

## Lord Chief Justice's Priority Sentencing List

### Summary of Responses, Analysis of Consultation and Programme of Action

#### Background to the consultation

In his speech at the Opening of the Legal Year in September 2010, the Lord Chief Justice announced that he intended to form a judicial Sentencing Group and through it to consult on the areas on which the courts should make available sentencing guidelines or guidance as a priority. The consultation on his Priority List closed on 20 December 2010, although a number of late responses were received.

#### The provisional priority list

The consultation letter suggested the following provisional priority list:

1. Domestic violence;
2. Serious sexual offences;
3. Human trafficking;
4. Attacks on public workers;
5. Attacks on vulnerable people;
5. Duty evasion and smuggling;
6. Environmental crime.

#### Nomenclature

In discussing the range of subjects suggested by consultees, the Group reached the conclusion that the term "priority list" may be misleading in that it suggests a ranking of issues from most to least important. Considering the variety of issues which we wish to address, the range of reasons for which we wish to do so, the different actions we believe will do so effectively, and the fact that work on sentencing guidelines is ongoing, we recommend to the Lord Chief Justice that the recommendations in this report should be referred to as the First Programme of Action on Sentencing.

### The responses

Ten substantive responses were received, and consultees recommended inclusion of eleven areas in the priority list. They also made a number of general comments about the new system and all of these are dealt with below.

### General comments

The Committee on the Administration of Justice (CAJ) discussed a number of general aspects of the new system, and feedback on this is provided here. CAJ expressed concern that the work being carried out by the Lord Chief Justice's Office may be abandoned or ignored as a result of the Department of Justice consultation exercise on a Sentencing Guidelines Mechanism. Clarification was sought on the difference between guideline and guidance judgments and as to how the courts will identify appropriate cases to use to develop guidelines. The question of whether using Judicial Studies Board (JSB) workshops to address guideline judgments would limit their impact was also raised, and CAJ suggested it would be helpful to know why the proposed areas were chosen. CAJ also asked how the guidance will be used by judges; whether the use of guidelines will follow established practice, and whether the use of guidelines is being evaluated.

### Response

*'Guideline judgments' are those judgments handed down by the Court of Appeal indicating appropriate sentencing practice for individual offences or sentencing principles. These judgments are highly authoritative in the lower courts and non-compliance with a guideline may form a legitimate ground of appeal. 'Guidance judgments' are those judgments of first instance courts which the Sentencing Group considers may be of assistance to other sentencers due to, for example, their comprehensive assessment of sentencing practice in a given area of law. These judgments carry less authoritative weight than a Court of Appeal guideline judgment. Court of*

*Appeal guideline judgments are necessarily reactive, being based on those cases which come before it. The use of guidance judgments from lower courts, Magistrates' Courts sentencing guidelines agreed by the District Judges and described later, and JSB workshops is a way to "capture" and disseminate good practice where a case is unlikely to come before the Court of Appeal in the near future. The variety of mechanisms is designed to allow a flexible and speedy response to issues of concern. Guideline and guidance judgments, together with the Magistrates' Courts sentencing guidelines, will be published on the JSB website. In other jurisdictions the legal system is serviced by commercial enterprises providing case compendia and analysis (e.g. Sweet & Maxwell's "Current Sentencing Practice" in England and Wales) but the market in Northern Ireland is too small to sustain a similar commercial venture.*

*The areas in the provisional list were generated by means of initial canvassing of views among the judiciary. The criteria which were used by OLCJ staff in analysing and sorting this initial response can be summarised as:*

- 1. There is no existing sentencing guideline or guidance; or*
- 2. The offences have been newly created; or*
- 3. Social conditions or the nature of the offences have changed so as to render existing guidelines or guidance inadequate, and/or to give rise to public concern.*

*The use of sentencing guidelines is well-established in Northern Ireland, and this initiative is an innovation in the mechanisms available for selection of areas in which guidelines and guidance are generated. The courts in Northern Ireland already expect the parties before them in criminal cases to identify relevant local and English sentencing authorities, both guideline cases and other cases which can provide guidance to the sentencer. This exercise is about ensuring that a full range of material is available; it should not change the way it is used.*

*There will be a review of the work of the Sentencing Group after two years. There are no plans to review the use of guidelines more generally, as this is outwith the scope of this reform package. The Lord Chief Justice has stated his view that the work being done by*

*the judiciary is not dependent on decisions by the Department of Justice, and will continue unless the work being done is taken over by a new sentencing body, which is a policy question for government.*

### Equality impact assessment

While recognising that the Office of the Lord Chief Justice is not a public authority for the purposes of s. 75 of the Northern Ireland Act, the CAJ and Disability Action noted that a consultee list would help those s. 75 groups who were consulted to know whether further equality-impact consultation would be helpful.

