

FSNI Leadership Board Minutes

Meeting 13 October 2025

13.00pm @ PSNI Bond Store Conference Room

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

Attended:	Apologies: -
FSNI Chief Executive –CEO	FSNI CEO Office Manager –COM
Non-Executive Director –NEBM	Acting Principal Reporting Officer - PSO
Non-Executive Director –NEBM	
Acting Reporting Services Director- DoRS	
Customer & Corp Services Director– CCSD	
Lab Service & Quality Director - DoLS	
Project Atlas Manager –PAM	
FSNI AST Director/SMT representative –AST	
PSNI Head of Scientific Support –HSS	
FSNI Corporate Secretary –CS	
NICS HR Representative –NICSHR	
NICS HR Representative –NICSHR	

Operational Performance and Service Delivery discussion items

1. Introduction and Apologies

The Chair welcomed all present to the meeting. Apologies received from COM and PSO.

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

The contents of the paper were noted.

4. Pulse Dashboard

The Board noted the contents of the paper.

FSNI Discussion Papers

5.1 Chief Executive update (verbal)

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

5.2 ARAC Chair Update (verbal)

ARAC Chair (NEBM) noted the earlier ARAC meeting and the recommendations made to the Leadership Board

6. SMT Representatives update (Verbal)

AST provided update (during the operational report). The Board thanked AST for the update.

7. FSNI Leadership Board 27/04/2025

7.1 Previous Minutes - LB meeting 27 August 2025

The minutes of the previous LB meeting held on 27August 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 FSNI Finance paper

The Board welcomed the new FSNI Finance Manager. The paper was noted.

9. NICS Quarterly HR Report – FSNI

The Board welcomed the new FSNI NICS HR representative to the meeting and noted the contents of the paper.

10. FSNI Business Plan 2025-26

10.1 FSNI Business Plan 2025-26

The contents of the paper were noted including updates provided.

10.1 Business Plan Target – Content manager (Q1.7)

The Board noted the contents of the paper and agreed with its recommendation -**Decision.**

11. FSNI Risk

11.1. FSNI Corporate Risk Register 2025/26

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

Decision – Risk 1 treated risk score changed as per Boards decision

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

No risks were considered necessary for escalation to DoJ.

12. FSNI Cost Centre Review

The Board noted the contents of the paper.

13. FSNI Perseus Replacement Update

The contents of the paper were noted.

14. FSNI - Update on work programme with IGA (Verbal Update)

DoRS updated the Board on current joint initiatives undertaken under the IGA agreement.

15. Items referred from A&RAC:

PROTECTIVE MARKING - OFFICIAL

15.1 FSNI Governance Framework Document, Risk appetite statement and Assurance mapping document - Decision – Documents Approved

15.2 FSNI IA GDPR Update - Noted

15.3 Quality Update - Noted

16. FSNI I&D Plan Update

The Board noted the update and the range and breadth of innovation FSNI was currently undertaking.

16. AOB

- The Board wished to pass on congratulations to all new attendees of the FSNI Leadership Board, and best wishes were passed to those who were attending for the final time.

17. Key messages

- The Board agreed the key messages from the FSNI October Leadership Board.

Meeting ended at 15.22

Date of next meeting:

- 03 December 2025