



AN TÚDARÁS PÓILÍNEACHTA  
POLICING AUTHORITY

## Minutes of Meeting of the Policing Authority

**Date:** 27 January 2022

**Venue:** By Video Conference

### Part A – Authority Meeting

#### Attendance

**Authority:** Bob Collins (Chairperson), Donal de Buitléir, Deborah Donnelly, Valerie Judge, Paul Mageean, Shalom Binchy, Elaine Byrne, Molling Ryan, Stephen Martin (items 7-17)

**Secretary:** Aoife Clabby.

**Staff of the Authority:** Helen Hall (Chief Executive), Cormac Keating, Margaret Tumelty.

#### 1. Meeting of Members in Private

The Authority exercised its option to have a meeting in private and the Chairperson provided a confidential minute to the Secretary.

#### 2. Chairperson's Opening Remarks

The meeting agenda was approved, as drafted. No conflicts of interest were declared by the Members in relation to any of the items for consideration.

Members noted a number of items of correspondence. It was agreed that the correspondence received from GSOC regarding the fatal shooting of Mr. George Nkencho would be raised with the Commissioner in part b of the meeting. In response to a query raised, the Chief Executive advised that no reply had been received to the correspondence that had issued to the Minister for Justice on the subject of the adequacy of Garda Síochána resources. The Chairperson advised that the subject matter of the letter had been raised in a recent meeting with the Minister. Members discussed the nature of the Authority's engagement with the Department of Justice in the context of governance arrangements, statutory oversight functions and having regard to the establishment of the new oversight framework provided for in the Policing, Security and Community Safety (PSCS) Bill. The Chief Executive advised that meetings were being sought with the Department, arising from the various pieces of correspondence from the Authority on the PSCS Bill, the Police Powers Bill and the Digital Recording Bill. The Chairperson drew attention to the fine and reprimand issued by the Data Protection Commissioner (DPC) to Limerick City and County Council regarding the Council's CCTV practices. In light of the Authority's role in relation to CCTV and the provisions contained in the Digital Recording Bill, it was agreed that there would be merit in considering the DPC's findings in more detail.

### 3. Minutes of Meeting and Matters Arising

The minutes of the meeting held on 16 December were approved and cleared for publication. The Log of Actions was noted and proposals to close specified actions were approved. It was agreed that two outstanding actions would be raised with the Commissioner in part b of the meeting. Members noted that the report in relation to the appropriate methodology for assessing Garda Síochána compliance with the State's procedural obligations under Article 2 of the European Convention on Human Rights had been shared with the Department of Justice as well as with the Commissioner. It was agreed that the Commissioner would be requested to provide a response to the report findings at an early date.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_102_01	Request that the Commissioner provide a response to the Article 2 report findings at an early date.	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, as follows:

- CAD999. Members were apprised of a meeting that had taken place with Counsel on 21 December to consider legal advice jointly obtained by the Authority and the Garda Síochána on access to 999 calls. The Chief Executive advised that a number of helpful points of clarification had been provided to Counsel and that arising from the meeting, work was in train to obtain a finalised opinion. Members noted the complexity of the legal issues arising and concurred that sufficient time should be afforded to ensure the appropriateness of the scope of the revised opinion. Arising from this discussion, Members considered the proposed legislative framework to enable access to information by the Policing and Community Safety Authority (PCSA), in particular having regard to the PCSA's future inspection functions and the existing powers of the Garda Inspectorate. It was agreed that this matter would be reviewed by the Executive and raised with the Department of Justice, as appropriate.
- Garda Síochána Innovation Centre: The Chief Executive advised that further dates had been proposed for a visit to the Garda Síochána Innovation Centre and requested that Members would notify their availability to the Secretary.

