

## NORTHERN IRELAND POLICING BOARD

### MINUTES OF A MEETING OF THE NORTHERN IRELAND POLICING BOARD HELD ON THURSDAY, 1 DECEMBER 2011 AT 9:30AM (MEETING ADJOURNED) AND (RECONVENED) THURSDAY, 15 DECEMBER 2011 AT 2:00PM IN WATERSIDE TOWER, BELFAST

#### MEETING HELD ON THURSDAY, 1 DECEMBER 2011

##### PRESENT:

##### MEMBERS:

- (1) Mr Brian Rea (Chairperson)
- (1) Mr Gearóid Ó hÉára (Vice Chairperson)
- Mrs Anne Connolly
- Mr Jonathan Craig
- Mr Ryan Feeney
- Mr Trevor Lunn
- (2) Mr Ross Hussey
- (1) Mr Gerry Kelly
- (3) Mr Ian McCrea
- Mr David McIlveen
- Mr Stuart MacDonnell
- Mr Robin Newton
- Mrs Joan O'Hagan
- (3) Mr Brian Rowntree
- (4) Ms Caitriona Ruane
- (4) Mr Pat Sheehan
- Mr Michael Wardlow
- Ms Deborah Watters

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

- (5) Mr Matt Baggott, Chief Constable
- (5) Mrs Judith Gillespie, Deputy Chief Constable
- (5) Mr Drew Harris, ACC Crime Operations
- (6) Mr Dave Jones, ACC Rural Region
- (5) Mr Will Kerr, ACC Urban Region
- (7) Chief Superintendent Pauline Shields, District Commander 'F' District
- (6) Mr David Best, Director of Finance and Support Services
- (5) Mr Michael Cox, Deputy Director of Human Resources
- (5) Ms Liz Young, Head of Media & PR
- (7) Mr Ian Moore, Head of Estate Services
- (5) Superintendent John McCaughan, Command Secretariat
- (5) One Representative, Media & PR
- (7) 2 PSNI Representatives

**OFFICIALS IN ATTENDANCE:**

Mr Edgar Jardine, Interim Chief Executive  
Mr David Jackson, Director of Planning,  
Performance & Partnerships  
(8) Mr David Wilson, Director of Support Services  
Mr Peter Gilleece, Director of Policy  
4 Board Officials

- (1) Except item numbers 4.7 – 5.3
- (2) Item numbers 4.7 – 5.3, part item number 14 &15
- (3) Part item number 2 to close
- (4) Except item number 5.1
- (5) Item number 15
- (6) Part item number 14 & 15
- (7) Part item number 14
- (8) Except item number 14

**1. APOLOGIES, ETC**

Apologies were received on behalf of Mr Conall McDevitt. NOTED.

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

**2. PREPARATION FOR BOARD MEETINGS IN PRIVATE AND PUBLIC SESSION**

The Board considered:-

- A paper which outlined subject areas to be raised with the Chief Constable at the December 2011 private and public Board meetings;
- A paper which outlined an overview of the current situation in Northern Ireland in relation to human trafficking;
- A Briefing Note from the PSNI regarding the term 'human exploitation'.

The Board discussed a subject area relating to the employment of former police officers by private sector firms who presently undertake duties with the PSNI. During the discussion Members considered the setting up of a Sub-Group comprising of

representatives from the Human Resources Committee and Resources and Improvement Committee to consider issues relating to the employment of Agency Staff by PSNI.

The Board discussed and agreed the subject areas to be raised with the Chief Constable later in the meeting during the private session and the Board meeting in public.

During discussion, it was:-

**AGREED:**

That the subject area regarding the use made by PSNI of Community Restorative Justice Measures should be raised with the Chief Constable at a future meeting.

The Board considered the format regarding submitting questions to ask the Chief Constable at Board meetings in private and public.

In response to a comment from the Vice Chairperson, officials undertook to circulate information for meetings of the Organised Crime Task Force Stakeholder Group to all Members.

The Board discussed the meeting of the Corporate Policy, Planning and Performance Committee on 19 January 2012 with the Minister of Justice to discuss human trafficking, organised crime and counterfeit goods and agreed that an issue relating to cross border fuel smuggling should be raised at this meeting.

