

NORTHERN IRELAND POLICING BOARD

MINUTES OF SPECIAL MEETING OF THE NORTHERN IRELAND POLICING BOARD HELD ON TUESDAY 3 OCTOBER 2023 AT 12.20PM IN JAMES HOUSE BELFAST AND VIA VIDEO CONFERENCE FACILITY

PRESENT:

Ms Deirdre Toner Chair
Mr Edgar Jardine (Vice-Chair)
Mr Gerry Kelly MLA
Mrs Joanne Bunting MLA
Ms Nuala McAllister MLA
Mr Mukesh Sharma
Mr Peter Osborne
Mr Les Allamby*
Mr Frank McManus *
Mr Trevor Clarke MLA*
Dr Janet Gray *
Dr Kate Lavery *
Mr Mark Durkan MLA *
Mrs Linda Dillon MLA*
Mr John Blair MLA *
Mr Maurice Bradley MLA *
Mr Brendan Mullan *

EXTERNAL ADVISORS IN ATTENDANCE:

Joanne Kane, HeadsTogether Consulting
(Independent Human Resources Advisor)

NORTHERN IRELAND POLICING BOARD OFFICIALS IN ATTENDANCE:

Mrs Sinead Simpson, Chief Executive

3 Board Officials

*Attended meeting by video conference facility

1. APOLOGIES

Apologies were received from Mr Mike Nesbitt MLA and Ms Liz Kimmins MLA.

2. CONFLICTS OF INTEREST

No conflicts of interest were declared.

3. AGREEMENT OF APPOINTMENT PANEL DECISION OF INTERIM CHIEF CONSTABLE AND NEXT STEPS

The Board Chair, (who chaired this panel) advised that panel members today considered the applications that were submitted for the position of Interim Chief Constable. The Chair advised that the same panel of Members who had been selected to sit on the recruitment panel for the position of a substantive Chief Constable were also responsible for the selection and recruitment process for this Interim Chief Constable position.

The Chair outlined that the Board had advertised widely across police forces in the UK, Scotland and the Republic of Ireland, and as far as possible had followed the NIPB guidance for the appointment of Chief Officers, noting that it was a truncated process given the need for a swift appointment.

The Chair reported that expressions of interest were received from four individuals, and with the benefit of HR and HMIC advice they assessed the expressions of interest based on the evidence the candidates had submitted against the advertised criteria. The Chair advised that of the four applications, two were found to have met the criteria and be suitable for appointment; and of those two, the individual whose skills and abilities best met the selection criteria was put forward as the preferred candidate.

The appointment of the preferred candidate was proposed by Mr Gerry Kelly MLA and seconded by Ms Nuala McAllister MLA.

The Chair of the Board, asked if any Member had any questions; no Member questions were raised. Members indicated by a unanimous show of hands their support of the Assessment and Selection Panel's recommendation of the appointable candidate.

It was **RESOLVED**:

- That the appointable candidate would be recommended to the Secretary of State for appointment to the position of Interim Chief Constable, PSNI.

The Chair of the Board advised that she would seek approval from the Secretary of State for the appointment in accordance with legislation and reminded all Members of the need for confidentiality in relation to this appointment whilst the necessary approvals are sought and the unsuccessful candidates are notified.

The Chief Executive outlined the approval process and associated timescales.

In response to a Member question the Chief Executive provided a summary of the preferred candidate's experience and the rationale as to why their skills and abilities best met the selection criteria for this position.

A Member also raised a query with regard to whether taking up this role would impact upon or pose any potential conflict with other work they are currently undertaking. The Chief Executive noted the Board/appointment panel made their decision on the basis of the assessment of candidates against the eligibility criteria, and that any conflict of interest issues can be worked through separately.

Members also noted that the preferred candidate is available to take up the Interim position immediately and will be eligible to apply for the substantive Chief Constable position, if they so wish.

5. COMMUNICATION ISSUES

No actions were required until the preferred candidate was approved by the Secretary of State and had formally accepted the offer.

6. ANY OTHER BUSINESS

No other business was conducted.

The meeting closed at 12.35pm.

Strategic Planning & Governance

Date: October 2023

Chair: