



**Police Service**  
of Northern Ireland

# Chief Constable's Accountability Report

to Northern Ireland  
Policing Board

Report Date:

Covering Period of 27 October  
to 1 December 2022

Presented at Policing Board  
Meeting:

8 December 2022



**we care  
we listen  
we act**

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# Foreword



In preparation for my final accountability session of 2022, I have taken the opportunity to pause and take stock of what the Police Service has achieved in the last year. The examples are limitless, but to highlight a few, we launched our Hallmarks of Neighbourhood Policing and our Violence Against Women and Girls Action Plan. We have also seen Northern Ireland described as one of the safest places in the United Kingdom and enjoyed one of the most peaceful years in the last fifty, resulting in a reduction of the threat level from 'severe' to 'substantial'.

However, it is the latter achievements that are at the forefront of my mind as I reflect on what has been a tumultuous month operationally, dominated by two despicable unsuccessful attacks on the Police Service and communities by Dissident Republicans. Given the strides we have made, this is a

stark reminder of the unique challenges we face as a Police Service. Whilst we continue to develop the investigations at pace, I would like to acknowledge those affected by the reprehensible terrorist attacks. I have spent much of my time over recent weeks speaking with key partners and politicians who have conveyed their unwavering support for policing in Northern Ireland and condemned both incidents. I also had the opportunity to welcome the Secretary of State for Northern Ireland who heard from officers and staff who are diligently progressing investigations.

Then, there is the 'business as usual', as we continue to deliver policing services against a backdrop of severe budgetary challenges, an ongoing cost of living crisis, an unresolved pay award situation and an average loss of officers and staff from the Service of one per day. I expand more on the current budgetary position in the finance section of this report, but I welcome the support we have received, particularly from the Board, in highlighting the impact on services in the absence of a confirmed budget. Whilst there have been glimmers of hope in recent days regarding the short term outlook, the 2023-2024 financial year disconcertingly remains uncertain. Nevertheless, we will continue to fully assess and respond to the impact of

ongoing financial pressures through our weekly Resource Allocation Meeting (RAM). As the impact of RAM decisions begin to take shape, supported by the work of our Transformation Department through a better understanding of our demand analysis, we will keep the Board and the public informed.

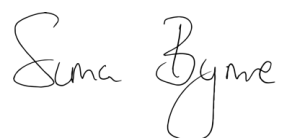
I welcome the attendance of Graeme Biggar, Director General of the National Crime Agency (NCA) to the December accountability session. His agency is crucial to the work that is undertaken in the serious and organised space, an example of which was the success of our multi-agency Paramilitary Crime Task Force (PCTF) against East Belfast UVF, resulting in the charging of four men for firearms offences this month. Further success was achieved by Detectives from Organised Crime Branch, supported by over 150 officers from across the Service and partners in An Garda Síochána, Home Office Immigration Enforcement, the NCA in a large scale human trafficking investigation that resulted in two people being charged and remanded into custody.

During November we have delivered a number of important initiatives such as Road Safety week, followed by 'Operation Drive Insured' (targeting uninsured drivers across the road network) and 'Operation Limit' (national campaign targeting Drink & Drug Driving), all of which have demonstrated our commitment to keeping

local communities safe and making effective use of technology.

Christmas is around the corner and our annual campaign with the strapline '*Tis the Season To Stay Safe*' has been launched. Based on four operational themes: 'Safe Shopping (online and retail), Safe Roads, Safe Home and Safe Socialising', our aim is to use crime prevention and a problem solving approach to protect people, property and places from the risk of a rise in crime over the busy festive period.

As 2022 comes to a close, I am sure the Board will agree, the Police Service has demonstrated Herculean resilience during unprecedented financial challenges and in the context of enhanced public scrutiny of policing. We have benefited from a strong and transparent relationship with the Board and look forward to building on this in the months to come. I would like to place on record my thanks to the Board and bid farewell to those leaving it, in particular the Chair, Doug Garrett and Vice Chair, Tom Frawley. I wish them every success in their future endeavours. I look forward to working with their successors, Deirdre Toner (Chair) and Edgar Jardine (Vice Chair).



**Simon Byrne**  
Chief Constable

# Finance and Resource Update

The Board and public will be aware that I have continued to raise my concerns about our challenging budgetary position, our potential to exceed the allocated Contingency Planning Envelope, and what it will mean for policing.

