

**NORTHERN IRELAND POLICING BOARD**

**MINUTES OF MEETING OF THE PERFORMANCE COMMITTEE HELD ON  
11 MAY 2023 AT 9:30am**

**PRESENT:**

Mr Gerry Kelly, Chair  
Dr Janet Gray, Vice-Chair  
Ms Linda Dillon\*  
Mr Brendan Mullan  
Mr Trevor Clarke  
Mr Peter Osborne\*  
Ms Nuala McAllister  
Mr Les Allamby  
Mr Mark H. Durkan  
Mr Frank McManus  
Mr Mike Nesbitt

**EX-OFFICIO MEMBERS  
IN ATTENDANCE**

Mr Edgar Jardine\* (2)

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

(1) ACC Mark McEwan  
(1) D Ch/Supt Andy Hill  
(1) 5 PSNI Staff

**OFFICIALS IN  
ATTENDANCE:**

Mr Adrian McNamee, Director of Performance  
Mr John Wadham, Human Rights Advisor  
5 Board Officials

- (1) Present for Item 6.1 only  
(2) Present until Item 6.1 only

\*Attended via video conferencing

## 1. **APOLOGIES**

No Apologies were received in advance of the meeting.

The Chair welcomed new Members, Brendan Mullan, Linda Dillon and Frank McManus to the Performance Committee.

The Committee agreed the agenda for the meeting.

The Chair asked Members to advise of any items they wished to raise at Item 9 under "Any Other Business". No further items were declared.

## 2. **CONFLICTS OF INTEREST**

No conflicts of interest were declared.

## 3. **MINUTES OF THE PREVIOUS MEETING**

The Committee considered the draft minutes of the Performance Committee meeting held on 9 March 2023.

It was **RESOLVED:-**

That Minutes of the Performance Committee meeting on 9 March 2023 were agreed.

## 4. **UPDATE ON ACTION LOG**

The Director of Performance provided an update on the actions listed on the Action Log. Members noted the remaining current open actions and expected timeframes for these to be brought back to the Performance Committee.

**NOTED.**

The Director provided an update on AP1 from the meeting held on 9 February 2023 in respect of an update on Firearms and Explosives Branch (FEB) and

the issues raised by British Association for Shooting and Conservation (BASC). The PSNI response is provided at Item 4.1 of today's Agenda. Members engaged in a brief discussion in respect of personnel changes in FEB.

Following discussion it was:-

### **AGREED**

Officials to write to PSNI in respect of recent personnel changes in FEB and noting that Members wish to be kept apprised of developments and progression of improvements. **(AP1)**

The Director provided an update on AP3 from the meeting held on 9 February 2023 that Officials write to PSNI requesting a geographical breakdown of homophobic / disability hate crime incidents. A letter issued to ACC Mark McEwan on 10 February 2023 requesting this information. The response from PSNI is provided at Item 4.1 of today's agenda.

The Director provided an update on AP4 from the meeting held on 9 February 2023, Officials to write to the PSNI requesting the scenarios and parameters for their referrals to the Home Office in respect of immigration status following interventions with those victims / repeat victims of crime from an ethnic minority background. The response from PSNI is provided at Item 4.1 of today's agenda. A Member updated the Committee on his discussions with ACC Singleton on this issue and reported that work on this issue was progressing as well as engagement with wider partners. Members welcomed this work taking place.

The Director provided an update on AP5 from the meeting held on 9 February 2023 to follow up with the PSNI on their offer to share the Multi-Agency Tasking and Co-Ordination (MATAC) Report on repeat perpetrators of

domestic abuse. A letter was issued to ACC Mark McEwan on 10<sup>th</sup> February 2023 requesting this information. The response from PSNI is provided at Item 4.1 of today's agenda.

The Director provided an update on AP6 from the meeting held on 9 February 2023, Officials to write to the PSNI on the Domestic Abuse Disclosure Scheme (DVADS) to request further information on the 'Power to Tell' policy. A letter issued to ACC Mark McEwan on 10 February 2023 requesting this information. The response from PSNI is provided at Item 4.1 of today's agenda.

The Director provided an update on AP1 from the meeting held on 9 March 2023 in respect of the Human Rights Advisor to follow up with ACC Singleton in respect of clarifying PSNI policy in relation to immigration status and the onward reporting to the Home Office. This item was addressed at AP 4 February above.

