



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Meeting of the Policing Authority- Private

Date: April 28th 2022

Venue: 90 North King Street and Video Conference

Part A – Authority Meeting

Attendance

Authority: Bob Collins (Chairperson), Shalom Binchy (items 6-15), Elaine Byrne (items 1-13), Donal de Buitleir, Valerie Judge, Paul Mageean, Stephen Martin, Moling Ryan.

Apologies Deborah Donnelly

Secretary: Aoife Clabby.

Staff of the Authority: Helen Hall (Chief Executive), Cormac Keating, Margaret Tumelty, Mark Nother (item 6).

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 Secretary advised that a request for an amendment to the agenda had been received from the Garda Síochána. Members noted the request but were satisfied to approve the meeting agenda, as drafted. No conflicts of interest were declared by the Members in relation to any of the items for consideration.

The Chairperson apprised the Members of a recent engagement with the Secretary General in relation to the Policing, Security and Community Safety Bill and the likely timeframe for its enactment. Members briefly discussed the potential implications of any delay on Authority membership and noted the arrangements being contemplated by the Department of Justice in this regard.

Members noted a number of items of correspondence received. Members discussed a number of matters in relation to correspondence received from GSOC regarding the fatal shooting of Mr. George Nkencho and the resultant investigation initiated. It was agreed that the matters discussed would be raised by the Chairperson with the Chairperson of GSOC.

No.	Action point	By Date	By Whom
A_105_01	Engage with GSOC Chairperson in relation to correspondence received regarding the fatal shooting of Mr. George Nkencho	Immediate	Chairperson

3. Consent Agenda Items:

3.1. Minutes of Meeting and Matters Arising

The minutes of the meeting held on 31 March were approved and cleared for publication. The decision taken between meetings, in accordance with the Standing Orders, to issue direction to the Garda Síochána on the Garda Síochána Annual Report 2021 was noted.

The Log of Actions was noted and a number of items were agreed for closure. The Chairperson advised that an offer to engage with the Commissioner and his senior colleagues on the experience of tutor Gardaí on student training and probationer mentoring during COVID-19 had been made verbally and requested that the matter would be followed up by written correspondence. Members also agreed that an action requiring a response from the Commissioner in relation to the Article 2 report findings now rested with the Garda Síochána and that the log should be amended accordingly.

Members commended the Chief Executive and two senior management team members on their representation of the Policing Authority before the Public Accounts Committee and for the clarity and depth of their engagement with the Committee. The Chief Executive advised that arising from the appearance before the Committee, correspondence had been received requesting a copy of the advice provided to the Authority, so as to elaborate its oversight role and responsibilities, in respect of the requirements to ensure compliance with Article 2 in relation to homicide investigations. The Authority considered the request received and agreed that it would not be appropriate to share the advice and that a response should issue to the Public Accounts Committee in that regard.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_105_02	Amend the Log of Actions in relation to the Article 2 report findings.	Immediate	Secretary
A_105_03	Write to the Commissioner in relation to a briefing on Policing Authority engagement with tutor Gardaí on their experience of probationer mentoring and student training during COVID-19.	ASAP	Chief Executive
A_105_04	Respond to the Public Accounts Committee in relation to the request for a copy of Article 2 advice provided to the Authority.	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:

- Garda Síochána Representative Bodies: Members were advised that a meeting had taken place on 6 April and that a number of matters had been raised.
- Irish Research Council New Foundations Project: The Chief Executive advised that both she and the Chairperson had attended a symposium in Limerick on 21 April to consider the compatibility of Crisis Intervention Teams and community safety co-response models in Ireland, as recommended by the Commission on the Future of Policing in Ireland. The symposium was funded by the Authority, as partners in the New Foundations scheme. The Chief Executive advised that in addition to attending the symposium, a series of engagements with voluntary agencies and a

meeting with the Chief Superintendent in Limerick Division had also taken place. It was noted that a similar programme of engagement would be developed as part of the Authority meeting in public in Monaghan on 26 May and that the programme would be circulated to Members, once developed.

