

Title of Policy	Aim of Policy	Screening complete	Screening Decision	Summary of Screening Findings	Date screening outcome approved	Policy Review Cycle
Health Patrol with P&HE	The aim of this Service Instruction is to ensure Police Officers are physically competent to carry out their specific role.	Complete	Screened-out with adjustments	The PSNI's Physical Competence Assessment (PCA) was initially developed in the early 1990s and since then has been regularly reviewed in order to ensure that the assessment procedure is an accurate reflection of genuine operational requirements or in the words of the justification clause included in the anti-discrimination statute definition of indirect discrimination is "a proportionate means of achieving a legitimate aim."	01/09/2016	
Support Services Contract	To determine whether to extend the existing Support Services contract with Noonan or to re-tender.	Complete	Screened-out with adjustments	Current composition of the Noonan employees deployed to the PSNI contract is as follows: Gender – 19.20% Female, Community Background – 12.64% Roman Catholic This has increased from 17.33% Female and 11.89% Roman Catholic as at 01.04.2015. Recent recruitment data has shown a positive success rate for Female and Roman Catholic applicants: Female Applicant Pool 50.55% - Female Appointee Rate 50% Roman Catholic Applicant Pool 31.87% - Roman Catholic Appointee Rate – 46.15% As a private company, Noonan are only required by the Equality Commission NI to monitor employees and applicants by gender and community background and as such, do not hold data in respect of the other Section 75 characteristics.	20/07/16	
Implementation of revised Shift pattern for Murder Investigation Teams (MIT)	The aim of the decision is to improve service delivery and strategically alignment with both internal and external stakeholders and to improve operational capability and maximise customer effectiveness.	Complete	Screened Out	This policy has the opportunity to promote good relations through mutually beneficial relationships among all partner agencies and the public. The emphasis of which will be on improving the quality and consistency of services provided to the user through understanding, oversight along with constant review and analysis.	01/09/2016	
Confidential Information from Members of the Public	This seeks to provide a standardised and structured process for handling confidential information supplied by members of the public to the Police Service of Northern Ireland (the Police Service).	Complete	Screened Out	This is a proactive Service Instruction outlining the procedures to be undertaken in Managing Confidential information irrespective of the Section 75 groupings. This instruction takes cognisance of the sensitivity and confidentiality of managing this information and public confidence.	09/09/2016	
Procurement & Contract Management within the PSNI	Explains how PSNI will manage procurement. It is aimed at Departments, Regions, Districts & Branches who have procurement requirements	Complete	Screened Out	Governing Policy Directives (PD) previously screened - however recommended to policy holder that SP requires separate screening due to time elapsed since governing PDs screened	22/09/16	
CHEMET	CANCELLATION - The Service Procedure provided guidance for Officers who are required to complete a CHEMET Form.	Complete	Screened Out	Cancellation of policy - BCMC indicate that CMC staff have not completed this form. HQEP have no knowledge of any other police completing this form. CHEMET forms are completed by the Northern Ireland Fire and Rescue Service (NIFRS) when attending scenes requiring them; they state they will continue this practice.	29/09/16	
Major Incident Boxes	CANCELLATION - The Service Procedure provided guidance for Officers on the contents of Major Incident Boxes.	Complete	Screened Out	Cancellation - It has been agreed that the Equipment held in the Major Incident boxes is available to officers by other means, and the equipment that is not readily available is not required e.g. binoculars. Therefore direction on Major incident boxes will be withdrawn. If Areas, Districts or Units have a perceived need for specialist equipment they can initiate local procedures for procurement and storage of items or equipment identified.	29/09/16	
Codewords	CANCELLATION - The Service Procedure provides guidance for Officers on the issue of codewords.	Complete	Screened Out	Cancellation - It has been agreed that the Service Procedure for the issue of codewords will be replaced by guidance on the Central Authorisations Bureau (CAB) intranet web pages. This intends to produce a simplified and more effective mechanism for use and issue of codewords.	29/09/16	