The Director provided an update on AP2 from the meeting held on 9 March 2023 in respect of the Chair to write to ACC Chris Todd, acknowledging his correspondence, and raising a number of issues on the timeframe and implementation of CEDs to the Close Protection Unit. Members engaged in a brief discussion.

Following discussion it was:-

### **AGREED**

Officials to schedule meeting for the Chair and ACC Chris Todd to further discuss implementations of CEDs. **(AP2)**

The Director provided an update on AP3 from the meeting held on 9 March 2023 in respect of Officials to follow up with PSNI on the geographical

breakdown statistics relating to crime against children in Armagh, Banbridge and Craigavon. The response from PSNI is provided at Item 4.1 of today's agenda.

The Director provided an update on AP4 from the meeting held on 9 March 2023 in respect of Officials to follow up with ACC Alan Todd on the 7 stages of the Victim Disability Pension Scheme, the dates that the 18 cases were referred to PPS and types of requests made to LIB by Govt/intelligence. The response from PSNI is provided at Item 4.1 of today's agenda. Members engaged in a brief discussion.

Following discussion it was:-

### **AGREED**

Officials to write to PSNI in respect of timeframes, specifically, the length of time for PSNI to respond to PPS information requests. **(AP3)**

The Director provided an update on AP5 from the meeting held on 9 March 2023 in respect of the Performance Committee to invite Jon Boutcher to a future meeting. The Board agreed in April 2023 to invite Jon Boutcher and a formal response is awaited.

The Director provided an update on AP6 from the meeting held on 9 March 2023 in respect of the Chair to write to DCC Hamilton raising a number of issues on the timeframe and publication of the Stop and Search strategy on Recommendation 11b of the Human Rights Annual Report 2020/21. The response from the PSNI is provided at Item 4.1 of today's agenda. Members engaged in a brief discussion.

Following discussion it was:-

## AGREED

Officials to follow up with PSNI following Prof John Topping's concerns that this research was described on the PSNI website as 'small-scale.

**(AP3)**

The Director provided an update on AP7 from the meeting held on 9 March 2023 in respect of Officials to email Members requesting that Members to forward comments on the draft Report and its recommendations by Friday 24 March 2023.

### 4.1 Accompanying Correspondence

Members discussed correspondence received from the PSNI in relation to:

- AP 3 February 2023 – Officials write to PSNI requesting a geographical breakdown of homophobic / disability hate crime incidents;
- AP 4 February 2023 – Officials to write to the PSNI requesting the scenarios and parameters for their referrals to the Home Office in respect of immigration status following interventions with those victims / repeat victims of crime from an ethnic minority background;
- AP 5 February 2023 – Officials to follow up with the PSNI on their offer to share the Multi-Agency Tasking and Co-Ordination (MATAC) Report on repeat perpetrators of domestic abuse;
- AP 6 February 2023 – Officials to write to the PSNI on the Domestic Abuse Disclosure Scheme (DVADS) to request further information on the 'Power to Tell' policy;
- AP 3 March 2023 – Officials to follow up with PSNI on the geographical breakdown statistics relating to crime against children in Armagh, Banbridge and Craigavon;
- AP 4 March 2023 – Officials to follow up with ACC Alan Todd on the 7 stages of the Victim Disability Pension Scheme, the dates that the 18

cases were referred to PPS and types of requests made to LIB by Govt/intelligence;

- AP 6 March 2023 – The Chair to write to DCC Hamilton raising a number of issues on the timeframe and publication of the Stop and Search strategy on Recommendation 11b of the Human Rights Annual Report 2020/21.

Members were content with the updates provided in relation to the Action Log.

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

The Chair confirmed that no items of business have been received for discussion.

## **6. ITEMS FOR COMMITTEE BUSINESS**

### **6.1 Policing Plan Measure 1.2.2 – Organised Crime Groups &**

### **6.2 NCA / SOC 6 Monthly Update to December 2022.**

The PPM Manager stated that due to the transferable nature of information reported in both Item 6.1 relating to Organised Crime Groups (OCGs) and Item 6.2 regarding the update on the NCA/SOC Q3 reports, Board officials have aligned Performance Plan reporting of OCGs with NCA and SOC reports. This is aimed to best meet Member's needs in order to ensure this key strategic area is brought to Members collectively.

The PPM Manager acknowledged that Members will have noted key issues that have been identified regarding Item 6.1 which can be asked of PSNI officials in attendance today. However, members may wish to consider key issues in Item 6.2 in anticipation for the Chief Constable and NCA Director General's attendance at the 1<sup>st</sup> June Board meeting.

