



AN TÚDARÁS PÓILÍNEACHTA  
POLICING AUTHORITY

## Minutes of Meeting of the Policing Authority

**Date:** 26<sup>th</sup> October 2023

**Venue:** Great National Hotel, Ballina, Co Mayo

### Part A – Authority Meeting

#### Attendance

**Authority:** Bob Collins (Chairperson), Jane Mulcahy, Elaine Byrne, Deborah Donnelly, Anthony Harbinson, Valerie Judge (items 5-17), Paul Mageean, Moling Ryan, Donal de Buitleir.

**Secretary:** Aoife Clabby

**Staff of the Authority:** Helen Hall (Chief Executive), Margaret Tumelty, Mark Nother (items 8, 10-12 ), Karen Shelly (items 8, 10-12)

**Garda Inspectorate** Mark Toland (Chief Inspector) (items 5-12)

#### 1. Meeting of Members in Private

The Authority did not exercise its option to have a meeting in private.

#### 2. Chairperson's Opening Remarks

At the outset of the meeting, the Chairperson acknowledged the preparatory work that had been undertaken by the Executive in the Mayo, Roscommon, Longford division and the quality of material provided in support of the Authority's engagement with the Commissioner in public.

The Chairperson advised Members that as part of the pre-meeting with the Commissioner, both he and the Chief Executive had been made aware of the circulation of a number of false and malicious communications, primarily via WhatsApp, targeting named Garda personnel. Members noted a communication that had issued from the Executive Director of Legal on behalf of the Commissioner to all personnel condemning the circulation of such falsehoods and directing personnel to desist from such conduct. Members expressed their deep concern in relation to the circulation of communications of this nature and agreed that such conduct was contrary to the Code of Ethics for the Garda Síochána and the organisation's Decision Making Model. It was further agreed that the matter would be the subject of engagement in public with the Commissioner.

The Chairperson advised that a constructive meeting had taken place with the Association of Chief Superintendents on 5 October.

Members noted that the deadline for receipt of applications for the Deputy Commissioner competition had been extended by the Public Appointments Service to the 9 November and discussed the likely impact on the competition timelines, in the context of the completion of the term of office of the Chairperson on 31

December. Following discussion, it was agreed that the Chairperson would continue to be the Authority's nominee for the selection board for this competition.

The meeting agenda was approved as drafted. No conflicts of interest were declared by the Members in relation to any of the items for consideration. Members noted a number of pieces of correspondence received. The Chairperson advised that he had received email correspondence from the Chairperson of Mayo County Council, Councillor Michael Loftus, and provided Members with an overview of its contents.

### 3. Consent Agenda Items

#### 3.1. Minutes of Meeting and Matters Arising

The minutes of the meeting held on 28<sup>th</sup> September were approved and cleared for publication.

#### 3.2. Policing Authority and Garda Síochána Actions Logs

The Log of Actions was noted and proposals to close specified actions were approved. The Chief Executive advised that the outstanding Garda actions would again be the subject of engagement with the Commissioner's office, in advance of the December meeting. The Authority agreed that the status of the outstanding actions would be tabled for discussion with the Commissioner at the 19 December meeting.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
<b>A_128_01</b>	Table Garda Actions log and outstanding actions for discussion with the Commissioner.	19 December	Secretary

### 4. Chief Executive's Report

The Chief Executive's report was taken as read and further updates were provided to Members on a number of matters in the context of the report, including in relation to:

- Attendance at a conference entitled 'Police Surveillance North and South: Covert Intelligence, Facial Recognition Technology, Oversight and Human Rights', hosted by the Irish Council for Civil Liberties (ICCL) and the Committee on the Administration of Justice (CAJ). The Chief Executive provided an overview of the contributors and the themes addressed.
- The decision of the Central Statistics Office (CSO) to remove the 'Under Reservation' designation of official crime statistics. The Authority welcomed the development and agreed that the work undertaken by the Garda Síochána toward lifting the designation would be acknowledged at the meeting in public with the Acting Commissioner.
- CAD999 and the review of the status of the recommendations from the Penman Report of September 2022. The Chief Executive provided Members with an overview of developments that had taken place since the approval of the Terms of Reference for the review on 26 September, including a request received from the Commissioner to defer Mr Penman's work until Q1 2024. The Chief Executive also advised Members that she had been engaged in recent discussions with the Deputy Commissioner, Policing and Security. These discussions centred on concerns expressed in relation to live call listening, as proposed in the Terms of Reference and provided for in the draft prescriptive guidance agreement which had been sent to the Garda Síochána for observations. Members expressed surprise and disappointment in relation to the developments outlined.

