

<p>MINUTES MEETING OF THE POLICE SERVICE COMMISSION 5 MARCH 2021 GOVERNMENT HOUSE</p>

Present:

His Excellency the Governor	Chair
Richard Coles	Member
Richard Barton	Member
Lindsey Cacho	Member
Graham Hampson	Member
Andrew Munday	United Kingdom Overseas Territories Police Adviser – Member (Internet)
Gloria McField-Nixon	Human Resources Adviser
Nancy Barnard	Manager, Police Service Commission Secretariat

1. Meeting called to order

The meeting was called to order at 11:40 a.m.

2. Introductions

His Excellency (HE) the Governor welcomed and invited all present to make introductions to one another.

HE the Governor made introductory remarks including noting the specific responsibilities of the Police Service Commission (PSC) which are in main twofold: 1) appointments above Chief Inspector 2) the good governance of Royal Cayman Islands Police Service (RCIPS).

HE the Governor underlined that while law and order and security were a Governor responsibility under the Constitution, the PSC would be a valuable advisory body bringing more transparency and local involvement to decision-making particularly on senior appointments.

The Manager of the PSC Secretariat outlined the contents of the reference binder which was circulated to members present, the contents of which were sent electronically to the member attending via the internet.

3. New Business**3.1 Draft Terms of Reference**

Dialogue ensued on the Draft Terms of Reference.

Action Point 1: With the changes agreed upon as discussed, the group will approve the Terms of Reference subject to the comments made and amendments we have agreed to make.

Owner: PSC full group.

Action Point 2: The Terms of Reference, once finalised, will be published as part of the minutes.

Owner: Manager, Secretariat.

3.2 Draft Regulations

Dialogue ensued on the Draft Regulations.

Action Point 3: The Governor would like to be able to **pass the Regulations** early in the coming week.

Owner: HE the Governor

Action point 4: Constitutional Amendments required. There is a contradiction between the Constitution which states that the National Security Council should not engage on staffing and operational issues but the 2019 Constitutional amendment requiring the NSC to be consulted. This will need to be clarified when the constitution is next updated or modernised. For now, we should follow the recent constitutional amendment and ensure the NSC is consulted. Ultimately, as a section 55 issue, the Governor retains ultimate discretion over decision-making on senior RCIPS appointments.

Owner: Manager, PSC Secretariat

Action Point 5: An **appeals procedure is required** to be developed.

Owner: TBD

Action Point 6: Benchmarking exercise to ensure the Police Law (2017 Revision), the Public Service Management Law (PSFL) (now Acts) segue with one another.

Owner: Gloria McField-Nixon

Action Point 7: Core functions wording to be amended in Section 3.a. according to HE the Governor's notes. Add language around acting in advice of the PSC.

Owner: Andrew Munday

4. Any Other Business

4.1 The format of Minutes for Meetings was discussed. It was agreed that the views of individual members will not be recorded. It was agreed that the decisions of the PSC and any reasons/rationales for those decisions will be recorded into Minutes. Action points (including who is responsible for the action points and the timeline in which they should be completed, will be recorded into the Minutes.

Action Point 8: The PSC requested a list of senior police officers in terms of who is leaving, at what date.

Owner: CO Gloria McField-Nixon

Action Point 9: The PSC would like to hear from the Commissioner as to what the attitude and response has been within the service to the formation of the PSC.
Owner: PSC to request of Commissioner.

5. Items to be Discussed at the Next Meeting

6. Next Meeting

It was agreed that the next meeting would follow closely to this one. No date/time was set for the next meeting.

7. Adjournment

The meeting was adjourned at approximately 12:50 p.m.