In relation to Item 6.1 OCG's, the PPM Manager referred to the recent work of the Policing Plan Review Working Group that proposed that the descriptive terminology for impact be changed from frustrations, disruption and dismantling to minor, moderate and major impact. This is to bring Northern Ireland into line with the UK reporting framework on OCGs. However, the current PSNI report card contains the terminology for 2022/23 reporting on this Measure as the figures were collated in this format. It is our understanding that PSNI officials will explain why this change in terminology has not yet been implemented.

The PPM Manager referred Members to the PSNI's report that shows an increase in the number of frustrations while disruptions have remained largely static. However, of most significance is the update that 4 OCGs have been dismantled since November 2022; this had previously been 0 since April 2022. The PSNI report that two of these groups relate to modern slavery offences specific to sexual exploitation. Members may wish to ask the PSNI for more information on this breakthrough and whether any lessons have been learned that could lead to further positive actions against OCGs.

The PPM Manager referred Members to another positive, the figures on people charged and reported in connection with OCGs. In March 2023, 33 people were charged and reported which is the joint highest monthly total. In April 2022 the figure was 10. Despite these positive figures, there has been the recent attack on DCI Caldwell and widely reported paramilitary activity in certain parts of NI. Members may wish to ask the PSNI that given 38% of OCG's investigated in NI have paramilitary links, what is their current assessment of paramilitary threat and activity and an update on the PSNI's progress on responding to this.

In relation to 6.2 NCA/SOC Q3 reports, the PPM Manager believes it would be a good time to consider whether current reporting of OCG and NCA/SOC meets member's requirements. At today's meeting Members have been



provided with a report on 1.2.2 OCGs and a report summarising NCA/SOC Q3 reports in preparation for the NCA's attendance at June's board meeting. However, officials will also prepare a paper for Board members summarising NCA/SOC Q3 and Q4 reports. This may lead to confusion for members. One suggestion going forward is that officials continue to do the 1.2.2 OCGs measure report and attach the recent NCA/SOC quarterly report (Q1 or Q3) for information only and prepare the Q1&Q2/Q3&Q4 reports for the board, subject to Member's views.

The Chairperson welcomed the PSNI to the meeting. He invited them to brief Members on the work relating to Policing Plan Measure 1.2.2 Organised Crime Groups.

The PSNI presented information through their report card and provided a statistical commentary of their performance against Measure 1.2.2 Organised Crime Groups and discussed with Members the work carried out on a number of key areas including:

- The PSNI informed Members that the new Agency and Partner Management Information System (APMIS) is operational from April 2023 but today's report draws information from existing sources using current terminology and it is hoped that future reporting will stem from APMIS;
- The current system reports on frustrating, disrupting and dismantling OCGs. Under APMIS the PSNI can focus on threat, vulnerabilities and enablers to assess OCG activity and classify as minor, moderate or major.
- It was highlighted to Members that 4 OCGs have been dismantled comprising 2 Human Trafficking and 2 Drug Trafficking groups. Labour exploitation and the sexual exploitation of females remains prominent. The PSNI report an increasing number of referrals received regarding Potential Victims of Trafficking (PVoT) from the National Referral Mechanism (NRM);

- The PSNI referred to a slight reduction in paramilitary style assaults but violence against the person offences, sexual offences have increased slightly which is a continuing trend. The PSNI report an increase in the reporting of harassment and rape;
- The Recommendations contained in Baroness Casey's Review of standards of behaviour and internal culture of the Metropolitan Police Service are not applicable to the PSNI. This is because investigation units that were disbanded in England and Wales were not in Northern Ireland;
- A brief overview was provided on the ongoing work of the Paramilitary Crime Task Force, MARAC, TOMU and with NCA;
- The PSNI referred to greater focus placed on finance at the front end of investigations for greater impact against OCGs and to closer align with NCA's Asset Denial. At the forefront of the Asset Denial tactic is the use of Forfeiture Orders and freezing of accounts;
- A PSNI campaign to raise awareness with local businesses and banks regarding ATM attacks has shown signs of success with increased awareness of security and less money being stolen;
- The PSNI provided a brief overview of Serious Crime Prevention Orders (SCPO) and Slavery Trafficking Prevention Orders informing Members how they help prevent further offending. The PSNI also referred to the 2 Slavery Trafficking Risk Orders (STROs) that were granted in England and are managed by PSNI as the individuals involved have now moved to this jurisdiction;
- In relation to local policing, the PSNI referred to the Reducing Offending Unit (ROU) and their work in partnership with the Probation Board and Prison Service. The PSNI focus remains on those at the highest risk of re-offending, preventing further offending and delivering meaningful outcomes for the community.