The Chairperson noted that the Authority’s commitment to report to the Minister for Justice before year end on the status of the implementation of the recommendations in the Penman report had been conveyed to the Commissioner at a recent meeting and he had agreed that the review should take place. Following discussion, it was agreed that the matter would be raised with the Acting Commissioner in part B of the meeting.

- The referral by the Office of the Protected Disclosures Commissioner of a communication received. Members were provided with an overview of the assurance measures taken by the Executive, arising from the communication.
- Engagement with the Commission for Public Service Appointments (CPSA) regarding a request received from an unsuccessful candidate, seeking an independent external review of the decision of the Policing Authority Selection Board by the CPSA. The Chief Executive advised that the CPSA had reverted on the matter to acknowledge that it had no jurisdiction in respect of such a review, further to the statutory provisions of both the CPSA and the PA.

Members considered and approved the report on the achievement to date of the Authority’s 2023 Business Plan. It was agreed that no further changes were required before year end. Members sought clarification on the management team’s approach to the development of the Authority’s Business Plan for 2024. It was noted that proposals arising from a meeting that had taken place on 23 October would be tabled for consideration at the November Authority meeting.

Members considered an evaluation report regarding quotations received for the development of a human rights framework for the Policing and Community Safety Authority. The Authority was satisfied to award the contract to Ms Jane Gordon, as proposed by the Evaluation Board.

Members considered correspondence received by the Chief Executive from the Chairperson of the Garda National Diversity Forum, setting out the current position and concerns of the civil society members of the Forum. It was agreed that the concerns raised would be discussed with the Acting Commissioner in part B of the meeting.

Members considered and approved meeting dates for 2024, subject to one amendment. It was agreed that the meeting dates would be provided to the Commissioner to confirm his availability for the dates proposed.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
<b>A_128_02</b>	Award the contract for the development of a human rights framework for the PCSA to Ms Jane Gordon	ASAP	Chief Executive
<b>A_128_03</b>	Provide Authority meeting dates for 2024 to the Commissioner	ASAP	Secretary

## **5. Committee Updates**

### **5.1 Garda Appointments Quality Assurance and Selection Governance Committee**

Members were provided with an update in relation to the meeting of the Committee that had taken place on 20 October. Members noted that the Committee had considered the draft revised competency framework for the senior ranks in the Garda Síochána and that the Committee had

expressed its satisfaction with the quality of the work undertaken to date on the project. Members were also advised that the Committee had considered a communication sent to the Committee Chairperson by Office of the Protected Disclosures Commissioner, noting that the matter had been addressed by the Chief Executive under item 4.

## **5.2 Garda Organisation Development Committee**

The Committee had not met since the last meeting of the Authority.

## **5.3 Policing Performance and Strategy Committee**

The Committee Chair provided Members with an update in relation to the meeting of the Committee that had taken place on 19 October, including in relation to:

- Assessment of policing performance in quarter 3. The Committee Chair highlighted a number of areas of engagement including the Garda Síochána's approach to assessment of achievements against the policing plan, resourcing impacts and a consideration of areas of greatest strategic concern for the organisation, roads policing and domestic homicides.
- The outcomes of the recent Public Attitudes Survey and a consideration of areas where reductions in satisfaction with the Garda Síochána response had been recorded, in particular in relation to victims of crime.
- Resourcing of the Garda Síochána Human Rights Unit and the impact on the development of human rights policy and practice across the organisation.
- The Policing Plan 2024. The Committee Chair advised that most of the suggestions for amendment made by the Authority at the September had been incorporated into the latest iteration of the plan and that the Committee was satisfied to recommend the plan, as drafted, to the Authority.
- A detailed engagement that had taken place with Chief Superintendent, Garda National Protective Services Unit on victims and the vulnerable, including in relation to current caseloads in Divisional Protective Service Units across the country. The Committee Chair had advised that there was no update in relation to the Incident Outcomes Pilot in the Galway Division, but that detailed information on the matter was expected to be provided in December. Members noted that the Incident Outcomes Project would be of particular importance in providing valuable data on detection rates for sexual crimes and in providing a baseline year and that the matter would be flagged with the Deputy Commissioner in part B of the meeting.

