

THE STATES OF DELIBERATION
of the
ISLAND OF GUERNSEY

COMMITTEE *FOR* HOME AFFAIRS

POLICE COMPLAINTS COMMISSION - APPOINTMENT OF TWO MEMBERS

The States are asked to decide:-

Whether, after consideration of the Policy Letter entitled “Police Complaints Commission – Appointment of Two Members”, dated 25thOctober 2021, they are of the opinion:-

1. To appoint Miss Rebekah Johnston as an ordinary member of the Police Complaints Commission for a period of 4 years with immediate effect; and
2. To appoint Mr Steven Melbourne as an ordinary member of the Police Complaints Commission for a period of 4 years with immediate effect.

The above Propositions have been submitted to Her Majesty's Procureur for advice on any legal or constitutional implications in accordance with Rule 4(1) of the Rules of Procedure of the States of Deliberation and their Committees.

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The Presiding Officer
States of Guernsey
Royal Court House
St Peter Port

25thOctober 2021

Dear Sir

1 Executive Summary

1.1 The purpose of this Policy Letter is to formally appoint two members of the Police Complaints Commission (“the Commission”).

2 Background

2.1 The Commission was established by the Police Complaints (Guernsey) Law, 2008¹ (“The Law”) and came into effect on 1st July 2011. The Commission is an independent panel which maintains oversight of how complaints against the police are handled.

2.2 The Schedule to the Law sets out the composition of, and appointment process to, the Commission, and establishes that: -

- the Commission shall consist of a Chairman and five ordinary members;
- the Chairman and ordinary members shall be appointed for a term of four years by the States of Deliberation upon the recommendation of the Committee *for* Home Affairs.

3 Appointment of two new Ordinary Members – 4-year term

3.1 There are currently two vacancies on the Commission.

3.2 Following an open recruitment process that took place earlier this year two candidates have been selected for appointment. Whilst no formal qualifications

¹ [Police Complaints \(Guernsey\) Law, 2008](#)

are required for the role, it is necessary for individuals to be fair, objective and non-judgemental and they must have the ability to read and understand complex matters.

- 3.3 The Committee *for* Home Affairs is pleased to nominate Miss Rebekah Johnston and Mr Steven Melbourne to be ordinary members of the Commission for a term of four years with immediate effect.
- 3.4 The Chairman of the Commission recommended these appointments and considers that both candidates have the necessary experience and qualities to play a positive role on the Commission and further complement the group's dynamics.
- 3.5 Miss Rebekah Johnston moved to Guernsey four years ago following completing her A-Levels, she is employed as paralegal at Carey Olsen and is currently studying towards a law degree via the Open University. Ms Johnston enjoys sea swimming and keeping fit and volunteers her time to work with the Youth Commission where she provides one -to-one support to young people aiming to boost their confidence and self-esteem. Miss Johnston has applied for this role as she is keen to give back to the community doing something technical but in the background. Miss Johnston was confident in interview. She answered the set questions thoroughly, giving examples and demonstrating that she had the skills required and was able to process complex information and listen to and consider other people's arguments.
- 3.6 Mr Steven Melbourne moved to Guernsey eight years ago and since that time he has become an active member of the community involving himself in Guernsey Rugby development, amongst other things – Mr Melbourne is also a member of the Child & Youth Community Tribunal demonstrating his integrity and commitment to supporting young people who present with challenging behaviours. Prior to moving to Guernsey Mr Melbourne was in the armed forces and worked in the area of media and communications. In interview, Mr Melbourne had a good understanding of what would be expected of him in the role and was able to articulate how he made decisions and was comfortable to be challenged. Mr Melbourne demonstrated his ability to consider and interpret complex information, follow procedures and in making decisions, to have due regard to all who may be impacted.
- 3.7 In interview both candidates communicated well and presented their views confidently, neither were afraid to ask questions. They were both able to identify the challenges faced by the local police force and it was felt that they would both contribute fairly and objectively to discussions and provide unbiased independent oversight of police complaints.

4 Compliance with Rule 4

- 4.1 Rule 4 of the Rules of Procedure of the States of Deliberation and their Committees sets out the information which must be included in, or appended to, motions laid before the States.
- 4.2 In accordance with Rule 4(1)(a), the Propositions contribute to the States' objectives in that the effective operation of the Commission is necessary to ensure that the public has confidence in the systems in place within the justice system.
- 4.3 In accordance with Rule 4(1)(c), the Propositions have been submitted to Her Majesty's Procureur for advice on any legal or constitutional implications.
- 4.4 In accordance with Rule 4(2)(a), the Propositions relate to the duties of the Committee to advise the States and to develop and implement policies on matters relating to its purpose including law enforcement, including policing and customs.
- 4.5 In accordance with Rule 4(2)(b), it is confirmed that the Propositions above were supported unanimously by the Committee Members.

Yours faithfully

R G Prow
President

S P J Vermeulen
Vice-President

S E Aldwell
M P Leadbeater
A W Taylor

P A Harwood
Non-States Member