### **3. DRAFT MINUTES OF THE MEETINGS OF THE POLICING BOARD**

#### **3.1 Draft Minutes Of The Policing Board Meeting Held on 3 November 2011.**

The Board considered the draft minutes of the meeting held on 3 November 2011.

It was:-

**RESOLVED:**

That the draft minutes of the Policing Board meeting held on 3 November 2011 be agreed.

**3.2 Draft Minutes Of The Policing Board Meeting In Public Held on 3 November 2011**

The Board considered the draft minutes of the meeting in public held on 3 November 2011.

It was:-

**RESOLVED:**

That the draft minutes of the Policing Board meeting in public held on 3 November 2011 be agreed.

**4. MATTERS ARISING FROM THE MINUTES OF THE MEETINGS**

**4.1 Appointment Of Chief Executive Of The Policing Board (Items 4.3 and 7 of Minutes Refers)**

The Interim Chief Executive advised the Board that the first meeting of the Chief Executive Appointment Panel would take place on 1 December 2011 at 4:15pm. A further meeting of the Panel would be held before Christmas and it was expected that the post would be advertised in January 2012. NOTED.

#### **4.2 Criminal Justice Inspection For Northern Ireland (Item 4.4 of Minutes Refers)**

The Board noted a verbal report on a meeting which had been held on 14 November 2011 with the Criminal Justice Inspectorate (CJINI) regarding areas of common interest for future collaboration with the Board. NOTED.

#### **4.3 Disposal Of Documents At Gough Barracks – Synopsis Of Decision Making Process (Item 4.5 of Minutes Refers)**

The Chairperson advised the Board that officials had contacted the PSNI in relation to the disposal of documentation held at Gough Barracks. A response was awaited. NOTED.

#### **4.4 Post Related Allowance – Chief Superintendents (Item 9.1 of Minutes Refers)**

The Interim Chief Executive referred the Board to a paper regarding a review of 2 papers provided to the Human Resources Committee on 13 October 2011 in respect of Chief Superintendents Post Related Allowance and the PSNI Special Priority Payments Scheme. He advised the Board that he had reviewed the information contained in the papers and in each case the papers had outlined the background to the allowances, the criteria used by the PSNI in determining eligibility and the results of the application of the criteria, and he had concluded that Members had the necessary information to make the decisions required.

A Member referred to the guidance, which recommends that nationally, 15% of Chief Superintendents should receive the Post Related Allowance, and it was:-

#### **AGREED:**

That allowances paid to PSNI officers should be discussed further at the next meeting of the Human Resources Committee.

#### **4.5 PSNI Special Priority Payments Scheme – PSNI Proposals For The 2011 Scheme** (Item 9.1 of Minutes Refers)

This matter was dealt with at item 4.4.

#### **4.6 Members Attendances At Events During The Period 1 June – 30 September 2011** (Item 12.1 of Minutes Refers)

The Board considered a paper which provided options for a revised format for providing statistical information in relation to Members attendances at events other than Board and Committee meetings.

The Board discussed invitations which were received to events and the format for listing events attended by Members. Following discussion it was:-

##### **AGREED:**

- That officials should circulate appropriate invitations which were received by the Chairperson and Vice Chairperson to all Members.
- That the Board should not be provided with detailed information in relation to Members attendances at events.

#### **4.7 Briefing By HMIC Crime Advisers** (Item 12 Of Minutes Refers)

The Chairperson referred Members to a letter from PSNI dated 25 November 2011 in relation to the role of Crime Advisers. A Member requested additional information regarding the Advisers and the Service Level Agreements (SLAs) with Security Service. Officials undertook to discuss the issue with the Member concerned, in order to prepare a further letter to PSNI.

#### **4.8 Private Session With PSNI Service Executive Team** (Item 14 of Minutes Refers)

The Board noted:-

Record No: 176787

- A PSNI Briefing Paper on Discretionary Disposals;
- A letter from PSNI dated 21 November 2011 regarding detection rates in respect of punishment attacks;
- A letter from PSNI dated 23 November 2011 regarding national functions as referred to in the HMIC Value for Money report.

