



**Police Service**  
of Northern Ireland

# Accountability Report

to Northern Ireland  
Policing Board

**Report Date:**

Covering Period of  
29 June 2023 to  
31 August 2023

Presented at Policing  
Board Meeting:  
7 September 2023



**we care  
we listen  
we act**

# Contents

|                                                          |    |
|----------------------------------------------------------|----|
| Finance and Resource Update                              | 3  |
| Operation Sanukite                                       | 4  |
| Our Performance                                          | 5  |
| Outcome 1: We have a Safe Community                      | 16 |
| Outcome 2: We have confidence in Policing                | 19 |
| Outcome 3: We have Engaged and Supportive<br>Communities | 21 |
| Our People, Your Service                                 | 22 |
| Forward look                                             | 24 |

# Finance and Resource Update

Our Resource Plan 2023/24 highlighted the severe financial challenges faced by the Service this year and estimated an unaddressed funding gap of £38m for the full year.

After a busy start to the year together with some further emerging pressures, the projected deficit for the year has increased to some £52.5m, as at the end of July. This reflects additional pay pressures of £5m following a police pay award of 7% in England & Wales, above the previous planning assumptions. In addition, pressures continue to rise on depreciation costs and a further £7m has been added. Finally, after incurring total costs of £5.2m for the visit of the President of the United States and the commemoration of the Belfast Good Friday Agreement, it has only been possible to recover funding of £2.7m from Treasury, leaving a residual £2.5m to be found.

Since the end of July, the Service has had to respond to the critical incident of a material data leak. The full financial consequences of this incident will take time to assess. However, significant organisational effort has been engaged in the response and there will inevitably be cost pressures both this year and in future years. In the interim, all related costs are being captured and will be regularly reported. Discussions are

ongoing with all key stakeholders to assess the impact and potential for financial assistance.

# Operation Sanukite

On 8 August 2023 the Police Service disclosed personnel records to the 'Whatdotheyknow.com' public website following a routine Freedom of Information (FOI) request.

The Information Commissioner's Office (ICO) were notified of the leak and are conducting an investigating into the matter.

Extensive welfare and reassurance work is ongoing to facilitate officers and staff raising any concerns in connection with the data leak and mechanisms are in place to manage and provide appropriate support. This includes a system of contact for those officers and staff who are currently absent from the workplace.

An Independent Review has been jointly commissioned by the Northern Ireland Policing Board and the Chief Constable into the circumstances surrounding the data leak. The Senior Responsible Officer (SRO) for the review is Assistant Commissioner Pete O'Doherty, NPCC Lead for Information Assurance.

Assistant Commissioner O'Doherty met with the Board on Tuesday 22 August, to consider the Terms of Reference and the review team commenced their work on Tuesday 29 August 2023.

The criminal investigation continues apace with the support of partner agencies. Two

arrests have been made to date. One individual has been bailed pending further enquiries and a second has been remanded into custody having been charged with possessing documents or records likely to be useful to terrorists and possession of articles for use in terrorism.

Chief Operating Officer McCreedy is leading our recovery, resilience and rebuilding response, with a view to improving our organisational resilience, preventing any recurrence and scoping out future risk and mitigations.

# Our Performance

The information in this section is extracted from our Official Statistics published reports. The full reports can all be accessed from the following link. <https://www.psnl.police.uk/about-us/our-publications-and-reports/official-statistics>. These are in-year provisional figures and may be subject to change.

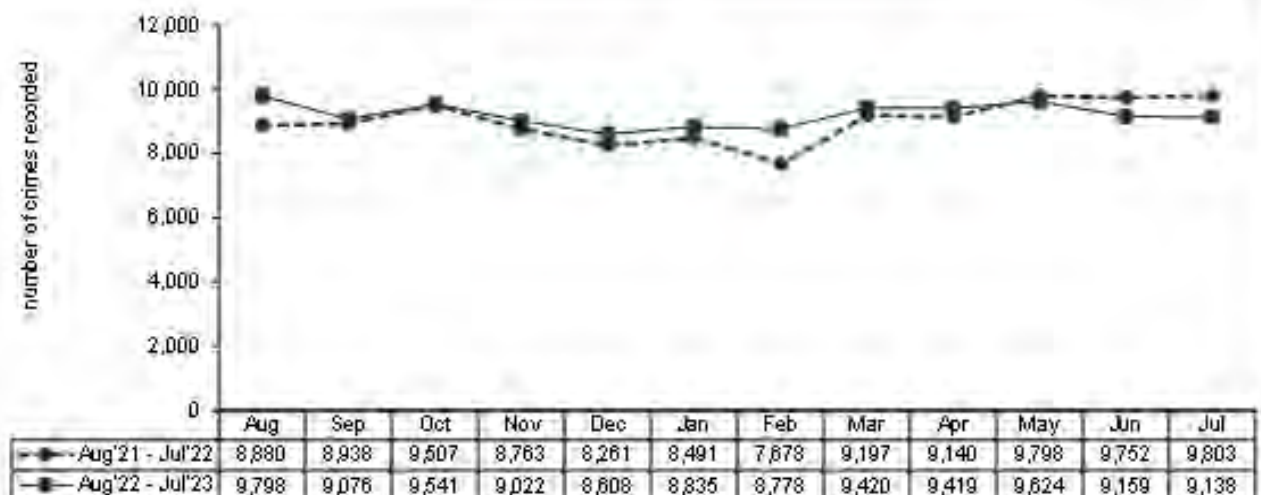
## Recorded Crime

In the 12 months from 1 August 2022 to 31 July 2023:

- There were 110,418 crimes recorded, an increase of 2,210 (2.0%) on the previous 12 months.