*To remedy this acknowledged oversight, a full consultation list is attached at the end of this document.*

These two consultees also identified equality impacts on young men (who are by far the largest group of sentencing subjects), those with caring responsibilities and dependents. To this might be added the impacts on vulnerable groups such as the elderly, children and those who may be the victims of hate crime.

*We will be mindful of the needs of such groups in drawing up and implementing the finalised programme.*

Disability Action reminded us of the need for both consultation documents and future material on sentencing guidelines and guidance to be available in alternative formats.

*The material is provided on-line, and the Judicial Studies Board Website is being assessed and improved for accessibility to current best-practice standards as part of the current upgrade. We will be happy to work with any individuals who require further assistance in order to access this document and the sentencing guidelines and guidance.*

### Comments on existing items on the provisional Priority List

There was support from consultees for the items on the List, and several made specific comments on them.

#### Environmental crime

On environmental crime, CAJ suggested that it would be helpful to include a definition of environmental crime and Professor Turner from Queen's University made a detailed and helpful submission on the subject. Professor Turner has been conducting research on the enforcement and sentencing of environmental crime in NI and hopes to present findings to the JSB in the near future. The research is helpfully summarised in her response, and indicates that sentences for environmental harm and habitat destruction are lighter than in E&W. She pointed in particular to the low levels of fines for waste offences, where the maximum fine is £50,000 but over 70% of prosecutions resulted in fines of under £5,000, and one third in fines of less than £1,000. She recommends guidelines paralleling those in England for environmental sentencing for prosecutions in the magistrates' courts, but notes that NI Environment Agency's policy has shifted towards prosecuting only very serious cases which are more likely to be heard in the Crown Court or above, and so suggests that guidelines for indictable offences should also be considered.

#### Sexual offences

In relation to serious sexual offences, the CAJ suggested that further clarity as to the range of offending which was included in this definition would be helpful.

#### Human Trafficking

The Department of Justice, PSNI and PPS emphasised the growing concern in Northern Ireland about human trafficking in terms of both forced labour and sexual exploitation and welcomed its inclusion in the Priority List. One observed that anyone involved in human trafficking should expect heavy custodial sentences, which in their view is not always the case at present.

### Duty evasion and smuggling

The Department of Justice and HM Revenue and Customs welcomed the inclusion of duty evasion and smuggling in the list. They emphasised the effects of fuel laundering and cigarette smuggling in propagating hostility to policing in the border areas, the use of these frauds in the support of terrorist groups and, the corrosive effect on general society, as well as the disparity between sentencing in NI and E&W, the per capita tax loss in NI and the disproportionate scale of the problem here. They suggested that this may provide additional reason to consider sentencing guidelines appropriate to our local conditions for these offences.

### Response

*These inputs confirm our view as to the importance of providing timely guidelines or guidance on these issues. The recommendations below take the comments into account by making it clearer that serious sexual offences are offences under the Sexual Offences (NI) Order 2008 which are tried on indictment, and by disaggregating environmental offences in the magistrates' court into waste and water offences, environmental health offences and planning and licensing offences. Sentencing guideline material for the Magistrates' Court will reflect the current discretion of the courts within the framework set by Parliament and the Assembly.*

### Additional issues

#### *Tiger kidnapping*

The issue of 'tiger kidnapping' was raised by the PPS and DOJ, who suggested reviewing current sentencing guidelines to reflect the development of this phenomenon which is of concern to the police, those working in the banking and retail sectors and business key-holders in general.

*While there are two existing guideline cases which cover this type of offence ([R v. McKeown, Loyal and Glasgow \(19/09/97\)](#) [R v. Glennon & Others \(03/03/95\)](#)) they are*

*of some vintage, and the Group considers it an appropriate subject to include in the Programme of Action for the purposes of review when an appropriate case emerges.*

#### Murder and manslaughter

The Committee on the Administration of Justice (CAJ) suggested that the sentencing guidelines for murder and manslaughter should be clarified.

*The Sentencing Group is of the view that it would be helpful to develop new guidelines on manslaughter given that guidelines in Northern Ireland are not comprehensive and that the law has recently changed. There is a comprehensive guideline on murder, ([R v. McCandless et al.](#) [2004] NICA 1) and a large number of tariff decisions in murder cases are published on the JSB website. In the Group's view, these provide sufficient guidelines for sentencers for the present.*

#### Class A drug offences and drug dealing

The CAJ, police (PSNI) and Public Prosecution Service (PPS) suggested that drug related offences should be included on the priority list, one emphasising drug dealing and Class A offences in particular.