Responses were awaited from PSNI in respect of the following matters raised at the last meeting:-

- SLAs with the Security Service;
- Correspondence between the former Head of C3 and Office of the Police Ombudsman (OPONI).

## **5. CHAIRPERSON'S BUSINESS**

### **5.1 Engagements**

The Board considered a list of the Chairperson's engagements since the last meeting. NOTED.

The Chairperson gave a verbal report to the Board on the Change and Challenge Conference which had been held on 17 and 18 November 2011. The general consensus was that the conference delivered new conversations between those present and the debate was very positive and constructive. The conference report would be produced by the University of Ulster but there were a number of common themes emerging from the conference for Policing and the Board which would be factored into the Board's deliberations for its future work programme.

### **5.2 Correspondence**

The Chairperson also highlighted the following correspondence which had been received/issued:-

- Letter dated 1 September 2011 from the Chief Constable regarding the ACPO Statement of Mission and Values;
- Draft letter dated November 2011 from Justice Minister regarding Long Term Objectives for Policing;

The Chairperson also referred Members to a letter and Objectives for Policing received from the Justice Minister dated 24 November 2011. He advised that a pre-consultation exercise had been carried out by the Department of Justice (DOJ) with the Board, and that the Corporate Policy, Planning and Performance Committee at its meeting on 17 February 2011 had accepted the draft objectives subject to the role of the Board being clarified in objective 5. A public consultation was carried out on the objectives and considered by the Justice Committee which had decided that the objectives should be agreed by the Board prior to publication. The objectives would form a key part to the development of the 2012 – 2015 Policing Plan.

The Board discussed the long term objectives for policing and:-

**AGREED:**

That consideration of the objectives should be deferred until the next Board meeting\*.

*[\*Dealt with by the Corporate Policy, Planning and Performance Committee on 15 December 2011.]*

- Letter dated 4 November 2011 regarding Coroner's inquests into the deaths of McKerr and others;
- Letter dated 18 November 2011 from the Chief Constable regarding Police Ombudsman Report into the complaint by the victims and survivors of the murders in Loughinisland on 18 June 1994.

### **5.3 Conduct In Board And Committee Meetings**

The Board considered a paper which provided Members with copies of the Board's Code of Conduct for Members and the Northern Ireland Civil Service Dignity at Work Policy.

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

This item was adjourned to 15 December 2011 for consideration.

### **7. CORPORATE POLICY, PLANNING AND PERFORMANCE COMMITTEE**

This item was adjourned to 15 December 2011 for consideration.

### **8. COMMUNITY ENGAGEMENT COMMITTEE**

This item was adjourned to 15 December 2011 for consideration.

### **9. HUMAN RESOURCES COMMITTEE**

This item was adjourned to 15 December 2011 for consideration.

### **10. HUMAN RIGHTS AND PROFESSIONAL STANDARDS COMMITTEE**

This item was adjourned to 15 December 2011 for consideration.

### **11. RESOURCES AND IMPROVEMENT COMMITTEE**

This item was adjourned to 15 December 2011 for consideration.

## **12. BRIEFING ON ACCESS TO JUSTICE REVIEW IN NORTHERN IRELAND**

This item was adjourned to 15 December 2011 for consideration.

## **13. INFORMATION PAPERS**

There were no information papers.

## **14. BRIEFING BY PSNI ON PSNI ESTATE STRATEGY**

The Board considered a paper regarding the PSNI 2011 Estate Strategy. The Strategy had been prepared by the PSNI's Estate Services Business Unit and had been considered by the Resources and Improvement Committee at its meeting on 11 November 2011, when the Committee had recommended that the Board should consider the Strategy further.

The Chairperson welcomed the PSNI representatives to the meeting and invited them to comment on the PSNI 2011 Estate Strategy.

In response, the representatives from PSNI outlined details of:-

- The size of the PSNI estate compared to police estates in the UK and a benchmarking exercise which had been carried out with other UK Police Services;
- How the costs set out in the Strategy had been reached;
- Implications for response times based on the proposed police estate following rationalisation or station closures;
- How the proposed technological innovations for PSNI could support the delivery of effective policing;
- Plans for investment in the police estate through the new build and maintenance programme for the next 4 years.