The Committee Chair advised that an update was requested in relation to Garda custody management and the status of the implementation plan, arising from the Garda Inspectorate report and recommendations. Members noted that Garda representatives were to revert on the matter.

## **5.4 Audit and Risk Committee**

The Chairperson advised that, arising from the completion of his term of office on the Authority the Committee Chair, Dr Moling Ryan, would cease to be Chairperson of the Authority's Audit and Risk Committee with effect from 31 December 2023. The Chairperson proposed that Authority Member Anthony Harbinson would be appointed as a Member of the Committee with immediate effect, with a view to attending the December ARC meeting and would take on the role of Committee Chair with effect from 1 January 2024. Members were satisfied to approve the proposals made.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
<b>A_128_04</b>	Appoint Anthony Harbinson as a Member of the Audit and Risk Committee and as Chairperson, with effect from 1 January 2024 and advise external Committee members of his appointment.	ASAP	Chief Executive

## **6. Risk Management**

Members considered the risk report, provided in accordance with the Authority's Risk Management policy. Members considered and discussed the strategic risk ratings for access to information required to fulfil the Authority's statutory oversight responsibilities. It was agreed that the risk rating would be kept under review. Members also considered whether the recent budget allocation had the capacity to impact on the risk rating for the Authority's capacity to perform oversight effectively in the context of transition to the PCSA. It was noted that while the budget allocation for 2024 was less than requested, this was a budget for the Policing Authority and not the PCSA. It was further discussed that the shaping document and supporting business case for the PCSA, developed in conjunction with the Garda Inspectorate and submitted to the Department of Justice, provided an effective template for the establishment and growth of the new organisation from the time of commencement.

## **7. Appointments**

Members considered a proposal to establish a panel for appointment to the rank of Superintendent in the Garda Síochána, having regard to the report of the Selection Board for the competition, the candidate order of merit, and the principles attaching to the communication of the competition results. Members noted the statistical information for publication in respect of the competition. Members also had regard to a number of matters in relation to the establishment and duration of the panel, including possible vacancies arising at the rank of Superintendent to October 2024. Following discussion, the Authority was satisfied to approve the establishment of a panel of candidates for appointment to the rank of Superintendent for a period of 12 months and to include all candidates placed on the order of merit.

Members were provided with the outcomes of the clearance process in respect of the appointment of a candidate to the rank of Chief Superintendent in the Garda Síochána. The Authority was satisfied to appoint the candidate with effect from the date on which the candidate takes up the position they are assigned by the Garda Commissioner.

Members considered and approved a request from the Garda Síochána that the Authority appoint a candidate to the position of Director of the Garda Síochána Analysis Service.

Members considered and approved a request received from the Garda Síochána for the extension of the secondment of a Principal Officer (Industrial Relations) in the Garda Síochána, subject to the consent of the Department of Justice and the Department of Public Expenditure, National Development Plan Delivery and Reform.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
<b>A_128_05</b>	Notify the Garda Commissioner of the appointment of a candidate to the rank of Chief Superintendent and notify the candidate of their appointment.	Immediate	Chief Executive
<b>A_128_06</b>	Notify the Garda Commissioner of the appointment of a candidate to the position of Director of GSAS and notify the candidate.	Immediate	Chief Executive
<b>A_128_07</b>	Seek the approval of DoJ and DPENDR to the extension of the secondment of a Principal Officer (Industrial Relations)	Immediate	Chief Executive

