

## **NORTHERN IRELAND POLICING BOARD**

### **MINUTES OF THE 49<sup>th</sup> MEETING OF THE NORTHERN IRELAND POLICING BOARD HELD ON THURSDAY, 3 NOVEMBER 2005 IN WATERSIDE TOWER**

#### **PRESENT:**

#### **MEMBERS:**

- Professor Sir Desmond Rea (Chairman)
- Mr Denis Bradley (Vice Chairman)
- (3) Mr Alex Attwood
- Viscount Brookeborough
- (1) Mr Joe Byrne
- (7) Mr Fred Cobain
- Mr Brian Dougherty
- Mr Sam Foster
- Mr Barry Gilligan
- Mr Willie Hay
- (3) Mrs Pauline McCabe
- (2) Mr Alan McFarland
- (4) Mr Eddie McGrady
- Mrs Rosaleen Moore
- (5) Mr Suneil Sharma
- (6) Mr Sammy Wilson

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

- (9) Sir Hugh Orde (Chief Constable)
- (10) Mr Paul Leighton (Deputy Chief Constable)
- (9) Mr Sam Kinkaid (ACC Crime Operations)
- (9) Mr Duncan McCausland (ACC Urban Region)
- (9) Mr Peter Sheridan (ACC Rural Region)
- (9) Mr Roy Toner (ACC Operational Support and Change Management)
- (7) Mr David Best (Director of Finance and Support Services)
- (9) Mr Joe Stewart (Director of Human Resources)
- (9) Ms Sinead McSweeney (Head of Media)
- (8) Head of Estate Services
- (11) Head of Legal Services
- (8) Director of PSNI Training Centre
- (9) Chief Superintendent, Command Secretariat

**KPMG CONSULTANTS IN ATTENDANCE:** (8) One representative

**ASSOCIATION OF POLICE AUTHORITIES IN ATTENDANCE:** (12) Mr Bob Jones (Chairman)

**OFFICIALS IN ATTENDANCE:** Mr Trevor Reaney (Chief Executive)  
Mr Peter Holt (Director of Communications)  
Mr David Jackson (Director of Community Affairs)  
Mr David Wilson (Director of Planning)  
Mrs Sinead Simpson (Director of Policy)  
Three Board Officials

- (1) Item 3.6 to close
- (2) Item 3.6 to part item 6, 7.10 to part item 17
- (3) Part 3.7 to close
- (4) Part 3.7 to part item 6, 7.1 to part item 17
- (5) Item 3.9 to 6, 11 & 12
- (6) Item 4 to part item 6, 7.10 to part item 17
- (7) Items 11 & 12 only
- (8) Item 11 only
- (9) Items 12 & 17
- (10) Items 11, 12 and 17
- (11) Item 17 only
- (12) Item 16 only

## **1. APOLOGIES, ETC**

Apologies for non attendance were received from Mr Kelly and Mr Paisley.  
NOTED.

On behalf of all Members, the Chairman welcomed back the Vice Chairman, Mr Bradley to his first meeting of the Board since being injured.

## **2. MINUTES OF MEETINGS OF THE POLICING BOARD**

### **Minutes Of The 47<sup>th</sup> Meeting Of The Policing Board Held On 5 October 2005**

It was:

#### **RESOLVED**

That the draft minutes of the 47<sup>th</sup> Board meeting held on 5 October 2005 be approved.

### **2.2 Minutes Of The Board Meeting In Public Held On 5 October 2005**

It was:

#### **RESOLVED**

That the draft minutes of the Board meeting in public held on 5 October 2005 be approved.

### **2.3 Minutes Of The 48<sup>th</sup> Meeting Of The Policing Board Held On 24 October 2005**

It was:

#### **RESOLVED**

That the draft minutes of the 48<sup>th</sup> Board meeting held on 24 October 2005 be approved.

### **3. MATTERS ARISING FROM THE MINUTES OF THE POLICING BOARD MEETINGS**

#### **Minutes Of 47<sup>th</sup> Meeting**

#### **3.1 Independent Assessment Of The Board's Performance (Item 3.1 Of Minutes Refers)**

This matter was dealt with under item 6.2.

#### **3.2 Taser (Item 3.2 Of Minutes Refers)**

It was:

#### **AGREED**

That the presentation by PSNI on Taser equipment should be rescheduled to the New Year.

