



Summary of Board meeting – 29 September 2025

The Board met on 29 September to consider the Annual Report and Accounts (ARA) and to discuss the budget.

The Audit and Risk Committee (ARC) had just met prior to the Board meeting and agreed to recommend to the Board the ARA for approval. The ARA 2024-25 was approved by the Board, subject to the resolution of outstanding audit issues which would be confirmed by email and Board's final approval would be obtained via correspondence.

The Board reflected on the ARA process this year and sought assurances that the process would be robust, and improvements made for next year. The executive provided the following assurances:

- The scope of the audit will be presented to ARC in January with a robust and clear timeline for the completion of the audit.
- Ownership will be strengthened, and the year-end process, governance and controls will be strengthened.
- A new Director of Finance and Corporate Services joins the Commission in January, and the ARA will be a key priority. The current structure of the Finance team is being examined, as it currently has vacancies and secondees.

The ARA 2024-25 will be laid before Parliament on 16 October 2025.

The Board discussed the budget, sources of funding and current position for 2025-26. Funding has been settled for the period up to the Spending Review 2027-28. The Board discussed the ability to draw down resources it needs to fund its demand led work through Annually Managed Expenditure (AME). A bid for Annually Managed Expenditure (AME) would be submitted.

For the 2025-26 financial year, the Commission will prioritise the increase of labour resources within the Investigations and Findings teams.

The Board agreed that the pay award date will remain as March. The Board meeting in December would consider the method of applying the pay award and guidance from Treasury on the recommended pay award amount for 2025-26. While the method for applying the March 2026 pay award has not yet been finalised, there was agreement that the Commission will separate probation period criteria from pay award eligibility.