## **8. Garda Síochána (Reserve Members) Regulations 2023**

Members considered a request received from the Department of Justice, further to its functions under section 121 of the Act, to provide a response to the proposed Garda Síochána (Reserve Members) Regulations 2023. Members had regard to a comparative analysis of the current regulations, noting that there were no substantive changes. Members also noted that a number of key elements, particularly in the areas of duties, powers, patrolling and training did not appear to have been taken into account, nor were recommendations arising from the internal review of the Garda Reserve function, undertaken by the Garda Síochána in 2019. Members expressed disappointment that the Regulations, as currently drafted, missed an opportunity to enhance the role and capacity of Reserve members in the Garda Síochána. It was agreed that a response would issue to the Department of Justice on this basis.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
<b>A_128_08</b>	Respond to the Department of Justice on its consultation on the Garda Síochána (Reserve Members) Regulations 2023	ASAP	Chief Executive

## **9. Policing, Security & Community Safety Bill-Implementation Update**

Members were provided with an overview of work being undertaken to progress the implementation of the Policing, Security and Community Safety (PSCS) Bill and the establishment of the Policing and Community Safety Authority (PCSA). The Chief Executive advised that a number of work streams had been established, in conjunction with the Garda Inspectorate, to ensure that enabling business services functions for the PCSA would be operational on establishment day. The Chief Executive also advised that consideration was being given to the possibility of conducting a joint inspection in 2024 and that proposals would be brought to the Authority in this regard at an early date.

Members discussed a number of matters in relation to the PSCS Bill implementation programme, in particular in the area of community safety. Members noted work being undertaken by the Department of Justice in relation to the roll-out of Community Safety Partnerships (CSP) and the Chief Executive advised she had offered to provide Department officials with a briefing on the Authority's engagement with the pilot CSPs to date. Members also discussed how the PCSA might give effect to its functions and responsibilities in the area of community safety.

Members considered correspondence received from the Department of Justice, consulting on the proposed implementation of Section 264 of the PSCS Bill, which provides a statutory basis for the sharing of information between relevant bodies and the capacity of the Minister to prescribe additional bodies for the purposes of reciprocal information sharing. Members considered and proposed a number of bodies where the capacity to share information would be of benefit in terms of policing oversight, inspection and community safety. Members also agreed that there would also be merit in including an overarching provision to enable the Minister to designate prescribed bodies from time to time, in recognition of the need for flexibility and responsiveness.

Members then discussed the provisions of the PSCS Bill, as they relate to security and intelligence, in particular having regard to the future role of the Office of the Independent Examiner(OIE) and that of the PCSA in the area of non-security covert policing. Members considered the approach to governance and human rights by the Garda Síochána in these matters and agreed on the importance of future engagements between the OIE and the PCSA.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_128_09	Respond to the Department of Justice on its consultation on section 264 of the PSCS Bill.	ASAP	Chief Executive

## 10. Policing Priorities

Members considered two draft proposed measures for inclusion in the Policing Priorities in the areas of roads policing and Garda workforce health and well-being. The Authority was satisfied to approve the inclusion of the two additional measures in the priorities, subject to minor drafting amendments. It was noted that a formal response on the proposed changes to the priorities was still awaited from the Garda Síochána and that an update would be requested in part B of the meeting. Following discussion and pending the receipt of a formal response from the Garda Síochána, it was agreed that the updated priorities would be submitted to the Minister of Justice and thereafter published on the Authority's website.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_128_10	Update the Policing Priorities, submit to the Minister and publish on the Authority's web-site.	ASAP	Chief Executive

## 11. Policing Plan 2024

Members considered the draft Policing Plan 2024, an advanced draft of which had been considered by the PSP Committee at its meeting on 19 October and arising from which, a small number of recommendations for change had been suggested to the Garda Síochána. Following discussion, the Authority was satisfied to approve the Policing Plan 2024, subject to the consent of the Minister for Justice. Members noted that the

milestones document associated with the Policing Plan was still under development and would be provided to the Authority by the end of January.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_128_11</b>	Write to the Minister for Justice, seeking her consent to Authority approval of the Policing Plan 2024.	ASAP	Chief Executive

## **12. Preparation for meeting with the Garda Commissioner**

Members discussed the agenda for the meeting and agreed the matters to be discussed with the Acting Commissioner and her team.



## Part B – Authority Meeting with the Garda Commissioner in private

### Attendance

**Authority and Executive:** Bob Collins (Chairperson), Elaine Byrne, Deborah Donnelly, Anthony Harbinson, Valerie Judge, Paul Mageean, Moling Ryan, Donal DeBuitleur, Helen Hall (Chief Executive), Aoife Clabby (Secretary), Margaret Tumelty.

