

NORTHERN IRELAND POLICING BOARD

**MINUTES OF MEETING OF THE NORTHERN IRELAND POLICING BOARD
HELD ON THURSDAY 5 MARCH 2020 AT 9.30AM IN WATERSIDE TOWER,
CLARENDON DOCK.**

PRESENT:

- (1) Mrs Anne Connolly (Chair)
Ms Deborah Watters (Vice-Chair)
- (2) Mr John Blair
Mr Tom Buchanan
- (3) Mrs Joanne Bunting
- (4) Mr Trevor Clarke
Prof Brice Dickson
Mr Tom Frawley
Mr Doug Garrett
Mrs Dolores Kelly
- (5) Mr Gerry Kelly
Ms Liz Kimmins
Mr Sean Lynch
Mr Colm McKenna
Dr Paul Nolan
- (6) Mr Mervyn Storey
Mrs Wendy Osborne

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

- (7) Mr Simon Byrne, Chief Constable
- (7) Mr Mark Hamilton, Deputy Chief Constable
- (7) Mr Mark McNaughten, PSNI T/ Director of Finance
and Support Services
- (7) Superintendent John McCaughan,
Command Secretariat
- (7) One PSNI Staff Member
- (8) Mr Peter May, Permanent Secretary, Department of
Justice
- (8) Dr Julie Harrison, Director, Safer Communities,
Department of Justice
- (8) Ms Maura Campbell, Policing Policy and Strategy
Division, Department of Justice
- (8) Mrs Sharan Dustagheer, Strategic Policing Policy and
Sponsorship Branch, Department of Justice

**OFFICIALS
IN ATTENDANCE:**

Mrs Amanda Stewart, Chief Executive
Mr Adrian McNamee, Director of Partnership

Ms Jenny Passmore, Director of Performance
Ms Aislinn, McGuckin, T/Director of Police
Administration
Three Board Officials

- (1) Items 1 to 7.1 and 7.3 to 13**
- (2) Part item 6 only (arrived at 11.30am)**
- (3) Item 1 to part item 6. Part item 6 to 13 (left at 11.23am and returned at 11.31am)**
- (4) Part item 4 to 13 (arrived at 9.45am)**
- (5) Item 1 to part item 6. Part item 6 to 13 (left at 11.10am and returned at 11.15am)**
- (6) Item 1 to part item 7.1. Part item 7.1 to item 13 (left at 3pm and returned at 3.05pm)**
- (7) Item 6 only**
- (8) Item 7.1 only**

1. APOLOGIES

Apologies were received from Mr Alan Chambers and it was noted that Mr John Blair would be late to the meeting due to Northern Ireland Assembly commitments.

The Chair welcomed Mr Tom Buchanan and Mr Trevor Clarke to their first Board meeting following their appointment.

The Board agreed the agenda for the meeting.

2. CONFLICTS OF INTEREST

Mr Mervyn Storey declared his membership of Finvoy Apprentice Boys as this had been discussed at the performance Committee meeting on 13 February 2020 and is outlined in the minutes of that meeting which are tabled at 9.2.

Mr Colm McKenna declared his former Chairmanship of the South Eastern Health and Social Care Trust during a period when allegations of mistreatment of residents were made in relation to Dunmurry Manor Care Home which was within the Trust area. An update on the investigation into Dunmurry Manor Care Home was detailed within the Chief Constable's Report to the Board.
NOTED.

3. DRAFT MINUTES OF MEETINGS HELD ON 30 JANUARY AND 6 FEBRUARY 2020

It was:-

RESOLVED:

- That the draft minutes of the Board meetings held on 30 January and 6 February 2020 be approved.

4. UPDATE ON ACTION LOG

Members noted the following updates in regard to the action log from the Board meeting held on 6 February 2020. NOTED. Members further noted the responses received from the PSNI in relation to the supplementary questions raised at the meeting on 6 February 2020. NOTED.

Action Point 1

The Police Scotland Report on the Apprentice Boys, Derry Parade was considered at Performance Committee on 13 February 2020 and it was agreed that this action may be closed on the action log.

Action Point 2

A lunchtime seminar with the Department of Justice (DoJ) and Department of Health would be arranged following the reconstitution of the Board in April 2020.

Action Point 3

The Board Chair had written to the Justice Minister in correspondence dated 4 March 2020 seeking clarity about funding for the continuation and roll-out of the Pathfinder Custody Nurse Practitioners led Healthcare model and Street Triage clinics. A response to the correspondence was awaited.

