



Parole Commissioners
for Northern Ireland

ANNUAL REPORT
2022-2023



Parole Commissioners For Northern Ireland

Annual Report 2022/23

Report for the year end 31 March 2023

Laid before the Northern Ireland Assembly pursuant to Paragraph 7(2) of Schedule 4 to the Criminal Justice (Northern Ireland) Order 2008. Amended by the NI Act 1998 (Devolution of Policing and Justice Functions) Order 2010.

On 27 July 2023



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ISBN: 978-1-912313-74-7

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Foreword

Richard Pengelly
DoJ Permanent Secretary
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Dear Mr Pengelly

Paragraph 7(1) of Schedule 4 of the Criminal Justice (Northern Ireland) Order 2008, as amended, requires that as soon as reasonably practicable after the end of each financial year the Chief Commissioner of the Parole Commissioners for Northern Ireland shall submit a report to the Department of Justice on the performance of the Commissioners' functions during that year. In compliance with that requirement, I am pleased to submit my report to your Department in respect of the financial year 1 April 2022 to 31 March 2023.

I was appointed as Chief Commissioner on 9th September 2019 and reappointed in September 2022. This is therefore my fourth report as Chief Commissioner.

There are two features of the last year that I wished to highlight in my foreword. The first is the continued drift upwards in terms both of referrals to the Commissioners and Panel hearings held. This reflects in my view both the continuing recovery from the pandemic but also the increase in the prison population. It is likely that this latter factor will continue to result in an increased caseload for the Commissioners in the years ahead.

The second matter is a concern that the last year has seen a marked deterioration in the level of service provided to the Commissioners in terms of the quality and timeliness of the information we need in order to conduct hearings expeditiously and fairly. I discuss this matter below in some detail and the efforts of our partners in the Prison and Probation Services to address it. However, the impact on our work is apparent with an increase in our adjournment rate of 68%, thus adding to the cost and the time taken to process parole cases.

I would like to thank my Commissioner colleagues for how they have dealt with the above challenges and I look forward to reporting on the progress that has been made to address these matters in my next report.

I commend this Report to you.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Paul Horgan', written over a light blue horizontal line.

Chief Commissioner

Parole Commissioners for Northern Ireland

Contents

Background	8
Criminal Justice (Northern Ireland) Order 2008	8
Current Legislation	8
Workload and Key Statistics, including Case Management Tables	11
Protected Information Cases	17
Judicial Challenges/Reviews	17
Issues of Concern and Stakeholder Relationships	17
Parole Commissioners' Rules	18
Commissioners	18
Secretariat	19
Governance	19
Going Forward	19
Resources	20
Fees and Expenses	20
Financial Summary	21
Appendix A – Commissioners' Profiles	23

Background

Due in large part to the coming into effect of the Human Rights Act in October 2000 and the report of the Criminal Justice Review in March 2000, it was considered that decisions with regards to the release of life sentence prisoners should be taken, not by government, but by a judicial body. To have judicial character, the body would need to be independent of the executive (and of the parties concerned); impartial; and able to give a legally binding direction regarding the prisoner's release.

The Government therefore brought forward legislation that required all life sentence prisoners to have the punitive element of their sentence judicially determined and their suitability for release independently assessed and directed at the appropriate time by an independent body of judicial character. The legislation in question was the Life Sentences (Northern Ireland) Order 2001 (2001 Order) and the Life Sentence Review Commissioners' Rules 2001 (2001 Rules). The Order came into force in October 2001.

The Criminal Justice Act 2003 made a number of significant changes to the sentencing framework for England and Wales. In March 2005 the Northern Ireland Office published a consultation paper on the sentencing framework in Northern Ireland which considered new measures to enhance public protection. The exercise was largely informed by provisions contained in the Criminal Justice Act 2003, particularly the introduction of indeterminate and extended public protection sentences for dangerous sexual and violent offenders.

Ministers concluded that the sentencing framework should be revised and that legislation should be brought forward to provide for the introduction of indeterminate and extended sentences for dangerous sexual and violent offenders allowing individuals posing a risk of serious harm to be detained indefinitely or to the end of their extended sentences

Criminal Justice (Northern Ireland) Order 2008

The relevant legislative provisions are contained in the Criminal Justice (Northern Ireland) Order 2008 (2008 Order). Among other things it provided that the Life Sentence Review Commissioners be renamed the Parole Commissioners for Northern Ireland and that the responsibilities of the Commissioners be extended to include decisions as to the release and recall of prisoners sentenced to indeterminate and extended custodial sentences and the recall of prisoners who receive other determinate sentences.

The Parole Commissioners' Rules (Northern Ireland) 2009 (2009 Rules) came into operation on 1 April 2009. These Rules replaced the Life Sentence Review Commissioners' Rules 2001 and apply to both the 2001 Order and the 2008 Order.

Current Legislation

The work of the Parole Commissioners for Northern Ireland is therefore governed by two 'Orders' and one set of 'Rules' - The Criminal Justice (Northern Ireland) Order 2008¹, the Life Sentences (Northern Ireland) Order 2001 and the Parole Commissioners' Rules (Northern Ireland) 2009.

The principal provisions of the Life Sentences (Northern Ireland) 2001 Order provide for:

- the setting by the court of a relevant period, or 'tariff', as the period of the sentence to be served to satisfy retribution and deterrence before review for release;
- the power of the Commissioners to direct a prisoner's release on licence if continued detention is not required for the protection of the public;

¹ The NI Act 1998 (Devolution of Policing and Justice Functions) Order 2010, provides for the continuing role of the Secretary of State in cases where national security is involved.

- the attachment by the Department of Justice of conditions to the release licence, in accordance with recommendations of the Commissioners;
- the revocation by the Department of Justice of the licence of a released prisoner and the latter's recall to prison;
- the consideration by the Commissioners of such recalls consideration by the Commissioners of such recalls and their power to direct the release of recalled prisoners; and
- the arrangements for setting of tariffs for prisoners already serving life sentences.

The principal provisions of the Criminal Justice (Northern Ireland) Order 2008 provide for:

- the appointment of Commissioners;
 - the Commissioners to advise the Department of Justice with respect to any matter connected with the release or recall of prisoners referred to them;
 - the renaming of the LSRC as the Parole Commissioners for Northern Ireland (PCNI);
 - the appointment of Parole Commissioners to include a Chief Commissioner and, if necessary, the appointment of a deputy Chief Commissioner;
 - the introduction of public protection sentences for violent and/or sexual offenders based on an assessment of dangerousness;
 - the necessity for all public protection sentence prisoners to be referred to the Commissioners to assess suitability for release;
 - the imposition of licence conditions on persons who have been sentenced to a public protection sentence or a determinate sentence of 12 months or more;
 - the revocation by the Department of Justice of the licence of a released prisoner and recall to prison, if so recommended by Parole Commissioners; and
- the consideration by the Commissioners of such recalls and their power to direct release.

