

NORTHERN IRELAND POLICING BOARD

MINUTES OF THE MEETING OF THE NORTHERN IRELAND POLICING BOARD HELD ON THURSDAY 2 NOVEMBER 2023 AT 9.30AM IN NIPB HQ, JAMES HOUSE BELFAST.

PRESENT:

- Ms Deirdre Toner (Chair)
- Mr Edgar Jardine (Vice-Chair)
- (1) Mr Mark Durkan MLA
- Ms Joanne Bunting MLA
- Mr Trevor Clarke MLA
- (2) Mr Mike Nesbitt MLA
- Mr Brendan Mullan
- (3) Mr Gerry Kelly MLA
- Mrs Linda Dillon MLA
- (4) Mr John Blair MLA
- (5) Ms Nuala McAllister MLA
- Mr Peter Osborne
- (6) Mr Frank McManus*
- (7) Mr Maurice Bradley MLA
- Mr Mukesh Sharma
- Mr Les Allamby
- (8) Dr Janet Gray *

POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE:

- (9) Mr Jon Boutcher, Interim Chief Constable
- (9) Mr Chris Todd, T/Deputy Chief Constable
- (9) Ms Pamela McCreedy, Chief Operating Officer
- (9) Mr Bobby Singleton, Assistant Chief Constable
- (9) Mr Ryan Henderson, T/Assistant Chief Constable
- (9) Ms Melanie Jones A/Assistant Chief Constable
- (9) Mr Mark McNaughten, Assistant Chief Officer Corporate Services
- (9) 3 PSNI Officials

NORTHERN IRELAND POLICING BOARD OFFICIALS IN ATTENDANCE:

- Mrs Sinead Simpson, Chief Executive
- Mr Sam Hagen, Senior Director of Resources
- Mr Adrian McNamee, Director of Performance
- Mrs Sarah Reid, Partnership Manager
- Ms Aislinn McGuckin, Director of Police Pensions & Injury Benefits

Three Board Officials

**OTHER OFFICIALS IN
ATTENDANCE:**

Mr John Wadham, Human Rights Advisor

- (1) Left at 2.30pm
- (2) Left after public session
- (3) Left after public session
- (4) In from 9.40am
- (5) In from 10am
- (6) Left after private NIPB meeting
- (7) In from 9.40am
- (8) Left after private NIPB meeting
- (9) Item 10 only

1. APOLOGIES

Apologies were received from Dr Kate Lavery.

On behalf of the Board, the Chair expressed condolences to the Director of Partnership on a recent family bereavement.

2. CONFLICTS OF INTEREST

No conflicts of interest were declared.

3. DRAFT MINUTES OF THE BOARD MEETINGS HELD ON:

3.1 Thursday 7 September 2023

It was **RESOLVED:-**

- That the minutes of the Board meeting held on Thursday 7 September 2023 be approved for publication.

3.2 Thursday 14 September 2023

It was **RESOLVED**:-

- That the minutes of the Board meeting held on Thursday 14 September 2023 be approved for publication.

3.3 Tuesday 3 October 2023

It was **RESOLVED**:-

- That the minutes of the Board meeting held on Tuesday 3 October 2023 be approved for publication.

3.4 Thursday 5 October 2023

In relation to agenda item 5.2 of these minutes, specifically on the recorded vote regarding the appointment of the Interim Chief Constable, a Member requested that the wording in relation to the recording of the vote be updated from 14 votes for and 4 votes against to 14 votes for and 2 votes against, taking into consideration there were 2 abstentions.

Subject to this amendment being made Members **APPROVED** the draft minutes for publication.

4. BOARD ACTION LOG

Updates as detailed within the Action Log from the Board meetings held on 5 October, 7 September, 6 July, 1 June and 6 April 2023 were noted in addition to the following verbal update provided by the Chief Executive:

In relation to Action Point 4 from the meeting on 5 October 2023 the Chief Executive reported that the Department of Justice (DoJ) have advised the outcome of the skills audit will be reflected in due course in the candidate

information booklet for prospective independent members. The Chief Executive noted this will be shared with members on Decisiontime when available.

