



AN TÚDARÁS PÓILÍNEACHTA  
POLICING AUTHORITY

## Minutes of Meeting of the Policing Authority

**Date:** 24/25 February 2021

**Venue:** By Video Conference

### Part A – Authority Meeting

#### Attendance

**Authority:** Bob Collins (Chairperson), Deborah Donnelly, Valerie Judge, Paul Mageean, Moling Ryan.

**Members Designate:** Shalom Binchy, Elaine Byrne, Dónal de Buitléir, Stephen Martin.

**Secretary:** Aoife Clabby.

**Staff of the Authority:** Helen Hall (Chief Executive), Margaret Tumelty, Cormac Keating, Clare Kelly (items 7 & 9), Sharon O’Brien (item 8), Sophia Carey (item 11).

#### 1. Private Authority meeting

The Authority exercised the option to meet in private.

#### 2. Chairperson’s Opening Remarks

The meeting agenda was approved, as drafted. No conflicts of interest were declared in relation to any of the items for consideration. The Chairperson welcomed the Members designate to their first Authority engagement. The Chairperson proposed a number of matters for discussion by the Members:

- Members discussed ways of working and existing Committee structures, having regard to a range of factors include the change in Authority membership, the changed working circumstances arising from COVID-19, the nature of material provided for Authority consideration, the existing decision-making delegations and the Terms of Reference for the Authority’s standing Committees. It was agreed that the matter would be tabled for more detailed consideration at the May meeting of the Authority. In the interim, it was agreed that both the Policing Strategy and Performance (PSP) Committee and the Organisation Development (OD) Committee would continue to operate, as constituted. The Chairperson advised that Deborah Donnelly would Chair the PSP Committee and that Members designate Shalom Binchy and Stephen Martin would join the PSP Committee. The Chairperson further advised that Members designate, Dónal deBuitléir and Elaine Byrne would join the OD Committee.
- Members discussed the transition of the Policing Authority to the new Policing and Community Safety Authority, the likely changes in respect of oversight relationships and the need to ensure, as smooth a transition as possible in merging the Policing Authority and Garda Inspectorate into the new entity. The role of the Authority in maximising opportunities for effective oversight in the context of the new legislative framework was considered.

- Members considered the nature of engagement with the Garda Síochána, in the context of policing a more diverse and changing Irish society. Members also discussed the approach to recruitment in the Garda organisation and considered the implications for the future culture of the organisation.
- The extent and depth of outreach undertaken by the Authority in the preceding twelve months was considered, with a hope expressed that the easing of restrictions would facilitate more in-person engagement with representative groups and the Garda Síochána.

The Chairperson apprised members of discussions that had taken place on a range of governance matters with Professor Niamh Brennan, Chairperson of the Garda Síochána Audit and Risk Committee. Noting the matters raised by Professor Brennan, it was agreed that they would be given further consideration at the 25 March meeting under the item 'Format of the Garda Síochána Annual Report 2020'. It was further agreed that the Chief Executive would engage with Professor Brennan in respect of the membership of the Audit and Risk Committee and the Authority's role in this regard.

Members noted a range of correspondence received. Members considered correspondence from the Minister for Justice in relation to the Policing Plans 2020 and 2021. In the context of the Minister's observations, Members discussed the approach to assessing and reporting on progress by the Garda Síochána against commitments made for 2021. Noting the mix of quantitative and qualitative measures contained in the plan and the extent of prioritisation already undertaken by the Commissioner and his leadership team, the Authority agreed to maintain its current approach of full-year and half-year assessment of progress. The Authority also agreed to consider whether episodic reports on particular elements of the plan might be warranted. It was agreed that the Chairperson would respond to the Minister for Justice to convey the Authority's views on the matter.

Members gave detailed consideration to a document submitted by the Garda Síochána, arising from its engagement with a series of NGOs, summarising the key challenges to recruiting and retaining individuals from minority backgrounds. Members discussed a range of matters arising from the report in particular the scope and understanding of diverse backgrounds and the extent of meaningful engagement with NGOs. Members also discussed the vetting process, the associated delays and the impact on the recruitment of candidates. Members noted that the vetting process had been the subject of engagement at the OD Committee meeting on 9 February. In particular, the absence of clarity in respect of vetting arrangements at local level was noted. It was agreed that the matter would be raised with the Commissioner in part b of the meeting.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_087_01</b>	Authority ways of working to be tabled for consideration at the May meeting	May	Secretary
<b>A_087_02</b>	Consider governance matters raised by GS ARC Chair at 25 March meeting	March	Authority
<b>A_087_03</b>	Engage with GS ARC Chair in relation to membership of ARC and Authority's role	ASAP	Chief Executive

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_087_04	Respond to the Minister for Justice in relation to assessing and reporting progress on the Policing Plan 2021	ASAP	Chairperson

### 3. Minutes and Matters Arising

The minutes of the meeting held on 28 January were approved and cleared for publication. The minutes of the meeting held on 5 February were approved and cleared for publication.