Members sought and received further comment from the PSNI representatives regarding:-

Police stations on the review list that have had significant amounts of money spent on them in recent years;

- The impact that closure of police stations would have in rural regions on emergency calls response times;
- How the PSNI would reassure the community regarding the Police Service which would be provided in areas following station closures;
- Satellite tracking.

The Chairperson thanked the representative from the PSNI for their contribution and they left the meeting.

The Board considered the Strategy and the future plans for the management of the police estate and were of the view that the Board needed to be satisfied and assured that the estate not only supports the delivery of the best possible policing service to the community, but also delivers value for money.

Before reaching a decision the Board:-

**AGREED:**

That further information on the Strategy was required in a number of areas and that a Working Group, drawn from the Resources and Improvement Members, should be set up to take the matter forward and report back to the next Board meeting.

At this point the representatives from PSNI re-joined the meeting and the Chairperson advised them of the Board's decision regarding the 2011 Estate Strategy.

In response, ACC Rural whilst accepting the decision pointed out that any delays in dealing with the Strategy would cost significant amounts of money. The PSNI representatives left the meeting.

## **15. PRIVATE SESSION WITH THE CHIEF CONSTABLE**

The Chairperson referred Members to the PSNI Performance Summary prepared on 24 November 2011.

The Chairperson welcomed the Chief Constable and his colleagues to the meeting.

A Member referred to the Board's Irish Language meeting which had been held in Newry on 29 November 2011 and expressed the view that this had been a very good event.

A Member sought information regarding:-

- The total number of civilian staff employed by private sector firms who presently undertake duties with the PSNI;
- A numerical breakdown of the civilian staff according to Branches / Sub Sections within each PSNI Department;
- The number of civilian staff who are in receipt of police pensions or Patten severance payments through comparison of the information held by PSNI Finance and Support Services Department with that held by the PSNI Human Resources Department.

The Chief Constable advised that the information would be provided to the Human Resources Committee. A Member expressed concern at the delay in receiving responses to the information requested.

The Chief Constable referred to a review which was being carried out by CJINI on Workforce Modernisation and offered to provide a briefing to Members on Workforce Modernisation and the CJINI review of this area.

A Member sought information regarding the amount allocated to each PSNI Department of the Additional Security funding. A representative from PSNI outlined the funding arrangements and advised that the information is contained in the monthly finance report provided to the Resources and Improvement Committee.

A Member referred to a reduction in officers attracting complaints in the 12 month period following the introduction of the PSNI's Complaint Reduction Strategy and sought information on lessons learned and best practice disseminated across Districts.

A representative from PSNI outlined the arrangements for reducing complaints against the Police and good practice which was considered by the Service Excellence Programme Board and Professional Standards Champions meetings. PSNI representatives invited Members to attend a meeting of the Professional Standards Champions and undertook to provide the dates of the meetings.

A Member referred to a recent criticism by a Judge in Fermanagh Magistrates Court in relation to PSNI training of recruits on the Police and Criminal Evidence Order after an assault case was dismissed. The District Commander in the area had subsequently apologised to the family of the victim.

A representative from PSNI outlined the background to the case and explained the training which was delivered to PSNI officers regarding PACE. PSNI had spoken to the Judge and the victims regarding the matter. The Chief Constable referred to the case and outlined details of a meeting he had held recently with Public Prosecution Services (PPS) regarding joint witness case units.

In response to a question from a Member, representatives from the PSNI outlined details of training which was provided to Police Officers and the Chief Constable offered to provide a presentation to members on PSNI Training and Development.

A Member raised a question with the Chief Constable regarding drug dealing and criminality within working class communities. The Chief Constable advised the Board that there were a number of prolific crime gangs operating in various Districts and the PSNI had carried out a number of successful operations in dealing with these gangs.

Members expressed concerns that, in areas where these gangs were operating, young people were particularly vulnerable and, therefore, early intervention should be a priority.

The Chairperson thanked the representatives from the PSNI for attending the meeting and for their contribution.

#### **16. COMMUNICATION ISSUES**

There were no matters arising.

#### **17. ANY OTHER BUSINESS**

This item was adjourned to 15 December 2011 for consideration.

