



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Meeting of the Policing Authority

Date: 29, 30 November 2021

Venue: By Video Conference

Part A – Authority Meeting

Attendance

Authority: Bob Collins (Chairperson), Donal de Buitléir, Deborah Donnelly, Valerie Judge, Paul Mageean, Moling Ryan, Shalom Binchy, Elaine Byrne, Stephen Martin (apologies for item 10)

Secretary: Aoife Clabby.

Staff of the Authority: Helen Hall (Chief Executive), Cormac Keating, Margaret Tumelty, Clare Kelly (item 10), Michal Alfasi-Hanley (item 7), Karen Shelly (item 8, 10), Philip Cox (item 9), Mark Nother (items 12, 13)

1. Meeting of Members in Private

The Authority exercised its option to have a meeting in private, with the Chief Executive in attendance.

2. Chairperson's Opening Remarks

The meeting agenda was approved, as drafted. Authority Member Donal De Buitléir declared a conflict of interest in relation to item 6, Garda Síochána Appointments and in particular a request received from the Garda Síochána to approve and appoint a temporary Acting Executive Director, HR&PD.

The Chairperson advised that he had commenced a series of individual meetings with Authority Members to reflect on the year and when he had concluded the meetings, he would provide a note for circulation with an overview of the issues arising from the discussions.

In anticipation of the introduction of a new Strategy Statement for the Policing Authority and the development of an associated business plan, the Chairperson proposed a meeting to reflect on ways of working and to give consideration to the strategic areas of focus for engagement with the Commissioner. It was agreed that the reflection meeting would take place on 26 January and that it would be externally facilitated.

Members were apprised of the technical difficulties that had impacted the live streaming of the meeting in public on 28 October and of the protocols that had been developed to address, in a prompt manner, any future issues that might arise.

Members noted a number of items of correspondence received. It was agreed that a range of matters arising from the correspondence would be the subject of engagement with the Commissioner, in particular in relation to industrial relations issues at the ranks of Chief Superintendent and Superintendent; the nature of a response received to a request for information regarding non-attendance by Gardaí at court; and the operation and supervision of cross-border checks.

No.	Action point	By Date	By Whom
A_100_01	Provide a note for circulation with an overview of issues arising from individual meetings with Authority Members	January	Chairperson
A_100_02	Convene an externally facilitated meeting of the Authority to consider plans for 2022	26 January	Secretary

3. Minutes of meetings and matters arising

The minutes of the meeting held on 28 October were approved and cleared for publication.

The Log of Actions was noted and proposals to close specified actions were approved. The Audit and Risk Committee Chair advised Members that an action relating to the Code of Conduct for Members and Staff of the Policing Authority would be considered by the Committee at its meeting on 6 December and that a final draft of the Code would be tabled for Authority consideration and approval at the 16 December meeting. Members noted that a Garda Síochána action to provide the Authority with a copy of the review of public order incidents on Grafton Street on 27 February 2021 was still awaited and it was agreed that this would be raised with the Commissioner.

4. Chief Executive's Report

The Chief Executive's report was taken as read and Members considered a number of matters for decision as follows:

Members considered the final report in relation to the appropriate methodology for assessing Garda Síochána compliance with the State's procedural obligations under Article 2 of the European Convention on Human Rights. Members discussed the manner in which the report might be shared with the Commissioner and considered what future oversight in this area might entail. Following discussion, the Authority was satisfied to affirm its decision of 23 September to provide a copy of the final advice to the Commissioner, together with a request that he consider and conclude whether any further action is appropriate, in the context of homicide cases that were in scope for the Homicide Investigation Review. It was also agreed that a copy of the advice should be provided to the Department of Justice, in light of the State's procedural obligations under Article 2.

Members considered and approved the revised Guidelines concerning Joint Policing Committees.

Members considered and approved the proposed approach to the Policing Authority Assessment of Policing Performance 2021. In particular, it was noted that the report would focus on an assessment of the progress made by the Garda Síochána over the strategic period, 2019-2021 and that further stakeholder engagement was envisaged, in addition to inputs from the PSP and OD Committees. The Chief Executive advised that the target date for publication of the final report was April 2022.

