

## NORTHERN IRELAND POLICING BOARD

### MINUTES OF A MEETING OF THE NORTHERN IRELAND POLICING BOARD HELD ON THURSDAY 7 JULY 2016 AT 9:30 AM, WATERSIDE TOWER, BELFAST

#### PRESENT:

#### MEMBERS:

Mrs Anne Connolly, Chairperson  
Ms Deborah Watters, Vice-Chairperson  
Ms Deirdre Blakely  
(1) Mrs Brenda Hale  
Dr Stephen Farry  
(2) Mr Ryan Feeney  
(3) Mr Ross Hussey  
Mr Gerry Kelly  
Ms Jennifer McCann  
(4) Mr Nelson McCausland  
Ms Roisin McGlone  
Ms Nichola Mallon  
Dr Paul Nolan

#### 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 Stephen Martin, ACC District Policing Command  
(5) Mr Alan Todd, ACC Operational Support Department  
(5) Mr Mark McNaughten, T/Director of Finance & Support  
Services & Human Resources  
(5) Ms Liz Young, Head of Corporate Communications  
(5) Ms Jude Helliker, Head of Human Resources  
(5) Superintendent Andrew Freeburn, Command Secretariat  
(5) Two PSNI Staff Members

#### OFFICIALS IN ATTENDANCE:

Mrs Amanda Stewart, Chief Executive  
Ms Jenny Passmore T/Director of Policy  
Mr David Wilson, Director of Support Services  
Four Board Officials

- (1) Item number 1 – part item number 6
- (2) Item numbers 1 – 5
- (3) Item numbers 1 – 10
- (4) Part item number 4 – part item number 19
- (5) Item number 19

## 1 APOLOGIES, ETC

Apologies were received from Mr Keith Buchanan, Mr Brice Dickson, Mr Raymond McCartney, Mrs Wendy Osborne and Ms Catherine Pollock.

The Chairperson extended congratulations to Ms Pollock on the birth of a baby daughter.

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

## 2 DRAFT MINUTES OF MEETINGS OF THE POLICING BOARD

### 2.1 Draft Minutes of Policing Board Meeting held on 9 June 2016

The Board considered the draft minutes of the Board meeting held on 9 June 2016.

It was:-

#### **RESOLVED:**

That the draft minutes of the Policing Board meeting held on 9 June 2016 be approved.

### 2.2 Draft Minutes of Policing Board Meeting held on 16 June 2016

The Board considered the draft minutes of the Board meeting held on 16 June 2016.

It was:-

#### **RESOLVED:**

That the draft minutes of the Policing Board meeting held on 16 June 2016 be

approved.

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

#### **3.1 Meeting held on 9 June 2016**

##### **3.1.1 Board Committee Membership (Item 9 of minutes refers)**

The Chief Executive advised the Board that:-

- Mr Keith Buchanan had requested to be removed from the Audit and Risk Management Committee.
- Dr Stephen Farry had been appointed Chair of the Special Purposes Committee should it be established and would therefore sit on the Chair's Advisory Group.

Details of the final list of membership of Committees is at item 15.2.

### **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.

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 Committees and Individual Members. NOTED.

A Member indicated that he wished to raise a supplementary question with PSNI later in the meeting regarding the OPONI report on Loughinisland.

### **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.

Members indicated that they wished to raise questions with PSNI later in the meeting regarding the PSNI response to increasing mental health issues and paramilitary assaults.

## **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 June – 6 July 2016.
- Correspondence which had been received from the Secretary of State regarding a written ministerial statement on the security situation in Northern Ireland.
- Correspondence which had been issued by the Chairperson.
- A meeting which had been held with the Board's Human Rights Adviser.
- A meeting which had been held with Chairs and Vice-Chairs of PCSPs.
- The launch of the Business Crime Action Plan.
- An invitation which had been extended to all Board Members to visit the Gold Command Room on 12 July 2016.

NOTED.

The Board noted a letter from the Department of Justice (DOJ), tabled at the meeting, which advised Members that the Board's Annual Report and Accounts together with the report of the Comptroller and Auditor General for the period 1 April 2015 – 31 March 2016 had been laid before the Northern Ireland Assembly on 30 June 2016. NOTED.

## **5.2 Policing Board 15 Years Anniversary Conference**

The Board noted a paper which updated Members on plans to mark the milestone of 15 years of the work of the Board. NOTED.

