



Summary of Board meeting – 3 and 4 June 2025

The Board met over two days and discussed a wide range of matters relating to investigations, budget and governance.

The Board was briefed by the Chief Executive on priority areas. A core focus of the last quarter has been on supporting the negotiations of the Northern Ireland Office (NIO) with the Treasury as part of the current Spending Review, to secure a favourable funding envelope.

The Audit and Risk Committee (ARC) Chair updated the Board on the April committee meeting, which included a focus on data protection, this year's Annual Report and Accounts (ARA) and progress with internal audit.

The status of investigations, case categorisation and resourcing of the investigation's directorate were discussed. The case load entering support and investigations has increased considerably over the last quarter.

Robert Beckley, co-chair of the External Advisory Group (EAG) joined the meeting. The Board had commissioned the EAG to provide guidance on assimilating new staff into the ICRIR. The report noted that the Commission is a new organisation dealing with complex legacy issues which have a very real impact on people today. The culture is evolving and will be inevitably shaped by the professional experiences of those joining the Commission.

The Board reviewed the extant 'Raising a Concern' policy and provided views on gaps in the policy's design and what needed to be captured. This included clear escalation routes including alternatives to the line manager and being able to raise concerns anonymously. The Board agreed that the policy should apply to all staff including consultants and secondees. A revised policy, incorporating feedback from the Board, will be brought to the next meeting for approval.

The Board formally appointed a whistleblowing champion, Non-executive Commissioner, Brice Dickson. Other appointments confirmed at the meeting included an extension to the reappointment of Martin Pitt, as an independent member of the Audit and Risk Committee (ARC) for a period of 18 months. Martin has been a valuable member of ARC, providing objective perspectives and diverse expertise and experience.

The Board was also informed that the recruitment campaign for the new post of Director of People and Culture had now concluded, and a successful candidate has been appointed.

The Board thanked the Chief Operating Officer, Kieran Rix for his contribution to the Commission from its conception, to start up, to business as usual.