In relation to Action Point 6 from the meeting on 5 October 2023, the Chief Executive advised that she has liaised with DoJ, who have confirmed they remain committed to achieving the timeline for the new independent member recruitment process and have secured a small amount of additional resource to assist with this.

In relation to Action Point 8 from the meeting on 5 October 2023 which relates to ensuring every interaction with PSNI is a good one, the Chief Executive suggested this is progressed with the PSNI Service Executive Team (SET) at the next development day.

In relation to Action Point 4 from the 7 September meeting, the Chief Executive advised that the revised National Crime Agency (NCA) Memorandum of Understanding (MoU) is currently with the NCA for review and feedback is awaited. The Chief Executive added the NCA Director General is due to attend the Board meeting in December 2023 and it is anticipated the revised MoU could be signed by the Board Chair and the NCA Director General at that meeting (subject to any significant changes being suggested by NCA).

In relation to Action Point 9 from the 7 September meeting regarding the covert surveillance of journalists, the Chief Executive advised responses to the Board's letters are awaited and Board officials have continued to chase these up.

In relation to Action Point 2 from the meeting on 6 July 2023 regarding a meeting with DoJ and Criminal Justice Inspection NI (CJINI), the Chief Executive explained that this has been paused due to recent events, however she will seek a discussion on this issue at the next bi-lateral meeting with DoJ. **(AP1)**

With regard to Action Point 2 from the meeting on 1 June 2023 in respect of correspondence relating to the BBC Spotlight programme, the Chief Executive noted that a meeting has been arranged later in November 2023 with PSNI representatives and the Member who had outstanding queries to endeavour to resolve the outstanding matters.

In relation to Action Point 4 from the meeting on 6 April 2023 regarding an update on Operation Kenova, the Chief Executive advised that the PSNI SET will provide a status update when they join the meeting later this morning.

In relation to Action Point 10 from the meeting on 6 April 2023 regarding the Board's Equality Documentation, the Chief Executive confirmed that these documents have been submitted to the Equality Commission NI and their feedback is awaited before the documents can be published on the Board's website.

Members **NOTED** the action log.

5. CHAIRPERSON'S BUSINESS

5.1 Chair's Report

The Board noted a Report from the Chair which advised Members of:

- The Chair's engagements carried out during the period 5 October 2023 to 26 October 2023.
- A full list of correspondence issued and received by the Chair during the period 1 October 2023 to 26 October 2023.

The Chair also highlighted the following engagements:

- An introductory meeting with the new HMIC for PSNI, which was a chance to share thoughts on key challenges for PSNI;
- An introductory meeting with the new Permanent Secretary of NIO, noting the focus of the meeting was the leadership challenges for the Service and events over the summer months;
- Attendance at a Children's Rights Briefing event at Stormont.

In relation to correspondence, the Chair highlighted the following items:

- Correspondence received from the DoJ Permanent Secretary regarding the review of the Service Executive Team (SET) structure, noting this will be discussed in further detail after this agenda item;
- Correspondence received from the DoJ Permanent Secretary relating to the review of the Board, noting this will be discussed in further detail after this agenda item;
- Correspondence received from the Chief Police Officers Staff Association (CPOSA) national representative in relation to the issues facing the Service over the summer months;
- Correspondence received relating to those officers who have been successful in securing a place on the College of Policing level 5 Executive Level Programme, noting that the Chair would write to congratulate them; **(AP2)**
- Correspondence received in relation to membership of the Board's expert panel to consider the data breach report, noting this item will be covered in more detail at agenda item 8.1;

- Correspondence received from the Interim Chief Constable in relation to Op Myologic, and the Chair advised she has asked the Interim Chief Constable to brief us further on this issue later in the meeting, including ensuring the Board has sight of the Terms of Reference (ToR).