At the end of October, our projected overspend for the full financial year was £80m. We have savings plans and mitigations identified for £63m of pressure, leaving a residual gap of £17m.

Although savings plans are targeted at areas of lesser impact, the impact will still be felt in reduced officer and staff numbers, deferred estates work, delayed IT investment, reduced training opportunities, less equipment and a smaller vehicle fleet.

The Northern Ireland Budget Statement by the Secretary of State was much anticipated and has provided some additional funding to address the residual in year pressure. As a consequence, for the first time this year we are able to project close to a break-even position for the full year. We still await a policy on police officer and staff pay.

Although this in-year relief is welcome and avoids a further round of cuts, the financial outlook for next year is daunting. Based on another flat opening budget baseline, the

Service could be facing an opening budget gap in excess of £100m for 2023-24 and I am concerned about the toll this will have on services to communities. We are fast approaching a tipping point where the resilience of the Service will be tested to the limit.

I know I am not alone in raising these concerns and I would like to thank the Board for its efforts in lobbying for a more sustainable funding package and would ask that we all continue to do so in the months ahead.

In regards to the ongoing work of the Resource Allocation Meeting, chaired by Deputy Chief Constable Hamilton and Chief Operating Officer McCreedy, they have recently received proposals from all Departments on the reduction of police officers and staff. These will be evaluated against the need to deliver savings and the potential risks and impact on service delivery. Recent operational events have had an impact on this process. The Service Executive Team will consider the final proposals and engage and update the Board through the Resources Committee over the forthcoming months.

The Cost of Living Gold Group, also chaired by Deputy Chief Constable Hamilton and Chief Operating Officer McCreedy, has had its inaugural meeting and agreed Terms of Reference with the aim to limit the detrimental economic, financial and health impacts upon officers, staff and their families, with welfare and wellbeing being the fundamental principle. The Group will meet at regular intervals to discuss and identify any mitigations to support employees in these challenging times. We will provide regular communication and signposting on internal platforms to keep officers and staff informed.

# Our Performance

## Key performance data

Performance data provides the Board with an insight into key areas of business delivery and enhances our ability to influence improvements and account for our performance.

In-year performance data is now available<sup>2</sup>, a synopsis of which is presented below:

(6.8 per cent) on the previous 12 months

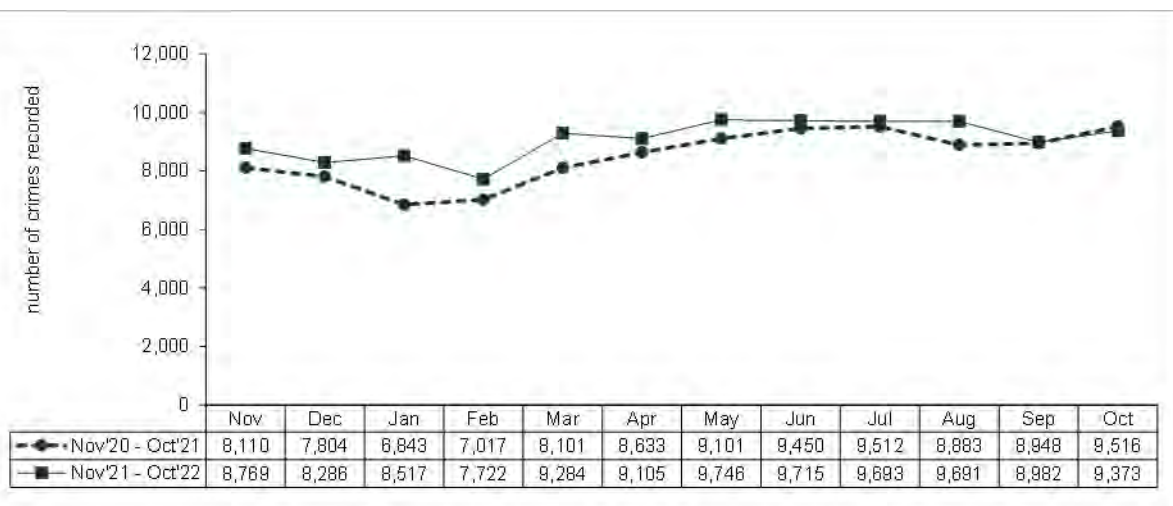
- There were 57 police recorded crimes per 1,000 population compared with 54 crimes in the previous 12 month period.
- Higher crime levels were seen in violence against the person, sexual offences, theft offences and possession of weapons offences.
- Lower crime levels were seen in robbery, burglary, criminal damage, drugs and public order offences.

