



Minutes of Garda Appointments Quality Assurance and Selection Governance Committee

Date: 8 December 2021

Venue: Remote Video Conference

Attendance:

Committee Members: Bryan Andrews (Chair), Moling Ryan, Valerie Judge

Executive: Helen Hall, Aoife Clabby, Clare Kelly, Sharon O'Brien, Ian Holland, Shona Keeshan

1. Minutes of Previous Meeting

The minutes of the previous meeting held on 19 October 2021 were approved and cleared for publication.

2. Proposal for the 2022 Chief Superintendents Competition

The Committee considered the proposal for the 2022 Selection Competition for appointment to the rank of Chief Superintendent.

The Committee noted that the competition incorporates a three stage process with a two stage interview process as follows:

- Competition advertised and application forms invited;
- Candidates undertake Situational Judgement Tests;
- Shortlisting based upon both
 - Situational Judgement Tests and
 - Section A & B of application form;
- Successful candidates invited to preliminary interview, and
- Successful candidates invited to final interview.

The competition process was reviewed and agreed for recommendation to the Authority along with the following competition documentation:

- Draft Statement of Practice
- Draft Candidate Information Booklet
- Draft Application Form

The Appointments Committee, having discussed the competition process, advised that:

- Their recommendation was for shortlisting to be conducted against the competencies identified in the proposal; and
- They approved the competition documents, subject to their finalisation in line with the Authority decisions, with a view to proceeding with the selection competition according to the indicative timeline proposed.

It was recommended that the approach recommended by the Committee be considered by the Authority with a view to approving the proposed approach.

3. Proposed approach to the 2022 Assistant Commissioner Competition

The Committee considered the proposal for the 2022 Selection Competition for appointment to the rank of Assistant Commissioner.

The Committee noted that the competition incorporated a three stage process with a two stage interview process as follows:

- Competition advertised and application forms invited;
- Shortlisting based upon Section A & B of application form;
- Successful candidates invited to preliminary interview;
- Successful candidates invited to Assessment Centres ahead of final interview; and
- Successful candidates invited to final interview.

The competition process was reviewed and agreed for recommendation to the Authority along with the following competition documentation:

- Draft Statement of Practice
- Draft Candidate Information Booklet
- Draft Application Form

The Appointments Committee, having discussed the competition process, advised that:

- Their recommendation was for shortlisting to be conducted against the competencies identified in the proposal; and
- They approved the competition documents, subject to their finalisation in line with the Authority decisions, with a view to proceeding with the selection competition according to the indicative timeline proposed.

It was recommended that the approach recommended by the Committee be considered by the Authority with a view to approving the proposed approach.

4. Procurement of a service provider to develop competency frameworks

The Committee noted that the Executive was planning to go to tender to source a specialist service provider to develop new competency frameworks for the three Garda ranks for which the Authority carries out the promotion competitions.

It was noted that a working group had been established to advise on the development of the new frameworks and that the group had considered the draft specification which had been revised to reflect the observations of the group.

The Committee considered the draft requirements specification document and affirmed the approach being adopted by the Executive.

5. AOB

A date for the next Committee meeting was not set, and will be agreed at a later date.

Mr Bryan Andrews

Chair of Garda Appointments Quality Assurance and
Selection Governance Committee