Members raised the following items with the Chair:

- Concerns regarding correspondence received which highlighted issues with the medical assessment rooms at James House. The Director of Police Pensions & Injury Benefits explained that due to the move from Waterside Tower and the downsizing of accommodation, adverse feedback was anticipated, however confirmed that the assessment rooms do meet statutory requirements and reflect national best practice. Following discussion, the Director of Police Pension & Injury Benefits agreed to refresh the guidance to applicants to highlight any mobility issues in advance of attending for a medical appointment and the subject will be added to the agenda for discussion at the quarterly SMP forum meeting to explore whether any further steps should be taken. **(AP3)**

The Chair advised that following the interviews scheduled for Monday 6 November 2023 for the position of substantive Chief Constable, it is proposed that a special Board meeting is convened on Tuesday 7 November to ratify the recruitment panel's decision before informing DoJ and the Secretary of State of the preferred candidate. Following discussion, Members agreed that this meeting should take place on the evening of Monday 6 November instead, to mitigate any potential risk of the outcome being leaked, ahead of the conclusion of the due processes. There was a consensus among Members that action needs to be taken to address the origin of previous information leaks. **(AP4)**

In relation to the proposed Review of the SET structure the Chair asked the Chief Executive to brief Members on a proposal for progressing this work. The

Chief Executive reminded Members of the offer from the DoJ Permanent Secretary of assistance by way of a DoF economist to assist with a post project evaluation (PPE) of the implementation of the revised PSNI Service Executive Team (SET) structure which took place on foot of the Headstogether Report commissioned by the Board in 2019.

The Chief Executive advised Members that taking account of cost constraints and in the interests of the timely and effective completion of this work, the proposal is to use the Board's existing contract with Headstogether, who undertook the original work around the new PSNI SET structure referenced above. Members were advised that Headstogether would be asked to go back and evaluate the implementation of the new structure to see if it has delivered the anticipated benefits, (following the implementation of the findings of their initial review, the revised PSNI SET model now consists of four senior civilian positions (COO & 3 ACOs) alongside the ACC, DCC and CC posts).

Following the Chief Executive's remarks a number of issues were discussed by Members, these included:

- Concerns regarding a real or perceived conflict of interest in asking Headstogether to complete this work given their role in drafting the initial report. The Chief Executive advised that she had sought clarification on this point and been provided with assurances that this was not a conflict;
- What expertise Headstogether bring to completing this type of work and the need for robust evidence to support any report's findings;
- That the PPE report should distinguish between the effectiveness of structure and potential individual performance issues;

- The potential role of the DoF economist in terms of review and validation and testing any agreed terms of reference against the “Magenta Book”; and,
- Anticipated next steps following the conclusion of the post project evaluation.

Following this discussion, the Vice-Chair put forward a proposal for Members’ consideration that the Board proceed with the PPE as outlined by the Chief Executive with Headstogether being provided with the support of the DoF economist in the terms outlined above. It was also proposed that any next steps in terms of a further in-depth review would be dependent on the outcome of the initial PPE.

While there was consensus among all Members to proceed with the PPE, a number of Members retained conflict of interest concerns around the independence of Headstogether to carry out this review and as such could not support the motion in its entirety. Following a recorded vote, the motion was carried by a majority of 13 to 4.

Details of the recorded vote are noted below:

For	Against
Deirdre Toner	Trevor Clarke
Edgar Jardine	Maurice Bradley
Gerry Kelly	Joanne Bunting
Linda Dillon	Mike Nesbitt
Les Allamby	
Peter Osborne	
Frank McManus	
John Blair	
Nuala McAllister	

Janet Gray	
Mark Durkan	
Brendan Mullan	
Mukesh Sharma	

The Chief Executive will write to Headstogether to advise of the Board decision and agree next steps. **(AP5)**

In relation to the proposed review of the Board, the Chief Executive advised Members of the scoping work she is currently undertaking with a view to progressing this. Preliminary engagement with a body who could potentially carry out this work is ongoing and discussions are centring on funding of the review and scheduling issues. Members confirmed they are content for the CE to proceed on the basis she outlined. **(AP6)**

6. CHIEF EXECUTIVE’S REPORT

The Board **NOTED** a report from the Chief Executive which provided an update on various items of business. The Chief Executive highlighted the following items:

- An update on the Police Appeals Tribunal (PAT) Judicial Review following a hearing on 12 October 2023;
- The settlement of the breach of anonymity legal case;
- An update on the Board Member development day which, due to Member availability is proposed to take place at the end of January 2024. The Chief Executive advised Members will receive a questionnaire in next few days brigading feedback to date and seeking preferences on content for the next session. The Chief Executive noted the focus at the next session will be weighted towards the Board and how it conducts

business, however the intention is to have some PSNI Service Executive Team (SET) involvement;

- An update on the Chief Constable's recruitment competition for those Members not involved in the panel. The Chief Executive also noted that the Board could resume the Assistant Chief Constable recruitment competition following the recent change to legislation which now allows the Secretary of State to ratify such appointments and the suggestion is that the appropriate timing of this is discussed over the coming weeks, including with new Chief Constable, with proposals on next steps and timeline brought back to members in due course;
- An update on the PCSP Independent Member Recruitment competition, noting the programme remains on track to complete within the specified timeframe. The Chief Executive highlighted that Fermanagh & Omagh council area is an area of concern in terms of attracting the required number of applicants, however further work has been done to push the social media/publicity around the campaign. The Chief Executive also noted the Board has received half of the costs of this recruitment competition, as agreed with DoJ earlier in the year;
- Police Remuneration Review Body (PRRB) has begun provisional planning for the PPRB 2024/25 round and the timetable is outlined in the report. The Chief Executive advised the Director of Resources will lead on that issue through Resources Committee and will liaise with Resources Committee Members in due course;
- An update on the work of the Policing Plan Review Working Group (PPRWG). The Chief Executive noted Members have previously advised they are not always well sighted on the work of that group, therefore a detailed update has been provided;

- The recent Board Member visit to the National Crime Agency (NCA), noting the positive Member feedback and the potential for another visit in April 2024;
- An update on FOIs and DPAs. The Chief Executive advised this remains an area that SMT keep under review with a view to escalation to the Board's Corporate Risk Register should the figures and timelines start to increase;
- An update on the work of Police Pensions & Injury Benefits branch, noting the launch of the Government Actuary Department (GAD) calculator which will be a useful resource to assist serving and retired officers in relation to McCloud benefit estimations;
- An update on the work of the Police Property Fund, noting that the third call for applications has now opened. The Chief Executive advised that Partnership officials will liaise with Members in due course to seek nominations to sit on selection panels in the new year;
- An update on Engagement & outreach activity, noting the schemes re-accreditation of the Board's volunteer schemes for another 3 years with Investing in Volunteers (IIV). The Chief Executive also noted Independent Custody Visitor scheme has been accredited by the Independent Custody Visitors Association (ICVA) under their Quality Assurance Framework assessment.

In relation to correspondence, the Chief Executive advised she had no items to highlight on this occasion.

Members raised the following issues with the Chief Executive:

- In relation to correspondence the Chief Executive was copied into from the former Minister of Justice regarding the lack of clarity surrounding the provision of maternity leave for Board Members (political or otherwise), and the wider issue of each political party's inability to remove or change their nominees to the Board, Members expressed their concern and disappointment regarding the lack of guidance on this issue for public appointees. The Chief Executive advised this subject will be added to the agenda for the next bi-lateral meeting with the DoJ Permanent Secretary.
(AP7)

Members **NOTED** the report.

6.1 Handling Physical Information and IT Equipment

The Chief Executive advised that given the recent data breaches in several public authorities (including PSNI), this is an appropriate time to remind Members (and Researchers) about the protective security measures the Board has in place for the safeguarding of official information, material and assets in their possession.

The Chief Executive presented a paper which outlined Board Member responsibilities with regard to confidentiality of information, the Government Security Classifications for official Board documentation, related IT and Data Protection and Data Security policies and steps to take in the event of any loss, theft or breach of information.

A Member asked for clarification on the definitions of official documentation markings. Board officials to arrange for the definitions to be circulated to all Members. **(AP8)**

Members **NOTED** the report.