## Recorded Crime<sup>1</sup>

In the 12 months from 1 November 2021 to 31 October 2022:

- There were 108,883 crimes recorded in Northern Ireland, an increase of 6,965

### Graph showing police recorded crime - November 2020 to October 2022



<sup>1</sup> The information in this section is extracted from our Official Statistics published reports. These are in-year provisional figures and may be subject to change.

<sup>2</sup> <https://www.psn.police.uk/about-us/our-publications-and-reports/official-statistics>

## Anti-Social Behaviour<sup>1</sup>

In the 12 months from 1 November 2021 to 31 October 2022:

- There were 49,205 anti-social behaviour incidents in Northern Ireland, a decrease of 16,062 (-24.6 per cent) on the previous 12 months. This is the lowest 12 month figure since the data series began in 2006/07.

## Domestic Abuse<sup>1</sup>

In the 12 months from 1 October 2021 to 30 September 2022:

- There were 33,108 domestic abuse incidents recorded by the police in Northern Ireland, an increase of 1,667 (5.3 per cent) on the previous 12 months.
- The number of domestic abuse crimes recorded by the police reached 22,288, an increase of 2,063 (10.2 per cent) on the previous 12 months and the highest 12 month period recorded since 2004/05.
- There were 17 domestic abuse incidents and 12 domestic abuse crimes per 1,000 population, compared with 17 domestic abuse incidents and 11 domestic abuse crimes recorded during the previous 12 months.
- All major offence types saw increases, except for criminal damage, breaches

of non-molestation orders and the 'all other offences' classification.

The Board will be aware of the ongoing work we are doing through the Violence Against Women and Girls Action Plan and the new Domestic Abuse and Stalking legislation to target and improve these performance figures.

## Hate Motivation<sup>1</sup>

In 12 months from 1 October 2021 to 30 September 2022:

- The number of incidents recorded rose across five of the six hate motivations (racist, homophobic, sectarian, disability and transphobic) when compared with the previous 12 months.
- The number of crimes recorded increased across four of the six motivations (racist, homophobic, sectarian, and disability) when compared with the previous 12 months. The number of crimes with a homophobic motivation, and the number of crimes with a disability motivation, both reached the highest 12 month level since the recording of these motivations began in 2004/05 and 2005/06 respectively.
- Incidents and crimes with a faith/religion motivation showed the only decrease, with 18 fewer incidents and 19 fewer crimes.



- Incidents with a sectarian motivation showed the largest increase (83) while the largest increase in the number of crimes recorded was for those with a homophobic motivation (74)

## Police Recorded Drug Seizures and Arrests<sup>1</sup>

### Drug Seizures

In the 12 months from 1 October 2021 to 30 September 2022<sup>3</sup>:

- There were 8,221 drug seizure incidents, a decrease of 729 (8.1 per cent) on the previous 12 months when 8,950 were recorded.
- There was a rise in the numbers of Class A, and a fall in the number of Class B and Class C seizure incidents.
- Cannabis (Class B) was the most commonly seized drug, followed by cocaine (Class A) and benzodiazepines (Class C).
- The trend in drug seizure incidents is similar to that seen for the number of drug offences recorded by police over the same time period.

### Drug related Arrests

In the 12 months from 1 October 2021 to 30 September 2022:

- There were 3,135 drug-related arrests, a decrease of 289 (8.4 per cent) when compared with the previous 12 months.

## Domestic Homicide Review

November saw the publication of two Domestic Homicide Reviews (DHR). These were conducted by an independent Domestic Homicide Review Panel and take place when it is considered there are opportunities for learning and improvement across services to better support families who are living with domestic abuse.

The publication of the first of these reviews identified a number of themes:

- Information sharing with partners.
- Better and more detailed thought enquired to Domestic Abuse, Stalking and Harassment and Honour-based violence completion.
- File quality i.e. consideration of evidence led investigations and the use of special measures where vulnerabilities are identified.
- The role of Multi-Agency Risk Assessment Conference.

