

NORTHERN IRELAND POLICING BOARD

MINUTES OF A SPECIAL BOARD MEETING OF THE NORTHERN IRELAND POLICING BOARD HELD ON FRIDAY 24 MAY 2019 AT 5.00PM IN WATERSIDE TOWER

PRESENT:

Mrs Anne Connolly (Chair)
Ms Deborah Watters (Vice-Chair)
Mr John Blair
Mr Keith Buchanan
Mrs Joanne Bunting
Mr Alan Chambers
Mr Brice Dickson
Mrs Linda Dillon
Mr Tom Frawley
Mr Doug Garrett
Mrs Dolores Kelly
Mr Philip McGuigan
Mr Colm McKenna
Mr Gary Middleton
Mrs Wendy Osborne
Mr Mervyn Storey

EXTERNAL ADVISORS:

Ms Sara Thornton (Policing Advisor)
Mr Ciaran McGuigan (Per Temps Professional
Development)

OFFICIALS IN ATTENDANCE:

Mrs Amanda Stewart, Chief Executive
Mr Tim Logan, Director of Resources
Ms Jenny Passmore, Director of Performance
Mr Terry McKeown, PSNI Senior Appointments
Manager

The Chair welcomed Members to the meeting advising that the purpose of the meeting was for the Board's Appointment Panel to recommend the preferred candidate to the full Board and seek ratification, before progressing to seek approval of the appointment from the Secretary of State.

1. APOLOGIES

Apologies were received from Mr Gerry Kelly and Dr Paul Nolan.

2. CONFLICTS OF INTEREST

The Chair asked Members to declare any conflicts of interests arising from the Agenda. No conflicts of interest were declared. **NOTED.**

3. APPOINTMENT OF THE CHIEF CONSTABLE – CHAIR’S REMARKS

The Chair outlined the purpose of the Special Board meeting and provided an update regarding the role of the Appointment Panel in selecting a new Chief Constable. The following points were discussed:

- An outline of who sat on the Appointment Panel. The Chair introduced the two External Advisors (Sara Thornton and Ciaran McGuigan) who were present and noted that Dr John Mallon (Equality, Diversity & Human Rights Advisor) and Ms Karen Lister (Pertemps, Professional Development) also provided input to support the development of the process and the Panel Selection and Assessment.
- Confirmation that the Appointment Panel undertook a significant level of training and applied the principles of merit, fairness and openness in line with the Board’s Guidance for the Appointment of Chief Officer and Senior Police Staff Equivalents.
- The rationale for the selection of Mr Simon Byrne as the preferred candidate including an outline of his broad policing experience.
- The Chair then opened the floor to comment from her colleagues on the Appointment Panel. The input provided was very supportive of the process and in particular the role and support provided from the

External Advisors, the Chief Executive and Board staff, and Ms Anne Connolly as Chair of the Appointment Panel.

- While it was accepted that the process had not been easy it was acknowledged that it was a very robust, fair and well managed process.

4. CHIEF EXECUTIVE UPDATE ON PROCESS

The Chief Executive outlined her role as specified within Section 4.3 of the Board's Guidance for the Appointment of Chief Officer and Senior Police Staff Equivalents and this included:

- Supporting the Board and Appointment Panel in undertaking their responsibilities.
- Ensuring the principles of merit, fairness and openness are adhered to throughout the design and delivery of the process.
- Ensuring the process complies with the relevant legislation and that the Appointment Panel was provided with the necessary training, recruitment and selection advice.

The Chief Executive confirmed she was satisfied that the process applied was in line with the Board's Guidance. As agreed by the Board (19 February 2019) Pertemps Professional Development, who have significant experience, was appointed as a specialist Advisor to support the design, delivery and quality assure the Chief Constable Appointment Competition. The Chief Executive invited Ciaran McGuigan of Pertemps to provide an overview.

Mr McGuigan outlined an overall summary of the process including an overview of each of the design, advertisement and assessment stages.

The Chief Executive advised that Sara Thornton was appointed as the independent Policing Advisor to the Appointment Panel and thanked both Ciaran and Sara for their support to the Appointment Panel.

Ms Thornton was invited to share her views and confirmed she felt the overall process was robust and challenging and allowed the Appointment Panel to test the candidates against the role and key responsibilities of the post, and this assisted in identifying the preferred candidate.

The Chief Executive then pointed to media commentary speculating on the four candidates and confirmed that the Appointment Panel had signed a Confidentiality Agreement and that she was satisfied the information did not emanate from anyone connected to the Appointment Panel or the Board staff.

5. BOARD POSITION: VICE CHAIR

The Vice Chair, on behalf of the Board Members who were not on the Appointment Panel passed on her thanks and that of her colleagues and commented on the professional approach of the Appointment Panel. She affirmed the work of the Panel in selecting Simon Byrne as the preferred candidate.

Decision: The Board accepted and ratified the recommendation of the Appointment Panel to progress with the appointment of Mr Simon Byrne as the new Chief Constable.

6. NEXT STEPS

The Chair confirmed that on agreement of the preferred candidate, she would approach the Secretary of State to seek approval to appoint Mr Byrne as Chief Constable.

It was confirmed there would likely be a high level of immediate media interest and Members were advised they should not get involved in any discussion and that this should be a collective Board agreement. If any comment is to be made by a Member it should be that the Board unanimously support the appointment of the new Chief Constable and wish him well in his new role.

389741

Once the approval of the Secretary of State is secured, it was confirmed that Members would be advised accordingly and the agreed statement to the media would be released.

(Meeting closed at 7.00 pm).

CORPORATE SERVICES

May 2019

Chairperson