

NORTHERN IRELAND POLICING BOARD

MINUTES OF THE 39th MEETING OF THE NORTHERN IRELAND POLICING BOARD HELD ON THURSDAY 16 DECEMBER 2004 AT 2:00 PM IN WATERSIDE TOWER, BELFAST

PRESENT:

MEMBERS:

Professor Desmond Rea (Chairman)
Mr Denis Bradley (Vice-Chairman)
Mr Joe Byrne
Mr Brian Dougherty
Mrs Pauline McCabe
Mr Alan McFarland
Mr Eddie McGrady
Mrs Rosaleen Moore

OFFICIALS IN ATTENDANCE:

Mr Trevor Reaney (Chief Executive)
Mr Peter Holt (Director of
Communications)
Mr David Jackson (Director of
Community Affairs)
Mrs Sinead Simpson (Director of
Policy)
Three Board Officials

1. APOLOGIES

Apologies for non-attendance were received from Viscount Brookeborough and Mr Gilligan.

2. PSNI HUMAN RESOURCE PLANNING STRATEGY 2005 - 2008

The Chairman reminded Members that at the 1 December 2004 Board meeting, the Human Resources Committee had recommended that the Board endorse the Human Resource Planning Strategy 2005 – 2008. The Board had agreed that it required further consideration of the document before

making such a decision and had agreed that a further Board meeting should be held to consider the plan in more detail. The Chairman advised that consideration of the strategy would be the main item on the agenda.

The Chairman of the Human Resources Committee outlined the process that had taken place in developing the strategy for 2005 – 2008.

The Board noted that a number of amendments had been made by PSNI to the draft copy of the strategy issued to all Board Members prior to the 1 December 2004 meeting.

The Board considered each section of the strategy and discussed a number of issues including:-

- the decriminalisation of on-street parking and the transfer of traffic wardens from PSNI to the Department of Regional Development;
- the severance scheme for members of the Full-Time Reserve;
- the need for urgent priority to be given to the civilianisation programme;
- the lack of progress on achieving compositional change within civilian support staff;
- improving performance using the Efficiency Review Programme, Best Value Programme and activity based costing;
- structures for service delivery and the potential effect of the Review of Public Administration;
- the need for succession planning;
- gender action planning;
- maximising availability; and
- monitoring and review

The Board agreed that a number of points raised during discussion should form the basis of a letter to the Chief Constable concerning the Human Resource Planning Strategy.

The Board endorsed the final draft PSNI Human Resource Planning Strategy for 2005 – 2008.

3. DEALING WITH THE PAST

The Board agreed to consider this item at a later date.

4. ANY OTHER BUSINESS

There were no matters arising.

5. PRESS ISSUES

It was agreed that a news release should be issued concerning the Board's endorsement of the Human Resource Planning Strategy 2005 – 2008.

6. DATE OF NEXT MEETING

The Board agreed the date of the next meeting as 3 February 2005.

(Meeting closed 3:25pm).

Secretariat

December 2004

CHAIRMAN