In light of on-going industrial relations (IR) issues in the Garda Síochána, the Chief Executive advised that the current Chief Superintendents might not be in a position to participate in situational judgement test (SJT) workshops scheduled for mid-February. Members were asked whether they wished to affirm the recommendation made by the Garda Appointments, Quality Assurance and Selection Governance Committee to run the Chief Superintendent competition without the inclusion of SJTs in the event that the cooperation of Chief Superintendents does not become available by that time. Following discussion, the Authority was satisfied to affirm the Committee's recommendation. It was agreed that an update on the status of the IR action would be raised with the Commissioner in part b of the meeting.

The Chief Executive advised that the monthly meeting with Garda Síochána HR&PD had taken place on 25 January and that a number of matters had been discussed including the approach to training, progress to develop a strategic workforce plan and an overview of the competitions processes for sergeants and inspectors. Members noted that the Authority’s position in relation to the future consideration of business cases in the absence of a strategic workforce plan had been emphasised at the meeting.

Members were advised that arising from a meeting with the Garda and Garda staff representative bodies on 6 December a formal complaint had been received from the General Secretary of AGSI in respect of the Chairperson and the Chief Executive. Members were advised that the complaint was being handled by the Chairperson of the Audit and Risk Committee.

In response to a clarification sought, the Chief Executive provided a breakdown of gross expenditure for 2021, including an overview of spend in the year.

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

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_102_02</b>	Review the provisions of the PSCS Bill in respect of investigative powers of the PCSA, the existing powers of the Garda Inspectorate and raise with the Department of Justice, as appropriate.	ASAP	Chief Executive
<b>A_102_03</b>	Refer specified correspondence on an anonymised basis to the Commissioner.	ASAP	Chief Executive

**5. Committee updates**

**5.1. Garda Appointments Quality Assurance and Selection Governance Committee**

The Committee had not met since the last meeting of the Authority.

**5.2. Garda Organisation Development Committee**

The Committee had not met since the last meeting of the Authority.

**5.3. Policing Performance and Strategy Committee**

The Committee Chair updated Members in relation to the meeting of the Committee that had taken place on 18 January in particular in relation to:

- Committee ways of working: The Committee Chair provided an overview of the Committee’s consideration of its ways of working. This was in particular in relation to the approach to engagement with the Garda Síochána, the intersection between the work of the Committee and that of the Authority, and the expressed desire to keep oversight focus on the outcomes to be achieved through the delivery of the Policing Plan.
- Policing Plan Performance: The Committee Chair advised that there had been engagement with Garda representatives on a number of themes. Members noted that despite the drop in Garda resilience due to the Omicron coronavirus variant, there had been no direct impact on service

provision. Members were advised that substantial work was being undertaken by the Garda Síochána arising from its new responsibilities in relation to aviation vetting. The Committee Chair advised that there had also been engagement on the matter of resources, in the context of economic and cybercrime in particular. Members noted that the roll-out of the domestic violence risk assessment tool had been impacted by industrial relations issues at the level of Superintendent, but that training was being rolled out to personnel below this rank. Members also noted that an interim solution in relation to notifications for child sexual abuse was being deployed, pending the delivery of a wider IT solution.

- The Committee Chair highlighted engagement on the Garda National Diversity Forum and the extent to which Garda representatives perceived the voices of young people to be missing from the Forum. The absence of the views of young people in the GS Public Attitudes Survey had been highlighted as a concern by the Committee. Members noted that consideration was being given to using the national diversity forum model at a divisional level.
- Engagement on Organised and Serious Crime, with a particular focus on drugs policing and homicide. Members noted that the Committee had discussed with Garda representatives the extent of the implementation of the recommendations contained in the Homicide Investigation Review Team Report, the current approach to risk management, peer review and the impact of delays in the roll-out of the Investigation Management System.
- Discussion on Roads Policing, with a particular focus on driving on 'Chief's permission', road deaths and serious injuries and drug driving. The Committee Chair apprised Members of work undertaken to significantly reduce the number of Garda members driving on 'Chief's permission', achieved through the delivery of driver training. Members noted that a number of matters related to drug driving had been addressed, including the challenges arising from the lack of analytical resources.
- Discussion in relation to detections and the measures being taken to address the publication by the CSO of crime statistics 'under reservation'.

