



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Meeting of the Policing Authority

Date: 22/23 September 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.

Apologies Stephen Martin

Secretary: Aoife Clabby.

Staff of the Authority: Helen Hall (Chief Executive), Cormac Keating, Margaret Tumelty, Anne Keeley (item 6), Clare Kelly (items 6 &13), Mark Nother (item 11), Karen Shelly (items 12 and 13).

1. Meeting of Members in Private

The Authority did not exercise its option to have a meeting in private.

2. Chairperson's Opening Remarks

The meeting agenda was approved, as drafted. The Chairperson apprised Members of a number of conversations that had taken place with the Commissioner and provided an overview of the issues raised including:

- Recent media coverage referencing the Garda PULSE system. It was agreed that matters relating to the security of the system would be raised with the Commissioner in part b of the meeting.
- Recent media coverage regarding funding provided by the University of Limerick for additional patrols by Garda members.
- The processes associated with the licensing and renewal of firearms licences. It was agreed that the nature of the existing processes and the associated assurance systems in place by the Garda Síochána would be discussed with the Commissioner in part b of the meeting.
- Matters relating to domestic violence and the parameters applied by the Garda organisation in considering whether reported incidents constitute domestic violence. Members agreed that the issue would be further explored with the Commissioner.
- The Policing, Security and Community Safety Bill and reportage of the Commissioner's comments on the draft legislation.
- The exhumation of baby John and whether, in the context of the apology made, any consideration had been given by the Garda Síochána to reflect on and acknowledge instances where inappropriate Garda action was taken, against the background of the plans to commemorate the centenary of the establishment of the organisation. It was agreed that this issue would be explored further with the Commissioner.

The Chairperson briefed members on the presentation made to the Justice Joint Oireachtas Committee on the Garda Síochána (Digital Recording) Bill. Members considered the proposed approval process associated with access by the Garda Síochána to live feeds of third party CCTV. It was agreed that consideration would be given to making a further submission to the JOC, addressing the tests to be applied in seeking access to such footage. It was further agreed that the Authority should engage with the Department of Justice on the matter.

The Chairperson advised of his intention to meet with all Authority Members in person, in advance of the 28 October meeting. The Chief Executive advised Members that it was intended to have the remaining meetings for 2021 in person. Members noted that, in light of the ongoing oversight of the review of the unwarranted cancellation of CAD999 calls, it was probable that an aspect of the 28 October meeting with the Commissioner would be in public.

Members noted a number of items of correspondence received.

| <i>No.</i> | <i>Action point</i> | <i>By Date</i> | <i>By Whom</i> |
|-----------------|---|----------------|-----------------|
| A_098_01 | Consider making an additional submission to the Justice JOC on the Garda Síochána (Digital Recording) Bill and engage with the Department of Justice on the matter. | ASAP | Chief Executive |

3. Minutes of meetings and matters arising

The minutes of the meetings held on 28/29 July and 7 September were approved and cleared for publication.

The Log of Actions was noted and proposals to close specified actions were approved. The Chief Executive advised that correspondence had issued to the Chief Administrative Officer, outlining the additional information required by the Authority in respect of the Garda Síochána Workforce Plan, and that a response was still awaited.

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 finalisation and submission to the Joint Oireachtas Committee on Justice of the Authority's observations on the Policing, Security and Community Safety Bill, the Garda Síochána (Digital Recording) Bill and the Garda Síochána (Powers) Bill. The Chief Executive advised that pre-legislative scrutiny of the Policing, Security and Community Safety Bill was scheduled to take place in the third week of October and that the Bill and the Authority's approach to the process would be discussed under item 12 of the agenda.
- Capacity in the Garda Síochána Analysis Service (GSAS). The Chief Executive noted that the Garda Commissioner had clarified to her and the Chairperson that GSAS was operating at 50% of its desired capacity, as opposed to actual capacity. Members noted that issues of capacity had been cited by the Chief Information Officer as an impediment to the provision of information to the Authority and that the matter was the subject of engagement at Executive level.
- The conclusion of the Policing Authority's membership of the Criminal Justice Strategic Committee at the end of the year. The Chief Executive highlighted the valuable contextual knowledge that had accrued from membership of the Committee and advised that the Department was considering

ways in which information might be shared with the Authority, arising from future Committee meetings.

