



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Meeting of the Policing Authority

Date: 28/29 July 2021

Venue: By Video Conference

Part A – Authority Meeting

Attendance

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

Secretary: Aoife Clabby.

Staff of the Authority: Helen Hall (Chief Executive), Cormac Keating, Margaret Tumelty, Sharon O'Brien (item 7), Clare Kelly (items 6,7 &13), David Pasley (items 8 & 11), Mark Nother (item 10), Michal Alfasi-Hanley (items 11 &12).

1. Meeting of Members in Private

The Authority had a meeting in private with the Garda Commissioner, with the Chief Executive in attendance to reflect on the year to date and to discuss the challenges and opportunities presented by the wide range of policing work and the ongoing reform.

2. Chairperson's Opening Remarks

The meeting agenda was approved, as drafted.

Under declarations of interest, Mr. Paul Mageean notified the Authority that his company, Mageean Law, had been appointed by the Department of Justice to undertake research on police involvement in prosecution systems to inform a recommendation in the Commission on the Future of Policing in Ireland relating to the removal of the prosecutorial function from the Garda Síochána. He had advised the Chairperson of his company's expression of interest in the project at the outset. It was noted that the declaration did not give rise to a conflict of interest in respect of any aspect of the work of the Authority. No conflicts of interest were declared in relation to any of the items for consideration.

Members noted a number of items of correspondence, in particular correspondence and a supporting document received from the Chief Administrative Officer in relation to the Garda Síochána Workforce Plan. The Chief Executive apprised Members of a meeting that had taken place with the CAO on 28 July to discuss the correspondence and the plan submitted. Members discussed a number of matters in relation to the submission received and re-iterated the Authority's support of the requirement for greater flexibility for the Garda Síochána to determine the composition and skills of the Garda workforce. Members noted the considerable progress made in the development of a workforce plan and concurred with the CAO's assessment of the urgent need for the limit of 500 new staff posts to be addressed. However, it was agreed that further information in support of the submission made would be beneficial, in particular in relation to the justification for, and principles underpinning, the additional positions sought, having regard to budget

and future policing demands. In addition, Members requested that further information on the impact of redeployment and measures being taken to record existing skillsets within the organisation would also be provided. Following discussion, it was agreed that correspondence would issue to the CAO outlining the matters considered by the Authority and requesting the provision of further information.

No.	Action point	By Date	By Whom
A_096_01	Issue correspondence to GS CAO re GS Workforce Plan, outlining additional information required by the Authority.	ASAP	Chief Executive

3. Minutes of meeting and matters arising

The minutes of the meetings held on 23/24 June, 29 June and 8 July were approved and cleared for publication.

The Chief Executive advised that the Log of Actions had not been uploaded for Members' consideration and would be presented for consideration at the 23 September meeting of the Authority.

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, as follows:

- The Garda Síochána Annual Report 2020 and accompanying Authority correspondence had been submitted to the Minister for Justice on 28 July.
- Further information in relation to the open competition for the position of ICT Director was awaited from the Garda Síochána. It was noted that the position had been sanctioned by the Authority on 2 November 2020.
- Members of the Executive had participated in a meeting of the Senior Officials Compliance Group, in preparation for the forthcoming GRECO evaluation visit.
- A positive and productive meeting had been held with the Chairperson and Chief Executive of the Scottish Police Authority on 8 July where a number of issues were discussed including policing oversight during the COVID-19 pandemic, consistency of policing services and policing and children. The Chief Executive advised that there would be a further meeting in the autumn.
- The sanctioned number of 39 staff would be achieved by the start of August. However, the Chief Executive advised that Dr David Pasley, Assistant Principal Officer, had accepted a position with the Department of Agriculture and would be leaving the Authority in the coming weeks. The Authority acknowledged Dr Pasley's significant contribution to the work of the organisation and Members conveyed their best wishes for his future role.