We have already started work on the recommendations resulting from the DHR's, notably:

- Training 3,600 police officers and staff on the new protection from stalking legislation and 6,000 officers and staff on domestic abuse legislation, coercive control, impact and pathways to support.
- Online use of the Public Protection Notification to expedite the referrals to

3. Please note that as seizure incidents continue to be processed, this will lead to an increase in the number of drug seizures recorded since April 2022.

support and statutory agencies.

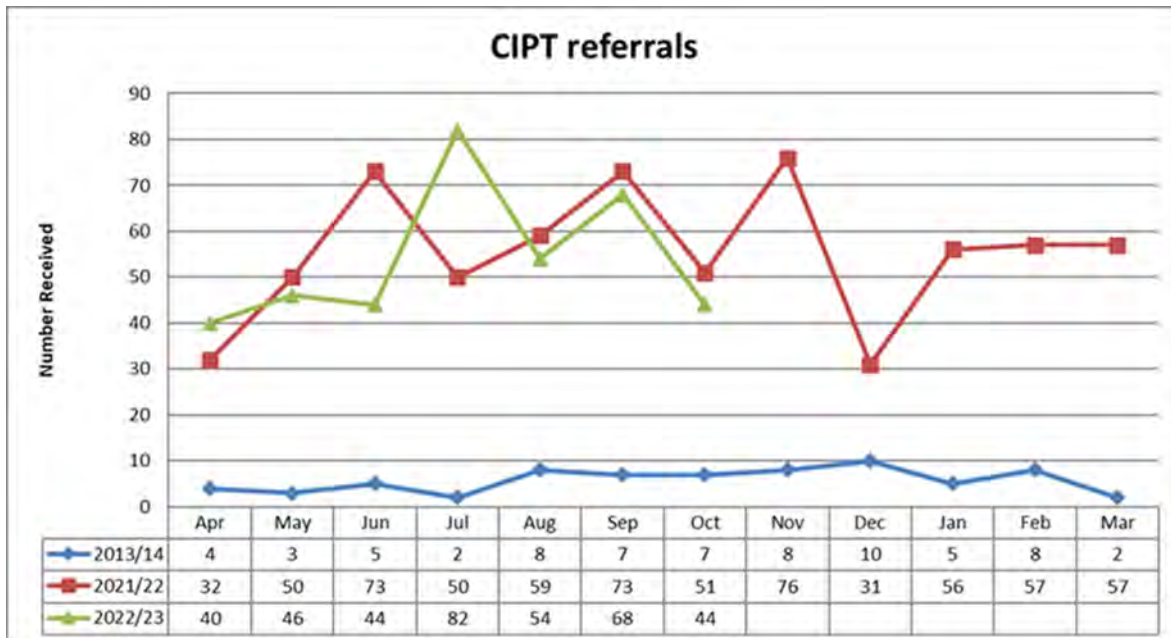
- Further Continuous Professional Development is planned to specifically focus on parent/child relationship.
- A review of Multi-Agency Risk Assessment Conference effectiveness – the terms of reference for which are currently being drafted to support this.
- Launch of our Violence Against Women and Girls action plan.
- A new Service Level Agreement is being created with the Public Prosecution Service for file standards in Domestic Abuse cases.
- Embedding of Domestic Abuse and Sexual Violence advocates into support hubs, alongside vulnerability inspectors and within the Rowan Centre.
- A review is ongoing of the Domestic Violence and Abuse Disclosure Scheme.

The full Executive Summary for the 'Ellen' and 'Amy' reviews can be found on the Department of Justice Website.

## Child Internet Protection Team

The Child Internet Protection Team (CIPT) are part of Public Protection Branch and lead our response in tackling online Child Sexual Abuse and Exploitation (CSAE).

Online Child Sexual Abuse and Exploitation continues to be a burgeoning area of demand for Policing. By way of example, in the **year** 2013 we received 69 referrals regarding indecent images of children (IIOC). Currently this is now averaging approximately 55 **per month**.



As a result, we have reviewed our internal structures to address a backlog that has arisen owing to the increased number of IIOC referrals.

