



Police Service of Northern Ireland

RECORD OF MEETING

NAME OF COMMITTEE: Strategic Management Board (SMB)
DATE: 14 August 2024
TIME: 10.00am
LOCATION: Main Conference Room, Brooklyn
CHAIRPERSON: Chief Constable

MEMBERS:

Chief Constable	J Boutcher
Chief Operating Officer	P McCreedy
ACC Justice	R Henderson
ACC Local Policing	B Singleton
ACC Operational Support	M Jones
ACC Crime	Represented
ACO Corporate Services	M McNaughten
ACO People and Organisational Development	Represented
ACO Strategic Planning and Transformation	A Magwood

NON-EXECUTIVE MEMBERS:

Non-Executive Member	
Non-Executive Member	

OTHER ATTENDEES:

Director of Strategic Communications & Engagement	
Director of Legal Services	
Chief Inspector Executive Support Team	
Staff Officer Executive Support Team (Notetaker)	
Head of Capital Development Including Estates (Agenda Item Five)	

OBSERVERS:

PFNI Secretary	
NIPSA Assistant Secretary	
SANI Chair	

ACTIONS assigned by the Chair are highlighted in blue text.

Item No	
1.0	<p>88/24 Welcome and Apologies</p> <p>Chair opened the meeting and welcomed all members. Apologies were received from ACC Crime and ACO People and Organisational Development. Chair advised that he will have to excuse himself during the meeting and that Chief Operating Office will Chair in his absence.</p>
2.0	<p>89/24 Declaration of Conflict of Interest</p> <p>It was noted that all police staff have an interest in Agenda Item Seven: Revised Environmental Allowance Business Case. Chair will manage any potential conflicts.</p>
3.0	<p>90/24 Record of Previous Meeting</p> <p>The Record of Previous Meeting on 12 June 2024 was accepted by all in attendance and approved.</p>
4.0	<p>91/24 Actions Arising from Previous Meetings</p> <p>The Chair led a focused discussion on progress of the actions.</p> <p>The following actions were agreed for closure: Action 24~10, Action 24~12, Action 24~13, Action 24~14 and Action 24~15. .</p>
9.0	<p>96/24 Release of Custody Images by PSNI</p> <p>ACC Justice informed members that PSNI do not routinely release images to the press of those convicted and/or sentenced at Court. Members noted that forces across the UK have differing practice, including stipulating that the sentence must be twelve months or more.</p> <p>ACC Justice asked members to consider a proposal to adopt a policy of releasing custody images in certain circumstances. Members discussed the circumstances including legitimate policing purpose, upon sentencing for those given a custodial sentence unless there are exceptional circumstances and in the case of murder or other cases with</p>

	<p>significant public interest upon conviction.</p> <p>Members discussed exceptional circumstances which may be considered including police officers (serving and ex-officers), where a risk assessment identifies a substantial risk to the defendants' life. Members also considered how images may identify victims and consequences of this. Members also discussed engagement with victims prior to publishing to ensure trauma is not relived.</p> <p>Members noted the risk of misidentification if images are taken from social media rather than an accurate custody image.</p> <p>Members noted that policy does not include previous cases.</p> <p>Decision (49):</p> <p>It was agreed in principal to adopt a policy of releasing custody images in the following circumstances:</p> <ul style="list-style-type: none"> • Where there is a legitimate policing purpose, as per COP APP July 2022 • Upon sentencing for those given a custodial sentence unless there are exceptional circumstances • Upon conviction in the case of murder or other cases with significant public interest. <p>It was agreed that a stipulation that the sentence must be twelve months or more was too restrictive for Northern Ireland. It was agreed that it should sit at Chief Officer level with legal input for safeguarding. It was also agreed that the Policy should go to SET for approval.</p>
<p>5.0</p>	<p>92/24 Business Case for Police College</p> <p>ACO Strategic Planning and Transformation provided the strategic context behind the new PSNI Police College Business Case.</p> <p>Head of Capital Development Including Estates updated members on limitations of current College site at Garnerville, the advantages of the Kinnegar site, mitigations against risks (including financial risks) and the ongoing discussions relevant to the preferred location currently available for acquisition at the MoD Kinnegar site, Hollywood. Members considered that assurances should be sought on requirements for tactical training.</p> <p>Members noted that capital receipts for Desertcreat should progress to</p>