- A meeting held with Transparency International Ireland (TII) to discuss that organisation's role in the revised Garda Síochána Protected Disclosures Policy. Members noted the key points arising from discussions with TII and the Authority was asked to consider whether work in this area was required, in the context of the new Policing Authority Strategy Statement and business planning for 2022.
- Policing Authority staffing and plans to address two vacancies at the levels of Executive Officer and Assistant Principal Officer.
- Tri-agency meeting held with the Garda Inspectorate and the Garda Síochána Ombudsman Commission (GSOC). In the context of previous correspondence with GSOC, Members noted positively the key work priorities identified by GSOC and the revised approach to tasking its analysts, having undertaken a risk assessment process and drawn on a review of its systemic recommendations and complaints data.
- The provision of a response, by the Policing Authority, to the DPER Spending Review 2021. Members were provided with a brief overview of the draft document and recommendations to progress the development of the costed policing plan and multi-annual budgeting in the Garda Síochána. Members noted that some comments on the draft document would be submitted by the Executive before the end of September. Members noted that once the DPER review was concluded it could be considered by the Authority.

Members considered and approved a proposal to develop and publish a COVID-19 wrap-up report, following the lifting of restrictions by government on 22 October, and gave consideration to a number of themes for inclusion in the report. Members agreed that the report would provide a useful opportunity to reflect on lessons learned, arising from the experience of policing through the pandemic and to consider what aspects of the Garda organisation's ways of working would be retained once the restrictions had been lifted. A number of other themes were discussed by the Members including training and community policing. It was agreed that an evaluation of the approach to probationer training over the period would be sought from the Garda Síochána, together with an assessment of how the changes introduced during the pandemic might apply to future probationer training. It was also agreed that the November meeting in public would focus on the lessons learned in respect of policing services, arising from the COVID-19 experience and linking to the Garda Síochána Community Policing Strategy and Framework.

Members considered revised draft guidelines for the Joint Policing Committees (JPCs). A number of drafting amendments were proposed and agreed. In addition, it was agreed that the draft guidelines should include reference to the desirability of local authority Chief Executives nominating a sufficiently senior representative to the JPC. The Chief Executive advised that the draft guidelines would be the subject of consultation at a JPC event on 30 September and that the Executive would revert with a final draft of the guidelines at a future Authority meeting.

Members noted items in the monthly correspondence report and approved proposals to refer specific items on an anonymised basis to the Commissioner, subject to clarification in respect of one item. Members briefly discussed the current approach to handling correspondence received and agreed that there would be merit in reviewing the approach to ensure its continued relevance. It was further agreed that the matter would be tabled for consideration by the Authority at a subsequent meeting.

| No. | Action point | By Date | By Whom |
|-----------------|--|-------------------|-----------------|
| A_098_02 | Prepare a wrap-up report on policing the COVID-19 pandemic by the Garda Síochána, for publication in November. | November | Chief Executive |
| A_098_03 | Request an evaluation from the Garda Síochána of probationer training during COVID-19 and any learning that will apply to future training of probationers. | ASAP | Garda Síochána |
| A_098_04 | Table an agenda item on Garda Síochána learning from policing during COVID-19. | November | Secretary |
| A_098_05 | Provide final draft of JPC Guidelines for Authority consideration. | ASAP | Chief Executive |
| A_098_06 | Provide correspondence, on an anonymised basis, to the Commissioner. | Immediate | Chief Executive |
| A_098_07 | Give consideration to the approach to the handling of correspondence by the Policing Authority. | Quarter 1 2022 | 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 Chair updated Members in relation to the meeting of the Committee that had taken place on 16 September and in particular in relation to:

- **Monthly reporting on policing performance:** The Committee Chair advised that written updates on policing plan targets relating to drugs policing would now be provided by the Garda Síochána, in addition to quarterly verbal updates. Members noted progress being made on Garda Síochána research into detection rates and that a presentation on findings by the Chief Information Officer was anticipated later in the year. The Committee Chair advised that clarity was being sought in relation to the timing of this presentation. Members were advised that the Garda Síochána facility for the online reporting of hate-crime had launched on 21 July. In relation to roads policing, the Committee Chair highlighted the proposed 'Go Slow' public awareness initiative, informed by recent data in respect of traffic collisions and road deaths. Members were advised that the Committee had also discussed the roll-out and operation of organised crime hubs with Garda representatives.
- **The Community Policing Framework:** The Committee Chair advised that engagement with Garda representatives had centred on the extent to which implementation of the framework could improve the quality of life of communities and how this might be qualitatively measured. In

addition, matters relating to resource allocation and the consistency of approach nationally had also been considered.

- The Garda Síochána Reserve Strategy: Members noted the Committee's view that the Strategy remained unclear in respect of its vision and purpose and the manner in which Reserve members would be deployed. The Committee Chair advised that there were approximately 200 active Garda Reserve members and that a process of consultation with these members was being undertaken by the Garda Síochána. However, it remained unclear as to when further recruitment of Reserve members would take place.

6. Audit, Governance and Risk

The Committee Chair updated Members in relation to the meeting of the Committee that had taken place on 21 September in particular in relation to:

- Engagement with the Comptroller and Auditor General on the Appropriation Accounts 2020 and the provision of a clear audit by the C&AG. Members noted that as part of the audit, the C&AG had also expressed its satisfaction with the manner in which the Policing Authority had handled the operation of the organisation in the context of the COVID-19 pandemic. The Authority conveyed its appreciation to the Committee and the Executive on the achievement of a clear audit from the C&AG.
- Consideration, by the Committee, of a small number of proposals for change to the Policing Authority Code of Business Conduct. Members noted that a final draft of the Code would be submitted for Authority approval at the 28 October meeting.
- Engagement with the internal audit provider, Crowleys DFK on the preliminary findings of the COVID-19 audit. The Committee Chair advised Members that the audit findings were positive in the main and that the Committee expected to consider a draft audit report at its meeting on 6 December. Members also noted that the Committee had given consideration to draft Terms of Reference for the remaining audits scheduled for 2021.

Members considered the monthly report on risk, provided in accordance with the Authority's Risk Management Policy. The Committee Chair provided an overview of the changes to the register. The Chief Executive advised that the risk in relation to ICT remained unchanged and that matters previously highlighted as being of concern would be included in the scope of the Review of ICT Controls internal audit. The Chief Executive further advised that a response was awaited from the Department of Justice's Chief Information Officer regarding assurances in respect of ICT controls.

Members noted that the role of Risk Officer would now be undertaken by Anne Keeley and expressed their appreciation to the outgoing Risk Officer, Clare Kelly, for her work in this area.

7. Garda Síochána Appointments

At the outset of the agenda item, Members were advised that information was still awaited in relation to a candidate whose clearance was considered at 7 September meeting. It was agreed that any additional information received would be considered at the 28 October meeting to enable the conclusion of the clearance process.

The Secretary briefed Members on the outcome of the clearance process in respect of the appointment of candidates to the ranks of Chief Superintendent and Superintendent in the Garda Síochána. Following

discussion, the Authority was satisfied to appoint a candidate to the rank of Chief Superintendent and a candidate to the rank of Superintendent.

It was agreed that further information would be sought in order to allow for the consideration and conclusion of the clearance process in relation to one candidate.

| <i>No.</i> | <i>Action point</i> | <i>By Date</i> | <i>By Whom</i> |
|-----------------|--|----------------|-----------------|
| A_098_08 | Notify Candidates and the GS of appointments to the ranks of Superintendent and Chief Superintendent | Immediate | Chief Executive |
| A_098_09 | Seek further information in order to consider and conclude clearance process for a candidate. | October | Secretary |

8. Draft advice on Article 2 of the European Convention of Human Rights

Members were provided with draft advice and a supporting paper on the criteria through which compliance with the procedural obligations of Article 2 of the European Convention on Human Rights should be assessed, in respect of homicide investigations. Members were asked to provide their observations and feedback to facilitate the advice's conclusion and to consider next steps, having regard to the findings and proposed draft recommendations.