#### **3.3 Re-Appointment Of Committees (Item 3.4 And 12 Of Minutes Refers)**

This matter was dealt with under item 10.

#### **3.4 Panels To Appoint Independent Members To Serve On District Policing Partnerships (Item 3.8 Of Minutes Refers)**

The Director of Community Affairs advised the Board:-

- That the Board's appointment panels had completed their role of selecting appointees as independent members of the DPPs on 27 October 2005.
- It was proposed that letters be issued to all candidates who were considered for appointment, advising them of the outcome of their application.

- In the case of those being offered an appointment as an independent member to the DPP, each individual will be required to sign and return a Declaration accepting the Terms of Appointment. It was anticipated that this process will involve a turnaround time of approximately 10 days.
- Appointment letters effective from 1 December 2005 are expected to be issued not later than the 3<sup>rd</sup> week in November.

It was:

### **RESOLVED**

That letters be issued to all candidates who were considered for appointment as independent members of DPPs advising them of the outcome of their application, whether they will be appointed, held on a reserve list or not appointed.

#### **3.5 Briefing On National Security** (Item 4.6 Of Minutes Refers)

The Chief Executive advised Members that it was anticipated that a response would be received shortly from ACC Crime Operations to enable a paper to be prepared for Members to consider the key issues regarding National Security which would concern the Board. NOTED.

#### **3.6 Meeting Of Police Officers Part-Time Sub-Group (POPT)** (Item 4.9 Of Minutes Refers)

The Chairman confirmed that as agreed at the previous meeting, Members had met to discuss PSNI proposals concerning Police Community Safety Officers (PCSO) and this was followed by a tripartite discussion on the proposals on 14 October 2005. NOTED.

Key issues of concern to Members included:

- The need for assurances around vetting standards and how to ensure PCSO was not to be used as a “back door” to PSNI for paramilitaries.
- The need for more detail on how PCSO would be rolled out and management/integration issues around existing Part-Time Reserves.
- How rollout could give effect to the needs of the Service and the Patten objective.

The POPT Sub-Group agreed that a further paper would be developed when Board officials had advised PSNI of the issues that this paper would need to contain. The urgency of the issues had been impressed on PSNI, along with an offer from the Policing Board and NIO to assist PSNI in order to bring a paper back to the Board as soon as possible. NOTED.

### **3.7 Meeting With The Chief Constable To Discuss Human Resources And Training And Development Reports (Item 4.10 Of Minutes Refers)**

This matter was dealt with under item 17.

### **3.8 Restorative Justice (Item 4.11 Of Minutes Refers)**

The Board was advised that the Corporate Policy Committee had considered this matter at its November meeting and had agreed:

- To formally request a copy of the draft protocol concerning Restorative Justice which was under consideration by PSNI.
- To issue a news release to highlight the unanimous concerns of Members.

The Chairman reminded Members that following the Corporate Policy Committee meeting, the Board had met with the Secretary of State to discuss this subject on 1 November 2005. During the meeting, Members had expressed their concerns directly to the Secretary of State.

The Board discussed the meeting with the Secretary of State and the content of a written ministerial statement by the Criminal Justice Minister, David Hanson MP, on 2 November 2005 regarding restorative justice schemes.

Members expressed their continuing concern that the Board would not be consulted about the guidelines for such schemes until after 30 November 2005 when the current round of discussions are completed.

It was:

#### **RESOLVED**

- That the Chairman should write to the Secretary of State indicating that the Board wished to receive a copy of the draft protocols prior to 30 November 2005.
- That the Board should be consulted about the guidelines prior to 30 November 2005.

In addition, it was:

#### **AGREED**

- That the Board should establish a sub-group to consider the guidelines.
- That further contact should be made with the relevant Ministers to emphasise the Board's concerns.

### **3.9 NIPB / PSNI Strategy Day (Item 5.2 Of Minutes Refers)**

There was a brief discussion on the joint Board / PSNI Strategy Day held on 25 October 2005.

### **3.10 Members Training Day (Item 7.1.1 Of Minutes Refers)**

It was:

#### **AGREED**

That the afternoon of 22 November 2005 should be set aside for Members to receive training updates to assist them in carrying out their responsibilities as Members of the Board.