Action Point 4

The Chief Executive noted correspondence dated 25 February 2020 received from the Chief Constable, about ongoing external legacy investigations, which was included within the Chair's Report to the Board for information purposes. It was agreed that this action would remain open on the action log.

Action Point 5

The Director of Partnership updated Members on the meeting held with the Equality Commission on 20 February 2020 and agreed to circulate the correspondence received from the Equality Commission.

Action Point 6

Members noted that the Deputy Chief Constable's annual leave entitlement and agreed that this action point may be closed on the action log.

Action Point 7

Members noted that the review of the PSNI Chief Officer allowances was ongoing and would be presented to the Resources Committee upon completion, and in advance of the Assistant Chief Constable (ACC) recruitment competition being completed.

Members noted the following updates in regard to the action log from the Board meeting held on 4 December 2019. NOTED.

Action Point 2

Members noted that the NIPB proposed accommodation move to James House had been considered further by the Resources Committee and would be discussed later in the meeting.

Members noted the following updates in regard to the action log from the Board meeting held on 6/7 November 2019. NOTED.

Action Point 1

Members noted that a Chair's Advisory Group meeting was held on 20 February 2020 and it was agreed that this action may be closed on the action log.

Action Point 4

The Chief Executive noted that due to competing work priorities Board Officials had not yet had an opportunity to review the PSNI's Grievance and Bullying and Harassment Procedures for staff and officers. It was agreed that this item would remain open on the action log.

Action Point 10

The Chief Executive noted that due to competing work priorities the proposed visit by the Partnership Committee to Gartcosh, Lanarkshire was on hold, and it was agreed that this item would remain open on the action log.

Members noted the following updates in regard to the action log from the Board meeting held on 2/3 October 2019. NOTED.

Action Point 2

Members noted the update that the Board Effectiveness Review and Skills Audit would be considered following the Board's reconstitution on 1 April 2020.

Members noted the following updates in regard to the action log from the Board meeting held on 4/5 September 2019. NOTED.

Action Point 6

The Chief Executive noted that correspondence had been received from the PSNI dated 13 February 2020 which responded to issues raised by a Complainant. It was agreed that the Chief Executive would write to the Complainant closing the matter

5. QUESTIONS FOR THE CHIEF CONSTABLE

5.1 Issues Arising from Committees

Members discussed the Committee meetings held during February 2020 and the issues that had been raised.

5.2 Written Questions and Responses

Members noted the written responses received from the Chief Constable following the submission of questions from Committees. It was noted that these responses would be considered further by the Committees at their next meeting. NOTED.

5.3 Key Issues of Public Interest

The Board noted a paper which discussed the recent issues of public interest. NOTED.

6. PRIVATE SESSION WITH THE CHIEF CONSTABLE INCLUDING CHIEF CONSTABLE'S REPORT

The Chair welcomed the Chief Constable and Deputy Chief Constable to the meeting.

The Chief Constable provided an overview of his Report to the Members including the PSNI's preparations in regard to Covid-19, and during the meeting Members discussed the following issues with the Chief Constable and Deputy Chief Constable:

- The potential of using Communications Specialists within the PSNI. The Chief Constable updated Members on an ongoing discussion with the Victim Support Service to examine a victim's journey through the criminal justice process; a review of all correspondence was being undertaken to see where improvements may be made.
- The establishment of the legacy structures in accordance with the

Stormont House and New Decade, New Approach Agreements. The Chief Constable noted that there were ongoing conversations about bringing forward legislation to deal with the issue.

- PSNI preparations to deal with Covid-19. The Deputy Chief Constable (DCC) referred to the Northern Ireland Civil Contingency Group which brought together a number of key stakeholders and agencies including Councils, the PSNI and other stakeholders to deal with civil preparedness for various situations and Covid-19 preparations were a part of the Group's considerations. The Chief Constable updated Members on the PSNI's approach to preparing for Covid-19 including various options available to the PSNI if members of staff and officers were unable to attend their place of work and the potential impact on PSNI overtime if officers or staff were unable to attend work.
- The Court of Appeal decision in Ramsey which related to the PSNI's use of stop and search powers. The Chief Constable noted that there were no plans to appeal the judgement and procedures had been updated to ensure that the PSNI's actions were in accordance with the judgement.
- The use of Body Worn Video (BWV) during stop and search, its link to trust and confidence in policing, and what instructions were issued to officers about activating BWV. The Chief Constable noted that a service instruction was issued to all officers about activating BWV during stop and search.
- The apparent increase in the number of crimes reported as detailed within the Chief Constable's Report March 2020 Report to the Board. The Chief Constable noted an emphasis had been placed on accurate crime recording and so separate crimes within one specific incident were being recorded which accounted for the increase in crime numbers.
- The PSNI / Director of Finance and Support Services updated Members on the PSNI's Environmental Impact Group. It was agreed that a six monthly update would be provided to the Resources Committee from

the PSNI's Environmental Impact Group.