*The judicial and community consultations have both suggested Class A drug offences as meriting further consideration. There are already sentencing guidelines on these offences which the Sentencing Group consider to be sufficient, but in the interests of ensuring that they are widely known and understood, the Group has commissioned a guideline compendium on drug offences, to be disseminated to the judiciary and placed on the JSB website for public information.*

#### Indeterminate and extended sentences for public protection

The Department of Justice suggested consideration of indeterminate and extended public protection sentences under the Criminal Justice (NI) Order 2008.

*There have now been a number of these cases at first instance, and one guideline case on dangerousness and extended sentences has already been handed down by the Court of*

*Appeal (R v. EB [2010] NICA 40). The Group considers that it may be timely to consider how the concepts are operating within the overall sentencing framework, perhaps by way of review of the developing case law at a JSB workshop.*

#### Offending associated with Brucellosis

The DOJ also raised the concerns of the Department of Agriculture and Rural Development about the growing extent of fraudulent claims by farmers for brucellosis. This can be as a result of deliberate infection of cattle for the purposes of claiming compensation. Brucellosis is one of the most damaging and costly animal health problems dealt with by DARD with costs for controlling the disease reaching £10 million in 2009-10, and the deterrent impact of sentencing is seen as an important element in an appropriate multi-agency response.

*The Group has written to the Department of Agriculture for further information about this specialist area.*

#### "Volume offending" in the Magistrates' Court

The Department of Justice referred to perceptions of inconsistency in sentencing in routine cases heard in magistrates' courts, which represent 95% of all cases in this jurisdiction, and the fact that they are not (unlike some other jurisdictions) currently supported by written guidance or guideline judgments. It urged that the LCJ maximise the opportunities to provide support to District Judges by way of guidelines to assist in determining appropriate and consistent sentences across the spectrum of volume offences dealt with in those courts.

*This is also a priority for the Group, and a Magistrates' Court subcommittee has been formed, whose work is described below.*

#### Health and Safety offences causing death

The Health and Safety Executive (HSE) referred to the variation of sentencing in relation to health and safety offences which cause death. While judges often ask

for details of previous fines, the HSE view was that the low level of fines in NI was a cause of distress for bereaved families. We were referred to the English Sentencing Guidelines Council's guideline on Corporate Manslaughter & Health and Safety Offences Causing Death Definitive Guideline as a useful source.

*No guidelines currently exist in Northern Ireland on this subject, and the Group considers that the opportunity to set a guideline would be of great benefit.*

#### Hate crime

NIACRO suggests that hate crime (Criminal Justice (No2) (Northern Ireland) Order 2004) should be placed on the priority list. It refers to problems of under-reporting of the offence and lack of consistency in recording cases in which it has resulted in an enhanced sentence. Its view is that consistent and thorough tracking and recording of cases is necessary for this insidious crime to be properly understood and tackled.

*Hate crime is a matter in relation to which there are no current sentencing guidelines in Northern Ireland and will be included in the Programme of Action. The problem of tracking and recording of such offences is not within the control of the judiciary, but this thoughtful and detailed response has been sent to Northern Ireland Courts and Tribunals Service, PSNI, PPS and the Criminal Justice Issues Group for their information.*

#### Offenders with mental health issues

The Northern Ireland Association for Mental Health suggested that guidelines should be in place to protect the rights of, and take into account the circumstances of those who are living with mental illness.

*As well as statutory provision for dealing with the most serious forms of mental illness, where offenders are not fit to plead or require a hospital order by reason of their mental condition (Mental Health (NI) Order 1986, Part III), guidelines already exist in relation to mental health as a mitigating personal circumstance of the offender when sentencing*

*(R v Doran [1995] NIJB 75), and the Equal Treatment Bench Book includes guidance on dealing with people suffering from mental health problems in court<sup>1</sup>. The recommendations of probation officers and, where appropriate, medical professionals, as to the most suitable sentence for individual offenders, are an important resource for sentencing judges when dealing with offenders with mental health problems. The Sentencing Group is of the view that these existing resources means that this area is not in immediate need of a specific guideline from the courts at this stage, but if the opportunity arises, the Court of Appeal will review the existing guidelines for the benefit of future sentencers. The question of the treatment of offenders with mental health problems is also relevant to other criminal justice organisations and the letter has also been forwarded to the Northern Ireland Prison Service and the Probation Service for their consideration.*

#### Honour-based violence

PSNI suggested that guidance should be provided around offences involving 'honour based violence'. While in its experience, the prevalence of these crimes in this jurisdiction is low, such crimes do occur and are largely under-reported. The impact on victims is severe.

