

# BUSINESS PLAN

2019-2020

**Outcome 1: We have an effective, efficient and continually improving police service, Policing Board and PCSPs. (Priorities 1 & 6)**

**Indicator 1.1:**

**An implemented effective performance measurement and accountability framework for the PSNI; the Policing Board and PCSPs.**

Measure No.	Measure 2019 / 2020
1.1.1	To publish the 2019-20 Policing Plan and continuous improvement arrangements by 31 March 2019.
1.1.2	To monitor PSNI performance against the measures and continuous improvement arrangements in the Policing Plan and publish an assessment of that performance by 30 June 2019.
1.1.3	To publish a report on the Board's assessment of PSNI compliance with the Human Rights Act 1998 by 30 June 2019.
1.1.4	Chief Constable's objectives for 2019/20 agreed and progress monitored at 6 and 12 months.
1.1.5	To publish the 2020/21 Business Plan by 31 March 2020.
1.1.6	To publish an annual assessment against Corporate Plan performance in the NIPB Annual Report.
1.1.7	To report to the Board and Joint Committee on PCSP performance and effectiveness for 2019/20 by 31 November 2019.
1.1.8	To report on NCA activity in Northern Ireland and report to Performance Committee on a six monthly basis.

**Indicator 1.2:**

**Effective and efficient management of the financial, human and physical resources of the PSNI and the Board.**

Measure No.	Measure for 2019 / 2020
1.2.1	To ensure Board approval annually of the NIPB budget for the new financial year.
1.2.2	To ensure Board approval annually of the PSNI budget for the new financial year.
1.2.3	To monitor NIPB funding and expenditure for 2019/20 on a monthly basis.
1.2.4	To monitor PSNI funding and expenditure for 2019/20 on a monthly basis.
1.2.5	To lay the Board's Annual Report and Accounts before the NI Assembly in line with Statutory requirements.
1.2.6	To review and implement further actions arising from IIP re-accreditation report by 31 March 2020.
1.2.7	To implement the Health and Wellbeing Action Plan and maintain staff absenteeism levels in NIPB at no more than 8 days per employee by 31 March 2020.
1.2.8	To assess levels of staff satisfaction within NIPB by 31 March 2020.
1.2.9	To agree and implement the Internal Audit Annual Work Plan by 31 March 2020.
1.2.10	To appoint an Internal Audit provider by 30 June 2019 and agree a 3 Year Audit Strategy by 31 October 2019.
1.2.11	To appoint a new Chief Constable by 30 June 2019.
1.2.12	To make timely appointments based on merit for PSNI officers and staff within the Board's appointment remit within

Measure No.	Measure for 2019 / 2020
	timescales agreed by the Board.
1.2.13	To progress Police Appeals Tribunals in line with legislative timeframes.
1.2.14	To progress the Injury on Duty and Ill Health Retirement award schemes in line with legislative requirements, and report on case load metrics and spend on a quarterly basis.

**Indicator 1.3:  
Modernisation and improvement of the PSNI and Policing Board to address changes in community needs; statutory requirements and developments in policing.**

	<b>Measure for 2019/20</b>
1.3.1	To monitor PSNI's progress on the implementation of recommendations from police oversight bodies.
1.3.2	To approve and publish the NIPB Continuous Improvement Project for 2020/21 by 31 March 2020.
1.3.3	To monitor the NIPB Continuous Improvement Project for 2019/20 by 31 March 2020.
1.3.4	To work towards implementing the recommendations from the 2018 NIAO report on continuous improvement arrangements in policing.
1.3.5	To undertake at least one research project by 31 March 2020.
1.3.6	To carry out a review of Board effectiveness by 31 October 2019.
1.3.7	To monitor ongoing compliance with the General Data Protection Regulation (GDPR) and DPA 2018 and report quarterly to the Audit and Risk Assurance Committee.

**Outcome 2: We have trust and confidence in policing. (Priorities 2, 4 & 5)**

**Indicator 2.1:**

**Improve public awareness and participation in policing issues and increase accountability to the public**

Measure No.	Measure for 2019/20
2.1.1	To develop a programme of work to raise public awareness and satisfaction of NIPB by 31 March 2020.
2.1.2	To increase the number of people accessing the NIPB online channels by 31 March 2020.
2.1.3	Develop and publish an Engagement Strategy for the Board by December 2019.
2.1.4	Work in partnership with the PSNI to implement the findings of the Local Policing Consultation.
2.1.5	Deliver the Independent Custody Visiting Scheme and report to the Independent Custody Visiting Association and the National Preventative Mechanism as required.
2.1.6	To hold at least 8 Board meetings in public during 2019/20.
2.1.7	Recruit new Independent Custody Visitors and Independent Community Observers by March 2020.

**Indicator 2.2:**

**Increase public confidence in the police by understanding and responding to the interests of the community, including those under-represented in the PSNI and areas where confidence is lower.**

Measure No.	Measure for 2019/20
2.2.1	Implement the Professional Standards Monitoring Framework and report to Performance Committee by 31 March 2020.
2.2.2	To revise and publish the Code of Ethics by December 2019.
2.2.3	Deliver the Independent Community Observer Scheme to provide an independent oversight of the PSNI's recruitment campaign(s).
2.2.4	To monitor recruitment patterns and representativeness of the PSNI workforce on a six monthly basis.

**Indicator 2.3:  
Promote equality, diversity and good relations practices within the Board and with those  
with whom we work.**

Measure No.	Measure for 2019/20
2.3.1	To consult on and revise the draft NIPB Equality and Disability Action Plans by 31 August 2019.
2.3.2	To submit an Annual Progress Report by 31 August 2019 to the Equality Commission.



**Outcome 3: We have a safe community, where we respect the law and each other.  
(Priorities 3 & 7)**

**Indicator 3.1:**

**Support the PSNI and PCSPs in collaborative delivery against the Strategic Outcomes for Policing  
and the Policing Plan**

Measure No.	Measure for 2019/20
3.1.1	Work in partnership, through the Joint Committee, to deliver an effective PCSP Programme of activity that delivers their strategic objectives.
3.1.2	To monitor PCSP funding and expenditure for 2019/20 monthly.
3.1.3	Deliver a PCSP reconstitution process by March 2020.

**Indicator 3.2:  
Contribute to the Northern Ireland Executive's Action Plan in tackling paramilitary activity, criminality  
and organised crime.**

Measure No.	Measure for 2019/20
3.2.1	Produce a six monthly report on the Board and PCSPs' contribution to A5 to A8 recommendations of the Tackling Paramilitarism Action Plan.
3.2.2	Report as required to the Independent Reporting Commission on paramilitarism.

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## DOCUMENT TITLE

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Business Plan 2019 - 2020

## ONLINE FORMAT

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