The Committee Chair provided Members with a detailed overview of the discussions that had taken place with Garda representatives on the planned approach to reporting on the Policing Plan 2022, in particular a proposal to move to quarterly reporting and a request to cease providing monthly reports in order to give effect to the new reporting structure. Members considered the extent to which the current monthly reports were used by the Garda Senior Leadership Team and had regard to the timing of the receipt of the quarterly reports. Members noted that, subject to Authority approval of moving to quarterly reporting, work would be undertaken at Executive level with the Garda Síochána to agree the structure and approach to reporting. Following discussion, the Authority was satisfied to approve the request. It was agreed that the Authority's approval would be conveyed to the Commissioner in part b of the meeting.

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

The Committee had not met since the last meeting of the Authority. The Committee Chair advised that a meeting was scheduled with the Executive to finalise revisions to the Code of Conduct for Members and Staff of the Policing Authority, prior to its publication.

Members considered the Risk Management Report, in accordance with the Authority's Risk Management Policy. The Committee Chair advised that there had been no significant changes to the Risk Register in the month and highlighted additional mitigating actions in relation to certain ICT matters.

## 7. Garda Síochána Appointments

The Secretary briefed Members on the outcomes of the clearance process in respect of the appointment of candidates to the rank of Superintendent in the Garda Síochána. Following discussion, the Authority was satisfied to appoint the candidates to the rank of Superintendent, with effect from the date on which the candidates take up the position to which they are assigned by the Garda Commissioner.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_102_04	Notify Commissioner and candidates of their appointment to the rank of Superintendent.	Immediate	Chief Executive

## 8. Regulation 39 Communication from the Commissioner

Members considered a request from the Commissioner to dismiss a member of the Garda Síochána, in accordance with Regulation 39 of the Garda Síochána (Discipline) Regulations 2007. The Chief Executive provided a number of clarifications in respect of the submission received. Following discussion, the Authority was satisfied to consent to the request received.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_102_05	Notify the Commissioner of the Authority's consent to the request received to dismiss a member of the Garda Síochána in accordance with Regulation 39 of the Garda Síochána (Discipline) Regulations 2007.	Immediate	Chief Executive

## 9. Policing, Security and Community Safety Bill

Members had a wide-ranging discussion in relation to the Policing, Security and Community Safety Bill. Members considered the proposed timeframes for the publication of the Bill, noting that the process of pre-legislative scrutiny had not yet concluded and that a considerable amount of technical drafting work on the legislation would be required. Members sought a number of clarifications in relation to the pre-legislative process and the extent to which any emerging report would impact on the draft legislation.

Members discussed a number of matters in relation to community safety, having regard to the Bill's current provisions. In particular, Members noted the existence of a current statutory provision in respect of improving road safety and considered if a similar, parallel provision in relation to family or community safety was warranted. Members also discussed the pilot schemes for community partnerships currently in operation and how their evaluation might feed into the legislation's development. Members again expressed concern that the proposed legislative framework for community safety risked a diminution of the capacity to build community safety structures based on the lived experience of the community. Members also expressed concern that, in contrast to the provisions contained in the Bill in relation to policing oversight, the provisions regarding community safety and the capacity for the Policing and Community Safety Authority (PCSA) to act as a conduit for change and improvement were much more limited than the vision recommended by the Commission on the Future of Policing. The Chief Executive advised that she and the Chairperson planned to meet with the Chairpersons of the three pilot community partnerships over the coming months. Members agreed that such meetings would provide a valuable opportunity to discuss

the roll-out of the partnerships to date and to understand the challenges to giving effect to multi-agency working.

