

## NORTHERN IRELAND POLICING BOARD

### MINUTES OF A MEETING OF THE NORTHERN IRELAND POLICING BOARD HELD ON THURSDAY 1 SEPTEMBER 2016 AT 9:30 AM, WATERSIDE TOWER, BELFAST

#### PRESENT:

#### MEMBERS:

- Mrs Anne Connolly, Chairperson  
Ms Deborah Watters, Vice-Chairperson  
(1) Ms Deirdre Blakely  
Mr Keith Buchanan  
Prof Brice Dickson  
(2) Dr Stephen Farry  
(3) Mr Ryan Feeney  
(4) Mrs Brenda Hale  
Mr Ross Hussey  
Mr Gerry Kelly  
Mr Raymond McCartney  
Mr Nelson McCausland  
Ms Roisin McGlone  
Ms Nichola Mallon  
Dr Paul Nolan  
Mrs Wendy Osborne

#### POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE

- (5) Mr George Hamilton, Chief Constable  
(5) Mr Drew Harris, Deputy Chief Constable  
(5) Mr Mark Hamilton, ACC Legacy and Justice Department  
(5) Mr Will Kerr, ACC Crime Operations  
(5) Mr Stephen Martin, ACC District Policing Command  
(5) Mr Alan Todd, ACC Operational Support Department  
(5) Chief Superintendent Stephen Cargin  
(5) Mr Mark McNaughten, T/Director of Finance & Support  
Services & Human Resources  
(5) Ms Leanne Barnett, Corporate Communications  
Department  
(5) Ms Jude Helliker, Head of Human Resources  
(5) Superintendent Andrew Freeburn, Command Secretariat  
(5) Two PSNI Staff Members

#### OFFICIALS

Mrs Amanda Stewart, Chief Executive  
Mr David Wilson, Director of Support Services  
Four Board Officials

- (1) Item number 1 – part item number 16
- (2) Part item number 3 to close
- (3) Item numbers 1 – 5.1, 6 – 8.1 & part item 11 to close
- (4) Item number 5.1 & 10 to close
- (5) Item number 16

## **1 APOLOGIES, ETC**

Apologies were received from Ms Joanne Bunting, Ms Jennifer McCann and Ms Catherine Pollock.

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

The Chairperson advised the Board that Ms Nichola Mallon would be leaving the Board and thanked her for the work she had carried out and extended good wishes for the future.

Ms Mallon advised Members that the SDLP would be nominating Mr Daniel McCrossan to replace her on the Board.

## **2 DRAFT MINUTES OF MEETING OF THE POLICING BOARD HELD ON 4 AUGUST 2016**

The Board considered the draft minutes of the Board meeting held on 4 August 2016.

It was:-

### **RESOLVED:**

That the draft minutes of the Policing Board meeting held on 4 August 2016 be approved.

### **3 MATTERS ARISING FROM THE MINUTES OF THE MEETING**

#### **3.1 NIPB Recruitment Procedures (Item 3.1.1 of minutes refers)**

This matter was dealt with at item number 10.

#### **3.2 Police Ombudsman's Report relating to murders in Loughinisland (Item 5.1 of minutes refers)**

The Board noted a letter dated 25 August 2016 from the Police Ombudsman regarding engagement with the Public Prosecution Service and continuing investigative responsibilities in relation to murders at Loughinisland. NOTED.

Members discussed the response which had been received from the Police Ombudsman and comments which had appeared in the media that the Ombudsman is to investigate the circumstances surrounding a murder in Kilcoo in 1992 following information referred to in the Loughinisland report.

In conclusion it was:-

#### **AGREED:**

That clarification should be sought from the Police Ombudsman in relation to the comments in the letter dated 25 August 2016 and the report in the media regarding the investigation of the circumstances surrounding the murder in 1992.

#### **3.3 Research Project regarding Policing with the Community (Item 7.1 of minutes refers)**

The Chief Executive advised the Board that PSNI had been asked about the selection of the Policing District to participate in the research project regarding Policing with the Community. A response was awaited. NOTED.

### **3.4 Review of incidents of impropriety at the Police College, Garnerville (Item 16.1 of minutes refers)**

This matter was dealt with at item number 11.

## **4 CHIEF CONSTABLE'S REPORT**

### **4.1 Questions arising from the Chief Constable's Report**

The Board noted a monthly report from the Chief Constable to the Board.  
NOTED.

During discussion the Board agreed issues to be raised orally with PSNI later in the meeting.

### **4.2 Responses to Committee questions**

The Board noted written responses from PSNI to questions raised by Committee and Individual Members. NOTED.

### **4.3 Current and Emerging Issues**

The Board noted a paper which provided a summary of some of the key policing issues which have featured in the media since the last Board meeting in public. NOTED.