### **Minutes Of 48<sup>th</sup> Meeting**

### **3.11 Appointments To Independent Advisory Group (Item 2 Of Minutes Refers)**

The Chairman reminded Members, that at the meeting it had been agreed that an Independent Advisory Group should be established in respect of the criminal investigation into the issues arising from the NISMW Limited – v – PSNI case. The membership of the group had now been agreed as the Chairman, Vice Chairman, Mr Attwood, Mr Cobain and Mr Paisley Jnr. Terms of Reference for the group were currently being drafted. NOTED.

### **3.12 Appointments To Joint Project Board (Item 2 Of Minutes Refers)**

The Chairman reminded Members that at the meeting, it had been agreed that a joint PSNI / NIPB Project Board should be established to oversee the administrative investigation into the issues arising from the NISMW Limited – v – PSNI case.

The Chairman and the Chairman of the Board's Audit and Risk Management Committee had subsequently suggested that the 2 independent Members on the Board's Audit and Risk Management Committee should join the Project Board i.e. Mr Gilligan and Viscount Brookeborough.

It was:

### **AGREED**

To endorse the appointment of Mr Gilligan and Viscount Brookeborough to the Project Board.

The first meeting of the Project Board was held on 2 November 2005 and the Board received an update on the meeting.

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

### **4.1 Engagements**

The Chairman advised Members that he had undertaken the following engagements on behalf of the Board:-

- PSNI Graduation Ceremony - Belfast – 7 October 2005.
- Meeting with Councillor Jim Rodgers – Belfast – 20 October 2005.
- Meeting with British-Irish Inter Parliamentary Body (BIIPB) – Belfast – 24 October 2005.
- Interview for Hearts and Minds Programme – Belfast – 24 October 2005.
- Reception for contribution of UK Police Forces to International Policing – London – 26 & 27 October 2005.

- Address to the Centre for Public Policy Seminars – Effectively Taking Forward Gershon – Belfast – 28 October 2005.
- Visit to Hydebank Young Offenders Centre – 2 November 2005.
- Meeting with Unionist Members of Belfast DPP – 2 November 2005.

NOTED.

The Board discussed the meeting which the Chairman had held with Councillor Jim Rodgers, the meeting with unionist members of Belfast DPP and the situation concerning the withdrawal of a number of members from Belfast DPP. Members discussed the difficulties in restoring policing with the community in unionist areas following disorder at recent parades.

Members also discussed the Chairman's visit to Hydebank Young Offenders Centre (YOC) and the problems faced by young persons on release from the YOC when returning to areas where paramilitaries were attempting to achieve control over the local community.

## **4.2 Publications**

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

- Seventh Report of the Independent Monitoring Commission.
- Views on Organised Crime in Northern Ireland: Findings from the January 2005 Northern Ireland Omnibus Survey.
- Draft Best Value Review Inspection Report – PSNI Arrangements for Best Value.
  - Application of the National Intelligence Models in Roads Policing.
  - Transport Services.

NOTED.

### **4.3 Correspondence**

The Chairman informed Members that he had received the following correspondence:-

- Letter dated 6 September 2005 from the Parliamentary Under Secretary of State for Northern Ireland regarding nomination of two Members to represent the Board on the Stakeholder Group of the Task Force.
- Letter dated 19 October 2005 from Secretary of State regarding membership of the Board.
- Letter dated 24 October 2005 from the Chief Constable regarding oversight of PSNI.
- Letter dated 26 October 2005 from the Police Ombudsman regarding reports on the discharge of baton rounds and CS Incapacitant Spray.

NOTED.

The Board considered the content of the letter dated 6 September 2005 from the Parliamentary Under Secretary of State for Northern Ireland.

It was:

#### **RESOLVED**

That the Chairman and Vice Chairman of the Board should represent the Board on the Stakeholder Group of the Organised Crime Task Force.

The Chairman drew the attention of Members to the letter dated 24 October 2005 from the Chief Constable regarding oversight of the PSNI. The correspondence referred to a list of possible topics for inspection from the Criminal Justice Inspectorate, the Oversight Commissioner and HMIC. The Chief Constable sought the opportunity to discuss with Members the future inspection programme to

ensure that there was no unnecessary duplication of effort by PSNI in responding to statutory and non-statutory agencies in their requests for information from PSNI. It was:

### **AGREED**

That the Chief Constable should be invited to discuss the inspection programme and requests for research to be carried out by PSNI in respect of enquiries from other agencies, at a future meeting.

#### **4.4 News Releases**

The Chairman highlighted the following news release issued since the last Board meeting:

- Interim Commissioner for Victims and Survivors of the Troubles – NIO – 24 October 2005. NOTED.