Members considered and approved the second quarterly review of the Policing Authority's Business Plan 2021, noting that the majority of actions were on target. Members considered and approved two amendments to the plan; to elevate the review of the cancellation of CAD 999 priority 1 incidents as a corporate priority in its own right; and to include the oversight of drugs policing as a sub-priority within the plan. The Chief Executive advised that the third quarterly review would be presented for Members' consideration at the October meeting.

Members considered the draft Half-Year Assessment of Policing Performance 2021. A number of observations and suggestions for change to the draft assessment were made, in particular in relation to the Garda Síochána approach to staffing and training. Members observed that the inclusion of the review of the cancellation of CAD 999 priority 1 incidents would be critically important. Following discussion, it was agreed that the report would be finalised by the Chief Executive, in consultation with the Chairperson, for publication during the first week of August.

Members considered a draft letter to the Minister for Justice advising on the adequacy of Garda Síochána resources. A number of observations were made in relation to the areas of current and capital expenditure, including that required for investment in information and technology; strategic financial planning; and the scope for generating greater efficiency within the organisation. Following discussion, it was agreed that the draft letter would be finalised by the Chief Executive, in consultation with the Chairperson, and provided to the Minister for Justice.

Members considered and approved for publication the final report received from UCD, funded by the Policing Authority Bursary Research initiative, on ‘The Garda Síochána and Youth Mental Health: an Investigation of Child and Adolescent Pathways to Crisis Mental Health Care’.

Members considered a briefing note on complaints and discipline in the Garda Síochána, in support of a determination by the Authority of its further approach on the matter. Members noted the Commissioner’s engagement with the Department of Justice on the recommendations for change in the area of discipline, advocated by the Commission on the Future of Policing in Ireland and contained in the Fieldfisher report “Review of Garda Síochána Disciplinary Procedures”. Members also noted the requirement for new regulations and legislative change to give effect to the recommendations made. Following discussion, it was agreed that, in the short term, correspondence would issue to the Department of Justice, seeking a formal update on the matters raised in the Commissioner’s correspondence, in particular the status of new regulations and legislation and further, whether interim regulations were being contemplated.

The Chief Executive outlined a number of activities related to engagement with communities and community policing, scheduled to take place in September and proposed that Community Policing would be publicly highlighted as a theme for that month’s activities. The Authority was satisfied to approve the proposal.

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 agreed, in principle, dates for meetings in 2023

No.	Action point	By Date	By Whom
A_096_02	Finalise and publish the Half-Year Assessment of Policing Performance 2021	August	Chief Executive
A_096_03	Provide advice on the adequacy of Garda Síochána resources to the Minister for Justice	ASAP	Chief Executive
A_096_04	Publish the UCD report on the Garda Síochána and Youth Mental Health	ASAP	Chief Executive

No.	Action point	By Date	By Whom
A_096_05	Issue correspondence to the Department of Justice seeking information on the status of Garda Síochána discipline regulations, having regard to the correspondence of the Commissioner	ASAP	Chief Executive
A_096_06	Highlight Community Policing as an overall theme for the Authority's activities during September.	September	Chief Executive
A_096_07	Provide correspondence, on an anonymised basis, to the Commissioner.	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 Chair updated Members in relation to the meeting of the Committee that had taken place on 20 July and in particular in relation to:

- Executive staff's engagement with the Garda Síochána on the Operating Model, plans for the Garda Síochána Culture Audit, and the Code of Ethics and related training.
- Engagement with Garda representatives on the organisation's Learning Management System and overall training capacity in the organisation. The Committee Chair highlighted the current challenge the organisation has in identifying and recording centrally the skills and qualifications of Garda members and staff.
- Engagement with Garda representatives on the theme of internal diversity. The Committee Chair advised that internal diversity will be an area of further focus for the ODC and further, that the theme of external diversity will be an area of focus in the autumn.

