

Statewatch's comparison of the Patten Commission's recommendations and the Government's proposals in the Police (Northern Ireland) Bill.

Abbreviations used in the tables:

Terms used in the Government Response

A Accepted
PA Partially Accepted
AP Accepted in Principle
AA Accepted with amendments
AS Accepted with safeguards
FC Further consideration
QA Qualified Acceptance
R Rejected
LPIPB Legislative provision included in Police Bill

Other abbreviations:

CAG Comptroller and Auditor General
BG British Government
CC Chief Constable
DC District commander
DPTC Directors of Police Training Colleges
FCO Foreign and commonwealth Office
GC Garda Síochána
HO Home Office
IG Irish Government
OC Oversight commission
PA Police Association
PC Patten Commission
PB Policing Board
PO Police Ombudsman
PRPT Police Retraining and Rehabilitation Trust
RA Recruitment Agency
SoS Secretary of State
TEA Training and Employment Agency

Human Rights

Patten Recommendation	HMG s Plan	The Police (Northern Ireland) Bill	Clause
<p>1 There should be a comprehensive programme of action to focus policing in Northern Ireland on a human rights-based approach. [para. 4.6]</p>	<p>A LPIP.B.</p>	<p>Part provision. The PB should monitor HR performance of police and in carrying out their functions Police Officers shall have regard to code of ethics. But:</p> <ul style="list-style-type: none"> <input type="checkbox"/> No statutory provision for police training in HR <input type="checkbox"/> Upholding HR required in oath for new recruits only <input type="checkbox"/> No provision for PB, SoS, CC or AG to consult with Human Rights Commission on any matter. See PB: 18(2), SoS: 22(2) 25(2), 26(6), 41(2), 49(2), 50(3); CC: 48(2);AG: 28(7) <p>Amendment: 2(2)(c) Add comma after efficient , delete and and add after effective and are trained (and updated as required) in the fundamental principles and standards of human rights and the practical implications for policing. 18(2)(b) Add (d) the Human Rights Commission. 22(2)(b) Add (c) the Human Rights Commission. Replace (c) with (d) . 25(2)(b) Add (c) the Human Rights Commission. 26(6)(b) Add (c) the Human Rights Commission. 28(7)(c) Add (d) the Human Rights Commission. 41(2)(c) Add (d) the Human Rights Commission. 48(2)(c) Add (d) the Human Rights Commission. Replace (d) with (e) 49(2)(b) Add (c) the Human Rights Commission. Delete the Police Association. 50(3)(b) Add (c) the Human Rights Commission. Delete the Police Association.</p>	<p>2(3)(b)ii 30(4) 53(2)(a)(i)</p> <p>36</p>
<p>2 There should be a new oath, taken individually by all new and existing police officers, expressing an explicit commitment to upholding human rights. The text might be as follows I hereby do solemnly and sincerely and truly declare and affirm that I will faithfully discharge the duties of the office of constable, and that in so doing I will act with fairness, integrity, diligence and impartiality, uphold fundamental human rights and accord equal respect to all individuals and to their traditions and beliefs. [para. 4.7]</p>	<p>PA LPIP.B</p>	<p>Part provision but</p> <ul style="list-style-type: none"> <input type="checkbox"/> New oath for new recruits only. <p>Amendment: 36 Delete after shall on appointment and after attested delete as a constable .</p>	<p>36</p>
<p>3 A new Code of Ethics should replace the existing, largely procedural code, integrating the European Convention on Human Rights into police practice. Codes of practice on all aspects of policing, including covert law enforcement techniques, should be strictly in</p>	<p>A LPIP.B.</p>	<p>Part provision. In carrying out their functions Police Officers shall have regard to code of ethics. But:</p> <ul style="list-style-type: none"> <input type="checkbox"/> No provision to integrate the ECHR into police practice. <input type="checkbox"/> No provision specifically for CC to consult with HRC. <input type="checkbox"/> R.I.P. Bill is not strictly in accordance with the Convention. See http://www.statewatch 	<p>30(5)</p>

accordance with the European Convention on Human Rights. [para. 4.8]		Amendment: 48(1) after force add and integrating the European Convention on Human Rights.	
4 All police officers, and police civilians, should be trained (and updated as required) in the fundamental principles and standards of human rights and the practical implications for policing. The human rights dimension should be integrated into every module of police training. [para. 4.9]	A LPIP.B.	No statutory provision. Amendment: See Recommendation 1.	
5 Awareness of human rights issues and respect for human rights in the performance of duty should be an important element in the appraisal of individuals in the police service. [para. 4.10]	A	No statutory provision Amendment: 2(3) (ii) Add (iii) the appraisal of individuals in the police service and their awareness of human rights issues and respect for human rights in the performance of their duty. Replace (iii) with (iv).	
6 A lawyer with specific expertise in the field of human rights should be appointed to the staff of the police legal services. [para. 4.11]	A	No statutory provision and Government agrees only that he or she is employed, in the first instance, on a consultancy basis. Amendment: 33(2) Add 2a The Board shall, subject to the approval of the Secretary of State, and after consultation with the Chief Constable, appoint a lawyer with specific expertise in the field of human rights to the staff of the police legal services to advise the police service on all aspects of human rights.	
7 The performance of the police service as a whole in respect of human rights, as in other respects, should be monitored closely by the Policing Board. [para. 4.12]	A LPIP.B.	No statutory provision. See amendment in recommendation 5.	

Accountability

8 An entirely new Policing Board should be created, to replace the present Police Authority. [para. 6.2]	A LPIP.B.	Statutory provision.	Part 1
9 The statutory primary function of the Policing Board should be to hold the Chief Constable and the police service publicly to account.	A LPIP.B.	Statutory provision. But <input type="checkbox"/> No mention of publicly . <input type="checkbox"/> no provision for PB to keep itself informed on use of search, stop and search arrest and detention powers and their outcomes. Amendment: 2(3)(a) After Constable add publicly . 2(3)(c) After informed insert and publish regularly statistics. 2((3)(c)(v) Add trends and patterns in the use of stop and search, house searches, road checks, arrests, detention, intimate searches, interceptions of communications and their outcomes.	2(3)(a) to 2(3)(e)

<p>10 The Policing Board should set objectives and priorities for policing over a 3 to 5 year period, taking account of any longer term objectives or principles set by the Secretary of State or successor. It should then be responsible for adopting a 3 to 5 year strategy, prepared by the Chief Constable through a process of discussion with the Board, which should reflect the objectives and priorities set by the Board. [para. 6.5]</p>	<p>A LPIP.B.</p>	<p>Statutory provision but <input type="checkbox"/> the Bill does not require the CC to base his report on the objectives and priorities of the PB. Amendment: 24(3) Insert (4) The draft of the policing plan submitted by the chief Constable to the Board for it to consider should follow the objectives and priorities set by the Board.</p>	<p>23 and 24</p>
<p>11 The Board should be responsible for adopting an Annual Policing Plan, developed by the Chief Constable, through a process of discussion with the Board, on the basis of objectives and priorities set by the Board, and within the agreed 3 to 5 year strategy. [para. 6.6]</p>	<p>A. LPIP.B.</p>	<p>Statutory provision.</p>	<p>24(4)</p>
<p>12 The Board should be responsible for negotiating the annual policing budget with the Northern Ireland Office, or with the appropriate successor body after devolution of policing. It should then allocate the police service budget to the Chief Constable and monitor police performance against the budget. [para. 6.7]</p>	<p>A LPIP.B.</p>	<p>Statutory provision.</p>	<p>9 and 10</p>
<p>13 The Board should monitor police performance against the Annual Policing Plan and the 3 5 year strategy. It should watch crime trends and patterns, and police performance in public order situations. It should also follow such things as recruitment patterns and trends, including fair employment and equal opportunities performance, and training needs. It should assess public satisfaction with the police service and, in liaison with the Police Ombudsman, patterns and trends in complaints against the police. [para. 6.8]</p>	<p>A. LPIP.B.</p>	<p>Statutory provision but there are a number of omissions. <input type="checkbox"/> Police performance in public order situations <input type="checkbox"/> Appraisal of police officers in human rights <input type="checkbox"/> Trends and patterns in the use of police powers. Amendment: See Recommendation 2</p>	<p>2</p>
<p>14 The Board should have the responsibility for appointing all chief officers and civilian equivalents and for determining the length of their contracts. All appointments should be subject to approval by the Secretary of State (and successor after devolution) and the Chief Constable should be consulted in relation to the appointment of subordinate chief officers and civilian equivalents. The Board should have the power to call</p>	<p>A. LPIP.B.</p>	<p>Statutory provision.</p>	<p>33(1)</p>