#### **4.5 Northern Ireland Affairs Committee**

The Chairman drew the attention of Members to a transcript of evidence given by the Secretary of State to the Northern Ireland Affairs Committee on 26 October 2005. NOTED.

#### **4.6 Student Officers Meetings**

The Chairman advised Members that the next meetings with student officers would take place on 30 November 2005 and 4 January 2006. The Chief Executive had represented the Board at the last meeting with student officers, as no Board Members were available. NOTED.

The Chairman asked Members to contact Secretariat if they were available to represent the Board at the meetings. NOTED.

#### **4.7 APA Conference – 23 and 24 November 2005**

The Chairman reminded Members that:-

- The Association of Police Authorities Conference (APA) was scheduled to be held on 23 and 24 November 2005 in Belfast. NOTED
- The APA conference dinner has been arranged for Belfast City Hall on 24 November 2005. Invites to the dinner are currently being issued by APA. NOTED

The Chairman asked Members to inform the Press Office if they were intending to attend either event.

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

#### **5.1 Conferences**

The Chief Executive advised Members of the following conferences:-

- 8<sup>th</sup> Northern Ireland Council for Ethnic Minorities Conference – Belfast – 6 December 2005.
- Annual Youth Justice Conference – London – 16 and 17 November 2005.

NOTED.

#### **5.2 District Policing Partnerships**

The Chief Executive informed Members of recent threats against District Policing Partnership members and meetings. NOTED.

## **6. CORPORATE POLICY COMMITTEE MEETING**

### **6.1 Minutes Of The 48<sup>th</sup> Corporate Policy Committee Meeting Held On 20 October 2005**

It was:

#### **AGREED**

To adopt the draft minutes of the 48<sup>th</sup> meeting of the Corporate Policy Committee on 20 October 2005.

#### **6.1.1 Gratuity Payment For Part-Time Reserve (Item 3.9 Of Minutes Refers)**

The Chairman advised Members that the Committee had considered the content of a letter from the Chief Constable dated 30 September 2005 concerning proposals for a gratuity payment for Part-Time Reserve officers. The Committee had recommended that the Board should be asked to reach a corporate view on whether to support a gratuity payment for Part-Time Reserve officers and to raise the issue with the NIO.

Members discussed the proposals.

Following discussion, a motion was proposed, seconded and following a show of hands, by a majority:

It was:

#### **RESOLVED**

That the Board supports some form of financial recognition for Part-Time Reserve officers and that the issue be referred to the Northern Ireland Office for consideration.

Mrs McCabe asked that it be recorded that she disassociated herself from the motion.

#### **6.1.2 Special Meeting Of Belfast District Policing Partnership (Item 4.7 Of Minutes Refers)**

This matter was dealt with under item 4.1.

#### **6.1.3 Continuation Of Policing Board Membership (Item 4.9 Of Minutes Refers)**

The Chairman advised Members that the Corporate Policy Committee had discussed the need for NIO to inform Members about the arrangements to appoint new independent Members to the re-constituted Board. The Committee had asked officials to arrange for a representative from NIO to brief current independent Members of the Board regarding the recruitment process for the appointment of independent Members in April 2006. NOTED.

#### **6.1.4 Senior Officers Allowances (Item 7 Of Minutes Refers)**

The Chairman advised Members that the Corporate Policy Committee had considered remuneration packages being offered to other GB Police Services to attract applicants for Senior Officer positions. The Committee had agreed to:

- Provide transitional arrangements – supported by the Board and PSNI for officers transferring from another Force.
- To provide a Training and Development Bursary for Chief Officers.

Following discussion, it was:

#### **RESOLVED**

To provide a car allowance of £8,000 per annum to Chief Officers with effect from 1 December 2005.

### **6.1.5 Call Management (Item 22 Of Minutes Refers)**

A Member referred to a presentation given to the Committee concerning the new non-emergency number and PSNI call management and to research initiated by the Home Office into call management.

It was:

#### **AGREED**

That further information would be sought on the extent to which PSNI have considered call management developments in England and Wales.

### **6.2 Report Of The Independent Assessment Panel (Item 24 Of Minutes Refers)**

The Committee considered a paper which provided details of feedback received from Members following the presentation of the report by the Independent Assessment Panel to the Corporate Policy Committee meeting on 20 October 2005.