## **5 CHAIRPERSON'S BUSINESS**

### **5.1 Chairperson's Report**

The Chairperson presented a report to the Board which advised Members of:-

- The Chairperson's engagements during the period 9 – 30 August 2016.
- Letters dated 12 and 19 August 2016 which had been received from the Chief Constable regarding the Police College Review and Recruitment Arrangements.
- A copy statement from the Chief Constable regarding social media

comments.

- A letter dated 8 August 2016 which had been issued to the Police Ombudsman regarding Loughinisland report and prosecutions.
- A letter dated 12 August 2016 which had been issued to the Chief Constable requesting comment and an action plan in response to the HMIC Reports on Efficiency and Effectiveness (vulnerability).

NOTED.

In response to a question from a Member, the Chairperson advised the Board about the issues which had been discussed with the Northern Ireland Human Rights Commissioner at a meeting held on 30 August 2016.

## **5.2 Arrangements for Conference – November 2016**

The Vice-Chairperson updated Members on the programme for a conference which the Board would host with PSNI at Queen's University on 2 and 3 November 2016 to mark the milestone of 15 years of the work of the Board and the PSNI.

The Vice-Chair referred to a list of delegates who would be invited to the conference on 3 November 2016 and it was:-

### **AGREED:**

That a copy of this information should be circulated to Members.

It was also:-

### **AGREED:**

That an updated copy of the programme for the conference should be issued to Members.

The Vice-Chair also reminded Members that a Board meeting in private and public would be held on Friday 4 November 2016.

## **6 CHIEF EXECUTIVE'S REPORT**

The Chief Executive updated Members on the Board's submission to the October 2016 monitoring round which had been commissioned by the Department of Justice (DOJ).

The Chief Executive also updated the Board on external and internal audits, human resources issues, staff absence, Investors in People re-accreditation, a Judicial Review regarding financial loss incurred by six Police Officers and an Assistant Chief Constable Bonus Legal Challenge.

## **7 PARTNERSHIP COMMITTEE**

### **7.1 Draft minutes of a meeting of the Partnership Committee held on 26 July 2016**

The Chairperson of the Committee referred Members to the minutes of the meeting held on 26 July 2016 and advised the Board that a verbal briefing on the meeting had been given at the Board meeting on 4 August 2016. NOTED.

In response to a question from the Chairperson of the Committee, the Chief Executive undertook to provide details of the legislation governing the appointment of Independent Members of PCSPs who are Members of Political Parties.

## **8 PERFORMANCE COMMITTEE**

### **8.1 Draft minutes of a meeting of the Performance Committee held on 27 July 2016**

The Chairperson of the Committee referred Members to the minutes of the meeting held on 27 July 2016 and advised the Board that a verbal briefing on the meeting had been given at the Board meeting on 4 August 2016. NOTED.

## **8.2 Draft minutes of a meeting of the Performance Committee held on 18 August 2016**

The Chairperson referred Members to the minutes of the meeting held on 18 August 2016 and highlighted the following matters considered by the Committee:-

### **8.2.1 Human Rights Thematic Review (Item 5.1 of minutes refers)**

### **8.2.2 PSNI Briefing on evaluation of Body Worn Video Pilot Scheme (Item 6.1 of minutes refers)**

### **8.2.3 PSNI Briefing on Stop and Search Community Background Monitoring Pilot Scheme (Item 6.4 of minutes refers)**

In response to a question from a Member, Officials undertook to provide Members with a copy of a document which had been issued to the Performance Committee in relation to the community background monitoring of persons stopped and searched under the Terrorism Act 2000 and Justice and Security (NI) Act 2007.

### **8.2.4 Meeting with Gun Trade Guild NI (Item 11.1 of minutes refers)**

## **8.3 DOJ consultation on Witness Charter**

The Board considered a paper which provided Members with a draft response from the Board to the DOJ consultation on a Witness Charter.

During discussion Members suggested a few amendments that should be made to the Board's response regarding a Witness Charter.

Following discussion it was:-

**AGREED:**

That subject to the amendments being made the Board's response should be issued to the DOJ.

**8.4 DOJ consultation on draft NI Human Trafficking and Modern Slavery Strategy**

The Board considered a paper which provided Members with a draft response from the Board to the DOJ consultation on the Draft NI Human Trafficking and Modern Slavery Strategy 2016/17.

During discussion Members suggested a few amendments that should be made to the Board's response regarding the Draft NI Human Trafficking and Modern Slavery Strategy 2016/17.

Following discussion it was:-

**AGREED:**

That subject to the amendments being made the Board's response should be issued to the DOJ.

