

MINUTES OF A MEETING OF THE NORTHERN IRELAND, AUTHORITY FOR UTILITY REGULATION (THE 'BOARD') HELD ON THURSDAY 18 APRIL 2024, VIA VIDEO CONFERENCE, AT 9.00 A.M.

Present:

Bill Emery (Chair), John French (Chief Executive), Alex Wiseman, Jon Carlton, Teresa Perchard, David de Casseres, Claire Williams

In attendance:

SLT - Peter Russell, Kevin Shiels, Colin Broomfield, Roisin McLaughlin, Donald Henry, Elaine Cassidy, Barbara Cantley, John Mills, Ciaran Mac Cann, Marie-Therese Campbell, Sarah Teer, Greg Irwin

Fiona Rooney, Jamie MacDonald.

2. APOLOGIES FOR ABSENCE

- 2.1 The Board convened in advance of the Board Advisory Forum to consider two items.
- 2.2 Bill Emery welcomed Fiona Rooney as part of an ongoing initiative to provide staff members with an opportunity to attend Board meetings.

3. DECLARATIONS OF INTEREST

- 3.1 None.

4. SONI ANNUAL PERFORMANCE REPORT 2022/2023 AND FINANCIAL INCENTIVE

- 4.1 John Mills introduced this item relating to the independent panel's grading recommendation for the system operator, SONI, for the performance year 2022/2023.
- 4.2 The Board discussion the proposed grading and the commentary from SONI on its performance. The overall process for the performance review and the role of the independent panel was also discussed. Board members made suggestions regarding the process for next year's performance review.
- 4.3 The Board expressed its appreciation for the work of the independent panel and endorsed the panel's grading recommendation for SONI's performance during the 2022/2023 year. The calculation of the consequent financial incentive was noted. The Board also endorsed the approach outlined for next steps.

5. REPORT FROM THE REMUNERATION COMMITTEE

- 5.1 Teresa Perchard presented a report from the Remuneration Committee which focused on the new performance framework that had been introduced for senior staff, resourcing in the context of the staff recruitment, development issues, health and safety and interaction with the audit committee.

- 5.2 The Board discussed the timetabling of the new performance framework and the feedback on the initial performance objectives provided by senior staff.
- 5.3 It was agreed that the non-executive challenge on senior team performance, as a driver of overall organisational performance, was important. The need for the Board to have visibility on progress with the performance framework, and for an update to be provided to the Board early in the performance year, was emphasised.
- 5.4 The Board congratulated the executive team on the work that had been undertaken to secure the Investors in People Silver accreditation.
- 5.5 Bill Emery thanked the Remuneration Committee for their work and the Board noted the report as presented.

6. ANY OTHER BUSINESS

There being no other business, the meeting concluded at 9.45 a.m.