

NORTHERN IRELAND POLICING BOARD

**MINUTES OF A MEETING OF THE CORPORATE POLICY, PLANNING &
PERFORMANCE COMMITTEE HELD ON 18 APRIL 2007 AT 10:00AM IN
WATERSIDE TOWER, BELFAST**

PRESENT:

MEMBERS:

Professor Sir Desmond Rea (Chairman)
Mr Barry Gilligan (Vice Chairman)
(1) Mr Alex Attwood
(2) Mr Joe Byrne
Mr Brendan Duddy
(3) Ms Deirdre Mac Bride
(1) Mrs Pauline McCabe
(1) Mrs Rosaleen Moore
Mr Brian Rea
Mr Trevor Ringland

**POLICE SERVICE OF
NORTHERN IRELAND IN
ATTENDANCE:**

(4) Mr Paul Leighton (Deputy Chief
Constable)
(6) Mr Roy Toner (ACC Operational Support &
Corporate Management)
(5) Director, Analysis Centre
(5) Representative, Central Statistics Unit
(6) 2 representatives, Operational Support

**IPSOS MORI IN
ATTENDANCE:**

(5) 2 representatives

OFFICIALS IN ATTENDANCE:

Mr Trevor Reaney (Chief Executive)
Dr Debbie Donnelly (Deputy Chief
Executive)
(7) Mr Sam Hagen (Director of Corporate
Services)
(8) Mr David Wilson (Director of Planning
Mrs Sinead Simpson (Director of Policy)
4 officials

- (1) Item number 3.2 to close
- (2) Item number 12 to close
- (3) Item numbers 14 & 15 only
- (4) Part item 14 only
- (5) Item 14 only
- (6) Item 15 only
- (7) Except item numbers 14 & 15
- (8) Except item 15

1. APOLOGIES, ETC

There were no apologies received. NOTED.

2. MINUTES OF A CORPORATE POLICY, PLANNING AND PERFORMANCE COMMITTEE MEETING HELD ON 15 FEBRUARY 2007

The Committee considered the draft minutes of the previous meeting.

It was:-

AGREED:

That the draft minutes of the Corporate Policy, Planning and Performance Committee meeting held on 15 February 2007 should be agreed.

3. MATTERS ARISING FROM THE MINUTES OF THE MEETING

3.1 Presentation By HMIC Regarding The PSNI HMIC Baseline Assessment Report 2006 (Item 2 Of Minutes Refers)

There were no further developments reported in relation to the presentation on the HMIC Baseline Assessment Report since the publication of the Board's response. NOTED.

3.2 Presentation – 20:20 Vision: A Value For Money Establishment Review Of The PSNI Post 2010/11 (Item 4.1 Of Minutes Refers)

The Chief Executive informed Members that responses had been received from the Police Federation for Northern Ireland and the Superintendents' Association of Northern Ireland regarding the Value for Money (VFM) Review of the PSNI Post 2010/11. It was anticipated that the reconstituted Board would engage in discussions with the staff associations in due course. NOTED.

The Chief Executive reminded Members that the Board had not discussed or reached a corporate view on the VFM Establishment Review and advised that confirmation of the status of the report was awaited from the NIO. NOTED.

3.3 Cross Border Co-Operation (Item 4.3 Of Minutes Refers)

A reply was awaited from PSNI in relation to legislative matters that could significantly increase cross border co-operation and success in the investigation of serious crimes. NOTED.

3.4 Report By The Delay Action Team Following The CJINI Report “Avoidable Delay” (Item 4.4 Of Minutes Refers)

The Chairman referred Members to a paper tabled at the meeting that provided responses from the NIO and Public Prosecution Service (PPS) to a recommendation in the Delay Action Team Report relating to delays in the prosecution of offenders caused by the relatively early charging of offenders by police in Northern Ireland.

The responses highlighted a number of positive steps being taken by the NIO and PPS in a bid to reduce delays caused by early charging. In particular, it was anticipated that the NIO’s plans to introduce legislation to enable the granting of conditional pre-charge police bail, within a forthcoming Criminal Justice Order, would remove the need for early charging leading to subsequent delays. NOTED.

It was:-

RECOMMENDED:

That the Board should arrange a regular tripartite meeting between the Board, PSNI and the PPS to encourage the development of co-operation between PSNI and the PPS.

3.5 Criminal Justice Inspection Northern Ireland (CJINI) Report “Hate Crime In Northern Ireland” (Item 10 Of Minutes Refers)

A written response had been requested from PSNI on its plans to address the relevant recommendations contained in the CJINI report entitled “Hate Crime in Northern Ireland”. A reply was awaited. NOTED.