Members engaged in discussion with PSNI and sought clarity on a number of issues including: -

- The number of OCGs and recent incidents in Newtownards and queried the levels co-operation or rivalry that exists between these groups. The Member also referred to the work of Probation Board and asked what value is added by the PSNI in the process;
- The use of Prevention Orders was referred to by a Member in relation to how these work in practice and their success. The Member also sought further information on the Ending the Harm campaign in respect of illegal money lending;
- Further clarity was sought by a Member in relation to the strategic approach to tackling organised crime, the assessment of the number of groups involved in paramilitary activity and the remaining groups;
- Attention was drawn by a Member to a public health approach to tackling criminality and queried if the impact of financial constraints will have longer term implications;
- A Member referred to the dismantling of 4 OCGs and queried what made this possible, does the crime group get re-organised or is the activity absorbed by another OCG and the reluctance of community to report crime if gang leaders not arrested;
- The types of business that labour exploitation is linked to and the source of that labour was queried by a Member who also sought further clarity on cross border criminal activity; and
- A Member referred to the seizure and auction of assets, specifically cars, and asked if the PSNI can prevent criminals buying back vehicles.

The PSNI provided the following responses:-

- In relation to OCG activity the PSNI referred to the increasing level of cooperation between groups, this ebb and flow of activity is normally seen in response to supply and demand of a commodity. In relation to incidents in Newtownards, the PSNI informed Members that the situation could not be viewed in terms of one gang winning or losing but more in terms of the overall community harm;

- The PSNI recalled to Members that the PSNI are the only agency who have a dedicated team monitoring reoffending and high risk offenders. The PSNI seek to catch and control, detect criminal activity and place the offender into the Criminal Justice System. Working with partner agencies, such as the Probation Board, the PSNI are involved in the rehabilitation and support of offenders in the local community. If an offender is on a short period of remand or subject to a brief prison term this presents a challenge for all agencies in terms of rehabilitation support;
- In relation to Prevention Orders the PSNI referred to reasonable grounds that may exist that the person is involved in or is likely to commit a crime with each case taken on its own merit;
- With regards Ending the Harm campaign in respect of illegal money lending, which is part of the Tackling Paramilitarism Programme, the PSNI informed Members that this is a DOJ initiative. The PSNI acknowledge that illegal money lending is an under reported crime. The cost of living crisis may increase this activity;
- In relation to their strategic approach the PSNI referred to the increase in drug seizures and arrests and their ongoing work with partner agencies to frustrate, disrupt and dismantle OCGs. Operation Connexus was also cited by the PSNI as a successful initiative involving local policing as part of this;
- The PSNI highlighted the two core functions of the APMIS system, the assessment tool and performance recording, these will assist in allocating resources and monitoring trends. Access to this system is at present limited to PSNI and NCA;
- The PSNI referred to the current financial impacts and pressures on public health services but highlighted to Members the ongoing success of Support Hubs with the input of these partner agencies;
- In relation to dismantling of an OCG the PSNI suggest that demand for a particular commodity or service will dictate whether another group fills the void. Through the continuous attrition of groups by searches and arrests of key principals, the PSNI hopes this will encourage the community to

come forward and report crime which they can do so anonymously. The PSNI report that intelligence collection via the community has been positive;

- It was highlighted to Members that drugs remains the main commodity of trade by OCG's with the cannabis trade being the largest. The PSNI also referred to Poly-drug use, prescription medicines sold illegally;
- The PSNI referred to their ongoing work as part of the Joint Agency Task Force (JATF) and the strong cooperation that exists with An Garda Síochána in relation to information sharing;
- The PSNI report that Eritrean nationals have been subject to Modern Slavery Human Trafficking, mostly as labour exploitation. Individuals can be trafficked outside of the UK and often declare this on arrival into Northern Ireland; and
- The PSNI referred to assets recovered and sold at auction that there is a risk that the item could be repurchased by the criminal. The PSNI informed Members that the proceeds from a recent auction were donated to the NI Hospice.

The Chairperson thanked the PSNI for their attendance and briefing and they left.