- The recent conviction of a person for purchasing sex in Northern Ireland. Assistant Chief Constable (ACC) Gray noted that positive work was ongoing to tackle this and modern slavery within Northern Ireland.
- The attrition rate between the numbers of applications made during the officer recruitment campaign and the number of appointments made. The DCC updated Members on the pastoral care and support offered to student officers at the Police College and engagement between student officers and the Districts to which they are assigned. The T/ Director of Finance and Support Services also updated Members on changes made to the recruitment website to keep applicants informed of the stage their application was at.
- The PSNI's view that the term 'workforce modernisation' should be included within the 2020 - 2025 Policing Plan which was due to be considered by the Board later in the meeting.
- The dialogue between the Chief Constable and the DoJ about the commitments detailed within the New Decade New Approach Agreement, specifically about increasing police numbers to 7,500. The Chief Constable noted that he had not discussed the increase in officer numbers with the DoJ Permanent Secretary.
- The trends and links in absence management, duty adjustments and overtime and the establishment of performance goals to bring cultural change. The Chief Constable noted that going forward the DCC would be responsible for the PSNI Overtime Strategy.
- Operational updates about the ongoing Kevin Lunney kidnap investigation and the murder of Paul Quinn.

The Chair thanked the Chief Constable, DCC, and ACC Gray for attending the meeting

The private meeting closed at 12.30 pm and 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.

The meeting re-convened at 2.15 pm.

7. BOARD BUSINESS

7.1 Tri-Partite Policing Relationship, Discussion with Department of Justice Permanent Secretary

The Chair welcomed Peter May, Department of Justice (DoJ) Permanent Secretary, Julie Harrison, Maura Campbell, and Sharan Dustagheer, DoJ to the meeting.

The Chair noted that a draft Framework detailing the tripartite policing relationship between the Board, DoJ and the PSNI had been circulated to Members and DoJ officials in advance of the meeting but it continued to be a work in progress before being finalised by Board, DoJ and the PSNI.

Members discussed the following issues with the DoJ Permanent Secretary:

- The PSNI's status as a Non Department Public Body (NDPB) which was different to how police services within England were classified and the impact of the PSNI's status had on its end of year financial flexibility and the ability to carry monies into the next financial year. The Permanent Secretary noted that the UK Treasury gave money to Northern Ireland as part of the block grant, whereas the Home Office gave money to police services in England, which are part of local government. The Permanent Secretary said he had no difficulty in taking a look at how the arrangements for the PSNI compared to other police services in England, though the scope for change to the funding mechanism may be very limited.

- The Chief Constable's request to increase police officer numbers to 7,500 which was supported by the Justice Minister, however this was dependent on additional funding being provided by HM Treasury.
- The Board's role as the accountability body for the PSNI, and the importance of visibility and transparency when working with the DoJ and the PSNI. The role of the DoJ Accounting Officer was also discussed and the Permanent Secretary noted that as DoJ Accounting Officer he had to be satisfied about how the PSNI spent their budget.
- The Department's risk appetite in considering funding options available for the PSNI's transformation agenda. The Permanent Secretary said he would need more detail and noted that the Department of Finance also had a role in agreeing the funding mechanism but the Permanent Secretary noted that he was open to discussing any options the Board may wish to put forward.
- Scenario planning that had been undertaken within the DoJ in regards to the 2020/2021 Budget.
- The draft Framework was discussed and it was agreed that it would be further refined by Board and DoJ Officials **(AP1)**.

The Chair thanked the DoJ officials for attending the meeting.

The Vice Chair took the Chair.

Members agreed to defer agenda items 7, 8 and 9 to the Board meeting on the 26 March 2020.

7.2 Proposed Assistant Chief Constable and Chief Operating Officer Recruitment Competition Timeline

Officials presented a paper to the Board which outlined three options for progressing the recruitment competitions for the roles of ACC and Chief

Operating Officer.