Members were apprised of a meeting held with Garda representatives on 10 November as part of the process to facilitate the timely receipt of information on foot of Authority requests. Arising from the meeting, a comprehensive review of the Garda Síochána and Authority logs of actions had been undertaken and Members considered what further actions to take in relation to two items. Noting the comprehensive information that had been received in relation to the policing response to Brexit, it was agreed that further, periodic updates would be sought from the Garda Síochána on the matter.

Members noted items in the monthly correspondence report and approved proposals to refer specific items on an anonymised basis to the Commissioner. Members were advised that the action from the 23 September meeting to give consideration to the handling of correspondence was being progressed and was scheduled for Authority consideration during Quarter 1 2022.

No.	Action point	By Date	By Whom
A_100_03	Provide a copy of the Article 2 report to the Department of Justice	ASAP	Chief Executive
A_100_04	Finalise and publish the revised Guidelines concerning Joint Policing Committees	ASAP	Chief Executive
A_100_05	Seek periodic updates from the Garda Síochána in respect of the policing response to Brexit	Q2 2022	Chief Executive
A_100_06	Provide Commissioner with specific items of correspondence on an anonymised basis	Immediate	Chief Executive

5. Committee updates

5.1 Garda Appointments Quality Assurance and Selection Governance Committee The

Committee had not met since the last Authority meeting.

5.2 Garda Organisation Development Committee (ODC)

The Committee had not met since the last Authority meeting.

5.3 Policing Strategy and Performance Committee (PSPC)

The Committee had not met since the last Authority meeting.

6. Garda Síochána Appointments

At the outset of the agenda item, Members expressed their ongoing concern and general dissatisfaction in relation to the receipt of requests to run internal competitions for temporary vacancies, in particular, in circumstances where the date of retirement of the incumbent is known well in advance. Members noted that while this matter had been raised on several occasions previously with the Chief Administrative Officer (CAO) and by the Authority Executive with Garda HR, there did not appear to have been any appreciable change to the practice. It was agreed that the views of the Commissioner and his colleagues in relation to acting assignments would be sought in part B of the meeting.

Members considered and approved a request received from the Garda Síochána to run an internal competition to fill the temporary position of Head of Fleet Management at the grade of Principal Officer. Members noted that the Executive Director, Finance and Services was conducting a review of areas of responsibility and that this may impact the future fleet management role.

Arising from the earlier declaration of a conflict of interest, Donal de Buitléir did not participate in the discussion or decision regarding a request received for approval of the temporary appointment of an Acting Executive Director.

Members considered and approved a request for the temporary appointment of an Acting Executive Director, Human Resources and People Development in the Garda Síochána.

Members considered a request received to hold a confined competition for a temporary appointment to the role of Head of Digital and ICT for a period of 6 months, pending the completion of the open recruitment campaign for the permanent position. Members noted that Authority approval for the fulltime position had been conveyed to the Garda Síochána in October 2020 and that the competition for the full-time position was planned for the early months of 2022. On that account and noting the apparent absence of urgency reflected in the lapse of time since the approval of the position, the Authority was not convinced of the need to run an internal competition for an acting position. . Accordingly, and while continuing to be clear as to the requirement of the full time appointment, the Authority did not approve the request to hold the confined competition for a temporary appointment.

Members considered and expressed broad satisfaction with the Candidate Information Booklet for the open competition for appointment to the position of Head of Digital and ICT.

No.	Action point	By Date	By Whom
A_100_07	Notify CAO of approval of Acting PO, Fleet Management and Acting ED, HR&PD positions and non-approval of Acting Head of Digital and ICT	Immediate	Chief Executive

7. Ethnic Data Collection by the Garda Síochána

Members considered a number of documents under this agenda item, including the completed report in relation to the collection of special categories of data, in particular ethnicity, and a briefing note setting out key information on the recording of ethnic data in other agencies and jurisdictions. Members were also briefed on a recent meeting held with the Anti-Racism Committee on a new National Action Plan against Racism for Ireland.