*The Group agrees that these offences are of severe impact and as there is no existing NI guideline, will include it in the Programme of Action.*

#### Attacks on police officers

PSNI also suggested that specific guidelines on attacks on police officers should be considered, to encourage sentences higher than similar attacks on those other than police.

*The existence of the specific offence of assaulting a police officer in the execution of his duty means that such attacks are charged as a different offence to the common assault charge used in relation to other public workers. It is proposed to amend the current entry*

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<sup>1</sup> [http://www.judiciary.gov.uk/Resources/JCO/Documents/Training/2009\\_etbb\\_5\\_disability.pdf](http://www.judiciary.gov.uk/Resources/JCO/Documents/Training/2009_etbb_5_disability.pdf)

*in the Programme in relation to attacks on public service workers to include police officers, so that the issues may both be considered.*

#### Environmental health

The Food Standards Agency asked us to consider the impact of food borne diseases, which affect around 1 million people and cause 500 deaths annually in the UK, and asked that food and food offences be included in the Priority List.

*This is a topic of public interest which will be included in the work of the Magistrates' Courts Subcommittee described below.*

#### Statistics and offences in relation to children

We were helpfully referred by the PPS to questions which it commissioned for the NISRA Omnibus Survey in 2009 about crimes which most give rise to public concern. These were drugs offences (66%), offences against children (62%), offences against the elderly (61%), sexual offences (52%), burglary (49%), hate crime (38%), domestic violence (34%) and serious road traffic offences (18%). For the 2011 survey PPS also hopes to find out about the public's concern on human trafficking, environmental crime, duty evasion and smuggling and attacks on public workers.

*It is interesting to see the level of congruence between the offences in the NISRA survey and those which have been raised at the various stages of this consultation, and the other areas which are of public concern. Offences against children were considered to be of concern in the 2009 Omnibus Survey. This is a wide category, as children and young people can be the victim of almost any crime. Although there is an existing guideline on GBH against a child (R v. Orr [1990] NI 287) and on offences committed specifically against children, ie child cruelty and neglect (R v. Mitchell [2005] NICA 30), the former is of some vintage and so serious assault on a child and the specific offences have been included in the Programme of Action due to public concern. Sexual offences against children will receive separate consideration when guidelines and guidance on sexual*

*offences are drawn up. It is not considered that further guidance is required in relation to child victims of other offences; the vulnerability of a victim is already regarded as an aggravating factor, and further schematisation appears unnecessary.*

#### Other sentencing issues

In relation to more general principles, PSNI observed that sentencing on crimes such as human trafficking, drugs importation and supply, extortion and intellectual property crime should recognise the nature of organised crime. It also suggested guidelines on general principles of Taking Offences into Consideration (TIC) and the effect of a plea of guilty at the earliest opportunity, as well as guidance dealing with those who appear before the court for breach of the conditions of a court order or licence.

*There are no guidelines at present in Northern Ireland in relation to intellectual property crime, and this growing area is one which the Group wishes to include in the Programme of Action. There are existing guidelines on the effect of a guilty plea (most recently AG's Ref No 1 of 2006 [2006] NICA 4), which the Group considers to be sufficient for the present. In relation to taking into consideration, there are no existing guidelines, and the guidelines on breach of licence (R v. Ferguson (13/05/89) and R v. England (08/12/89)) are of some vintage. For these reasons, the Group wishes to address the issues, either by way of a guideline or through the work of the Magistrates' Court subcommittee.*

#### Conclusions – the First Programme of Action on Sentencing

##### *The finalised Programme*

The Programme is not a definitive compilation of the only important issues in sentencing. It is important that sentencing guidelines and guidance in all areas are kept up to date. Resources being finite though, these are the areas on which the Lord Chief Justice wishes to focus activity, on one or more of the following grounds:

1. There is no existing sentencing guideline or guidance;

2. The offences have been newly created;
3. Social conditions or the nature of the offences have changed so as to render existing guidelines or guidance inadequate, and/or to give rise to public concern.

Support for the provisional priority list indicates that it is appropriate, and for that reason, the following categories, slightly amended to take account of consultation responses, will be included in the final Programme:

1. Domestic violence;
2. Serious sexual offences (ie those dealt with in the Crown Court), including offences against children;
3. Human trafficking;
4. Attacks on public workers, including police officers;
5. Attacks on vulnerable people, including the elderly;
5. Duty evasion and smuggling;
6. Environmental crime in the Crown Court.