- Business Continuity: Members were advised that, in anticipation of a return to more engagement in person with the Garda Síochána and stakeholders, work would shortly commence to review and update the organisation's travel and subsistence policy in the context of value for money and environmental responsibilities.
- CAD 999: The Chief Executive provided Members with an update on a number of matters in relation to the next phase of the examination of CAD 999 calls. Members were advised that Mr Derek Penman was scheduled to commence listening to a sample of calls on 23 May and would be supported in this work by two members of Authority staff. From the perspective of GDPR, Members noted that the development of legally binding guidance between the Garda Síochána and the Policing Authority was progressing. The Chief Executive highlighted concerns expressed by the Garda Síochána in relation to who, along with Mr. Penman, would listen to calls and outlined the engagement to date on this matter. She emphasised the importance of the Authority's determining how and by whom its oversight work was undertaken from the perspective of the independence of its work and the principle of civilian oversight of the Garda Síochána. Members were strongly supportive of the methodological importance of a team, to include Authority staff to eliminate subjectivity and noted that the Commissioner had previously supported such an approach. Members also agreed that the legal capacity to undertake work of this nature was intrinsic to the Authority's oversight functions and their execution by Authority staff and furthermore was fundamental to the organisation's ways of working and extended beyond the CAD 999 issue. It was agreed that the matter would continue to receive the urgent attention of the Chief Executive and would be raised with the Commissioner, as appropriate.

Members considered a request received from the Garda Inspectorate for observations on its draft Statement of Strategy 2022-2024. Members noted and supported the Inspectorate's high level goal and priority actions relating to the transition to the Policing and Community Safety Authority. It was agreed that further opportunities to strengthen existing links between the two organisations would be desirable and in that regard, the Chief Executive outlined a number of matters being contemplated and advised that a meeting of the senior managers of both organisations was scheduled to take place on 4 May. Following discussion, it was agreed that feedback on the Strategy Statement would be provided to the Inspectorate.

Members considered the review of the process for dealing with correspondence and queries and the Authority's Customer Charter. The Authority considered and was satisfied to approve a revised Customer Charter and a separate Customer Action Plan, subject to minor drafting amendments. As a general principle it was agreed that changes to such documents were a matter for the Chief Executive and would not need to come back to the Authority in future.

Members considered correspondence received from the Department of Justice, seeking the Authority's observations on revisions to the Garda Síochána (Retirement) Regulations. The Authority expressed satisfaction with the proposed draft Regulations and it was agreed that observations to that effect would be provided to the Minister.

In considering the Authority’s financial report for quarter one, Members sought, and were provided with, clarification in relation to the low level of non-salary expenditure to 31 March 2022.

Members noted the periodic report on correspondence and the items planned for inclusion in the extract report to the Commissioner, subject to a drafting amendment.

No.	Action point	By Date	By Whom
A_105_05	Provide Authority feedback to the Garda Inspectorate on its Strategy Statement 2022-2024.	ASAP	Chief Executive
A_105_06	Finalise and publish the Customer Charter and Customer Action Plan.	ASAP	Chief Executive
A_105_07	Provide observations to the Minister for Justice in relation to the draft Garda Síochána (Retirement) Regulations 2022.	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 Chair provided Members with an update in relation to the meeting of the Committee that had taken place on 12 April, in particular in relation to:

- Garda Síochána Resources: Members were advised that there had been a constructive discussion with Garda representatives in particular in relation to benefits realisation arising from investment in Information and Technology and noted that further information had been requested by the Committee in this regard. Similarly, additional information had been requested in relation to the Garda Estate, having regard to the adequacy of Garda resources and the Authority’s statutory role in the provision of advice to the Minister.
- Risk Management: Members noted that the Committee’s engagement with the Garda Síochána on risk management had primarily centred on the approach to the development of the risk register and the extent to which the register was used actively as a management tool by the Senior Leadership Team and at various management levels across the organisation. The Committee Chair advised that this had been the commencement of an on-going engagement with the Garda Síochána on risk management.
- Diversity: The Committee Chair apprised Members of engagement with Garda representatives on the operation of the Garda National Diversity Forum and in particular in relation to concerns raised by civil society organisations represented on the forum. The Committee Chair advised that there had been discussion with Garda representatives on the role of civil society organisations on the forum as ‘critical friends’ to the Garda Síochána and the fundamental need for trust in order for this role to operate effectively.

The Committee Chair advised that the structural revision of the agenda had worked very well and had afforded Members adequate time to prepare for engagement with Garda representatives.