Public Protection Branch continue to deal with all HIGH and VERY HIGH risk assessed referrals, with LOW and MEDIUM referrals now being taken forward by Criminal Investigation Branch in local areas.

Through this approach we hope to remove our backlog within the next year. We will also continue to work with partners across law enforcement globally and the Safeguarding Board Northern Ireland locally, to raise awareness of the need for online security, particular amongst our young people.

## Spit and Bite Guards

The Board will be aware of our decision to continue with the temporary deployment of Spit and Bite Guards by officers, prior to the completion and publication of an Equality Impact Assessment that was the subject of challenge by the Committee on the Administration of Justice (CAJ), Amnesty International Northern Ireland and Children’s Law Centre. We welcomed the outcome of the Equality Commission’s findings that we have met our statutory obligations.

## Professional Standards

Our Professional Standards Department continues to progress a significant number of investigations into officer conduct. Currently there are 52 officers suspended and 60 repositioned. Special Case Hearings continue to be used to expedite misconduct matters.

The Board have been working with the Police Service to identify areas for improvement and have recently published their “Review of PSNI Professional Standards”, making the following (summarised) recommendations:

- The Board will continue to review the current Code of Ethics.
- Invitation by the Board to the Department of Justice to review the current Misconduct Regulations with a view to introducing new legislation.
- The Board should invite the Department of Justice to consider what more can be done to address delay in the criminal justice system.
- The Police Service should report to the Board on the outcome of the internal review into the Professional Standards Department.
- The Police Service should review and update its policies in relation to whistleblowing, vetting, sexual misconduct and abuse of position for sexual purposes.
- The Police Service should ensure that appropriate policies and procedures are in place to communicate expected standards of behaviour for police staff and how behaviour falling short of that standard will be addressed.

We welcome the report and its recommendations provided and will be working with the Board to set delivery against

our action plan, some of which are already well underway.

## Firearms licence

In the September Accountability Report, we updated the Board following the outcome of a Firearms Training Licence Inspection by the College of Policing (CoP). This resulted in action being required across a number of work streams: common national standards; staffing levels; training material and records.

Since then, we have had ongoing engagement with CoP representatives and can report that we have effectively demonstrated progress in all areas and the recommendations highlighted, are being implemented. We have recently received positive assessment by the CoP, who will make a further formal re-inspection in March 2023, to measure our progress against the Action Plan.



## Sustainability Strategy

Inflationary rises in costs of services, materials and construction continue to limit the ability to deliver many required estates functions and key objectives of the Estate and Sustainability Strategies.

However, despite the economic position, many initiatives aligned to these strategies are well advanced. These include delivery of proposals within the South Armagh review, including initiation of the enabling works for disposal of Crossmaglen Police Station and Station frontage improvements to Newtownhamilton.

New Electric Vehicle Charging Points have been commissioned across the estate which will allow for the operationalisation of the new fleet of Ultra Low Emission and fully Electric Vehicles

We have been successful in retaining ‘Silver’ accreditation at the Business in the Community Environmental Benchmark

Awards in November 2022. This is a great achievement for an organisation with a large diverse estate portfolio and puts the service in the same category as many comparable public sector organisations with good sustainability performance.

# Outcome 1

## We Have a Safe Community

### Operation Relentless

The Police Service is responsible for locating persons who are wanted at various points in the criminal justice process and for a variety of reasons.

These wanted persons may potentially pose a risk of harm to victims and can frustrate the justice process. To mitigate the risk to victims and promote public confidence, we have introduced “Operation Relentless”, which is a dedicated program of work with the objective of providing improved oversight, governance and ultimately, performance in this important area of policing.

Through a combination of operational activity, improvements to the quality of information held, and embedding ownership and accountability in wanted person investigations we have reduced the number of wanted persons by 850, and executed 6,810 summons since April 2022. These numbers demonstrate the significant amount of proactive activity resulting in a positive outcome, over and above normal calls for service or community engagement.

### Operation Conexus

Operation Conexus is a fresh locality based initiative aimed at preventing the harm and trauma resulting from paramilitary activity in local communities. Op Conexus draws upon national learning and seeks to deliver early intervention and prevention approaches to tackle the influence and impact of paramilitaries.