Members considered an outline programme for a conference which the Board would host with PSNI at Queen's University, Belfast on 3 November 2016.

Members discussed issues relating to the conference including:-

- Suggested names of keynote speakers.
- A Conference Reception and series of Workshops;
- Conference content to include a greater focus on policing in Northern Ireland; and
- Audience.

In conclusion it was:-

### **AGREED:**

That a further detailed paper regarding the conference including keynote speakers should be brought to a future Board meeting.

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

The Chief Executive presented a report to the Board which provided Members with an overview of performance against the Board's Corporate and Business plans and an update on Finance and Human Resources and other significant issues within the Board. NOTED.

Members discussed staff absence figures in the Board and it was:-

### **AGREED:**

That the Resources Committee should be provided with a quarterly report on NIPB resources issues.

The Chief Executive referred to internal audit recommendations and undertook to bring responses to the recommendations to the Audit and Risk Management Committee.  
NOTED.

The Board noted a paper which provided Members with a report on communication activity for the period 1 October 2015 – 31 March 2016. NOTED.

The Chairperson thanked staff for the work they had carried out on behalf of the Board.

## **7 AUDIT AND RISK MANAGEMENT COMMITTEE**

### **7.1 Draft Minutes of a meeting of the Audit and Risk Management Committee held on 17 June 2016**

The Chairperson referred Members to the draft minutes of the meeting and highlighted the following matters considered by the Committee:-

#### **7.1.1 Election of Committee Chair (Item 1 of minutes refers)**

#### **7.1.2 Election of Committee Vice-Chair (Item 2 of minutes refers)**

#### **7.1.3 Policing Board Draft Financial Statements for 2015/16 (Item 8 of minutes refers)**

#### **7.1.4 NIPB Letter of Representation for the year ended 31 March 2016 (Item 9 of minutes refers)**

#### **7.1.5 Annual Report of the NIPB Audit and Risk Management Committee 2015/16 (Item 11 of minutes refers)**

This matter was dealt with under item 7.2.

## **7.2 Annual Report on the work of the Audit and Risk Management Committee**

The Board noted the Annual Report on the work of the Audit and Risk Management Committee. NOTED.

The Chairperson of the Audit and Risk Management Committee thanked the Director of Support Services and Staff for the support they had provided in relation to the work of the Audit and Risk Management Committee.

## **8 PARTNERSHIP COMMITTEE**

### **8.1 Draft Minutes of a meeting of the Partnership Committee held on 16 June 2016**

The Chairperson referred Members to the draft minutes of the meeting and highlighted the following matters considered by the Committee:-

**8.1.1 Election of Committee Chair (Item 1 of minutes refers)**

**8.1.2 Election of Committee Vice-Chair and Interim Vice-Chair (Item 2 of minutes refers)**

**8.1.3 Briefings to Committee (Item 4.1 of minutes refers)**

**8.1.4 Focus Groups and Interviews on Confidence Levels of Young People in Policing (Item 5.3 of minutes refers)**

**8.1.5 Annual Policing Plan (Item 5.4 of minutes refers)**

## **9 PERFORMANCE COMMITTEE**

### **9.1 Draft Minutes of a meeting of the Performance Committee held on 16 June 2016**

The Chairperson referred Members to the draft minutes of the meeting and highlighted the following matters considered by the Committee:-

#### **9.1.1 Election of Committee Chair (Item 1 of minutes refers)**

#### **9.1.2 Election of Committee Vice-Chair (Item of minutes refers)**

#### **9.1.3 Human Rights Report Launch (Item 5.4 of minutes refers)**

#### **9.1.4 The Police (Conduct) Regulations (Northern Ireland) 2016 (Item 5.5 of minutes refers)**

#### **9.1.5 PSNI Human Rights Programme of Action 2015/16 (Item 6.2 of minutes refers)**

The Chairperson advised the Board that the Police Performance Sub Group had met on 4 July 2016 and had discussed the way forward in relation to monitoring police performance.

A Member referred to actions which the Sub Group had agreed should be taken forward. In response the Chief Executive advised the Board that a substantive paper regarding monitoring police performance would be brought to the July 2016 Performance Committee meeting.