Reflecting on discussions earlier in the meeting, it was agreed that a comparative analysis of the powers of inspection afforded to the PCSA, compared to the existing powers of the Garda Inspectorate was merited and that the matter might then be raised with the Department of Justice. Members also agreed that it would be beneficial to identify practical steps for engagement with the Garda Inspectorate, in preparation for the transition of both agencies to the PCSA. In that regard, Members noted that the Department of Justice was in the process of establishing a project board and developing a series of project strands to give effect to the legislation.

## **10. Review of Board Effectiveness outcomes & discussion**

At the outset of the agenda item, the Chairperson provided an overview of a series of individual meetings that had been held with each Authority member. The Chairperson advised that a number of themes had arisen from these meetings that might usefully inform the agenda item. Members had a detailed and wide-ranging consideration in relation to these themes as follows:

- Meeting arrangements and materials. Members noted that there was general satisfaction with the manner in which meetings were arranged and conducted. A number of suggestions for change were made in relation to re-structuring the agenda and to the nature of the material provided for Authority consideration, to promote timely consideration of agenda items and to enable increased focus on key strategic oversight issues. It was also agreed that future agendas should be structured in such a way as to enable sufficient time to prepare for engagement with the Commissioner and to further harness the expertise, perspectives and experience of all Authority Members. It was also agreed that the online meeting portal would be further utilised to enhance Members' access to key papers and information.
- Communications The general view expressed was that communication and engagement at meetings was positive and that there had been a good process of inclusion for new Members and the input of Members overall, in particular in the context of online meetings. A number of suggestions were made in relation to external communication of agenda items being considered by the Authority, particularly those in private with the Commissioner as well as engagement with senior Garda representatives at Committee.
- Balance of responsibilities. Members noted various observations made in relation to the work of the Committees and the Authority and agreed on the importance of avoiding unnecessary duplication of work and to ensure coherence between the agendas of the Committees and the Authority. Members confirmed their agreement that there would be merit in further delegating work to the Executive and specific ideas were discussed so that the matter could be progressed by the Chief Executive.
- Nature of engagement with the Garda Síochána: A number of matters were highlighted in relation to this theme including the role of the Authority in supporting Garda Síochána accountability to the people it serves and the degree to which change in the Garda organisation can be supported through effective Authority oversight. Members also discussed the approach to engagement with the Commissioner in public and mechanisms to enhance its effectiveness, from the perspectives of both public policy and public awareness.
- Future oversight: Members noted the various observations made in relation to the future oversight framework, as envisaged by the Policing, Security and Community Safety Bill. It was agreed that there would be value in the development of an agenda of issues to be progressed by the Authority

to ensure the smooth and effective transition to the future Policing and Community Safety Authority.

Members then discussed potential areas of oversight focus for 2022, having regard to the Policing Authority Strategy Statement 2022-2024, the Garda Síochána Strategy Statement and the Policing Plan 2022. It was generally agreed that there would be benefit in addressing a smaller number of topics over the course of the year, examined from a variety of thematic perspectives. Members made a number of suggestions regarding potential areas for engagement with the Commissioner and his senior team across the year. Following comprehensive discussion, it was agreed that further work would be undertaken by the Executive to identify a range of topics for engagement over the course of 2022 for presentation to the 24 February meeting of the Authority. It was further agreed that consideration would be given to re-structuring the agenda for future meetings. Members also requested that consideration would be given to external communication of matters to be addressed at Authority meetings.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_102_06	Develop a range of topics for engagement with the Garda Síochána during 2022 and present for Authority consideration.	February	Chief Executive
A_102_07	Review and re-structure the Authority agenda to enhance consideration of agenda items.	February	Chief Executive
A_102_08	Consider the approach to the external communication of matters to be engaged on with the Commissioner at Authority meeting.	ASAP	Chief Executive

#### **11. Review of invalid and unwarranted closure of CAD999 incidents**

The Chief Executive advised Members that, arising from the Authority decision of 16 December, she had confirmed Mr. Derek Penman’s interest in continuing with the next phase of the CAD 999 review, subject to his availability. Members noted that that the Commissioner’s management response to the preliminary report and recommendations was awaited. The Chief Executive highlighted that while the Commissioner was satisfied to accept the vast majority of recommendations in the preliminary report, a small number required further consideration as to their applicability in an Irish context. It was agreed that the matter would be further discussed with the Commissioner in part b of the meeting.

Members were provided with an update in relation to the twice-yearly meeting at Executive level with GSOC and noted that the issue of domestic abuse would be an area of strategic focus for GSOC in 2022. Members also noted that the number of complaints received in the last two years relating to domestic abuse had been discussed and that these complaints related to the policing service provided, including via 999, as well as the improper use of data by Garda members and instances where Gardaí were the alleged perpetrators. Members were advised that further information had been requested.

#### **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

An Authority Member highlighted engagement with a number of young women in relation to gender-based violence and in particular in relation to stalking. Members discussed the response by the Garda Síochána to reported incidents of stalking, noting the absence of specific legislation on the matter and the impact on victims of any inconsistency of response by Garda members. It was agreed that the matter would be raised, as part of engagement with the Commissioner on item 14 of the agenda.

Members discussed policing practice in the area of gender based violence and what approaches other jurisdictions were taking. It was agreed that the matter would be explored by the Executive.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_102_09</b>	Explore approaches in other jurisdictions on policing practice and responses to gender based violence including whether specific gender strategies are utilised.	February	Chief Executive



## Part B – Authority Meeting with the Garda Commissioner in private

### Attendance

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

**Garda Síochána:** Drew Harris (Garda Commissioner), Joseph Nugent (Chief Administrative Officer), Anne Marie McMahon (Deputy Commissioner), Shawna Coxon (Deputy Commissioner), Finbarr O’Brien (Assistant Commissioner), John O’Driscoll (Assistant Commissioner), Paula Hilman (Assistant Commissioner), Colm Noonan (Detective Chief Superintendent), Gráinne Shortall (Assistant Principal).

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

- The notification provided to the Authority by GSOC providing an update on the investigation into the fatal shooting of Mr. George Nkencho.
- Governance matters in relation to entities associated with the Garda Síochána. The Chairperson noted that a response to Authority correspondence of 25 November was still awaited. Members were advised that the matter was being considered in a wider governance context and that a response would issue at an early date.
- The operation and supervision of cross-border immigration checks. The Chairperson noted that a response to the Authority correspondence of 26 November was still awaited. Members were advised that a response was being finalised and would be provided to the Authority at an early date. Members were also advised that all Directives and Policies in this area of policing would be the subject of review in the context of the forthcoming Policing, Security and Community Safety Bill and that proposals in this regard, including human rights considerations, were being prepared for the Commissioner’s consideration by the end of Q1.
- Industrial relations issues at the level of Superintendent and Chief Superintendent. Members were advised that a further meeting at the Workplace Relations Commission to include all parties to the matter was scheduled to take place on 1 February.
- Legacy issues in the Garda Síochána. In light of recent television programmes on the approach to, and handling of, certain historic investigations by the Garda Síochána, the Authority engaged with the Commissioner on a range of related issues. This included discussing with the Commissioner the current safeguards in place to protect against the coercion of suspects being interviewed. It was agreed that the Authority would reflect further on the matters raised in relation to historic cases.
- Garda Síochána (Powers) Bill. Members sought the Commissioner’s views in relation to provisions contained in the Bill regarding legal representation and the scope and latitude for designated Garda members to remove legal representatives during the interview of a suspect. The Commissioner outlined the rationale for the Garda Síochána’s support for the provision, as currently drafted. While acknowledging the legitimacy of the issues raised, Members expressed concern in relation to the capacity of the provisions, as drafted, to be misused and the consequent impact on the rights of suspects. The Commissioner agreed to give the matter further consideration.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_102_10	Authority to give further consideration to the handling of certain investigations by the Garda Síochána	February	Chairperson