Op Conexus is being piloted in Carrickfergus, Larne and Newtownabbey, the first stage of which has been to identify a baseline and develop a framework for action. The second stage has involved briefings and training for officers and staff, for example, the Carrickfergus Neighbourhood Policing Team, in conjunction with community group PAKT (Parents and Kids Together), are running a collaborative project to engage with local youths. This is supported by the services within the Multi Agency Safeguarding Hubs (MASH).

We believe this will help us understand the impact of and recruitment by paramilitary groups at a local level and look forward to evaluating and sustaining this initiative given the positive feedback received to date.

# Outcome 2

## We Have Confidence in Policing

### Crime and NCA update

We welcome the input from the Director General of the National Crime Agency at this month's Board meeting and the publication of his Quarter 2 report. It gives us an opportunity to showcase the work that goes on every day to tackle Serious and Organised Crime (SOC) within and outside of Northern Ireland and the importance of collaborative partnerships in doing so.

Serious and Organised Crime reflects criminality that is planned, co-ordinated and frequently targets the most vulnerable. Our Organised Crime Unit operates as a partner in the Organised Crime Task Force (OCTF), Joint Agency Task Force (JATF) and the Paramilitary Crime Task Force (PCTF) in the fight against serious and organised criminality.

Whilst the Police Service leads investigations into Serious and Organised Crime in Northern Ireland, we do so in collaboration with partners, including but not limited to,

- National Crime Agency (NCA)
- His Majesty's Revenue & Customs (HMRC)
- United Kingdom Border Force (UKBF)
- Home Office Immigration Enforcement (HOIE) and
- Department of Justice (DOJ)

The following tables provide an overview of the similar targeting of crime types and performance by both organisations:

Police Service of Northern Ireland, Serious and Organised Crime Types	National Crime Agency - Serious and Organised Crime areas
Paramilitary Related Criminality	Those that dominate communities and chase profits in the criminal marketplace
Drugs	
Criminal use of Firearms	
Child Sexual Abuse and Exploitation	Exploiting the vulnerable and organised immigration crime
Modern Slavery and Human Trafficking	
Cybercrime	Undermine the UK's economy, integrity, infrastructure
Fraud	
Money Laundering	

### Performance Summary for the Police Service (April-September 2022)

<b>Overall impact – Organised Crime Gangs</b>	<ul style="list-style-type: none"> <li>• 241 frustrated</li> <li>• 64 disrupted</li> <li>• 0 dismantled</li> </ul>
<b>Paramilitary Crime Task Force (PCTF) activity</b>	<ul style="list-style-type: none"> <li>• 37 arrests</li> <li>• 42 people charged/reported</li> <li>• 96 searches</li> <li>• 35 drugs seizures</li> </ul>
<b>Drugs</b>	<ul style="list-style-type: none"> <li>• £2,858,889 worth of drugs seized</li> </ul>
<b>Criminal Use of Firearms</b>	<ul style="list-style-type: none"> <li>• 18 shooting incidents</li> <li>• 7 firearms recovered by police</li> <li>• 874 rounds ammunition seized</li> </ul>
<b>Child Sexual Abuse and Exploitation</b>	<ul style="list-style-type: none"> <li>• 16 children no longer deemed at risk of Child Sexual Exploitation</li> <li>• 31 Persons of Concern currently identified</li> </ul>
<b>Modern Slavery &amp; Human Trafficking</b>	<ul style="list-style-type: none"> <li>• 292 National Referral Mechanism referrals received</li> <li>• Conducted 62 screening assessments</li> <li>• Conducted 19 safe guarding visits</li> </ul>
<b>Cybercrime</b>	<ul style="list-style-type: none"> <li>• 95 engagements with local victims of cybercrime (businesses and individuals)</li> <li>• Supported 62 online and in person engagement events aimed at increasing cyber awareness</li> </ul>
<b>Money Laundering</b>	<ul style="list-style-type: none"> <li>• 20 Cash Forfeitures totaling £266,7350.98</li> <li>• 56 cash seizures totaling £678,263.05</li> <li>• 1 account Freezing Order granted during this quarter</li> </ul>

