

## **PSNI RESPONSE TO CJI INSPECTION REPORT**

Developing a flexible, skilled, representative and professional workforce is a key priority for the Police Service of Northern Ireland.

We acknowledge the key recommendations made by the Criminal Justice Inspectors, many of which are already being progressed. The Inspectors have also recognised the unique challenges facing PSNI, including the pressures created by the security context, and the complexities and constraints of longer term workforce planning against shorter term budgetary settlements. The 7 recommendations made by the Inspectors provide clear endorsement of the strategic direction that the organisation is following in terms of ensuring that our human resources (police, staff, managed services and temporary workers) are appropriately matched against projected demand, potential harm and risks both now and in the future.

The Deputy Chief Constable, speaking about the report said: “We welcome the recognition of the notable achievements made by PSNI, since its creation in 2001. These have included increased public confidence, falling crime rates, improved detection rates and the redeployment of significantly more officers to frontline policing roles, all of which have been delivered at a time that we have had to manage a number of significant challenges which are unique to policing in Northern Ireland.

“That said we recognise that the environment in which we operate will remain very challenging, both operationally and economically. Therefore against this context, we are totally committed to improving our planning processes, learning from and sharing good practice, and ensuring that our workforce is shaped to deliver a personal, professional and protective policing service in which the whole community can have confidence both now and in future.”