<p>upon the Chief Constable to retire in the interests of efficiency and effectiveness subject to the approval of the Secretary of State (and successor) and to the right to make representations as at present. Similarly, the Board should have the same power in relation to other chief officers and civilian equivalents exercisable subject to the approval of the Secretary of State (and successor) and to the same right to make representations and after consultation with the Chief Constable. The Secretary of State should have power to require the Policing Board to call upon the Chief Constable to retire on the same grounds but this power should be exercisable only after consultation with the Board and subject to the same right to make representations already referred to. Additionally, after devolution the relevant Northern Ireland minister should have power to call for the retirement of the Chief Constable on the same grounds but this should be subject to the agreement of the Policing Board and the approval of the Secretary of State with an equivalent right to make representations. The Board should be the disciplinary authority for chief officers and civilian equivalents. [para. 6.9]</p>			
<p>15 The Policing Board should coordinate its work closely with other agencies whose work touches on public safety, including education, environment, economic development, housing and health authorities, as well as social services, youth services and the probation service, and with appropriate non-governmental organizations. [para. 6.10]</p>	<p>A. LPIP.B.</p>	<p>Statutory provision.</p>	<p>2(4)(c)i</p>
<p>16 The Policing Board should have 19 members, 10 of whom should be Assembly members drawn from the parties that comprise the new Northern Ireland Executive, selected on the d Hondt system, who should not at the same time hold ministerial office in the Executive. [para. 6.11]</p>	<p>A. LPIP.B.</p>	<p>Statutory provision.</p>	<p>Sch 1, Part III 6(1)</p>
<p>17 The nine independent members of the Board should be selected from a range of different fields including business, trade unions, voluntary organizations, community groups and</p>	<p>A. LPIP.B.</p>	<p>Statutory provision but <input type="checkbox"/> omits HRC in consultation process Amendment: Sch 1, Part III, 8(2)(b) delete and . Insert (c) the</p>	<p>Sch 1, Part III, 8(1)</p>

<p>the legal profession with the aim of finding a group of individuals representative of the community as a whole, with the expertise both to set policing priorities and to probe and scrutinise different areas of police performance, from management of resources to the safeguarding of human rights. Their appointments should be for four years; but if it were necessary for the purpose of continuity to ensure that not all Board positions fell vacant at the same time as elections to the Assembly, some of these appointments could be for an initial period of two years. [para. 6.12]</p>		<p>Human Rights Commission; and and replace (c) with (d)</p>	
<p>18 The independent members should be appointed by the Secretary of State, in consultation with the First Minister and the Deputy First Minister, until such time as responsibility for policing is devolved, at which point the appointments should be made by the First Minister and the Deputy First Minister acting together. Until devolution, the Secretary of State should also determine the remuneration and expenses of Board members, in consultation with the First Minister and the Deputy First Minister. [para. 6.13]</p>	<p>A. LPIP.B.</p>	<p>Statutory provision but <input type="checkbox"/> <input type="checkbox"/> SoS may remove independent or political members if he has been convicted of a criminal offence . This is ambiguous. Does it also mean that anyone with a criminal record will not be appointed in the first place?</p> <p>Amendment: Sch 1, Part III, 9(1) (a) add after offence since the coming into force of this Act. (b) Add after creditors since the coming into force of this Act.</p>	<p>Sch 1, Part III, 9(1)</p>
<p>19 A Board member of high quality and standing in the community should be appointed by the Secretary of State to be the first chairman of the Board, with the agreement of the First Minister and the Deputy First Minister, for an initial term of four years. [para. 6.14]</p>	<p>A LPIP.B.</p>	<p>Statutory provision but <input type="checkbox"/> <input type="checkbox"/> SoS has only to consult. There is no provision that they agree.</p> <p>Amendment: Sch 1, Part III, 11 (3) Replace consult with with the agreement of .</p>	<p>Sch 1 Part III, 11</p>
<p>20 Responsibility for policing should be devolved to the Northern Ireland Executive as soon as possible, except for matters of national security. [para. 6.15]</p>	<p>A</p>	<p>No statutory provision.</p> <p>Amendment: 22(2) add 22(3) This power will be transferred to the Northern Ireland Executive after two years.</p>	
<p>21 The powers of the Policing Board proposed in this report, in relation to both government (as now represented by the Secretary of State) and the Chief Constable, should in no way be diminished when the government role in the tripartite arrangement passes to the Northern Ireland Executive. [para. 6.15]</p>	<p>A</p>	<p>No statutory provision.</p> <p>Amendment: 22(4) The powers of the Policing Board shall be in no way diminished when the government role in the tripartite arrangement passes to the Northern Ireland Executive.</p>	
<p>22 The provisions of the Police (Northern Ireland) Act 1998 should</p>	<p>A LPIP.B.</p>	<p>Statutory provision but <input type="checkbox"/> <input type="checkbox"/> roles remain confused. The PC argued that</p>	<p>22(1), 23(1)</p>

