



Subject:	Appointment of Panel for the Recruitment of Independent Members to the Belfast PCSP and Four DPCSPs
Date:	23rd August, 2019
Reporting Officer:	Ryan Black, Director Neighbourhood Services
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Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	The Council is required, under Part 3 of the Justice Act (Northern Ireland) 2011 to establish the Belfast Policing and Community Safety Partnership (PCSP) the four District Policing and Community Safety Partnerships (DPCSPs).
1.2	PCSPs are statutory bodies established under the Justice Act (Northern Ireland) 2011. Under the Act, the Council is obliged to establish a (D)PCSP structure for Belfast. Independent Members of the PCSPs and DPCSPs are appointed by the Northern Ireland Policing Board (NIPB), who have overall responsibility for the process, from nominations made by the Council.
1.3	The process to nominate and appoint Independent Members to a PCSP or DPCSP consists of 3 stages. The first stage is an eligibility sift by the NIPB. The second stage, is undertaken

1.4	<p>by the Council with support from its internal Human Resources and an external HR Service Provider. The third stage requires the NIPB to appoint from the Council's deemed appointable pool of candidates.</p> <p>The NIPB is currently aiming to have the new Independent Members appointed for the PCSP/DPCSPs reconstitution target date of 1st April, 2020.</p>
2.0	Recommendations
	<p>The Committee is requested to:</p> <ul style="list-style-type: none"> i. establish a Panel, from existing (D)PCSP Elected Members, comprising of at least 2, and up to 4, Councillors, including a Chairperson, who will meet to shortlist and interview (D)PCSP candidates; ii. nominate a Reserve Panel Member for each of the aforementioned nominated Panel Members; and iii. ensure that the panel is broadly representative in terms of gender and community background.
3.0	Main Report
	<p><u>Key Issues</u></p> <p>3.1 The existing Belfast (D)PCSP structures will continue to function until the reconstitution date the target date of which is currently 1st April, 2020. The current Members will hold office until the day before the reconstitution date.</p> <p>3.2 As part of this reconstitution process, the Joint Committee is required to conduct a recruitment process for the recruitment of Independent Members to the (D)PCSPs. This process is currently at Stage 2 which involves the shortlisting and interviewing of potential candidates.</p> <p>3.3 The Council, with support from its internal Human Resources and an external HR Service Provider appointed by the NIPB, is responsible for the second stage of the process which is to shortlist and interview applicants against the published criteria.</p> <p>3.4 An Impartial Assessor will oversee a sample of the process and an Independent Panel Member will be present at every stage of the shortlisting and interviewing stages.</p>

3.5	To enable this process to move forward, the NIPB has requested that the Council nominates a Panel, from existing (D)PCSP Elected Members, comprising of at least 2, and up to 4, Councillors, including a Chairperson, who will meet to shortlist and interview applicants.
3.6	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.
3.7	The Panel should remain the same throughout the process, unless extraordinary circumstances requires that a substitution is made. However, a Reserve Panel Member should also be nominated for each of the aforementioned nominated Panel Members. If a conflict/extraordinary circumstance is identified the Panel Member will stand down from the process and the Reserve Panel Member will take over and complete the process.
3.8	Furthermore, the Council should seek to ensure that the Panel is representative in terms of gender and community background.
3.9	The Panel along with an Independent Panel Member appointed by the NIPB, will shortlist and interview the Independent (D)PCSP candidates.
3.10	The Panel including the Reserve Panel Members will be required to undertake a half day training session during the month of September.
3.11	It is anticipated, based on previous recruitment exercises, that 2 days of shortlisting and 8-10 days of interviews will be required. All of which will be held during normal working hours with the shortlisting and interviews expected to take place during October/November.
	<p><u>Financial and Resource Implications</u></p>
3.12	Panel Members will be entitled to receive appropriate expenses for training, shortlisting 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 along with reasonable travel expenses at 45p per mile.

	<p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p>
3.13	<p>The 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.</p>
3.14	<p>The NIPB has overall responsibility for the recruitment of Independent Members and they will appoint an Independent Assessor to oversee the shortlisting and interviewing process by local Councils.</p>
3.15	<p>Councils are only required to shortlist and interview to achieve a pool of appointable candidates which is normally twice the number of Independent Members required. The NIPB will make the final decisions on which candidates will be offered appointment and in making those decisions will strive to ensure Independent Members are appointed to reflect the community in Belfast.</p>
4.0	Document Attached
	List of current Belfast (D)PCSP Members