

<p>MINUTES MEETING OF THE POLICE SERVICE COMMISSION 30 SEPTEMBER 2021 GOVERNMENT HOUSE</p>
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Present:

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

Apologies:

Mr Graham Hampson	Member
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1. Meeting called to order

The meeting was called to order at 11:37 a.m.

2. New Business**2.1 PoCS Presentation on the Draft Promotions Policy**

The Chief Officer (CO) of the Portfolio of the Civil Service (PoCS) made a presentation to the Police Service Commission (PSC) on the development of the PSC Promotions Policy for senior officer ranks, the promotions of which are within the ambit of the PSC.

The CO of PoCS thanked a PoCS team member for her work as author of the policy and circulated the draft Promotions Policy as well as the presentation slides.

Internal versus external recruitment: The query arose on internal versus external recruitment. It was noted that for ranks wherein we have an ample pool of candidates, PSC could advertise only for internal candidates (on islands and within RCIPS and the Cayman Islands Government (CIG)) initially and then expand externally (both outside of the islands, and outside of RCIPS and the CIG) if necessary, to be determined by PSC as required.

PSC can opt for either approach, allowing it as much flexibility as possible to conduct its business. In effect, the PSC will scan the environment to see what talent is available internally, and if there is no apparent candidate(s) can then opt for an open or restricted recruitment competition.

Eligibility of relocated officers: The question arose whether former officers could be eligible for promotion if they have gone to another CIG Department, for example, the Workforce Opportunities & Residency Cayman or another organisation such as the Anti-Corruption Commission. The Promotions Policy does not exclude the former officers' eligibility.

Action point: Embed the new role competencies into the job descriptions.

Action point: Seek information on envisioned new organisational structure, including how many new Superintendents and envisioned date of commencement from the CoP.
**Note – this was sought after the meeting at the time of the presentation by the CoP, however, a more formal response is to be done in writing.*
Owner: Manager Secretariat in liaison with PoCS.

The Chairman thanked the CO for the presentation, which ended at 12:25 p.m.

Members agreed to approve the Promotions Policy in principle, subject to any questions or comments. The Promotions Policy is expected to become operational in quarter one of 2022.

Interview Panel membership; Final Selection Panel membership: Dialogue ensued – subsequent to the Interview Panel, the selection would then be conducted by the Final Selection Panel, which comprises all PSC membership. After which, the decision would proceed to the National Security Council (NSC) for formal ratification.

Membership of the Interview Panel can be taken from both inside and outside of the PSC. Gender balanced representation on the panel is important. Membership would change over time, and it was envisioned that all PSC members would serve on an Interview Panel at some point. The CoP can be present as a resource as part of deliberations. The Chairman sought proposals for the Interview Panel Members.

Members agreed that the Interview Panel members for the first expected promotions requirements, were: Richard Coles (Chairman), Andrew Munday, Lindsay Cacho and Gloria McField-Nixon.

2.2 Budget for dedicated Commission website and addresses

Members agreed that the anticipated budget required (\$10,000) to develop a PSC website, will come from the Portfolio of the Civil Service and that the Secretariat may proceed with the development of the website.

Members agreed that the P.O. Box is to be the same as the RCIPS and that the telephone number is to be the same as the mobile of the Secretariat.

2.3 Mention of action points from previous meetings

Time at the meeting did not permit, however, the action points are included herein as reminder of items that must progress:

Personal Development Plans are developed for each senior officer, Superintendent rank and higher for use during probationary period.

Owner: Manager Secretariat

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.

Professional Competencies to be developed for each of the roles of: Superintendent, Chief Superintendent, Assistant Commissioner, Deputy Commissioner and CoP.

Owner: Manager Secretariat in liaison with PoCS.

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

Acting Superintendent's Appointment to Substantive Role.

Owner: PSC full group subsequent to Interview Panel for Promotions to Superintendent.

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 CoP.

Owner: Manager Secretariat in liaison with PoCS.

2.4 Appointment of the Commandant of the Special Constabulary within the RCIPS – PSC's parameter of authority.

With the resignation of the Commandant for the Special Constabulary the position is vacant and is being temporarily filled by Deputy Commandant. Having regard to Part IX of the Police Act (2021 Revision) there is no clear provision for the formal appointment of the Commandant of the Special Constabulary which is seen as a senior position in the RCIPS, considered to hold a rank above that of Chief Inspector, but not explicitly referenced in S 58(b) of the Cayman Islands Constitution Amendment Order 2020 or the Police Service (Delegated Powers of the Governor) Regulations, 2021 - S.L 27/2021. Prior to the constitutional amendment the power to appoint the Commandant was exercised by the CoP, RCIPS in consultation with HE the Governor, but in the spirit of the constitutional amendment the appointment is considered a senior appointment in the RCIPS.

The question posed is does the PSC wish to exercise any authority/oversight over the appointment of the Commandant of the Special Constabulary and if so grateful if the parameters could be notified for action.

Members agreed that the CoP may continue to exercise the authority of the appointment of the Commandant of the Special Constabulary, based upon written request to the Chairman of the PSC and subsequent endorsement by the PSC followed by advisement of such to the NSC. Accordingly, the Commissioner would prepare a briefing paper for the Governor that an appointment for an interim measure one to two years would be approved until such time as the matter can be fully considered by PSC having regard to the seniority of the rank attached (PSC to be notified at its next meeting). It was agreed that the same process would be followed for the Deputy Commandant.

2.5 The Commissioner of Police was invited to update members on security/current RCIPS issues after the meeting (during lunch), which he did.

3. Any Other Business

There were no AOB items raised.

4. Items to be Discussed at the Next Meeting

There were no items raised to be discussed at the next meeting.

5. Next Meeting

To be determined – no meeting date to be set as of yet.

6. Adjournment

The meeting was adjourned at approximately 12:45 p.m.