Members gave detailed consideration to the draft advice and discussed a number of matters arising, in particular the extent to which the draft advice provided appropriate and adequate criteria against which Garda Síochána compliance with Article 2 obligations might be independently assessed. Members also discussed the report's observations on investigation processes in the context of the Article 2 provisions and had regard to the previous reports and recommendations of the Garda Síochána Homicide Review Investigation Team.

Following lengthy and detailed discussion, the Authority agreed on a number of courses of action, arising from its consideration of the draft advice. It was agreed that the draft advice should be finalised, having particular regard to the terms of reference and the request to provide the Authority with the requisite criteria to assess compliance with the procedural obligations of Article 2. It was further agreed that work would be undertaken as part of the Business Plan 2022 to assess the extent to which the recommendations contained in the Homicide Investigation Review report were implemented in subsequent homicide investigations and such an assessment would take into consideration the Article 2 criteria to be set out in the final draft advice requested from the consultants. . . Finally, it was agreed that the findings of the final advice would be shared with the Commissioner with a request that he consider and conclude whether any further action is appropriate in the context of homicide cases that were in scope of his Homicide Investigation Review.

| <i>No.</i> | <i>Action point</i> | <i>By Date</i> | <i>By Whom</i> |
|-----------------|--|----------------|-----------------|
| A_098_10 | Finalise the draft advice on compliance with the procedural obligations of Article 2 of the European Convention on Human Rights. | ASAP | Chief Executive |
| A_098_11 | Include a review in the Business Plan 2022 to assess the extent to which the recommendations contained in the Homicide Investigation Review report were implemented in subsequent homicide investigations, such an assessment to | December | Chief Executive |

| <i>No.</i> | <i>Action point</i> | <i>By Date</i> | <i>By Whom</i> |
|-----------------|--|----------------|-----------------|
| | also take into consideration the Article 2 criteria set out in the final draft advice from the consultants. | | |
| A_098_12 | Provide a copy of final advice to Commissioner and request a request that he consider and conclude whether any further action is appropriate in the context of homicide cases that were in scope of his Homicide Investigation Review. | ASAP | Chief Executive |

9. Draft advice on Ethnic Indicators

Members considered draft advice and a supporting paper on the collection of special categories of personal data, in particular ethnicity, in compliance with the General Data Protection Regulation (GDPR). Members noted the context for the advice received and the identified need for legislative change. Members also gave general consideration to the various duties placed on public bodies and the extent to which legislative frameworks are in place to support the execution of such duties. The Authority cited the urgent need for legislative change to enable the capture of ethnic data, in the context of Garda legitimacy in policing an increasingly diverse society. It was noted that the finalised advice would be particularly helpful for the purposes of engagement with the Department of Justice and other stakeholders on various provisions contained with the Policing, Security and Community Safety Bill. Following discussion, it was agreed to finalise the advice and further, to engage with the Department of Justice and other stakeholders on the requirement for legislative change.

| <i>No.</i> | <i>Action point</i> | <i>By Date</i> | <i>By Whom</i> |
|-----------------|--|----------------|-----------------|
| A_098_13 | Finalise advice received on the collection of special categories of data, in particular ethnicity, and engage with DoJ and other stakeholders on the matter. | ASAP | Chief Executive |

10. Policing Priorities 2022-2024

Members were presented with the draft Policing Priorities 2022-2024 and asked to consider a number of proposals for change, in particular a reduction in the number of priorities and changes to the format for their presentation. Members discussed the extent of alignment between the draft priorities and the Garda Síochána Strategy Statement 2022-2024. Members agreed that the revised approach to the priorities rendered them more accessible and provided increased clarity as to their intent.