#### **18. DATE OF NEXT MEETING**

This item was adjourned to 15 December 2011 for consideration.

(Meeting closed 2.00pm).

## MEETING HELD ON THURSDAY, 15 DECEMBER 2011

### PRESENT:

### MEMBERS:

Mr Brian Rea (Chairperson)  
Mr Gearóid Ó hEára (Vice Chairperson)  
Mrs Anne Connolly  
Mr Jonathan Craig  
(9) Mr Ross Hussey  
(10) Mr Gerry Kelly  
(11) Mr Conall McDevitt  
Mr Stuart MacDonnell  
Mrs Joan O'Hagan  
Mr Michael Wardlow  
(12) Ms Deborah Watters

### OFFICIALS IN ATTENDANCE:

Mr Edgar Jardine, Interim Chief Executive  
Mr David Jackson, Director of Planning,  
Performance & Partnerships  
Mr David Wilson, Director of Support Services  
Mr Peter Gilleece, Director of Policy  
3 Board Officials

- (9) Except item number 18
- (10) Item number 12 to close
- (11) Item number 6.2 to close
- (12) Item number 7 to close

### 1. APOLOGIES, ETC

Apologies were received on behalf of Mr Ryan Feeney, Mr Trevor Lunn, Mr Ian McCrea, Mr Robin Newton, Ms Caitriona Ruane, Mr Pat Sheehan and Mr Brian Rowntree. NOTED.

The Chairperson advised Members that the meeting had been reconvened to consider items 6, 7, 8, 9, 10, 11, 12, 17 and 18 of the Board meeting on 1 December 2011, which the Board had agreed should be deferred.

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

## **6.1 CHIEF EXECUTIVE'S BUSINESS**

### **6.1 Provision of Written Verbatim Minutes Of Board Meetings In Public**

Members considered a paper in relation to the need for the Board to continue receive written verbatim minutes of the Board meeting in public. The Interim Chief Executive referred to technological advances which now provided the opportunity for a video recording of each Board meeting in public to be uploaded on Facebook on the Board's website within hours of each meeting. He also referred to imminent staffing changes arising from the Board's acceptance of recommendations in the KPMG Organisational Review and the consequent need to outsource verbatim transcription services.

Following discussion and further clarification about the processes in place to provide for information requests from members of the public, it was:-

#### **RESOLVED:**

That the Board should discontinue the provision of written verbatim minutes of the Board meetings in public with effect from January 2012.

### **6.2 Invitation to CJINI Conference**

The Board considered a letter from the Chief Inspector of Criminal Justice Inspection Northern Ireland regarding a conference on 25 January on the implications of the CJINI report 'The Care and Treatment of Victims and Witnesses in the Criminal Justice System'.

It was:-

#### **AGREED:**

That Mr MacDonnell and Mrs O'Hagan (substitute Mrs Connolly) should represent the Board at the CJINI conference.

## **7. CORPORATE POLICY, PLANNING AND PERFORMANCE COMMITTEE**

The Chairperson of the Committee advised that the Corporate Policy, Planning and Performance Committee meeting held on 16 November 2011 had considered one item - the strategic direction of the Board and that the Committee planned to continue to consider this issue at the December Committee meeting.

## **8. COMMUNITY ENGAGEMENT COMMITTEE**

The Chairperson of the Committee advised that the Community Engagement Committee meeting held on 24 November 2011 had considered one item - to identify the strategic issues the Committee should focus on in the future. A copy of the Chairperson's speaking note outlining the major issues which would drive the work of the Committee was included in the papers. The Chairperson highlighted the issues arising from the implementation of Policing and Community Safety Partnerships (PCSPs) and discussion followed on the role and status of designated organisations and the proposed rate of expenses for PCSP members.

## **9. HUMAN RESOURCES COMMITTEE**

The Vice Chairperson of the Committee highlighted the following recommendation arising from the Human Resources Committee meeting held on 10 November 2011. A copy of the Chairperson's speaking note outlining actions taken under delegated authority was included in the papers.