We have considered the submissions of consultees, and to these, as a result of this consultation, will be added:

1. Honour-based crime;
2. Tiger kidnapping;
3. Intellectual property crime;
4. Road Traffic Offences;
5. Hate crime;
6. Health and safety offences causing death;
7. The recently reformed law of manslaughter;
8. Child cruelty and neglect and serious assaults on children.

In addition to guidelines on specific categories of offences, consultees suggested guidelines in relation to a number of general principles, and the Group agrees

that it will be appropriate to look for an opportunity to consider: offences taken into consideration, breach of a court order or licence, and the developing law on extended and indeterminate sentences for dangerous offenders.

The Programme of Action is not static, and will be added to over the years ahead, as the current priorities are dealt with and new priorities emerge. There will be periodic consultation every two years to report on progress and to enable the Programme to be refreshed.

### Sentencing in the Magistrates' Courts

The Sentencing Group has independently reached the conclusion that developing sentencing guidance in the Magistrates' Court jurisdiction solely by seeking appropriate cases to use for guidance decisions is problematic because of the fast-moving and on-the-day nature of summary justice. While for some categories of offence, it may be possible to proceed by way of guidance judgment, the Group has therefore put in place a separate mechanism to provide guidelines in a more systematic way. A committee of district judges is looking at the most significant categories of "volume offending" in the Magistrates' Courts, and is drawing up sets of sentencing guidelines in relation to these, which will be discussed and agreed by the district judges as a body at JSB workshops, as representing existing good practice. These will then be published on the JSB website as an aid to sentencers, legal representatives and the public at large, with the aim both of enhancing consistency and of improving public information about sentencing.

The most numerically significant categories of offences in the Magistrates' Court are road traffic offences (by far the greatest number), non-police offences (ie offences prosecuted by Departments or local councils), offences against the person and theft<sup>2</sup>. Those which give rise to levels of public concern come across consistently from this consultation and from other engagements between the

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<sup>2</sup> Source, Northern Ireland Courts and Tribunals Service court statistics, Magistrates' Court Bulletin (2010)

judiciary and civic society. These are offences against the person, drugs offences, burglary, sexual offences, domestic violence, environmental crime, serious health and safety offences and environmental health offences. Taking these factors into consideration, as well as the criteria set out above and the fact that there are no systematic guidelines for the magistrates' courts, the Magistrates' Court Subcommittee of the sentencing group has recommended to the Lord Chief Justice that it should consider the following as its initial programme of work and he has accepted this recommendation. This is designed to lay a foundation of systematic guidelines for the magistrates' courts which will be built on in future Programmes.

1. Road traffic offences.
2. Dishonesty offences.
3. Offences against the person.
4. Drugs offences.
5. Sexual offences dealt with in the magistrates' courts, including those against children.
6. Burglary.
7. Waste and pollution offences.
8. Health and safety offences.
9. Environmental health offences.
10. Planning and licensing offences.
11. Breach of court orders and licences.
12. Domestic Violence.
13. Attacks on public workers, including police officers.

Guidelines on these issues will be developed over the next two years.

While not all issues raised have been included in the Programme at this stage, they are important matters meriting consideration and it is helpful to the courts to highlight these matters of public concern. Where the information could also

be of assistance to another public body, we have shared the letter with them, and have indicated in this consultation response document where we have done so. Thanks are due to all those who took the time to participate in this consultation.

*Claire Archbold Legal Secretary to the Lord Chief Justice*

**Annex A: Consultees who responded**

**Committee on the Administration of Justice**

**Department of Justice**

**Food Standards Agency**

**Health and Safety Executive Northern Ireland**

**HM Revenue and Customs**

**NIACRO**

**Northern Ireland Association For Mental Health**

**Police Service of Northern Ireland**

**Probation Board of Northern Ireland**

**Professor Sharon Turner, Queen's University School of Law**

**Public Prosecution Service**

**Annex B: Consultees who submitted a nil response**

**Chartered Institute of Personnel and Development**

**Department of Agriculture and Rural Development**

**Disability Action**

**Legal Services Commission Northern Ireland**

**Northern Ireland Judicial Appointments Commission**

**Portadown Solicitors Association**

## Annex C: Complete consultation list

### Department of Justice

Tom Elliott, MLA	Justice Committee
Paul Givan, MLA	Justice Committee
Alban Maginnis, MLA	Justice Committee
Raymond McCartney, MLA	Justice Committee
Conall McDevitt, MLA	Justice Committee
David McNarry, MLA	Justice Committee
Maurice Morrow, MLA	Justice Committee
Carál Ni Chuilin, MLA	Justice Committee
John O'Dowd, MLA	Justice Committee
David Ford, MLA	Justice Committee
Justice Delivery	Department of Justice
Policing and Community Safety	Department of Justice
Minister's Private Secretary	Department of Justice
Justice Policy	Department of Justice
Permanent Secretary	Department of Justice
Director General	Prison Service of Northern Ireland