5.3. Policing Performance and Strategy Committee

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

5.4. Audit and Risk Committee

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

6. Assessment of Policing Performance

6.1. End of Year Assessment of Policing Performance

Members considered the draft Assessment of Policing Performance 2019-2021, noting that, as agreed in November 2021, the assessment spanned the period of the Garda Síochána Strategy Statement in recognition of the long-term nature of a number of key organisational change projects and the better to enable an outcome-focussed assessment of performance by the Garda Síochána. Members commended the work undertaken on the draft report and were satisfied that the main issues of import over the strategic period had been captured. Members had a wide-ranging discussion in relation to the achievements over the strategic period and to future challenges, in particular in relation to quantifying the policing demands on the organisation and achieving the requisite, related balance between organisational capacity and capability.

Following discussion, the Authority was satisfied to approve the end of year Assessment of Policing Performance, subject to minor drafting amendments. It was agreed that the report would be finalised by the Chief Executive, in consultation with the Chairperson, and submitted to the Minister.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_105_08	Finalise the end of year Assessment of Policing Performance 2019-2021, in consultation with the Chairperson and submit to the Minister for Justice.	ASAP	Chief Executive

6.2. Update on Garda Síochána Performance Reporting Q1 2022

Members considered the first quarterly report on performance in relation to the Policing Plan 2022 and had regard to an Executive note setting out the context for, and approach to, the new reporting format. The Authority expressed its broad satisfaction with the approach to reporting and made a number of suggestions in relation to the report structure and the approach to recording the status and risks to the achievement of various priorities, in order to facilitate clearer access to key findings on a quarterly basis. It was agreed that this feedback would be provided to the Garda Síochána. Members also agreed that it would be beneficial to continue to receive supplementary assessment by the Executive of achievements by the Garda Síochána in each quarter. Finally, it was noted that the quarterly report on policing performance would be the subject of detailed engagement at the PSP Committee meeting on 18 May.

No.	Action point	By Date	By Whom
A_105_09	Provide feedback to the Garda Síochána in relation to the format for quarterly reporting on policing performance.	ASAP	Chief Executive

7. Meeting with Chairperson of Garda Síochána Audit and Risk Committee

At the outset of the agenda item, the Chairperson welcomed the Chairperson of the Garda Audit Committee, Professor Niamh Brennan, and noted that a number of themes previously explored with Professor Brennan had been the subject of subsequent engagement by the Policing Authority with the Garda Síochána. Members had a detailed and wide-ranging discussion including in relation to:

- **Internal audit:** Members noted that a Head of Internal Audit had been appointed and commenced in September 2021 and was seeking to adopt a modern and professional approach to the internal audit function. Professor Brennan also highlighted the work of internal audit in reporting on the controls and procedures in place for claiming travel and subsistence payments related to the Garda College. Members sought Professor Brennan’s assessment of the Committee’s role in determining the Internal Audit work plan and noted that while there had been a number of welcome developments, including the revision of the Internal Audit Charter, further more holistic work, which is underway, would be required in establishing the internal audit universe.
- **Governance:** Members were provided with a strategic overview of the challenges to effective governance in the Garda Síochána having regard to the requirements of the Code of Practice for the Governance of State Bodies, the governance agreement with the Department of Justice and the requirements of the Authority. The need for a more holistic approach to governance in the Garda Síochána, coupled with appropriate audit underpinning was highlighted. Professor Brennan also emphasised the challenges arising from, inter alia, the current absence of a role for the Audit Committee in relation to financial reporting by the Garda Síochána and the limited levers available in the areas of governance generally, notwithstanding the role of the Policing Authority in this regard. Professor Brennan expressed the view that the establishment of a Garda Board, as envisaged in the Policing, Security and Community Safety Bill would go some way toward addressing deficiencies in the Audit Committee’s scope and authority. Members were advised that a project was underway in the Garda Síochána to bring together all governance requirements in order to conduct a gap analysis. Members were further advised that a project was well underway to compile a database of all recommendations emanating from internal audit, professional standards and third party report recommendations with a view to tracking and monitoring the extent of their implementation. In this regard, Members were advised that the review had identified that a large number of internal audit recommendations, previously categorised as priority 1 were found not to be at such a high level, in the context of overall risk to the organisation.
- **Risk Management:** Professor Brennan conveyed the frustration of the Garda Audit Committee in relation to the absence of meaningful engagement on the risks associated with CAD999, in the context of its prominence on the Garda corporate risk register and the relevance of its consideration by the Committee. Members discussed with Professor Brennan the Authority’s work in reviewing the unwarranted cancellation of 999 incidents, actions taken by the Garda Síochána to address the recommendations arising from the preliminary review, and challenges experienced in progressing to the next stage of the review. Professor Brennan also apprised Members of the challenges to engagement with risk owners in particular in relation to both the online forum for the meetings and the preclusion of a holistic, integrated consideration of risk across various risk owners, arising from a change in meeting practices. The view was expressed that there is some way to go for the Garda

organisation in the utilisation of the risk register as a living management tool, supporting decision making in the organisation. Hope was expressed by Professor Brennan that a return to in person meetings would facilitate more constructive engagement in the area of risk management. Members discussed with Professor Brennan a number of risks that do not appear to feature in the corporate risk register, in particular in relation to resources and challenges arising from the war on Ukraine.