- There were 58 police recorded crimes per 1,000 population compared with 57 crimes in the previous 12 month period.
- Higher crime levels were seen in sexual offences, robbery, theft offences, drug offences, possession of weapons and miscellaneous crimes against society.
- Lower crime levels were seen in violence against the person, burglary, criminal damage and public order offences.

**Police Recorded Crime August 2021 to July 2023**



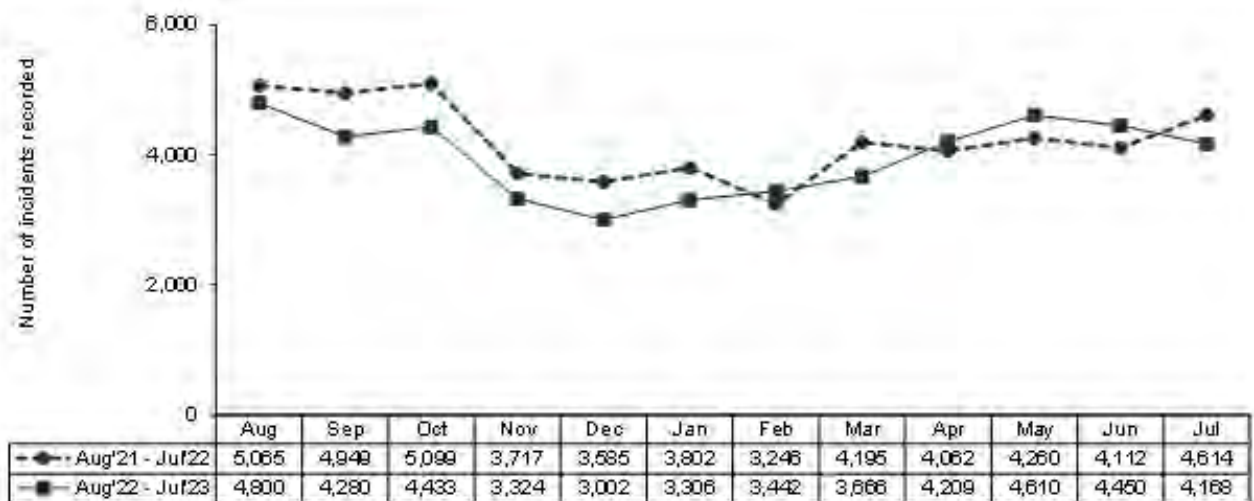
<sup>1</sup> Crime per 1,000 population based on mid-year population estimate of 1,904,564 for 2021, the latest mid-year estimate available at time of compilation. Mid-year population estimates are available from the NISRA website (opens in a new window).

## Anti-Social Behaviour (ASB)

In the 12 months from 1 August 2022 to 31 July 2023:

- There were 47,690 ASB incidents in Northern Ireland, a decrease of 3,016 (-5.9%) on the previous 12 months.
- The latest month (July 2023) was 282 incidents lower than June 2023. This is the first time since 2010 that July figures have been lower than those in June.

### Anti-social behaviour incidents recorded by the police August 2021 to July 2023



## Domestic Abuse

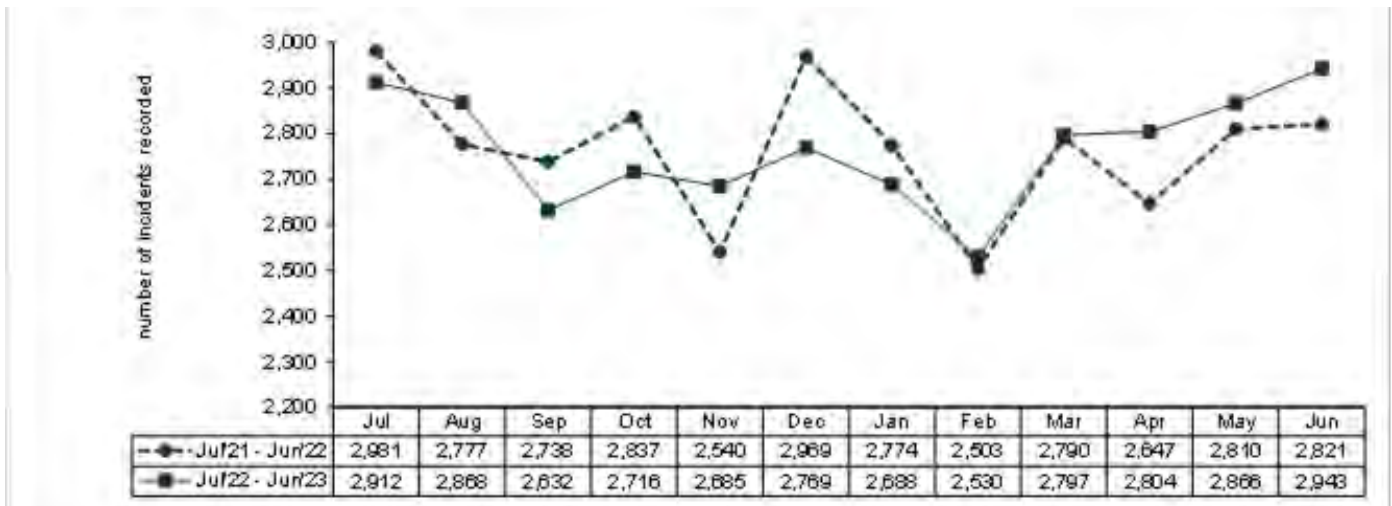
In the 12 months from 1 July 2022 to 30 June 2023:

- There were 33,210 domestic abuse incidents recorded, an increase of 23 (0.1%) on the previous 12 months.
- The number of domestic abuse crimes recorded by the police fell to 21,841, a decrease of 245 (-1.1%) on the previous 12 months.
- There were 17 domestic abuse incidents and 11 domestic abuse crimes per 1,000 population, compared with 17 and 12 respectively recorded during the previous 12 months.
- Violence against the person, criminal damage and 'all other offences' all fell, while there were increases in sexual offences, theft (including burglary) and breaches of non-molestation orders.
- The largest volume decrease in domestic abuse crimes was seen within violence against the person which fell by 299 (-1.7%).

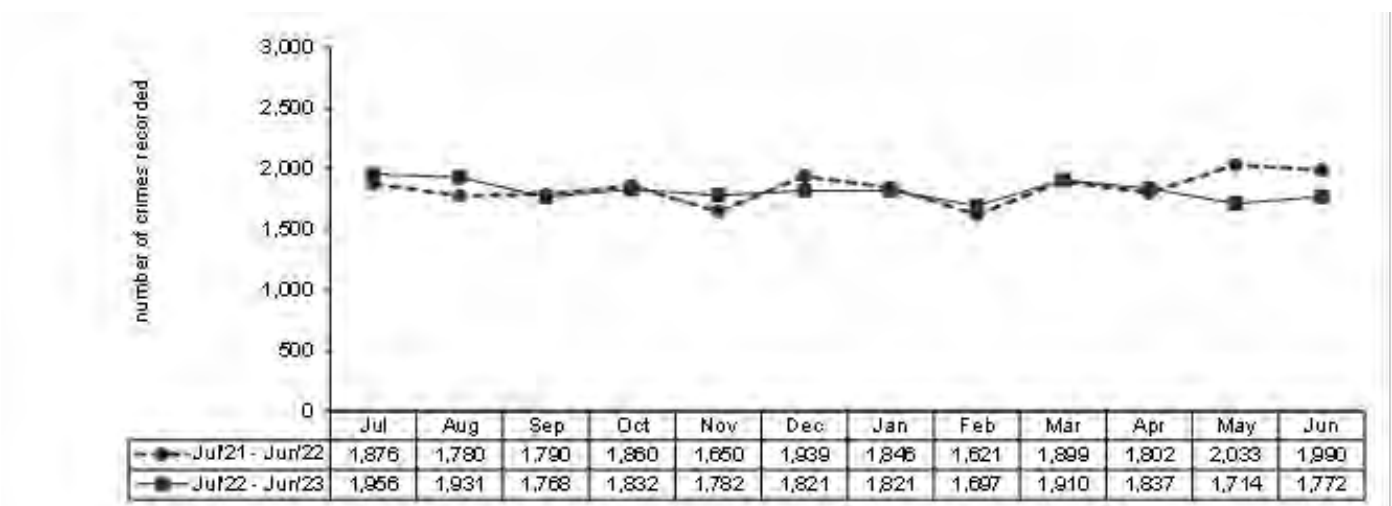
## Domestic Abuse Homicide

In the 12 months from 1 August 2022 to 31 July 2023 there were five homicides with a domestic abuse motivation recorded by the police, compared with nine recorded by the police in the previous 12 months<sup>2</sup>. Three of the victims were female and two were male, compared with five female and four male victims during the previous 12 months.

### Domestic abuse incidents recorded by the police July 2021 to June 2023:



### Domestic abuse crimes recorded by the police July 2021 to June 2023:



<sup>2</sup> Homicide consists of the offences of murder, manslaughter, infanticide and corporate manslaughter.

## Hate Motivation

In 12 months from 1 July 2022 to 30 June 2023:

- The number of incidents recorded fell across five of the six hate motivations (racist, sexual orientation, disability, faith/religion and transgender identity) when compared with the previous 12 months.
- The number of crimes recorded decreased across five of the six motivations (racist, sexual orientation, disability, faith/religion and transgender identity) when compared with the previous 12 months.
- Incidents and crimes with a sectarian motivation showed the only increases (135 more incidents and 139 more crimes).
- Incidents and crimes with a sexual orientation motivation showed the largest decrease, with 52 fewer incidents and 62 fewer crimes.