### JUSTICE AGENCIES

Chairman	Bar Council
Chief Executive	Bar Council
Vice-Chairman	Bar Council
Deputy Director	Committee for Administration of Justice
Director	Committee for Administration of Justice
Chief Inspector	Criminal Justice Inspection N Ireland
Crown Solicitor	Crown Solicitors Office
Head of Administration	Crown Solicitors Office
Departmental Solicitor	Department of Finance & Personnel
Director	Institute of Professional Legal Services
Director	Law Centre NI
President	Law Society of NI
Chief Executive	Law Society of NI
Chief Executive	Legal Services Commission N Ireland
Permanent Secretary	Ministry of Justice
Chief Executive	NI Judicial Appointments Commission
Ombudsman	Judicial Appointments Ombudsman for
NI	
Director	Children's Law Centre
Chief Executive	Youth Justice Agency
Director	Probation Board for N I
Chairman	Probation Board for N I
Chief Executive	Northern Ireland Policing Board
Chairman	Northern Ireland Policing Board
Chief Constable	Police Service of Northern Ireland
Director of Media and Public Relations	Police Service of Northern Ireland

Director  
Director  
Head of School  
Director  
Chief Executive

SLS Legal Publications  
Public Prosecution Service  
Queen's University, School of Law  
Directorate of Legal Services  
Northern Ireland Law Commission

## **SOLICITORS ASSOCIATIONS**

Chairwoman	Antrim & Ballymena Solicitors Association
Chairperson	Armagh Solicitors Association
Chairman	Bangor Solicitors Association
Chairperson	Belfast Solicitors Association
Chairperson	Coalisland & Dungannon Solicitors Assoc
Chairperson	Coleraine & Ballymoney Solicitors Assoc
Chairperson	Cookstown Solicitor's Association
Chairman	Down District Solicitors Association
Chairman	Foyle Solicitor's Association
Chairperson	Coalisland & Dungannon Solicitors Assoc
Chairperson	Coleraine & Ballymoney Solicitors Assoc
Chairperson	Cookstown Solicitors Assoc
Chairman	Down District Solicitors Assoc
Chairman	Foyle Solicitors Assoc
Secretary	Limavady Solicitors Assoc
Chairperson	Lisburn Solicitors Assoc
Chairperson	Magherafelt Solicitors Assoc
Chairman	Newry & Banbridge Solicitors Assoc
Chair	NI Young Solicitor Assoc
Chairperson	Omagh Solicitors Assoc
Honorary Secretary	Portadown Solicitors Assoc
Chairperson	Strabane Solicitors Assoc

## **HEALTH AND SOCIAL SERVICES TRUSTS**

Chief Executive	Health and Social Care Board
Chief Executive	Belfast Health and Social Care Board
Chairman	Belfast Health and Social Care Board
Chairman	Northern Health & Social Care Trust
Chief Executive	Northern Health & Social Care Trust
Chairman	South Eastern Health & Social Care Trust
Chief Executive	South Eastern Health & Social Care Trust

## **NI CIVIL SERVICE DEPARTMENTS**

Permanent Secretary	Dept of Employment & Learning
Permanent Secretary	Dept for Social Development
Permanent Secretary	Dept of Agriculture & Rural Development
Permanent Secretary	Dept of Culture, Arts & Leisure
Permanent Secretary	Dept of Education
Permanent Secretary	Dept of Enterprise, Trade & Investment

Permanent Secretary	Dept of Finance & Personnel
Permanent Secretary	Dept of Health, Social Services & Public Safety
Permanent Secretary	Dept of Regional Development
Permanent Secretary	Dept of the Environment
Deputy First Minister	Office of First Minister & Deputy First Minister
First Minister	Office of First Minister & Deputy First Minister
Secretary of State for NI	Northern Ireland Office
Minister of State	Northern Ireland Office
Chief Executive of SSA	Social Security Agency
Chief Executive	NI Statistics & Research Agency
	HM Revenue & Customs (Excise Crime) NIO
Attorney General	Office of the Attorney General for NI
Chief Executive	Land & Property Services
Chief Executive	Driver & Vehicle Agency