Following discussion, the Authority was satisfied to approve the draft Policing Priorities 2022-2024, subject to re-ordering and a number of drafting amendments. It was noted that the revised draft would be circulated to a number of statutory and non-statutory stakeholders for their observations.

| <i>No.</i> | <i>Action point</i> | <i>By Date</i> | <i>By Whom</i> |
|-----------------|---|----------------|-----------------|
| A_098_14 | Finalise the draft Policing Priorities 2022-2024 and circulate to nominated stakeholders for their input. | Immediate | Chief Executive |

11. Garda Síochána Strategy Statement 2022-2024

Members considered the draft Garda Síochána Strategy Statement 2022-2024, in addition to an associated document provided by the Garda Síochána describing key performance indicators. Members commended the approach to the strategy's development and the statement that had emerged from the consultation process. Prior to providing formal approval of the Strategy Statement, it was agreed that a copy of the Policing Priorities 2022-2024 would first be provided to the Commissioner with a request to consider the Garda Strategy Statement in the context of the priorities and to determine whether any final changes might be required, prior to its finalisation and submission to the Minister for Justice.

| <i>No.</i> | <i>Action point</i> | <i>By Date</i> | <i>By Whom</i> |
|------------|---|----------------|-----------------|
| A_098_15 | Provide a copy of the Policing Priorities 2022-2024 to the Commissioner and seek views regarding any further required changes to the GS Strategy Statement 2022-2024, prior to its approval and submission to the Minister for Justice. | Immediate | Chief Executive |

12. Policing Security and Community Safety Bill

Members discussed a range of matters in relation to the Policing, Security and Community Safety Bill in anticipation of the invitation to present to the Joint Oireachtas Committee on Justice (JOC). In this regard, the Authority had reference to its previous submission to the JOC and to Dáil debates on the efficacy of the current oversight arrangements.

Following discussion, the Authority agreed on the priority areas to be addressed in the Chairperson's opening statement to the JOC. Members also agreed to a proposed communications approach by the Chairperson in respect of the Bill.

| <i>No.</i> | <i>Action point</i> | <i>By Date</i> | <i>By Whom</i> |
|------------|--|----------------|----------------|
| A_098_16 | Prepare a statement for the Justice JOC on the Policing, Security and Community Safety Bill. | 13 August | Chairperson |

13. Review of the invalid and unwarranted closure of CAD 999 incidents

The Chief Executive provided Members with an update on a number of matters relating to the agenda item including:

- The provision of additional information by the Garda Síochána in relation to the review. Members were advised Members that Mr. Derek Penman was working through a range of material received.
- The absence of progress on having access, for the purposes of oversight, to 999 call recordings. The Chief Executive advised that a summary of Garda Síochána preliminary advices had been received and draft instructions for the procurement of joint advice had been agreed but that the timeframe for the receipt of advice was dependent on counsel availability. Members acknowledged that the substantive issue of the adequacy of response to 999 callers was dependent on access to a sample of call recordings.
- The proposed provision of an interim report by Mr. Penman for the Authority's consideration at the 28 October meeting. The Chairperson advised that a number of constructive proposals had been made by Mr. Penman to ensure sustained momentum on the review and that it would be useful to progress these matters with the Commissioner and his senior team.

Members discussed the recent information provided to the Authority advising that despite clear arrangements in place to prevent the unwarranted closure of calls, the newly introduced system was being circumvented in some instances. Members also discussed matters relating to victim engagement, the extent to which calls may have been disproportionately cancelled by a number of call handlers, and matters relating to performance management and discipline. Arising from its discussions, Members agreed a number of themes for engagement with the Commissioner in public.

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-September 2021

The following documents were noted by the Authority:

| <i>Document</i> | | <i>Action Required</i> |
|-----------------|---|------------------------|
| D_98_01 | Policing Authority submission to Joint Oireachtas Committee on Garda Síochána (Powers) Bill. | For noting |
| D_98_02 | Policing Authority submission to Joint Oireachtas Committee on Policing, Security and Community Safety Bill. | For noting |
| D_98_03 | Policing Authority submission to Joint Oireachtas Committee on Garda Síochána (Digital Recording) Bill. | For noting |
| D_98_04 | Policing Authority Assessment of Policing Performance-July 2021. | For noting |
| D_98_05 | Annexe to Policing Authority Assessment of Policing Performance-July 2021. | For noting |
| D_96_06 | DPER Draft Spending Review 2021: Progressing the development of the costed Policing Plan and multi-annual budgeting in An Garda Síochána-October 2021 | 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), Anne Marie McMahon (Deputy Commissioner), Shawna Coxon (Deputy Commissioner), Andrew O’Sullivan (Chief Information Officer), Kathryn Clifford (Executive Director), Anne Marie Cagney (Assistant Commissioner), Yvonne Cooke (HR Director) Gráinne Shortall (Assistant Principal).