The Chairperson thanked Professor Brennan for her engagement with the Authority and noted that the Annual Report of the Garda Síochána Audit and Risk Committee would be submitted to the Authority at an early date.

8. Policing, Security & Community Safety Bill

There were no matters for discussion under this agenda item.

9. Preparation for meeting with the Commissioner

Members discussed the agenda for the meeting and agreed the matters to be discussed with the Acting Garda Commissioner and her colleagues.

10. Other Business

Arising from preparations for the meeting with the Commissioner, Members discussed the impact of delays in court proceedings in relation to juvenile offenders and the loss of attendant protections and safeguards in circumstances where sentencing occurs after juvenile offenders have reached the age of 18. It was agreed that the matter would be raised with Garda colleagues in part b of the meeting.

Part B – Authority Meeting with the Garda Commissioner in private

Attendance

Authority and Executive: As for Part A

Garda Síochána: Anne Marie McMahon (Acting Commissioner), Shawna Coxon (Deputy Commissioner), Pat Clavin (Assistant Commissioner), Paula Hilman (Assistant Commissioner), Yvonne Cooke (Acting Executive Director), Deidre Morris (Principal Officer), Sara Parsons (Principal Officer), Gráinne Shortall (Assistant Principal).

Apologies Garda Commissioner Harris

11. Garda Síochána resources and their impact on policing performance

At the outset of the agenda item, the Chairperson highlighted the Authority's wish to engage on the issue of the adequacy of Garda Síochána resources at an early date, having regard to its statutory function to provide advice to the Minister on the matter, and the Authority's desire that any such advice would be available for consideration as part of the yearly estimates process. Arising from engagement on resources at the Organisation Development Committee meeting, Members inquired whether progress had been made in quantifying savings in personnel hours, arising from investment in information and technology, in particular in relation to the Mobility initiative and RDMS. The Acting Commissioner advised that work was ongoing and that any benchmark would be by comparison with other police services in terms of time and financial savings. Members were advised that as the organisation was primarily paper-based, significant challenges remained in quantifying savings in the absence of digitised HR and finance systems. Members noted that in light of communication from DPER in February 2022 advising that the National Shared Services Office (NSSO) would not be a good fit as a long-term strategic partner for the Garda Síochána, a significant business case would now have to be developed for investment in a HR and Finance systems for the organisation. Members inquired whether there was capacity to realign capital and current expenditure in order to facilitate new investment and they were advised that the matter was under active consideration.

Members discussed the composition of the Garda workforce with the Acting Commissioner and her team, including a consideration of the appropriate mix of Garda members and Garda staff, in addition to challenges of balancing capability to respond to new and emerging crime with a desire for increased visibility of Garda members among communities. The Acting Commissioner highlighted a number of current challenges for the organisation, in particular the high volume of personnel availing of Civil Service Mobility and the consequential impact on the resourcing pipeline for key functions and critical roles in the organisation.

Members engaged with the Acting Commissioner and her team in relation to a number of areas in the first quarterly report on the Policing Plan 2022 where risks to the achievement of targets related to a shortage of resources and queried whether the current approach to the determination of resources was reactive and required more strategic consideration. Members were advised that while there was a requirement to react in an agile manner to critical vacancies, further reflection was needed in relation to the appropriate balance referred to earlier.

Members were provided with an outline of the current process for the ratification of specific positions and were advised that a demand group had been established within the organisation to consider and approve any requests for new positions, prior to the submission of a business case to the Policing Authority. The Acting Executive Director, HR also provided an overview of work underway to develop a high-level workforce plan for the organisation, which it was anticipated would be presented to the Policing Authority at an early date.