It was:

#### **AGREED**

- That the points raised in the feedback from Members should be forwarded to the Independent Assessment Panel for consideration.

### **6.3 Communication Activity**

The Committee considered a paper which provided Members with an update on recent communication activity and an indication of forthcoming activity planned.  
NOTED.

## **7. COMMUNITY INVOLVEMENT COMMITTEE MEETING**

### **7.1 Minutes Of The 23<sup>rd</sup> Meeting Of The Community Involvement Committee Held On 12 October 2005**

It was:

#### **RESOLVED**

To adopt the draft minutes of the 23<sup>rd</sup> meeting of the Community Involvement Committee on 12 October 2005.

## **8. HUMAN RESOURCES COMMITTEE MEETINGS**

### **Minutes Of The 45<sup>th</sup> Human Resources Committee Held On 26 August 2005**

It was:

#### **RESOLVED**

To adopt the draft minutes of the 45<sup>th</sup> meeting of the Human Resources Committee on 26 August 2005.

### **8.2 Minutes Of The 46<sup>th</sup> Meeting (Quorum) Of The Human Resources Committee Held On 26 August 2005**

It was:

#### **RESOLVED**

To adopt the draft minutes of the 46<sup>th</sup> (Quorum) meeting of the Human Resources Committee on 26 August 2005.

**8.3 Minutes Of The 47<sup>th</sup> Meeting Of The Human Resources Committee Held On 30 September 2005**

It was:

**RESOLVED**

To adopt the draft minutes of the 47<sup>th</sup> meeting of the Human Resources Committee on 30 September 2005.

**8.4 Minutes Of The 48<sup>th</sup> (Quorum) Of The Human Resources Committee Held On 30 September 2005**

It was:

**RESOLVED**

To adopt the draft minutes of the 48<sup>th</sup> (Quorum) meeting of the Human Resources Committee on 30 September 2005.

**9. FINANCE AND GENERAL PURPOSES COMMITTEE MEETING**

**9.1 Minutes Of The 16<sup>th</sup> Meeting Of The Finance And General Purposes Committee Held On 23 September 2005**

It was:

**RESOLVED**

To adopt the draft minutes of the 16<sup>th</sup> meeting of the Finance and General Purposes Committee on 23 September 2005.

## **10. IMPLEMENTATION OF REVISED COMMITTEE STRUCTURES**

The Board considered a paper proposing the deferment of implementation of revised committee structures for the Board until April 2006, in the light of the Secretary of State's announcement that the Board would be re-constituted at that time.

It was:

### **RESOLVED**

To suspend Standing Orders 19(c), (f), (g), (m) and (n) in order to extend the terms of the existing Committee Members, including Floating Members of the Corporate Policy Committee and Chairs and Vice Chairs of Committees up to 31 March 2006.

It was:

### **AGREED**

To approve a schedule of dates for Board and Committee meetings in 2006.

## **11. PRESENTATION BY PSNI ON THE BUSINESS CASE FOR THE NEW POLICE TRAINING COLLEGE**

The Chairman welcomed representatives from PSNI and KPMG Consultants to the meeting and invited them to present the Outline Business Case No 2 for the new police training college.

In opening the presentation, the representatives highlighted that some of the information which would be presented would be commercially sensitive and received an undertaking from all those present that such information would not be released.

Members were reminded that in February 2003, the Board had considered an Outline Business Case for the development of a new police college in line with recommendation 131 of the Report of the Independent Commission on Policing (Patten Report). Outline Business Case No 1 had been submitted to the NIO with the Board's endorsement.

During the presentation on the Outline Business Case No 2, Members considered information concerning the:

- Terms of Reference.
- Revised scope of the project.
- Revised capital costs.
- Value for money (VFM) Assessment.
- Public sector comparators.
- A shadow bid model.
- Testing of the public sector comparator and the shadow bid model.
- New HM Treasury VFM guidance.
- Affordability.
- A summary of cost movements.

Members discussed methods of funding the project, particularly the Public / Private Partnership / Private Finance Initiative (PPP / PFI) approach. Members were advised that the PFI approach is the only one that is acceptable to Treasury. Members also discussed the need to lobby Government to meet their commitment to fund the upfront Capital Investment and the annual unitary charge, both of which should be outwith the PSNI baseline.

Members sought further information from the PSNI and consultants concerning:-

- The timetable for the project.
- Scope changes.
- Value for money testing.
- Unitary charges.
- Treasury procedures.
- The generation of income from the training centre.