Members gave detailed consideration to the avenues by which to communicate and engage on the urgent need to record ethnic data and to ensure that the appropriate legislative underpinning is in place. Members agreed with the proposal to provide the Department of Justice and the Commissioner with a copy of the report compiled in relation to the collection of special categories of data and noted that continued, direct dialogue with the Department on the matter was important. Members also agreed to a proposal to seek counsel’s input on a draft legislative amendment that would allow for collection of ethnic data by the Garda Síochána. Members requested that consideration would be given to a public discussion on recording ethnic data, addressing the themes discussed and exploring the risks associated with the absence of a legislative framework.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_100_08	Provide report in relation to the collection of special categories of data, in particular ethnicity, to the Department of Justice and the Commissioner	ASAP	Chief Executive
A_100_09	Seek counsel input on a draft legislative amendment to provide for the collection of ethnic data by the Garda Síochána	ASAP	Chief Executive
A_100_10	Give consideration to hosting a public discussion on the recording of ethnic data.	Q1 2022	Chief Executive

8. Policing Authority Strategy Statement 2022-2024 and approach to Business Planning

Members were provided with a copy of the draft Strategy Statement and requested to provide observations on the draft objectives. In considering the document, Members had regard to the approach to the development of the strategy to date and were provided with an overview of a number of envisaged key projects for progression over the life-time of the strategy. Members were also apprised of the multiannual planning approach being contemplated with regard to the strategy's execution and the remaining areas of the strategy requiring further development.

Members made a number of suggested changes to the draft document, in particular in relation to the document's structure, the ordering of strategic themes and the approach to the prioritisation of objectives. Members agreed that the transition to the Policing and Community Safety Authority required clearer articulation. Members provided a number of observations in respect of the draft performance indicators and highlighted the opportunity to include mechanisms designed to evaluate organisational achievement and success over the strategic period. Members also made a small number of drafting amendments.

Following discussion, it was agreed that a further iteration of the draft Strategy Statement 2022-2024 would be provided for consideration by the Authority at the 16 December meeting prior to its submission to the Minister for Justice thereafter.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_100_11	Final draft Strategy Statement 2022-2024 to be tabled for Authority consideration at 16 December meeting.	December	Chief Executive

9. Policing Security and Community Safety Bill

The Authority gave renewed consideration to its submission on the current draft of the Policing, Security and Community Safety Bill, arising from the presentation to the Justice Joint Oireachtas Committee (JOC), as part of the process of pre-legislative scrutiny of the General Scheme. Members also considered whether there were additional matters requiring a supplementary submission to the Department of Justice, having regard to the pre-legislative process to date and the submissions of other stakeholders.

Members discussed a number of areas of the Bill where minor amendments to the draft provisions would have the effect of enhancing the oversight relationship between the Policing and Community Safety Authority (PCSA) and the Garda Commissioner. Members also considered the manner in which aspects of the submissions of other stakeholders to the Justice JOC might be addressed in any supplementary submission of the Authority. A number of specific issues were highlighted for consideration and inclusion in the supplementary submission, in particular in relation to the reporting relationships arising from the proposed new oversight and accountability framework.

Following discussion, it was agreed that a supplementary submission to the Department of Justice would be prepared by the Chief Executive, in consultation with the Chairperson, addressing the matters highlighted.

No.	Action point	By Date	By Whom
A_100_12	Prepare a supplementary submission on the Policing, Security and Community Safety Bill, in consultation with the Chairperson, and provide to the Department of Justice	December	Chief Executive

10. Review of Invalid and Unwarranted Closure of CAD999 Incidents

At the outset of the agenda item, the Chairperson advised that the purpose was to consider the *Interim Update on the Preliminary Examination of the Garda Síochána review of the closure (including cancellation) of Computer Aided Dispatch incidents* and to engage with Mr. Derek Penman on the preliminary findings and recommendation contained in the report. The Chairperson also advised Members that the advice of counsel regarding the ability of the Policing Authority to listen to calls was expected in advance of the 16 December meeting. Members noted that capacity to listen to calls had been recognised in the draft interim update as an essential part of the Authority's oversight of the matter.