The Rules set out in detail the procedures that apply to life and public protection sentenced prisoners where the Department of Justice (or Secretary of State in matters of national security) refers a prisoner's case to the Commissioners regarding his release or recall. Currently there are no Rules governing the recall and re-release of determinate custodial sentenced (DCS) prisoners. However, as far as is practicable, the Rules will be applied by the Commissioners to those cases. They provide, in particular, for:

- the appointment by the Chief Commissioner of a single appointment by the Chief Commissioner of a single Commissioner to consider a case initially and provide a provisional direction/direction on release;
- the appointment by the Chief Commissioner of a panel of three Commissioners to consider those cases where release has been directed or, in the case where a prisoner is not to be released, the prisoner has requested an oral hearing of his/her case (wherever practical, one panel member should be legally qualified and another a psychiatrist or psychologist);
- the representation of the prisoner and the Department of Justice;
- the appointment by the Commissioners of a representative to act on behalf of the prisoner or for a single Commissioner to carry out an interview, with the prisoner's consent where he/she does not appoint one him/herself;
- the submission of information and reports by the Department of Justice and of representations and documentary evidence by the prisoner;
- the making of directions and the holding of oral hearings to consider the prisoner's case and the procedure for such hearings (including the granting/refusal of the attendance of witnesses and observers);

- the time limits within which notifications and responses must be made;
- the distribution of directions by the single Commissioner and/or panel chairman and the consideration of appeals against such directions by the Chief Commissioner; and
- the withholding, in specified circumstances, of particular items of evidence from the prisoner, or the prisoner and his representative and in the latter event, the appointment by the Attorney General of a Special Advocate to represent the prisoner's interests.

Workload and Key Statistics

There has been an increase in 2022/23 in new referrals of 5% (30 cases) as well as an increase in the number of recall requests of 5% (9 cases). There was also an increase in the recall reviews received 11% (17 cases) as well as an increase in further reviews of such cases 13% (8 cases) compared to last year (2021/22).

141 cases were completed at the single Commissioner stage which is only a small decrease of 1% (1 case) against the 2021/22 figure.

In DCS recall reviews² 51% of the cases completed in year were completed at the single Commissioner stage without reference to a Panel, a reduction on last year's figure (54%).

20 cases were referred to panel by the single Commissioner, which is a decrease of 15 cases (43% decrease). There were 90 requests for an oral hearing, an increase of 3% (3 requests) on last year.

The overall number of all case types referred to panel amounted to 20, which is a substantial decrease on the 2021/22 figure of 35 (43% decrease).

This year the overall case completion figure of 636 is an increase of 1% (8 cases) compared to last year's figure.

The number of recall recommendations issued this year has increased by 10%³ (18 cases). There were 6 Lifer recalls, an increase of 3 (100%) on last year; ECSICS recalls increased by 2 (14%) and DCS recalls increased by 13 (8%).

Out of the 205 recall requests, 1 was withdrawn, 1 had to be re-submitted and the Commissioners did not recommend recall in 6 requests. Of the 198 recommended for recall, only on 1 occasion did DoJ not recall the prisoner.

² This includes those cases dealt with under Articles 28(4) and 29(6 only)

³ Figures for recall recommendations issued may differ from recall referrals received in year

As a result of the COVID-19 pandemic, Panel hearings are now almost exclusively conducted remotely through the use of WebEx video conferencing. Commissioners completed 291 panel hearings, which is an increase of 19 cases (7% cases). There were five paper-based hearings.

Overall, 958 provisional directions/directions, single Commissioner decisions, panel decisions, pre-tariff recommendations, licence consultations/variation/cancellation recommendations and recall recommendations have been issued in year, which is a 1% (12 cases) increase on last year.

Key Statistics

New Referrals				
Article	2019/20	2020/21	2021/22	2022/23
6	57	61	72	77
7(2)	0	0	0	0
8(3)	13	18	29	16
9(1)	5	3	3	6
9(4)	5	4	3	4
18	88	87	80	85
20	0	1	0	0
20A*	N/A	N/A	2	2
24(5)	29	26	27	16
28(2)(a) ECS/ICS	20	28	16	16
28(2)(a) DCS	182	169	166	184
28(4) ECS/ICS	20	13	17	15
28(4) DCS	172	153	148	166
29(6)	30	45	62	70
46(3)	11	6	14	12
Total	632	614	639	669

* New Article introduced in 2021 following changes to the Counter-Terrorism and Sentencing Act 2021

Cases Withdrawn				
Article	2019/20	2020/21	2021/22	2022/23
6	0	1	1	1
7(2)	0	0	0	0
8(3)	0	0	0	1
9(1)	0	0	0	0
9(4)	0	0	0	0
18	0	0	0	0
20	0	0	0	0
20(A)	N/A	N/A	0	0
24(5)	0	0	0	0
28(2)(a) ECS/ICS	0	0	0	0
28(2)(a) DCS	0	0	1	2
28(4) ECS/ICS	0	0	1	1
28(4) DCS	0	0	0	0
29(6)	0	1	1	1
46(3)	0	0	1	0
Total	0	2	5	6

Cases Completed				
Article	2019/20	2020/21	2021/22	2022/23
6	60	65	63	71
7(2)	0	0	0	0
8(3)	13	17	30	15
9(1)	5	3	3	6
9(4)	6	1	6	3
18	79	104	69	85
20	0	1	0	0
20A	-	-	1	2
24(5)	28	26	28	16
28(2)(a) ECS/ICS	20	18	16	16
28(2)(a) DCS	182	178	166	184
28(4) ECS/ICS	26	19	18	12
28(4) DCS	154	145	166	146
29(6)	36	42	52	69
46(3)	11	8	10	11
Total	620	627	628	636

Cases completed at single Commissioner Stage				
Article	2019/20	2020/21	2021/22	2022/23
6	10	11	9	10
9(4)	0	0	0	1
18	15	16	13	10
28(4) ECS/ICS	3	5	5	5
28(4) DCS	91	73	90	85
29(6)	17	14	25	30
Total	136	119	142	141

Cases referred to Panel				
Article	2019/20	2020/21	2021/22	2022/23
6	5	7	7	7
9(4)	0	0	1	0
18	15	9	8	3
20A	-	-	1	2
28(4) ECS/ICS	2	0	1	0
28(4) DCS	14	11	5	5
29(6)	7	8	12	3
Total	43	35	35	20

DCS Oral Hearing Requests								
Article	2019/20		2020/21		2021/22		2022/23	
	Refused	Granted	Refused	Granted	Refused	Granted	Refused	Granted
28(4) DCS	3*	58	1	60	0	63	1	61
29(6)	0	9	0	22	0	24	0	28
Total	3	67	1	82	0	87	1	89

* two decisions to refuse an oral hearing were overturned on appeal to the Chief Commissioner

Panel Hearings Held				
Article	2019/20	2020/21	2021/22	2022/23
6	56	71	66	77
9(4)	6	1	7	3
18	70	103	68	87
20A	-	-	1	1
28(4) ECS/ICS	28	16	13	9
28(4) DCS	81	84	83	72
29(6)	19	31	34	42
Total	260	306*	272*	291*

* Due to Covid -19, hearings in prisons were suspended with the majority held remotely.