### **CHURCHES/RELIGIOUS ORGANISATIONS**

Director	Assoc of Baptist Church in N Ireland
BCM Superintendent	Belfast City Mission
Archbishop of Armagh	Church of Ireland
Moderator	Free Presbyterian Church
Secretary	Methodist Church in Ireland
Clerk of the General Assembly	Presbyterian Church in Ireland
Archbishop of Armagh and Primate of All Ireland	Roman Catholic Church

### **COUNCILS**

Chief Executive	Antrim Borough Council
Chief Executive	Ards Borough Council
Town Clerk and Chief Executive	Ballymena Borough Council
Chief Executive and Town Clerk	Ballymoney Borough Council
Head of Member Services	Banbridge District Council
Business Support Manager	Belfast City Council
Town Clerk and Chief Executive	Carrickfergus Borough Council
Acting Chief Executive	Castlereagh Borough Council
Chief Executive	Coleraine Borough Council
Cookstown District Council	Cookstown District Council
Councillor	Armagh City & District Council
Chief Executive	Armagh City & District Council
Policy Development Officer	Craigavon Borough Council
Acting Chief Executive	Craigavon Borough Council
Clerk and Chief Executive	Down District Council
Acting Chief Executive	Dungannon & South Tyrone Borough Council
Corporate Strategy & Policy Officer	Dungannon & South Tyrone Borough Council
Chief Executive	Limavady Borough Council

Chief Executive	Lisburn Borough Council Offices
Chief Executive	Magherafelt District Council
Chief Executive	Larne Borough Council
Assistant Director of Administration (Equality)	Newry & Mourne District Council
Clerk and Chief Executive	Newry & Mourne District Council
Director of Leisure, Tourism & Community Services	North Down Borough Council
Chief Executive and Town Clerk	North Down Borough Council
Chief Executive	Omagh District Council
Business Manager	Strabane District Council
Town Clerk and Chief Executive	Derry City Council
Chief Executive	Fermanagh District Council
Chief Executive	Newtownabbey Borough Council
Chief Executive	Moyle District Council

### **CHARITABLE ORGANISATIONS**

CEO	Action for Children N Ireland
Chairperson	Age NI
Chief Executive	Age NI
Project Manager	Age Sector Platform
Chief Executive	Autism NI (PAPA)
Assistant Director	Barnardos
Northern Ireland Trustee	British Deaf Association (NI)
Chairperson	Cara-Friend
Chair of Carers NI	Carers National Association NI
Chief Executive	Cedar Foundation
Director	Centre for Young Men's Studies
Chairperson	Challenge for Youth
Chairperson	Chartered Institute of Personnel & Development
Chairperson	Chief officers 3 <sup>rd</sup> Sector
Director	Child Care Northern Ireland
Chief Executive	Child Poverty Action Group (NI)
Chief Executive	Citizens Advice
Project Manager	Craigavon Travellers Support Committee
Chairperson	Da' - Young Fathers Project
General Manager	Derry Well Woman
Chairperson	Disability Action
Regional Manager	Downs Syndrome Association
Chief Executive	Early Years - The Organisation for Young Children
President	Employers Forum on Disability
Chief Commissioner	Equality Commission of Northern Ireland
Legal Affairs	Family Need Fathers (NI)
Director	Family Planning Association NI
General Secretary	FDA Union
Regional Chairman	Federation of Small Businesses

Co-ordinator	Fermanagh Women's Network
Facilitator	Gay and Lesbian Youth NI
Membership Co-ordinator	Gingerbread NI
Chairperson	Include Youth
Chairperson	Mid-Ulster Women's Network
Chief Executive	Mindwise
Senior Manager	Multi-Cultural Resource Centre
Director	National Childrens Bureau NI
Director	National Deaf Childrens Society
Director	NI Anti-Poverty Network
Chairperson	NI Association for Mental Health
Director Services	NI Association of Care and Resettlement of Offenders (NIACRO)
Director	NSPCC
Executive Director	NI Council for Ethnic Minorities (NICEM)
Chief Executive	NI Council for Voluntary Action (NICVA)
Chief Commissioner	NI Human Rights Commission (NIHRC)
Regional Manager	Parents Advice Centre
NI Director	Royal National Institute for Deaf People (NI)
NI Director	Royal National Institute for Blind
Information Co-ordinator	Save the Children
NI Services Manger	Sense NI
Chief Executive	The Cedar Foundation
Chairperson	The Guide Dogs for the Blind Association
Co-ordinator	The Mens Project
Network Co-ordinator	The Participation Network
Director	Women's Aid
Chairperson	Victim Support NI
	Equality Coalition