5.3 Policing Strategy and Performance Committee (PSPC)

The Committee Chair updated Members in relation to the meeting of the Committee that had taken place on 20 July and in particular in relation to:

- The agreement of a revised work plan for the remainder of the year, including an additional meeting in November to give detailed consideration to Garda Inspectorate report on custody.
- Engagement with Garda representatives on a range of matters arising from a consideration of the monthly policing performance report, including the areas of drugs policing, the review of the protective services units and community engagement. The Committee Chair also advised that clarification had been sought in respect of two policing targets that, as yet, remain unreported in the performance reports and proposed to raise the matter with the Commissioner later in the meeting.
- Comprehensive engagement with Garda representatives on public order and eviction events, including an overview of the challenges arising in this area of policing.
- Roads policing and the appropriateness of the targets contained in the Policing Plan. The Committee Chair advised that Garda representatives had been requested to give consideration to the nature of the targets included in the Policing Plan 2022 for roads policing. Members noted the

challenges presented by the current targets and agreed the importance of measuring the Garda Síochána's contribution to the delivery of the multi-agency Road Safety Strategy.

- Hate crime and the launch of the Garda Síochána online hate crime reporting facility.

6. Audit, Governance and Risk

The Committee Chair advised that there had been no meeting of the Committee since the last Authority meeting.

Members considered the monthly report on risk, provided in accordance with the Authority's Risk Management Policy. The Committee Chair highlighted changes to the risk rankings relating to Authority effectiveness and to cybersecurity and ICT access controls. The Chief Executive outlined a number of steps that had been taken during the month in relation to the ICT risks. The Chief Executive advised that while certain assurances had been provided by the Department of Justice's Chief Information Officer (CIO), further assurance will be required and to that end the internal audit of ICT controls in quarter four would be important. In that regard, the Chief Executive further advised that the CIO was open to the idea of providing the Authority with relevant extracts of Department of Justice IT audit reports but that this was to be confirmed.

7. Garda Síochána 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 requests received for review and the statistical information for publication in respect of the competition. Members also had regard to the position in respect of possible vacancies arising at the rank of Superintendent to July 2022. Following discussion, the Authority was satisfied to approve the establishment of a panel of candidates for appointment to the rank of Superintendent, as recommended.

The Authority considered and approved a request received from the Garda Síochána to appoint a candidate to the position of Head of Internal Audit at the grade of Principal Officer, in accordance with the sanctions in place.

Members considered and approved a request received from the Garda Síochána for the extension of a temporary acting up position at the level of Principal Officer in the role of Data Protection Officer.

The Authority considered a request received from the Garda Síochána for the extension of the secondment of the Principal Officer positions of Senior Occupational Psychologist and Employment Law Specialist in the Garda Síochána. Following discussion, the Authority approved the extension to the appointments, subject to the receipt of consent from the Department of Justice and the Department of Public Expenditure and Reform. It was agreed that notification would issue to the Garda Síochána and the appointees on the basis discussed.

Members considered a request received from the Chief Administrative Officer, seeking approval for the position of Executive Director, Strategic Transformation in the Garda Síochána. It was noted that the original sanction by DPER of the position was for a fixed term contract for a period not exceeding 5 years and that the Garda Síochána was now seeking to backfill the position on a permanent basis. Members also had regard to the supporting business case and considered a range of issues arising including the role of the

Strategic Transformation Office in the Garda Síochána reform programme, the type of contract for the position and the method of recruitment.

Following discussion, the Authority was satisfied to approve the request, as submitted, and authorised the Chief Executive to engage with the Garda Síochána to finalise the candidate information booklet for the role. The Chief Executive was further authorised to seek the consent of the Minister for Justice and the Minister for Public Expenditure and Reform to the approval, by the Authority, of this position.