Release Decisions				
Article	2019/20	2020/21	2021/22	2022/23
6	10	9	7	10
9(4)	1	0	1	0
18	12	10	7	4
20A	-	-	1	2
28(4) ECS/ICS	6	2	2	2
28(4) DCS	43	22	38	19
29(6)	12	8	10	12
Total	84	51	66	49

No Recommendations for Further Review (due to the proximity of custody expiry or licence expiry date in the individual case)				
Article	2019/20	2020/21	2021/22	2022/23
6	0	0	0	0
9(4)	0	0	0	0
18	12	13	12	11
28(4) ECS/ICS	4	2	3	2
28(4) DCS	78	83	62	58
29(6)	19	16	21	33
Total	113	114	98	104

Recalls								
Article	2019/20		2020/21		2021/22		2022/23	
	Recall	Not Recalled	Recall	Not Recalled	Recall	Not Recalled	Recall	Not Recalled
9(1)	5	0	4	0	3	0	6	0
28(2)(a) ECS/ICS	20	0	16	2	14	2	16	1
28(2)(a) DCS	177	5	167	9	163	2	176	6
Total	202	5	187	11	180	4	198	7

Licence Conditions – Recommendations

Article		2019/20	2020/21	2021/22	2022/23
8(3)	Condition(s) cancelled	7	6	4	5
	Condition(s) not cancelled	1	2	2	1
	Condition(s) varied	4	5	13	3
	Condition(s) not varied	0	1	0	0
	Proposed Conditions (s) – agreed	1	3	8	6
	Proposed Conditions (s) – not agreed	0	0	2	0
24(5)	Consultation – agreed	0	0	0	0
	Consultation - not agreed	0	0	0	0
	Consultation - partially agreed	0	0	0	0
	Condition(s) varied – agreed	13	8	11	4
	Condition(s) varied - not agreed	0	0	0	0
	Condition(s) inserted – agreed	0	0	0	0
	Condition(s) inserted - partially agreed	0	0	0	0
	Condition(s) cancelled – agreed	0	1	1	0
	Variation and insertion agreed	0	0	0	0
	Variation and cancellation agreed	1	0	0	0
	Proposed Conditions(s) – agreed	14	16	15	12
	Proposed Conditions(s) – not agreed	0	0	0	0
Total		41	42	56	31

Protected Information Cases

Protected Information Cases are complex and fall outside the normal timetables set out in the Parole Commissioners' Rules 2009, so the timetable can become unavoidably protracted. Such cases are ordinarily, though not always, concerned with national security issues and involve the appointment of a Special Advocate, directions hearings, exculpatory reviews and open and closed hearings. There were no such cases referred to us in the last year.

Judicial Challenges/Reviews

There has been a decrease in the number of new challenges this year from 10 down to 7 (-30%).

There were nine judicial review challenges carried forward from the previous year. Out of a total of 16 challenges, 12 have been completed.

Of those 12 cases:

- three were closed without further recourse to the court following PCNI pre action response to the challenge;
- five cases were dismissed by the Court and application for leave refused; and
- three of the challenges were withdrawn.

In one case PCNI was unsuccessful when Colton J, although acknowledging it was a borderline case, ruled that the Panel had erred in law by failing properly to address the question of appropriate licence conditions before applying the statutory test.

Four cases are being carried forward:

- Case 1 is *Hilland*, where PCNI is an interested party only;
- Case 2 is awaiting the final outcome of the *Hilland* case and is therefore in abeyance;

- Case 3, concerning a protected information referral, awaits a response from the NIO; and
- Case 4 relates to the Stone case, where it is contended that Rule 22 is unlawful.

The most common challenge to our decisions has been the application of the statutory test in recall recommendations.

In an unusual application this year, I applied to the High Court alongside the Department of Justice to request that the Court quash a recall recommendation made by a Commissioner (with the Department applying to quash the subsequent recall decision made by it). It had been brought to my attention that the recall recommendation contained inaccurate information not related to the prisoner whose recall was being considered. In my view there was therefore no lawful basis for the recall and I considered it appropriate to seek to have it quashed by the High Court. This request was granted by Colton J.

Issues of Concern and Stakeholder Relationships

In last year's report I wrote about concerns that the Commissioners often received dossiers which did not meet the basic requirements of Schedules 1 and 2 to the PCNI Rules. Unfortunately, that situation has worsened considerably during the last year and particularly since late autumn. The difficulties are not restricted to the content of dossiers but reflect a more general deterioration in the standard of service from both the Prison and Probation Services.

Examples include: directions of the Commissioners regularly being ignored with no response received; directions being complied with beyond the timeline set with no explanation; poor communication between the various agencies and the Commissioners; incomplete dossiers being served on the Commissioners; and poor witness availability.

Such was our concern at some of the issues outlined above that in a number of cases, Commissioners had to stay proceedings until appropriate progress was made. This is a completely unsatisfactory state of affairs and deeply unfair to the prisoner. It increases delay in the system and adds to the costs of the parole process.

In addition, and at least in part as a direct consequence of some of the above matters, our adjournment rate increased by 68% since last year.

I wrote to the Prison Service and the Probation Service in early February outlining the above concerns. As I anticipated, both reacted proactively and a number of meetings were convened with the Director of the Prison Service, the Chief Executive of Probation and senior staff. Both organisations have been making considerable efforts to address and improve the situation. That process continues and I am grateful for their efforts.

We have a positive history of working with our stakeholders, in particular NIPS and PBNI, and this in my view facilitated the continued delivery of parole hearings during the pandemic. It also allows for minor issues or concerns to be addressed quickly but the scale of the above problems necessitates a more formal and sustained approach in order to address it. As I indicated above, this work is ongoing and I will report on its impact in next year's report.

In addition I remain concerned at the absence of legal representation of the Department in most of the more serious PCNI cases involving Article 6 (life sentence) and Article 18 (ICS and ECS) prisoners. I have raised this matter in my three previous annual reports and it remains a concern. It impacts both upon the parole hearings but also in my view leaves the public unrepresented at hearings designed to determine if prisoner applicants continue to pose a risk of serious harm to the public.