Information Security	<p>This Service Instruction and Service Policy clearly defines the Information Security (IS) responsibilities of the PSNI and ensures the organisation meets mandatory information assurance obligations of Her Majesty's Government (HMG) and the National Police Chiefs' Council (NPCC) Information Systems Community Security Policy.</p>	Complete	Screened Out	<p>This Service Instruction and Service Policy outline the PSNI's approach to the protection of information retained by the PSNI in various formats. This takes regard for various legal and best practice approaches such as HMG Security Policy Framework (SPF); and the National Police Chiefs' Council (NPCC) Information Systems Community Security Policy. Legislation includes but is not limited to:</p> <p>(a) The Data Protection Act 1998;</p> <p>(b) The Human Rights Act 1998;</p> <p>(c) The Police (NI) Act 2000;</p> <p>(d) The Computer Misuse Act 1990;</p> <p>(e) The Regulation of Investigation Powers Act 2000.</p>	26/09/16	
Health Patrol Specialist Unit Cancellation	<p>CANCELLATION - The overarching aim of this policy is to maintain the well-being of specialist unit police officers and staff by monitoring the job-related medical, musculoskeletal, psychological and physical risk factors associated with the posts and where necessary introduce support programmes for those with health related issues.</p> <p>This Service Procedure has three specific aims:</p> <p>(a) To contribute to placing the right person, from a health and physical competence perspective, in the right post</p> <p>(b) To provide management with objective information on the health and physical competence of the police officers and staff under their command</p> <p>(c) To support the organisational priority to have the Police Service of Northern Ireland (the Police Service) viewed as the finest, personal, professional and protective police service in the world.</p>	Complete	Screened Out	<p>CANCELLATION - It has been agreed that the information contained within Service Procedure 23/2011 should be reviewed, updated and re-issued as Guidance via the HR A-Z on Policenet and the Wellbeing Hub. It is recommended therefore, that Service Procedure 23/2011 is cancelled. The new guidance document entitled, "Role Specific Physical Competence Assessments within PSNI" will ensure that current, relevant information is readily available to Police Officers and those responsible for implementation. The re-location of the Guidance within Policenet and the Wellbeing Hub is a proactive measure aimed at ensuring ease of access to this and other relevant documents relating to the PSNI's PCAs. In summary, the cancellation of Service Procedure 23/2011, development of the new guidance and re-location within Policenet and the Wellbeing Hub is viewed as an improved service delivery.</p>	29/09/16	
Dealing with Victims and witnesses SP05/06	<p>CANCELLATION - This Policy provides a standard approach across PSNI on the treatment of victims and witnesses. In so doing it establishes clear procedures for communicating with victims and their families, plus voluntary and statutory agencies that work with victims.</p>	Complete	Screened Out	<p>CANCELLATION - A new, more user-friendly Service Instruction has been developed to take into account changes to service provision brought about, in the main, by the introduction of the Victim Charter. This includes information on collaborative working, changes in technology, and number of new initiatives to better support victims and witnesses.</p>	11/10/16	
Witness Services at Criminal Courts in NI - SP33-04	<p>CANCELLATION - The aim of this procedural guidance is to inform officers of the services provided in support of prosecution witnesses, particularly those who are young, vulnerable and/or intimidated when required to give evidence in a criminal court.</p>	Complete	Screened Out	<p>CANCELLATION - A new, more user-friendly Service Instruction has been developed to take into account changes to service provision brought about, in the main, by the introduction of the Victim Charter. This includes information on collaborative working, changes in technology, and number of new initiatives to better support victims and witnesses.</p>	11/10/16	
Supporting Victims and Witnesses	<p>This Service Instruction is relevant to all officers who have contact with victims or witnesses during the course of their duties.</p>	Complete	Screened Out	<p>A new, more user-friendly Service Instruction has been developed to take into account changes to service provision brought about, in the main, by the introduction of the Victim Charter. This includes information on collaborative working, changes in technology, and number of new initiatives to better support victims and witnesses.</p>	11/10/16	

