



# Police Service of Northern Ireland

## RECORD OF MEETING

**NAME OF COMMITTEE:** Strategic Management Board (SMB)  
**DATE:** 14 December 2022  
**TIME:** 10.00am  
**LOCATION:** Main Conference Room, Brooklyn  
**CHAIRPERSON:** Chief Constable

### MEMBERS:

Deputy Chief Constable	M Hamilton (from Item 5 onwards)
Chief Operating Officer	P McCreedy
ACC Justice	A Todd
ACC Local Policing	B Singleton
ACC Crime	Representative
ACC Operational Support	C Todd
ACO Corporate Services	M McNaughten
ACO People and Organisational Development	C Duffield
ACO Strategic Planning and Transformation	A Magwood

### NON-EXECUTIVE MEMBERS:

Non-Executive Member	
Non-Executive Member	

### OTHER ATTENDEES:

Director of Legal Services	
Director of Strategic Communications & Engagement	
Chief Inspector Executive Support Team (Committee Manager)	
Staff Officer Executive Support Team (Notetaker)	
ASO Executive Support Team (Observer)	
Head of Professional Standards	(left after Item 6)
Head of Anti-Corruption & Vetting	(left after Item 6)
Detective Chief Inspector, Professional Standards	(left after Item 6)

**ACTIONS assigned by the Chair are highlighted in blue text.**

Item No	
1.0	<p><b>179/22 Welcome and Apologies</b></p> <p>Apologies received from ACC Crime and Head of Executive Support Team.</p>
2.0	<p><b>180/22 Declaration of Conflict of Interest</b></p> <p>No Conflicts of Interest were declared.</p>
3.0	<p><b>181/22 Record of Previous Meeting</b></p> <p>The Record of Previous Meeting on 09 November 2022 was accepted by all in attendance and approved.</p>
4.0	<p><b>182/22 Actions Arising from Previous Meetings</b></p> <p>Chair updated members on the progress of actions.</p> <p>The following actions were agreed for closure: Action 22~60, Action 22~77, Action 22~78, Action 22~79 and Action 22~80.</p>
5.0	<p><b>183/22 Counter Corruption Intelligence Board and In Service Vetting</b></p> <p>Head of Counter Corruption and Vetting presented the proposal to establish a Counter Corruption Intelligence Board (CCIB).</p> <p>Members discussed the risks presented by officers and staff who would not pass this form of vetting and the role of Assistant Chief Officers as decision makers for any appeals.</p> <p>Discussions also included the importance of communicating the concept and the purpose of the CCIB to officers and staff along with articulating the role of the team, peers and management in early intervention and prevention.</p> <p>Finally, members discussed the make-up, accountability and governance of the proposed board.</p> <p><i>(ACC Justice left the meeting at 11.00am)</i></p>

**Decision (70):**

It was agreed to approve the establishment of a Counter Corruption Intelligence Board (name of board to be decided) and the management of in-service vetting. Further consideration to be given to identifying a vetted individual to represent staff associations. Implementation plan to be designed to include training.

**Action (22~81):**

Update on implementation of CCIB and management of in-service vetting to be presented to SMB in six months time for accountability and assurance – Deputy Chief Constable/ Head of Professional Standards.

*Members availed of a break between 11.23-11.35am.*

**6.0**

**184/22 Review of the Registration of Notifiable Memberships**

Deputy Chief Constable briefed members on the history of the registration of notifiable memberships and Detective Chief Inspector Professional Standards, briefed members on the four proposed options.

Members discussed the benefits in providing a specific list of notifiable organisations verses the provision of guidance for officers/staff to support self-declaring.

*ACC Justice rejoined the meeting at 11.58am.*

**Decision (71):**

It was agreed that a specific list of notifiable organisations should not be provided but rather guidance should be provided to support the officer/staff's personal responsibility to self-declare membership of organisations.

**Action (22~82):**

Revised guidance on Registration of Notifiable Memberships to be returned to SMB, accompanied by a proposed Public Relations plan for introduction of the revised guidance – Deputy Chief Constable/ Head of Professional Standards.