4. CHAIRMAN’S BUSINESS

4.1 Engagements

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

- visit to PSNI Professional Standards Department – Belfast – 8 March 2007;
- lunch with the Chairman of Slovak CDA – Belfast – 29 March 2007;
- dinner in honour of the Office of Oversight Commissioner – Culloden Hotel, Holywood – 29 March 2007;
- dinner to mark the conclusion of the Office of the Oversight Commissioner – Hillsborough – 2 April 2007;
- meeting with Sinn Fein delegation at Stormont – 16 April 2007. The Chairman confirmed that the May Board meeting would receive a report on the meeting with the Sinn Fein delegation.

4.2 Publications

The Chairman advised that no publications had been placed in the library since the Board meeting on 22 March 2007.

4.3 Correspondence

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

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- letter from the Northern Ireland Affairs Committee dated 19 March 2007 regarding an Inquiry into the Northern Ireland Prison Service and the Chairman's reply dated 5 April 2007;
- letter from Ulster Unionist Party dated 23 March 2007 regarding the future funding of policing in Northern Ireland;
- letter from Chief Constable dated 2 April 2007 regarding a Fixed Term Contract;
- letter from the Oversight Commissioner dated 4 April 2007 regarding the dinner on 29 March 2007;
- letter from the Director of the Committee on the Administration of Justice dated 11 April 2007 regarding a meeting with the Board;
- letter from the Deputy Chief Constable dated 11 April 2007 seeking Board approval to an overseas visit;

It was:-

RESOLVED:

To support the visit of the Deputy Chief Constable to the Hong Kong police.

- letter from Craigavon DPP dated 12 April 2007 regarding the recruitment of Police Community Safety Officers (PCSOs);
- letter from Highland Park Rotary Club dated 13 April 2007 regarding a visit to Chicago.

4.4 News Releases

There were no matters arising.

5. CHIEF EXECUTIVE'S BUSINESS

5.1 Attendance At Conferences

The Chief Executive advised that the following Members and officials were scheduled to attend the under-noted conferences on behalf of the Board:-

- IACP European Conference – Amsterdam – 23/24 April 2007 – Mr Gilligan, Mrs Moore and the Deputy Chief Executive;
- PERF Conference – Chicago – 26/27 April 2007 – Professor Sir Desmond Rea, Mr Thomas McCullough (DPP Member), one of the Board's Human Rights Advisors and the Director of Policy;
- Dedication of Sculpture at FBI Academy – 16 May 2007 – Member to be confirmed. The Chief Executive asked any Member interested in attending the dedication of the sculpture to contact the Secretariat as soon as possible. NOTED.

5.2 RUC George Cross Museum Project

The Chief Executive advised Members that the RUC George Cross Foundation was developing a proposal for a museum and had identified a preferred site adjacent to the Memorial Garden at Brooklyn. When the proposal is fully developed, the PSNI will be formally approached about acquisition of the site and a recommendation may then come to the Board from the Chief Constable. NOTED.

5.3 Members Allowances

The NIO has confirmed the annual revaluation of Members' allowances from 1 April 2007 at 2.3%, in line with other NIO bodies. NOTED.

5.4 Production Of Policing Board Annual Report 2006/07

The Chief Executive reminded Members of the statutory requirements to lay the Board's Annual Report and Statement of Accounts, together with the report of the

Comptroller and Auditor General before Parliament, and is required to be presented to the Secretary of State not later than 6 months after the end of the financial year. He outlined the proposed laying and publication dates and sought delegated authority for the report to be “signed off” by the Chairman of the reconstituted Board.

It was:-

RECOMMENDED:

That delegated authority should be given to the Chairman of the reconstituted Board to “sign off” on the final text for the Policing Board Annual Report 2006/07.

5.5 Meeting With Leader Of The SDLP

The Chief Executive referred Members to a paper tabled at the meeting and to discussion at the Board meeting on 22 March 2007. He provided Members with an update on further correspondence in relation to the appointment of the Chief Constable in 2002. NOTED.

6. RECONSTITUTION OF THE BOARD – ADMINISTRATIVE ARRANGEMENTS

The Committee considered a paper regarding an update on administrative arrangements for the reconstitution of the Board.

It was:-

RECOMMENDED:

- to suspend Standing Orders 20(c) (bullet point 3), 20(f) and 20(n);
- to grant delegated authority to the Chief Executive to deal with any urgent items of business from the end of the current Board’s term to the election of the Chair and Vice Chair of the reconstituted Board;

- that subject to availability, the Oversight Commissioner should be invited to meet with the reconstituted Board on 31 May 2007 to discuss his final report;
- that an “end of term” dinner should be arranged for the current Board.