**Garda Síochána:** Anne Marie McMahon (Acting Commissioner), Shawna Coxon (Deputy Commissioner), Eimear Bourke (Executive Director), Niamh O’Hara (Assistant Principal),.

At the outset of the meeting, the Chairperson advised the Acting Commissioner that the Authority had had a very productive series of engagements with representative groups and Garda management and personnel in the Mayo Roscommon Longford division, in support of the upcoming meeting in public. The Authority then engaged in discussion on a wide range of matters with the Acting Commissioner and her senior colleagues.

The Chairperson apprised the Acting Commissioner of the Authority’s earlier discussions in relation to the planned review of recommendations contained in the September 2022 Penman report, in light of correspondence received from the Commissioner and more recent developments and concerns expressed by the Garda Síochána in relation to live call listening. The Chairperson conveyed the Authority’s intention to report to the Minister for Justice on the status of the implementation of the recommendations before year end, and to be in a position to provide assurance where evidence supports it, of improvements to call handling. The Chairperson emphasised the importance of being able to provide such assurance to the Minister, the Garda organisation itself and to the public, for whom confidence in the 999 service is paramount.

The Acting Commissioner outlined a number of concerns in relation to proposals to undertake live call listening as part of the review, in particular from a data protection perspective. She conveyed the organisation’s position that the review methodology should align with that previously adopted i.e. retrospective listening and further, that the proposed methodology went beyond what was previously agreed, in the context of the current Terms of Reference (TORs). The Acting Commissioner conveyed the Garda Síochána’s intention to obtain further legal advice on the matter.

The Chief Executive noted that the proposed TORs had been provided to the Garda Síochána on 19 September and that no proposals for change had been received and that subsequent Authority approval of the TORs had been communicated to the Commissioner. The Chief Executive emphasised the importance of live call listening as an essential component in enabling independent, objective assessment in relation to the quality and effectiveness of call handling and supervision of this work by the Garda Síochána.

Having regard to the previous measures adopted to ensure the protection of special category data, a further iteration of which it was proposed to utilise in the current review, the Authority remained unclear as to the material difference between retrospective and live call listening, such that it could cause an impediment to the current review. Both forms of listening can contain special category data. The Authority cited legal advice that had been procured jointly by the Authority and the Garda Síochána in 2022 in order to allow call listening in this context and expressed surprise that further, separate advice was

being sought by the Garda Síochána at this late stage from different Senior Counsel. In concluding the discussions, the Chairperson reiterated the Authority's intention to proceed with the review and the submission of a report to the Minister before year end, especially given the passage of time since the matter of inadvertent and inappropriate call emergency call cancellation had been notified to the Authority in December 2020. It was agreed that there would be further engagement on the matter at an early date.

The Chairperson advised that the Authority had considered the Policing Priorities and had agreed the inclusion of two additional measures of success in the areas of roads policing and Garda workforce health and well-being. The Acting Commissioner confirmed that they were content with the Policing Priorities remaining unchanged and to additional measures of success proposed by the Authority. Prior to their submission to the Minister for Justice for her approval, the Chairperson requested that a formal response would issue from the Commissioner in respect of the proposed inclusion of the additional measures.

Members engaged with the Acting Commissioner and her senior colleagues in relation to the organisation's finance budget in 2023 including in relation to the anticipated requirement for a supplementary budget; capital expenditure in the year to date; funding sources for the Garda estate; and challenges in relation to budget allocations for salaries. In this regard, the Acting Commissioner highlighted the future need for specialist skills and the likely impact on the organisation's pay budget. Members also engaged with the Acting Commissioner and her senior colleagues on the organisation's overtime budget and the impact of upcoming roster changes. Members were provided with an overview of the range of factors contributing to the overtime budget and the challenges associated in aligning it with budget allocations contained in Garda voted expenditure. Members were advised that the introduction of the Roster and Duty Management System was beneficial in driving data in relation to resource allocation and associated costs.

Members asked for an update on progress against the recommendation to transfer non-prosecutorial duties away from the Garda Síochána, as proposed in 'A Policing Service for our Future'. The Acting Commissioner advised that a report had been completed and submitted to the Department of Justice and that she was not aware of any subsequent developments on the matter.

