

NORTHERN IRELAND POLICING BOARD

**MINUTES OF MEETING OF THE PERFORMANCE COMMITTEE HELD
12th March 2026 at 9:30am**

PRESENT:

Mr Gerry Kelly, Chair
Mr Les Allamby, Vice Chair
Mr Trevor Clarke
Mr Frank McManus*
Ms Cheryl Brownlee
Ms Nuala McAllister**
Ms Deirdre Hargey
Mr Peter Osborne***
Mr Thomas O'Reilly
Mr Patrick Nelson*

**EX-OFFICIO MEMBERS
IN ATTENDANCE**

Mr Mukesh Sharma
Mr Brendan Mullan

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

- (1) Assistant Chief Constable Davy Beck
- (1) Det Chief Superintendent Emma Neil
- (1) Lindsey Jeapes, Head of Strategic Performance and Insight
- (1) 2 police staff

**OFFICIALS IN
ATTENDANCE:**

Ms Sinéad Simpson, Chief Executive
Mr Adrian McNamee, Director of Performance
Mr Aonghus Kelly, Human Rights Advisor,
6 Officials

*Attended via video conferencing

**Attended to Item 6.3

***Attended from Item 6.1

1. **APOLOGIES**

No apologies were received in advance of the meeting.

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”. None were advised.

2. **CONFLICTS OF INTEREST**

No conflicts of interests were declared.

3 **MINUTES OF THE PREVIOUS MEETING**

The Committee considered the draft minutes of the Performance Committee meeting held on 12th February 2026.

It was **AGREED**

That Minutes of the Performance Committee meeting on the 12th February 2026 were agreed.

4. **UPDATE ON ACTION LOG**

The Director of Performance provided an update on the open actions listed on the Action Log.

The Director provided an update on AP3 from the meeting held on 11 September 2025 - Human Rights Advisor to respond to the letter from IPCO. Letter issued from HRA on 15th September. The Board is currently awaiting a response from the Secretary of State.

The Director provided an update on AP1 from the meeting held on 12 February 2026 - Officials to write to the PSNI to request a copy of their internal guidelines in respect of use of Covert Human Intelligence Sources (CHIS). ACC Beck to provide a verbal update to Members following Item 6.1 of today's agenda.

The Director provided an update on AP2 from the meeting held on 12 February 2026 - Officials to share with Members Dr Colm Walsh's 2022 research paper 'CCE – From Contextual to Criminal Harm: Young People's Perceptions and Experiences of Child Criminal Exploitation in Northern Ireland'. This has been provided to Members at Item 4.1 of today's agenda.

The Director provided an update on AP3 from the meeting held on 12 February 2026 - Officials to write to DCC Singleton in respect of Members questions in respect of Recommendation 1, to clarify why PSNI cannot accept this; and Recommendation 14, authorisations to use children as CHIS, this was used on four occasions times throughout the UK. Officials to request the jurisdictional breakdown for the four authorisations and to clarify whether a child used as a CHIS requires parental or guardian permission. Officials are awaiting a response.

The Director provided an update on AP4 from the meeting held on 12 February 2026 - That the Board Chair and Vice-Chair to discuss the draft Code of Ethics Foreword and provide final wording. The Code of Ethics final draft was approved at March 2026 Board meeting.

4.1 Accompanying Correspondence

Members discussed correspondence in relation to:

- AP 2 - February 2026 – Officials to share with Members Dr Colm Walsh's 2022 research paper 'CCE – From Contextual to Criminal Harm: Young People's Perceptions and Experiences of Child Criminal Exploitation in Northern Ireland'.

It was: -

NOTED

Members were content with the response received to AP 2 of February 2026.

5.0 CHAIRPERSON'S BUSINESS

The Chair confirmed that there were no other items of business.

6. ITEMS FOR COMMITTEE BUSINESS

6.1 Policing Plan Indicator 2.7 - Working in Partnership to Effectively Tackle Cyber Crime

Board Officials presented a paper providing Members with an analysis of work relating to PSNI Performance against Indicator 2.7 monitoring the performance of the PSNI regarding its effectiveness in tackling cybercrime with progress measured through the impacts identified within the Policing Plan 2025 to 2030.