Members discussed the recent recruitment competitions which had resulted in the appointment of the Chief Constable and DCC and noted that the approach to the paperwork including the candidate information booklet would be the same for the next recruitment competitions.

Members discussed the options as set out within the paper presented by Officials and agreed that option 2 was the preferred option as it would allow for the launch of the recruitment competition in March 2020 but the Appointment Panel Members would be appointed after 1 April 2020 to allow new independent Members the opportunity to participate on the Appointment Panels. It was:

RESOLVED

- To proceed with Option 2 as detailed within the paper presented by Officials, including the launch of the recruitment competitions for the Assistant Chief Constable and Chief Operating Officer vacancies in mid-March 2020;
- To defer agreeing the Members to participate on the Appointment Panel until April 2020; and
- Delegate authority to the Chief Executive to sign-off on the paper work for the ACC recruitment competition.

7.3 Northern Ireland Policing Plan 2020-2025 and Performance Plan 2020/2021

The Board Vice-Chair presented a paper to the Board which updated Members on the development of the Northern Ireland Policing Plan 2020-2025 and the Annual Performance Plan 2020-2021.

Members discussed the language within the Policing Plan including the link to the Report of the Independent Commission on Policing (commonly referred to as the Patten Report). Following discussion, Members:

RESOLVED

- To approve the draft Northern Ireland Policing Plan 2020 to 2025 as included within the meeting papers and
- Delegate authority to the Policing Plan Working Group to approve the final Northern Ireland Policing Plan 2020 to 2025 in advance of its publication on 31 March 2020.

The Chair took the Chair.

7.4 Northern Ireland Policing Board's response to the NCA Draft Annual Plan 2020/2021

Officials presented to the Board a paper which updated Members on the National Crime Agency's (NCA) five strategic priorities which were subject to consultation and NIPB's proposed response to the NCA's draft Annual Plan. Members asked Officials to include a reference to the NCA's visibility in Northern Ireland within the response and following discussion, Members:

RESOLVED

- To approve the Northern Ireland Policing Board's draft correspondence, as set out at Annex B of the meeting papers, to be issued to the National Crime Agency Director General in response to the National Crime Agency's draft Annual Plan, subject to amendments being made to the correspondence as was discussed.

7.5 Police Property Fund

Officials presented a paper to the Board seeking approval of the proposed Police Property Fund in respect of both small and large grants. Officials noted that following an advisory audit undertaken in 2017 the Partnership Committee had considered the draft Police Property Fund documents over several months and the documents were now agreed and recommended to the Board for approval.

Officials noted that it was intended that the Fund would be launched in April/ May 2020 with the first awards being made in or around October 2020. Officials further noted that the documents would be brought to the Board's Audit and Risk Assurance Committee so that the Committee could note the documents following the advisory audit which had been undertaken in 2017. Following discussion, Members:

RESOLVED

- To approve the final Police Property Fund implementation documents which were included within the meeting papers.

7.6 NIPB Corporate and Business Plan 2020-2023

Officials presented to a paper to the Board seeking approval of the Policing Board Corporate Plan 2020 - 2023 and Business Plan 2020/ 2021. Members discussed a final minor amendment that should be made to the Corporate Plan. Following discussion, Members:

RESOLVED

- To approve the Northern Ireland Policing Board Corporate Plan 2020 to 2023 and Business Plan 2020/ 2021, subject to the amendment being made to the Corporate Plan as was discussed.

8. COMMUNICATION ISSUES

Officials noted that the Northern Ireland Audit Office was due to publish a report on Injury on Duty awards and it was agreed that this report, when published, would be considered by the Injury On Duty Working Group

9. ANY OTHER BUSINESS

Members noted that the Chair, Vice-Chair and a number of independent Board Members would be resigning from the Board on 31 March 2020 and Members thanked them for their service to the Board.

10. MEMBERS ATTENDANCE AT BOARD AND COMMITTEE MEETINGS JANUARY TO DECEMBER 2019

Members noted the paper detailing Members' attendance at Board and Committee meetings during 2019. NOTED.

11. SCHEDULE OF EVENTS

Members noted the Forward Schedule of Events. NOTED.

12. SCHEDULE OF MEETINGS

Members noted the Forward Schedule of Meetings to June 2020. NOTED.

Members asked that Forward Schedule of Meeting and Forward Schedule of Events be emailed to them **(AP2)**.

13. DATE OF NEXT MEETING

The date for the next private Board meeting was Thursday 26 March 2020.

The meeting concluded at 4.30 pm

Corporate Services

Date: March 2020

Chair