7. IRISH LANGUAGE LEGISLATION FOR NORTHERN IRELAND - CONSULTATION

The Committee considered a paper which provided analysis and advice on the proposed Irish Language Legislation Consultation Papers issued by the Department of Culture, Arts and Leisure (DCAL) Northern Ireland. The papers also proposed a draft response to DCAL.

Following consideration, it was:-

RESOLVED:

To approve the draft response to DCAL indicating general contentment with the Bill’s proposals, while at the same time expressing concern at:-

- the costs that would inevitably be incurred in bringing the proposals forward;
- the lack of information regarding the possible content and extent of the Irish Language Schemes.

8. OVERSIGHT OF THE OUTSTANDING PATTEN RECOMMENDATIONS

The Committee considered a paper which set out a range of issues associated with the end of the term of office of the Oversight Commissioner.

The Committee discussed issues relating to how the Board might take forward any outstanding recommendations contained in a Legacy document being prepared by the Oversight Commissioner. One issue discussed had previously been deliberated by the

Human Resources Committee and concerned the need for the Board to acquire expertise to monitor the training provided to police officers.

Members also discussed how the expertise of outgoing Members of the Board might best be used in a scoping exercise.

Members were advised of a request from the Oversight Commissioner regarding details of the community background of the Board's staff.

As of 1 January 2007, the core Board staff comprised of 56.5% Protestant/Other background and 43.5% Roman Catholic (this closely reflects the latest statistics from the Equality Commission which states that 57% of the Northern Ireland monitored workforce is Protestant/Other and 43% is Roman Catholic). Comparative statistics for the Board when it was established in November 2001 were – 72% Protestant/Other and 28% Roman Catholic.

In terms of gender, the Board has a composition of 35% male and 65% female in its core staff. This is in comparison to 48.2% male and 51.8% female for the Northern Ireland monitored workforce. NOTED.

It was:-

AGREED:

That Members should be invited to participate in a discussion to scope out how oversight of the remaining recommendations should be taken forward and that a paper should be brought to the next Board meeting which reflected the Committee's discussion.

9. PSNI POLICY ON RETENTION OF DNA

The Director of Policy referred Members to a paper relating to PSNI policy on the retention of DNA profiles on the Police National Computer. The Director reminded the Committee of the background to the issue, previous Committee and Board

consideration of the issue and detailed additional information that had been obtained since the matter was last discussed. Following discussion, it was:-

AGREED:

That a paper should be brought to the next meeting of the Board reflecting discussion at the Committee meeting and containing a revised draft Board position paper on PSNI policy on the retention of DNA.

10. NORTHERN IRELAND POLICING PLAN 2008/2011 – TIMETABLE

The Committee considered a draft timetable, tabled at the meeting, for producing the 2008/11 Northern Ireland Policing Plan.

It was:-

RESOLVED:

That the planning timetable be approved.

It was:-

AGREED:

- that it would be beneficial for early feedback to be provided to DPPs on the outcome of the Annual Policing Plan Strategy Day, to assist the preparation of Local Policing Plans;
- consideration should be given to ensuring that the Annual Policing Plan and Local Policing Plan timetables were synchronised.

11. ANNUAL POLICING PLAN 2006/07 QUALITATIVE REPORTS

The Chairman referred Members to a paper which had been tabled regarding end of year progress reports from PSNI in relation to the qualitative targets in the 2006/07 Policing Plan. Given the limited opportunity which the Committee had been given to consider the paper, it was:-

RESOLVED:

- that the paper be approved subject to any suggestions Members had. These suggestions were to be fed back to the Chief Executive.

12. NIPB CORPORATE BUSINESS PLAN 2007/08

The Committee considered a paper on the proposed Board Annual Business Plan for 2007/08. The Plan had been developed in line with the Corporate Plan and Objectives for 2005/08. Following consideration, it was:-

RESOLVED:

That the proposed Business Plan should be approved subject to officials reconsidering the wording of some of the performance indicators and targets relating to monitoring.

13. INFORMATION PAPERS

13.1 NIPB Corporate Business Plan 2006/07 – End Year Progress Report

NOTED.

13.2 Police Long Service And Good Conduct Medal

NOTED.

13.3 PSNI Review Of Underwater Search Unit

It was:-

AGREED:

That the additional information provided in the paper should be brought to the attention of the Board at its next meeting.

14. PRESENTATION BY IPSOS MORI REGARDING RESEARCH ON RECENT CRIME TRENDS IN NORTHERN IRELAND

The Chairman welcomed the representatives from Ipsos MORI and PSNI to the meeting.

The Deputy Chief Constable reminded the Committee that the Board and PSNI had jointly commissioned Ipsos MORI to conduct research into recent crime trends in Northern Ireland.