The Board Official outlined to Members the scale of the challenge faced by PSNI as laid out in the report card which states that in 2025 almost every incident investigated by the PSNI had a digital element. The PSNI also state that in 2024/25 online crime represented 4% of all recorded crime. Whilst the

percentage of online crime (cyber dependant) is modest, it is critical in terms of its high harm characteristics. Furthermore, digital enabled crime is growing significantly and is not truly reflected in the crime data. Within the report card, and in the PSNI Trends in Police Recorded Crime Report, the PSNI reference several definitions which can be related to this indicator.

Despite this significant digital element, the PSNI note that the average wait time for processing seized devices is not recorded, and furthermore, it states there has been a 'persistent backlog with a significant operational queue'.

In terms of impact, PSNI provide examples of working in partnerships in attempts to tackle cybercrime. However, it is perhaps too early to report on whether these initiatives have helped improve the effectiveness of the PSNI response in this area as the report card fails to provide detail on trends on criminal justice outcomes.

The Board Official recalled to Members that 'Cybercrime' represents a new indicator which has been added to the policing plan. Therefore, further work will be required by the PSNI, and the Policing Plan Review Working Group, which will be set up later in the year, to ensure appropriate measures and impacts are in place. The Report Card provided, and the findings in this paper, provide some evidence to support the self-assessment status of 'Limited Progress Towards Outcomes.'

Board Officials will continue to monitor progress against all measures and impacts through future reporting, when further comparable data is available. The Board Official asked Members to note and consider the information provided by PSNI and detailed analysis of the paper to assist with oversight and scrutiny of police performance.

The Chairperson welcomed Assistant Chief Constable Beck and colleagues to the meeting. He invited them to brief Members on the work relating to Indicator 2.7.

The PSNI presented information through an OBA Report Card and provided a statistical commentary of their performance against Indicator 2.7 and discussed with Members the work carried out in key areas including:

- Baselines and quantitative data;
- Crime types associated with cybercrime;
- Trends in criminal justice outcomes;
- Cyber Transformation Plan;
- Use of automation;
- Initiatives to help improve reporting by victims; and
- Initiatives to improve the effectiveness of police response to cybercrime.

The PSNI provided the following information: -

- In reference to the new Policing Plan, PSNI outlined that as this is a new measure they have limited baseline data, however, this will evolve moving forward;
- Cyber crime only commenced as a stand alone crime type in 2014;
- The PSNI highlighted that cybercrime is complex with a multiplicity of crime types;
- The PSNI referred to the high demand for digital forensics as there is a digital footprint across all crimes. The PSNI stated there has been 1,600 submissions in the last 6 months for devices. As of 2 March 2026, 1,571 devices are in the operational queue, and it is a 6 month timeframe to review those devices;
- The PSNI explained there is a risk assessment matrix applied in respect of digital forensics progression, threat, risk and harm is considered with all devices;

- PSNI discussed combating online criminality such as online fraud, malware and online exploitation. Cyber enabled crime such as sextortion and online fraud is increasing;
- PSNI's Cyber Transformation Plan outlines how they will build a modern, fit for purpose digital forensics capability and cyber investigation capacity; and
- Automation hardware and software in the form of Artificial Intelligence (AI) is being used as a workforce multiplier, less human interaction in process, reduces officer exposure to explicit material, standardises approach and reduces caseload as it works continuously outside of officer hours. Automation is being piloted to ensure it works effectively and with safeguards in place. Kiosks are currently being planned to increase accessibility, these will allow trained officers to extract information from devices, such as mobile phones, without the need to submit for full digital forensics and reducing time victims or witnesses are without their device. Implementation will be progressed as part of the Cyber transformation project. Officers attending crime scenes can also avail of technology brought directly to site, enhancing the opportunities to retrieve evidence.