Parole Commissioners' Rules

As reported last year, the changes to Rule 22 of the PCNI Rules came into effect in the spring of 2022. These provide registered victims and others with the right to request summaries of PCNI decisions and such requests have to be granted unless there are exceptional circumstances. We developed new guidance for Commissioners and a short policy document on the rule changes. During the course of the last year we received six requests for summaries. All requests were granted.

Commissioners

During this financial year the PCNI lost five experienced Commissioners due to retirement and non-renewal. Commissioners, Mary Barnish, James Scholes, Desmond Marrinan and Duncan Morrow all made significant contributions to the work of the Parole Commissioners during their tenure and I would like to express my gratitude and appreciation to each of those Commissioners for their contributions, tireless dedication and hard work. They leave behind a legacy of positive change that will be felt for years to come. I would also like to pay a particular tribute to Christine Glenn, who also retired this year. Christine was my predecessor as Chief Commissioner, a role she held for nine years. She was of particular assistance to me when I was appointed and had a wealth of expertise in the parole area, which will be sorely missed.

It is my pleasure to extend a warm welcome to our new Commissioners: Judge Patricia Smyth and Commissioner Diane Nixon were appointed to the legal cadre and Commissioners Kate Geraghty and Deepak Anand joined the Psychology cadre. In addition, Ciaran McQuillan who had been a member of the Criminal Justice cadre was appointed to the Legal group. We are delighted to have them join the Commissioners and look forward to working with them in the years ahead.

I continue to be grateful for the excellent work done by Commissioners and for the diligent way in which they discharge their statutory responsibilities. The work is often challenging and requires tough decision-making but their willingness to take on these challenges shows their commitment and dedication to the role.

Secretariat

The Commissioners continue to receive excellent support from our staff in the Secretariat. There have been some changes to personnel over the last 12 months but this has not affected the quality of the team. The Commissioners' Secretariat are based on the 1st Floor Mezzanine in Laganside Court, Oxford Street. However, during the Covid-19 pandemic social distancing requirements and the physical restrictions in court buildings heavily influenced how PCNI conducted their business.

As we move towards a post-pandemic workplace, there is an increasing trend towards hybrid working, where employees work both remotely and in the office. This approach has numerous advantages for both employers and employees, and I fully support its use.

Governance

We continue to enjoy productive working relationships with our sponsors in both the Northern Ireland Courts and Tribunals Service (NICTS) and the Department of Justice. I would like to express my thanks to Mr. Glynn Capper who is currently Acting Director of the Northern Ireland Courts and Tribunals Service. Mrs Elaine Topping took up the position of Chief Operating Officer and worked closely with the Commissioners to facilitate the performance of their statutory functions, while being respectful of their independence.

Mrs. Denise Nash, who was secretary to the Parole Commissioners for a brief period has moved on promotion within the NICTS but still, as part of her role, works closely with PCNI. I should like to take this opportunity to wish her well in her new position. Mrs Mairead Phillips replaced Denise as Head of Tribunal Services in Courts, which includes her position as Secretary to the Commissioners.

Going Forward

We continue to host the vast majority of our hearings remotely. This approach has been broadly welcomed by Commissioners, stakeholders and others. There have been no concerns raised with us by the legal profession or by prisoners. Where individual requests have been made for in-person hearings (in a tiny number of cases) we have sought to facilitate those and will continue to do so. Our Advisory Committee is currently considering a policy on this matter which will reflect the post-pandemic context in Northern Ireland. I will report on this further next year.

Resources

The Chief Commissioner and the other Parole Commissioners are Departmental appointees appointed under The Criminal Justice (Northern Ireland) Order 2008 and are therefore statutory office holders. All Commissioners serve on a part-time basis and are fee paid. They are supported by a Secretariat of 15 civil servants who are appointed to the Northern Ireland Courts and Tribunal Services.

This report details the expenditure incurred by the Department of Justice in providing for the work of the Commissioners in the year ending 31 March 2023.

Fees and Expenses

The Commissioners are paid on a case fee basis and a pro-rata fee for undertaking other non-casework business. These rates were set in 2012 and have not since changed. They are set out below:

Article under CJO or LSO	Article Description	Single Commissioner	Chair of Panel (Legal)	Other Panel Member (Psych/ Criminal Justice)
Article 6	Lifer Release Decision	£898	£914	£539
Article 8(3)	Variation of Licence (Lifer)	£359	-	-
Article 9(1)	Recall Recommendation (Lifer)	£180	-	-
Article 9(4)	Recall Review	£898	£914	£539
Article 18	ECS/ICS Release	£898	£914	£539
Article 20(a)	Terrorist Related Offences (DCS/ ECS) Release Decision	£898	£914	£539
Article 24(5)	Variation of Licence (ECS/ICS)	£359	-	-
Article 28(2)a	Recall Recommendation (ICS/ ECS/DCS)	£180	-	-
Article 28(4)	Recall Review (ICS/ECS/DCS)	£718	£686	£359
Article 29(6)	Further Review of Article 28(4)	£718	£686	£359
Article 46(3)	Pre-tariff Review:			
	• Single Commissioner	£539	-	-
	• Interviewing Commissioner	£539	-	-
Article 22(A)	Summary of Reasons	£135	£135	-
	Review request for panel hearing on DCS case:	£180	-	-

Commissioners are also paid allowances for travelling and subsistence in accordance with prescribed scales.

Financial Summary

Expenditure incurred by the Department of Justice in providing for the work of the Commissioners in the year ending 31 March 2023 is detailed below:

PCNI Expenditure – Financial Year 2022/23						
	2017/18 (£000)	2018/19 (£000)	2019/20 (£000)	2020/21 (£000)	2021/22 (£000)	2022/23 (£000)
Commissioners' Remuneration	£874	£929	£947	£896	£911	£955
Commissioners' Travel, Accommodation and Expenses	£67	£64	£64	£4	£1	£6
Legal Costs	£89	£64	£32	£86	£101	£63
Premises	£104	£100	£111	£106	£117	£128
General Administration	£47	£58	£53	£32	£32	£45
Staff Salaries	£505	£495	£525	£541	£553	£578
Total Expenditure	£1,686	£1,710	£1,732	£1,665	£1,715	£1,775

APPENDIX A

Membership of the Parole Commissioners for Northern Ireland between 1 April 2022 and 31 March 2023

Chief Commissioner

Mr Paul Mageean qualified as a solicitor in 1991 and was originally in private practice. In 1995 he joined the Committee on the Administration of Justice as their Legal Officer during which time he successfully brought a number of cases to the European Court of Human Rights. Subsequently he worked for Criminal Justice Inspection Northern Ireland from 2005 until 2008 when he was appointed as the first Director of the Graduate School for Professional Legal Education at the University of Ulster. From 2013 until 2018 he was the Director of the Institute of Professional Legal Studies at Queen's University Belfast. He served as a member of the NI Human Rights Commission from 2017 until 2020 and the Parole Board in the Republic of Ireland from 2017 to 2021. He also sits as a member of the Policing Authority in the Republic of Ireland. In the summer of 2021 he was appointed as a non-executive Board member with the Legal Services Agency. In November 2022 he was appointed as a Chair of the Mental Health Tribunals in the Republic of Ireland. He was appointed as Chief Commissioner of PCNI in September 2019 and re-appointed in 2022.