### Overall summary of hate motivated incidents and crimes

|                         | Incidents<br>Jul'21-Jun'22 | Incidents<br>Jul'22-Jun'23 | Incidents<br>Change | Crimes<br>Jul'21-Jun'22 | Crimes<br>Jul'22-Jun'23 | Crimes<br>Change |
|-------------------------|----------------------------|----------------------------|---------------------|-------------------------|-------------------------|------------------|
| Racist                  | 1,301                      | 1,267                      | -34                 | 897                     | 876                     | -21              |
| Sexual<br>Orientation   | 465                        | 413                        | -52                 | 333                     | 271                     | -62              |
| Sectarian               | 1,084                      | 1,219                      | 135                 | 774                     | 913                     | 139              |
| Disability              | 131                        | 122                        | -9                  | 106                     | 81                      | -25              |
| Faith/<br>Religion      | 66                         | 36                         | -30                 | 51                      | 24                      | -27              |
| Transgender<br>Identity | 74                         | 61                         | -13                 | 41                      | 40                      | -1               |



## Police Recorded Drug Seizures and Arrests

- The number of drug seizure incidents has increased each year since 2006/07, with the exception of a slight fall in 2016/17.

## Drug Seizures

In the 12 months from 1 July 2022 to 30 June 2023:

- There were 8,934 drug seizure incidents, an increase of 802 (9.9%) on the previous 12 months.
- There was a rise in the number of Class A, Class B and Class C seizure incidents.
- Cannabis (Class B) was the most commonly seized drug, followed by cocaine (Class A), benzodiazepines (Class C) and pregabalin (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. 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.

## Drug Related Arrests

In the 12 months from 1 July 2022 to 30 June 2023:

- There were 3,340 drug-related arrests, an increase of 318 (10.5%) when compared with the previous 12 months.
- The trend in drug-related arrests is similar to that seen for the number of drug seizure incidents and drug offences recorded by police over the same time period.

## Security Situation

In 12 months from 1 August 2022 to 31 July 2023

- There was 1 security related death, the same number as during the previous 12 months.
- There were 7 bombing incidents, compared to 4 during the previous 12 months and 33 shooting incidents, compared to 26.
- There were 29 casualties of paramilitary style assaults, compared to 32 in the previous 12 months. Belfast experienced the greatest number of assaults (12). All 29 casualties were aged 18 years or older.
- There were 12 casualties of paramilitary style shootings, compared to 10 during the previous 12 months. All 12 casualties were aged 18 years or older.
- There were 118 security related arrests under Section 41 of the Terrorism Act 2000, compared to 120 during the previous 12 months.
- 26 persons were subsequently charged, compared to 17 during the previous 12 months.

## Motoring Offences

In the 12 months from 1 July 2022 to 30 June 2023:

- There were 41,631 detections for motoring offences in Northern Ireland, which were dealt with by means of a fixed penalty notice, speed awareness course or referral for prosecution.
- This represented an increase of 1% on the 41,187 detections recorded in the previous 12 months, with a notable reduction in mobile phone offences (16%).
- Conversely, insurance offences increased by 11% over the year, making them the largest offence group recorded (7,310), which along with speeding (6,638) accounted for one-third of the total detections.
- The highest speed detected by officers in the latest 12 months was 140mph, on the M1, Craigavon

### Number of motoring offences by disposal type, 1 July 2021 – 30 June 2023

|                              | 1 <sup>st</sup> Jul 2021 –<br>30 <sup>th</sup> Jun 2022 | 1 <sup>st</sup> Jul 2022 –<br>30 <sup>th</sup> Jun 2023 | Change<br>over last<br>12 months | Percentage<br>change over<br>last 12 months |
|------------------------------|---------------------------------------------------------|---------------------------------------------------------|----------------------------------|---------------------------------------------|
| Endorsable Fixed Penalty     | 8,919                                                   | 9,732                                                   | 813                              | 9                                           |
| Non Endorsable Fixed Penalty | 4,640                                                   | 4,912                                                   | 272                              | 6                                           |
| Referred for Prosecution     | 26,802                                                  | 26,151                                                  | -651                             | -2                                          |
| Speed Awareness Course       | 826                                                     | 786                                                     | -40                              | -5                                          |
| Safer Driver Course          | 0                                                       | 50                                                      | 50                               | N/A                                         |
| <b>Total</b>                 | <b>41,187</b>                                           | <b>41,631</b>                                           | <b>444</b>                       | <b>1</b>                                    |

*Note: This presents the most recent motoring offence statistics based on figures that were extracted on 29th August 2023. Referred for prosecution figures from 1st January 2021 onwards remain provisional and therefore subject to amendment.*

## Police Recorded Injury Road Traffic Collisions (RTC) and Casualties

Between 1 January 2023 and 30 June 2023:

- There were 2,344 injury collisions recorded compared with 2,498 between January and June 2022 – a decrease of 154 collisions (6.2%).
- There were 35 fatalities, 387 people seriously injured and a further 3,199 people slightly injured. Overall, the number of casualties decreased by 3.3% year on year, although there were 17 additional fatalities between January and June 2023.
- The number of passengers, pedestrians and motorcyclists killed or seriously injured (KSI) decreased between January to June 2022 and January to June 2023, by 23, 11 and 4 KSI casualties respectively.
- Antrim and Newtownabbey District had the highest number of road deaths with 7 fatalities in the District, while Newry, Mourne and Down District recorded the highest number of serious injuries (49).
- Single vehicle collisions accounted for 14.3% of all collisions recorded during this period.
- The most common principal causation factors for KSI casualties during the reporting period were 'inattention or attention diverted' (63) and 'wrong course/position' (42).