Members engaged in discussion with PSNI on the following:

- A Member sought further clarification on sextortion and what crimes fall under this crime type;
- A Member queried comparative figures with other police services, trends and efficiencies and whether the National Crime Agency (NCA) is being used by PSNI;
- A Member referred to staff resources and sought clarity on the numbers working in digital forensics and the cyber investigation team and queried what barriers exist for non-police staff to work in cyber;
- A Member asked about the average wait time for digital forensics and asked if second hand devices could be given temporarily to the victim / witness in place of their device;

- In regards the Policing Plan, a Member sought further information on the risk assessment in respect of the progression of devices through digital forensic process in respect of staff welfare and health and safety;
- A Member asked for clarity on the frequency of officers being assessed as fit for duty in terms of the explicit material they have to view;
- A Member referred to baseline data and asked when the data on the report card will be developed. The Member also queried the staffing compliment of officers working in cybercrime;
- In relation to partnership arrangements, a Member asked for an update on any ongoing, or future work, with universities. In respect of outsourcing to other organisations, they sought an assurance on the ethics surrounding this and also further information on work across the island with An Garda Síochána in relation to cybercrime;
- In relation to staff welfare and civilian staff, a Member asked if these staff would or could be rotated out of cybercrime team; and
- In relation to automation, a Member referred to Artificial Intelligence (AI) and queried PSNI progress with this.

The PSNI provided the following responses to Members: -

- Sextortion is a complex area and covers a range of offences such as blackmail, stalking, malicious communications, indecent images and coercive behaviour;
- In respect of comparative data, the move from Action Fraud to Report Fraud should give a clearer picture. PSNI discussed threats originating outside of the jurisdiction that requires a co-ordinated national response. PSNI seek to make meaningful data comparisons and highlight how ongoing work with National Crime Agency (NCA), National Cyber Centre and An Garda Síochána will feed into this. PSNI suggested that device queues are significant across all jurisdictions and all police are benchmarking against each other;

- PSNI highlighted their annual cyber planning exercise with An Garda Síochána entitled Operation Ludgate;
- Digital forensics is staffed by police officers, in the future with a mixed workforce model this may change. The cyber workforce is currently under compliment and as such a critical risk was identified as part of their transformation, realignment and recovery plan. In response PSNI are launching a pilot scheme in April 2026 for Police Staff Investigators, these are not police officers, but who will have diluted powers under PACE legislation. PSNI advised that it can take up to 2 years to train an officer in cyber and there is a risk that those fully trained leave the service to work in the private sector. University graduates may also be utilised in the future but PSNI recognise that there will always be staff turnover;
- PSNI triage each device on its own merits, there is no average wait time. Threat, risk and harm is considered by gatekeepers who manage workflow and who must also consider the seriousness of the offence as well as the type, state and security barriers in place with each device. Outsourcing of this type of work is at testing proof of concept stage, a company has been identified, PSNI hope to see if it is more cost effective to outsource or retain work in-house. In respect of replacement devices, these have been previously given to victims or witnesses whose own device has been taken for digital forensics;
- PSNI referred to vehicle telematics, this is defined¹ as a vehicle's onboard communication services and applications, which communicate with one another via Global Positioning System (GPS) receivers and other telematics devices. PSNI can now deploy this technology at a fatal road traffic collision (RTC) to assess the data held;
- Risks to officer health are recognised by PSNI and they refer to the psychological screening they are implementing that links to health and safety. This screening has been developed in consultation with the

¹ <https://www.college.police.uk/article/telematics-five-things-you-need-know>

Police Federation and as a result of health and safety risk assessments. Through the introduction of Artificial Intelligence (AI) it is hoped that officer exposure to imagery will be reduced although it is accepted that the criminal justice legal system still requires a human element in decision making;

- PSNI outline that they have a duty of care to their staff and acknowledge the impact of this type of work on the officer and the impact on the organisation when that person becomes unwell. PSNI have a specific approach to staff wellbeing, they acknowledge that surveillance safeguards in place need to be evolved. PSNI are cognisant of the impact on officer health and ensure adequate first line supervision is in place and signposting of help is available to officers. Rotation of officers from investigative work is limited due to the specific nature of the training received;
- The PSNI acknowledged time delays with seized devices but stress that each is dealt with on its own merits following consideration of threat, risk and harm;
- With regards to resourcing of cybercrime, PSNI referred to the distinction between digital forensics and cyber investigative teams. Within digital forensics PSNI are seeking to grow capacity, currently they are training staff to fill vacancies and marrying this with the workforce multiplier AI tool. Cyber investigative needs increased resourcing to meet threats to move from a reactive to proactive role. PSNI see automation as a means to keep pace with reduced human resources;
- In relation to partnership arrangements, PSNI referred to the close working relationship with An Garda Síochána and ongoing work of the Joint Agency Taskforce and the upcoming all island Operation Ludgate. PSNI also continue to work with National Crime Agency (NCA) and other international bodies such as Interpol;