Commissioners from a Legal Background

Judge Desmond Marrinan was called to the Bar of Northern Ireland in 1972 and later to the Irish Bar and the Bar of the Supreme Court of New South Wales. He specialised in criminal law, EC law and professional negligence until appointed a County Court judge in 2003. He served as such until 2018 dealing mostly with criminal trials in the Crown Court and he continues to sit as a Deputy County Court Judge. From 2008-2011 he sat as the Recorder of Londonderry. He was formerly the Vice-Chair of the Law Reform Advisory Committee. From 1971-1978 he lectured in public law at the Queen's University of Belfast and latterly was an external examiner for the Institute of Professional Legal Studies at QUB. In June 2019 the Department of Justice appointed Judge Marrinan to conduct an independent

review into hate crime legislation in Northern Ireland. His review of hate crime legislation in Northern Ireland was presented to the Minister of Justice and published in December 2020.

Ms Christine Glenn qualified as a barrister in 1980. She was the Justices' Chief Executive in the Inner London Magistrates' Courts Service until 2001 and Chief Executive of the Parole Board for England and Wales from 2001 until March 2009. She sat as a judge in the First Tier Tribunal, dealing with asylum and immigration cases. She served as a member of the Thames Valley Courts Board from its inception until 2010. She also worked as a consultant on parole and criminal justice, including advising governments and training parole boards in Cyprus, the Cayman Islands, Montserrat, Anguilla, and the British Virgin Islands. She has worked as a Visiting Expert at the United Nations and Far East Institute in Japan and has also presented on parole and its impact on reducing prison overcrowding at the United Nations Congress on Crime in Brazil 2010. She is a member of the Association of Paroling Authorities International Training and Development Committee, representing the international division. **She previously served as Chief Commissioner.**

Mrs Anne Fenton MBE has been a qualified solicitor since 1978. She was Director of the Institute of Professional Legal Studies at Queen's University, Belfast from 1998 to 2013. Until 2021 she was a legal member of the Review Tribunal and was appointed by the Lord Chancellor to hear restricted cases before that Tribunal. From January 2014 to August 2019 she was Under-Treasurer of the Inn of Court of Northern Ireland.

Mr Noel Phoenix qualified as a solicitor in Northern Ireland in 1983 and has practised for many years in criminal law across the entire range of court tiers in the jurisdiction. He was admitted to the Roll of Solicitors in England and Wales in 2005 and is a qualified Advanced Advocate. He holds a Master's Degree in Human Rights and Criminal Justice and serves as a member of the Human Rights and Equality Committee

of the Law Society of Northern Ireland. Noel was appointed as a Notary Public in 2006 and he served on the Solicitor's Disciplinary Committee between 2008 and 2019. Noel has served as a part time trainer at The Institute of Professional Legal Studies since 1998 and was appointed as a Training Principal for LPC trainees in 2007. He was appointed a Parole Commissioner in 2014 and a legal chair of the Criminal Injuries Compensation Appeals Panel in 2017. Noel was elected as chairman of the Solicitors Criminal Bar Association in 2018. He was appointed as legal chair of the Review Tribunal in 2023. Noel continues in private practice as a senior partner in a leading law firm.

Professor John Jackson is a professor of Law at the University of Nottingham and a professor of Law at the University of Nottingham and a qualified barrister. He was previously Dean of the School of Law at University College Dublin and has taught at several other universities including Queen's University Belfast, the University of Sheffield, the City University, London and University College Cardiff. He has held visiting professorships at Hastings College of the Law, University of California and the Faculty of Law, University of New South Wales and was a Fernand Braudel Senior Fellow at the European University Institute in 2007 – 2008. From 1998 to 2000 he was an Independent Assessor for the Northern Ireland Criminal Justice Review and he has been a Sentence Review Commissioner since 2012.

Mr Jeremy Mills qualified as a solicitor in 1990. He spent 15 years with a firm of corporate solicitors in Belfast and was a partner for 10 years. Between 2007 and 2012 Jeremy served as a part time Legal Chairman of the Northern Ireland Valuation Tribunal. From 2008 to 2012 he was also a member of the Department of Agriculture and Rural Development's Independent Review of Decisions Panel. He was a member of the Board of Bryson Charitable Group from 2008 until 2018. In 2009 he was appointed to Transport Northern Ireland's panel of independent Public Inquiry Inspectors. He is also a non-executive Director of the

Odyssey Trust Company and its subsidiary, W5. He has been a Parole Commissioner since 2009.

Mr John F Gibbons qualified as a solicitor in 1991, and manages his own law firm, which he established in 1995. He was recently sworn in as a Legal Member of the Victims Payment Board, dealing with claims around pensions for victims of the Troubles. He was sworn in as a Legal Member of the Mental Health Review Tribunal for Northern Ireland, in January 2015, and then became its Deputy Chairman in 2019. He chaired the Solicitors Disciplinary Tribunal between 2009 and 2020 and was a trustee board member and treasurer of Citizens Advice, Belfast, between 2008 and 2014. In 2010 he was appointed a Legal Chairman of the Department of Agriculture and Rural Development's Independent Appeals panel and between 2012 and 2020 he was the Legal Chair to the Pharmaceutical Society for Northern Ireland's Fitness to Practice scrutiny committee.

Ms Maura Hutchinson qualified as a solicitor in 1996 and worked for a number of years in a City of London legal practice. She set up and managed a grant-giving programme in the charity and voluntary sector and was a solicitor at Law Centre (NI) until 2010. Maura currently sits as a Judge of the First Tier Tribunal - Immigration and Asylum Chamber and as a Deputy Judge of the Upper Tribunal. She is also a legal member of the Social Security Appeal Tribunals and a legal member of the Review Tribunal and is appointed to hear Restricted Cases within that Tribunal. Maura was appointed to the Victims Payment Board, as a legal member, in 2021.