### Most common principal causation factors of those killed or seriously injured (KSI) in road traffic collisions: January to June 2023.

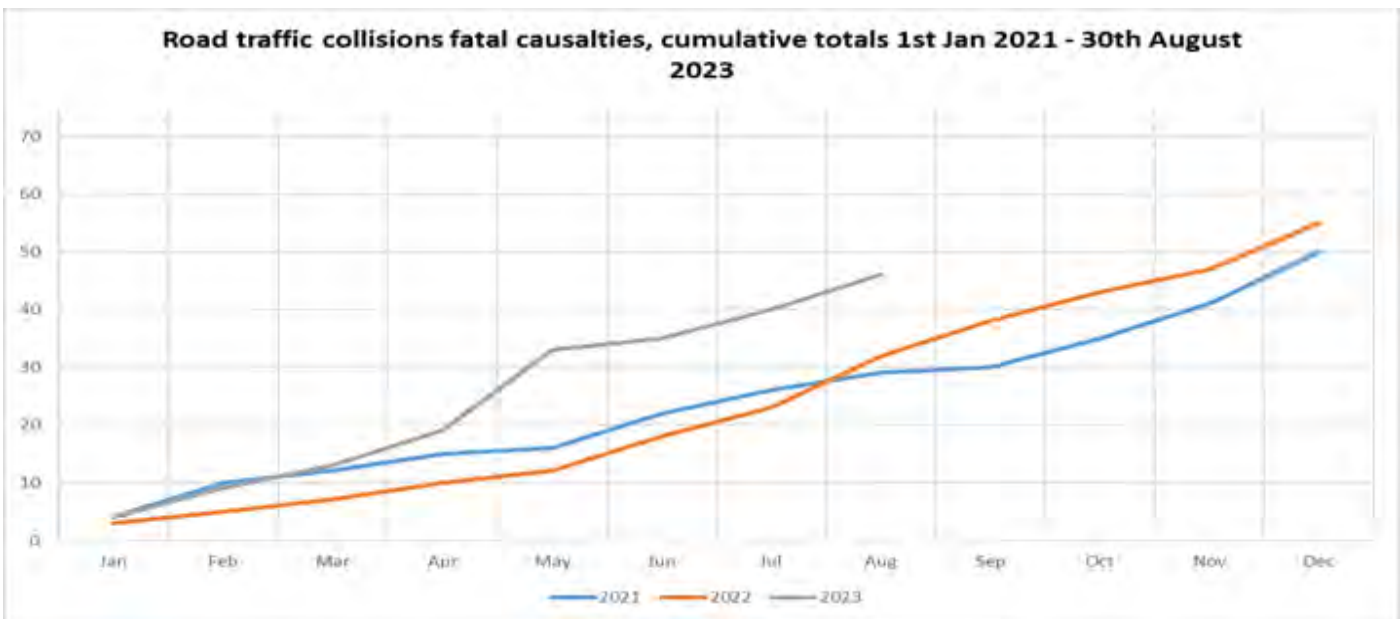
| Principal Factor                                | Total KSI casualties* |
|-------------------------------------------------|-----------------------|
| Inattention or attention diverted               | 63                    |
| Wrong course/position                           | 42                    |
| Impairment by drugs or alcohol - driver/rider   | 37                    |
| Turning right without care                      | 32                    |
| Overtaking on offside without care              | 26                    |
| Crossing or entering road junction without care | 24                    |
| Emerging from minor road without care           | 24                    |
| Excessive speed having regard to conditions     | 21                    |
| Heedless of traffic crossing carriageway        | 16                    |
| Using pedestrian crossing without care          | 8                     |

## Fatal Road Traffic Collisions

- There have been 46 RTC fatalities between 1 Jan 2023 and 30 August 2023, 14 of which occurred in May 2023. Current totals are 44% higher than the same period last year and an increase of 59% on 1 Jan to 30 August 2021.
- Antrim and Newtownabbey and Mid Ulster recorded the highest number of fatalities during the calendar year to date, with 8 in each District, while Derry City and Strabane reported the lowest levels with 1 fatality.

Road traffic collision fatal casualties, 1 Jan 2021 to 30 Aug 2023

|             | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Total | Year to 30th August |
|-------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|---------------------|
| <b>2021</b> | 4   | 6   | 2   | 3   | 1   | 6   | 4   | 3   | 1   | 5   | 6   | 9   | 50    | 29                  |
| <b>2022</b> | 3   | 2   | 2   | 3   | 2   | 6   | 5   | 9   | 6   | 5   | 4   | 8   | 55    | 32                  |
| <b>2023</b> | 4   | 5   | 4   | 6   | 14  | 2   | 5   | 6   | 0   | 0   | 0   | 0   | 46    | 46                  |



- During the calendar year to date, four fifths of RTC fatalities were male, a similar trend to previous years, while over 65 year olds accounted for 28% of deaths.
- The calendar year to date showed an increase in fatalities among pedestrians, drivers and motorcyclists compared to the same period in 2022.