The Log of Actions was noted and a number of matters were highlighted by the Chief Executive. While satisfied to close the action in respect of Garda Síochána accommodation, it was agreed that the matter of custody suites would be the subject of further engagement with the Commissioner, upon the publication of the Garda Inspectorate report on custody. The Chief Executive advised that formal correspondence would issue to GSOC in respect of the systemic recommendation that had been copied to the Authority and considered at the 16 December meeting.

Following discussion, there was agreement to close the items proposed.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_087_05	Issue correspondence to GSOC in respect of systemic recommendation, received 11 December 2020	ASAP	Chief Executive

### 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:

- A request received from the Minister for Justice that the Authority provide its views on the internal analysis undertaken by the Garda Síochána into the cancellation of 999 calls, once completed. The Chief Executive advised that the arising work, coupled with additional work on child sexual abuse, would require consideration in the context of the business plan 2021.
- A meeting held on 19 February with the successful tenderer for a Human Rights Adviser. Members noted the likely timeframe for completion of the work envisaged.
- An initial meeting held on 9 February with the Inspector of Prisons. The Chief Executive advised that a further, more formal engagement with the Inspector was contemplated.

Members noted items in the monthly correspondence report and approved proposals to refer specific items, on an anonymised basis, to the Commissioner.

The Authority considered and approved the award of contract to SHL for the design and administration of bespoke Situational Judgement Tests for Superintendent and Chief Superintendent Competitions. The Chief Executive advised that there would be further engagement with the Authority on the situational judgement tests through the design process.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
<b>A_087_06</b>	Provide specified correspondence, on an anonymised basis, to the Commissioner	Immediate	Chief Executive
<b>A_087_07</b>	Award contract to SHL for the design and administration of situational judgement tests	Immediate	Chief Executive

## 5. Business Plan 2021

Members considered the proposed organisational objectives and actions for 2021. The Chief Executive highlighted the requirement for an agile response to the additional areas of work highlighted under item 4 and the potential impact on other actions contained in the draft plan. She proposed that rather than including a high volume of projects, a number of key projects, such as review of the cancellation of 999 calls; Child sexual abuse; PEMS and Custody would allow the Authority to oversee a number of areas of focus and interest concurrently. Members discussed and considered this approach to the business plan including emerging crime types, intersectionality with the work of other bodies, and a cross-cutting approach to addressing some of the actions listed, based on areas of greatest risk. It was agreed that the Authority were satisfied that the Chief Executive finalise the business plan 2021 in the context of the matters discussed and that the plan would be agile and refined as needed in the context of its quarterly reviews.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
<b>A_087_08</b>	Further refine and finalise the 2021 Business Plan in the context of the Authority's discussion of same and share with Authority members at 25 March meeting.	March	Chief Executive

## 6. Committee Updates

### 6.1. Garda Appointments Quality Assurance and Selection Governance Committee

The Committee had not met since the last Authority meeting.

### 6.2. Organisational Development (OD) Committee

The Committee Chair updated Members in relation to the meeting of the Committee that had taken place on 9 February, advising that the Garda Síochána's new Executive Director, Finance, had attended the meeting in an observer capacity. The Committee Chair advised that there had been a meeting in private in respect of HR matters. The Committee Chair apprised Members of a constructive engagement on the Garda Síochána Health and Well Being survey results noting however, that there was no clear sense of the overall strategic response to the survey, as yet. The Committee Chair provided Members with details of discussions that had taken place in respect of Garda Síochána resources and advised that a meeting had been scheduled for 11 March, for Authority Members and relevant staff. The purpose of this was to understand the key elements of the Garda Síochána 2021 budget in the context of the Authority's statutory role to advise the Minister on the adequacy of Garda Síochána resources.