On joining the meeting, the Chairperson expressed to Mr. Penman the Authority's appreciation for the provision of the interim update and invited him to provide his assessment of themes emerging from the report, relevant to the Authority's oversight role. Mr. Penman addressed a number of matters including:

- The extent of assurance available to the Authority in relation to the process by which the review was undertaken by the Garda Síochána. Mr. Penman noted that absent the capacity to listen to the calls, assurance in respect of the quality of call handling could not be provided to the Authority at this juncture.
- The adoption of a risk-based, victim-focussed approach to the review by the Garda Síochána that was proportionate and merited being applied to the remainder of the Priority 1 calls to be reviewed
- The need for Priority 2 and Priority 3 calls to be reviewed on a sampled basis; and
- The extent of positive engagement and co-operation with the preliminary examination process by the Garda Síochána.

Mr. Penman also highlighted the opportunity for the Garda Síochána to use the report recommendations as the basis for a proportionate, evidence-based response to the issues raised in the interim update.

Members had a detailed and wide-ranging discussion with Mr. Penman in relation to the report findings and recommendations, in the context of engagement with the Commissioner and his senior colleagues in public. A number of key themes emerged from the discussion including:

- The extent of Garda Síochána insight into, and understanding of, the various factors leading to the unwarranted cancellation of calls.

- As assessment of the extant risks in the handling of CAD999 calls and how they are being mitigated.
- The requirement for a strategic and holistic consideration of the approach to contact, command and control across the Garda Síochána and the technology required to enable it. In this regard, Members considered the extent of emergency calls to local stations, as outlined in the interim examination; the current process for their handling; and the risks associated with the existing arrangements, in particular the non-recording of calls in local stations. While noting that all calls to 999/112 are answered, Members considered that, in the absence of a mechanism for recording calls to local stations, it would be impossible to say with certainty that all emergency calls were answered.
- The extent to which technology, in particular the CAD system was a factor in unwarranted call cancellation. Members noted the observations made in the interim update that while the current system was sub-optimal and difficult in terms of data extraction, it nonetheless requires a specific action on the part of a call handler in order to cancel a call and therefore the technology was not deemed to be a significant contributory factor in the cancellation of calls. Neither was lack of training which was found to be comprehensive.
- Garda Síochána Directives and Policies in the area of call handling, in particular their effectiveness, the extent of their communication and the extent to which they are understood and inform practice in the handling of calls within the organisation. Members considered the extent to which there may have been an over-reliance by senior leadership on the issuance of written instruction and memos to supervisors who were already stretched.
- The extent to which a focus on discipline, arising from the Garda Síochána review, had adversely impacted on the ability to have performance conversations with individual personnel, to understand the motivation for inappropriate call cancelling and to address and correct it, where necessary. Members also considered the dynamics and factors that might contribute to inappropriate call cancellation.
- The application of the methodology used by the Garda Síochána in the review of Priority 1 calls, to the remaining Priority 1, Priority 2 and Priority 3 calls that have been identified as in scope, as part of the review.
- The impact of the inability to listen to calls on the findings of the interim update and the likely assurance to be obtained through listening to a sample of calls. Members also discussed whether data might be available through the Garda Síochána review to indicate whether calls from particular groups in society were being disproportionately cancelled.

Following engagement with Mr. Penman, the Authority discussed in detail the themes and issues upon which to engage with the Commissioner at the meeting in public. Members were agreed that it would be important to solicit the Commissioner's acceptance of the findings and recommendations contained in the interim update, the extent of his assurance with respect to current call handling practices and the extent of assurance that could be provided to members of the public.

The Chief Executive provided an overview of the approach to the report's finalisation and publication. Members noted that a copy of the report had been provided to the Secretary General in the Department of Justice.

11. COVID-19 Policing

Members considered the draft, sixteenth COVID-19 report for submission to the Minister for Justice. Members noted that while the report was similar in structure to previous reports compiled, it also summarised the changing nature of the political and legislative landscape over the period March 2020 to

November 2021; collated the data provided by the Garda Síochána over the period; and contained a comprehensive review of the issues raised in the Authority’s engagement with stakeholders throughout that time.

