

## **NORTHERN IRELAND POLICING BOARD**

### **MINUTES OF THE MEETING OF THE NORTHERN IRELAND POLICING BOARD HELD ON FRIDAY 24 APRIL AT 10.00AM IN JAMES HOUSE, BELFAST**

#### **MEMBERS IN ATTENDANCE:**

Mr Brendan Mullan (Chair)  
Mr Mukesh Sharma (Vice-Chair)  
Mrs Marian Cree  
Mr Tommy O'Reilly  
Mrs Linda Dillon MLA  
Mr Frank McManus  
Ms Deirdre Hargey MLA  
Ms Kate Laverty  
Mr Trevor Clarke MLA  
Ms Cheryl Brownlee MLA

#### **NORTHERN IRELAND POLICING BOARD OFFICIALS IN ATTENDANCE:**

Mrs Sinead Simpson, Chief Executive

#### **1. APOLOGIES**

Apologies were received from Gerry Kelly MLA, Patrick Nelson, Nuala McAllister MLA and Les Allamby.

Members **AGREED** the agenda.

#### **2. CONFLICTS OF INTEREST**

No conflicts of interest were declared.

Members did not indicate any matters they wished to raise under 'Any Other Business' at agenda item 4.

#### **3. REVIEW OF BOARD SENIOR STAFF STRUCTURE**

The Chief Executive presented the updated paper prepared by Headstogether which now included a number of options for a new structure for the Board.

In discussion Members raised the following:

- The need to more accurately reflect the disadvantages of some of the options.
- The issues that a mix of grades in the senior team might pose.
- The value that could be derived from the new roles including a challenge function to PSNI before papers are presented to members.
- The impact of any structural change process and the grades affected and those directly below that.
- The affordability of any change.
- The need for the Job descriptions for the new posts to properly reflect the additional responsibility to be carried including deputising for the CE
- The need for the G6 accountability to have performance first and foremost in the title
- The implications of the changes for existing post-holders in the senior structure.

Members **agreed**:

- Option 4.5 – the two grade 6 and two grade 7 model
- that work should commence on the development of Job descriptions and person specifications for the grade 6 posts, with a priority given to the Performance and Accountability grade 6;
- a matching exercise should be undertaken to assess the overlap between the Performance and Accountability G6 role and that of the existing G7 Director of Performance;
- in parallel work should commence on developing a Job description and person specification for the Corporate Services role, noting that same could not be filled until the outcome of the matching exercise was known;

- Beamens would be commissioned to review the grading of the two new Grade 6 roles; and
- To develop a timeline for implementation of members agreement

#### **4. ANY OTHER BUSINESS**

There was no other business raised by Members.

#### **5. DATE OF NEXT MEETING**

A further date was not set at this time. The next full meeting of the Board would take place on 7 May 2026.

The meeting closed at 11:10am.

**Chair**