

## **NORTHERN IRELAND POLICING BOARD**

### **MINUTES OF A MEETING OF A CORPORATE POLICY, PLANNING & PERFORMANCE COMMITTEE HELD ON 18 MAY 2006 AT 10:00AM IN WATERSIDE TOWER, BELFAST**

#### **PRESENT:**

#### **MEMBERS:**

- Professor Sir Desmond Rea (Chairman)
- Mr Barry Gilligan (Vice-Chairman)
- (1)** Mr Alex Attwood
- Mr Willie Hay
- Mrs Pauline McCabe
- Mrs Rosaleen Moore
- (2)** Mr Ian Paisley Jnr
- Mr Brian Rea

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

- (3)** Mr Trevor Reaney (Chief Executive)
- (3)** Mr Sam Hagen (Director of Corporate Services)
- (3)** Mr David Wilson (Director of Planning)
- (3)** Mrs Sinead Simpson (Director of Policy)
- (3)** Three Officials

- (1)** Item number 3.4 to close
- (2)** Item number 1 to 16
- (3)** Except item number 21

#### **1. APOLOGIES**

Apologies for non-attendance were received from Mr Trevor Ringland. NOTED.

#### **2. MINUTES OF 53<sup>RD</sup> CORPORATE POLICY COMMITTEE MEETING HELD ON 8 MARCH 2006**

The minutes of the Corporate Policy Committee meeting held on 8 March 2006, which had been adopted at the Policing Board meeting on 28 March 2006 had been circulated to all Committee Members for information. NOTED.

### **3. MATTERS ARISING FROM THE MINUTES OF THE 53<sup>RD</sup> MEETING**

#### **3.1 Community Based Restorative Justice (Item 3.1 Of Minutes Refers)**

The Chairman informed the Committee that the meeting between the Board and the Minister of State, deferred from 28 March 2006, to discuss Community Based Restorative Justice Schemes had been rearranged for 19 June 2006. Further details about the meeting would be issued to all Board Members. NOTED.

Members discussed the possible date of a public announcement by the Minister concerning the NIO consultation on Guidelines for Community Based Restorative Justice Schemes and officials were asked to establish the date proposed for an announcement by NIO.

#### **3.2 TASER (Item 3.3 Of Minutes Refers)**

Officials advised the Committee that there had been no further developments concerning the PSNI Equality Screening Exercise regarding the introduction of TASER and that the Committee would receive an update when there are substantive developments. NOTED.

#### **3.3 Criminal Justice Inspection Northern Ireland (CJINI) Report On Target Setting And Performance Management In The Criminal Justice System In Northern Ireland (Item 3.4 Of Minutes Refers)**

This matter was considered under item 17.1.

#### **3.4 Tender Evaluation Panel – PSNI Recruitment Service Provider (Item 5.4 Of Minutes Refers)**

This matter was considered at item 11.

#### **4. MINUTES OF A CORPORATE POLICY, PLANNING AND PERFORMANCE COMMITTEE MEETING HELD ON 25 APRIL 2006**

It was:

##### **AGREED:**

That the draft minutes of the Corporate Policy, Planning and Performance Committee meeting held on 25 April 2006 should be agreed.

#### **5. MATTERS ARISING FROM THE MINUTES OF THE MEETING**

##### **5.1 First Day Brief (Item 2 Of Minutes Refers)**

The Chief Executive confirmed that an offer had been made by officials to all Board Members to set aside dates for further briefings if required. To date, no Members had expressed a requirement for additional briefings and the dates would now be used for other Board work. The Chief Executive emphasised that should any Member require any further briefing that this could be arranged on a one to one basis. NOTED.

##### **5.2 New Police College Funding (Item 3.5 Of Minutes Refers)**

The Chairman and Chief Executive updated the Committee on further action that had been taken to seek appropriate funding for the new Police Training College. The Committee discussed a number of possibilities for future action by the Board concerning the issue.

It was:

## **AGREED:**

To await the receipt of a response to a letter issued by the Chairman to the Prime Minister before taking any further action.

## **6. CHAIRMAN'S BUSINESS**

### **6.1 Engagements**

The Chairman had undertaken the following engagements:-

- Meeting with South Down Unionist Executive - Newcastle – 11 May 2006.
- Superintendents' Association of Northern Ireland Annual General Meeting 2006 and Conference – Templepatrick – 15 May 2006.

NOTED.

