

FSNI Leadership Board Minutes
Meeting 30 April 2025
13.00pm @ PSNI Cloud Conference Room

Vision: to be a world leading provider of integrated Forensic Science services.

Attended:	Apologies: -
Acting FSNI Chief Executive – CEO (Chair)	FSNI CEO Office Manager
Non-Executive Director – NEBM	PSNI HSS
Non-Executive Director – NEBM	
Acting Reporting Services Director – DoRS	
Customer & Corp Services Director –CCSD	
Lab Services & Quality Director -DoLS	
Project Atlas Manager – PAM	
Finance Manager – FM	
FSNI Principle Scientific Officer – PSO	
FSNI Corporate Secretary – CS	
Andrew Elliot (TEO/FSNI)	
FSNI People Development Manager – PDO	

Operational Performance and Service Delivery discussion items

1. Introduction and Apologies

The Chair welcomed all present to the meeting. Apologies received from FSNI CEOM and PSNI HSS.

2. Meeting Status (Quorate) and Conflict of Interest Declarations

The meeting was quorate in line with the Leadership Board (LB) Terms of Reference (ToR).

LB members were reminded of their obligation to declare any potential conflicts of interest. No conflicts of interest declared at this meeting.

3. Directorate Supplementary Reports

3.1. Operational Directorates Performance Report

PROTECTIVE MARKING - OFFICIAL

The contents of the paper were noted.

4. Pulse Dashboard

The Board noted the contents of the paper.

FSNI Discussion Papers

5. Chief Executive update

The Chief Executive gave the Board an update on any current or emerging issues.

6. FSNI Audit and Risk Committee Meeting – Chairs Update (Verbal) - 30/04/2025

A&RAC Chair (NXD) gave a verbal update on the earlier A&RAC Meeting including referred items

SMT Representative (PDO ET) gave an overview of current Human Resources, recruitment and staff engagement issues which were discussed by the Board, and PSO AD gave an overview of current Alcohol, Drugs and Toxicology issues/updates including innovation and challenges within the section.

7. FSNI Leadership Board 30/04/2025

7.1 Previous Minutes - LB meeting 30 April 2025

The minutes of the previous LB meeting held on 30 April 2025 were agreed. - **Decision**

7.2. Review of LB Action Table

The LB Action Table was reviewed. Any updates provided at the meeting have been added to the Action Table.

8. FSNI Finance Update

8.1 2024-25 Annual report and Accounts

Noted.

8.2 FSNI Finance Update (Verbal Update)

The Board was informed of current and potential Financial issues

9. FSNI Business Plan

The contents of the paper were noted.

10. FSNI Risk

10.1. FSNI Corporate Risk Register 2025/26

The Board noted the updates given by FSNI Directors/PMO.

10.2. Consideration of FSNI High Level Risks for escalation to DoJ

No risks were considered necessary for escalation to DoJ.

11. Quality Improvement Board (QIB) Plan

The papers contents were noted.

12. FSNI HR Strategy Action Plan Update Apr 2025

The Board noted the update.

13. FSNI Calibration Delivery Plan

The Board noted the plan and updates provided.

14. FSNI DNA Delivery Plan update

The contents of the paper were noted.

15. FSNI Innovation and Development strategy 2025

The Board noted the contents of the paper.

16. FSNI ICT Digital strategy Action plan update

The Board noted the update.

17. FSNI Leadership Board ToR

The Board noted the contents of the paper and agreed the new ToR. - **Decision**

18. AOB

-The NXDs offered there thanks to the FSNI directors for the time taken on the FSNI Leadership Effectiveness interviews.

-No other items of additional business were raised.

19. Key messages

- The Board agreed the Key messages from the FSNI April Leadership Board.

Meeting ended at 15.45

Date of next meeting: 23 June 2025
 27 August 2025
 13 October 2025
 03 December 2025