No.	Action point	By Date	By Whom
A_096_08	Establish a panel of candidates for appointment to the rank of Superintendent.	Immediate	Chief Executive
A_096_09	Notify CAO of approvals of Head of Internal Audit and extension of acting Data Protection Officer.	Immediate	Chief Executive
A_096_10	Seek the approval of DoJ and DPER for the extension of secondment positions and notify GS and appointees of extension of secondment positions, subject to the approval of DoJ and DPER.	Immediate	Chief Executive
A_096_11	Seek consent of Minister for Justice and Minister for Public Expenditure and Reform for approval of ED Strategic Transformation in the Garda Síochána & engage with GS on finalisation of candidate information booklet.	Immediate	Chief Executive

8. Policing Authority Strategy Statement

Members were provided with an overview of the process to develop the Policing Authority Strategy Statement 2022-2024, including a series of focus groups with staff to elicit views on the Authority's current vision, mission and values, and an engagement to conduct an environmental analysis, using a PESTLE framework. Members considered the outcomes of this process in the context of the four desired outcomes for the existing Strategy Statement 2019-2021 and had regard to a number of suggestions for change to the existing vision, mission and values.

Members discussed the proposals made in the context of future legislative change and the transition to a new agency, and made a number of suggestions in relation to the approach to articulation the organisation's values.

It was agreed that any additional observations or suggestions for change to the Authority's Mission, Vision and Values would be provided to the Secretary and that consideration would be given to further revisions at the September Authority meeting.

The Authority commended the approach to the development of the Strategy Statement to date and the engagement by staff with the process.

No.	Action point	By Date	By Whom
A_096_12	Members to provide additional observations on the draft Mission, Vision and Values	ASAP	Authority

9. Garda Síochána Strategy Statement

The Authority considered the draft Garda Síochána Strategy Statement 2022-2024. Members commended the approach to the Strategy's development to date, in particular the extent of engagement with a range of stakeholders. Members made a number of observations, in particular in relation to the extent to which the strategic pillar, 'sustainable change and innovation' addressed the corporate and financial considerations of the organisation. Members discussed how success in delivering the strategy might be measured and emphasised the need for consideration and articulation, by the Garda Síochána, of such measures. The Authority also noted its role in setting the Policing Priorities and its key input in overseeing the yearly Policing Plans, developed to achieve the strategy.

It was agreed feedback would be provided to the Garda Síochána in relation to the matters discussed.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_096_13	Provide feedback to Garda Síochána on its draft Strategy Statement 2022-2024.	ASAP	Chief Executive

10. Policing Priorities 2022

Members considered the proposed approach to the development of the Policing Priorities 2022. Following discussion, Members were satisfied to approve in principle, the proposed approach to, and timeframe for, the development of the draft Priorities. It was agreed that draft Priorities would be presented for Members' consideration at the 23 September meeting of the Authority. It was further agreed that the proposed approach to setting the Priorities for a three-year period with an annual review in each year would be conveyed to the Garda Síochána.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_096_14	Present draft Policing Priorities 2022-2024 for Members' consideration at the 23 September meeting of the Authority	23 September	Chief Executive
A_096_15	Advise Garda Síochána of the revised approach to the development of the Policing Priorities	ASAP	Chief Executive

11. Pre Legislative Scrutiny Submissions

a) Policing Security and Community Safety Bill

Members considered a draft submission in relation to the General Scheme of the Policing, Security and Community Safety Bill. Members made a number of drafting suggestions in respect of the introduction to the submission and in relation to those heads of most concern relating to the transparency and accountability of the proposed oversight framework for the Garda Síochána. Members also made a number of observations in relation to proposed changes to Garda Síochána appointments.

Following discussion, it was agreed that a number of amendments to the submission would be made by the Chief Executive, in consultation with the Chairperson, prior to finalisation and provision to the Department of Justice before 13 August. It was further agreed that observations made by the Authority in October

2020, in relation to the Heads of Bill, would be referenced in the head by head response and would be provided as an appendix to the current submission.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_096_16	Revise the draft submission on the General Scheme of the Policing, Security and Community Safety Bill, and submit to the Department of Justice.	13 August	Chief Executive

b) Garda Síochána (Digital Recording) Bill

Members considered the draft submission in relation to the General Scheme of the Garda Síochána (Digital Recording) Bill and were satisfied to approve the draft submission, as presented. It was agreed that the submission would be finalised by the Chief Executive and provided to the Department of Justice in advance of the 13 August deadline.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_096_17	Finalise the draft submission on the General Scheme of the Garda Síochána (Digital Recording) Bill and submit to the Department of Justice.	13 August	Chief Executive

c) Garda Síochána (Powers) Bill

Members considered the draft submission in relation to the General Scheme of the Garda Síochána (Powers) Bill. Members gave particular consideration to the powers relating to custody, legal representation and the issuance of warrants.