7. COMMITTEE REPORTS

7.1 Performance Committee – 12 October 2023

The Board noted the Performance Committee Chair's Report and draft minutes of the meeting held on 12 October 2023. The Chair also provided a verbal update on matters considered at the meeting which included Policing Plan Measure 1.4.2 (Violence against Women and Girls), Report from the Independent Reviewer of the Justice and Security Act and The Human Rights Advisor's update report for September 2023. The Committee Chair noted Members also reviewed the National Crime Agency (NCA) Memorandum of Understanding (following agreement to change from quarterly reporting to the Board to a process of six-monthly reporting) and considered a number of reports in relation to statistics from the Office of the Police Ombudsman for the year 2022/23.

A Member requested an amendment to the draft minutes and advised she would forward the wording to the Director of Performance for inclusion.

Members **NOTED** the report.

7.2 Partnership Committee – 19 October 2023

The Board noted the Partnership Committee Chair's Report and draft minutes of the meeting held on 19 October 2023. The Chair also provided a verbal update on matters considered at the meeting which included Policing Plan Measures 2.1.1 (Confidence), 2.1.3 (999/101 Response times), an Update on the PSNI's approach to Independent Advisory Groups, the Independent Custody Visitors (ICV) Annual Report (2022/23) and Feedback from Public Consultation on the Board's Draft Engagement Strategy 2023-2025.

Members **NOTED** the report.

The Partnership Committee Chair advised the Committee had two requests which required approval from the Board. These were:

- To approve the Independent Custody Visitors (ICV) Annual Report (2022/23) for publication on the Board's website; and
- To approve the Board's Draft Engagement Strategy (2023-2025) for publication on the Board's website.

Following his update the Partnership Committee Chair handed back to the Board Chair to put the Committee's request to the Board.

A Member raised a query regarding the frequency of reporting to the Partnership Committee on Independent Custody Visitors and it was agreed that consideration would be given as to whether an annual update was sufficient.

(AP9)

It was subsequently **AGREED** by Members to:

- **APPROVE** the Independent Custody Visitors (ICV) Annual Report (2022/23) for publication on the Board's website; and
- **APPROVE** the Board's Draft Engagement Strategy (2023-2025) for publication on the Board's website.

7.3 Resources Committee – 26 October 2023

The Board noted the Resources Committee Chair's Report of the meeting held on 26 October 2023. The Chair also provided a verbal update on matters considered at the meeting which included a PSNI briefing and presentation on PSNI Procurement and Contract Management, the monthly PSNI Finance report, including the PSNI Reserve Bid submitted to DoJ for additional funding in relation to costs associated with Operation Sanukite and the PSNI Revised Environmental Allowance in respect of police staff. Members also received a briefing from NIPSA representatives on the impact of the recent data breach on

Police Staff and wider concerns in relation to the challenging PSNI budget position.

Members **NOTED** the report.

7.4 Discipline Committee

The Committee Chair advised a meeting of the Committee will need to be convened within the next 7-10 days to consider a new case which he would not elaborate on, in order not to prejudice other Board members or the Chair of the Board. The Committee Chair noted Board officials will be in touch with Discipline Committee members over the coming days to agree a suitable date for the meeting.

Members **NOTED** the update.

8. BOARD BUSINESS

8.1 PSNI Data Breach Expert Panel

The Director of Performance presented a paper which explained that as part of the Review into the 8 August Data Breach, Members had requested that Board Officials consider forming an “Expert Panel” to assist with analysing and considering the draft and final reports produced by the Review Team which is led by the National Police Chiefs Council (NPCC) Lead for Information Assurance. This was in recognition that the Board could benefit from expertise in data/information management and also to bring another layer of independence to the Review process. The Director of Performance noted at the Board meeting on 5th October 2023, Members discussed and identified a number of potential individuals who could assist with this task. Following that meeting, the Board Chair and Chief Executive contacted eight individuals and to date, four of these individuals have agreed to participate on the Panel. The Director of Performance noted that one of the individuals listed in the paper has since withdrew her involvement, however another person that was contacted

initially has agreed to replace her, therefore the Panel still consists of four individuals.