#### **14. Violence against Women - Policing Implications**

The Chairperson noted that the policing response to violence against women had been an area of consistent engagement with the Commissioner and his senior colleagues, particularly over the course of the pandemic. In light of the recent murder of Ms. Aishling Murphy and other violent events that had been the subject of media coverage, Members engaged with the Commissioner on the Garda response to violence perpetrated against women. The Commissioner outlined a number of areas of focus for the organisation including:

- The extent of training provided to Garda personnel to ensure that instances of domestic violence and abuse are responded to appropriately. Members were advised that training and e-learning have continued to be delivered to all front-line members. Members noted that the Domestic Abuse Risk Evaluation Tool continued to be rolled out on a phased basis. The Commissioner also referenced the sustained focus on call backs to victims of domestic abuse and work undertaken through Operation Faoiseamh as positive influencers in generating further understanding of issues relating to domestic abuse and domestic violence.
- The consistency of the policing response provided. The Commissioner highlighted the role that the divisional protective services units (DPSUs) had played to date in ensuring a high standard of engagement with victims reporting instances of domestic violence and domestic abuse. The Commissioner also highlighted the positive impact of DPSUs in each division in the provision of support and advice to frontline members and in informing their approach to victim engagement.
- Generating confidence to report gender-based violent crimes. The Commissioner noted that crimes in this area were significantly under-reported and that more work was needed to promote trust among members of the public that the reporting of such crimes would be treated respectfully and appropriately. Members discussed with the Commissioner the extent of legislation surrounding domestic violence and the risk of an unsatisfactory engagement with victims by Garda members, precipitated by a lack of knowledge of appropriate legislative provisions. Members also discussed with the Commissioner the scope for training in this area, having regard to the rate of strike-outs in court cases of this nature. The Commissioner advised that this issue was the subject of engagement with the Director of Public Prosecutions and would receive sustained focus throughout 2022.
- Available data in relation to the murder of women in domestic and non-domestic settings. The Commissioner highlighted a number of strands of work being progressed within the organisation to ensure the availability of better data and the capacity to share it with other agencies. The Commissioner also outlined the challenges pertaining to establishing patterns of violent behaviour by individuals in non-domestic settings. Members noted the Commissioner's hope that a number of the strands of work highlighted would find expression in the forthcoming Government strategy to tackle domestic, sexual and gender-based violence, in addition to legislative change. Pending such measures, the Commissioner confirmed that work would continue within the Garda organisation to enhance the ability to identify, monitor and act on risks identified in the area of domestic violence.
- Submissions made to the Department of Justice in relation to extent to which the Garda Síochána can contribute to the Government strategy to tackle domestic, sexual and gender-based violence.

Members also engaged with the Commissioner in relation to a number of matters regarding female representation and participation in the Garda workforce, including:

- The reporting and treatment of inappropriate behaviour within the Garda organisation. The Commissioner highlighted the establishment of the Anti-Corruption Unit as an important facet of the organisation’s approach to dealing with inappropriate behaviour by Garda personnel, including the misuse of power for sexual gain and the perpetration of domestic violence and abuse. The Commissioner emphasised the importance of the actions taken to address inappropriate behaviour being visible across the organisation, particularly in engendering trust in the reporting process. Members sought clarification from the Commissioner in relation to available information on the number of Garda members who had been subject to investigation and/or prosecution in respect of domestic violence. The Commissioner advised that work to establish accurate information in this area was being undertaken by Assistant Commissioner, Governance and Accountability. It was agreed that the Commissioner would revert with information on the matter.
- Female representation within the Garda workforce. Members asked the Commissioner for his assessment of the extent to which women’s voices are heard within the organisation and the extent to which women’s dignity is respected. The Commissioner highlighted the organisation’s workforce composition, noting that while it was disproportionately male, female representation of 28% was strong when compared with police services across Europe. The Commissioner expressed his regret that there were a minority in the organisation who engaged in inappropriate, unwelcome behaviour towards women. He advised that communication had issued to all Garda personnel reiterating expected standards of behaviour and encouraging the reporting of behaviours that fall below such standards.
- The extent to which the internal culture of the Garda Síochána mitigates against the inclusion of women and the multiple measures required to address the matter, in the context of the organisation’s Equality, Diversity and Inclusion Strategy. The Commissioner set out a number of matters in this regard, including the establishment of Women’s Networks around the country.
- The approach to maternity leave within the organisation and any unintended consequences on the impact of the absence of backfills for maternity leave taken by Garda members. Members were advised that the matter was under consideration.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_101_11	Commissioner to provide available information on the number of Garda members who have been subject to investigation and/or prosecution in respect of domestic violence.	ASAP	Garda Síochána.