Following discussion, it was agreed that a number of amendments to the submission, as discussed, would be made by the Chief Executive, in consultation with the Chairperson, prior to finalisation and submission to the Department of Justice before 13 August.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_096_18	Revise the draft submission on the Garda Síochána (Powers) Bill and submit to the Department of Justice.	13 August	Chief Executive

12. Garda Síochána Protected Disclosures Policy

The Authority was provided with a briefing note and supporting documents relating to the Garda Síochána Protected Disclosures Policy. Members considered the extent to which the policy, as presented, addressed the recommendations contained in the review conducted by the Policing Authority in 2016. Members also discussed the approach proposed by the Garda Síochána in relation to the re-launch of the policy and the envisaged role of Transparency International in the policy's operation.

Following discussion, it was agreed that further information in relation to the specific role of Transparency International was required, in particular in relation to practical aspects of the policy's implementation, prior to the Authority's consideration of the extent to which the proposed approach adequately addressed the recommendations contained in the 2016 review.

No.	Action point	By Date	By Whom
A_096_19	Seek further information in relation to the role of Transparency International in the implementation of the Garda Síochána Protected Disclosures Policy	ASAP	Chief Executive

13. Cancellation of CAD 999 Priority 1 Calls

The Chief Executive advised that Mr. Derek Penman was scheduled to commence his work to provide strategic advice to the Authority in the coming days. Members discussed a number of matters for engagement with the Commissioner in Part B of the meeting.

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-June 2021

The following documents were noted by the Authority:

	Document	Action Required
D_96_01	Garda Síochána Regulations for Appointment to the ranks of Sergeant and Inspector 2021	For noting
D_96_02	DPER Circular 12/21: Minute of the Minister in response to the Public Accounts Committee regarding the OPW Appropriation Account	For noting
D_96_03	Presentations on Data Identifiers provided by the GS Chief Information Officer to Executive staff and Authority Members on 19 July	For noting
D_96_04	Note of discussion with GS Chief Information Officer and CSO re presentation on use of personal identifiers to facilitate collection of data	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), Andrew O’Sullivan (Chief Information Officer), John O’Driscoll (Assistant Commissioner), Paula Hilman (Assistant Commissioner), Patrick Clavin (Assistant Commissioner), Gráinne Shortall (Assistant Principal).

16. Garda Síochána Risks and Resources

Members discussed the Authority’s provision of advice to the Minister on the adequacy of resources for the Garda Síochána and sought the Commissioner’s views in respect of areas for prioritisation, having regard to the current estimates process. The Commissioner advised that the Garda Síochána budgetary estimates had been submitted and addressed a number of issues, in particular recruitment of Garda members and reserves and capital expenditure in the areas of accommodation and ICT. The Commissioner noted that, in the case of ICT, it would take a considerable time to address the deficit of investment that had occurred and that further information in relation to the required budget was available, if required. The Authority was advised that the recruitment of Garda members would have a knock-on impact in relation to the budget for equipment and uniforms. With regard to newly attested Garda members, the Authority sought clarity as to whether the total unit cost per Garda member was structured into the budgetary system and was informed that while there was an appreciation of this cost, it was not factored into the current budgetary mechanisms at Department level.

Members discussed the current budgetary position with the Commissioner, in particular the extent of expenditure on overtime. The Commissioner advised that measures were being put in place to bring spend in this area back within profile, but noted that there were challenges to this budget line, in the context of policing requirements for the night-time economy. Members noted that a presentation on the matter was being given at the next meeting of the Joint Working Group on Resources.

Members discussed the Garda Síochána corporate risk register summary document with the Commissioner and sought further information regarding the risk to the vetting function capacity and sought the Commissioner’s views on the level of confidence in the risk mitigations in place. Members were provided with an overview of the risk and of the particular challenges in the areas of legislation, resources, IT systems and accommodation.