Mrs Marian Killen was admitted as a solicitor in Northern Ireland in 1978 and in England and Wales in 2016. She held a number of legal positions in the Northern Ireland Office, Court Service and Northern Ireland Civil Service before being appointed to the post of Assistant Crown Solicitor in 2007 which she held until 2017. She is a trained Mediator and Solicitor Advocate and served for many years on a number of

Law Society and other Committees. In addition to her role as a Commissioner, Marian was appointed as a Deputy District Judge (civil) in the County Court and a Deputy Master in the High Court in 2009. She was appointed as a Legal Assessor to the Nursing and Midwifery Council's Fitness to Practise Tribunal in 2017 and as a Chair of the Health Care Professional Council's Fitness to Practise Tribunal in 2017. In 2018 she was appointed as a Legal Assessor to the Northern Ireland Social Care Council's Fitness to Practise Tribunal and was appointed as Legal Advisor to Social Work England's Fitness to Practise Tribunal in 2018.

Mr James Scholes qualified as a barrister in 1973. He was appointed Deputy Director of Public Prosecutions in 2008 and served as Acting Director of Public Prosecutions from 2009 to 2011. He was appointed a Civil Service Commissioner in 2012 and he currently serves on the Board of Chest Heart and Stroke.

Mr Niall Small qualified as a Solicitor in 1992. He worked in private as a Solicitor in 1992. He worked in private practice for 10 years before becoming a founding partner in the firm of Small & Marken Solicitors in Antrim. He has been reappointed to the Guardian Ad Litem Solicitor Panel in Northern Ireland and has recently been appointed as a legal chair of the HSCB Disciplinary Committee for Dental, Optometry and Pharmaceutical services. He is a trained mediator and has qualified as a Solicitor Advocate. He has held several positions with a number of voluntary organisations throughout Northern Ireland. He was sworn in as a Legal Member of the Review Tribunal for Northern Ireland, on 7 September 2020.

Mr Timothy Thorne qualified as a barrister in 1987. He practiced mainly in the fields of criminal defence and prosecution. He was a Deputy Assistant Judge Advocate General sitting in Courts Martial and is a fee-paid judge in the First Tier Tribunal, in the Immigration & Asylum Chamber and the Care Standards Tribunal. He was also a Deputy Chairperson of the National Health Service Tribunal and a consultant trainer to the

Inns of Court School of Law in London. He is also presently a non-Executive Director of a legal training company.

Mr Mark Finegan was admitted as a solicitor in 1993. He spent ten years as a solicitor in private practice before joining the Department of the Director of Public Prosecutions in 2003 as a Senior Public Prosecutor. He has also worked as a Senior Principal Legal Officer in the Office of the Attorney General for Northern Ireland for nine years. He is a qualified Solicitor Advocate and has previously been a member of the Crown Court Rules Committee and the Criminal Justice Issues Group.

Mr Martin O'Brien has been a practising barrister at the Bar of Northern Ireland for 33 years, specialising in employment and discrimination law. He has a Master's degree in Human Rights and Emergency Law, and for 18 years was an academic lecturer at the Institute of Professional Legal Studies at Queen's University Belfast. Martin was called to the Bar of Ireland in 1998 and served as a part time Judge of Employment Tribunals from 1998-2009. He is also a part-time Judge of Appeals Tribunals, and an Adjudicator of the Criminal Injuries Compensation Appeal Panel. Martin is a Fellow of the Higher Education Academy. In addition to sitting on a number of boards and committees, Martin is also the Chairman of a children's Safeguarding Advisory Panel.

Ms Diane Nixon is a Senior Lecturer and Director of Education at the Institute of Professional Legal Studies, Queen's University Belfast. She is a Fellow of Advance Higher Education Academy and is a member of the Cambridge Assessment Network. She was called to the Bar of England and Wales in 1997. She practised full-time as a barrister until she returned to Northern Ireland in 2008 when she combined teaching with professional practice at the Bar. She was called to the Bar of Northern Ireland in 2008. In 2013 Diane qualified as a police station representative under the Solicitors Regulation Authority and Legal Aid Agency scheme regulations for England and Wales. She is also "duty-qualified" for England and Wales. Her full-time

professional legal practice was focused on criminal and regulatory matters. Diane was appointed Chief Examiner (Professional Ethics) to the Bar Standards Board Centralised Examinations Board in 2019, having held the post of Assistant Chief Examiner since 2014 and has been involved in Curriculum and Assessment Review. Diane provides Continuing Professional Development programmes and podcasts and is an approved trainer for the Middle Temple Advocacy pupillage programmes.

Mr Ciaran McQuillan qualified as a Solicitor in 1994. He worked in private practice for 12 years specialising in Personal Injury litigation and Criminal Law. In 2006 he joined the Public Prosecution Service of Northern Ireland. He has served as an Assistant Director for the last 10 years and is presently head of the Serious Crime Unit. He was a member of the Law Society's Advocacy Working Party for 12 years.

Commissioners from a Psychiatry and Psychology Background

Dr Adrian Grounds was a University Senior Lecturer in forensic psychiatry at the Institute of Criminology, University of Cambridge, and an honorary consultant forensic psychiatrist in the Cambridgeshire and Peterborough NHS Foundation Trust, until retiring in 2010. He is now an honorary research fellow at the Institute of Criminology, and a medical member of the First Tier Tribunal (Mental Health) in England. He has also been a Sentence Review Commissioner since 1998.

Professor Peter Hepper is a Professor Emeritus of Psychology at the Queen's University of Belfast. He was Head of School of Psychology for 13 years and has served as Chair of the Irish Football Association Appeals Committee, Non-Executive Director Ulster Hospitals Trust. He is a Chartered Psychologist, a Fellow of the British Psychological Society and a member of the European Association of Threat Assessment

Professionals. He has been a Visiting Professor at Kyushu University, Japan, University New South Wales, Australia, and Vanderbilt University, USA. Professor Hepper is a qualified hostage negotiator and forensic interviewer of children. He trains individuals and organisations in interview and interrogation techniques. He is trained in linguistic threat analysis, behavioural indicators of violence and violent attacks, risk and threat assessment, including, assessment and management of espionage threats, and transnational organised crime. He has taught and trained students and professionals on The Psychology of Serial Killers, "profiling" and sex crimes.

Dr Damien McCullagh is a Chartered & Consultant Clinical & Forensic Psychologist in private practice having formerly been Lead Clinical Psychologist within the Learning Disability Directorate of the Southern Trust (2000-2017). He is a Chartered member of the British Psychological Society & a Registered Forensic and Clinical Psychologist with the Health & Care Professions Council (HCPC). Additionally, Dr McCullagh is a Judicial Office holder with the Review Tribunal (NI) as an Experienced Member since 2020 and also as a member of the Victim's Payments Board (NI). Dr McCullagh previously worked as a Principal Clinical Psychologist with the Northern Ireland Prison Service where he had primary responsibility for providing psychological risk assessments on Life Sentence Prisoners to the Life Sentence Review Board (1997-2000). Clinically, he has held posts in Adult and Child Psychology Services in the Republic of Ireland and with the Sperrin Lakeland Health and Social Services Trust in Omagh (1989-1997). Dr McCullagh has been an Honorary Lecturer in Forensic Risk Assessment at Queen's University, Belfast. He was also an Association of Chief Police Officers UK (ACPO) accredited Behavioural Investigative Advisor and assisted in many major murder investigations and missing person enquiries throughout the UK. He was the Founding Chair of the Board of Governors of Drumragh Integrated College in Omagh from 1995-2005 which he helped establish as one of the first

Integrated Education Colleges at Secondary level in the North of Ireland.