### **6.3 Policing Strategy and Performance (PSP) Committee**

The Committee Chair updated Members in relation to the meeting of the Committee that had taken place on 15 March, in particular in relation to:

- Ongoing reporting on the community engagement undertaken by the Executive. The Committee Chair highlighted the varying experiences of individuals in some communities in engaging in person to person contacts with Garda members.
- The methodology for performance reporting in the current year, in particular the need for better identification, by the Garda Síochána, of areas of significant achievement and challenge, in order to facilitate more focussed engagement on the Policing Plan. Members noted that Garda representatives had acknowledged the need for greater clarity in respect of the reporting structure.
- Engagement on roads policing and the progress made on implementing the recommendations contained in the Crowe Horwath review of matters relating to fixed charge notices and mandatory intoxicant testing. Members agreed that, arising from the engagement, the remaining recommendations could be mainstreamed into ongoing oversight activity.
- The approach to internal communications on COVID-19 by the Garda Síochána and the high quality of material being produced. However, Members noted the resultant resource challenge in providing internal communications support across other areas.
- The proposed work plan to develop the Garda Síochána Strategy Statement 2022-2024. The timeframe for, and approach to, overseeing the development of the Garda Síochána Strategy Statement was discussed by the Members.

### **6.3. Legislative Reform Working Group**

The Group had not met since the last Authority meeting. In light of the lapse of time since this Committee had met and that the purposes for which it had been established had been discharged, its removal from future agendas was agreed.

## **7. Audit, Governance and Risk**

Members noted the monthly risk management report, provided in accordance with the Authority's Risk Management Policy. The Committee Chair advised Members of a small number of changes to the register.

Members considered the final internal audit report on the High Level Review of the Effectiveness of Internal Controls 2020, noting the recommendations arising and the proposals to assure the findings. Members concurred with the report findings that the internal controls in place were sufficient for the Chairperson to include such assurance in the Annual Report 2020.

Members considered the draft External Assessment of the Board's Governance Control, undertaken by the Internal Auditors, in accordance with the requirement to undertake an external evaluation of Board Effectiveness, further to the provisions of the Code of Practice for the Governance of State Bodies. The Committee Chair provided members with an overview of the approach to the review, together with a summary of the findings and recommendations. While noting the positive findings, Members expressed a number of reservations in relation to the proposed recommendations. In particular, Members noted the absence of a clear evaluative framework, or benchmarks to measure future progress. Members expressed the view that a greater depth of insight and a clearer expression of optimal practice would serve as a positive challenge for more effective Board functioning. It was agreed that the Chief Executive would

convey the Authority's views on the draft External Assessment and that a further iteration of the report would be considered by the Audit and Risk Committee at an early date.

Arising from the discussion on the internal audit report, Members had a wide-ranging discussion in relation to information and supports provided for meetings of the Authority and its Committees. It was agreed that the Executive would ensure that all Members had access to Committee papers via the online portal. Members discussed the extent of material provided for consideration and noted the challenge in determining the requisite level of information required to facilitate effective decision-making. The Chief Executive advised that feedback on this matter, on an on-going basis, would be welcome. The Chief Executive also advised that the on-line portal calendar would be now used to notify the Authority of engagements with the Garda Síochána that Members may wish to attend. Members considered ways in which existing supports provided by the Executive might be enhanced.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_087_09</b>	Convey the Authority's feedback on the draft External Assessment of the Board's Governance Control to facilitate a revised draft report.	ASAP	Chief Executive
<b>A_087_10</b>	Ensure Authority Members have access to all papers of the PSPC, ODC and ARC via the online portal.	Immediate	Secretary

## **8. Garda Síochána Appointments**

The Secretary briefed members on the outcome of the clearance process in respect of the appointment of a candidate to the rank of Assistant Commissioner in the Garda Síochána. Members noted that the candidate had been appointed on 29 April 2020 on an acting basis and that a confirmation had been received that there was no change to the status of the clearance provided at that time. The Authority was satisfied to approve the appointment of the candidate to the rank of Assistant Commissioner in the Garda Síochána with effect from 9 February 2021.

Members considered and approved requests received from the Garda Síochána to appoint candidates to two Principal Officer positions in the ICT Directorate of the Garda Síochána, in accordance with the sanctions in place.

Members considered a number of late papers received in respect of Garda Síochána appointments. The Authority considered and approved an extension to the position of the Acting Executive Director, Human Resources, to 30 June 2021. Members noted that the process to recruit a HR Director was at an advanced stage and would be advertised shortly by the Public Appointments Service.

Members considered and approved a retrospective request to approve the extension of a temporary Principal Officer (Acting) for a period of three months to 7 March 2021, pending the appointment of the Executive Director, Finance.