<p>be simplified so that the respective roles of the Secretary of State (or successor), the Policing Board and the Chief Constable are clear. [para. 6.16]</p>		<p>the Government should retain the power to set principles and broad overall objectives for policing and the PB should have the power to set the objectives, priorities and performance targets. The Bill provides that the objectives of the PB must be consistent with the SoS's objectives. In short, the SoS's objectives take priority.</p> <p>Amendment: 22 (1) add after revise, broad . 23 (1) add after objectives, priorities and performance targets. 23(2) add after which broad .</p>	
<p>23 The provision, in Section 39 of the Police (Northern Ireland) Act 1998, that the Secretary of State may issue guidance to the police as to the exercise of their functions, should be repealed. [para. 6.18]</p>	<p>A LPIP.B.</p>	<p>Statutory provision.</p>	<p>Sch 7.</p>
<p>24 The Chief Constable should be deemed to have operational responsibility for the exercise of his or her functions and the activities of the police officers and civilian staff under his or her direction and control. [para. 6.21]</p>	<p>A LPIP.B.</p>	<p>No statutory provision. The PC recommended that the notion of operational independence should be replaced by the notion of operational responsibility.</p> <p>Amendment: 31(1) after Chief Constable, add , who will exercise operational responsibility.</p>	
<p>25 The Policing Board should have the power to require the Chief Constable to report on any issue pertaining to the performance of his functions or those of the police service. The obligation to report should extend to explaining operational decisions. If there is a disagreement between the Board and the Chief Constable over whether it is appropriate for a report to be provided on a particular matter, it should be for the Chief Constable to refer the question to the Secretary of State for a decision as to whether the Board's requirement should stand. [para. 6.22]</p>	<p>A LPIP.B.</p>	<p>Statutory provision but CC can refer the matter to SoS if it is considered that a report would contain information which ought not to be disclosed:</p> <ul style="list-style-type: none"> <input type="checkbox"/> In the interests of national security; <input type="checkbox"/> Because it relates to an individual and is of a sensitive personal nature; <input type="checkbox"/> Because it relates to a matter which is being investigated by a statutory authority; <input type="checkbox"/> Because it would, or would be likely to prejudice proceedings which have been commenced in a court of law; or <input type="checkbox"/> Because it would, or would be likely to, prejudice the prevention or detection of crime, the apprehension or prosecution of offenders or the administration of justice. <p>These are far too broad and would cover any issue. Hence it would mean, in practice, that the SoS would be in control of all inquiries politicising policing to an even greater extent and totally undermining the PB. The PC recommended the grounds should be strictly limited.</p> <p>Amendment: 55(3) Delete (3).</p>	<p>55(1)</p>
<p>26 The Policing Board should have the power, subject only to the same limitation set out in paragraph 6.22, to follow up any report from the Chief Constable by initiating an</p>	<p>A LPIP.B.</p>	<p>Statutory provision but</p> <ul style="list-style-type: none"> <input type="checkbox"/> at least 12 members out of the 19 members must approve it. <input type="checkbox"/> the CC can refer to matter to the SoS if any of the conditions noted above apply. This 	<p>56(1) to 56(3)</p>

<p>inquiry into any aspect of the police service or police conduct. Depending on the circumstances, the Board should have the option to request the Police Ombudsman, the Inspectorate of Constabulary or the Audit Office to conduct or contribute to such an inquiry, or to use the Board's own staff, or even private consultants for such a purpose. [para. 6.23]</p>		<p>will mean in practice that a request for an inquiry could be challenged and the SoS will be left to make the decision.</p> <ul style="list-style-type: none"> □□ the SoS may refuse an inquiry or discontinue one if he considers it would not be in the interests of the efficiency or effectiveness of the police force. This is best described as the Stalker clause. <p>Amendment: 56(3) Delete (3). 56(4) Delete (4).</p>	56(4)
<p>27 Each District Council should establish a District Policing Partnership Board (DPPB), as a committee of the Council, with a majority elected membership, the remaining independent members to be selected by the Council with the agreement of the Policing Board. The chair of the DPPB should be held by an elected member, with rotation between parties from year to year. [para. 6.26]</p>	AA LPIPB.	<p>No statutory provision. The Government has made provision for what it calls District Policing Partnerships, which are to be purely consultative.</p> <p>This undermines the core proposal of the PC that policing should be decentralised and DPPBs should act as forums for promoting a partnership of community and police in the collective delivery of community safety. Para 6.30.</p> <p>Amendment: Throughout Bill replace District policing partnerships with District Policing Partnership Boards.</p>	13
		<p>A DPP shall consist of 15,17,19 members as the Council may determine and made up of a pro rata proportion of political and independent members. The PB or Council may remove a person from office for various reasons including if he or she has been convicted of a criminal offence. In addition, an independent member is disqualified from being a member if convicted of a Scheduled offence or an offence carrying a sentence of imprisonment. It is clearly devised to exclude paramilitaries from being involved in local policing.</p> <p>Amendment: Sch 3, (7) (a) add after offence since the coming into force of this Act. Sch 3,7(b) add after creditors since the coming into force of this Act. Sch 3, 8(2) delete.</p>	Sch 3 2(1) Sch 3 (3) and (4)
<p>28 The District Policing Partnership Board in Belfast should have four sub-groups, covering North, South, East and West Belfast. [para. 6.27]</p>	R	<p>No statutory provision. The government rejects this recommendation further undermining the core proposal of the PC. It will mean that access to collective delivery of security will be considerably more remote for people in Belfast with 287,000 people compared with Moyle 15,000. The CC may determine the number of DPPs in Belfast.</p> <p>Amendment: 13 (1) At end add There shall be established four DPPBs for Belfast City Council.</p>	
<p>29 There should be monthly meetings between the DPPB and the police District Commander, at which the police should present reports and answer questions and the Board should reflect community concerns and priorities to the police. The views expressed by DPPBs should be taken</p>	AS LPIPB.	<p>No statutory provision. The general functions of the DPP include providing views to the DC, monitoring performance of the police force in carrying out the policing plans, to make arrangements for obtaining the views of the public, acting as a forum and carrying out any other functions conferred on it by other statutory provision. There is, however, no reciprocal statutory provision of the general functions</p>	15(1)

<p>fully into account by the police and by the Policing Board in the formulation of policing plans and strategies at the central level. [para. 6.30]</p>		<p>of the DC in relation to the DPPs. Thus the notion of a partnership is a misnomer. The police have no statutory obligations towards the community and a traditional form of policing in which the community is subordinate to the police is maintained.</p> <p>In particular, there is no statutory requirement for the DC to produce regular statistics on any of the following: number and characteristics of those stopped and searched and their outcome, the number and characteristics of those arrested and their outcome, the length of detention, the number of crimes investigated, the cost per crime and their outcome.</p> <p>Amendments: 15(2) add 15(3)</p> <ul style="list-style-type: none"> a) the District Commander shall take fully into account the views expressed by the DPPB. b) The District Commander to provide to the DPPB trends and patterns of crime, use of police powers of stop and search, houses searches, road blocks, arrests, detentions and their outcomes. 	
<p>30 The DPPB should submit an annual report to the District Council, and publish it. [para. 6.31]</p>	<p>AS LPIP.B.</p>	<p>Statutory provision</p>	<p>17</p>
<p>31 The approved administration costs of the DPPB should attract a 75% grant from the Policing Board, the remaining 25% to be funded by the District Council. [para. 6.32]</p>	<p>AS LPIP.B.</p>	<p>Statutory provision.</p>	<p>Sch 3 11</p>
<p>32 District Councils should have the power to contribute an amount initially up to the equivalent of a rate of 3p in the pound towards the improved policing of the district, which could enable the DPPB to purchase additional services from the police or other statutory agencies, or from the private sector. [para. 6.33]</p>	<p>FC LPIP.B.</p>	<p>No statutory provision. This represents a further dilution of the PC model of policing. It recognised that security is a public good and should be available to everyone. The better off have always been able to purchase this good privately and as a result public safety a responsibility of government has increasingly been distributed on the basis of class. The PC proposal, if accepted, would provide a new opportunity for the democratic control of this public good rather than leaving it to the market.</p> <p>Amendment: Sch 3, 11 Insert</p> <p>11(a) District Councils shall have the power to contribute an amount initially up to the equivalent of a rate of 3p in the pound to the DPPB for improved policing of the District.</p>	
<p>33 It should be the aim of every police beat manager to have a consultative forum in his or her patrol area. [para. 6.34]</p>	<p>A LPIP.B.</p>	<p>No statutory provision.</p>	
<p>34 The Policing Board should maintain regular contact with the DPPBs, through periodic meetings of chairpersons, annual conferences,</p>	<p>A LPIP.B.</p>	<p>No statutory provision. It is not included in the general functions of the PB. See 2.</p> <p>May be included in a Code of Practice.</p>	

seminars, training courses and by including them in the circulation of information. [para. 6.35]			
35 The Policing Board should meet in public once a month, to receive a report from the Chief Constable. [para. 6.36]	A	No statutory provision. May be included in Code of Practice. Amendment: Sch 1, IV, 17 (1) Insert before (1) The Policing Board shall meet once a month and in public. Replace (1) by (1a).	
36 District Policing Partnership Boards should meet in public once a month, and procedures should allow for members of the public to address questions to the Board and, through the chair, to the police. [para. 6.37]	A LPIP.B.	No statutory provision. May be included in a Code of Practice. Amendment: Sch 3, 12 (3) add (3a) Meetings of the DPPBs shall be held one a month and in public.	
37 The police service should take steps to improve its transparency. The presumption should be that everything should be available for public scrutiny unless it is in the public interest not the police interest to hold it back. [para. 6.38]	A	No statutory provision and many provisions of the Bill run contrary to this principle. See example, the restrictions concerning reports and inquiries. See above recommendation 25 and 26. The government has pointed out that the Freedom of Information Bill currently before Parliament will specifically apply to the police and the PB. This provides for the exemptions of a wide range of police and other information which the public may have no access. These include all information held by the National Crime Intelligence Service, any information held by the police or other public body which may prejudice the prevention or detection of crime, the apprehension or prosecution of offenders, the administration of justice, the assessment or collection of any tax or duty or of any imposition of a similar nature, the operation of the immigration controls or, the maintenance of security and good order in prisons or in other institutions where persons are lawfully detained. If the PB follow these restrictions the amount of information available to the public will be even less than currently. Amendment: 2(4)(c) add (d) the principle that everything should be available for public scrutiny unless it is in the public interest - and not the police interest to withhold information. 31(2)(b) add (c) the principle that everything should be available for public scrutiny unless it is in the public interest - not the police interest to hold it back.	
38 The Police Ombudsman should be, and be seen to be, an important institution in the governance of Northern Ireland, and should be staffed and resourced accordingly. The Ombudsman should take initiatives, not merely react to specific complaints received. He/she should exercise the power to initiate inquiries or investigations even if no specific complaint has been received.	A LPIP.B.	Statutory provision in Police (Northern Ireland) Act 1998. Powers to be strengthened in the Bill to allow Ombudsman to comment on police powers and practices and to be given access to information required in the exercise of her functions. But the latter is qualified by the word reasonably. This raises the fundamental issue, as was seen in the Stalker inquiry, as to who should define reasonable. In addition, there can be no investigation into past matters although officers involved may still be serving in the new police service.	58.

<p>The Ombudsman should be responsible for compiling data on trends and patterns in complaints against the police, or accumulations of complaints against individual officers, and should work with the police to address issues emerging from this data. He/she should have a dynamic cooperative relationship with both the police and the Policing Board, as well as other bodies involved in community safety issues. He/she should exercise the right to investigate and comment on police policies and practices, where these are perceived to give rise to difficulties, even if the conduct of individual officers may not itself be culpable, and should draw any such observations to the attention of the Chief Constable and the Policing Board. The Ombudsman should have access to all past reports on the RUC. [para. 6.41]</p>		<p>Amendment: 60 Delete section. 61. Delete may reasonably require .</p>	
<p>39 New legislation on covert policing should be fully compliant with the European Convention on Human Rights and should have the same application in Northern Ireland as in the rest of the United Kingdom. [para. 6.43]</p>	A LPIPB.	<p>No statutory provision in but provision in the Regulation of Investigatory Powers Bill. Government claims that the new legislation will be compliant with the ECHR but this is highly questionable. See: www.statewatch.org/news/jun00/rip1.htm</p>	
<p>40 There should be a commissioner for covert law enforcement in Northern Ireland. [para. 6.44]</p>	A LPIPB.	<p>No statutory provision in but provision in the Regulation of Investigatory Powers Bill. . Government claims that the new legislation will be compliant with the ECHR but this is highly questionable. See: www.statewatch.org/news/jun00/rip1.htm</p>	
<p>41 There should be a complaints tribunal, comprising senior members of the legal profession, with full powers to investigate cases referred to it (either directly or through the Police Ombudsman) involving covert law enforcement operations. [para. 6.45]</p>	A LPIPB.	<p>No statutory provision in but provision in the Regulation of Investigatory Powers Bill. . Government claims that the new legislation will be compliant with the ECHR but this is highly questionable. See: www.statewatch.org/news/jun00/rip1.htm</p>	
<p>42 There should be a substantial strengthening of financial accountability, including: a fully costed Annual Policing Plan; a strong audit department within the Policing Board, staffed by experts in budgeting, financial management and value for money programmes; and more systematic use of the Audit Office to study police resource management, either at the behest of the Policing Board or on its own initiative. [para. 6.46] 42. Substantial strengthening of the financial</p>	A LPIPB.	<p>Statutory provision but no requirement that there should be a cost file associated with every investigation which should be reviewed monthly.</p> <p>Amendment: 11(2) Insert (2a) The Chief Constable shall open a cost file on every investigation which must be reviewed monthly..</p>	11

accountability.			
43 The Chief Constable should be designated a sub accounting officer, in addition to the Chief Executive of the Policing Board, so that either or both may be called, together with the Permanent Under Secretary as principal accounting officer, to give evidence to the Public Accounts Committee. [para. 6.47]	FA	No statutory provision.	

Policing with the Community

44 Policing with the community should be the core function of the police service and the core function of every police station. [para. 7.9]	A LPIP.B.	No statutory provision. See recommendations 27 and 28 above. Amendment: 30(4) add after section 48 and that the core function of the police service and the core function of every police station is policing with the community.	
45 Every neighbourhood (or rural area) should have a dedicated policing team with lead responsibility for policing its area. [para. 7.10]	A	No statutory provision at neighbourhood level. But CC shall designate a DC for a police district.	19(2)
46 Members of the policing team should serve at least three and preferably five years in the same neighbourhood. They should wear their names clearly displayed on their uniforms, and their uniforms should also bear the name of the locality for which they are responsible. [para. 7.11]	AP	No statutory provision. But provision for numbers to be displayed.	51.
47 All probationary police officers should undertake the operational phases of their probationary training doing team policing in the community. [para. 7.12]	A	No statutory provision.	
48 Where practicable, policing teams should patrol on foot. [para. 7.13]	A	No statutory provision.	
49 Neighbourhood policing teams should be empowered to determine their own local priorities and set their own objectives, within the overall Annual Policing Plan and in consultation with community representatives. [para. 7.14]	A	No statutory provision.	
50 The Northern Ireland police should, both at a service-wide level and at patrol team level, conduct crime pattern and complaint pattern analysis to provide an information-led, problem-solving approach to	A LPIP.B.	No statutory provision.	

policing. All police officers should be instructed in problem-solving techniques and encouraged to address the causes of problems as well as the consequences (the priority being to train beat managers and their teams); and they should be regularly appraised as to their performance in doing so. [para. 7.16]			
51 DPPB members and other community leaders should be able to attend police training courses in problem-solving techniques. [para. 7.17]	A	No statutory provision	

Policing in a peaceful society.