In light of recent developments in the case relating to a missing person whose body was subsequently discovered, Members were provided with an overview of how the case had progressed, culminating in the recovery of the deceased's body and her husband being arrested and charged with her murder.

Members discussed the status of the Incident Outcomes Pilot project in the Galway Division with the Acting Commissioner and requested the provision of data associated with the project. The Acting Commissioner was advised that discussion on the data was scheduled to take place at the PSP Committee meeting on 12 December.

The Authority provided the Acting Commissioner with a brief summary of its views on the Garda Síochána (Reserve Members) Regulations 2023 and agreed to provide the Garda Síochána with a copy of its consultation response to the Department of Justice.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
<b>A_128_12</b>	Garda Commissioner to formally respond to the Authority, further to statutory requirements, in relation to proposal in respect of the Policing Priorities 2022-2024.	ASAP	Garda Síochána
<b>A_128_13</b>	Provide the Garda Síochána with a copy of the Authority's response to the Department of Justice consultation on the Garda Síochána (Reserve Members) Regulations 2023	ASAP	Chief Executive

### **13. PSCS Bill Implementation Update**

No matters were discussed under this agenda item.

### **14. Policing Plan 2024**

Members discussed the status of the Garda Síochána Equality, Diversity and Inclusion Strategy with the Assistant Commissioner and her senior team and noted that the strategy was currently under consideration by the Senior Leadership Team and would then be circulated to the representative associations and unions for their views. It was agreed that a copy of the draft Strategy would be provided to the Authority.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
<b>A_128_14</b>	Provide the Authority with a copy of the draft Garda Síochána Equality, Diversity and Inclusion Strategy.	ASAP	Garda Síochána

### **15. Garda Síochána Diversity Forum**

The Chairperson advised the Acting Commissioner that the Authority had received correspondence from the civil society members of the Garda Síochána's Diversity Forum and outlined the concerns that had been raised. While welcoming the proposed, continued commitment to the forum by the Garda Síochána in the context of plans for 2024, the Authority urged a speedy resolution to the matters raised by civil society members and emphasised the desirability and value of a functioning, effective forum. Members were assured that work was progressing to address the issues raised.

## Part C– Meeting with the Garda Commissioner (in public) 15.00 to 17:00

### Attendance

**Authority and Executive:** Bob Collins (Chairperson), Helen Hall (Chief Executive), Elaine Byrne, Moling Ryan, Valerie Judge, Paul Mageean, Donal de Buitleir, Anthony Harbinson, Debbie Donnelly.

**Garda Síochána:** Anne Marie McMahon (Acting Garda Commissioner), Shawna Coxon (Deputy Commissioner), Paula Hilman (Assistant Commissioner), Raymond McMahon (Chief Superintendent) Eimear Bourke (Executive Director), Andrew McLindon (Director), Niamh O’Hara, (Assistant Principal).

This meeting with the Garda Commissioner and his team was held in public. In accordance with the Authority’s Standing Orders, the official record of the meeting is the recording which is available to view at <https://www.policingauthority.ie/en/authority-meetings>.

At the outset of the meeting, the Chairperson highlighted the important opportunity that engagement in public with the Acting Commissioner in Ballina presented to the Authority, both in terms of meetings that had taken place with representative stakeholder groups and with Garda management and personnel in the Mayo/Longford/Roscommon Division.

The Chairperson also noted the decision of the CSO to remove the ‘Under Reservation’ designation of official crime statistics. He conveyed the Authority’s appreciation of the significant work undertaken by Garda colleagues in contributing to this welcome development.