17. Human Resource Related Matters

Members discussed the timeframe for the appointment of the new Director of Human Resources with the Commissioner and the arrangements for the overall management of the function.

18. Commissioner's Monthly Report

Members noted the monthly report to the Authority and engaged with the Commissioner on a number of matters including:

- The budget profile to the end of June and any concerns in relation to budgetary spend in the second half of the year. Members were advised that a clearer sense of the challenges to spend would be available at the end of August.
- The Annual Report of the Garda Audit and Risk Committee. The Authority expressed its concern in relation to challenges experienced by the Committee in eliciting a management response on the audit of Garda Síochána payroll. Further information was sought in relation to any steps taken to ensure such a situation does not re-occur. The Chief Administrative Officer acknowledged the observations made by the Authority and outlined the steps taken to address the issues identified in the audit. Members were advised that there was improved, constructive engagement with the Audit and Risk Committee.
- The considerable work of the national negotiation unit and the dangers and difficulties faced by members in carrying out the role. The Commissioner advised the Authority that individuals across the organisation volunteer to undertake work of this nature and provided an overview of the training provided and the policing scenarios faced. Members were advised that the decision to deploy a negotiator rested with the Chief Superintendent in each division, as part of a suite of supports brought to bear in such situations. Member considered the increase in the number of call outs and noted that mental health issues were a key driver of the increase.
- The utilisation of mobile data stations by Garda members. Members sought information in relation to any review undertaken as to the impact of their use and any benefits accruing. The Chief Information Officer highlighted a number of positive benefits in the area of roads policing in particular and advised that other benefits will emerge from increased deployment and use.

19. Policing Plan 2021: Half-Year Assessment of Performance

At the outset of the agenda item, the Commissioner was invited to provide his assessment of policing performance in the year to date, including any highlights and challenges experienced. The Commissioner highlighted a number of areas, in particular the organisation's continuing response to COVID-19 and the adaptability and proactivity of all personnel in that regard. The provision of training on human rights law in Ireland to approximately six hundred personnel was also referenced and Members noted that the training course would be again provided in September and in the New Year. The Commissioner expressed the view that the training provided was already having a positive impact within the organisation. The launch of the on-line facility to report hate crime, the organisational response to on-line fraud and the implementation of the Schengen Information System were also seen as positive developments by the Commissioner in the year to date. A number of areas of enduring concern were also addressed including the injury of Garda members in the course of their duty, on-going issues in respect of seized electronic devices and the requirement for a more effective mechanism for dealing with instances of serious misconduct in the organisation, when they occur.

Members discussed the issue of morale within the organisation and were advised that it continued to be upbeat and positive in the main.

While noting the continued Garda success in relation of drugs seizures and the disruption of the drugs trade, Members sought clarification in relation to the non-reporting of two related activities in the Policing Plan monthly performance reports, in circumstances where the Authority was aware of significant work

being undertaken. It was agreed that this matter would be reviewed by the Garda Síochána and a response provided.

Members discussed with the Commissioner GSOC's observations on the establishment of the Garda Anti-Corruption Unit in its 2020 Annual Report. The Commissioner advised that he had been in correspondence with the GSOC Chairperson on the matter and agreed to provide the Authority with a copy of the correspondence that had been sent. The Commissioner addressed the role of the Anti-Corruption Unit with regard to the ethical health of the organisation and emphasised the critical importance of clearly articulating behaviours that are unacceptable. The Commissioner also advised that there had been engagement with the various representative bodies and unions in respect of issues related to the proposed introduction of a number of policies.

No.	Action point	By Date	By Whom
A_096_20	Review the non-reporting of specific policing plan activities and revert to the Authority on the matter.	ASAP	Garda Síochána
A_096_21	Commissioner to provide the Authority with a copy of the correspondence he sent to the GSOC Chairperson regarding the establishment of the Anticorruption unit.	ASAP	Garda Síochána

Part C Meeting with Garda Commissioner in public

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), Andrew O’Sullivan (Chief Information Officer), Paula Hilman (Assistant Commissioner), Patrick Clavin (Assistant Commissioner), John O’Driscoll, Assistant Commissioner.

