



## Belfast District Council (Shadow)

<b>Report to:</b>	Strategic Policy and Resource Committee
<b>Subject:</b>	Appointment of Panel Members for the Recruitment of Independent Members to the Belfast PCSP and the Four DPCSPs
<b>Date:</b>	Friday, 29 <sup>th</sup> August, 2014
<b>Reporting Officer:</b>	Siobhan Toland, Head of Environmental Health/Lead Operations Officer
<b>Contact Officer:</b>	Alison Allen, Safer City Manager, Ext. 3780 Lorna Somers, Safer City Assistant Manager, Ext. 6218

<b>1</b>	<b>Relevant Background Information</b>
1.1	The Council is required, under Part 3 of the Justice Act (Northern Ireland) 2011 to establish the Belfast PCSP and the four DPCSPs.
1.2	PCSPs are statutory bodies established under the Justice Act (Northern Ireland) 2011. Under the Act, Councils are obliged to establish a PCSP structure in their locality. On 1 <sup>st</sup> April, 2015, in line with the Local Government reorganisation, the current Belfast (D)PCSP structures will be reconstituted.

<b>2</b>	<b>Key Issues</b>
2.1	The existing Belfast (D)PCSP structures will continue to function for the duration of the shadow period, from 22 <sup>nd</sup> May 2014 to the reconstitution date of 1 <sup>st</sup> April, 2015. The current Members will hold office until the day before the reconstitution date. However, during this shadow period, should a Member of the (D)PCSPs leave office for whatever reason, the Council or the Northern Ireland Policing Board (NIPB) cannot fill any vacancies.
2.2	As part of the reconstitution process, the Joint Committee (Policing Board and DOJ) is required to conduct a recruitment process for the recruitment of Independent Members to the (D)PCSPs which is scheduled to commence in October 2014.
2.3	The Joint Committee recognises that there are currently many competing pressures for Councils in the run up to 1 <sup>st</sup> April, 2015 and that it may not be possible to have the Political Members nominated to the (D)PCSP's in time for the recruitment process for Independent Members to begin.
2.4	In order to resolve a way forward, and having discussed the matter with a number of

	Chief Executives, the Joint Committee has agreed a procedure that will enable the process of recruiting Independent Members to begin. This will enable an appointable pool of candidates, from which Independent Members can be appointed by the NIPB, once the make-up of the Elected Members of the (D)PCSPs is known.
2.5	The proposed process is that in advance of September 2014, the Shadow Council will appoint a panel comprising at least two, and up to four Councillors, one of whom will act as Chair, who will meet along with an Independent Panel Member appointed by the NIPB, to shortlist and interview Independent (D)PCSP candidates. The Council should seek to ensure that the panel is representative in terms of gender and community background.
2.6	Furthermore, to ensure consistency and because of the possibility of overlap in membership, it is recommended that the same panel should be involved in selecting Independent Members for the PCSP and the four DPCSPs.
2.7	Guidance on the process for appointing Independent Members, including key milestones, will be issued by the Policing Board, and training will be provided for these Panel Members during September/October, 2014.

<b>3</b>	<b>Resource Implications</b>
3.1	<u>Financial</u>  Panel Members will be entitled to receive appropriate expenses for training, short listing and interviewing. These expenses will be paid by the NIPB at a rate of £100 per day or £50 per half day, which is equal to less than 4 hours.
3.2	<u>Human Resources</u>  Council Chief Executives have raised concerns about the Councils' capacity to undertake this process in the context of the volume of work already underway as a consequence of the reform process. Joint Committee Officials have been discussing the challenges of this process with Council HR representatives and have been exploring a number of options for handling the recruitment exercise. It is expected that these issues will be resolved in the forthcoming weeks.

<b>4</b>	<b>Equality and Good Relations Considerations</b>
4.1	Paragraphs 3.41 to 3.45 of the draft revised Code of Practice for the Appointment of Independent Members states that Councils should seek to ensure that the panel is representative in terms of gender and community background
4.2	The Northern Ireland Policing Board has overall responsibility for the recruitment of independent members and they will appoint an independent assessor to oversee the short listing and interviewing process by local Councils.
4.3	Councils are only required to short list and interview to achieve a pool of appointable candidates which is normally twice the number of Independent Members required. The Northern Ireland Policing Board will make the final decisions on which candidates will be offered appointment and in making those decisions will strive to ensure members are appointed to reflect the community in Belfast.

<b>5</b>	<b>Call In</b>
5.1	This decision is subject to Call In.

<b>6</b>	<b>Recommendations</b>
6.1	That the members agree to establish a panel for the reconstitution of the PCSPs and DPCSPs and decide on the numbers comprising at least two, and up to four, Councillors, including a Chairperson, who will meet to shortlist and interview (D)PCSP candidates.
6.2	Ensure that the panel is broadly representative in terms of gender and community background.

<b>7</b>	<b>Decision Tracking</b>
Alison Allen – Safer City Manager	

<b>8</b>	<b>Key to Abbreviations</b>
(D)PCSPs – (District) Policing and Community Safety Partnerships	
NIPB – Northern Ireland Policing Board	

<b>9</b>	<b>Documents Attached</b>
None.	