Health & Safety Roles and Responsibilities	To outline the H&S duties, functions and responsibilities of those within the PSNI and the arrangements that exists to assist them to secure the objectives.	Complete	Screened Out	The Policy itself is aimed at all levels of the organisation and applies to all full-time and part-time police officers; members of police staff, including agency staff; student officers, secondees to the Police Service and others to whom the Police Service would appear to be the host employer (collectively referred to as the Police Service staff). It is to ensure a safe and healthy workplace and work environment for all employees and those affected by our undertaking irrespective of any Section 75 groupings.	24/10/16	
Health & Safety	The general purpose of the Policy is to secure the health, safety and welfare of persons at work, including an aim to involve everyone and make them aware of the importance of these matters.	Complete	Screened Out	The Policy itself is aimed at all levels of the organisation and applies to all full-time and part-time police officers; members of police staff, including agency staff; student officers, secondees to the Police Service and others to whom the Police Service would appear to be the host employer (collectively referred to as the Police Service staff). It is to ensure a safe and healthy workplace and work environment for all employees and those affected by our undertaking irrespective of any Section 75 groupings.	24/10/16	
Police Investigations into Unexpected, Unexplained or Suspicious Deaths and Human Tissue Retention	The aim of this SI is to provide guidance into: (1) The investigation of suspicious & non-suspicious deaths (2) The investigation of drug-related deaths (3) The investigation of sudden unexpected deaths in infants (4) The investigation of stillbirths and (5) The retention of Human Tissue when necessary as part of those investigations. The new Service Instruction will replace SP 08/13-Police investigations into Unexpected, Unexplained & Suspicious Deaths and SP 03/07-Body Recovery & Identification.	Complete	Screened Out	The cancellation of SPs 8/13 & 3/07 and replacement with one Service Instruction intends to provide proactive information, links and documentation in order to ensure investigations are conducted with regard to sensitive nature of the issues outlined including treating people with fairness, courtesy and respect. Operational Policy Unit has engaged with SANDS a bereavement charity for parents bereaved by stillbirth and been given insight into individual cases of stillbirth bereavement which has assisted in the terminology we use in the policy. We have been given written evidence from a family bereaved by second impact syndrome and made additions to terminology and processes based on this information. This policy affects bereaved families the most and such information has been extremely useful.	24/10/16	
Health Patrol Specialist Unit SP 23/11	CANCELLATION - The overarching aim of this policy is to maintain the well-being of specialist unit police officers and staff by monitoring the job-related medical, musculoskeletal, psychological and physical risk factors associated with the posts and where necessary introduce support programmes for those with health related issues. This Service Procedure has three specific aims: (a) To contribute to placing the right person, from a health and physical competence perspective, in the right post (b) To provide management with objective information on the health and physical competence of the police officers and staff under their command (c) To support the organisational priority to have the Police Service of Northern Ireland (the Police Service) viewed as the finest, personal, professional and protective police service in the world.	Complete	Screened Out	It has been agreed that the information contained within Service Procedure 23/2011 should be reviewed, updated and re-issued as Guidance via the HR A-Z on Policenet and the Wellbeing Hub. It is recommended therefore, that Service Procedure 23/2011 is cancelled. The new guidance document entitled, "Role Specific Physical Competence Assessments within PSNI" will ensure that current, relevant information is readily available to Police Officers and those responsible for implementation. The re-location of the Guidance within Policenet and the Wellbeing Hub is a proactive measure aimed at ensuring ease of access to this and other relevant documents relating to the PSNI's PCAs. In summary, the cancellation of Service Procedure 23/2011, development of the new guidance and re-location within Policenet and the Wellbeing Hub is viewed as an improved service delivery.	29/09/16	

Policy Author	Policy Owner	Title of Policy	Screening Commenced	1st screening received	Screening Completed
SCREENING					
Insp Ursula Merrick	C/Supt C Noble	06/13 Off Duty Standards	No	N/A	No
Insp Ursula Merrick	C/Supt G Clarke	Reporting Wrong-doing within PSNI (Whistleblowing)	N/K	18/07/14	No
Insp Ursula Merrick	C/Supt G Clarke	SP 9/12 Misconduct Procedures for Police Officers	N/K	18/07/14	yes
Carmel McCormack	ACC HR	Decision to suspend career breaks	N/K	19/05/14	No
Campbell Browne	Campbell Browne	SP 12/12 Procurement & Contract Management within PSNI	N/A	N/A	No
D/S David Wright	ACC Hamilton	SP 06/10 Enquiries to be made in the Republic of Ireland and elsewhere outside the United Kingdom	N/A	N/A	No
Yvonne Cooke	ACC DPC? C/.Supt Farrar?	Custody Closure Programme	Oct-2014	27/10/14	No
ACC Stephen Martin	CC/DCC	Service First - RPA & associated changes	03/11/14		NO

Supt Jason Murphy	ACC Crime Ops	Legacy Investigation Prioritisation	1/7/15	19/06/15	yes
C/Insp Deirdre Bones		SP 29/09 - Police investigation of Missing Persons	1/29/15		Yes
C/Insp Emma Bond	ACC DPC	Frontline Delivery (Part of RPA)		02/03/15	yes
Tim Mairs	ACC SID	Biometric Retention/ Disposal- Criminal Justice Act			No
C/Supt Raymond Murray	ACC DPC	Coordinating & Tasking Centre (CTC) (RPA)		16/03/15	No
Paul Ballentine	David Best	Fleet reduction programme (RPA)			No
Insp Peter Galbraith	ACC SID/PND Project Team	The Police National Database	3/10/15		No
C/Supt Farrar	DI W McAleese	shift pattern design (across all RPA workstreams)			