Members requested that consideration be given by the Executive to the capacity to disaggregate further some of the data contained in the draft report and made some suggestions in relation to areas of further emphasis.

Members discussed the manner in which the themes arising from the report would form the basis of engagement with the Commissioner in public, in particular in relation to the review of the use of anti-spit hoods. Members considered the specific rationale and context within which anti-spit hoods had been introduced by the Garda Síochána, as part of the policing response to COVID-19. Members also noted that a review of their use was still under consideration by the Commissioner and that when provided to the Authority, would form the basis of further engagement on the matter.

Members considered an information note provided on meetings held with stakeholder organisations and groups in support of engagement with the Commissioner in public on learning from the experience of policing the pandemic. Members agreed that the nature and extent of stakeholder engagement by the Authority had been extremely valuable and merited reflection and further development in the context of the new strategic period.

12. Policing Plan 2022

Members were provided with an overview of a number of documents received from the Garda Síochána, including the public-facing draft Policing Plan 2022 and supporting documents addressing targets and milestones to be achieved and resourcing requirements for the plan’s commitments.

Members expressed broad satisfaction with the documents received and noted that the changed approach had the capacity to lead to a more meaningful reporting on progress against the plan. Following discussion, it was agreed that the final plan, to include the Commissioner’s foreword, would be tabled for Authority consideration at the 16 December meeting.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_100_13	Provide final Policing Plan 2022 for Authority consideration t 16 December meeting.	December	Chief Executive

13. Non-security covert policing

Members considered a paper outlining proposed actions to deepen Authority engagement with the area of non-security covert policing. In having regard to the proposals made, Members discussed the current statutory provisions, the approach to engagement on the matter to date and current practice in relation to this area of oversight by the Northern Ireland Policing Board. Members made a number of suggested changes to the proposals made. Following discussion, it was agreed that a revised document would be circulated for Authority consideration at a subsequent Authority meeting. It was further agreed that progressing the oversight of non-security covert policing would be discussed by the Chairperson and Chief Executive with the Commissioner.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_100_14	Circulate revised actions regarding oversight of non-security covert policing for Authority consideration and engage again with the Commissioner on oversight in this area.	ASAP	Chief Executive

14. Preparation for meeting with the Garda Commissioner

Members discussed the agenda for the meeting and agreed the matters to be discussed with the Garda Commissioner and his team.

15. Other Business

There were no matters for discussion under this agenda item.

Documents for noting-November 2021 There were no documents for noting.

Part B – Authority Meeting with the Garda Commissioner in private

Attendance

Authority and Executive: As for Part A

Garda Síochána: Drew Harris (Garda Commissioner), Joe Nugent (Chief Administrative Officer), Anne Marie McMahon (Deputy Commissioner), Shawna Coxon (Deputy Commissioner), Finbarr O'Brien (Assistant Commissioner), Andrew O'Sullivan (Chief Information Officer), Patrick Clavin (Assistant Commissioner), Anne Marie Cagney (Assistant Commissioner), Yvonne Cooke (Director), Gráinne Shortall (Assistant Principal).

The Authority discussed a range of matters with the Commissioner and his senior team, including:

- The reported impact, by GSOC, of the industrial relations dispute at the level of Chief Superintendent, on GSOC referrals to the Garda Síochána. The Commissioner apprised the Authority of the current status of the dispute and expressed his desire that the matter would reach a resolution.
- The scope and understanding of the Garda Síochána's policy definition of domestic violence, following on from a previous discussion on this matter. The Commissioner provided a brief overview of the scope of the policy and Members were advised that since July, the PULSE system had the capacity to record victim/offender relationships.
- Media coverage regarding the detention, for ten days, of an individual who had been incorrectly arrested. Members engaged with the Commissioner on the circumstances surrounding the matter and it was agreed that a report would be provided to the Authority.
- The status of the review of public order incidents that had taken place on Grafton Street on 27 February.
- The nature of the response received to a request for additional information in relation to the incidence of non-attendance by Gardaí at court. The Chairperson expressed the Authority's surprise that no mechanism appeared to exist at divisional or local level to monitor or review required attendance by Gardaí at court. Deputy Commissioner, Policing and Security advised that while there was no central database, court attendance was monitored at local level, given the statutory obligations for the Garda Síochána in respect of court attendance. The Deputy Commissioner indicated that the material would be reviewed again and a further report provided to the Authority.
- Members commended the recent media coverage of policing in Dublin, in the context of Operation Citizen. The Commissioner advised that there had been similar media coverage in Galway, Cork and Limerick.
- The policing response to incidents that had occurred following the recent FAI Cup Final at the Aviva Stadium. Members were provided with an overview of the response and the subsequent engagement with the relevant football clubs.
- The Chairperson thanked the Commissioner for the comprehensive and informative report received on the policing response to Brexit. He noted that that Members had given consideration to it and that it would be useful to receive periodic updates on the Garda Síochána's ongoing response to Brexit.
- Information received in relation to cross-border immigration checked conducted by the Garda National Immigration Bureau. While acknowledging the extent of the information received in