## **10 RESOURCES COMMITTEE**

### **10.1 Draft Minutes of a meeting of the Resources Committee held on 23 June 2016**

The Chairperson referred Members to the draft minutes of the meeting and highlighted the following matters considered by the Committee:-

#### **10.1.1 Election of Committee Chair (Item 1 of minutes refers)**

#### **10.1.2 Election of Committee Vice-Chair (Item 2 of minutes refers)**

#### **10.1.3 PSNI Training and Development Strategy (Item 8.3 of minutes refers)**

#### **10.1.4 PSNI Expenditure (Item 9.1 of minutes refers)**

#### **10.1.5 Policing Board Report on Expenditure (Item 9.3 of minutes refers)**

#### **10.1.6 PSNI People Strategy – End Year Update (Item 9.5 of minutes refers)**

## **11 BOARD STANDING ORDERS AND COMMITTEE TERMS OF REFERENCE**

The Board considered a paper which requested Members agreement to amended Terms of Reference for the Board Committees, the Chair's Advisory Group and approval to the Board's Standing Orders.

The Board:-

#### **AGREED:**

- The tracked changes highlighted in the Terms of Reference and Standing Orders.
- That paragraph 25 (e) in the Standing Orders should be removed.
- That the proposal for wording of Scheme of Financial Delegation should be referred to the Resources Committee.

## **12 THE FRESH START PANEL REPORT ON THE DISBANDMENT OF PARAMILITARY GROUPS IN NORTHERN IRELAND**

The Board considered a paper which sought Member's views on a response to the recommendations for the Board in the Fresh Start Panel Report on the Disbandment of Paramilitary Groups in Northern Ireland.

Following discussion it was:-

### **AGREED:**

- That a more detailed response should be provided to the next meeting of the Partnership Committee for consideration.
- That all Members of the Board should be invited to the next meeting of the Partnership Committee for consideration of the issue.
- That the response considered by the Partnership Committee should be brought to a future Board meeting.
- That DOJ should be advised that the Board wished to consider their response further and that a detailed response would be provided in due course.

## **13 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 it was:-

### **AGREED:**

That the Board's Recruitment Procedures should be reviewed further and brought to a future Board meeting for approval.

The Chairperson asked that all Members should be provided with the appropriate training in recruitment and selection procedures in order to allow them to sit on Recruitment Panels.

#### **14 SCHEDULE OF BOARD AND COMMITTEE MEETINGS**

The Board:-

**AGREED;**

A draft schedule of Board and Committee meetings for the period July 2016 – March 2017.

#### **15 INFORMATION PAPERS**

The Board noted the following papers:-

15.1 Schedule of Events – July 2016.

15.2 Membership of Committees.

NOTED.

#### **16 COMMUNICATION ISSUES**

The Board noted details of communication issues. NOTED.

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

No other business was conducted.

## **18 DATE OF NEXT MEETING**

The next meeting was arranged for 4 August 2016.

## **19 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.

In response to a question the PSNI provided an update on immediate changes which had been implemented following the allegations of impropriety by some Student Officers within the Police College. Members were advised of fast track changes which had been put in place and also discussed with the PSNI the merits of a wide ranging independent review of the Student Officer training programme and examination process.

Other areas discussed included:

- A possible recruitment freeze pending the outcome of the independent review;
- The possible operational consequences of such a decision;
- The ongoing impact on public confidence; and;
- The timeframe for the Board's receipt of the PSNI's report and response to questions raised at the special Board meeting on 16 June 2016.

In response to a comment from the Chairperson regarding the role of Police Officers Part Time, the PSNI undertook to provide the Board with a response on the PSNI deployment of these Officers.

A Member requested the PSNI to update the Board in respect of taking forward PSNI matters arising from recent reports such as the Fresh Start Independent Panel Report on Paramilitary Groups in Northern Ireland. The Chief Constable advised that, in order to ensure consistency and reduce duplication of effort, a Chief Superintendent had been appointed as strategic 'Gold' lead to have an overview of these areas including the Fresh Start Independent Panel Report, the Programme for Government, the Joint Agency Task

Force and the Organised Crime Task Force.

In response to a Member's question regarding the impact of servicing the 'Stakeknife' investigation on other areas of policing, the PSNI updated the Board on resourcing arrangements for the current year. The PSNI also advised Members that the resource impact on the PSNI would be limited to those servicing the GB investigation team. The PSNI also provided the Board with information on the process for ensuring all relevant material is released to the investigating team.

In response to a Member's question, the PSNI discussed resourcing models in relation to the training and recruitment of officers/staff dealing with cybercrime. Members noted that most are officers who have specialised in this area.

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 4.40 pm)

## **Board Support**

**Date:** July 2016

\_\_\_\_\_ **Chairperson**