### Road traffic collision fatal casualty breakdown, 1 Jan 2023 to 30 Aug 2023

|                                    | U16      | 16-24    | 25-64     | 65+       | Male      | Female   | Total     |
|------------------------------------|----------|----------|-----------|-----------|-----------|----------|-----------|
| <b>Pedestrian</b>                  | 2        | 3        | 5         | 3         | 11        | 2        | <b>13</b> |
| <b>Driver</b>                      | 0        | 1        | 10        | 4         | 13        | 2        | <b>15</b> |
| <b>Passenger</b>                   | 0        | 0        | 1         | 3         | 0         | 4        | <b>4</b>  |
| <b>Pedal Cyclist</b>               | 0        | 0        | 1         | 0         | 1         | 0        | <b>1</b>  |
| <b>Motorcyclist</b>                | 0        | 2        | 6         | 2         | 9         | 1        | <b>10</b> |
| <b>Pillion Passenger</b>           | 0        | 0        | 0         | 0         | 0         | 0        | <b>0</b>  |
| <b>Other road user<sup>1</sup></b> | 0        | 1        | 1         | 1         | 3         | 0        | <b>3</b>  |
| <b>Total</b>                       | <b>2</b> | <b>7</b> | <b>24</b> | <b>13</b> | <b>37</b> | <b>9</b> | <b>46</b> |

<sup>1</sup> Other road users include drivers/riders and passengers of 'other vehicles' (e.g. tractors, quad bikes, motorised wheelchairs, horse-drawn carriages etc).

Figures are provisional and subject to change.

- Fatal RTCs has been declared a strategic objective for the Police Service and Gold/Silver command structures have been implemented in an effort to reduce their frequency and number.
- Agreed at the Service Tactical Tasking and Coordination Group on the 07/08/23, a control strategy has been developed and will be implemented and embedded over the next 12 months.
- It contains PS.NIs and other Road Safety Stakeholders strategic and Tactical response to mitigating this risk.

## Service Management Statement

Our foundation year Service Management Statement (SMS) has now been completed. This is our first self-assessment of demand across the Service and represents a point in time assessment of the various demands impacting upon us. It is an important part of our strategic planning activities; the insights of which have been used by the Service Executive Team (SET) to inform the prioritisation of Service transformation areas in order to respond to the significant challenges currently being faced, as well as our Service strategic priorities.

The Executive Summary provides an overview of how we have managed our service delivery during 2022-23 in response to our demands and how we plan to improve in the future. Outputs from this foundation year have also included:

- The completion of a Service-wide data collection and validation exercise to identify issues of demand, capacity and capability, resulting in a greater understanding of these issues across the entire Service; and
- The subsequent production of demand profiles at individual Branch and thematic levels, which include a resourcing risk assessment, as well as supporting human resource and financial information.

We recognise that as a process our SMS will need to evolve over time and become

more embedded in our planning and service delivery activities. In the future we will need to improve our data literacy, as well as our analytical capability, and introduce greater peer review into our quality assurance processes.

The Board will continue be engaged on the ongoing use of SMS, the insights it provides and its links with strategic planning, resource allocation and Service transformation.

# Outcome 1

## We Have a Safe Community

### Crime Department

#### Organised Crime Branch

##### Investigation:

- On 9 August 2023, officers from Organised Crime Branch and Belfast Harbour Police arrested a male and seized a quantity of class B Controlled Drugs following a joint policing operation at Belfast Port.

Approximately 30kg of suspected herbal cannabis with an estimated street value of £585,000 was recovered.

The man was later charged to Court for the offence of possession of Class B Controlled Drugs with intent to supply.



- Suspected Herbal Cannabis

- On 18 August 2023, detectives from Organised Crime Branch along with partners from UK Border Force carried out a vehicle stop-and-search operation in the Larne Harbour area.

During the search of a vehicle, a large quantity of suspected cocaine with an estimated street value of £1m was recovered. A male was arrested at the scene and was later charged to appear at Court for the offence of possession of Class A Controlled Drugs with intent to supply.

##### Sentencing:

- A male pleaded guilty to the murder of Katrina Rainey and was sentenced to 18 years imprisonment.
- Two males have been sentenced to 4 months and 3 months imprisonment respectively in relation to Section 13 TACT offences. This related to the painting of a Christmas mural depicting a snowman with his finger on a detonator switch on the window at Saoradh Offices, Londonderry in November 2022. This occurred a week after the attempted murder of Police in Strabane on 17 November 2022



## Non-Fatal Strangulation

On 26 June 2023 new legislation came into force across Northern Ireland which created a standalone offence of non-fatal strangulation. This filled a legislative gap which remained when considering the previous choking with intent to commit an indictable offence which required evidence to prove that the choking/strangulation/asphyxiation was undertaken to commit a further offence rather than recognising the offence in its own right.

Due to the previous legislative challenges this offence was rarely prosecuted, and has led to an average of one conviction per year.