Dr Micaela Greenwood is an independent business psychologist and management consultant. Her previous positions include Principal Occupational Psychologist at the Police Service of Northern Ireland and Associate Director of the MSc in Occupational Psychology at Queen's University of Belfast. Micaela was appointed as a Sentence Review Commissioner in 2015.

Mrs Deborah McQueirns is an independent Registered and Chartered Forensic Psychologist, Chartered Scientist and Associate Fellow of the British Psychological Society (BPS). Her previous positions include Principal (Lead) Forensic Psychologist in female and high secure prisons, Consultant Psychologist in private healthcare specialising in forensic learning disability and acquired brain injury, and specialist forensic psychologist in forensic mental health and in HMPPS Close Supervision Unit. She is currently working as an independent consultant practitioner psychologist and has provided expert testimony in criminal courts for over ten years. Her particular areas of expertise include personality disorder, acquired brain injury, forensic learning disability, ASD and mental health.

Mr Emmet Murray is a Health and Care Professions Council registered and British Psychology Society Chartered Forensic Clinical Psychologist, currently working in the area of Adult Mental Health and Child Protection. He was previously a Principal Psychologist with the Northern Ireland Prison Service and is currently an Expert Advisor with the National Policing Improvement Agency.

Ms Claire Hunt is an HCPC registered Practitioner Psychologist, Chartered Forensic Psychologist and an associate fellow of the British Psychological Society. She has worked as a Forensic Psychologist for 27 years. She has been a psychologist member of the Parole Board for England and Wales since 2011. Ms Hunt has been working as an expert witness in criminal and family law proceedings for 19 years and regularly attends court

to provide expert testimony. Previously she worked in HM Prison Service for 11 years, working with high risk offenders, both male and female.

Mrs Siobhan Keating is a Registered Psychologist (HCPC) and Chartered Forensic and Clinical Psychologist (BPS). She currently works as a Consultant Psychologist in Belfast Health & Social Care Trust in the Community Forensic Mental Health Service. Previously she was a Principal Psychologist with the Northern Ireland Prison Service and a Senior Occupational Psychologist with the Dept. of Employment (NW England). She is an Associate Fellow of the British Psychological Society.

Dr Andrea Higgins is an HCPC registered Practitioner Psychologist. She is a an HCPC registered Practitioner Psychologist. She is a Consultant Clinical Psychologist with the Ministry of Justice, UK and has worked in a variety of clinical and forensic settings, providing specialist services including the assessment of risk of reoffending, which is an area of special interest for her. She is the former Clinical Director of "Aware", an organisation providing services for persons with Depression and Bipolar disorder across the Republic of Ireland. She is experienced in the identification and management of risk of reoffending in both community and prison populations. Dr Higgins is the former chair of the Division of Clinical Psychology within the Psychological Society of Ireland and Vice-Chair of the Neurological Alliance of Ireland. She has a special interest in offending behaviour in the context of neurological conditions and mental health.

Dr Kate Anya Geraghty is a HCPC registered Practitioner Psychologist, a BPS Chartered Forensic Psychologist and an associate fellow of the BPS. Kate has extensive experience working in numerous forensic and clinical settings including prisons, the community, and secure hospitals. She has held clinical lead roles in a prison based Therapeutic Community (TC), as well as within a HMP Young Offender Institute (YOI). Kate has acted as an Expert Witness for the Parole Board

and Court proceedings in England, and for the Scottish Prison Service. Her areas of expertise includes assessing the risk of violent and sexual offending, assessing and managing personality and mental health difficulties, and managing and treating complex trauma. Kate has undertaken significant research in risk assessment and female offending, and published research on Therapeutic Communities, gangs and delivering trauma therapy in prison. Kate is also a university guest lecturer on Forensic and Clinical Psychology Doctoral programmes. She has a particular interest in working with young adults.

Mr Dee Anand has been a practising forensic psychologist for over 22 years. His career has included roles as Senior and Principal Lecturer/ Programme Director for a number of postgraduate programmes in forensic psychology in England. He has worked as a consultant forensic psychologist in the UK and Ireland and currently sits as a specialist member of the Parole Board of England and Wales. Dee has held every senior role in Forensic Psychology in the UK - including as Chair of the National Division of Forensic Psychology for two separate terms, Chair of the Training Committee for Forensic Psychology overseeing standards of education provision and accreditation for University Courses in forensic psychology in the UK, Chair of the Qualification Board for Forensic Psychology and is the current Head of Qualification in Forensic Psychology for the British Psychological Society. He has worked as COO for a national mental health charity and has delivered a number of keynote speeches, invited talks and conference presentations nationally and internationally. His particular areas of interest include mental health, personality functioning and psychopathy, sexual and violent offending. He remains a practising forensic psychologist preparing specialist reports in civil and criminal cases across the United Kingdom.

Commissioners from a Criminal Justice Backgrounds

Mr Stephen Murphy CBE is a former Director General of the National Probation Service for England and Wales, prior to which he was Chief Probation Officer first in Hampshire and the Isle of Wight and then in Northumbria. He is a former member of the Parole Board for England and Wales on which he served from 1995 to 2005 and 2010 to 2020.

Mrs Elaine Peel is currently a Company Director. She was formerly an Assistant Chief Probation Officer with 24 years' experience of working with offenders. During her time with the Probation Board for Northern Ireland she was instrumental in setting up a wide range of multi-agency services for prisoners and their families and the implementation of the first programmes to deal with domestic violence in Northern Ireland. She was a Director of the National Community Justice Training Organisation. She was recently appointed as a lay member to the Victim's Payment Board which deals with payments to victims of the troubles in NI.

Mrs Alexandra Delimata is a self-employed consultant who works primarily with community groups, enterprises and small businesses in North West Ireland. Prior to relocating to Ireland in 2001, she was Assistant Director, Corporate Development, for the International Air Transport Association (IATA) in Geneva. She holds a Master's degree in Criminology from Technological University Dublin and is currently undertaking research into issues relating to the recall into custody of prisoners on supervised licence.

