



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Meeting of the Organisation Development Committee

Date: 1 April 2020

Venue: Online Meeting

Committee Meeting

Attendance

Authority: Paul Mageean (Chair), Bob Collins (Authority Chairperson), Valerie Judge, Pat Costello, Melanie Pine (external Committee member)

Secretary: Aoife Clabby

Executive: Helen Hall (CEO), Margaret Tumelty, Fiona Larthwell, Sharon O'Brien, Cormac Keating, David Pasley, Alexandre Eisenbarth.

1. Verbal update from the Authority's Chairperson and CEO on any matters of relevance to the Committee agenda

- a. The Authority Chairperson provided the Committee with an update on a number of engagements with the Garda Commissioner, as follows:
 - The outcomes of the recent recruitment competition for Assistant Commissioner and the next steps in the process.
 - The recent media coverage on the use of spit hoods. The Authority Chair advised that he had had a number of exchanges with the Commissioner on the matter to discuss the processes, controls, guidance and governance in place for the usage of such devices, in the context of use of force.
 - The introduction of emergency measures in the public interest and how the relevant legislative provisions will work in practice.
 - The approach to internal audit and risk management in GS.

The Authority Chairperson advised that, in the Commissioner's view, the public's reaction to the increased Garda Síochána presence due to COVID-19 related Policing was largely positive. However, a number of operational policing matters are being tracked and monitored more closely, including instances of domestic violence and poor driver behaviour.

- b. The Authority Chair advised the Committee that he had spoken briefly to the acting Deputy Commissioner Anne Marie McMahon, on foot of correspondence received. While noting the understandable pause in the roll-out of the Operating Model, the need to sustain momentum in respect of other areas of work was also discussed. The Committee was advised that there would be more formal discussions on the matter at an early date.
- c. In the context of the Covid-19 pandemic, and the impact on the nature of policing and its oversight, the Chairperson signalled the possibility of more regular meetings of the Authority, complemented and supported by the work of the Organisation and Development and Policing Strategy and Performance Committees. The Authority Chairperson requested that the Committee would give consideration to what the nature

of its work should be in this regard, and to report its views to the next subsequent meeting of the Authority.

2. Committee agenda & work programme review

In considering its role over the coming months, a number of points of discussion arose.

Members acknowledged the requirement to change focus, but stressed the importance of continued oversight and stewardship during the period of crisis. The Committee strongly agreed that, in pursuing oversight, the principle limiting disruption to Garda Síochána resources should be adhered to.

The Committee agreed with the Chairperson's proposal that the upcoming meetings required shorter, more focussed engagements with Garda Síochána representatives. In the current context, it was felt that a focus on internal controls, in areas such as ICT and HR, could be useful and beneficial. It was also the Committee's view that it would be useful to engage with the acting Deputy Commissioner and the Strategic Transformation Office with regard to how disruption to the reform programme might be minimised and what might need to change in the policing priorities and existing plan to reflect the changed operational circumstances.

The Committee considered whether there were ways in which its oversight function could act as a support to the Garda Síochána, particularly for frontline service by identifying achievements and agile ways of working and highlighting them on the Authority agenda.

The Committee considered the timing of future meetings and, on balance, agreed that it would be preferable to proceed with the meeting on 24th April. The Committee then gave consideration to the existing agenda items and what could be progressed.

In the context of the current policing requirements, it was agreed that it would be important to have further engagement on the roll-out of the Operating Model in order to understand what elements could move forward. In addition, it was agreed that the current policing requirements would also be a useful lens through which to consider culture in the Garda Síochána; to understand the role of the Code of Ethics in the context of the new emergency powers. The Committee believed that it would also be important to continue to monitoring efficiency and budgetary spend, taking into account the expected pressure on Public spending. In summary, the Committee agreed that it would be worthwhile to have discussions with the Garda Síochána on a number of items on the draft agenda, with the likely exclusion of Garda Estates, in the context of policing the Covid-19 Pandemic.

The Committee discussed the likely changes to the Policing Priorities and Plan 2020 and it was agreed that these matters merited further engagement with the Garda Síochána and discussion at the next Authority meeting. Arising from any decisions made, the Chairperson advised that he would liaise with the executive in order to amend the agenda accordingly for the meeting on 24th April.