52 Police stations built from now on should have, so far as possible, the appearance of ordinary buildings; they should have low perimeter walls, and be clearly visible from the street; but they should have security features, which may be activated or reinforced as necessary. [para. 8.5]	AP	No statutory provision. Security dependent.	
53 Existing police stations should subject to the security situation in their areas and to health and safety considerations be progressively made less forbidding in appearance, more accessible to public callers and more congenial for those working in them. The public reception areas inside police stations should be made more welcoming, and civilian receptionists could replace police officers. [para. 8.6]	AP	No statutory provision. Security dependent.	
54 District police commanders should have discretion to decide in consultation with their local community how best to balance their resources between static posts and mobile patrols. [para. 8.7]	A	No statutory provision. But new District commands to be introduced by November 2000.	
55 Police cars should continue to be substituted as patrol vehicles in place of armoured Landrovers, and the use of armoured Landrovers should be limited to threatening situations. [para. 8.8]	A	No statutory provision. Security dependent.	
56 As soon as possible (that is, as soon as the incidence of deployment ceases to be regular) armoured Landrovers should be moved to depots, to be kept in reserve for use in public order policing for as long as this contingency may be required.	A	No statutory provision. Security dependent.	

[para. 8.9]			
57 The word Police should be painted onto the sides of all Landrovers. [para. 8.10]	A	No statutory provision. Security dependent.	
58 The role of the army should continue to be reduced, as quickly as the security situation will allow, so that the police can patrol all parts of Northern Ireland without military support. [para. 8.11]	A	No statutory provision. Security dependent.	
59 For as long as the prospect remains of substantial public order policing demands on the scale seen at Drumcree in recent years, the army should retain the capacity to provide support for the police in meeting those demands. [para. 8.12]	A	No statutory provision. Security dependent.	
60 Provided the threat of terrorism in Northern Ireland diminishes to the point where no additional special powers are necessary to combat it, legislation against terrorism should be the same in Northern Ireland as in the rest of the United Kingdom. [para. 8.14]	A LP	Special powers can be phased out by order. Terrorism Bill extending special powers to the whole of the UK becomes law in 2001.	
61 In the meantime, with immediate effect, records should be kept of all stops and searches and other such actions taken under emergency powers. [para. 8.14]	A LPI	Statutory provision in the Terrorism Bill.	
62 The three holding centres at Castlereagh, Gough barracks and Strand Road should be closed forthwith and all suspects should in future be detained in custody suites based in police stations. [para. 8.15]	A	Castlereagh closed on 31 December, 1999. Others to close as soon as practicable.	
63 Video recording should be introduced into the PACE custody suites. [para. 8.16]	A LPIPB.	Statutory provision.	65
64 Responsibility for inspecting all custody and interrogation suites should rest with the Policing Board, and Lay Visitors should be empowered not only to inspect the conditions of detention (as at present), but also to observe interviews on camera subject to the consent of the detainee (as is the case for cell visits). [para. 8.16]	PA	No statutory provision. Recommendation accepted in part only.	
65 The question of moving towards the desired objective of a routinely unarmed police service should be periodically reviewed in the light of developments in the security environment. [para. 8.19]	A	No statutory provision. Security dependent.	

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Public Order Policing

66 The Northern Ireland police should have the capacity within its own establishment to deal with public order emergencies without help from other police services and without more than the present level of support from the army. [para. 9.6]	A	No statutory provision.	
67 It should be a condition for the approval of a parade that the organizers should provide their own marshals, and the organizers and the police should work together to plan the policing of such events. This should involve as appropriate the representatives of the neighbourhoods involved in the parade route. [para. 9.9]	AP	No statutory provision.	
68 Marshal training should be further developed, with an appropriate qualification on successful completion of the training. All parades should be marshalled and, as soon as practicable, it should be a requirement that all potentially contentious parades requiring a decision or determination by the Parades Commission should be marshalled by qualified personnel. [para. 9.10]	AP	No statutory provision.	
69 An immediate and substantial investment should be made in a research programme to find an acceptable, effective and less potentially lethal alternative to the Plastic Baton Round (PBR). [para. 9.15]	A	No statutory provision.	
70 The police should be equipped with a broader range of public order equipment than the RUC currently possess, so that a commander has a number of options at his/her disposal which might reduce reliance on, or defer resort to, the PBR. [para. 9.16]	A	No statutory provision.	
71 The use of PBRs should be subject to the same procedures for deployment, use and reporting as apply in the rest of the United Kingdom. Their use should be confined to the smallest necessary number of specially trained officers, who should be trained to think of the weapon in the same way as they would think of a firearm, that is as a weapon which is potentially lethal. Use of PBRs should in the first instance require the authorisation of a	A LPIPB.	Statutory provision. SoS has power to issue and revise guidance on use of PBRs. Before doing so must consult with PB, CC and PA but not with the Human Rights Commission. Amendment: 49(2)(c) Add (d) the Human Rights Commission.	49 2

district commander. This should be justified in a report to the Policing Board, which should be copied to the Police Ombudsman. Wherever possible, video camera recordings should be made of incidents in which the use of PBRs is authorised. [para. 9.17]			
72 Officers' identification numbers should be clearly visible on their protective clothing, just as they should be on regular uniforms. [para. 9.18]	A LPIPB.	Statutory provision, but <input type="checkbox"/> qualified by as far as practicable . Amendment: 51(2) Delete as far as practicable .	51
73 The Policing Board and, as appropriate, the Police Ombudsman should actively monitor police performance in public order situations, and if necessary seek reports from the Chief Constable and follow up those reports if they wish. [para. 9.19]	A LPIPB.	Statutory provision, but <input type="checkbox"/> no specific duty for either the Ombudsman or the PB to monitor actively police performance in public order situations. See 2, 3(c) and 58. Amendment: 2 (3) (c) add (vi) Police performance in public order situations . 58, 61A(1) add (c) police performance in public order situations.	2 and 58
74 Guidance governing the deployment and use of PBRs should be soundly based in law, clearly expressed and readily available as public documents. [para. 9.20]	A	Statutory provision, but <input type="checkbox"/> it is qualified and leaves the form of publication to the SoS. Amendment: 49(3) replace (3) with The Secretary of State shall publish any guidance issued or revised in full on the internet.	49 (3)

Management and Personnel

75 The Northern Ireland police leadership team should include specialists in change management. These may be either civilians or police officers, preferably both. The leadership team should produce a programme for change, to be presented to the Policing Board and reviewed periodically by the Board. The efficiency and effectiveness of each chief officer should be judged on the basis of, among other things, their capacity to introduce and adapt to change. [para. 10.3]	A	No statutory provision	
76 District commanders should have fully devolved authority over the deployment of personnel (officer and civilian) within their command, devolved budgets (including salary budgets), authority to purchase a range of goods and services, and to finance local policing initiatives. They should reach service level agreements with all headquarter	A	No statutory provision. Amendment: 31(2)(b) add the requirement that District commanders should have fully devolved authority over the deployment of personnel (officer and civilian) within their command, devolved budgets (including salary budgets), authority to purchase a range of goods and services, and to finance local policing initiatives.	