The Director of Performance advised the Review Team have indicated that they are currently on track to meet the expected timeframe with a draft report to be available from mid-November and a final report completed by 30th November 2023. The Chief Executive advised it is anticipated that the draft report will be shared with the Expert Panel when it is available in mid-November and they will be able to provide Members with views/feedback week beginning 20th November prior to a final report on 30th November 2023.

Following discussion Members:

- **AGREED** to the formation of the Expert Panel as noted by the Director of Performance and the sharing of the report within the timeframes as outlined in the paper.

8.2 His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) PEEL Inspection Report

The Director of Performance presented a paper requesting that Members consider the recent HMICFRS Inspection Report – “An Inspection of Police Effectiveness, Efficiency, Vetting and Standards” 2022/23 and provide any initial feedback and approve the next steps identified in the paper to fulfil the Board’s legislative remit in relation to this report.

The Director of Performance noted the HMICFRS Inspection Report for 2022/23 entitled “The Policing Service of Northern Ireland – An Inspection of police effectiveness, efficiency, vetting and standards” was recently published on 10 October 2023 and the report is being tabled at today’s Board meeting for Member’s information and an opportunity for Members to provide initial feedback.

The Director of Performance explained that once the report has been published the Board is required under legislation to:

- Invite the Chief Constable to submit comments on the HMICFRS report;
- Prepare any comments on the report and arrange for (i) the Board's comments, (ii) the comments of the PSNI and (iii) any response which the Board has to the Chief Constable's comments to be published as appears to the Board to be appropriate; and
- Send a copy of any published document to the Minister/DOJ.

The Director of Performance advised it is proposed that the Board Chair will write to the Interim Chief Constable inviting him to comment on the Report and include an action plan to address the areas for improvement outlined in the report, including the timeframes for completion. The Director of Performance added it is proposed that Board officials will bring a paper to the December meeting of the Performance Committee with more analysis provided on the report and also PSNI will be invited to outline their response to the Report. Performance Committee Members can consider this further and provide feedback, following which Board officials will prepare a draft Board response to the Report.

A Member advised she had some comments on the report and will feed these back to the Director of Performance ahead of the Performance Committee meeting next week.

Following discussion, it was **AGREED**:

- To approve the next steps outlined in the paper to fulfil the Board's legislative remit in relation to this report.

9. KEY ISSUES OF PUBLIC INTEREST

The Board noted a paper which detailed recent issues of public interest which were relevant to the Board's areas of work.

10. CHIEF CONSTABLE'S ACCOUNTABILITY REPORT

The Chair welcomed the Interim Chief Constable, T/Deputy Chief Constable Chris Todd, Chief Operating Officer, Assistant Chief Constable Bobby Singleton, T/Assistant Chief Constables Ryan Henderson and Melanie Jones, Assistant Chief Officer Corporate Services Mark McNaughten and Chief Superintendent Christian Bradley, Executive Support Team, to the meeting.

The Interim Chief Constable noted it is a privilege to have been to be appointed into this role and in his opening remarks he provided Members with an overview on where he has focused his attentions over the past several weeks since taking up post. The Interim Chief Constable acknowledged the recent period of uncertainty and challenge for the service, and reported things are now beginning to stabilise. The Interim Chief Constable advised he has met a lot of the rank and file officers and police staff over recent weeks and noted his experience to date has been highly positive and he commended all staff for their commitment and professionalism during this challenging period and advised they have his full support. The Interim Chief Constable advised recent events have distracted the focus of the general public from the exemplary work carried out by the Service and he intends to reverse that position, whilst recognising there are number of key priorities that need to be addressed moving forward.

The Interim Chief Constable reported that in this period he has appointed a Temporary Deputy Chief Constable (T/DCC) for legal, technical and logistical reasons. As a key duty of this role, the T/DCC will assume responsibility for navigating Operation Kenova through the PSNI internal governance structures. The Interim Chief Constable confirmed that his involvement was complete before he took up this position and going forward he will recuse himself from any internal PSNI discussions or decisions concerning the publication of the report.

