



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

Chief Constable's Forum		
Notes of Meeting		
<b>Date</b>	Monday 16 <sup>th</sup> June 2008	
<b>Time</b>	10.15 am to 12.20 pm	
<b>Location</b>	Conference Room, Brooklyn	
<b>Chairperson</b>	Chief Constable – H Orde	
<b>Members</b>	Deputy Chief Constable	P Leighton
	ACC Crime Operations	P Sheridan
	ACC Crime Support	A Finlay
	ACC Rural Region	C/Supt G O'Callaghan
	ACC Urban Region	D McCausland
	ACC Operational Support	J Tully
	ACC Criminal Justice	D Harris
	Director of Media & PR	L Young
	Director of Finance & Support Services	D Best
	Director of Human Resources	M Cox
	Legal Adviser	R Roche
	Command Secretariat	C/Insp M Larmour
<b>Apologies</b>	ACC Rural Region	J Gillespie
	ACC Operational Support	R Toner
	Director of Human Resources	J Stewart
	Legal Adviser	D Scott
<b>Also in Attendance</b>	Analysis Centre	Principal
	Human Resources	Deputy Principal
	Corporate Risk Register	Inspector P Magowan
		C/Supt B Maguire
	Public Affairs	Deputy Principal
<b>Note Takers</b>	Command Secretariat	Executive Officer

Insert ref. Number*	Insert text*
<b>46/08</b>	<p><b>Notes of Previous Meeting</b></p> <p>The notes of the previous meeting were agreed.</p>
<b>47/08</b>	<p><b>Actions Arising from the previous meeting</b></p> <p><b>Notes of previous meeting:</b></p> <p><b>34/08 New Police Museum</b> Note taker to reword the opening paragraph - Completed</p> <p><b>35/08 Corporate Risk Register</b> Note taker to change 'quantified' to 'estimated' – Completed</p> <p><b>42/08 TASER</b> Protocols for referral to the Police Ombudsman to be discussed and agreed with OPONI – Going to NIPB this week</p> <p>Inform NIPB pilot status ends 23 June 2008 - Going to NIPB this week</p> <p><b>43/08 Corporate Risk Register</b> CCF 03 – to be monitored in light of recent events - Ongoing CCF 07 – to be reviewed at the end of the first quarter – Ongoing</p> <p><b>45/08 Assistant Chief Constable Duty Officer – Weekend Cover</b> Head of Command Secretariat to create weekend duty roster – to commence 1 July 2008 - Sorted</p> <p>Command Secretariat to advise the service of the ACC weekend duty officer and contacts at 3pm Friday - Sorted</p> <p>Command Secretariat to provide ACC duty officer with an information pack updating threats and a list of call-out numbers for departments for that weekend - Sorted</p>
<b>ACTIONS</b>	<p><b>42/08 - Protocols for referral to the Police Ombudsman to be discussed and agreed with OPONI</b></p> <p><b>Inform NIPB pilot status ends 23 June 2008</b></p>
<b>49/08</b>	<p><b>OPEN SESSION</b></p> <p><b>PSNI Performance Management &amp; Development System</b></p>

	<p><b>Policy Directive</b></p> <p>Implementation of the Performance Management System depends on how it is locally operated and it comes down to the relationship between the reporter and reportee.</p> <p>The need to create a greater awareness of performance management was emphasised and this policy covers both police and support staff using the same rating and structure. The aim is to make staff APRs available on computer.</p> <p>The principles of the policy are to encourage individual ownership of performance led by the line manager. There is also a framework to challenge underperformance. As a general guide 80% of staff should fall into the Box mark 3 category with a total of 10% achieving Box mark 1 or 2 and the remaining Box marks 4 or 5.</p> <p>For example - A constable discusses objectives with their sergeant and then enters their own objectives, which are managed by the sergeant. Mr Cox explained there is no right answer as to when objectives are set. A dialogue would be expected at the start and throughout the year. This new approach should be easier to manage and should be linked with the Policing Plan year.</p> <p>The meeting was informed support staff receive a bonus dependent upon their Box mark and it is linked to the CRTP payment for police for use only up to Superintendent level.</p> <p>The meeting approved the policy.</p>
<p><b>ACTIONS</b></p>	<p><b>Add to the policy that ratings will be compared against performance - HR</b></p>
<p><b>50/08</b></p>	<p><b>OPEN SESSION</b></p> <p><b>Business Crime Strategy</b></p> <p>The Deputy Chief Constable stated we are required by the Policing Plan to develop a strategy to deal with business crime.</p> <p>Inspector Magowan gave a presentation detailing why this was required and how the strategy was formed. The aim of the policy is to improve the co-ordination and communication of PSNI's response to crimes impacting on the business community.</p>