- PSNI referred to the current 3-year cyber plan and strategy and their ongoing resourcing to ensure cybercrime has officers in place to do what is required. The future plan and vision that could see universities used as part of a blended workforce, however, they stress that this a longer-term scoping exercise and is not costed;
- In respect of staff welfare, PSNI assured Members that if they utilise automation right then they will minimise the exposure of staff to explicit material and hopefully will reduce staff turnover. PSNI are keen to capitalise on proactive opportunities presented by new technology; and
- In relation to Artificial Intelligence (AI), PSNI informed Members that they have already piloted software and hope to use this across all crime types.

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

Following discussion it was: -

AGREED

Officials to write to PSNI to request a copy of their Cyber Transformation Plan and request further detail on device risk assessment matrix applied in respect of digital forensics progression.

(AP 1)

6.2 Report from the Privacy Roundtable Discussion – 25th February 2026

The Director of Performance provided Members with an update on The Privacy in Policing Roundtable Event was held on Wednesday 25th February 2026 and focused on three areas, namely:

- PSNI's latest developments on its governance structure for digital innovation;
- Artificial Intelligence and PSNI's current use; and
- Live Facial Recognition with an update from the NPCC Lead on this issue.

The event offered those present an opportunity to discuss potential governance structures that may be needed to put in place. PSNI provided an update on their current and planned future use of Artificial Intelligence (AI). In addition, attendees had the opportunity to hear from Ms Lindsey Chiswick, Director of Performance at London Metropolitan Police and National Lead for Facial Recognition, to discuss issues surrounding Live Facial Recognition (LFR) use in England and Wales, with focus on the experience in London.

The Director of Performance informed Members that all present agreed that the Roundtable was an important first step in the discussions surrounding AI and new technology. The Director also informed Members that PSNI have agreed to take the lead in developing a Memorandum of Understanding (MoU) which will be brought back for Members consideration.

Members engaged in discussion:

- A Member suggested wider discussion with stakeholders as recommended by the Human Rights Review of Privacy Report²;
- A Member referred to the remaining recommendations of Human Rights Review of Privacy Report;
- A Member referred to the lack of connection between north / south in relation to new technology and suggested the applicability of lessons learned in London as having more relevance to that jurisdiction than here;
- A Member highlighted safeguarding as an issue and the need for a legislative framework;

² <https://www.nipolicingboard.org.uk/publication/human-rights-review-privacy-and-policing>

- A Member suggested engaging with the Scottish Police Authority (SPA), specifically the SPA equivalent of the Board's Human Rights Advisor, as well as other external organisations;
- A Member highlighted ethical concerns, the use of technology companies who seek profit rather than considering the needs of people and how data is used by AI developers; and
- Members referred to wider environmental considerations in respect of data centres, network resilience and infrastructure in terms of energy consumption.

Following discussion Members: -

NOTED

The overview of the Privacy Seminar and information provided by PSNI; and

AGREED

The proposed next steps of the development of a Memorandum of Understanding between the Board and the PSNI and the potential for further engagement with key stakeholders.

6.3 Notifiable Membership Consultation

The Director of Performance provided Members with an update on the PSNI's Consultation on Proposed Guidance regarding Notifiable Memberships and Conflicts of Interest.

The Director of Performance reminded Members that since 2020 the PSNI has been reviewing its legislative compliance and efficacy of their current

systems in respect to Notifiable Memberships. This has included a number of discussions at Performance Committee over this period in relation to moving to a Conflicts of Interest policy. During this time, both Members of the Performance Committee and the Human Rights Advisor have been supportive of this move.

The Director informed Members that this issue was discussed at the Board on 5th March 2026 and the matter delegated to Performance Committee to agree a consultation response. The Deputy Chief Constable has requested a formal response from the Board by 21st March 2026. Members are requested to provide any further views/observations on the proposed guidance regarding Notifiable Memberships and Conflicts of Interest and, if content, approve the draft response provided.

Members engaged in brief discussion.

Following discussion it was: -

AGREED

Officials to forward Members agreed response on the Notifiable Membership Consultation to Deputy Chief Constable. **(AP 2)**

It was also: -

NOTED

A Member registered their disagreement with the second bullet point of the Board's response in relation to declaring a conflict of interest.