The Chair asked for Member questions and the following matters were discussed with PSNI Leadership team:

Budget – The Interim Chief Constable noted as at the end of September 2023, the projected deficit for the year is estimated at £52.5m. This reflects operational pressures in the first half of the year, additional pay pressures and rising depreciation costs. The Interim Chief Constable added that funding for the additional policing costs of £2.5m incurred with supporting the commemoration of the Belfast Good Friday Agreement, remains to be resolved. The Interim Chief Constable advised the critical incident/data breach of 8 August 2023 which the Service has had to respond to, has incurred costs of £2.4m to date and a bid for additional funding has been submitted through the Department of Justice and Department of Finance to the Treasury as a claim on the Treasury Reserve.

The Interim Chief Constable thanked the Board for its support to date in advocating for an increased budgetary settlement for policing and advised it is his intention to continue to lobby the Government and all partner agencies and organisations to ensure the PSNI secures adequate funding to enable the service to deliver for communities across NI. The Interim Chief Constable acknowledged that whilst undoubtedly the PSNI does require additional financial support, he would explore whether there are further measures that the organisation can take internally to ensure resources are aligned to the Service's business priorities and allow the organisation to operate as effectively as it can. The Interim Chief Constable advised discussions are already ongoing to consider what steps can be taken to do that and added that it is imperative that the organisation has an operating model that is affordable and provides for the priorities PSNI have, to keep people safe in NI.

In addition to the above the PSNI Leadership team addressed a range of matters from Members concerning:

- Preparatory work/actions being taken to address representativeness and future recruitment exercises;
- The extent of the impact numerous seizures of large quantities of drugs are having on Organised Crime Gangs;
- An update on the current position with regard to the service status of the officers involved in Justice Scoffield judgment;
- An assessment of the origin of recent hate crime incidents in the Belvoir and other areas across Belfast;
- Seizure of weapons and public disorder in Derry/Londonderry on 8 September 2023;
- The Terms of Reference for Op Myologic;
- A recent visit by French police officers to Garnerville
- Steps taken to date to fill the vacant post of Director of Human Resources;
- Provision of a timeline for when recording of Stop and Search by community background will be implemented.

The Chair thanked the Interim Chief Constable, T/Deputy Chief Constable, Chief Operating Officer, Assistant Chief Constable Bobby Singleton, T/Assistant Chief Constables Ryan Henderson and Melanie Jones, Assistant Chief Officer Corporate Services Mark McNaughten and Chief Superintendent Christian Bradley, Executive Support Team, for their private briefing to the Board.

11. QUESTIONS FOR THE CHIEF CONSTABLE

11.1 Issues Arising from Committees

There were no issues arising from recent Committee meetings for the Board's attention.

11.2 Committee Written Questions and Responses

Members noted the PSNI responses received to Performance and Resources Committee questions within this period.

11.3 Individual Members' Written Questions and Responses

Members noted the PSNI responses received with regard to queries Members raised at the Board meeting on 5 October 2023.

12. SCHEDULE OF MEETINGS JANUARY – JUNE 2024

The Chief Executive presented the proposed schedule of Board and Committee meetings for January – June 2024 and asked for Member feedback.

Members noted that Partnership Committee meetings are due to commence at 9.30am and not 2pm as indicated on the schedule.

Members expressed concerns in relation to some of the dates where it has been proposed that two Committees take place on the one day and advised their preference would be to avoid this “doubling up” where possible. The Chief Executive explained that in some cases this was unavoidable due to public holidays and in cases where there were only four Thursdays in the month, however advised the Senior Management Team would review the schedule to explore whether alternative solutions were available. **(AP10)**

13. COMMUNICATION ISSUES

None.

14. ANY OTHER BUSINESS

None raised.

15. DATE OF NEXT MEETING

The next Board Meeting is scheduled for Thursday 7 December 2023 at 9.30am in the conference room, James House.

The private meeting closed at 15.25pm.

Strategic Planning & Governance

Date: November 2023

Chair