relation to training in this area, the Chairperson highlighted that the information being sought by the Authority related to understanding the practical procedure for officers boarding a bus from Northern Ireland which enables them to determine whom to check as part of the cross-border checks. The context for the information sought was also outlined to the Commissioner, in particular the risk of a perception of racial profiling. The Commissioner advised that he had seen the Authority's correspondence on the matter and that it had been referred to Assistant Commissioner, Organised and Serious Crime, for a substantive response.

- The recent report by the Tallaght Drug and Alcohol Task Force in relation to the substantial increase in the use of crack cocaine in the areas and the steps being taken by the Garda Síochána in response to the challenges highlighted. The Commissioner advised that a very positive relationship exists with the Task Force and cited funding as a challenge to addressing the issues raised in the report. The Commissioner also observed the particular threat posed by crack cocaine in certain socio-economic groups and demographics.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_100_15	To review the response submitted on the incidence of nonattendance by Gardaí at court and to provide a further report to the Authority.	ASAP	Garda Síochána
A_100_16	To provide a substantive response to the Authority in relation to the practical procedure for determining whom to check as part of cross-border checks.	ASAP	Garda Síochána

16. HR related matters

The Chairperson apprised the Commissioner of the Authority's decisions in relation to requests received under agenda item 6, Garda Síochána Appointments. The Chairperson also conveyed the Authority's general concern in relation to temporary appointments at senior levels in the Garda Síochána, particularly in circumstances where upcoming vacancies are known.

17. Review of the invalid and unwarranted closure of CAD999 incidents

The Chairperson outlined to the Commissioner the proposed approach to engagement in public on this agenda item.

Part C Meeting with Garda Commissioner in public

Part C – Authority Meeting with the Garda Commissioner in public

Attendance

Authority and Executive: Authority

Bob Collins (Chairperson), Donal de Buitléir, Deborah Donnelly, Valerie Judge, Paul Mageean, Moling Ryan, Shalom Binchy, Elaine Byrne, Stephen Martin

Executive

Aoife Clabby (Secretary)

Helen Hall (Chief Executive)

Garda Síochána:

Drew Harris (Garda Commissioner), Joseph Nugent (Chief Administrative Officer), Anne Marie McMahon (Deputy Commissioner), Shawna Coxon (Deputy Commissioner), Finbarr O'Brien (Assistant Commissioner), Andrew O'Sullivan (Chief Information Officer), Anne Marie Cagney (Assistant Commissioner), Patrick Clavin (Assistant Commissioner), Deirdre Morris, Principal Officer.

This meeting with the Garda Commissioner and his team was held remotely and live streamed to the public as it was not possible to meet in public due to COVID-19 restrictions. 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 acknowledged that it was the 100th meeting of the Authority and expressed his appreciation of the work of the staff and of Authority members, past and present.