6.4 Review of the Memorandum of Understanding (MOU) concerning the National Crime Agency (NCA) in Northern Ireland

The Director of Performance outlined to Members that on 3rd March 2016 the Chair of the Policing Board and Director General (DG) of the National Crime Agency (NCA) signed the first Memorandum of Understanding (MoU), concerning NCA activities in Northern Ireland, between the Board and the National Crime Agency.

Paragraph 10.1 of the MoU states 'The arrangements set out in this MoU will be reviewed every two years.' The Performance Committee last reviewed the MoU in early 2024 and the DG and the Board Chair signed an updated MOU at the Board meeting on 6th June 2024. Therefore, the current MOU is due to be reviewed.

The Director advised Members that the NCA have suggested an amendment to paragraph 4.2 with new wording. The Director outlined to Members that they are now asked to evaluate this proposed change and to consider any changes, updates or amendments that are required to the current MoU. These will then be agreed at the Board and a new MOU is due to be signed between the Board Chair and the NCA DG when he next attends the Board on the 2nd July 2026.

Members engaged in discussion on:

- The timely manner of reporting and consideration of Board timelines;
- Members discussed Paragraph 6.11 and queried if the Human Rights Advisor, as develop vetted, could be given access to information or documents requested by the Board; and
- A Member referred to the proposed National Police Service and suggested consideration will be needed if NCA to be subsumed into this new organisation.

Following discussion it was: -

NOTED

Members did not agree with the new wording to paragraph 4.2 proposed by NCA; and

Members suggested the addition of paragraph 6.11 – e. that in limited circumstances the Board's Human Rights Advisor be provided sight of sensitive material in respect of issues relating to Northern Ireland.

It was also: -

AGREED

Officials to share Members views on MoU with the NCA **(AP 3)**

6.5 Office of the Police Ombudsman for Northern Ireland 5-year Review Consultation

The Human Rights & Professional Standards Manager (HRPS Manager) presented a paper to provide Members with an overview of the Office of the Police Ombudsman for Northern Ireland (OPONI) Five Year Legislative Review under Section 61(4) of the Police (Northern Ireland) Act 1998. The overall objective of this review is to create a series of recommendations which supports the primary statutory duty of the Police Ombudsman: to secure an efficient, effective and independent police complaints system and to begin to effect legislative change which also supports the OPONI vision to be a contemporary policing oversight body.

OPONI have stated that their review takes place in the context of two other consultations with relevance to the legislative and regulatory framework in which the Office operates, namely, the Northern Ireland Policing Board (NIPB) consultation of the PSNI Code of Ethics and The Public Office (Accountability) Bill that was introduced in the House of Commons in 2025.

The HRPS Manager informed Members that this paper lays out the full thirty-four proposals below for consideration. Annex B includes a paper that provides information on the first twenty-three proposals and details of consultation proposals made by the Ombudsman with associated commentary. The HRPS Manager outlined that Members were asked to consider this commentary and recommend an agreed response to the Board on 2nd April 2026 for issue to OPONI.

Members engaged in discussion on the 23 proposals and following deliberation 6 proposals were agreed, 3 were not agreed, 12 remain unchanged and 2 were partially supported.

This was recorded as follows:

OPONI Proposal	Outcome	OPONI Proposal	Outcome
1	No change	13	No change
2	Not agreed	14	Agreed
3	Supports – but not for former police officers or staff.	15	No change
4	Agreed	16	Agreed
5	Not agreed	17	No change
6	No change	18	No change
7	No change	19	No change

8	Not agreed	20	Agreed
9	No change	21	Agreed
10	No change	22	Agreed
11	No change	23	Not agreed – on statutory change Agreed – on guidance
12	No change		

Following discussion Members: -

AGREED

A Final draft response to OPONI 5-year Review Consultation to be shared by written procedures with Committee Members prior to being tabled at the Board meeting on 2nd April 2026 for agreement. **(AP 4)**

6.6 Human Rights Advisor Update

The Human Rights Advisor provided Members with an overview of areas within his current work programme during the period February 2026 including; Board and Committee meetings; Board Privacy Seminar on 25th February 2026; McCullough Review; Research and consideration of oversight and accountability gaps and how the Board can obtain assurance on PSNI’s use of Covert Human Intelligence Sources; preparatory work on the Human Rights Annual Report 2025/26.