In the context of the Authority’s statutory function in respect of the adequacy of Garda resources, Members again emphasised the critical importance of linking the rationale for additional resources to existing and expected policing benefits, as well as the enhancement of the quality of the policing service delivered to the public. Members noted the Acting Commissioner’s clear statement that progress had been made in adopting a more strategic assessment of resource requirements, in particular at the newly established demand meetings, while acknowledging that this strategic approach needed to be more clearly articulated by the organisation in the submission of business cases.

In concluding the discussion, it was agreed that the Garda Síochána three-year review report on the efficiency and effectiveness of the management and deployment of resources available to the Garda Síochána, further to section 23 of the Act, could be very helpful in assisting the Authority’s submission to the Minister on the adequacy of resources. It was noted that the three-year report would be provided to the Authority by the end of May, for consideration at the June Authority meeting.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_105_10	Provide the Authority with a three-year report on the efficiency and effectiveness of the management and deployment of resources available to the Garda Síochána, further to section 23 of the Act.	31 May	Garda Síochána

12. Internal Governance Arrangements including internal audit/professional standards/risk management

Members engaged with the Acting Commissioner and her senior colleagues in relation to a number of matters under this agenda item including:

- **Risk:** Members sought the Acting Commissioner’s assessment of the extent to which the Corporate Risk Register is actively and dynamically used as a management tool by the Senior Leadership Team. The Acting Commissioner outlined the process for risk assessment and management at various levels of the organisation, highlighting the extent to which risk management has matured and acknowledging that work remained to ensure that a risk-based approach becomes embedded across the organisation as a whole. Members noted that risk workshops were currently in progress, highlighting areas including HR and the impact of the war on Ukraine on the provision of policing services. Assurance was provided that while the Authority received a summary Corporate Risk Register, there was a level of detail underpinning the summary that might reasonably be expected of an organisation of the size and complexity of the Garda Síochána. Members were advised that while the approach to risk management in the Garda Síochána was reasonably mature, in comparison to other policing services, challenges remained in relation to documenting risk and, further, that an enterprise risk management model would be desirable in order to ensure a more strategic approach to risk management. Senior Garda representatives advised that while the current approach to reporting risk to the Authority was cumbersome, they would be happy to engage further on the reporting process.

- Internal Governance: Members were provided with an overview of the manner and extent to which governance mechanisms including internal audit, professional standards and risk management currently provide assurance to the senior leadership team. Members engaged with Garda representatives on third party recommendations and whether emerging recommendations might have been anticipated or prevented if the internal governance and assurance process were operating effectively. Members noted that meetings with GSOC and the Garda Inspectorate were planned and furthermore that significant work had been undertaken to develop a database of recommendations emanating from internal and external sources. It was anticipated that the database would be an important tool in tracking the progress of recommendations and in identifying themes and links between various recommendations. With regard to the totality of recommendations emanating from audit, professional standards and third party sources, Members sought an assessment of those recommendations rendered obsolete by the passage of time. Members were advised that analysis in this area was ongoing and while assessment was proving challenging considerable work had been done to group existing recommendations thematically and to work collaboratively with the relevant Assistant Commissioners to document the status of recommendations and to obtain appropriate assurance and evidence to warrant closure. Members were also advised that meetings were being held with Chief Superintendents and Assistant Commissioners in order to provide them with an overview of the changes to internal governance arrangements at national level in order to ensure strategic alignment at all levels in the organisation. In this regard, Members noted that a pilot strategic foresight workshop would be arranged before year end with a view to building it into future governance and assurance arrangements.

13. Youth Diversion and Offender Management

Members discussed a number of matters with the Acting Commissioner and her senior colleagues in relation to youth diversion and offender management, including the extent and effectiveness of inter-agency working across the criminal justice sector. Members were apprised of the approach to managing offenders, categorised as high risk, who have been released from prison.

In relation to the investigation and prosecution of juveniles, the Acting Commissioner was asked whether there were protocols in place for the expeditious processing of cases to ensure that the safeguards and protections of being treated as a juvenile are not lost. The Acting Commissioner was also asked whether there was knowledge within the organisation of the number of cases where the passage of time had resulted in juveniles being sentenced as adults, having reached the age of 18, and noting human rights obligations in relation to the protections of minors. Members were advised that there was nothing to suggest a trend or pattern in relation to the matter. However it was agreed that the matter would be reviewed and further observations would be provided to the Authority on this matter.