Members noted the receipt of two draft candidate information booklets for two Principal Officer positions in Internal Audit and Data Protection. As the late receipt of the booklets precluded appropriate

consideration by the Authority, it was agreed that Members would provide feedback to the Executive bilaterally for onward transmission to the Garda Síochána.

Members expressed dissatisfaction in respect of both a request for retrospective approval of an acting senior role and the receipt of late papers. Members noted that the request to provide the Policing Authority with a schedule of vacancies for relevant senior Garda staff, on a par with the schedule currently provided for senior Garda members, had progressed but that the information provided needed improvement. It was agreed that the Authority's concerns would be conveyed to Garda Síochána HR&PD representatives.

The Chief Executive advised that the Authority's request for approval, by government, to appoint a candidate serving with the PSNI to the rank of Superintendent was scheduled for consideration by cabinet on the week commencing 1 March. Following discussion, the Authority was satisfied to appoint the candidate to the rank of Superintendent, subject to government approval, and for the Chairperson to sign the appointment order thereafter.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_087_11</b>	Notify Assistant Commissioner of their appointment with effect from 9 February 2021	Immediate	Chief Executive
<b>A_087_12</b>	Notify successful candidates of their appointment by the Authority	Immediate	Chief Executive
<b>A_087_13</b>	Notify CAO of approval to extend Acting ED HRPD to 30 June 2020	Immediate	Chief Executive
<b>A_087_14</b>	Notify HR&PD of retrospective approval for temporary Acting PO position, GS Finance & Services	Immediate	Chief Executive
<b>A_087_15</b>	Provide feedback on Internal Audit and Data Protection Candidate Information Booklets	ASAP	Chief Executive
<b>A_087_16</b>	Convey Authority feedback in respect of late papers and requirement for additional information in respect of Garda staff vacancies at senior level	ASAP	Chief Executive

## **9. Draft Annual Report of the Policing Authority 2020**

Members considered an early draft of the Policing Authority Annual Report 2020, having particular regard to the overall format, content and approach to the report's compilation. Members noted that the proposed feature article in the 2020 report was oversight of the policing of COVID-19. Members were also advised that the next iteration of the report would include a strategic overview of the Authority's work in the year. Members commended the work undertaken to date and proposed a number of amendments and additions in respect of the proposed text and the approach to graphic design. It was agreed that a final draft report would be tabled for Members' consideration at the 25 March meeting of the Authority.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_087_17</b>	Final draft Annual Report 2020 to be tabled for Authority consideration at 25 March meeting	March	Chief Executive

## **10. Oversight of Policing during COVID-19**

Members had regard to a number of documents provided for reference, in preparation for engagement with the Commissioner in public.

## **11. Responding to Child Sexual Abuse**

At the outset of the item, the Chief Executive apprised members of engagements with Ms. Caroline Biggs SC, Chairperson of the inter-agency group charged with examining and driving the implementation of recommendations made in the Garda Inspectorate report '*Responding to Child Sexual Abuse 2017*'. The Chief Executive also advised that child sexual abuse was a proposed area of oversight in the Authority's 2021 business plan and further, that the Garda Inspectorate had indicated a willingness to work collaboratively with the Authority in this area.

Members considered a proposed response to the request received from Ms. Biggs to provide views on the draft 3<sup>rd</sup> and 4<sup>th</sup> reports of the inter-agency group. Members noted the extent of the progress made by the group to date and was broadly satisfied with the proposed scope of the response, as outlined. It was agreed that the response should also include reference to the Authority's intention to have a detailed focus on child sexual abuse in 2021. The Chairperson indicated that final draft response would be circulated for views, prior to its submission.

Members discussed the roles of various agencies working in the area of child sexual abuse. Given the critical nature of actions required, Members expressed the view that oversight of the implementation of a national strategy in the area might best be led by the Department of the Taoiseach to ensure accountability by multiple agencies in its delivery. In considering the future role of the Policing and Community Safety Authority Members agreed the importance of the inclusion of a statutory mechanism to provide a strong basis for formal engagement by the PSCA with a range of agencies. In the interim, the Authority noted its existing responsibility for the oversight of policing performance in this area and the plans for the current year in this regard.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_87_18</b>	Circulate final draft response on 3 <sup>rd</sup> and 4 <sup>th</sup> progress reports of Inter agency Group Chair on Child Sexual Abuse for Authority input.	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 Garda Commissioner and his team.



### 13. Other Business

There were no items for discussion under this agenda item.