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:

Item Number	Agenda Item	Principal matters discussed
20	Roads Policing	<p>Chief’s Authorisations</p> <ul style="list-style-type: none">• The extent of authorisations currently in place; the context and decision-making process for their re-introduction, the attendant risks and the management of those risks divisionally and nationally.• Overview of the plans to reduce the number of members driving on Chief’s Authorisations through training and to needs assess further training requirements in the context of a Driver Training Strategy. <p>MIT/FCN-Crowe Horwath Recommendations</p> <ul style="list-style-type: none">• Authority acknowledgement of extent of progress made by the Garda Síochána in the implementation of the recommendations.• Discussion on introduction of mobility devices and their impact on the detection of lifesaver offences and the issuing and administration of fixed charge notices.• Discussion on plans for the further roll-out of mobility devices and the development of further policing apps.• Discussion on Drager drug testing devices and their deployment• Impact of the changes implemented, arising from the Crowe Horwath recommendations, on Garda Síochána culture.

Item Number	Agenda Item	Principal matters discussed
21	Establishment of Garda Anti-Corruption Unit	<ul style="list-style-type: none"> • Discussion on the establishment of the Garda Anti-corruption Unit (GACU), and plans envisaged to implement and embed within the organisation the policy documents that have been developed. • Overview of achievements expected in the next 6-12 month period. • Engagement on ethical behaviours and links to public confidence in the work of the Garda Síochána. • Overview of engagement to date with Garda representative bodies and unions with regard to policy implementation, including the requirement for underpinning legislation in the area of mandatory drug testing. • Engagement on the status of the GACU, its remit, the extent of its independence and arrangements being contemplated to transfer responsibility for investigations of wrong-doing to the unit. • Engagement on the current levels of reporting of wrong-doing within the Garda organisation and mechanisms to support reporting. • Overview of training provided to senior managers to date. • Discussion in relation to the adequacy of resources for the GACU including personnel, fleet, accommodation and ICT. • Consideration of the challenges to the implementation of a range of policies to support anti-corruption; the importance of leadership, ethics and standards in the organisation to the success of the policing mission; and the links to training in the area of human rights.
22	Review of the Cancellation of Computer Aided Dispatch (CAD) 999 Priority 1 calls	<ul style="list-style-type: none"> • Opening remarks by the Chairperson in relation to the number of incorrectly cancelled calls falling within the scope of the Garda Síochána review of the matter. • Summary of the terms of reference for the independent strategic advice and assurance being sought by the Authority in relation to the conduct of the review by the Garda Síochána. • Engagement with the Commissioner on a number of elements of the current stage of the Garda review of the types of issues arising. • Discussion on extent of engagement with victims and PULSE incidents being created as a consequence of the review. • Discussion on plans and timeframe for the review of remaining Priority 1, and Priority 2 and Priority 3 calls.

Item Number	Agenda Item	Principal matters discussed
		<ul style="list-style-type: none"> • Garda consideration of the extent to which calls may have been disproportionately cancelled by call handlers, dispatchers or those members attending scenes and acknowledgement that this aspect of the review required more analysis. • Overview of the dispatch and response process and engagement on whether Garda members may have been inappropriately directing the cancellation of calls. • Overview of interventions to support staff in the control rooms, including refreshing of HQ Directives, policies and procedures; one-to-one engagements with staff; and development of a comprehensive one-day training programme. • Overview of medium-term plans in respect of training for call takers. • Engagement on extent of analysis of quality of call taking to date and consideration of extent to which practices that are the subject of the current review may have preceded the introduction of the regional control room structure.

23. Other Business

There were no matters for discussion under this agenda item.

Actions arising from the meeting held in public:

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_096_22	Garda Síochána to revert on the timeframe for the development and implementation of a Garda Driver Training Strategy.	ASAP	GS