**OTHER**

Chairperson	Amnesty International NI
Chairperson	An Munia Tober - Traveller Support Group
Chairperson	Armagh Traveller Support Group
President	Belfast Chamber of Trade
Chairperson	Belfast City Council for Youth Forum
Director	British-Irish Rights Watch
Chairperson	Business in the Community
Chief Executive	Chinese Welfare Association
Chairman	Chinese Welfare Association
Chairperson	Coalition on Sexual Orientation
Chief Executive Officer	Community Relations Council
Chief Executive	Compensation Agency
Chief Executive	General Consumer Council of NI
Chief Executive	Guardian Ad Litem Agency
Chief Executive	Human Rights Commission
President	Indian Community Centre

Director	Juvenile Justice Centres
Chair	Latinoamerica Unida
Chairperson	Lesbian Line Belfast
Director	Liberty
Counselling Director	Men to Men
Chairman	Menaware
Director	Mencap in NI
Co-ordinator	Mens Action Network
Project Co-ordinator	Mens Advisory Project
Co-ordinator	Nederlands Vereniging in Noord Ierland
Chairperson	Newry & Mourne Senior Citizens Consortium
Chairperson	Newry & Mourne Women
Office Administrator	Newtownabbey Senior Citizens Forum
Director	Nexus Institute
Chairman	NI Court Service Brokers - Cunningham Coates
Secretary	NI Inter-faith Forum
Chairperson	NI Pakistani Cultural Association
Chairperson	NIGRA (NI Gays Rights Association)
Departmental Secretary	NIPSA
Chairperson, Departmental Committee	NIPSA
Chairperson	NI-TECA
Co-ordinator	North West Community Network
Co-ordinator	North West Forum of People with Disabilities
Chairperson	NI African Cultural Centre
General Secretary	NI Public Service Alliance
Chairperson	NI Women's Aid Federation
Chairperson	NI Women's European Platform
Transitional Director	NI Youth Forum
Director	NUS USI, NI Student Centre
Director	Occupational Health Service
Network Co-ordinator	Omagh Forum of Rural Associations
Director	Omagh Women's Area Network
Chief Executive	Opportunity Youth
	Pakistani Community Association
Director	Polish Association NI
President	Public and Commercial Services Union
Chairperson	Queer Space
Chairperson	Sperrin Lakeland Senior Citizens' Consortium
Chairperson	Strabane Ethnic Community Association
Chairperson	TADA Rural Support Network
Director	The Rainbow Project
Director	The Women's Centre
Party Leader	The Workers Party
Director	Voice of Young People in Care (VOYPIC)
Co-ordinator	Wah Hep Chinese Community Association
Chairperson	West Belfast Greater Shankill Enterprise Council

Chairman	Women's Forum Northern Ireland
Managing Director	Women's Information Group
Director	Women's Resource and Development Agency
Director	Women's Support Network
Director	Youth Action NI
Chief Executive	Youth Council for NI
Chairperson	Extern
Chairperson	Mandarin Speakers Association

**ADDITIONAL**

Director	Department of Justice
Head of School	NI Courts and Tribunal Service
Head of School	Queen's University Belfast
Director	University of Ulster
Chief Executive	Advice NI
Chief Executive	NI Human Rights Commission
Chief Executive	NI Commissioner for Children and Young People
Chief Executive	Older People's Advocate
Chief Executive	The Commission for Victims and Survivors (CVSNI)
Chief Executive	NI Committee/ Irish Congress of Trade Unions (NIC/ICTU)
Chief Executive	Children's Law Centre
Chief Executive	USPCA Northern Ireland Headquarters
Chairperson	Belfast Islamic Centre
Director	Al-Nisa Association Northern Ireland
Chairman	Belfast Buddhist Centre
Chief Executive	Inter Faith Network
Chair	Jewish Belfast
Manager	Belfast Butterfly Club
Chief Executive	Rape Crisis and Sexual Abuse Centre
Director	Home PLUS NI Charities and Charitable Organisations
Chief Executive	Tidy Northern Ireland
Director	Friends of the Earth NI
Chief Executive	The Consumer Council
Operations Director	Families Bereaved by Car Crime
Chief Executive	Ulster Farmers' Union (environmental)
Justice Secretary	Federation of Licensed Victuallers' Association
Justice Secretary	Woodland Trust
Justice Secretary	Men's Advisory Project
Justice Secretary	The Men's Project
	Relate Northern Ireland
	Sinn Fein
	DUP
	SDLP
	Ulster Unionist Party

Justice Secretary

Alliance Party NI Justice Secretary