	<p>completion in year.</p> <p>Members also noted that there had been no engagement with Partners or Staff Associations to date.</p> <p>ACO Corporate Services outlined his concerns about the high levels of financial risk associated with the proposal and a lack of confidence about securing support from key stakeholders based on current information.</p> <p>Head of Capital Development Including Estates explained that progress could be made without any formal commitment until March 2025.</p> <p>Members discussed next steps including a multi-disciplinary project team for planning purposes and a phased development programme.</p> <p>Decision (50):</p> <p>It was agreed in principle to approve advance negotiations on acquisition of the Kinnegar site as the recommended site development option, subject to budget availability. Outline Business Case One to be submitted to Finance Department, DoJ and DoF for approval. It was also agreed engagement plan to be progressed to include NIPB Resources Committee and wider partners.</p>
	<p><i>Chief Constable, Head of Legal Services and Head of Crime Support left the meeting at 11.04am.</i></p> <p><i>Head of Capital Development Including Estates and Director of Strategic Communications and Engagement left the meeting at 11.19am.</i></p>
<p>6.0</p>	<p>93/24 Resource Plan 2024-25</p> <p>ACO Corporate Services updated members on the budget allocation, resource requirement and resulting unresolved funding gap. Members noted that recruitment is planned to continue to remain headcount. Members considered the pressures and exceptional items such as settlements which could not be funded by PSNI, including Holiday Pay and Data Breach.</p> <p>Members noted the paper does not reflect the current costs of disorder or call on Mutual Aid.</p> <p>Decision (51):</p> <p>It was agreed to approve Resource Plan in its draft format before consideration by NIPB Resources Committee in September. Members agreed to feed any comments back to ACO Corporate Services.</p>

	<p><i>Chief Constable, Head of Legal Services and Head of Crime Support rejoined the meeting at 11.22am. ACC Local Policing left the meeting at 11.35am.</i></p>
7.0	<p>94/24 Revised Environmental Allowance – Business Case</p> <p>Director of Human Resources introduced the proposed REA Business Case for an uplift of REA to £1365 per annum for police staff from 1 April 2025.</p> <p>Members noted that this resolution had been proposed by NIPSA and a shared commitment had been provided by PSNI and DoJ to support an uplift to be completed within the 10 week period, from when the all-out strike action was paused. Members noted the timelines.</p> <p>Decision (52):</p> <p>It was agreed to support the proposed Revised Environmental Allowance uplift for police staff and approve the business case for submission to NIPB/DoJ.</p>
8.0	<p>95/24 Role Specific Physical Competence Assessment</p> <p>ACC Operational Support updated members on the context behind Physical Competence Assessments including pre-appointment, on selection and annual accreditation for specific roles. Members noted its difference to national assessments. Assurances were provided regarding the annual assessment and members were advised that to date no-one has failed to achieve the required standard. Support plans will be in place to ensure required level of fitness is met.</p> <p>Members noted that the Section 75 had been signed off.</p> <p>Members noted some minor requirements for language refresh.</p> <p>Decision (53):</p> <p>It was agreed to adopt the Role Specific Physical Competence Assessments as outlined within the Instructions.</p>
	<p><i>ACC Local Policing rejoined the meeting at 11.58am.</i></p>
10.0	<p>97/24 Internal Audit Plan</p> <p>ACO Corporate Services presented IA Plan for 2024-25, following a round of consultation by the HIA. Members noted a number of changes emerged from the consultation, including:</p>

