



Minutes of Garda Appointments Quality Assurance and Selection Governance Committee

Date: 1 March 2022

Venue: Remote Video Conference

Attendance:

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

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

1. Minutes of Previous Meeting

The minutes of the previous meeting held on 8 December 2021 were approved and cleared for publication.

2. 2022 Superintendents Competition

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

The Committee noted that it was proposed to adopt the same approach for the 2022 competition as was adopted in 2021, as follows:

- To request candidates to submit a detailed application form;
- To invite all eligible candidates to complete Situational Judgement tests (SJTs)
- To conduct shortlisting on the basis of the results of the SJTs and an assessment of Section A and B of the application form (eliminating those candidates who do not satisfy the requirements in both elements); and
- To have one competency based interview where shortlisted candidates will be required to prepare a presentation on a predetermined topic.

The committee noted that the bespoke Situational Judgement Tests (SJT) to be used in the competition had been developed in consultation with the Garda Síochána.

In line with last year's competition, it was proposed to conduct a two stage shortlisting process, which would be based on assessment of:

- the results of the situational judgement tests which eligible applicants will be invited to complete after the deadline for receipt of applications; and
- the material provided by candidates in Sections A and B of their Application Form.

The Committee noted that:

- qualification for the interview stage would be based on meeting the required standard in both of these elements.
- shortlisted candidates would be invited to attend an interview which would include a presentation.
- the two stage process was designed to be a more comprehensive assessment than relying on psychometric testing alone. While the SJTs may identify behaviours relevant to the role, an assessment of elements of the candidate experience on the application forms would determine whether the candidates have the breadth and depth of experience necessary to be successful at interview.

The Committee agreed that shortlisting would be carried out on the basis of both the relevant sections of candidates' application forms and their SJT results. The Committee requested that an analysis would be conducted of previous competitions, having regard to SJT results and the outcomes of the competition, with a view to supporting the Committee's recommendation to the Authority in respect of the current competition. It was also agreed that the service provider would also be consulted for any professional advice that they may have on the approach.

It was decided that the additional information would be obtained and that the findings would be brought back to Committee following which the proposed approach would be brought to the Authority for consideration.

3. 2022 Chief Superintendent Competition

The Committee noted that three suitable board members had been identified for the Selection Board for the 2022 Chief Superintendent Competition. A final independent board member was currently being sourced and the Committee would be asked to approve the selection board once all of the members had been sourced.

4. 2022 Assistant Commissioner Competition

The Committee considered the proposed selection board for the 2022 Assistant Commissioner Selection Competition and the Committee approved the selection board as provided.

The Executive reported that there has been considerable interest from potential candidates in the Assistant Commissioner competition which would commence shortly.

5. Committee Self-Assessment 2021

The Committee considered the summary of findings from the Committee Self-Assessment for 2021.

The Chief Executive agreed to ask the HR Director of the Garda Síochána, Yvonne Cooke, if she would be available to attend a future Committee meeting.

The Committee discussed the availability and extent of training provided by the Garda Síochána to its members in preparation for selection competitions for the senior ranks.

It was agreed that there might be merit in engaging on the matter further at a future meeting.

6. AOB

It was agreed that a date for the next committee meeting would be determined in consultation with the Committee Chair.