Carmel McCormack	ACC HR	Workforce Plan			Completed
C/Insp Trevor O'Neill	ACC SID	SVP & DV Review			Completed

Comment	Progress
e-mail sent to author on publication of revised policy requesting screening template on 02/10/14 - no response to date. Policy approved 11/01/16.Issued 07/03/16 and approved 08/03/16.	10
Advice given on first iteration of screening 22/07/14. No response to date - Published without completed screening same expedited 24/03/2015 SP02/14 Republished July 2015 Request for Screening Documentation forwarded to Anne Marks 10/07/2015	0
Advice given on first iteration of screening 22/07/14. No response to date - Published without completed screening same expedited 24/03/2015	10
Draft returned with recommendations 02/06/14 - no response to date	0
e-mail sent to author on publication of revised policy requesting screening template on 30/05/14 - no read receipt or response to date	0
Contacted by author for advice 01/08/14. Response sent requesting screening template be completed. No response to date.	0
Meeting to discuss data and potential impacts and screening to date 27.10.14. Data sets discussed & agreed additional quant analysis would support qualitative evidence. Phone call with Sam Coates 17.11.14 - still progressing. Further draft received 18.11.14 & returned for final amendments & HOB sign off. HOB approval still outstanding	5
Awareness & advice programme with Service First project leads in place. Workstreams will be detailed on separate document. Timelines for implementation still not fixed so expectation of decisions/conclusion of screening still not fixed	10

Prioritisation matrix, control strategy and TTCG process in development for new branch - screening running concurrently with this development Awaiting final screening decision and approval 27/08/2015 Published Sept 2015	10
Template and guidance provided. Discussion with policy author on best evidence for S75 screening. Draft responded to 26/02/15 - date of publication of SP unknown. Phone call with C/Insp Bones - she is now responsible for S75 screening and SP is nearing completion. Drafts and recommendations forwarded 10/07/15 Screening approved to be published Sept 2015.	10
3 drafts received to date. Decision point in Oct 15. Screening Completed 07/12/15	10
Screening through various drafts. Approved by S75 DP 04/03/15 - awaiting HOB signature	5
Discussion with Supt Eaton 03/02/15. 1st draft reviewed and returned to Sgt Bradley for consideration 20/03/15. Final draft approved by S75 DP 23/03/15 for approval by ACC DPC	5
Policy author contacted as part of RPA awareness programme. No response to date	0
Published without completed screening, same expedited 10/03/2015.	0
Advisory meetings agreed that shift options would be graded for S75 impact as well as other factors prior to being presented to decision-makers for which shift pattern to adopt/put forward for vote. Ongoing consultation throughout. Screening of the adopted pattern by each wortstream will form part of workstream screening	10

<p>This decision was discussed between Senior Executive Teams, the Service First Programme Board and through consultation with government bodies, the Policing Board and local PCSPs as external stakeholders. Human resources will screen the processes being considered to implement this change as well as lead on the selection and transfer for roles. Following implementation of the changes there will be a 12 month review during which time S75 considerations will be monitored</p>	<p>10</p>
<p>Second Draft completed awaiting ACC Approval.</p>	<p>5</p>
<p>SP - reissued - e-mail & phone call to discuss screening</p>	<p>5</p>
<p>SP 07/15 published Request for Screening Documentation forwarded 21/07/15</p>	<p>5</p>
<p>SP15/12 Reissued Request for Screening Documentation forwarded 29/07/2015</p>	<p>5</p>
<p>SP1/11 Reissued Request for Screening Documentation forwarded 04/08/2015</p>	<p>5</p>
<p>SP 09/15 published Request for Screening Documentation forwarded 13/08/15 Awaiting ACC Approval</p>	<p>5</p>
<p>RD - Advice and guidance Given 20/08/2015 to Simon Gibson. Additional Guidance provided by CS on 24.9.15. Priority meeting scheduled for 05.10.15 with Simon Gibson.</p>	<p>5</p>
<p>Comment</p>	<p>Progress</p>

Publication due February 2015 for consultation. Final decision report will be due May 2015	10
Draft should be finalised in preparation for publication in February 2015. John Kremer has been working closely with C/Insp O'Neill to progress. ECNI requested additional consideration of document 23/03/15, publication delayed	10