At the outset of the meeting, the Chairperson welcomed Ms. Yvonne Cooke and conveyed the Authority’s good wishes in her new role as HR Director with the Garda Síochána.

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

- The extent of the Authority’s frustration at continued references to vacant positions remaining un-cleared and unapproved by the Policing Authority. The Chairperson highlighted that the matter had been referenced by senior Garda representatives in recent engagements with the Executive. The Chairperson stressed that this was not the case. He conveyed the Authority’s willingness to support a change to the government position on Garda staff numbers, but stressed that such support was contingent on receiving adequate strategic assessment and an accompanying financial underpinning of the case for additional staffing from the Garda Síochána.
- Recent media coverage relating to the security of data on the PULSE system. The Commissioner outlined the current policy and practices in place to ensure data security and confidentiality and expressed his satisfaction with the procedures currently in place.
- The Commissioner’s views in relation to the processes in place for the issuing of firearms licences, together with his assessment of the assurances and safeguards built into existing processes and the extent to which processes are consistently followed in each Garda Division. Members were provided with the brief overview of the application and renewals processes currently in place. Members were advised that while guidance is provided by the Garda Síochána in respect of the secure storage of firearms, there is currently no legislative basis to mandate adherence to this guidance by licence holders. The Commissioner indicated that he would like to provide a substantive response on the matters raised and advised that he would revert with a report to the Authority as soon as possible.
- Clarification sought from the Commissioner in relation to the Garda organisation’s understanding of the scope of domestic violence. The Commissioner confirmed that a range of relationships fell within scope but advised that literature on domestic assault and domestic violence would not necessarily capture all scenarios and that consideration was required as to whether certain types of familial disputes should be considered as a sub-set of domestic violence or domestic assault. The Authority was also advised that an update to the PULSE system now included a mechanism to record victim-offender relationships and that this additional recording mechanism had proven to be very effective. Members noted that further data would be made available, with an initial presentation to the PSP Committee.
- Events being contemplated for the forthcoming centenary of the establishment of the Garda Síochána. In addition to commemorating the organisation’s significant achievements, Members discussed with the Commissioner whether the organisation also planned to reflect on instances

where the policing service delivered was not to a high standard or where the Garda Síochána response could have been different.

- Developments in the review of the invalid and unwarranted closure of CAD 999 calls. The Chairperson highlighted the requirement for clarity, in public, by the Commissioner in relation to whether some individuals had disproportionately cancelled calls. Members were apprised of a number of matters in relation to the review including the identification of 53 cases where the policies and processes introduced to prevent unwarranted call cancellation had been circumvented. Members noted the actions being taken to address the matter and discussed with the Commissioner the impact of such behaviour on the integrity of the organisation's command and control processes. Members were advised that work in relation to victim engagement and the transfer of incidents to PULSE was nearing completion. Members were also apprised of further staff briefings and training that had taken place.

| <i>No.</i> | <i>Action point</i> | <i>By Date</i> | <i>By Whom</i> |
|------------|--|----------------|----------------|
| A_098_17 | To provide the Authority with a report on the processes in place for firearms licence applications and renewals, including an assessment of approach consistency across the Garda divisions. | ASAP | Garda Síochána |

16. Garda Síochána Risks and Resources

Members discussed the current budgetary position with the Commissioner and sought his assessment of overtime expenditure and the related impact of changes to policing the COVID-19 pandemic. The Commissioner highlighted a number of operational policing areas impacting on the extent of overtime spend. Members were advised that while various budgetary sub-heads were being examined in respect of over and underspend, a supplementary budget would likely be required. A number of contributory factors in this regard were outlined. Members noted that a finalised position in respect of the extent of the supplementary budget was expected in the coming weeks.