The Human Rights Advisor informed members of introductory meetings held with the Chief Commissioner, Northern Ireland Human Rights Commission (NIHRC); the Chief Inspector, Criminal Justice Inspectorate of Northern Ireland (CJINI); Head of Nations and Regions Amnesty International Northern

Ireland; Public Interest Litigation Support (PILS); university academics working on privacy and the rule of law; PSNI Training College Staff; various meetings with political party representatives and independent members; Board officials and PSNI. He also visited Musgrave PSNI Station with a delegation from Ukraine and attended NIHRC Human Rights Annual Lecture, Bar Library, Royal Courts of Justice.

The Human Rights Advisor also outlined his work plan for March 2026; attending Board and Performance Committee and assisting with preparation of other reports and further research and consideration of oversight and accountability gaps and how the Board can obtain assurance on PSNI's use of Covert Human Intelligence Sources and ongoing work with the McCullough Review. The Human Rights Advisor also informed members of upcoming introductory meetings with various stakeholders.

The Human Rights Advisor advised that he intends to meet quarterly with CJINI and the NIHRC to discuss matters of mutual interest, avoid duplication and to potentially cooperate on matters to make best use of taxpayer funded resources. He also informed Members that he is planning to meet with Ms Lindsey Chiswick, Director of Performance at London Metropolitan Police and National Lead for Facial Recognition.

Members engaged in brief discussion:

- A Member requested that the Human Rights Advisor provide an overview of any emerging issues or concerns following their meetings with particular regard to legal focus.

Following discussions it was: -

NOTED

Members were content with the Human Rights Advisors Update Report and the remaining schedule of work for March 2026.

6.7 Draft Performance Committee Annual Assessment

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 Indicators specific to the Committee; Human Rights compliance and the Professional Standards of Police Officers.

Members suggested some presentation amendments and also including additional impacts on stop and search and on community background monitoring.

The Director of Performance requested that Members approve the Report for inclusion in the Board's Annual Report and Accounts 2025/26.

Following discussion it was: -

NOTED

That Members were content with the information provided by the Director of Performance and subject to making Members amendments, **APPROVED** the report for inclusion in the Board's Annual Report and Accounts 2025/26.

6.8 Performance Committee Draft Programme of Work – April 2026 to March 2027

The Director of Performance outlined that a draft Programme of Work for the Performance Committee has been developed based on the Committee's Terms of Reference to guide the Committee's work for the period 2026 to 2027. This programme will allow officials to plan the business of the Committee and invite the appropriate PSNI officers to attend meetings. Members were reminded that the Committee's Terms of Reference and forward work programme were last updated and agreed at the Committee's meeting of 12th December 2024.

The Committee's items of business have focussed on its areas of responsibility as outlined in Section 5 of the Committee's Terms of Reference in relation to:

- PSNI Governance and General Matters;
- Other Police Performance;
- Human Rights; and
- Police Professional Standards.

The Committee's Draft Programme of Work from April 2026 to March 2027 has been drafted to reflect these five areas. The Director highlighted to Members that this Draft Programme needs to have some flexibility to be able to adapt to evolving issues that emerge from the work of the PSNI.

The Director requested that Members provide feedback on the Draft Programme of Work and identify any other areas / thematic approaches to be added to the Draft Programme for this period.

Following discussion it was: -

AGREED.

That Members were content with the draft Programme of Work and Officials should continue to plan on this basis.

7. QUESTIONS FOR THE CHIEF CONSTABLE

7.1 No questions were identified by Members arising out of this meeting to ask the Chief Constable.

7.2 RESPONSES RECEIVED FROM THE CHIEF CONSTABLE

The Chief Constable's response to 1 question provided at a previous Board Meeting was **NOTED**.

8. COMMUNICATION ISSUES

There were no communication issues arising from the meeting.

9. ANY OTHER BUSINESS

There was 1 item of other business arising from the meeting. The Director of Performance informed Members of a Hydra Minerva training simulator visit on Thursday 26th March 2026.

10. DATE OF NEXT MEETING

It was agreed that the next Performance Committee meeting would take place on the **Thursday 16th April 2026** at **9:30am**.

Meeting closed at 1:45pm.

PERFORMANCE DIRECTORATE

12 March 2026

Chairperson