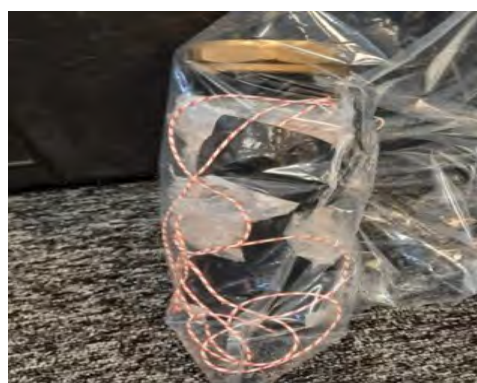


## Serious Crime

### Key Investigative updates

- Two men have been charged and remanded in custody in relation to the murder of Liam Christie.
- A man has been charged in relation to the manslaughter of Aaron Law. Aaron died following an assault outside licensed premises in Portglenone.
- A woman has been found guilty of the manslaughter of Darren McNally and will be sentenced at a later date. Darren McNally died from a stab wound following a domestic incident in Londonderry on 8 June 2020.
- A woman has pleaded guilty to the manslaughter of William 'Pat' McCormick. A man had already pleaded guilty to the murder. They will both be sentenced at a later date. William McCormick's body was recovered from a lake in Comber on 9 July 2019.

balacclavas and UVF flags and emblems were seized along with two vehicles. Four men were arrested and charged with a number of firearm and terrorism related offences.



## Organised crime

### Key Investigative updates

- The Paramilitary Crime Task Force (PCTF), supported by local police and criminal justice partners, carried out a significant operation into suspected paramilitary activity linked to the East Belfast UVF over a two day period. Eight firearms, a large quantity of assorted ammunition, three viable pipe bombs,



- Detectives from Organised Crime Branch supported by over 150 officers from across the Police Service and partners in An Garda Síochána, Home Office Immigration Enforcement, the National Crime Agency, carried out a significant operation into an organised crime group believed to have been involved in trafficking people throughout Ireland for sexual exploitation. This resulted in the arrest, charge and remand of two people.

Officers visited 27 brothels across the province to engage with potential victims of trafficking and offered support and protection to the victims. Most of the individuals encountered were from a number of different countries outside of Northern Ireland including Spain, Brazil, Portugal, Romania, Thailand and Kenya.

- As part of an investigation into a multi-million pound fraud and money laundering operation officers from the Economic Crime Unit carried out a search and arrest operation in the Belfast area on Monday 7 November. Investigators believe this money is derived from a range of criminal activity carried out by organised crime gangs and presently totals an excess of £3m.

# Outcome 3

## We Have Engaged and Supportive Communities

### Safe Transport Team

The Safe Transport Team, consisting of a small number of officers are funded entirely by Translink. We are delighted to report that due to the success of our partnership, Translink has confirmed they will again fund the team in 2023/2024.

The overarching objectives as a team are to:

- Tackle crime and anti-social behaviour on the transport network
- Engage and support local Neighbourhood and Local Policing to tackle local transport-related issues
- Build relationships with Translink staff

Examples of the outcomes of their work include<sup>4</sup> :

CONTRIBUTION TO STT PRIORITIES		
PRIORITY	OUR RESPONSE	
	No. of Patrols	669
	No. joint patrols (NPT/OSD)	19
	No. YDO/School referrals	3
	No. of alcohol seizures	29
	No. Engagement events	0
	No. Social Media Posts	44
	No. Offenders identified	98
ASSAULTS	High Visible Patrols at Transport Hubs/Services	564
	Staff Engagement	698
	No. of investigations conducted	1
	No. of Assault NICHE reviews	0
	No. of arrests	5
	No of Op Exposure	1
Events	No. Engagements with Translink prior to event	41
	No. Engagements with Ops Planning prior to event	10
	No. of events policed	18

<sup>4</sup> 17 June – 17 November 2022

## Key Events and Campaigns

November has been a busy month! Over and above business as usual, we have launched a number of campaigns on the run up to the Christmas period, all of which are aimed at keeping people safe.

<p><b>Road Safety Week</b> 14 – 20 November 22</p>	
<p><b>Operation Drive Insured</b> 21 – 27 November 22 National campaign targeting uninsured drivers using the road network.</p>	
<p><b>Operation Limit</b> 21 November – 02 January 23 National campaign targeting drink &amp; drug driving.</p>	
<p><b>Operation Season's Greetings</b> 24 November – 02 January 23</p>	<p><b>'Tis the Season To Stay Safe</b></p>

Our annual Christmas Seasons' Greetings Operation is underway. Branded as **'Tis the season to stay safe'**, the policing operation will be supported by an extensive communications campaign that will promote police activity to keep people safe during this period and provide crime prevention and safety advice.