support departments. [para. 10.7]			
77 It should be a high priority of management to ensure that the appraisal system is fully effective. This system should be used as part of the promotion and selection process. An officer's capacity for change should be assessed and should also be taken into account in the promotion and selection process. [para. 10.10]	A	No statutory provision.	
78 District commanders should be required regularly to account to their senior officers for the patterns of crime and police activity in their district and to explain how they propose to address their districts problems. [para. 10.11]	A	No statutory provision.	
79 An automated trend identification system for complaints should be introduced. [para. 10.12]	A	No statutory provision.	
80 The use of trend information should be followed up by management, and as appropriate by the department responsible for discipline, and guidance should be drawn up to help managers use this information effectively. [para. 10.13]	A	No statutory provision	
81 Police managers should use random checks as a way to monitor the behaviour of their officers in dealings with the public and their integrity. [para. 10.14]	A	No statutory provision. Amendment: 2 (3) (c) (vi) add (vii) results of the random checks on the behaviour of officers in dealing with the public and their integrity.	
82 Police management should use all the tools at its disposal, including when necessary the administrative dismissal process, to ensure that high professional and ethical standards are consistently met. [para. 10.15]	A	No statutory provision.	
83 There should be a tenure policy, so that officers do not have inordinately long postings in any specialist area of the police. [para. 10.16]	A	No statutory provision.	
84 Officer injured on duty should be treated as a separate category for sickness recording purposes. [para. 10.17]	A	No statutory provision. Amendment: 2(3)(e) Add (f) Publish annually (i) the number of officers injured on and off duty; (ii) the number of officers on sick leave and average length of sick leave; (iii) the number of officers who received personal injury compensation as a result of a motor accident while on duty and the average size of the claim.	
85 A new policy should be formulated for the management of long term-sickness absence, incorporating arrangements for	A	No statutory provision.	

medical retirement, career counselling and welfare support. A system of rewards, as well as sanctions, should be introduced as part of the sickness management policy. [para. 10.19]			
86 There should be a more detailed review of sickness absence, to establish underlying causes and to make recommendations to address them. [para. 10.19]	A	No statutory provision.	
87 A substantial fund should be set up to help injured police officers, injured retired officers and their families, as well as police widows. [para 10.21]	A	No statutory provision.	
88 The Widows Association should be given an office in police premises, free of charge, and a regular source of finance adequate to run their organization. [para 10.21]		No statutory provision.	
89 The Assistant Chief Constables currently responsible for support services should be replaced by two civilian Assistant Chief Offices, one responsible for personnel issues and one for finance and administration. [para 10.22]s	A	No statutory provision.	
90 There should be a rigorous programme of civilianisation of jobs which do not require police powers, training or experience, exceptions being made only when it can be demonstrated that there is a good reason for a police officer to occupy the position. [para 10.23]	A	No statutory provision.	
91 The Policing Board and the police service should initiate a review of police support services with a view to contracting out those service where this will enhance the efficient management of resources. Consideration should be given to allowing management buy-outs of support services by police officers or civilian employees interested in continuing to provide those services as a private sector company, and in such cases management buy-out contractors should be offered a secure contract for at least three years to enable them to establish themselves before having to tender for renewal.	A	No statutory provision.	
92 The police should commission a comprehensive audit of the whole police estate, to include outside experts, and develop a strategy for achieving an effective and efficient estate to meet the objectives for policing as outlined in this report. [para 10.28]	A	No statutory provision.	

Information Technology

<p>93 There should be an urgent, independent, and in-depth strategic review of the use of information technology (IT) in policing. It should benchmark the Northern Ireland police against police services in the rest of the world and devise a properly resourced strategy that places them at the forefront of law enforcement technology within 3 to 5 years. It should be validated by independent assessment. The strategy should deliver fully integrated technology systems that are readily accessible to all staff, and should take advantage of the best analytical and communications systems currently available. Users of the technology should play a key part in devising the strategy, and in assessing its implementation. [para. 11.13]</p>	<p>A</p>	<p>No statutory provision.</p>	
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Structure of the Police Service

<p>94 There should be one district command for each District Council area. [para. 12.4]</p>	<p>A LPIPB.</p>	<p>Statutory provision.</p>	<p>19</p>
<p>95 In general, each district command should be headed by a Superintendent and resourced sufficiently to be self-contained for day-to-day policing purposes and capable of marshalling strength to cope with most unexpected demands. However, in the districts with small populations the commander should be a Chief Inspector, and the districts should draw on assistance from larger neighbouring district commands for functions in which it is not feasible for a small command to be self-sufficient. [para. 12.5]</p>	<p>A LPIPB.</p>	<p>Statutory provision.</p>	<p>19</p>
<p>96 The divisional layer of management and the regional headquarters should be removed, and there should be a direct reporting line from each district commander to the appropriate Assistant Chief Constable at central police headquarters. District commanders in smaller council areas, whatever their rank, should have such a direct reporting line, reflecting the accountability arrangements we have recommended. There should be much greater delegation of decision-making authority to district commanders than is the case now with sub-divisional commanders, including control over a devolved budget and all police resources in their district. [para. 12.6]</p>	<p>A LPIPB.</p>	<p>No statutory provision.</p>	

97 There should be a slimmer structure at police headquarters one that reflects the shift of focus towards community policing and the delegation of responsibility to district commanders, and permits a more rigorous and strategic approach to management. There should be no more than one Deputy Chief Constable. The number of Assistant Chief Officers should be reduced to six from the present twelve. The position of Deputy Assistant Chief Constable should be deleted forthwith. The rank of Chief Superintendent should be phased out. [para. 12.9]	A.	No statutory provision and accepted partially. Opposed to reducing the number of ACC to 6.	
98 Special Branch and Crime Branch should be brought together under the command of a single Assistant Chief Constable. [para. 12.12]	AP.	No statutory provision. Security dependent.	
99 There should be a substantial reduction in the number of officers engaged in security work in the new, amalgamated command. [para. 12.13]	AP	No statutory provision. Security dependent.	
100 Security officers should be required to keep their district commanders well briefed on security activities in their districts, and district commanders should be fully consulted before security operations are undertaken in their district. [para	A	No statutory provision.	
101 The support units of Special Branch should be amalgamated into the wider police service. [para. 12.15]	A P	No statutory provision. Security dependent.	
102 Officers should not spend such long periods in security work as has been common in the past. [para 12.16]	A	No statutory provision.	
103 The future police service should not include a Full Time Reserve. [para. 12.17]	A.	No statutory provision Security Dependent. Amendment: 35(2)(b) Add (c) The full-time Police Reserve will cease to exist after 1 January, 2003.	
104 There should be an enlarged Part Time Reserve of up to 2,500 officers, the additional recruits to come from those areas in which there are currently very few reservists or none at all. [para. 12.18]	A LPIPB.	Statutory provision but for appointments only.	35

Size of the police service

105 Provided the peace process does not collapse and the security situation does not deteriorate significantly from the situation pertaining at present, the approximate size of the police service	A	No statutory provision.	
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over the next ten years should be 7,500 full time officers. [para. 13.9]			
106 The early retirement or severance package offered to regular officers and full time reservists aged 50 or above should include a generous lump sum payment according to length of service, pension enhancement of up to five years, early payment of pension commutation entitlement and payment in lieu of pension until pensionable age is reached. Full time reservists should be treated as far as possible in the same way as regular officers	A LPIP.B.	Statutory provision.	45 and 46.
107 Regular officers with more than five years service and all full time reservists, leaving the police service before the age of 50, should receive a substantial lump sum payment. [para. 13.13]	A LPIP.B.	Statutory provision.	45 and 46.
108 The Training and Employment Agency should develop measures for police officers (and civilians) seeking other employment, in consultation with police management and the staff associations. The Police Retraining and Rehabilitation Trust should have a role in this programme, and should have enhanced staffing and funding to enable it to deal with a substantially larger workload. [para. 13.17]	A	No statutory provision.	
109 Police recruiting agencies in Great Britain should take full account of the policing experience of former RUC reservists in considering applications for employment in police services in Great Britain. [para. 13.19]	A	No statutory provision.	
110 The British government should offer former reservists the opportunity to participate in British policing contingents in United Nations peacekeeping operations. [para. 13.19]	AP LPIP.B.	No statutory provision.	