### **6.2 Publications**

The Chairman advised that the following publication had been placed in the library:-

- Northern Ireland Association for the Care and Resettlement of Offenders Corporate Plan 2006 – 2009. NOTED.

### **6.3 Correspondence**

The Chairman highlighted the following correspondence that he had received:-

- Letter from RUC GC Foundation dated 11 May 2006 regarding a visit by Members to the Memorial Garden on 6 September 2006.

NOTED.

## **6.4 News Releases**

The Chairman highlighted the following news releases:

- Joint Communique British-Irish Intergovernmental Conference - Iveagh House – NIO – 2 May 2006.
- Assets Recovery Agency reaches full settlement in Warnock case – Assets Recovery Agency – 4 May 2006. NOTED.

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

### **7.1 NIPB Annual Report And Statement Of Accounts**

The Chief Executive advised the Committee that officials were in the process of preparing the Annual Report and Statement of Accounts for the period 1 April 2005 to 31 March 2006. He reminded Members that Section 57 of the Police (NI) 2000 Act requires the Board to issue a report relating to the policing of Northern Ireland not later than 6 months after the end of the financial year, i.e. 30 September 2006. The Board's Annual Report and Statement of Accounts, together with the Report of the Comptroller and Auditor General, must be laid in Parliament in accordance with statutory requirements. As the House of Commons summer recess falls between 25 July and 8 October 2006, the Board's report must be produced and published in the House prior to 25 July 2006. A laying date of 24 July 2006 has been agreed with the Parliamentary Section. NOTED.

Due to the tight timescales, delegated authority for final sign-off of the text was sought.

It was:

## **RESOLVED:**

That the Chairman should be given delegated authority for final sign-off of the text of the NIPB Annual Report and Statement of Accounts 2005/06.

### **7.2 PSNI HR Project Team**

The Chief Executive informed the Committee that the PSNI had sought the Board's participation in a Human Resources Project Team for the police civilian staff re-orientation programme.

It was proposed that the Project Team will be lead by a senior official in PSNI Human Resources Department and would also involve representatives from PSNI, NIO and the Board. The Board had been requested to second a senior member of staff to the Team on a full-time basis for approximately 18 months – 2 years to be funded by the Board. It was further proposed that the Project Team would report to the PSNI Personnel, Finance and Training Committee and then to the Board's Human Resources Committee.

The Chief Executive asked the Committee to consider the request received from PSNI.

Members considered a number of corporate governance issues associated with the proposal, issues relating to the accountability of the Project Team within PSNI, and reporting structures to the Board. Members also discussed a number of practicalities associated with funding of the secondee from the Board, the loss of expertise at a senior level within the Board and how this could be "back filled" and the potential for utilising external expertise.

Following discussion, it was:

## **RESOLVED:**

- That the Board should support, in principle, the secondment of a member of staff to the PSNI HR Project Team.
- That further clarification should be obtained from PSNI regarding the exact role to be played by the “seconded”, the reporting mechanisms for the Project Team and details of the scope of the work of the Project Team.

### **7.3 Developing Strategic Priorities For The Board**

The Chief Executive reminded Members, that the Board had considered a range of issues at the residential induction, which had been passed on from the previous Board and had heard from the Chief Constable his views on the strategic issues from his perspective. He sought advice from the Committee on whether the Board should take an opportunity to discuss its strategic priorities when new Members have a fuller understanding of the work of the Board and the issues facing policing in Northern Ireland.

Following discussion, it was:

## **RECOMMENDED:**

That a workshop be arranged for all Board Members in September, which would feed into the Strategy Event with PSNI in October 2006.

### **7.4 PSNI Chief Officer – Performance Assessment 2005 – 2006**

The Chief Executive informed the Committee about the Deputy Chief Constable’s performance assessment for 2005/06 in respect of a PSNI Chief Officer.

It was:

## **RESOLVED:**

That approval be given to the Chief Officer being moved to the next point on the incremental scale for Assistant Chief Constables.

### **7.5 Industrial Tribunals Update**

The Chief Executive updated Members on industrial tribunal cases involving the Board.

### **7.6 Criminal Justice System – Stakeholder Conference**

The Chief Executive advised the Committee about a Criminal Justice System Stakeholder Conference to be held on 15 and 16 June 2006 at the Hilton Hotel, Templepatrick. NOTED.

## **8. PROPOSED CONFERENCE ON POLICING**

The Committee considered a paper which outlined progress with regard to consideration of a proposed conference on policing.