Following discussion:

It was:

### **RESOLVED**

- To endorse the Outline Business Case No 2.
- To endorse a PFI project with a 25 year operational life and an upfront capital payment of £100 million plus the associated annual unitary charge.
- That political parties represented on the Board should, through their party leaders, lobby Government to fund the £100 million upfront capital investment and to meet their commitment to fund the annual unitary charge.

The Head of Estate Services Business Unit, the Director of the Training Centre and the KPMG consultant left the meeting.

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

The meeting discussed questions to be put to the Chief Constable and decided whether they should be asked at the Board meeting in public or in the private session.

The Chairman welcomed the Chief Constable and other PSNI representatives to the meeting.

The Chairman advised the Chief Constable, that in view of time constraints Members had agreed to accept written answers to a number of questions tabled for answer.

The Board received further information concerning:

- Draft legislation regarding persons “on the run”.
- Investigations into the robbery at the Northern Bank in December 2004.

The Board moved into its meeting in public and following this session the PSNI representatives left the meeting.

### **13. INFORMATION PAPERS**

The Chairman highlighted the following information papers:-

- British / Irish Rights Watch Report entitled “Plastic Bullets – A Human Rights Perspective”.
- Correspondence regarding a meeting between the European Working Group on Non Lethal Weapons and Board Members.
- A summary of the 7<sup>th</sup> report of the Independent Monitoring Commission published on 19 October 2005.

### **14. PRESS ISSUES**

There were no matters arising.

## **15. ANY OTHER BUSINESS**

A Member requested further information regarding the proportion of females and males to be offered appointments in the District Policing Partnerships. Officials undertook to supply the necessary information to the Member concerned.

## **16. PRESENTATION BY CHAIRMAN OF ASSOCIATION OF POLICE AUTHORITIES (APA)**

The Chairman welcomed Mr Bob Jones, Chairman of the APA to the meeting. Mr Jones updated Members on the role, structure and key issues that the APA was currently pursuing. A copy of the slides used in his presentation is attached at Appendix "A".

Members discussed the working relationship between the APA and the Home Office.

Following discussion, the Chairman thanked Mr Jones for attending and Mr Jones left the meeting.

## **17. BRIEFING BY THE CHIEF CONSTABLE ON HUMAN RESOURCES ISSUES**

The Chairman welcomed the Chief Constable and his colleagues back to the meeting and invited him to brief the Board on how the PSNI plans to take forward the issues raised in the PSNI Human Resources and Training Reports.

In response the Chief Constable referred to the PSNI Human Resources Strategy and the key issues which the PSNI were committed to delivering against the strategy.

The Director of Human Resources delivered a presentation in relation to how the PSNI Human Resources Department in conjunction with the Chief Constable and the Command Team intended to pursue areas for improvement identified by PSNI over strategic analysis of Human Resources. A copy of the slides used during the presentation is attached at Annex "B".

The Director of Human Resources circulated Members with a copy of a draft Guide on the work of the Human Resources Department. When the document was completed a copy of it would be placed on the PoliceNet.

The representatives from the PSNI referred to a number of human resource issues including:-

- Additional responsibility being given to District Command Units to deal with certain human resource matters with the Human Resources Department having a corporate responsibility for providing expert guidance.
- The difficulties surrounding the securing of Detectives for the PSNI.
- The procedures relating to Appointments, Promotions and Transfers within PSNI.

Following the presentation the Board discussed a number of matters including:-

- A number of areas relating to human resources issues which were of concern to the Board's Human Resources Committee.
- The holding of a joint Board/PSNI Away Day in order to discuss human resource issues.
- The provision of a detailed commentary on the recommendations which had been made in the Business Improvement Unit's reports and how they were being taken forward by the Human Resources Department.
- The management of PSNI Typing Managers and Typists.
- The review of the Appraisal Performance Review which would be scheduled to be completed until 2007.

In conclusion, it was:

**AGREED**

- That a joint Board / PSNI Away Day should be arranged to cover the human resources issues identified at the meeting today.
- That Members should be provided with details of the key strategic issues in the Business Improvement Unit's reports and how these had been taken forward by PSNI.

**18. DATE OF NEXT MEETING**

The Board confirmed the date of the next meeting for 7 December 2005 in Waterside Tower, Belfast.

(Meeting closed 4:15 pm).

**Secretariat**

**November 2005**

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**CHAIRMAN**