17. Human Resource Related Matters

There were no matters discussed under 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: As for Part B

Garda Síochána: Drew Harris (Garda Commissioner), Anne Marie McMahon (Deputy Commissioner), Shawna Coxon (Deputy Commissioner), Paula Hilman (Assistant Commissioner), Anne Marie Cagney (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 |
|--------------------|---|--|
| 18 | Review of invalid and unwarranted closure of CAD 999 incidents | <ul style="list-style-type: none">• Chairperson's overview of developments in the review process since the July meeting, including the appointment of Mr. Derek Penman to provide strategic advice to the Authority.• Garda Síochána overview of progress made including approach to victim engagement, delivery of communications room training, approach to managing performance.• Engagement on the extent of understanding of the scale and impact of the decisions taken to cancel calls; the approach to training; and the approach to performance conversations.• Engagement on the extent to which the approach to call handling has changed.• Engagement on the continued cancellation of calls in contravention of new policies and agreed processes and consideration of the potential impact on service delivery.• Confirmation by the Commissioner of the Authority's understanding that there were individuals disproportionately cancelling calls.• Overview provided of the approach being taken in relation to addressing discipline matters and confirmation that further information would be provided for the next meeting of the Authority. |
| 19 | Commissioner's Monthly Report | <ul style="list-style-type: none">• Acknowledgement of the recent award of the Scott Medal for bravery to members of the Garda Síochána.• Overview by the Commissioner of recent areas of policing success, in particular in the areas of organised and cybercrime.• Assessment by the Commissioner of challenges arising for the organisation, including the impact of COVID-19 on operations, |

| Item Number | Agenda Item | Principal matters discussed |
|-------------|------------------------------|--|
| | | <p>training and recruitment; concerns in respect of road safety; concerns in respect of domestic abuse; and the prevalence of violent crimes against vulnerable individuals.</p> <ul style="list-style-type: none"> • Assessment of the impact of lack of financial investment in ICT on the Garda Síochána reform programme. • Overview of capital expenditure requirements for the organisation. • Engagement on the Garda Síochána online facility for recording hate crime and mechanisms for its monitoring and management. • Consideration of statistics in relation to use of force and factors that might be driving sustained increases over a three-month period. • Engagement on manner in which use of force data is analysed and used to inform policing approaches. • Discussion on the timeframe for the provision of more comprehensive use of force data and the approach to use of force training. • Engagement on road deaths and steps being taken by the Garda Síochána to contribute to a reduction in the number of deaths on Irish roads. Overview of a number of strands of activity in relation to road safety awareness and targeted enforcement in Q4. |
| 20 | Effective Community Policing | <p>Relationship with the community in all its diversity</p> <ul style="list-style-type: none"> • Engagement on the draft Community Policing Framework and the practical impact of its implementation on various communities across Ireland. • Consideration of the adaptability of the framework to respond to the needs of difference communities. • Engagement on the need to ensure effective information sharing to effect a whole of community response. • Discussion on operational autonomy at divisional level and measures to ensure a consistent community policing response across communities and within certain demographics, for example younger people. <p>Garda Reserve Strategy</p> <ul style="list-style-type: none"> • Overview by the Commissioner of the vision to embed Garda Reserve members within community policing teams. • Overview of the approach to recruitment and training of Garda Reserves, in addition to envisaged commitment being asked of Reserve members. • Engagement on the number of Garda Reserve members still active and the envisaged approach to Reserve recruitment. <p>Learning from policing during COVID-19</p> |

| Item Number | Agenda Item | Principal matters discussed |
|-------------|-------------|--|
| | | <ul style="list-style-type: none"> • Overview by the Commissioner of the current policing response in support of government to COVID-19 and acknowledgment that many staff previously deployed have returned to their core duties. • Request for the Commissioner and his team to reflect on lessons learned from policing the pandemic, the impact on service delivery and ways of working that may be retained, with a view to more substantive engagement at the November meeting of the Authority in public. |

21. 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_098_18 | To provide the Authority with further information in relation to discipline matters arising from a consideration of the disproportionate cancellation of calls by some individuals. | October 28 | Garda Síochána. |