGREED:**

Correspondence is issued to the PSNI requesting they provide additional data regarding the higher percentage of domestic abuse cases brought to court as a result of the use of body worn video and a copy of the full Body Worn Video evaluation report as soon as it becomes available.

## **5.2 PFNI Independent Workforce Survey**

The Chairperson welcomed Mr Mark Lindsay (Chairman of the Police Federation for Northern Ireland) to the meeting and invited him to brief the Committee on the key findings from an independent workforce survey carried out on behalf of the PFNI.

Mr Lindsay thanked the Committee for the opportunity to present the survey findings to the Board and provided a brief overview of the key issues arising from the survey. The Committee noted that 37% of officers (2,527 officers) participated in the survey and expressed concern at figures highlighting low levels of morale within the PSNI. Members discussed with Mr Lindsay factors contributing to low levels of morale including increased workloads, changes in the pension arrangements

and organisational change.

Mr Lindsay advised the Committee that the PFNI had a positive engagement with the Chief Constable following the publication of the results of the survey. He also advised that PFNI have written to the Chief Constable to raise specific issues including sick pay for officers injured on duty, the protection of rest days and the Individual Performance Review (IPR). In response to a request from a Member, Mr Lindsay agreed to forward a copy of the issues that PFNI asked the Chief Constable to action.

In response to questions from Committee Members Mr Lindsay discussed:

- The impact on officers of the PSNI change programme;
- The role of PSNI Human Resources Department, and;
- The reduction in officers' sick pay after 6 months.

A number of Members thanked Mr Lindsay for his attendance and noted the positive engagement between the Committee and the PFNI on this issue. The Chairperson thanked Mr Lindsay and he left the meeting.

The Chairperson welcomed ACC Hamilton to the meeting and asked him to present the PSNI's response to the PFNI Independent Workforce Survey to the Committee.

ACC Hamilton acknowledged the challenging nature of the survey findings and advised Members that PSNI are actively working to resolve the key findings.

In relation to the issue of officers' sick pay post the first 6 month period, ACC Hamilton advised that work is ongoing in respect of how a criterion for discretion in this area may be applied. He also discussed with the

Committee work being done within the PSNI to reduce sickness absence and the development of a pool of recuperative posts to help manage and assist return to work following a period of illness.

Other areas discussed with ACC Hamilton included:

- Streamlining of the Individual Performance Review (IPR) system;
- The need for effective local line management, and;
- The advantages of flexible working in terms of reduction in sickness and increased retention of staff.

The Chairperson thanked ACC Hamilton and he left the meeting.

Following discussion,

It was:-

**AGREED:**

Correspondence is issued to the PFNI requesting a copy of the issues raised with the Chief Constable following the PFNI Independent Workforce Survey.

### **5.3 Performance against the Policing Plan**

The Committee considered a paper providing Members with the Policing Plan 2015-2016 Quarter 2 Performance Report. The Chairperson welcomed T/ACC Noble and ACC Martin to the meeting and invited T/ACC Noble to brief the Committee on the PSNI's Quarter 2 Performance against the Policing Plan.

The PSNI discussed with the Committee several positive findings in the report including a reduction in the number of paramilitary style attacks and anti-social behaviour incidents and increases in outcome rates for rape crime and reporting of hate crime. Members also noted the significant reduction in allegations of failure in duty, oppressive behaviour and incivility.

The Committee also discussed with the PSNI:

- Models of good policing and how these practices are shared between districts;
- The increasing number of Organised Crime Groups whose activities have been frustrated, disrupted or dismantled, and;
- The ongoing work within communities in relation to drug seizures.

An area of concern for the PSNI is the increase in the number of domestic burglaries and robberies in which older people have been victims. The Chairperson invited ACC Martin to update the Committee on the PSNI's work to address this issue.

ACC Martin provided Members with the latest figures relating to this crime type and advised Members that a Silver Commander has now been appointed to address and bring focus to tackling this issue. The PSNI discussed the involvement of organised crime groups in orchestrating some of these attacks and acknowledged the severe impact of these crimes on the victims. ACC Martin advised Members of various initiatives being undertaken by the PSNI including:

- A media campaign regarding burglary being launched w/c 19 October 2015;
- The Nominate Neighbour Scheme;
- A refresh of Cocoon Watch, and;
- Engagement with the COPNI, the Housing Executive, Age Concern and PCSPs.

The Committee also noted that all crimes of this type where the victim is over 60 years old are now investigated by CID.

The Chairperson thanked T/ACC Noble and ACC Martin and they left the meeting. Following discussion,

It was:-

**AGREED:**

To consider inviting representatives from a Reactive and Organised Crime Branch to a future meeting of the Performance Committee to discuss their work in relation to tackling organised crime groups.

**5.4 Legacy Inquest Issues**

This item was deferred to a future meeting of the Performance Committee.

The Chairperson informed the Committee that the Minister of Justice had requested a meeting with representatives of the Board and the PSNI to discuss legacy issues and the Board's request for an HMIC inspection of the PSNI's role in disclosing information to the Coroner for Legacy Inquests. Following discussion,

It was:-

**AGREED:**

To progress arrangements for a meeting of the Chairperson and Vice-Chairperson of Performance Committee with the Department of Justice and PSNI.

**5.5 Omnibus Survey**

The Committee considered a paper advising that the Omnibus Survey will not take place in January 2016 and will instead be conducted in April 2016. Members also considered a list of proposed questions for inclusion in the April 2016 Omnibus Survey.

It was:-

**AGREED:**

The Omnibus Survey briefing paper and proposed questions are forwarded to Members for consideration and response. Following

receipt of the Committee Members' responses a recommendation will be made to the Board at the November 2015 Board meeting.

## **6 INFORMATION PAPERS AND CORRESPONDENCE**

### **6.1 PSNI Quarterly Report on Impact on Organised Crime**

This item was deferred to a future meeting of the Performance Committee.

### **6.2 PSNI 6 monthly Report on Counter-Terrorism**

This item was deferred to a future meeting of the Performance Committee.

### **6.3 PSNI Continuous Improvement Update**

### **6.4 Human Rights Annual Report Recommendation Update**

### **6.5 OCTF Cybercrime Tactical Assessment**

The Committee noted the above information papers. NOTED.

### **6.6 Correspondence**

The Committee noted 2 items of correspondence included within their papers.

### **6.7 Freedom of Information Requests**

The Committee noted 2 PSNI Freedom of Information requests. NOTED.

## **7. QUESTIONS FOR THE CHIEF CONSTABLE**

It was:

### **AGREED:**

Questions be drafted from the Performance Committee to the Chief Constable regarding:

- The PFNI Independent Workforce Survey;
- PSNI Performance; and
- Crimes against older people particularly burglaries and robberies.

## **8. COMMUNICATIONS ISSUES**

It was:

### **AGREED:**

A news release is issued regarding the briefing to the Committee from the PFNI Chairman on the PFNI Independent Workforce Survey.

## **9. ANY OTHER BUSINESS**

No other business was conducted.

## **10 DATE OF NEXT MEETING**

Members were advised the date for the next meeting of the Performance Committee is Thursday 19 November 2015.

(Meeting closed at 1:05 pm)

### **Board Support**

**Date:** October 2015

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**Chairperson**