Mrs Ruth Laird CBE is a human resource professional with particular experience in organisational development, equality and diversity. She was formerly Director of the National Trust, Director of HR, BBC, and a Fair Employment Commissioner. Ruth has held appointments as a Judicial Appointments Commissioner, Civil Service Commissioner and Independent Assessor for Public Appointments. She has served as a non-

executive Director of the Northern Ireland Prison Service and Regulation and Quality Improvement Authority, and as a member of the Legal Services Civil Appeal Panels. She was a Board member of Business in the Community, a founder member of the Employers' Forum on Disability and a Council member of Ulster University. Ruth is currently a panel member for Police Misconduct Hearings, an experienced member of the Review Tribunal, a non-executive Director of the Western Health and Social Care Trust and a member of the Victims' Payments Board for Northern Ireland.

Professor Duncan Morrow is an academic in the Ulster University where he is Director of Community Engagement. Until 2012 he was Chief Executive of the Community Relations Council (CRC) and has taken an active role in peace building and the legacy of violence in the past. Professor Morrow was also a Sentence Review Commissioner for Northern Ireland. He is chair of the Scottish Government Independent Advisory Group on Hate Crime, Prejudice and Community Cohesion.

Mrs Elsbeth Rea OBE is a retired social worker. She has worked as both a Senior Probation Officer with the Probation Board for Northern Ireland, as a lecturer in Social Work at Queen's University Belfast and for various social work and social care bodies and agencies on a sessional basis. She is currently a Lay Magistrate and a Lay Member of the Bar Disciplinary Committee. She has held public appointments with the Northern Ireland Committee of Ofqual, the Ulster Community and Hospitals Trust, the Police Authority for Northern Ireland and the Eastern Health and Social Services Council. Elsbeth served as Deputy Chief Commissioner of PCNI between 2009 and 2012.

Mrs Debbie Hill is a barrister (non-practising). She began career in Youth Justice before working in the Probation Service as a District Manager responsible for courts and as the District Sex Offender Specialist. She re-trained as a barrister. Mrs Hill was previously Chair for Parole Board England and Wales for 12 years, Lay

member for Mental Health Review Tribunal and Chair for General Chiropractic Council. Currently a specialist lay member for the Criminal Injuries Compensation Board, Disability Qualified member for Social Security, Chair for MPTS, HCPC, NMC and Social Work England.

Ms Mary Barnish is a former senior probation officer who worked for London Probation for 35 years. Her management roles have included the family courts service, programmes for women offenders, victims unit, and a public protection unit responsible for the assessment and supervision of high risk offenders. From 2002 -2005 she was seconded to HM Inspectorate of Probation for England & Wales, auditing accredited programmes and conducting effective supervision inspections, including a thematic inspection on domestic violence. More recently she was a member of London Probation's Inspection and Standards unit where her responsibilities included HR and complaints investigations and conducting serious case reviews.

Mrs Louisa Fee qualified as a Solicitor in September 2004. She worked in General Private Practice until October 2017 specialising in Family and Criminal law. She was appointed to the Guardian Ad Litem panel in 2012. In November 2017 she was appointed legal advisor for the Police Ombudsman for Northern Ireland, and thereafter became the Director of Legal Services in October 2018. She was appointed to the Civil Legal Services Appeals Panel in April 2019. She was sworn in as a Legal Member of the Mental Health Review Tribunal for Northern Ireland in August 2019. She has been appointed to the Board of Governors at Park Education Centre, Aquinas Grammar School and St Bride's Primary School Belfast.

Mr Mike Fowkes is a former police officer who served in Devon and Cornwall Police for thirty years. As a Senior Investigating Officer he led numerous murder and major crime investigations. Following retirement from the police, one of his roles involved investigatory work for a specialist criminal law practice, who represented clients facing serious criminal

allegations. He currently works as a chair and panel member on Fitness to Practise Hearings for the Health and Care Professions Tribunal Service and the General Pharmaceutical Council. He is also a specialist lay member of the Mental Health Review Tribunal for England. His voluntary work included helping 14 to 17 year olds to successfully complete Referral Order sentences issued to them by the Youth Courts. He is also a magistrate in the Family Courts.

Mr Jarlath Kearney is currently an Equality Commissioner for Northern Ireland, appointed by the Secretary of State since 2016. He is a senior strategy advisor with substantial experience across government and the public sector. Since 2018, he has served as a National Expert for the European Commission's TAIEX Programme and as an Advisor to a long-term FCDO-sponsored project, both focused on institutional transformation, good governance, equality and rights, and democratic development in the Balkans region. Jarlath is a Trustee of Pivotal PPF, and was previously a Board member of both the Arts Council for Northern Ireland and the Community Relations Council. He holds Masters Degrees in Human Rights Law and Journalism Studies, and contributes to print and broadcast media.

Ms Tracy Overing was called to the Bar of Northern Ireland in 2004. She specialises in the area of children and family law and continues to practise in other areas of law including criminal, matrimonial and judicial review. Ms Overing is a well-respected member of the profession with extensive experience in complex cases of fact and law including the sexual abuse of children, domestic abuse, ward ship, adoption, public and private law proceedings with domestic and international elements, Hague Convention and Non-Hague Convention proceedings. She has completed additional training to become an Advanced Advocate. Ms Overing appears in all court tiers and has been involved in a number of cases which have set legal precedent. In October 2014 Ms Overing was appointed as Chair of the Disability Appeals Tribunals conducting

appeal hearings in the application of social security law. She continues in this post to date.

Mrs Vilma Patterson MBE spent over 30 years in the construction industry as a Director and Shareholder of John G Duff (Annandale) Ltd. Interested in skills development for the industry she is a past member of the Training Committee for the Construction Industry Training Board for Northern Ireland. In 2002 she was the founding Chair of the Women in Business Network, and is a former Board Member of the Women on the Move Network which works to support and encourage female entrepreneurship. Ms Patterson is past Chairman of the Probation Board for Northern Ireland and she has been a non-executive member of the Audit Committee of the Police Ombudsman for Northern Ireland, and also a Civil Service Commissioner for Northern Ireland. Previously Vilma was a Member and Chair of the Independent Monitoring Board for HMP Maghaberry 1996 to 2008 and Chairman of the Association of Members of Independent Monitoring Boards for Northern Ireland. She was a member of the Parades Commission for Northern Ireland for period 2006-2010. From 2011-2013 she was a member of the Prison Service Pay Review Body and from 2015 – 2020 was a Member of the Armed Forces Pay Review Body. She is currently a Member of the Boundary Commission for Northern Ireland and is a Member of the Appeals Tribunal for Social Services Benefits.

Parole Commissioners for Northern Ireland

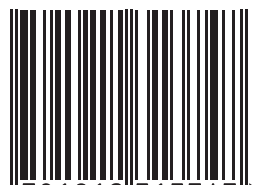
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Telephone: 02890 412969
Email: info@parolecomni.org.uk

www.parolecomni.org.uk

Published and printed by DoF, Digital Print Services,
Craigantlet Buildings, Stoney Road, Belfast BT4 3SX
Tel: 028 9016 3397

978-1-912313-74-7



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