This action is now redundant, due to further discussion during Agenda Item 10. Action (22~83) supersedes Action (22~82).

<p><b>7.0</b></p>	<p><b>185/22 Police Trainee Salary</b></p> <p>ACO People and Organisational Development updated members that Police Trainee Salary had been considered and agreed at SMB in October 2021 but that it would probably be 2024/5 before candidates would be appointed from the 2021 Student Office campaign.</p> <p><b>Decision (72):</b></p> <p><b>In line with PRRB and DOJ pay policy, it was agreed to implement a starting salary of Point 1b to all Student Officers appointed or undergoing training from April 2023, to reflect wider cost of living issues/reduce the impact of salary as a barrier to recruitment and retention. If the change to the Pay Remit is going to cause delay, increase to starting salary to be submitted separately to DoJ.</b></p>
<p><b>8.0</b></p>	<p><b>186/22 Review of Police Use of Force</b></p> <p>ACC Operational Support introduced the progress update paper.</p> <p>Members discussed reports which are provided to Professional Standards by the Office of the Police Ombudsman for Northern Ireland and the need for them to be shared with the governance board.</p> <p>Members were updated that Professional Standards are now invited to the Policing Powers Development Group.</p> <p>Members approved the progress update paper.</p>
<p><b>9.0</b></p>	<p><b>187/22 Cyber Crime Review</b></p> <p>Head of Criminal Investigation Branch introduced the proposal for Cyber Crime.</p> <p><b>Decision (73):</b></p> <p><b>Cyber Crime Proposal was not accepted. Consultation with Staff Associations is to be evidenced. Risks need to be addressed.</b></p>
	<p><i>Members availed of a break between 12.51 – 1.30pm.</i></p>
<p><b>10.0</b></p>	<p><b>188/22 Conflict of Interests</b></p> <p>ACO Corporate Services summarised the Conflicts of Interest option one proposal, for the collation and review of a central conflict of interest register.</p> <p>Members discussed the similarities and differences between declaring a conflict of interest and declaring a notifiable membership. Members discussed whether the two processes could be merged.</p>

	<p><b>Decision (74):</b></p> <p><b>Conflict of Interest Process to include Declaration of Notifiable Memberships. Paper to be returned to SMB in March 2023.</b></p> <p><b>Action (22~83):</b></p> <p><b>ACO Corporate Services and Head of Professional Standards to merge Conflict of Interest Process to include Declaration of Notifiable Memberships. Deputy Chief Constable to chair working group. Paper and Implementation Plan to be returned to SMB in March 2023. Digital declaration to be explored – Deputy Chief Constable</b></p>
<p><b>11.0</b></p>	<p><b>189/22 Update on Force Management Statement</b></p> <p>ACO Strategic Planning and Transformation provided an update to members on the Force Management Statement.</p> <p>Members noted the update paper.</p>
<p><b>12.0</b></p>	<p><b>190/22 Health and Safety Update</b></p> <p>ACO People and Organisational Development outlined compliance figures for Health and Safety training to members. Accountability and personal responsibility was discussed, using examples such as the wearing of seat belts and high visibility clothing at the roadside. The requirement for senior officers to set standards was re-enforced.</p> <p><b>ACTION (22~84):</b></p> <p><b>List to be prepared early January of all Chief Superintendents who have not completed Health and Safety training – ACO People and Organisational Development.</b></p> <p>Members noted the update paper.</p>
<p><b>13.0</b></p>	<p><b>191/22 Governance Boards – Update Reports</b></p> <ul style="list-style-type: none"> <li>• <b>Service Performance Board – 23 November 2022</b></li> </ul> <p>Deputy Chief Constable informed members that HMIC would be invited to the next Service Performance Board.</p> <ul style="list-style-type: none"> <li>• <b>People and Culture Board – 16 November 2022</b></li> </ul> <p>No questions were raised on the People and Culture Board Update Paper.</p> <p>Members noted both update papers.</p>

14.0

## 192/22 Corporate Risk Register and Six Monthly Risk Management Report

ACO Corporate Services briefed members on the highlights of the Corporate Risk Register and proposed changes. Members attention was drawn to the Six Monthly Risk Management Report also included in the papers.