### **9.1 Recommendations**

#### **Northern Ireland Transitional Allowance**

The Committee recommended:-

That the payment of the Northern Ireland Transitional Allowance (NITA) should be increased to £2,994 per annum with effect from September 2010, the date recommended in the Winsor Part 1 Report.

It was:-

**RESOLVED:**

To approve the Committee's recommendation.

**9.2 Actions**

**PSNI Equality and Diversity Strategy**

The Vice Chairperson of the Committee referred to the PSNI Equality and Diversity Strategy and enquired about the procedures in place to ensure that all draft strategies are circulated to the all Board Members, not only those in individual committees. The Vice Chairperson also requested that officials advise on the process undertaken by the Board in monitoring of the Equality and Diversity Strategy and that the Human Resources Committee be updated.

While recognising that there were significant aspects of equality and diversity issues within the remit of the Human Resources Committee, Members discussed whether the wider issues might be more appropriately taken forward by the Corporate Policy, Planning and Performance Committee. The Chairperson of the Corporate Policy, Planning and Performance Committee asked officials to provide further advice on the most appropriate Committee to progress such issues.

**10. HUMAN RIGHTS AND PROFESSIONAL STANDARDS COMMITTEE**

The Chairperson of the Committee highlighted the actions taken under delegated authority arising from the Human Rights and Professional Standards Committee

meeting held on 10 November 2011. A copy of the Chairperson's speaking note outlining actions taken under delegated authority was included in the papers.

## **10.1 Actions**

### **Strategic Management Board of the Public Protection Arrangements Northern Ireland (PPANI)**

The Committee had agreed to write to the Minister of Justice in relation to the governance arrangements for the Strategic Management Board of PPANI, including the role of Chair.

## **11. RESOURCES AND IMPROVEMENT COMMITTEE**

The Chairperson of the Committee highlighted the following recommendation arising from the Resources and Improvement Committee meeting held on 11 November 2011. A copy of the Chairperson's speaking note outlining actions taken under delegated authority was included in the papers.

### **11.1 Recommendations**

#### **PSNI 2011 Estate Strategy**

The Committee had recommended:

That the Board considers the draft PSNI 2011 Estate Strategy, subject to PSNI providing advice on several issues.

This item was actioned on 1 December 2011, at item 14 of the agenda.

At the meeting on 15 December 2011, a number of Members sought further clarification about the membership and remit of the Board's Estate Strategy Working Group. The Interim Chief Executive advised that the Board had indicated that the membership would comprise the Chairperson and Vice Chairperson of the Resources and

Improvement Committee and one other Member, from a nationalist/republican background, yet to be determined. The Chairperson of the Resources and Improvement Committee confirmed that the Working Group's role would be to seek further information and report back to the Committee. He emphasised that the Working Group would report to the Board, through the Resources and Improvement Committee.

## **11.2 Actions**

### **NIPB Expenditure**

Commenting on future NIPB Expenditure, the Chairperson of the Committee advised Members that planning for savings would need to be reviewed in the light of allowances now being payable to PCSP members but that officials were confident that the savings targets could be met.

## **12. BRIEFING ON ACCESS TO JUSTICE REVIEW IN NORTHERN IRELAND**

The Board considered a paper and a proposed response to a consultation report published by the Department of Justice entitled 'Access to Justice Review Northern Ireland'.

It was:-

### **RESOLVED:**

That the Board should issue the proposed response to the Department of Justice.

## **17. ANY OTHER BUSINESS**

### **17.1 Correspondence – Associate Staff**

The Chairperson referred Members to a letter, tabled at the meeting, dated 7 December 2011 from PSNI Command Secretariat in relation to associate staff in PSNI.

It was:-

**AGREED:**

To defer consideration of the correspondence to the next Board meeting.

**17.2 Special Priority Payment Scheme – Police Officers Part Time**

A Member referred to the limitation of Special Priority Payments to only regular officers and sought further information on the decision not to pay the allowance to part-time police officers. The Member proposed that a question be put to the Chief Constable on the matter at the next meeting of the Board.

**18. DATE OF NEXT MEETING**

The next Policing Board meeting was arranged for 12 January 2012 at 9.30am in Waterside Tower, Belfast.

(Meeting closed 3.10pm).

**Member Services**

**December 2011**

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**Chairperson**