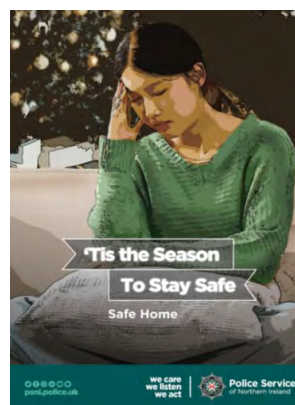
### Safe Shopping



### Safe Roads



### Safe Home



### Safe Socialising



# Our People, Your Service

## Police Public Bravery Awards 2022

Outstanding acts of bravery by the public were celebrated at The National Police Chiefs' Council (NPCC) annual Police Public Bravery Awards held in Sheffield on 28 November. The event was attended by Superintendent Mervyn Seffen, Assistant Chief Constable Chris Todd and Chair of the NI Policing Board, Doug Garrett, as well as gold medal recipients Bernard McDonald and Paul Shannon, who were nominated for their heroic actions at a house fire in Derrylin, Co. Fermanagh, in 2018.



*Doug Garrett, Paul Shannon, Bernard McDonald and ACC C.Todd were also nominated by Police Service of Northern Ireland also received awards.*

Four further members of the Northern Ireland public who were nominated by the Police Service also received awards ranging from recognition certificates to silver medals.

## Local Policing Survey

We recognise that effective employee engagement, welfare and wellbeing are always important but it is even more so, given the current challenges faced by policing and the impact on frontline officers and staff. In an effort to enhance our internal engagement ACC Bobby Singleton has commissioned a survey to establish the views and ideas of officers and staff in Local Policing Teams, visible leadership, and engagement.

Responses will help us understand how we can best support officers and staff in their roles and assist with developing a bespoke internal engagement plan for Local Policing.

## Problem Solving Champions



During November we had the pleasure of hosting Criminologist and Problem Solving expert, Sylvia Chenery who delivered training to a further 39 'Problem Solving Champions'.

This brings us to a total of 116 Champions for the organisation.

We also facilitated a multi-agency workshop for Mid and East Antrim District. This workshop saw partners, community representatives and police working together on problems being experienced locally. This has provided an important springboard to encourage a different, more collaborative way of solving problems.

We are keen to continue to develop and engage our Champions and Advocates and are in the early stages of planning for a Continued Professional Development Conference in April 2023. This conference will see keynote speakers present on the importance and effectiveness of problem solving.

# Forward Look

As we look towards the New Year and in the absence of a January Accountability meeting, the Police Service will inevitably continue to navigate a profoundly difficult budgetary landscape and continue at pace to manage the impact on our people and the public.

In the absence of agreement on the political impasse, we await a decision on whether a Northern Ireland election will be held. In the short term, we will also monitor the impact on policing and appropriately respond to the anticipated strike action across many of our public services during the Winter months. There are opportunities for discussion with public service partners on the impact of calls for service outside the remit of policing. We will also consider external practice, for example the work of Humberside Police and their scheme '*Right Care, Right Person*' that received positive comment during a recent HMICFRS report.

## Police Effectiveness, Efficiency and Legitimacy (PEEL) Inspection

The Police Service is making preparations for the forthcoming inspection, which is expected early in the New Year. His

Majesty's Inspectorate of Constabulary, Fire and Rescue Service (HMICFRS) has a statutory responsibility to undertake inspections of the Police Service.

In anticipation, a PEEL Inspection Planning Group has been established for ensuring preparations are completed in advance of the inspection. It is anticipated the amended Terms of Reference will consider:

- Vetting arrangements
- Strategic planning
- Vulnerability (including age vulnerability)
- Misogyny
- Crime recording

Age Vulnerability will be a joint inspection with the Criminal Justice Inspection Northern Ireland (CJINI) as part of a wider thematic inspection of the Criminal Justice System's approach to Vulnerable Older People in Northern Ireland.

[psni.police.uk](https://psni.police.uk)