#### Documents for Noting by the Authority – February 2021

The following documents were noted by the Authority:

<i>Document</i>		<i>Action Required</i>
<b>D_87_01</b>	Review of Performance of Functions: Independent Oversight of Policing in Ireland-the first five year	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), Anne Marie Cagney (Assistant Commissioner), Paula Hilman (Assistant Commissioner), Alan Mulligan (A/Executive Director HRPD), Gráinne Shortall (Assistant Principal).

At the outset of the meeting, the Chairperson introduced the Members designate to Garda representatives.

### 14. HR related matters

The Commissioner provided Members with a brief update on a HR related matter.

Members discussed the nature of training provided to those Garda members who had been attested early, as a consequence of requirements to police the COVID-19 pandemic. The Commissioner advised that in-division training was being provided for members impacted and that with the re-opening of the Garda College on 22 March these members would complete their training in Templemore with a view to passing out over the course of the summer. The Commissioner further advised that there would be subsequent provision of sufficient probation to enable completion of the BA in Applied Policing. The Commissioner also highlighted challenges in respect of expected earnings for a cohort of trainees.

The Chairperson advised the Commissioner that the Authority had approved the appointment of an Assistant Commissioner and two Principal Officers. The Chairperson conveyed the Authority's dissatisfaction with the late receipt of a number of HR related requests and advised that observations on the candidate information booklets for Head of Internal Audit and Head of Data Protection would be provided as soon as possible.

Members discussed with the Commissioner the various welfare supports available to Garda members and staff, in the context of policing the COVID-19 pandemic. A detailed overview of the range of supports available was provided and the Commissioner noted the dedicated work and commitment of Garda members and staff at this time. Members noted that the Garda Síochána Health and Well-Being Strategy was at an advanced staged and that an app was currently under development to draw together the various strands of welfare support.

### 15. Garda Síochána Risk and Resources

Members discussed the status of the development of a workforce plan for the Garda Síochána. The Commissioner advised that further consideration of the plan had been undertaken and that a copy would be provided to the Authority in the coming fortnight.

Members discussed the status of negotiations on the Garda Síochána roster and were apprised of the various challenges to progressing matters at the current time.

The Commissioner provided an overview of a series of accommodation requirements in respect of the Garda Síochána Estate and advised the Authority that a document was being prepared for the Department of Justice, as part of a submission on the National Development Plan 2022-2030. It was agreed that a copy of the submission would be provided to the Authority.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
<b>A_87_19</b>	Provide the Authority with the next iteration of the Garda Síochána workforce plan	March	GS
<b>A_087_20</b>	Provide the Authority with a copy of the Garda Síochána submission to the National Development Plan 2022-2030	ASAP	GS

## **16. Fatal Shooting of Mr. George Nkencho**

Members briefly discussed a number of matters with the Commissioner under this agenda item.

## **17. Other Business**

A number of other issues were raised with the Commissioner, in advance of the meeting in public, as follows:

- The investigation of Garda members whose suspension from duty had been the subject of recent media coverage.
- Matters relating to the Mother and Baby Homes Commission of Investigation. The Commissioner outlined correspondence that had been engaged in with the Commission in relation to the recording of witnesses. While noting recent positive developments in respect of the recordings, the Commissioner advised that steps were being taken to develop an approach to those witnesses who may contact the Garda Síochána, to ensure they are treated in an appropriately sensitive manner.
- The Authority's concern about the timeliness of informing the Authority about a referral to GSOC in relation to a recent murder
- Members sought clarification in respect of the vetting process for successful applicants in Garda recruitment campaigns run by the Public Appointments Service and the purpose of a supplementary interview process after vetting, involving local Superintendents. In particular, the Authority sought the Commissioner's assurance that any interviews conducted locally do not serve to potentially disadvantage individuals. The Authority sought further information on the mechanisms in place to ensure the necessary rigour and standards attaching to any such process, in addition to its timeliness. The Commissioner outlined the purpose of such interviews and outlined the decision-making process involved. Members were advised of the appeals mechanisms in place, should a successful candidate's application be subsequently turned down. It was agreed that the matter would be the subject of further engagement.

## Part C – Authority Meeting with the Garda Commissioner in public

### Attendance

**Authority and Executive:** As for Part B

**Garda Síochána:** Drew Harris (Garda Commissioner), Joe Nugent (Chief Administrative Officer), Anne Marie McMahon (Deputy Commissioner), John O’Driscoll (Assistant Commissioner), David Sheahan (Assistant Commissioner), Anne Marie Cagney (Assistant Commissioner), Paula Hilman (Assistant Commissioner), Andrew O’Sullivan (Chief Information Officer), Alan Mulligan (A/Executive Director HRPD).