The following matters were discussed during the meeting:

Item Number	Agenda Item	Principal matters discussed
18	Policing Plan 2022	<ul style="list-style-type: none">• Opening remarks by the Commissioner in relation to the extent of achievement of the 2021 Policing Plan and the commitment and dedication of Garda personnel. Areas of achievement highlighted included:<ul style="list-style-type: none">○ The strength of the relationship with the community and the need to sustain the gains made, especially in relation to vulnerable communities.○ Progress made on the roll-out of the new Operating Model, developments in the areas of human rights and culture, and further investment in information and technology.○ The work of the divisional protective services units and the deepening of understanding of the impact of traumatic crimes on victims.• The Commissioner referenced threats faced, particularly in the areas of national security and organised crime, highlighting the

Item Number	Agenda Item	Principal matters discussed
		<p>importance of a partnership approach, nationally and internationally and signalling the need for further collaborative approaches in these areas in 2022.</p> <ul style="list-style-type: none"> • Presentation on the approach to the development of the Policing Plan 2022 and the extent of consultation undertaken. • Overview of the 36 targets contained in the plan, under a range of ‘pillars’ and ‘enablers’. • Overview of the ways in which the Garda organisation’s capability is being strengthened to meet the future policing needs of the community. • Engagement with the Commissioner on the challenges to the achievement of the plan, including the resurgence of COVID-19 and the impact on training in particular. • Consideration of the manner in which positive gains in relation to community policing can be sustained. • Consideration of the extent to which measures contained within the Policing Plan constitute a stretch for the organisation.
19	<p>Review of invalid and unwarranted closure of CAD999 incidents</p>	<ul style="list-style-type: none"> • Opening remarks by the Chairperson, outlining the key figures and number of calls within the scope of the Garda review and the context for the appointment of Mr. Derek Penman to provide independent advice and assurance to the Authority in relation to review. • Acknowledgement that a more definitive report to the Authority is pending resolution of the ability of the Authority to listen to 999 calls. • Opening remarks by the Commissioner, welcoming the report, its findings and recommendations; reiterating the apology made in June to those members of the public who, at times, did not receive the standard of service to which they were entitled; and highlighting the seriousness with which the matter was being taken by the Garda Síochána, evidenced by the approach to the review to date. • Broad acceptance by the Commissioner of the findings and recommendations contained in the interim report and the intention to provide an official response to the document. • Engagement with the Commissioner on the possible elements contributing to the invalid and unwarranted cancellation of CAD999 incidents, including a range of behavioural and governance issues. • Consideration of the report’s findings in relation to emergency calls to local stations and the broader implications for the organisation’s entire command and control strategy. Discussion regarding the impact of any change to the command and control strategy on the relationship between communities and their local Garda station.

Item Number	Agenda Item	Principal matters discussed
		<ul style="list-style-type: none"> • Engagement on issues relating to supervision, quality assurance, performance management, the extent of communication of required actions to call takers, dispatchers and supervisors and the extent of assurance available to senior management at this juncture. • Detailed engagement with the Commissioner in relation to a number of specific recommendations contained within the interim report, in particular in the context of adverse impacts, behaviours, the challenges and impacts arising from non-recording of calls in local stations and the approach to training and call-taking quality. • Engagement on CAD2 and the timeframe for its introduction. • Overview provided of the proposed next steps of the Garda review.
20	<p>COVID-19 Policing including:</p> <ul style="list-style-type: none"> - Learning from the experience of policing the pandemic - Review of the use of anti-spit hoods 	<ul style="list-style-type: none"> • Engagement with the Commissioner on the series of Authority reports on policing the pandemic by the Garda Síochána and the lessons emerging for the organisation over the course of the past twenty months. • Assessment, by the Commissioner, of the criteria influencing the Garda Síochána response to the pandemic, in particular the recognition of a time of vulnerability for many groups in Irish society. • Acknowledgement by the Commissioner of the Garda organisation’s resilience and its capacity to retain a community ethos approach to policing. • Discussion in relation to the future approach to working with communities, drawing on the particular experience of community engagement and policing during COVID-19 and the need to nurture developing relationships, in addition to sustaining existing ones. • Engagement on the approach to public order policing during COVID-19, possible perceptions of an inconsistent approach and whether a more consistent approach is required in the future. • Discussion on the use of anti-spit hoods and a commitment to provide a report on the review of their use by the Garda Síochána to the Authority in January 2022.

21. Other Business

There were no matters for discussion under this agenda item.

Actions arising from the meeting held in public

There were no actions arising.