There have been 80 offences of non-fatal strangulation recorded between the introduction of the legislation and 31 July 2023, 27 of which have since resulted in a sanction outcome. It should be noted that these figures are provisional and will be subject to change, and that further sanction outcomes may result from ongoing investigations.

It is recognised that the majority of cases where non-fatal strangulation is present will have a domestic motivation, however, there have been four charges to date where there is no obvious domestic motivation and incidents are linked with night-time economy events/assaults on police.

## Operation Insoul

During July 2023, detectives from the Modern Slavery and Human Trafficking Unit, carried out a significant policing operation into an Organised Crime Group involved in the exploitation of females in Northern Ireland.

The operation, conducted jointly with Romanian authorities, focused on the activities of a group suspected of trafficking young Romanian women throughout Northern Ireland for the purpose of sexual exploitation. Officers from Organised Crime Branch, assisted by colleagues from the Tactical Support Group and Neighbourhood Policing Teams, carried out searches and arrested three people in the Greater Belfast and Newtownabbey area.

Two males and a female were arrested on suspicion of offences including Human Trafficking for Sexual Exploitation, Controlling Prostitution for Gain, Brothel Keeping, Paying for a Sexual Service and Money Laundering. All three were later charged to appear at Court where they were remanded into custody.

It is suspected that this Organised Crime Group was involved in enticing young Romanian women to travel to Northern Ireland, with the false promise of lawful employment in a commercial setting. The grim reality is that, upon arrival, they were

forced into prostitution and exploited. So far, six victims have been identified, some of whom are already engaging with the Police Service and receiving support. The victims linked to this investigation, who all come from one area in Romania, had previously experienced some form of hardship, such as adverse childhood experiences and physical abuse.

In order to tackle this criminality, our Modern Slavery and Human Trafficking Unit and colleagues from the Romanian authorities formed a Joint Investigation Team, facilitated and supported by Eurojust.

# Outcome 2

## We Have Confidence in Policing

### Parades, Bonfires and Internment Events

Throughout the summer our officers have engaged positively with local communities, partner agencies and parade organisers to maintain public safety at a wide range of bonfires, parades and internment events. This collaborative approach, one with significant investment in building relationships, planning and engagement and the continued use of our “no surprises” ethos when dealing with parading issues, has culminated in a summer largely free of serious public disorder and unrest.

Unfortunately there were a number of localised incidents and arrests that are subject to ongoing investigation. We are currently reviewing 91 reports of Hate Crimes and Hate Incidents, mainly associated with bonfires. This is an operational total and may be subject to change as investigative lines of enquiry progress and we continue to receive reports post event.

### Pride

Commencing in June, Annual Pride events have taken place in a number of locations across Northern Ireland. There have been associated protests in some locations, which have, in the main, passed off without incident.

The Pride parade in Belfast continues to be the City’s largest cross community event, drawing over 70,000 people from all sections of society. It was hailed as a great success, however, there were a small number of incidents associated with protests in the form of proselytism against the parade by Street Pastors. There have been some concerns with the perceived handling of this activity by the Police Service. We have written to the Office of the Police Ombudsman in respect of these concerns and have conducted an immediate review of our policy and practice in respect of them, resulting in revised, interim, guidance for our officers.

We have received positive feedback from the community in respect of the review and our proposed approach to these issues. Further engagement is planned before this revised guidance is fully adopted.

Since the last Board meeting we made the decision not to allow police officers to participate in the Belfast Pride parade in Uniform.

Our broader participation in Belfast Pride and other Pride events continues to be an important element of our outreach and engagement highlighting the valuable role that LGBTQIA+ officers and staff play in our service, that we are an employer and Service for all, and that Hate Crime in whatever form is wrong.

We have subsequently met with representatives from the LGBTQIA+ community and set out the rationale for our decision and its timing. Policing Board members were present at this session.

Engagement continues both externally and internally on this issue.

# Outcome 3

## We Have Engaged and Supportive Communities

### Summer Safety 2023 Campaign



Our '#Safer Summer Together' campaign launched on 22 June 2023, encouraging members of the public to have an enjoyable summer whilst being mindful and alert to a number of safety issues. Running on social media throughout the summer the campaign sought to educate the public on a range of issues such as staying safe on nights out, home security, scams and safety on our roads. There was also a focus on anti-social behaviour.

To date the campaign generated a reach of 1.2m just on Facebook and Instagram, using a range of content including showcasing examples of local policing teams tackling anti-social behaviours such as graffiti in Belfast and beaches in Ards and North Down. Social media has been central to engaging the audience and helped generate over 700 visits to the campaign webpage, which encourages users to learn more and report anti-social behaviour along with practical crime

prevention messages specific to the summer time.

### National Police Social Media Survey 2023

We are taking part in this year's National Police Social Media Survey commissioned by National Police Chiefs' Council (NPCC). The survey runs from 27 July until 8 September 2023.

National surveys allow us to track our progress and benchmark our performance, particularly around perceptions and experience of police managed social media and perceived responsiveness to crime and incident reporting. The last survey ran in 2021 with over 29,000 responses across the UK.

This year we are encouraging as many people as possible to complete the survey, including both our existing followers and those people who don't. We are interested to learn more about what people think of our social media and how we can improve.