The Chairman and Chief Executive updated Members on discussions which had taken place with PSNI and NIO representatives concerning the aim, objectives and an outline programme. The PSNI and NIO representatives had confirmed their support for the proposals made by the Board. In response to a number of questions from Members, the Chairman confirmed that the Board was in the lead with regard to the programme and organisation of the conference and that both PSNI and NIO fully supported the proposals to date. The conference would look back on progress in policing since the Independent Commission report and look forward to new developments in policing, both nationally and internationally. NOTED.

It was anticipated that the date of the conference was likely to be towards the end of February/early March 2007 and the Committee would continue to be updated as plans developed. NOTED.

**9. NORTHERN IRELAND POLICING BOARD ANNUAL BUSINESS PLAN  
2006/07**

The Committee considered the proposed Business Plan for the Board for 2006/07, which had been developed in line with the Corporate Plan and Objectives for 2005 – 2008.

It was:

**RESOLVED:**

To adopt the proposed Business Plan for the Board for 2006/07, subject to the addition of targets relating to the monitoring of the Best Value Review recommendations and a target relating to the diversity strategy.

**10. NORTHERN IRELAND POLICING BOARD STATISTICAL AND  
RESEARCH STRATEGY 2006 – 2010**

The Committee considered a paper containing proposals for a statistical and research strategy for the Board's term of office.

Officials highlighted that many of the proposed activities had been designed to meet the Board's statutory requirement to assess the level of public satisfaction with the performance of the police and District Policing Partnerships. Officials advised that the strategy would be reviewed on an ongoing basis and formally at the end of each year, to take account of ad hoc requests for research and changing priorities, before being presented to the Committee in April/May each year for approval.

Members discussed the proposals.

It was:

**AGREED:**

- That officials should continue to provide draft questions quarterly for Board Members to put to the Chief Constable relating to statistical information provided by PSNI on police performance.
- That officials should consider including a survey of the quality of service provided to the victims of sectarian crimes and a survey of Independent Community Observers within the Strategy.

It was:

**RESOLVED:**

To approve the statistical and research strategy, subject to further consideration of the inclusion of a survey of the quality of service for victims of sectarian crime and a survey of Independent Community Observers.

**11. BOARD PARTICIPATION IN PSNI PROCUREMENT AND RECRUITMENT PANELS**

The Committee considered a paper concerning the development of a policy in relation to the participation of Board Members and officials in procurement and recruitment panels established by the PSNI.

The Chief Executive reminded Members of the background to the preparation of the paper. He referred Members to advice received from the Board's Internal Auditors concerning the issue and to a number of options for participation in PSNI procurement and recruitment panels.

The Committee considered a number of issues relating to the Board's accountability function and how this could most effectively be undertaken.

Following discussion, it was:

**RECOMMENDED:**

- That Board Members and officials should not participate in the decision-making process of procurement and recruitment panels, and that the Board's accountability role should be exercised after the event in both types of panel.
- That the Board should consider all requests received from PSNI for Members and officials to be given observer status on procurement and recruitment panels on an ad hoc basis.
- That the Audit and Risk Management Committee and the Human Resources Committee should consider putting questions to the Chief Constable regarding arrangements for the auditing of specific PSNI contracts.
- That discussions take place with the Chief Constable regarding the rationale and processes necessary to implement the above recommendations prior to coming into effect.

**12. ALLOCATION OF SPECIAL RESPONSIBILITY ALLOWANCE**

The Committee considered a paper in relation to the Special Responsibility Allowance available at the discretion of the Board to its Members.

Officials reminded the Committee that NIO had agreed that an allowance should be allocated to Members as a special responsibility allowance to Committee Chairs (other than the Board Chairman, Vice-Chairman and Chairs of Committee who are political Members) up to a ceiling of £14,000.

It was:

**AGREED:**

That officials seek further clarification from NIO regarding the flexibility for extending the circumstances under which the allowance can be paid and that a further paper be brought back to a future meeting.

**13. PUBLICATION OF BOARD PAPERS**

The Committee considered a paper proposing the publication of papers presented to Board meetings on the Board's website, along with the agendas and minutes of Board meetings that are currently published.

It was:

**RECOMMENDED:**

- That Board papers be published along with the agendas and minutes of Board meetings, with effect from June 2006.
- That the Board review the publication of Committee papers in December 2006.

**14. REVIEW OF PSNI SPECIAL DUTY ALLOWANCE**

The Committee considered a paper which provided an update on the Chief Constable's response to an Independent Review, commissioned by the NIO, into the PSNI Special Duty Allowance.