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>

The following matters were discussed during the meeting:

Agenda Item	Principal matters discussed
<p><b>Policing Performance</b></p>	<p><b>a) Policing Plan 2021</b></p> <ul style="list-style-type: none"> <li>• An overview of key areas of proposed focus in the Policing Plan 2021, having regard to the on-going requirement for the Garda Síochána to provide policing support in the context of COVID-19, and the expressed desire to sustain community focus which has been a strong feature of policing in 2020.</li> <li>• Extent to which learning from the experience of policing COVID-19 has been reflected in the 2021 plan.</li> <li>• The approach to review of the Policing Plan and the re-introduction of activities and milestones, as COVID-19 policing requirements diminish.</li> <li>• The revised approach to, and innovations in, the area of training for new Garda members.</li> </ul> <p><b>b) Recent responses to knife attacks</b></p> <ul style="list-style-type: none"> <li>• Overview of national analysis in respect of offensive weapons and discussion on slow decline in use of knives.</li> <li>• The establishment of an operation in DMR in response to a number of serious crimes and extent to which data from a variety of sources drives the GS response.</li> <li>• Public perception of knife crime and its implication for a policing response.</li> </ul> <p><b>c) Recently formed Organised Prostitution Investigation Unit</b></p> <ul style="list-style-type: none"> <li>• Rationale for the establishment of the investigation unit.</li> <li>• Challenges encountered, and approach to, protecting vulnerable persons in the investigation of crime in this area.</li> <li>• Extent of engagement between various bureaus, including drugs and organised crime, protective services and human trafficking to ensure vulnerability is identified at an early stage.</li> <li>• Consideration of any challenges to the implementation of Criminal Law (Sexual Offences) Act 2017.</li> </ul>

Agenda Item	Principal matters discussed
<b>Fatal shooting of Mr. George Nkencho</b>	<ul style="list-style-type: none"> <li>• Overview of areas for consideration by the Garda Síochána, including community engagement and community policing response provided, in the wake of the fatal shooting.</li> <li>• Approach to recruitment in the Garda Síochána and the importance of the organisation being representative of a diverse Irish population.</li> <li>• Overview of consultation process undertaken to identify key challenges to recruitment of people from minority backgrounds.</li> <li>• Approach to addressing potential prejudices within the Garda Síochána organisation.</li> </ul>
<b>Custody arrangements and safeguarding human rights</b>	<ul style="list-style-type: none"> <li>• Discussion on the physical ill-treatment of detainees in the context of CPT report and UCC research findings.</li> <li>• Mechanisms for making a complaint in respect of alleged ill-treatment and avenues through which complaints may be pursued.</li> <li>• Capacity of the Garda Síochána to identify patterns in respect of any complaints made.</li> <li>• The approach adopted to children in custody.</li> <li>• Plans to address deficiencies in respect of custody records.</li> </ul>
<b>Policing during COVID-19</b>	<ul style="list-style-type: none"> <li>• The number and nature of enforcement notices issued since the introduction of Level 5 measures in December 2020.</li> <li>• The governance arrangements in place to review enforcement activity at all levels in the organisation.</li> <li>• Available welfare supports in place for Garda members and staff.</li> <li>• Enhancement of Garda Reserve powers and the status of the Garda Reserves Strategy.</li> <li>• Status of the review of anti-spit hoods.</li> </ul>
<b>Commissioner's monthly report to the Authority</b>	<ul style="list-style-type: none"> <li>• Approach to cyber and non-visible crime.</li> <li>• Investigative success in the area of coercive control.</li> <li>• Approaches to policing of human trafficking.</li> <li>• Impact of policing COVID-19 on the Garda Síochána budget.</li> </ul>
<b>Other Business</b>	<p>The Chairperson noted the imminent retirement of Deputy Commissioner John Twomey. He acknowledged DC Twomey's significant contribution to the Garda organisation and his service to communities and to the country. The Chairperson expressed the Authority's appreciation of DC Twomey's engagement with the Authority and wished him and his family every happiness, success and fulfilment into the future.</p>

**Actions arising from the meeting held in public:**

No.	Action point	By Date	By Whom
A_087_21	To provide the Authority with details as to whether any of the 17 disciplinary actions referenced in the government response to the CPT report related to the ill-treatment of detainees	ASAP	GS
A_087_22	To provide the Authority with details of the number of arrests for continued non-compliance with COVID-19 regulations	ASAP	GS