In relation to youth diversion, Members engaged with the Acting Commissioner and her senior colleagues on the governance and management of the youth diversion programme and the extent of engagement between the national bureau and juvenile liaison officers (JLOs) in the divisions, in determining the suitability of individuals for the youth diversion programme. Members also discussed with the Acting Commissioner the prerequisite of an admission of guilt in order to be referred to the programme and any unintended consequences arising. Members noted that the youth diversion programme was over 60 years old and that it had been originally intended to address very low level offences. The Acting Commissioner expressed the view that given some serious offences now committed by a minority of juveniles, it may be opportune to review the scheme and whether it should continue to apply to various types of crimes. Members discussed the recording, on PULSE, of the referral of individuals to the youth diversion

programme and the implications of the retention of such data on the system, in the context of the Law Enforcement Directive. The Acting Commissioner advised that any process for the removal of a record would need to be robust but acknowledged it was something that could be considered. It was agreed that the matter would be raised with the Department of Justice and that the Acting Commissioner would revert to the Authority on the matter. Members noted that an internal audit to provide assurance that the process undertaken by the divisional performance accountability framework (PAF) is operating efficiently and effectively was underway. It was agreed that a copy of the audit would be provided to the Authority on completion.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_105_11	To revert to the Authority in relation to any patterns or trends resulting in the sentencing of juveniles as adults, due to delays in the processing and prosecution of cases.	ASAP	Garda Síochána
A_105_12	To engage with the Department of Justice in relation to the expunging of expired juvenile diversion records from PULSE and to revert to the Authority on the matter.	ASAP	Garda Síochána
A_105_13	To provide the Authority with a copy of the internal audit of the Garda Youth Diversion Programme.	ASAP	Garda Síochána

14. Policing Performance

14.1 Organised Crime-recent developments and international collaboration

At the outset of the agenda item, the Chairperson acknowledged and commended the success of the Garda Síochána in relation to combatting the criminal activity of the Kinahan organised crime gang, in partnership with law agencies in other jurisdictions. The Acting Commissioner outlined a number of developments, noting that the boxing promotion company MDK Global had ceased operation and that the recent announcement by the United Arab Emirates was welcome. The Acting Commissioner noted that while positive feedback had been provided to the organisation from a variety of sources other criminals would see problems experienced by the Kinahans as an opportunity for them. Members noted that an initiative had been undertaken by the Garda Síochána in conjunction with Boxing Ireland in 2021 and work was ongoing in this area from a community policing perspective.

14.2 Hate crime-investigation and prevention

Members were provided with a presentation by the Garda Síochána Analysis Service on hate-related crime and non-crime incidents, in addition to a presentation on the online Garda survey 2020. Members were advised that data from 2021 now provided a new baseline and benchmark in relation to hate crime and non-crime incidents. Members were also advised that the emerging data was broadly similar to that in Northern Ireland.. Members engaged with the Acting Commissioner on the data provided, noting that there was some increase in reporting and that publication of the information would be important in providing a reassurance and encouragement to report hate crime and hate related incidents. Members were advised that the data being recorded on PULSE, in particular in relation to hate incidents and signal crimes would be of vital

importance in linking into communities and managing emerging tensions, as well as ensuring the appropriate deployment of Garda Diversity Officers and the identification of areas where enhanced training for Garda members would be beneficial.

Members sought some clarification in relation to categories to describe hate crime discriminatory motives and the rationale for their selection and noted that the categories had been agreed following engagement with different stakeholder groups. However, it was acknowledged that this was something that could be reviewed on an ongoing basis.

Members were advised that work was in train with GISC to ensure appropriate, accurate recording of data and in addition that online training in the area of hate crime had commenced.

14.3 War on Ukraine-policing implications in the State

The Acting Commissioner outlined for Members the process for accepting refugees fleeing the war in Ukraine. Members noted work ongoing across a range of areas, arising from the war and its impact on policing in Ireland including cyber and economic crime, community policing, protective services, vetting and roads policing. Members also noted that collaboration with Europol continued in relation to the strategic and co-ordinated approach to the gathering of evidence in respect of war crimes.

15. Other Business

The Chairperson conveyed the Authority's continuing frustration with the timely provision of information in response to requests. While acknowledging that significant improvements had been made to reduce the number of outstanding information requests, a number remained unanswered for a long period of time. The Acting Commissioner was asked to address the matter.

The Chairperson conveyed the Authority's positive views in relation to the first quarterly report on policing provided by the Garda Síochána, noting that the document was not fixed in its present form and would be subject to further development and refinement.