Following discussion it was:-

### **AGREED**

Officials to write to ACC Mark McEwan to request further information on OCG's, specifically the geographical area, the crime types they are engaged in and what enforcement action is being by PSNI; how these fit into the overarching strategy to frustrate, disrupt and dismantle OCG's. **(AP 5)**

### **6.3 Draft Annual Performance Assessment 2022/23**

The Director of Performance presented a paper to Members on the Draft Annual Performance Assessment Report. The Director recalled to Members that the Police (NI) Act 2000 states that the Board is required to prepare and publish for each financial year a summary (its “performance summary”) of the Board’s Assessment of the Policing Plan. In order to fulfil this statutory duty an Annual Performance Plan is produced each year to track the progress towards delivering on the Policing Plan outcomes. This document also forms part of the Board’s Annual Report and Accounts and is subject to an annual audit by the Northern Ireland Audit Office.

The Director of Performance also stated that to deliver on this statutory requirement and to highlight continuous improvement, each Measure within the 2022/23 Performance Plan has been considered in detail within the report. They have also been subject to scrutiny throughout the year by the Board’s Committee structure. At each Committee meeting, Members were provided with a Paper which included the PSNI’s Outcomes Based Accountability (OBA) Report Card for each Measure and Board official’s analysis encompassing a summary of Key Issues and Opportunities. At each Committee meeting, the responsible PSNI Assistant Chief Constable (ACC) was present and Members engaged in scrutiny, monitoring and evaluation of each Measure.

All thirteen Measures within the Performance Plan 2022/23 were presented at least once to Members through either the Performance, Partnership or Resources Committee between June 2022 and March 2023. This approach enabled the compilation of an evidence based Annual Assessment which takes cognisance of Members’ views. Therefore, this report provides an Assessment of the PSNI’s performance as reflected through the monitoring and scrutiny provided by Members. 2022/23 represents Year 3 of a five year Policing Plan and mainly reports on the progress made by PSNI in the

gathering of data against the baselines and the reporting of emerging impacts and continuous improvements initiatives.

The Director informed Members that this paper is shared with Performance Committee Members for comments today. It will then become part of the draft Annual Report and Accounts to be shared with ARAC members on 16<sup>th</sup> May 2023 for comments and amendments. ARAC will then review all the documents and propose a final Annual Report and Accounts to the Board for approval at the end of June/early July.

The Director of Performance requested that Members comment and feedback on the Draft Performance Plan Annual Assessment 2022/23 are forwarded to officials by Tuesday 16<sup>th</sup> May 2023.

Members commented on the need for further information in respect of 'impacts', using the evidence the Board holds of what PSNI are doing and what impact the Board has made.

Following discussion it was:-

### **AGREED**

Officials to circulate to Members a Word version of the Draft Annual Performance Assessment 2022/23 for consideration and comments by close of business on Monday 15<sup>th</sup> May 2023. **(AP6)**

#### **6.4 Draft Annual Committee Report 2022/23**

The Director of Performance presented a paper to Members on the Draft Annual Committee Report. This paper outlines the role of the Performance

Committee which is to support the Board in its responsibilities for issues related to PSNI operational performance, to include performance against the Policing Plan measures specific to the Committee; Human Rights compliance; and the Professional Standards of Police Officers. The Committee also oversees the exercise of the functions of the NCA and HMICFRS in Northern Ireland.

The Director of Performance requested that Members approve the Report for inclusion in the Board's Annual Report and Accounts 2020/21.

Following discussion it was:-

### **NOTED**

That Members were content with the information provided by the Director of Performance and **APPROVED** the report for inclusion in the Board's Annual Report and Accounts 2022/23.

#### **6.5 Human Rights Advisor Update Report April - May 2023**

The Human Rights Advisor provided Members with an overview of areas within his current work programme in April to May 2023 including, finalising the Privacy and Policing Report, finalising the report on the strip searching of children and young people in PSNI custody, considering amendments for a new draft of Independent Custody Visitors Manual and survey of human rights knowledge of PSNI officers.

The Human Rights Advisor updated Members on his attendance at a range of meetings including; Performance Committee, Board meetings, Biometric and Surveillance Camera Commissioner, OPONI, Investigatory Powers Commissioner, MindWise (appropriate adults scheme), National Security and



JSA Reviewer, John Topping QUB, PSNI officers (for 2<sup>nd</sup> Draft of the Privacy Report), PSNI officers (on strip searches), Service Accountability Panel (PSNI), PSNI - previous recommendations progress , PSNI - disclosure of immigration status, Deputy Chief Constable, Police Federation and various meetings with Board officials.