Officials reminded Members that at the May 2006 Board meeting, Members had received a paper detailing the background and findings of the Independent Review

and it had been agreed that the Chief Constable's written response should be considered by the Committee. NOTED.

The Committee considered a letter from the Chief Constable regarding the review of the PSNI Special Duty Allowance.

It was:

**RESOLVED:**

To support the general views expressed by the Chief Constable in his letter and inform NIO. Approval was given to copy the Chief Constable's letter to the NIO if required.

**15. POLICE PENSION SCHEME "A DAY" CHANGES FOR HIGH EARNERS**

The Committee considered a request from the PSNI Chief Police Officers' Staff Association (CPOSA) representative for financial support for its members to receive financial advice on the cost of one-to-one analysis on the implications of "A Day" changes to the pension scheme for high earners.

It was:

**RESOLVED:**

Not to approve the CPOSA request.

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

There were no matters arising.

## **17. INFORMATION PAPERS**

### **17.1 Criminal Justice Inspection Northern Ireland Report On Target Setting And Performance Management In The Criminal Justice System**

The Committee considered a paper which provided responses from the Secretary of State and the Chief Constable to recommendations contained in the Criminal Justice Inspection Northern Ireland Report (CJINI) on target setting and performance management in the Criminal Justice System. NOTED.

Members discussed the remit of the Criminal Justice Board and its role in the overall Criminal Justice System.

It was:

#### **AGREED:**

That the Chairman, Vice-Chairman and officials should meet with officials in the NIO to seek further information about the current and future role of the Criminal Justice Board and keep the Committee informed of discussions.

### **17.2 Performance Monitoring Of Qualitative Targets In The 2005 – 2006 Northern Ireland Policing Plan**

The Committee considered a paper which provided final progress reports from the PSNI in relation to the qualitative targets in the 2005/06 Northern Ireland Policing Plan. The Committee considered qualitative targets in respect of police response times to emergency calls, anti-social behaviour, the Northern Ireland Community Safety Strategy, the Northern Ireland Road Safety Strategy and the Northern Ireland Drugs Strategy. NOTED.

Members discussed the work that had been carried out towards establishing a baseline for measuring police response times to emergency calls. While noting that a new call management system was contained in the IS Strategy, Members discussed the need for improvements in response times between now and the IS Strategy being implemented.

Members also discussed the progress report in respect of anti-social behaviour.

It was:

**AGREED:**

That officials would consider seeking further information regarding monitoring action taken by DCUs in respect of identified anti-social behaviour hotspots.

**17.3 Update On Implementation Of Recommendations Contained In The Report Of The Independent Assessment Panel**

The Committee considered a paper on the implementation status of the 19 recommendations and 8 other areas for review made by the Independent Assessment Panel which had assessed the performance and effectiveness of the Board. NOTED.

During discussion, it was:

**AGREED:**

- That the Chairman and Chief Constable should review the question and answer session at the Board meeting in public with a view to stimulating a more natural, free flowing exchange of views.
- That a paper should be brought to a future Committee meeting with proposals for the Board meeting in public.

- That senior officials in the Board and NIO should develop a programme of regular meetings to discuss the programme of work and other issues in both organisations.

#### **17.4 Police Appeals Tribunal – July 2006**

The Committee considered a paper which notified the Committee of the arrangement of a police appeals tribunal in July 2006. NOTED.

#### **17.5 Freedom Of Information Requests Received By NIPB – Summary - 1 January 2005 – 28 April 2006**

The Committee considered a summary of Freedom of Information requests received by the Board between 1 January 2005 and 28 April 2006. NOTED.

### **18. PRESS ISSUES**

There were no matters discussed at the meeting.

### **19. ANY OTHER BUSINESS**

There were no matters arising.

### **20. DATE OF NEXT MEETING**

The Committee agreed the date of the next meeting for 15 June 2006 at 10:00am.

(All officials withdrew from the meeting).

**21. CHIEF EXECUTIVE'S DRAFT OBJECTIVES 2006 – 2007**

The Committee considered a paper containing draft objectives under the Chief Executive's Performance and Development Review System for 2006 – 07. The draft objectives had been prepared following discussions between the Chairman and Chief Executive.

It was:

**RESOLVED:**

To approve the Chief Executive's objectives for 2006/07 as drafted.

(Meeting closed 12:30pm).

**Secretariat**

**May 2006**

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**Chairman**