



## Minutes of Garda Appointments Quality Assurance and Selection Governance Committee

**Date:** 28 March 2022

**Venue:** Remote Video Conference

### **Attendance:**

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

**Authority:** Authority Chairperson, Bob Collins

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

**SHL** Karen McLoughlin, Laura Ruttle

### **1. 2022 Superintendents Competition**

The Committee considered the proposed selection process for the 2022 Selection Competition for appointment to the rank of Superintendent.

The Committee noted that, since the previous meeting, the Executive had liaised with the service provider, SHL, to obtain further clarification in relation to the role of the SJTs in the shortlisting of candidates. The Committee noted the paper that had been provided by SHL for their consideration.

Representatives of SHL, who were in attendance at the meeting, outlined a number of matters in respect of the use of SJTs and responded to a number of points of clarification raised by the Committee.

The Executive also provided the Committee with an update on Situational Judgement Tests, as used in the 2021 Superintendent competition.

The Appointments Committee, having discussed the competition process over the course of both this and the previous meeting and having reviewed the competition process, agreed the following for recommendation to the Authority:

- The proposed timeline for the competition.
- A two-stage selection process would be conducted as in previous years. The competition would consist of shortlisting and interview.
- All eligible candidates would be invited to complete Situational Judgement Tests (SJTs).
- Shortlisting would be based upon both:
  - Situational Judgement Tests and
  - Section A & B of application form;

Qualification for the interview stage would be based on meeting the required standard in both of these elements.

- All shortlisted candidates would be invited to a competency-based interview, which would include a presentation on a pre-determined topic. The SJT results of the candidates who qualify for interview would be available to the selection board.

The Committee also reviewed and recommended for approval the competition documents, subject to their finalisation in line with any decision of the Authority:

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

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

## **2. 2022 Chief Superintendent Competition**

The Committee considered the proposal selection board for the 2022 Chief Superintendent Selection Competition and the Committee approved the selection board as proposed.

## **3. AOB**

A date for the next committee meeting will be determined at a future date.