**9 RESOURCES COMMITTEE**

**9.1 Draft minutes of a meeting of the Resources Committee held on 28 July 2016**

The Chairperson of the Committee referred Members to the minutes of the meeting held on 28 July 2016 and advised the Board that a verbal briefing on the meeting had been given at the Board meeting on 4 August 2016. NOTED



## **10 NIPB RECRUITMENT PROCEDURES**

The Board considered a paper which provided Members with the Recruitment and Selection Procedures Manuals for Board Senior Management positions and Chief Police Officers and Senior Civilian posts in the PSNI following a recent review.

During discussion Members suggested a few amendments that should be made to the Recruitment and Selection Procedures Manuals.

Following discussion the Board:-

### **AGREED:**

To approve the Recruitment and Selection Procedures Manuals for Board Senior Management positions and Chief Police Officers and Senior Civilian posts in the PSNI subject to the amendments being made.

## **11 REVIEW OF INCIDENTS OF IMPROPRIETY AT THE POLICE COLLEGE, GARNERVILLE**

The Board considered a position paper and revised Terms of Reference which had been received from the Chief Constable in respect of a review of the Police College, Garnerville following incidents of impropriety at the College.

The Board discussed a number of issues relating to the matter including:-

- The revised Terms of Reference for the review of the Police College.
- A proposal by the Chief Constable for an Oversight and Assurance Panel to be set up under the revised Terms of Reference for the Review.
- The appointment of a Board Member and an Official to participate in

the Oversight and Assurance Panel.

- The role of an independent Officer from Police Scotland to lead the review of the Police College.
- Public confidence in PSNI as a result of the impropriety of Student Police Officers inappropriately sharing examination information.
- The disciplinary actions taken against the Student Officers.
- The accountability framework for the review.
- The timetable for completion.

In conclusion Members indicated that they were broadly content with the revised Terms of Reference for the review of the Police College and agreed issues to be raised orally with PSNI later in the meeting regarding the role of the independent Officer from Police Scotland and the accountability framework for the review.

## **12 INFORMATION PAPERS**

The Board noted the following papers:-

12.1 Schedule of Events – September 2016

12.2 Schedule of Meetings – September 2016 – March 2017

NOTED.

## **13 COMMUNICATION ISSUES**

The Board noted details of communication issues. NOTED.

## **14 ANY OTHER BUSINESS**

No other business was conducted.

## **15 DATE OF NEXT MEETING**

The next meeting was arranged for 6 October 2016.

## **16 PRIVATE SESSION WITH THE CHIEF CONSTABLE**

The Chairperson welcomed the Chief Constable and the Service Executive Team to the meeting and invited questions from Members to the Chief Constable.

In response to a Member's question the PSNI discussed with the Board the revised Terms of Reference for the review of the Police College, Garnerville following incidents of impropriety by Student Officers. The Board acknowledged that the revised Terms of Reference took account of concerns previously raised by the Board. Members discussed with the PSNI the accountability framework in place for the review, the timescale for the completion of the review and the presentation of its findings to the Board. The Chief Constable undertook to provide the Board with a copy of the review report when completed. Members noted that further intakes of Student Officers had been suspended at least until December 2016 pending the outcome of the review. The Chief Constable also advised that the next recruitment campaign would be delayed to January 2017.

In response to a Member's question regarding the PSNI budget and planning to ensure monies are not handed back to DOJ at the year end, the PSNI provided a summary of processes in place to ensure any PSNI underspend is kept to a minimum. Members noted that budgets had largely been centralised and discussed various pressures/easements on the PSNI budget including sickness absence rates, the attrition rate of Officers retiring from the PSNI and overtime rates.

In response to a question from Members, the Chief Constable's outlined his

view in respect of his commitment to the figure of 6963 Officers and, in view of the recent HMIC PEEL Inspection, the extent of flexibility in relation to that figure.

In response to a Member's question regarding the Fresh Start Independent Panel Report recommendations the PSNI commented on the provision of funding for the implementation of the recommendations and how the PSNI may bid for funding from the Government's promised £50 million over 5 years. Board Members also discussed with the PSNI the relationship and overlap between various initiatives such as the Fresh Start Panel Report, the cross jurisdictional Cross Border Task Force, Organised Crime Task Force and Programme for Government. In response to a Member's question the PSNI discussed with the Board recommendation A8 of the Fresh Start Independent Panel Report. The PSNI acknowledged the complexities of engagement within certain communities however assured Members that no preferential treatment would be given to members of paramilitary groups.

In response to concerns raised by a Board Member regarding the online purchase and sale of police uniforms/insignia, the PSNI advised that this is also an area of concern for them and updated Members on steps taken to address this issue.

The meeting moved into public session. A verbatim recording of the Board meeting in public is available on the Board's Facebook page at [www.facebook.com/policingboard](http://www.facebook.com/policingboard).

(Meeting closed at 4.00pm)

**Board Support  
September 2016**

\_\_\_\_\_ Chairperson