### 15. Monthly reporting on policing performance

Authority members acknowledged receipt of the Commissioner’s monthly report. Members commended engagement by various Garda representatives with the media and emphasised the importance of such engagement in clearly setting out the organisation’s position on a range of policing matters.

The Commissioner was advised that the Authority was satisfied to approve the Garda Síochána proposal to move to quarterly reporting on policing performance and to suspend the receipt of monthly reports in order to give effect to the new reporting structure. The Commissioner was further advised that more

detailed discussion in relation to the new approach to reporting would take place at the PSP Committee meeting on 15 February.

#### **16. Garda Síochána assessment of policing performance over the strategy period 2019-2021**

##### **(strategic pillars 4-6)**

The Commissioner provided Members with a brief overview of his assessment of policing performance over the strategy period 2019-2021, highlighting a number of key achievements including in the areas of human rights, ethics, recruitment and the increase in Garda workforce numbers, the roll-out of the new Garda Síochána Operating Model, and key information and technology developments including Mobility and the Schengen Information System. The Commissioner also highlighted areas of priority and challenge in the context of the new strategy period including the importance of the further roll out of systems for Roster and Duty Management and Investigation Management. Members noted that the ongoing industrial relations issues at the levels of Superintendent and Chief Superintendent had the capacity to have a significant, detrimental effect on a range of change processes within the organisation. Members also noted that the emergency roster, introduced in response to the COVID-19 health emergency was due to expire in March.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
<b>A_101_12</b>	Commissioner to provide briefing document, outlining his assessment of policing performance over the strategy period 2019-2021.	ASAP	Garda Síochána.

#### **17. Current status of the review of invalid and unwarranted closure of CAD999 incidents**

Members sought an update from the Commissioner on the status of the management response to the interim update on the preliminary examination of the Garda Síochána review of the closure of CAD 999 incidents. The Commissioner advised that vast majority of recommendations were accepted and many were being progressed. The Commissioner outlined his concern in respect of the recommendation regarding the centralised handling of calls coming into local Garda stations. He advised that a pilot initiative to test an alternative approach was underway and that he would revert to the Authority on the matter in the coming weeks. It was agreed that the Garda Síochána management response in relation to all recommendations contained in the preliminary would be provided for consideration in advance of the February meeting. The Chairperson reiterated his previous expression of the significance of the Commissioner's acceptance of the findings of the interim Penman Report and looked forward to continuing engagement in the implementation of the recommendations.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
<b>A_101_13</b>	Commissioner to provide management response to interim preliminary report on closure of CAD 999 incidents.	February	Garda Síochána.

## **18. Other Business**

Members raised with the Commissioner the policing arrangements surrounding the appearance in court of an individual charged with the murder of Ms. Aishling Murphy. The Commissioner highlighted a number of matters which had to be considered and outlined the policing response and lessons learned. Members were also advised that work was ongoing with the Courts and Prisons Services to develop protocols for the future handling of such circumstances.

Members also discussed with the Commissioner the emergence of information in the wake of the murder of Ms. Murphy and carefully noted the strength of his assurance that information had not emanated from the Garda Síochána.