Composition and Recruitment of the Police Service

111 The Northern Ireland Civil Service management should facilitate transfers of civilian members of the police service to other Northern Ireland departments and should cooperate with the Policing Board and the Chief Constable in achieving a balanced and representative civilian workforce. [para. 14.16]	PA LPIP.B.	No statutory provision.	
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<p>112 Every effort should be made to ensure that the composition of the staff of the Policing Board, the NIO Police Division (or any successor body), and the office of the Police Ombudsman should be broadly reflective of the population of Northern Ireland as a whole, particularly in terms of political/religious tradition and gender. [para. 14.17]</p>	<p>A</p>	<p>Statutory provision but <input type="checkbox"/> no discrimination in the appointment of women. Amendment: 43(1)(b) Add (c) one half shall be women.</p>	<p>43</p>
<p>113 All community leaders, including political party leaders and local councillors, bishops and priests, schoolteachers and sports authorities, should take steps to remove all discouragements to members of their communities applying to join the police, and make it a priority to encourage them to apply. [para. 15.2]</p>	<p>A</p>	<p>No statutory provision.</p>	
<p>114 The Gaelic Athletic Association should repeal its rule 21, which prohibits members of the police in Northern Ireland from being members of the Association. [para. 15.2]</p>	<p>A</p>	<p>No statutory provision.</p>	
<p>115 Liaison should be established between all schools and universities and the police service in Northern Ireland immediately, and work experience attachments and familiarisation days should be organized with active support and encouragement from community leaders and teachers. [para. 15.4]</p>	<p>A</p>	<p>No statutory provision.</p>	
<p>116 Provided there is active support and encouragement from local political and community leaders, pilot police cadet schemes should be set up. [para. 15.6]</p>	<p>A.</p>	<p>Statutory provision.</p>	<p>40</p>
<p>117 The police should contract out the recruitment of both police officers and civilians into the police service. There should be lay involvement, including community representatives, on recruitment panels. [para. 15.7]</p>	<p>A LPIPB.</p>	<p>Statutory provision but <input type="checkbox"/> CC has discretion <input type="checkbox"/> In making regulation, there is no requirement that SoS consults with HR <input type="checkbox"/> There is no requirement for lay involvement on recruitment panels. Amendment: 41 (1) replace may , by shall 41 (2) after (c) add (d) the Human Rights Commission . 42(2) after (f) add (g) the composition of recruitment panels which shall include lay members.</p>	<p>41</p>
<p>118 The recruitment agency should advertise imaginatively and persistently, particularly in places likely to reach groups who are under-represented in the police. [para. 15.8]</p>	<p>A</p>	<p>No statutory provision.</p>	
<p>119 The agency should advertise beyond Northern Ireland, in the rest of the United Kingdom and in the Republic of Ireland. [para. 15.8]</p>	<p>A</p>	<p>No statutory provision. Amendment: 42 (2) (a) add after vacancies within and beyond NI, in the</p>	

		rest of the UK and in the Republic of Ireland .	
120 All candidates for the police service should continue to be required to reach a specified standard of merit in the selection procedure. Candidates reaching this standard should then enter a pool from which the required number of recruits	A LPIP.B.	Statutory provision but <input type="checkbox"/> 42 (5) destroys the notion of a pool for civilian support staff. It provides that a pool is necessary and then at the discretion of the CC if there are at least 10 vacancies at the time. 42(5) Delete subsection (5)	42 (3), (4) and (5)
121 An equal number of Protestants and Catholics should be drawn from the pool of qualified candidates. [para. 15.10]	A LPIP.B.	Statutory provision but <input type="checkbox"/> special measures for the composition of the police service expire at the end of 3 years. PC recommended ten year period. Amendment: 43(2) Delete.	Claus e 43 (1) and 44 (2)
122 Priority should be given to creating opportunities for part time working and job-sharing, both for police officers and police service civilians, and career breaks should be introduced. [para. 15.11]	A	No statutory provision.	
123 Child care facilities should be introduced where practicable, or child care vouchers and flexible shift arrangements offered. [para. 15.11]	AP	No statutory provision.	
124 The recruitment process should be reduced to no more than six months. [para. 15.12]	A	No statutory provision.	
125 Young people should not be automatically disqualified from entry into the police service for relatively minor criminal offences, particularly if they have since had a number of years without further transgressions. The criteria on this aspect of eligibility should be the same as those in the rest of the United Kingdom. There should be a procedure for appeal to the Police Ombudsman against disqualification of candidates. [para. 15.13]	A LPIP.B.	No statutory provision.	
126 All officers those now in service as well as all future recruits should be obliged to register their interests and associations. The register should be held both by the police service and by the Police Ombudsman. [para. 15.16]	A LPIP.B.	Statutory provision but <input type="checkbox"/> a member of the police force shall only provide the information at the request of the CC . Amendment: 47(2) add (2)(a) The CC shall request from every member of the police their membership of registrable associations. 47(5) Delete from shall and add be dismissed from the police service.	47
127 The recruitment agency should seek to identify Northern Ireland Catholic officers in other police services, including the Garda Síochána, contact them and encourage them particularly those in more senior ranks to apply for positions in the Northern Ireland police. [para. 15.17]	AP	No statutory provision.	

128 Lateral entry of experienced officers from other police services, and secondments or recruitments from non-police organizations should be actively encouraged. [para. 15.18]	AP	No statutory provision.	
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Training, Education and Development

129 A training, education and development strategy should be put in place, both for recruit training and for in-service training, which is linked to the aims of this report and to the objectives and priorities set out in the policing plans. These plans should incorporate training and development requirements. [para. 16.4]	A LPIPB.	No statutory provision.	
130 A total training and development budget should be established, covering all aspects of training, and this should be safeguarded against transfers to other sub-heads. [para. 16.5]	A	No statutory provision	
131 The Northern Ireland police should have a new purpose-built police college and the funding for it should be found in the next public spending	A	No statutory provision	
132 There should be service level agreements between police districts/departments and the police Training Branch setting out what the Branch is expected to deliver to the district or department concerned. [para. 16.8]	A	No statutory provision	
133 There should be a high degree of civilian input into the recruit training programme. The director of the training centre (and the new college when this is opened) should have both academic qualifications and management expertise. Civilian instructors should be employed, or brought in as necessary to conduct as many elements of the training programme as possible. Some modules of recruit training should be contracted out to universities and delivered on university premises, ideally together with non-police students	A	No statutory provision	
134 Civilian recruits to the police service should also attend the police college, and do some of their training together with police officer recruits. [para	A	No statutory provision	
135 Recruits who do not already have degrees should be encouraged to acquire appropriate academic qualifications during the first two years of their career. Encouragement should be given to those officers who wish to	A	No statutory provision	