He also informed Members of his June work plan including, finalising the Privacy and Policing Report, finalising the strip search report, new draft of manual for ICVs, seminar with JSA Reviewer, NIO and PSNI lawyers to consider JSA stop and search authorisations and meetings with PSNI officers. The Human Rights Advisor will also attend Board and Performance Committee and assist with preparation of reports.

Following discussion it was:-

### **NOTED**

That Members were content with the Human Rights Advisors Update Report and the remaining schedule of work for April - May 2023.

#### **6.6 Draft Human Rights Review of PSNI's Strip Searching of Children and Young People in Custody**

The HRPS Manager recalled to Members that following consideration of a number of proposals at the Committee meeting on 9<sup>th</sup> February 2023, Members agreed for a review to be carried out on PSNI's strip searching of children and young people in custody by the Human Rights Advisor and agreed the terms of reference. It was agreed that the report would cover the time period 2022.

The HRPS Manager informed Members that the Human Rights Advisor with Officials had met with a range of NGOs, such as Amnesty International, Children's Law Centre, Include Youth, Youth Alliance and officials from NI Commissioner for Children and Young People. They also met with PSNI custody leads and the NI Appropriate Adult Scheme – Mindwise.

The HRPS Manager informed Members that the Report deals with the following:

- Definitions, regulations, and the law;
- Statistics;
- Strip search rules in custody;
- Training;
- New Policy;
- Current Governance Arrangements;
- Human Rights Compliance; and
- Discrimination.

The Report makes ten recommendations; Eight for PSNI to action and two recommendations are made regarding a change of legislation.

The HRPS Manager referred Members to a number of key issues in the Report including Appropriate Adults scheme, PSNI Niche system flags and the new PSNI policy issued on 27<sup>th</sup> January 2023. The HRPS Manager recalled to Members that this new 'policy' or guidance was issued in response to the key concerns raised.

Members engaged in discussion with the HRPS Manager and Human Rights Advisor on the draft report and recommendations.

Following discussion it was:-

## AGREED

Members recommended that the Report be considered by the Board in June for publication following consideration of the recommendations; Officials to circulate to Members a Word version of the recommendations from the Draft Human Rights Review of PSNI's Strip Searching of Children for their consideration and comments by close of business on Monday 22nd May 2023. **(AP7)**

Officials to write to PSNI to request if PSNI have considered the use of scanning equipment in custody suites, similar to that used in prisons, the use of which may decrease the necessity for strip searches. **(AP8)**

### **6.7 Draft Report Human Rights Review of PSNI Privacy**

The HRPS Officer recalled to Members that following the first draft to Committee in March, the draft Human Rights Review of Privacy and Policing was sent to relevant branches in PSNI to ask for detailed feedback. Amendments and corrections have been incorporated into the report to ensure accuracy. Feedback and requests for further information from Members has also been incorporated into the report.

The HRPS Officer informed Members that the Human Rights Advisor has developed updated recommendations with the help of Les Allamby, who has seen all versions of this report between March Committee and now and has provided valuable feedback. The Human Rights Advisor has made six formal recommendations where it has been identified that PSNI action is necessary. The recommendations reflect the need for a wider public debate around privacy and policing with stakeholders and envision the Policing Board in taking an active role in the governance of data ethics in policing.

The HRPS Officer requested that Members approve the Report and recommend to the Board for approval to publish in June 2023.

Following discussion it was:-

**NOTED**

That Members APPROVED the Report and recommended it to the Board for approval to publish in June 2023.

**7. QUESTIONS FOR THE CHIEF CONSTABLE**

**7.1** No questions were identified by Members at the March 2023 Performance Committee meeting.

**7.2** Identify any questions arising out of this meeting which Members wish to raise with the Chief Constable at the next Board Meeting.

No questions were identified.

**8. COMMUNICATION ISSUES**

**9. ANY OTHER BUSINESS**

**10. DATE OF NEXT MEETING**

It was agreed that the following Performance Committee meeting would take place on **Thursday 8<sup>th</sup> June 2023** at **9:30am**

Meeting closed at 1:00pm.

**PERFORMANCE DIRECTORATE**

**11<sup>th</sup> May 2023**

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**Chairperson**