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| <p>MINUTES<br/>MEETING OF THE POLICE SERVICE COMMISSION<br/>5 OCTOBER 2022<br/>GOVERNMENT HOUSE, GRAND CAYMAN</p> |
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**Present:**

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| HE the Governor                                  | Chair                   |
| Mr Richard Coles                                 | Member                  |
| Mr Lindsey Cacho                                 | Member                  |
| Mr Graham Hampson                                | Member                  |
| Mrs. Gloria McField-Nixon                        | Human Resources Adviser |
| Ms. Lisa Carroll, Governor's Office (note taker) |                         |

**Apologies:**

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| Mr Andrew Munday   | UK Overseas Territories Police Adviser – Member |
| Mr Richard Barton  | Member  |
| Mrs. Nancy Barnard | Manager, Police Service Commission Secretariat  |

**1. Meeting called to order at 11:30 a.m.****2. Promotions Superintendent: PSC review and approval of the PSC HR draft Committee Panel Report**

An update was provided on the recent recruitment panel. Five candidates for promotion were identified from 18 applicants. The process was highly competitive. The panel will provide in-person feedback to all who request it. The report outlining the process and the outcome will be agreed in due course and circulated to Commission members for ratification. A summary of the same will also be developed for consultation with the National Security Council, as required. His Excellency the Governor thanked all those involved in the recruitment panel. HE noted that the Panel had set the bar high for future PSC recruitment of senior Police roles.

**Action Point 1:** Report to be circulated to Panel members then an Executive Summary to be signed off by Commission members.

Owner: CO of the PoCS.

Deadline: 25<sup>th</sup> October 2022.

**3. Promotions Chief Superintendent: Select Interview Panel; Set tentative dates for Interviews**

A discussion followed on next steps for filling the role of Chief Superintendent. Panel members for the interview board will need to be identified. It was agreed the timeline should be to advertise in December with interviews in January.

**Action Point 2:** Preparation for the next recruitment drive to be undertaken including job description, advert.

Owner: Manager Secretariat.

Deadline: 1<sup>st</sup> December 2022.

#### **4. Appointment of a new Commissioner of Police**

HE led a discussion on the preparations needed to recruit a new Commissioner, as the position will become vacant in the fourth quarter of 2023. The PSC is keen to see an internal appointment from within the law enforcement bodies in Cayman, as a successor to the incumbent Police Commissioner.

It was agreed an advert should be prepared for advertising internally in April/May with interviews in June/July 2023.

The Police Commissioner has provided recommendations on the organisational structure for the senior ranks of the RCIPS, above Chief Inspector. The PSC has agreed to increase the number of Superintendents within the RCIPS and is actively reviewing other recommendations, to ensure the new Commissioner would have a high-quality team around him/her. The PSC will continue its deliberations in order to finalise the organisational structure, ahead of the recruitment of a new Commissioner of Police.

**Action Point 3:** Outline plan to be devised for the recruitment of a new Commissioner for the last quarter 2023. Further discussion in PSC on the most effective senior structure for RCIPS.

Owner: Manager Secretariat.

Deadline: 1<sup>st</sup> December 2022.

#### **5. Items to be Discussed at the Next Meeting**

No matters were raised

#### **6. Next Meeting**

No date was set but it was agreed the Commission may need to meet before the end of the year to support the two recruitment panels anticipated.

**Action point 4:** HE to review whether meeting required

Owner: HE.

Deadline: 14<sup>th</sup> November 2022.

#### **7. Adjournment**

The meeting was adjourned at approximately 12:45pm.