go on to study for further relevant qualifications. [para. 16.12]			
136 Attestation as a police officer should take place only upon successful completion of the recruit training course. A sufficiently rigorous standard should be required for success in that course; and completion of the course should be marked	A LPIPB.	Statutory provision	30
137 The hours spent on drill should be considerably reduced. [para. 16.14]	A	No statutory provision	
138 Problem-solving and partnership approaches should be central to the recruit training course, and scenario exercises should be further developed as training tools. [para. 16.16]	A	No statutory provision	
139 Community awareness training for police recruits should be developed to include representatives of all the main political and religious traditions in Northern Ireland. Community awareness should not be seen as a stand-alone element of recruit training; it should be integrated into all aspects of training. [para. 16.17]	A	No statutory provision	
140 The Northern Ireland police should introduce a comprehensive tutor officer scheme. Tutor officers should be carefully selected, according to their commitment and adaptability to the new style of policing and training.	A.	No statutory provision	
141 Every member of the police service should have, as soon as possible, a course on the impact on policing of the new constitutional arrangements for Northern Ireland, the new policing arrangements set out in this report, and the reforms	A	No statutory provision	
142 As a matter of priority, all members of the police service should be instructed in the implications for policing of the Human Rights Act 1998, and the wider context of the European Convention on Human Rights and the Universal Declaration of Human Rights. [para. 16.21]	A	No statutory provision	
143 All police managers should have management training, as appropriate, and every manager should at some stage of his/her career do a management course in a non-police environment, such as a business school or university. Use should be made of management workshops, so that managers can discuss and develop with each other how best to reshape the	A	No statutory provision	

police organization. [para. 16.22]			
144 Every officer and civilian in the service should undergo adequate training in information technology. [para. 16.23]	A	No statutory provision	
145 Opportunities should be taken for joint training with civilian analysts, and members of other police services. [para. 16.23]	A	No statutory provision	
146 The Northern Ireland police should draw on the success of neighbourhood policing in such places as the Markets area of Belfast in developing a neighbourhood policing training programme for all members of the police service. Standard training for neighbourhood officers should include modules on such community problems as domestic violence, child abuse, rape, drugs and youth issues and this training should be updated as necessary	A	No statutory provision	
147 The training curricula for the police service should be publicly available, and easily accessible, eg. on the Internet. [para. 16.25]	A	No statutory provision	
148 Some training sessions should be open to members of the public to attend, upon application, priority being given to members of the Policing Board or District Policing Partnership Boards, Lay Visitors, or other bodies, statutory or non-governmental, involved in working with the police. [para. 16.26]	A	No statutory provision	
149 The new police college should offer a pilot citizens course, to assess demand in Northern Ireland. [para. 16.26]	A	No statutory provision	

Culture, Ethos and Symbols

150 While the Royal Ulster Constabulary should not be disbanded, it should henceforth be named the Northern Ireland Police Service. [para. 17.6]	A LPIPB.	Statutory provision but <input type="checkbox"/> provides that the SoS may by order make provision about a name for (a) the police service and (b) the police service Reserve. Amendment: 69 (1) insert police service means the Northern Ireland Police Service. 69(1) insert police service reserve means the Northern Ireland Police Service Reserve . 69 (3) delete.	69
151 The Northern Ireland Police Service should adopt a new badge and symbols which are entirely free from any association with either the British or Irish states. [para. 17.6]	A LPIPB.	Statutory provision but <input type="checkbox"/> all power to determine the design of the new emblem or use of any other emblem rests with SoS not PB.	50(1)

		Amendment: 50 (1) replace Secretary of State with Police Board .	
152 The Union flag should no longer be flown from police buildings. [para. 17.6]	QA LPIPB.	Rejected. <input type="checkbox"/> Bill gives the SoS power to determine the design of any new flag and the flying of flags. Amendment: 50 (1) Replace SoS by Police Board . 50 (2) (b) delete or any other emblem and add (c) The Union flag should not be flown from police buildings.	50 (2)
153 On those occasions on which it is appropriate to fly a flag on police buildings, the flag flown should be that of the Northern Ireland Police Service and it, too, should be free from associations with the British or Irish states. [para. 17.6]	A LPIPB.	See above	
154 The colour of the current police uniform should be retained, but a new, more practical style of uniform should be provided to police officers. [para. 17.7]	A	No statutory provision.	
155 Police memorials in police buildings should remain as they are and where they are. [para. 17.8]	A LPIPB.		
156 The maintenance of a neutral working environment should become an assessed management responsibility at all levels of management	A	No statutory provision.	

Cooperation with other Police Services

157 The Northern Ireland police and the Garda Síochána should have written protocols covering key aspects of cooperation. [para. 18.7]	A LPIPB.	Statutory provision.	52
158 The present pattern of meetings between the police services in Northern Ireland and the Republic should be enhanced by an annual conference, designed to drive forward cooperation in areas of common concern. [para. 18.8]	A LPIPB.	Statutory provision.	52
160 Consideration should be given to posting liaison officers from each service to the central headquarters and/or border area headquarters of the other. [para. 18.10]	A LPIPB.	Statutory provision.	52
161 There should be structured cooperation between the two police services in training [para. 18.11]	A LPIPB.	Statutory provision.	52
162 There should be joint disaster planning between the Northern Ireland police and the Garda Síochána and the plans should be tested by regular joint exercises. [para. 18.12]	A LPIPB.	Statutory provision.	52

163 Consideration should be given to establishing a provision for an immediate exchange of officers and pooling of investigative teams after major incidents with a substantial cross-border dimension, akin to the arrangements which exist between Kent and the police services of France and Belgium. [para. 18.13]	A LPIPB.	Statutory provision.	52
164 Every effort should be made to ensure that fast, effective and reliable communications are established between the Garda and the Northern Ireland police both through improved radio links and through compatible IT systems. [para. 18.14]	A LPIPB.	Statutory provision.	52
165 Joint database development should be pursued as a matter of priority in all the main areas of cross-border criminality, such as drugs, smuggling, vehicle theft and terrorism. [para. 18.15]	AP	Statutory provision.	52
166 A determined effort should be made to develop exchanges, and long-term secondments, between the Northern Ireland police and police services in Great Britain. [para. 18.16]	A	No statutory provision.	
167 There should be training exchanges and some joint training between the Northern Ireland police and police services in Great Britain. [para. 18.17]	A	No statutory provision.	
167 There should be training exchanges and some joint training between the Northern Ireland police and police services in Great Britain. [para. 18.17]	A	No statutory provision.	
168 Consideration should be given to structured links between the four principal police training establishments in the British Isles, namely Bramshill (England), Templemore (Republic of Ireland), Tulliallan (Scotland) and Garnerville or the proposed new police college in Northern Ireland. [para. 18.17]	A	No statutory provision except for Templemore.	52.
169 International training exchanges should be further developed, focussing in particular on matters where the police in Northern Ireland need overseas police cooperation and on best practice developments in policing worldwide. There should be cooperation with other police services in the field of research. [para. 18.18]	A	No statutory provision.	
170 The police should develop opportunities to provide more training for overseas police services in their areas of excellence. [para. 18.19]	A	No statutory provision.	

171 The Northern Ireland police should be ready to participate in future United Nations peace-keeping operations. [para. 18.20]	A	No statutory provision.	
172 An eminent person, from a country other than the United Kingdom or Ireland, should be appointed as soon as possible as an oversight commissioner with responsibility for supervising the implementation of our recommendations. [para. 19.4]	A LPIP.B.	No statutory provision.	
173 The government, the police service, and the Policing Board (and DPPBs) should provide the oversight commissioner with objectives (with timetables) covering their own responsibilities, and should report on the progress achieved at the periodic review meetings, and account for any failures to achieve objectives. [para. 19.5]	A	No statutory provision.	
174 The commissioner should in turn report publicly after each review meeting on the progress achieved, together with his or her observations on the extent to which any failures or delays are the responsibility of the policing institutions themselves or due to matters beyond their control. [para. 19.5]	A	No statutory provision.	
175 The oversight commissioner should be appointed for a term of five years. [para. 19.6]	A	No statutory provision.	