

MINUTES
MEETING OF THE POLICE SERVICE COMMISSION
30 JANUARY 2023
GOVERNMENT HOUSE, GRAND CAYMAN

Present:

HE the Governor	Chair
Mr Graham Hampson	Member
Mr Richard Barton	Member
Mr Andrew Munday,	UK Overseas Territories Police Adviser – Member (via conference call)
Deputy Governor Hon. Franz Manderson	Invited Advisor
Mrs. Gloria McField-Nixon	Human Resources Adviser
Mrs. Nancy Barnard, Manager	Police Service Commission Secretariat

Apologies:

Mr Richard Coles	Member
Mr Lindsey Cacho	Member

1. Meeting called to order at 11:15 a.m.

The meeting was called to order at 11:15 a.m.

2. Commissioner / Chief Officer Appointment: Select Interview Panel; Set tentative dates for Advertisement; Deadline; Interviews

DG advised the PSC that he has now met with both Deputy Commissioners of Police (DCP), to discuss future Chief Officer (CO)/Commissioner of Police (CoP) leadership.

All present acknowledged the excellent leadership of CO/CoP Derek Byrne and the development that he has afforded to DCP Walton over the years. It was noted that DCP Ennis did not wish to be considered for succession planning to the rank of CO/CoP.

Action Point 1: Advertise locally for the rank of Chief Officer/Commissioner of Police.

Advertisement early May; Assessment/s mid-May; Interviews late May.

Chairman of Panel Mr. Richard Coles - to be reviewed by nominated member (tentative);

Panel members: Mr. Andrew Munday, DG the Hon Franz Manderson; HR Advisor to PSC CO Gloria McField-Nixon, HR Executive Melanie Ebanks-Jackson.

Owner: CO of the PoCS

Deadline: Early May 2023

3. Review of senior ranks' structure in the revised RCIPS Organisational Chart – review needed for re-adding the rank of Assistant Commissioner.

DG advised the PSC that when he met with both Deputy Commissioners of Police (DCP), he also discussed the revised top-level RCIPS organisational structure, which is the remit of the PSC.

Both DCP Walton and DCP Ennis agree two DCPs is top-heavy for the organisation and support CO Byrne's suggestion of introducing an Assistant Commissioner (ACP). Both DCPs support the proposed new structure, in this order, of:

- Commissioner,
- Deputy Commissioner (1),
- Assistant Commissioner (1),
- Chief Superintendent (1),
- Superintendents (6)

All present agreed that the Assistant Commissioner rank will have to be an external recruitment campaign for the right level of leadership and also support to be afforded, given all the senior leadership changes in 2023. All agreed the CO/CoP Designate should be on the Interview Panel, therefore, to recruit for ACP after the recruitment for the CO/CoP.

Mr. Munday will kindly assist CO McField-Nixon with the new rank development for the RCIPS, given his experience across policing the UK and BoTs.

Action Point 2: Develop the Assistant Commissioner of Police Job Description (JD); have the new JD graded by PoCS.

Owner: Manager, PSC Secretariat; with CO Gloria McField-Nixon/PoCS and Mr. Andrew Munday assisting

Deadline: 31 March 2023

Action Point 3: Recruitment for Assistant Commissioner of Police

Advertisement early June; Assessment/s mid-June; Interviews late June.

Interview Panel: Chairman of Panel: Graham Hampson;

Panel members: Richard Barton, HR Advisor to PSC CO Gloria McField-Nixon, HR Executive Melanie Ebanks-Jackson, Advisor Chief Officer/Commissioner-Designate.

Owner: Manager, PSC Secretariat; Mrs. Melanie Ebanks-Jackson assist

Deadline: June 2023

4. Outstanding Business: Action Points review and address.

Several action points of an ongoing or non-urgent nature that are being progressed.

5. Any Other Business

Chief Superintendent recruitment is now underway.

Action Point 4: Recruitment for Chief Superintendent.

Advertisement is out; closes 1 February; Assessment/s mid-February; Interviews late February.

Interview Panel: Chairman of Panel: Graham Hampson; Panel members: Richard Barton, HR Advisor to PSC CO Gloria McField-Nixon, HR Executive Melanie Ebanks-Jackson, Advisor CO/CoP Derek Byrne.

Owner: Manager, PSC Secretariat; Mrs. Melanie Ebanks-Jackson assist.

Deadline: Mid-March 2023.

All present thanked His Excellency the Governor for his leadership as Chairman of the PSC since its inception – this is expected to be his final meeting.

6. Items to be Discussed at the Next Meeting

No matters were raised

7. Next Meeting – June, specific date to be confirmed (after the Commissioner interviews)

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 of CO/CoP, and ACP. New Governor Ms. Jane Owen will lead.

8. Adjournment

The meeting was adjourned at approximately 12:05pm.

His Excellency the Governor Martyn Roper OBE

CHAIRMAN

POLICE SERVICE COMMISSION