	<p>KPMG conducted a business crime survey on behalf of NIPB. The findings showed 68% of respondents had not been a victim of crime, non-reporting of crimes was due to the belief that it would not make any difference though 85% had reported crime to PSNI and 38% of respondents felt that PSNI did not keep them informed of developments in crimes they had reported.</p> <p>The Chief Constable enquired if NIPB has seen this policy. NIPB had been sent a draft of the policy in January 2008. ACC Crime Operations suggested it would be useful to look at organised crime assessments. Inspector Magowan thought threats against staff should be considered. The Deputy Chief Constable stated paramilitary influence is a grey crime and business crime is more anti-social and criminal damage orientated. ACC Criminal Justice thought the fact that 85% of crime is reported is very positive. The Deputy Chief Constable stated the early driver was the FSB survey and we have now got a better picture through liaising with businesses. Inspector Magowan informed the meeting this is not the final report and he stated BAF should not be chaired by PSNI.</p> <p>The policy was approved.</p>
<p><b>ACTION</b></p>	<p><b>Media and PR to assist to deliver on the Communications Plan to support the Business Crime Strategy.</b></p>
<p><b>52/08</b></p>	<p><b>OPEN SESSION</b></p> <p><b>Partnership Working</b></p> <p>ACC Criminal Justice informed the meeting this policy was written based on the Best Value Review of Partnerships. The aim was to produce a document setting out an “ABC” guide to Partnership working. This should give Chief Officers a practical guide as to what to expect from partnerships and when to leave a partnership.</p> <p>The important elements of partnership working such as financial management, performance management and PACT guide number 9 are contained in the Appendices. This policy is aimed at Neighbourhood Policing Officers and to ensure compliance with the Best Value Review.</p> <p>The Chief Constable asked if the PACT guide had been tested. ACC Criminal Justice stated the Policing in the Community team in Banbridge had tested this via a District Roadshow and there was positive feedback. The Chief</p>

	<p>Constable enquired if the Roadshow would be going round all Districts. ACC Criminal Justice stated work is ongoing with the Roadshow and partnership working needs to be included in the training regime to encourage officers to engage more in this.</p> <p>ACC Criminal Justice stated partnerships could be inappropriate but active evaluation should avoid this. The Chief Constable stated the overall policy looks good. ACC Criminal Justice informed the meeting there are a lot of partnerships involved with Headquarters but he could not comment on the number of partnerships in the Districts.</p> <p>The Chief Constable approved the policy</p>
<p><b>ACTIONS</b></p>	<p><b>All income generation details to be passed to Mr Best to be entered on the database.</b></p> <p><b>Neighbour Officers to be trained on Partnership Working and Strategy.</b></p>
<p><b>53/08</b></p>	<p><b>OPEN SESSION</b></p> <p><b>Ratification of Financial Statements</b></p> <p>The Director of Finance and Support Services informed the meeting that since Mr Peter Robinson had issued his statement about underpaid staff there was still no agreement with the Trade Unions and we cannot do anything until this is resolved. Mr Cox stated that staff expectations of a pay rise have been raised. There will be implications for us but we will not know until we get further clarity. The Chief Constable asked if he was to sign the accounts. He was advised not to do so until the issue was resolved by the Director of Finance and Support Services who stated the Audit Office is aware of this and the NIO accounts are on hold as well. This paper is just for ratification. The Chief Constable enquired if he should write a letter to the NIO expressing concern. The Director of Finance and Support Services stated he would draft a letter for the Chief Constable to sign. The Chief Constable stated he was confident to ratify the accounts.</p>
<p><b>ACTION</b></p>	<p><b>The Director of Finance and Support Services to draft a letter to the NIO for the Chief Constable.</b></p>
<p><b>54/08</b></p>	<p><b>OPEN SESSION</b></p> <p><b>Corporate Risk Register</b></p>

	<p>The meeting was advised that CCF 02 (<i>There is a risk that we will unable to correctly investigate serious crime resulting from loss of specific skills due to the impact of severance</i>) was out of date. Appointments and Postings is working with the Heads of HR on this looking at succession planning and identifying skills gaps. The Chief Constable asked if this is a continuing risk. Mr Cox replied we will be losing skills every year until the end of the severance programme and new skills have been built up. He stated long term succession planning would be continuous. The terms need revision to give a more accurate picture. ACC Crime Operations stated we need to write to the NIPB outlining current progress.</p> <p>Inspector Magowan was asked to re-assess CCF03 (Terrorist Attack) for the next meeting.</p>
<p><b>ACTION</b></p>	<p><b>CCF 03 (Terrorist Attack) – to be re-assessed for the next meeting</b></p> <p><b>CCF 02 (Crime investigations) – HR are to provide an update at the next meeting</b></p> <p><b>CCF 06 &amp; CCF 08 (Public Enquiries) – ACC Crime Support to update next month</b></p>
<p><b>55/08</b></p>	<p><b>OPEN SESSION</b></p> <p><b>Corporate Expenditure Report</b></p> <p>The Director of Finance and Support Services presented the report indicating that pay budgets were under spent by £1.6m against a £85.8m budget after two months. Police overtime was overspent by £0.256m against a budget of £6.2m.</p> <p>Corporate budgets were under spent by £1.8m against a budget of £21.6m after two months. Other resource costs were under spent by £3m against a £40.2m budget after two months, mainly as a result of an under spend on police pension costs (£4.3m), with a pressure of £1.8m against compensation and legal costs. Patten Non Severance revenue costs were overspent by £0.066m against a budget of £2.2m.</p> <p>Overall after two months, Net Revenue DEL expenditure was under spent by £5.9m against a budget of £140.9m. Net capital was under spent by £5.9m against a budget of £140.9m. Net capital was under spent by £1.1m against a</p>

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	budget of £5m. At this point in time projected year-end out-turn was close to budget, after adjusting for the easement on pension costs, which are a ring-fenced budget line.
	The meeting terminated at 12.20 pm.