Ipsos MORI representatives outlined the research aims and methodology, the key findings, and the summary and conclusions contained in the draft report. A copy of the slides used in the presentation is attached at Appendix 'A'. The representatives emphasised that the draft report was in the process of being finalised and could be subject to amendment.

Following the presentation, Members discussed a number of the key findings including:-

- the perception among people in Northern Ireland that crime is increasing;
- the likely reasons for increased reporting of crime among Catholics;
- the types of crimes that are increasingly being reported;
- the measures that would need to be taken to ensure that rising confidence in the PSNI among Catholics would be maintained through good police performance in future years.

It was:-

RESOLVED:

- that the research should be made public at the Board meeting on 2 May 2007, subject to the clarification of any issues which arose;
- that the research report be placed on the Board and PSNI's websites on 2 May 2007 and a limited number of hard copies circulated to any interested stakeholders.

It was:-

AGREED:

That Board and PSNI officials should discuss the key messages to be issued with the final report.

The Chairman thanked the representatives from PSNI and Ipsos MORI for their contribution and they left the meeting.

15. PRESENTATION BY PSNI ON THE PSNI CORE PROJECT

The Chairman welcomed ACC Operational Support and Change Management and other PSNI personnel to the meeting.

The Chairman reminded Members that the Board had last received an update on the CORE Project from PSNI in November 2006. He referred Members to a written report, providing an update in progress that had been forwarded to the Committee prior to the meeting.

ACC Operational Support and Change Management reminded Members of the 3 main work streams of the CORE Project:-

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- Headquarters and Regions – Policy and review of supporting function for frontline policing;
- Workforce Modernisation – developing core operational competences to maintain flexibility of deployment;
- District Command Unit – consolidation of the 29 districts into 8 for efficiency, effectiveness and resilience.

With the aid of a series of slides, which are attached at Appendix 'B' of the minutes, the ACC described the CORE and LINKS project governance, senior management team roles, and generic functions for DCU service delivery.

During and subsequent to the presentation, discussion focused on:-

- District Policing Partnerships (DPPs) and Policing Plans – links with DPPs and how best DPPs could input priorities to local Policing Plans;
- Neighbourhood Policing – the target date for Neighbourhood Policing Teams being in place in DCUs, particularly in view of recruitment for Police Community Support Officers (PCSOs) commencing in May 2007;
- the relationship between Criminal Justice Department and each DCU in relation to Neighbourhood Policing. The Committee sought and received an assurance from the ACC that each DCU Commander would be held accountable for appropriate structures being completed by October 2007;
- Members noted that with regard to the table of work streams on DCUs the majority of research was due for completion by 29 June 2007 at the latest;
- Headquarters and Regions – Members noted that the Steering Group had directed the CORE Project Team to adopt a “blank sheet approach” and that provisional papers were due in June 2007. The Committee sought and received an assurance from the ACC that provisional papers would be completed by June 2007. Members noted that a 15% saving in Headquarters was envisaged;
- Review of Shift System – Members discussed the impact of a revised shift system on the PSNI overtime budget; the need for DCUs to have a standard

approach to the shift system and at the same time provide a system that gave flexibility and provided resources when they are most needed, particularly in respect of Neighbourhood Policing;

- the governance arrangements between CORE, LINKS and Policing with the Community strategies;
- the role and status of DCU business managers.

The Vice Chairman reminded Members of the scale and complexity of the project. The Chairman thanked the PSNI representatives for their contribution and they left the meeting.

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

A Member raised an issue in connection with the Stevens/Blakey/Crompton reports and undertook to draft a question for the next Board meeting. NOTED.

17. COMMUNICATIONS ISSUES

There were no matters arising.

18. ANY OTHER BUSINESS

18.1 Police Appeals Tribunals

A Member reminded the Committee that it had delegated authority for arranging police tribunals and reported on 2 tribunals in which she had participated as the Policing Board Member.

Arising from the verbal report, the Chairman undertook to raise an issue arising from the process of one of the tribunals with the Chief Constable.

18.2 Injury On Duty Compensation Cases – Hearing Loss

The Chairman of the Human Resources Committee updated Members on a presentation received from a PSNI representative regarding their strategy on dealing with potential cases concerning hearing loss by serving and former police officers.

NOTED.

18.3 Employment Tribunal Case Against The Policing Board

A Member highlighted the case of an individual who was currently pursuing a Fair Employment Tribunal case against the Board and expressed the view that the Board should not be pursuing the case.

Following discussion, it was:-

AGREED:

That the Chairman and Vice Chairman would reflect on the comments made by the Member and review the case.

19. DATE OF NEXT MEETING

Subject to the approval of the reconstituted Board, the date of the next Corporate Policing, Planning and Performance Committee was arranged for 20 June 2007.

(Meeting closed 1:20pm).

Secretariat

April 2007

Chairman