To complete the survey go to [www.policeuksurvey.com/socialmedia2023](http://www.policeuksurvey.com/socialmedia2023)

# Our People, Your Service

## Attendance Management

As a Service we take our responsibility for the health and welfare of our officers and staff extremely seriously to ensure we provide them with the support they need to carry out their duties safely and effectively. The health and wellbeing of our officers and staff is a priority. It is for this reason that valuing health and

wellbeing is a key pillar of our People Strategy.

Policing often involves exposure to traumatic incidents and the investigation of serious offences committed on those most vulnerable in society. The impact of this is reflected within our sickness and absence records.

The following tables provide a high level overview of sickness absence:

| <b><u>POLICE OFFICERS</u></b>                | <b>July 2022</b> | <b>January 2023</b> | <b>July 2023</b> |
|----------------------------------------------|------------------|---------------------|------------------|
| Projected AWDL                               | 18.11            | 16.78               | 20.69            |
| Average Sick Per Day                         | 540              | 519                 | 551              |
| Abstraction Rate                             | 8%               | 8%                  | 8%               |
| Personnel NOT Sick                           | 63%              | 40%                 | 50%              |
| Number of Psychological Sickness Occurrences | 380 occurrences  | 743 occurrences     | 489 occurrences  |

| <b><u>POLICE STAFF</u></b>                   | <b>July 2022</b> | <b>January 2023</b> | <b>July 2023</b> |
|----------------------------------------------|------------------|---------------------|------------------|
| Projected AWDL                               | 11.65            | 11.58               | 11.62            |
| Average Sick Per Day                         | 137              | 140                 | 125              |
| Abstraction Rate                             | 5%               | 5%                  | 5%               |
| Personnel NOT Sick                           | 71%              | 73%                 | 80%              |
| Number of Psychological Sickness Occurrences | 97 occurrences   | 196 occurrences     | 100 occurrences  |

In order to maximize officer and staff availability and wellbeing we have invested heavily in our corporate offering, notably our Occupational Health and Wellbeing Department (OHW). Our OHW department is made up of a multi-disciplinary team of healthcare professionals, including counsellors and nurses, who are committed to supporting the health of the workforce and ensuring individuals have access to services they need.

We have a range of targeted and tiered intervention and services; these include a regional network of accredited Post Incident Peer Support Officers, accredited wellbeing volunteers, counselling, low and high intensity psychotherapies and intensive trauma treatments. These are as important as our preventative actions, which include developing a trauma informed workforce and equipping our workforce with a wellbeing and trauma resilience plan alongside education and access to self-help materials and tools through our wellbeing libraries.

The Mental Health Service (MHS), a sub-branch within OHW, is supporting the organisation to maintain the psychological health and resilience of all officers and staff. The service is expanding both proactive and rehabilitative functions with the aim of assisting individuals when they have been psychologically injured as a direct result of their job. We have also expanded our peer-led early interventions

to mitigate the risks of psychological injury, at the earliest possible stage following exposure to traumatic incidents.

For those in identified high risk specialist posts, we are exploring our capacity to screen and monitor their psychological health and provide early interventions for those suffering as a direct result of chronic and cumulative exposure to inherent stressors. Consequently, we are embarking on a small pilot of psychological screening for roles that we have identified as high risk.

We also recognise, from industry leading research, academia and employee engagement, that physical health and wellbeing can aid with improving mental wellbeing and resilience. As such, our OHW Department has developed 'Watch Your Wellbeing' initiatives that focus on supporting our Officers and staff in weight management, active lifestyles, back care, fitness, food and nutrition.

# Forward look

## Safe Access Zones

The Abortion Services (Safe Access Zones) Bill, as passed by the Northern Ireland Assembly in March 2022, came into effect on Monday 8 May 2023. This legislation seeks to balance the right to peaceful protest with the rights of those wishing to access these services safely.

A Safe Access Zone is an area identified and clearly marked by the Department of Health at a protected premises - within 100m from the designated premises, with an option to extend up to 250m, where appropriate.

Currently there are no designated Safe Access Zones in Northern Ireland meaning the legislation is not yet enforceable.

We have engaged with the Department of Health in preparation for the introduction of these zones across Northern Ireland, (anticipated for September), and our policing approach will be based on the 'Four Es' of engage, explain, encourage and enforce if required.

## Student Safety Campaign

Our Student Safety campaign will launch in September to encourage safe and respectful behaviour and provide an opportunity for students to learn more about local police. Through social media, the campaign

will look to engage with new and returning students, offering a range of crime prevention messaging such as protecting personal property and planning safe nights out. The activity will also help students to get to know their local police team with information provided on how to get in touch and ways to report a crime. Officers will also be visible and accessible in the local community and at student events, reinforcing the campaign messages.

## Future Campaigns

Other planned campaigns include Roads (Fatal 5) and Rural Crime Week and looking further into October, there will be a focus on Hate Crime Awareness and Halloween.

All campaigns will see creative visuals and guidance and information targeted on social channels, as well as video and traditional media strategies where appropriate. Collaborative working with partners will occur where possible and signposting to the Police Service of Northern Ireland website will take place for each campaign.



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