



# Review of 2018

The Policing Authority brings value to Garda oversight by consistently holding the Garda Commissioner and the Garda Síochána to account in a transparent manner. In 2018 this was achieved through robust engagement at both Authority and Committee level, objective appointment processes, impartial analysis of Garda reviews and policy, independent evidencing of policing performance and the promotion of continuous improvement of policing in Ireland. Key themes underlying this work included data quality, supervision and delivery of results.

## Meetings

In 2018 Authority and Committee meetings provided an important environment for challenging the Commissioner and senior Garda management to improve policing and enhance the Garda Síochána organisation in 2018. Over the course of the year a number of significant issues were addressed at both Committee and Authority level. This work will continue in 2019.

- 44** Formal Meetings with Garda Síochána
- 15** Authority Meetings
- 5** Authority Meetings in Public
- 29** Committee Meetings

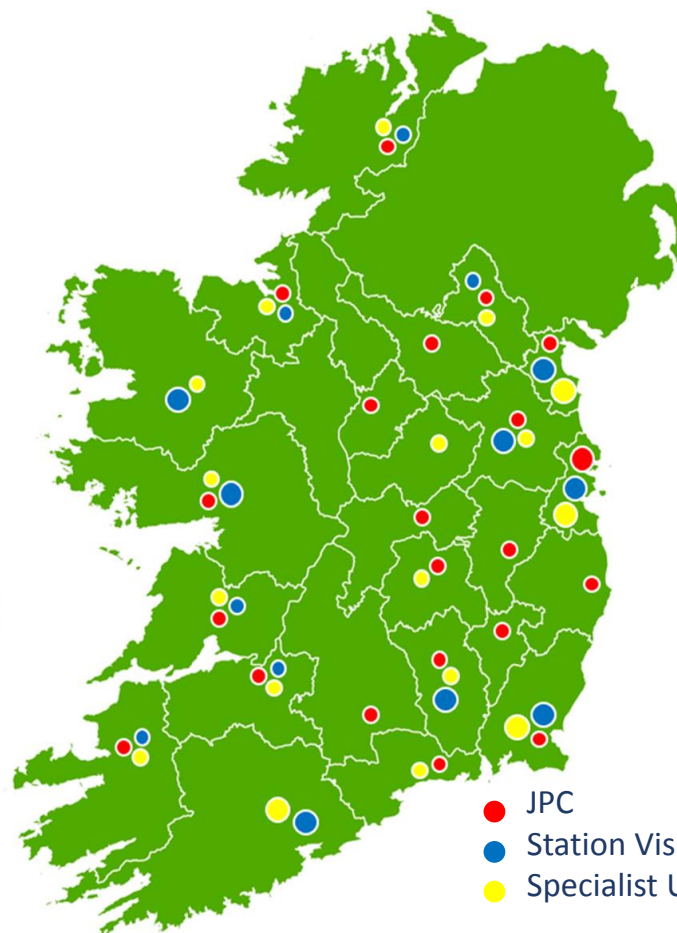


### Significant Issues addressed at these meetings

Homicide review	Ensured that the homicide review process was transparent by keeping it on the agenda throughout the year in meetings in private and public. Supported accountability by attending meetings of the review group to verify that the views of all group members were reflected in private and public reporting to the Authority.
Organisational and Capacity Development	Conducted a programme of evidencing and engagement throughout the year to underpin the reports to the Minister on Garda Reform. Led multi-agency meetings throughout the year to ensure that consistent focus was applied to improve the Garda Síochána Workforce Plan and associated processes to support adequate HR resources.
Diversity, Inclusion & Garda engagement with Children	Conducted several meetings in public and private that were informed by engagement with stakeholders, internal research and analysis of reports and visits to specialist units, particularly Protective and Victims' Services.
Code of Ethics	Continued to engage with the Garda Commissioner concerning the roll-out of Code of Ethics training, the numbers signing the declaration for the Code of Ethics and consistently placing ethics at the centre of organisation's policies and policing practices.
Youth Diversion Programme	Sought clarification concerning the extent of youth referrals under the ongoing Garda review, the outcome of the review, as well as the steps that have been taken by the Organisation to ensure that the identified problems do not re-occur.

## Engagement

The Authority expanded its engagement and interaction with key stakeholders in 2018. The breadth of the Authority's interaction with Garda specialist units, Gardaí and Joint Policing Committees (JPC) is highlighted on the map. This engagement provided us with a broader range of perspectives and experiences of policing which assisted with evidencing and further informed our oversight work.



## Policing Performance

The statutory Policing Plan is at the core of the Authority's oversight of Garda performance. The Authority's oversight work in assessing performance against the plan is intrusive, persistent and carried out transparently and frequently in public. It measures the impact of the Garda Síochána's performance with a focus on outcomes and the community's confidence in the Gardaí. The Authority further developed its capacity to evidence performance in 2018 as reflected in the range and number of engagements with specialist units, site and station visits carried out and the increased engagement with stakeholders. The Authority produced a half year report in 2018, setting out its observations and assessment of policing performance designed to contribute to the transparency of its oversight work.

## Appointments

- Nominated a candidate to Government for the position of Garda Commissioner for the first time;
- Ran competitions for Chief Superintendents and Superintendents;
- Approved 126 Garda staff positions; and
- Made 42 appointments to senior Garda members and staff positions.

Rank / Grade	No. Appointed
Assistant Commissioner	1
Executive Director	1
Chief Superintendent	7
Principal Officer	8
Superintendent	25
<b>TOTAL</b>	<b>42</b>

## Reports

- The Policing Authority published 10 reports that presented the oversight work of the authority as follows:
- 3 Assessments of the progress of Garda Reform;
  - Mid-year assessment of progress made against the Policing Plan;
  - Report to the Minister on the Fennelly Commission Report;
  - Report to the Minister on the effectiveness of the Authority;
  - 2 reports to the Minister on the Garda Síochána Interim Internal Audit reports in relation to the Garda Training College;
  - Submission to the Commission on the Future of Policing; and
  - Response to the Report of the Commission on the Future of Policing.

## Organisation Information

Number of Employees 2018



Estimated 2018 Spend