The following matters were discussed during the meeting:

Item Number	Agenda Item	Principal matters discussed
16	<b>Responding to Local Policing Challenges</b>	<b>a) Community Policing</b> <ul style="list-style-type: none"><li>• Overview provided of the Garda Síochána approach to Community Policing in the Division.</li><li>• Discussion on the development of good relationships between the Garda Síochána and the community and how they are sustained.</li><li>• Consideration of ongoing concerns in the community in regard to Garda visibility, and measures to address them, including a consideration of community expectations around Garda service delivery and response times.</li><li>• Brief consideration of the implementation of the Garda Operating Model and discussion in relation to whether ‘change fatigue’ is being felt by some Garda members.</li><li>• Overview provided of the links between community policing and various specialist units across the division.</li><li>• Discussion on the Community Safety Partnership pilot taking place in Longford, and factors contributing to its successful operation to date.</li></ul>

Item Number	Agenda Item	Principal matters discussed
		<p>b) <b>Opportunity and Effectiveness of Multi-Agency Working</b></p> <ul style="list-style-type: none"> <li>• Discussion in relation to the challenges presented by multi agency working, including inter-agency working with the courts service and Tusla</li> <li>• Consideration of the value of a trauma informed approach to engagement with community groups and individuals, including a discussion on JLOs and their role in engaging with young people.</li> </ul>
17	Policing Performance	<p>a) <b>Roads Policing</b></p> <ul style="list-style-type: none"> <li>• Discussion on the high number of road fatalities, and the resources available in this area in terms of not only Garda members but also technology.</li> <li>• Consideration of the operational plan for Roads Policing.</li> <li>• Discussion on the increase in fatalities involving pedestrians and cyclists, and the actions being undertaken to tackle this rising trend, including local and national initiatives.</li> <li>• Consideration of the powers held by the Garda Síochána, and whether legislative change is required.</li> <li>• Discussion regarding on the issue of e-scooters and scramblers on the roads</li> <li>• Overview of road safety operations that are undertaken by the Garda Síochána, in conjunction with statutory stakeholders around public holidays, particularly in reference to the upcoming Christmas and New Year period.</li> </ul>
		<p>b) <b>Responding to Vulnerability in the Community</b></p> <ul style="list-style-type: none"> <li>• Discussion on the Public Attitudes Survey in relation to victims of crime and their experience with the Garda, including engagement on the sufficiency of information and updates provided to victims and plans to address reductions in victim satisfaction rates.</li> <li>• Consideration of the value brought about by the introduction of the Divisional Protective Services Units (DPSUs).</li> <li>• Discussion in relation to measures needed to ensure consistency of response among frontline members, in particular to victims of serious sexual crimes. An overview of training provided.</li> <li>• Overview of the process to review the DPSUs and commitment to maintain the service in the context of constrained resources.</li> <li>• Discussion on the findings of the review being carried out into Domestic Homicides, as well as the rationale behind the review being carried out and what is hoped to be learned from it.</li> </ul>
		<p>c) <b>Quarter 3 Report on Policing Plan Performance</b></p> <ul style="list-style-type: none"> <li>• Discussion on resources affecting the capacity to meet targets, in the context of Garda Síochána resourcing of specialist units, balanced with Garda visibility on the streets.</li> <li>• Consideration of the positive feedback from local businesses and their interaction with Gardaí.</li> </ul>

<b>Item Number</b>	<b>Agenda Item</b>	<b>Principal matters discussed</b>
		<ul style="list-style-type: none"> <li>• Discussion on the impact of COVID-19 on Garda trainee recruitment and how the Garda Síochána intends to meet their policing objectives and targets in the meantime.</li> <li>• Engagement on pre-employment substance testing on potential Garda recruits.</li> <li>• Consideration given to the obligation to have Garda members who are fluent in Irish assigned to the Gaeltacht areas of Ireland, and plans to meet this obligation.</li> </ul>
<b>Other Business</b>	<b>Circulation of Inappropriate Messages within the Garda Síochána</b>	<ul style="list-style-type: none"> <li>• Discussion on the spreading of inappropriate messages within the Garda Síochána, and false accusations being made against two female serving Garda members.</li> <li>• Consideration given to the Code of Ethics and its relevance in terms of this issue.</li> <li>• Discussion on the concerns of the Garda Síochána around the ongoing investigation of this issue.</li> <li>• Consideration of the small number of female Garda members who have made a complaint of harassment in the past 10 years.</li> <li>• Engagement on the recent cases of Garda members who have been before the courts for criminal charges, and discussion in relation to how the public can be assured that Garda members they encounter would not include a person who has been charged with or accused of criminal offences or had engaged in improper conduct (?).</li> <li>• Outline of the role of the Garda Disciplinary Appeals Board provided, including upcoming training for all board members.</li> </ul>