	<ul style="list-style-type: none"> • Adding Close Protection and OHW Blood Borne Viruses • Removing Human Tissue and Fleet Management • Better scoping in some areas. <p>Members discussed that this is a live document and can be amended to reflect changing circumstances.</p> <p>Decision (54):</p> <p>It was agreed to accept the proposed Internal Audit Plan – knowing that it can be adjusted at any point during the year.</p>
11.0	<p>98/24 Governance Boards – Update Reports</p> <ul style="list-style-type: none"> • Service Performance Board <p>Members noted the update from meeting held on 26 June 2024.</p> <p>Members discussed how we deal with Hate Crimes.</p> <ul style="list-style-type: none"> • Service Transformation Board <p>Members noted the update from meeting held on 05 June 2024.</p> <p>Members noted an update on legacy project.</p>
12.0	<p>99/24 Corporate Risk Register</p> <p>ACO Corporate Services highlighted the key points to members.</p> <p>Members discussed the current uncertainty within the Inquest Risk and potential impact on confidence.</p> <p>Members noted the challenges within the Welfare and Wellbeing Risk due to funding.</p> <p>Members reflected on the high risk rating for Information Management Risk and impact on confidence.</p> <p>Members discussed the difference between the Welfare and Wellbeing Risk and Cyber Wellbeing Risk, due to the nature and complexity of work officers are exposed to.</p> <p>Members noted the risk of cyber attack is included on Departmental Risk Register.</p>

	<p>Decision (55):</p> <p>It was agreed to approve the rewording of the Inquest risk.</p> <p>Decision (56):</p> <p>It was agreed to approve the draft Psychological Wellbeing risk to the Corporate Risk Register.</p>
13.0	<p>100/24 Finance Report</p> <p>ACO Corporate Services highlighted to members the ongoing pressure from overtime costs.</p> <p>Members noted the Finance Report.</p>
14.0	<p>101/24 Assurance Report</p> <p>ACO Corporate Services highlighted to members that only one report from the Internal Audit Plan received a “limited” opinion.</p> <p>Members were updated on the work of the Corporate Assurance Team (CAT) including records management audit, personal equipment and data protection audit.</p> <p>Members’ attention was drawn to the high priority recommendations and asked to focus on the overdue high priority recommendations.</p> <p>Members discussed a pragmatic approach to recommendations that should not be accepted, if they can’t be implemented and require funding/resource.</p> <p>ACC Operational Support provided an update on the three unassigned recommendations from NIPB Report on Privacy and Policing.</p> <p>Decision (57):</p> <p>It was agreed that recs 7477 and 7479 from NIPB Report on Privacy and Policing should be assigned to ACC Operational Support, although likely to be rejected. It was also agreed to allocate rec 7485 to ACC Local Policing.</p> <p>Members discussed SAP and the need to progress a business case.</p>
	<p><i>Chief Constable left the meeting at 12.26pm.</i></p>

15.0	<p>102/24 Any Other Business</p> <p>PND Facial Searching:</p> <p>ACC Justice updated members on the context and approach of retrospective PND Facial Searching.</p> <p>It was agreed to uphold the previous SMB decision to recommence usage of retrospective PND facial searching software - Decision (58) 25 October 2023.</p>
	<p><i>ACO Strategic Planning and Transformation left the meeting at 12.39pm.</i></p>
16.0	<p>103/24 Forthcoming Papers (September)</p> <ul style="list-style-type: none"> • SMB Draft Terms of Reference • Pronouns on Name Badges (Sponsor: ACC Operational Support) • Close Protection Policy (Sponsor: ACC Operational Support) • Update on IPCO Inspection and Management of Covert Data (ACC Crime) • Report on Procurement (ACO Corporate Services)
	<p><i>Meeting concluded at 12.45pm.</i></p>

Date of next meeting: Wednesday 11 September 2024 at 10.00am