Members considered a potential emerging operational risk on demand from the impact of the NHS Crisis and Public Sector striking.

Members then discussed each risk in turn.

### Records Management

Members noted the increase in residual and tolerable risk ratings of the Records Management Risk.

### In Year Funding

A reduction in the residual risk rating of the In Year Funding Risk was agreed.

### Future Funding Risk:

Members discussed that consequences on operational impact and decision making as a result of future funding should be assessed and analysed within this corporate risk, including RAM proposals and impact on capability.

### **Action (22~85):**

**Force Management Statement proposals including demand, capability and capacity to inform Future Funding Risk for January's SMB Corporate Risk Register – ACO Corporate Services.**

### Mandatory Training Risk:

Members discussed progress of the action plan.

### Crime Recording Risk:

Members discussed an option to consider three sub-elements of the risk and risk assess each element individually.

### Custody Healthcare Risk:

ACC Justice advised that an update would be provided at the next meeting, following a meeting to take place shortly.

	<p><u>Officer and Staff Conduct Risk:</u></p> <p>Members discussed that score could potentially be decreased due to progress towards mitigating the risk.</p> <p><u>Terrorist Attack Risk:</u></p> <p>Members considered whether the risk should be reviewed in light of recent attacks.</p> <p><b>Action (22~86):</b></p> <p><b>Terrorist Attack Risk to be reviewed – ACC Crime.</b></p> <p>Members noted both the Corporate Risk Register and Six Monthly Risk Management Report (for the information of ARAC in January 2023).</p>
15.0	<p><b>193/22 Finance Report</b></p> <p>ACO Corporate Services provided to members an update on the financial position at the end of November, including final budget allocation and early indication of budget pressures for 2023-24.</p> <p>Members discussed the increasing costs of Injury on Duty Claims.</p> <p><b>Action (22~87):</b></p> <p><b>Analysis of Injury on Duty Claims to be undertaken, to understand any recurring themes and underlying causes, which could be prevented – ACO People and Organisational Development.</b></p>
16.0	<p><b>194/22 Assurance Report</b></p> <p>ACO Corporate Services introduced a new Assurance Report which will be published bi-monthly to provide a broad picture on the assurance work ongoing and will include:</p> <ul style="list-style-type: none"><li>• Updates on Internal Audit Work</li><li>• Corporate Assurance compliance audits</li><li>• External inspections</li><li>• Overview</li></ul>

	<p>ACO Corporate Services asked for business leads help and assurance, to ensure there are no delays in completing internal audits.</p> <p>Members discussed progress on recommendations from HMICFRS report .</p> <p><b>Action (22~88):</b></p> <p><b>Presentation of Service Instructions to be updated - Director of Strategic Communications &amp; Engagement.</b></p>
<b>17.0</b>	<p><b>195/22 Any Other Business</b></p> <ul style="list-style-type: none"><li>• <b>Update on HMICFRS Vetting and Misogyny Review</b></li></ul> <p>Deputy Chief Constable updated members that accepted recommendations have been added to overview.</p> <ul style="list-style-type: none"><li>• <b>Corporate Governance Review</b></li></ul> <p>Chief Operating Officer updated members as to the progress of the Corporate Governance Review.</p>
<b>18.0</b>	<p><b>196/22 Forthcoming Papers</b></p> <p>Forthcoming papers were reviewed and updated accordingly.</p> <p>Papers expected for January SMB are:</p> <ul style="list-style-type: none"><li>• Manchester Arena Volume Two Report – Lessons Learnt (Sponsor: ACC Operational Support)</li></ul> <p>Members discussed a training session on lessons learnt.</p> <p><b>Action (22~89):</b></p> <p><b>Details of training session of lessons learnt to be explored – ACC Operational Support.</b></p>
	<p><i>No further business was raised and the meeting concluded at 2.53pm.</i></p>

Date of next meeting: Wednesday 11 January 2023.