

<p>MINUTES MEETING OF THE POLICE SERVICE COMMISSION 7 JUNE 2021 GOVERNMENT HOUSE</p>
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Present:

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

1. Meeting called to order

The meeting was called to order at 11:10 a.m.

2. New Business**2.1 Commissioner/Chief Officer Byrne's Proposal and Presentation on Senior Appointments/Promotions**

The Commissioner wrote to the Secretariat on 5 May 2021 requesting the permission of the Chairman to make a presentation to the Police Service Commission (PSC), specifically around senior-most appointments and promotions, which is the remit of the PSC. Accordingly, the Commissioner was invited to be present for the first segment of this meeting in order to make the presentation.

The Commissioner was invited into the room, and his presentation commenced at 11:12 a.m.

The Commissioner noted he took the opportunity subsequent to the establishment of the PSC to look strategically at senior hires, some of which are the ambit of the PSC some the ambit of Royal Cayman Islands Police Service (RCIPS).

Action Point 1: The **RCIPS Promotions Policy** recently developed for lower ranks, to be circulated to PSC members.

Owner: Manager Secretariat.

Action Point 2: PSC to develop **PSC Promotions Policy for Senior Officers** whose promotions fall under the ambit of the PSC, including proposals for the **Interview Panel Members**.

Owner: Chief of Officer of PoCS with Manager Secretariat's assistance.

Roles at Superintendent and higher (remit of PSC) are to have an assigned Personal Development Plan, which should be closely monitored to allow for adequate development, support, coaching, and mentorship.

Action Point 4: Personal Development Plans are developed for each senior officer, Superintendent rank and higher, for use during probationary period.
Owner: Manager Secretariat

Action Point 5: Gender Diversity Review and Planning.
Owner: Manager Secretariat in liaison with PoCS.

Questions and Answers between members of the PSC and the Commissioner ensued around the following roles: Assistant Commissioner, Chief Inspector and Chief Superintendent.

The presentation ended at 12:03 p.m at which point the Commissioner left the meeting.

Further dialogue ensued between members.

Decisions arising from the meeting.

The Chairman noted to members that the PSC was being asked by the Commissioner to support a restructuring of the Senior Command Team of RCIPS.

a.OCP's Individual Succession Plan

The Manager of the PSC Secretariat shared the draft, incomplete succession planning spreadsheet. It was noted work had commenced on ensuring all key and technical positions had a succession plan in place as required by PSML.

Competencies were discussed. Inspector and Chief Inspector competencies were developed – but not for higher ranks. It was suggested that the Manager of the Secretariat liaise with Human Resource Manager (HRM) at RCIPS, and as well with the PoCS, to develop these competencies. PoCS personnel have worked with HM Prison on organisational development and can assist.

Action Point 6: Professional Competencies to be developed for each of the roles of Superintendent, Chief Superintendent, Assistant Commissioner, Deputy Commissioner and Commissioner.
Owner: Manager Secretariat in liaison with PoCS.

Close retirement dates at the top levels were noted, along with dialogue on mitigation of bottlenecks at the next stage down. We need to push the talent support lower. Dialogue on how we see people getting into those ranks. A Succession Plan for each potential successor to roles is needed.

Action Point 7: Succession Plans to be developed for each of the key and technical roles within RCIPS, in particular for the most senior roles of Superintendent, Chief Superintendent, Assistant Commissioner, Deputy Commissioner and Commissioner.
Owner: Manager Secretariat in liaison with PoCS.

3. Any Other Business

4. Items to be Discussed at the Next Meeting

5. Next Meeting

TBD approximately August/September 2021.

6. Adjournment

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