

**MINUTES**  
**MEETING OF THE POLICE SERVICE COMMISSION**  
**12 JUNE 2023 @ 4pm**  
**GOVERNMENT HOUSE, GRAND CAYMAN**

**Present:**

HE the Governor – Chair  
Mr Richard Coles – Member  
Mr Graham Hampson – Member  
Mr Richard Barton – Member  
Mr Andrew Munday, UK Overseas Territories Police Adviser – Member  
Mrs Gloria McField-Nixon, Human Resources Adviser  
Ms Lisa Carroll, Governor's Office (note taker)

**Apologies:**

Mrs Nancy Barnard, Manager, Police Service Commission Secretariat

**1. Meeting called to order at 04:10 p.m.**

It was noted the minutes from the last meeting of 30 January have been ratified

**2. Promotion Chief Officer & Commissioner of Police: PSC review and approval of the PSC HR Committee (Interview Board) Panel Report.**

Panel Report circulated and ratified. Richard Coles Chair of the Interview Panel gave the meeting a summary of the procedure which had been followed. There was a discussion on the handover process between the current Commissioner and the Commissioner – Designate and the proposed media announcement. The press release to be circulated when finalised. It was noted the Commissioner – Designate is due to attend a Commissioner's Conference in the UK 11-13 July 2023.

**Action Point 1:** HE happy to accept the recommendation of the PSC to appoint Mr Walton. She agreed to inform the National Security Council.  
Andrew Munday asked for it to be recorded that the process Cayman had undertaken to recruit this new Commissioner should be recorded as best practice across the OTs.

**3. Assistant Commissioner: Select Interview Panel; Set tentative dates for Recruitment Process; Interviews' date/s.**

The meeting was briefed on this brand-new role and how it fits with the current organogram. A job description is currently being compiled. Once complete the position will be advertised externally. Anticipating for the Commissioner – Designate to be part of this recruitment process as an observer if possible. Graham Hampson, Andrew Munday and Richard Barton volunteered to form the Interview Panel with support from POCS. A brief discussion was held on timing – Mr Hampson confirmed he is away till August but that should not stop the advertising etc.

**Action Point 2:** Vacancy to be advertised and dates for the Interview Panel to be convened as soon as practically possible.

**4. Manager, Secretariat's new role with the OCP: continuation of duties**

It was agreed this matter is outside of the PSC's remit.

**5. PSC letter finalisation to revert to DSG Alcock regarding the legal matter**

The meeting reviewed the draft letter dated 6th June – Graham Hampson agreed to review and provide a new version by “round robin.”

A discussion followed on whether an Appeals Process is required for the PSC recruitment process and agreed that, in the absence of such a process, judicial review was the avenue of recourse.

**Action Point 3:** Graham Hampson to circulate a new draft response for members' approval

**6. Any Other Business**

Replacement for Mr Cacho – it was agreed the process currently underway should be halted in favour of a review of the nominees with a view to identifying candidates with previous police/security experience.

Gloria McField Nixon thanked all and especially Andrew for his support with the recruitment process.

**7. Next Meetings set for 2023.**

It was agreed a degree of flexibility would be required to accommodate ratification of the Assistant Commissioner appointment so it was agreed the next meeting would be as soon after the interview as possible to allow for the Panel's report to be compiled. Thereafter a decision would be made whether to meet again before the end of 2023 with appropriate notice or defer to 2024.

**Action Point 4:** next meeting to be set once the date for the Assistant Commissioner interviews confirmed.

**8. The meeting closed at 05:25 p.m.**