

Minutes of Meeting of the Policing Authority

Date: 29 and 30 June 2022

Venue: Richmond Education & Event Centre, Dublin 7 &
by Video Conference

Part A – Authority Meeting

Attendance

Authority: Bob Collins, Donal de Buitléir (items 5-16), Deborah Donnelly, Valerie Judge, Paul Mageean (items 1-7, 9-16), Elaine Byrne, Shalom Binchy, Moling Ryan.

Secretary: Aoife Clabby

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

Garda Inspectorate: Mark Toland (Chief Inspector)

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 correspondence received, in particular the response received from the Commissioner in relation to a request for the provision of a summary/precis of advice received in relation to the use of anti-spit hoods/spit guards. Members noted that legal professional privilege was being claimed in relation to the advice and that waiving it was not deemed warranted or appropriate by the Garda Síochána. Members expressed surprise and dissatisfaction with the response received in circumstances where a commitment had previously been given by the Commissioner to provide the advice of the independent Human Rights Advisor in relation to the use and deployment of anti-spit hoods, to the Authority. It was agreed that the matter would be raised with the Commissioner in part b of the meeting.

Members discussed correspondence received from GSOC in relation to the fatal shooting of Mr. George Nkencho.

Members also noted the correspondence exchange between the Garda Síochána and civil society representatives on the Garda National Diversity Forum, addressing concerns in relation to the forum's effectiveness.

3. Consent Agenda Items

3.1. Minutes of Meeting and Matters Arising

The minutes of the meeting held on 25/26 May were approved and cleared for publication.

3.2. Policing Authority and Garda Síochána Actions Logs

The Log of Actions was noted and proposals to close specified actions were approved, including an additional proposal to close an outstanding action in relation to tutor Gardaí. The Chief Executive advised that, arising from discussions with the Commissioner at the May meeting, she had engaged with the Chief Superintendent in the Commissioner's office, emphasising again the need for receipt of timely information and that a meeting in this regard was scheduled for early July.

Clarification was sought in relation to the number of actions arising from engagement with the Commissioner on the provision of custody services. It was agreed that the matter would be reviewed by the Executive.

Members then reflected on the engagement with the Commissioner on the provision of custody services, in particular the processes and protocols in place for the notification and investigation of deaths in custody. The importance of appropriate monitoring and investigation of deaths in custody by the Garda Síochána, in addition to the statutory requirement to refer such matters to GSOC, was emphasised by the Members. Members discussed associated issues in relation to risk assessment and duty of care to persons in custody, the arrangements for reporting a death in custody to the Commissioner, in addition to the circumstances in which referral of a death to GSOC is required. Members also considered the impact on the wider community of a death in custody. Following discussion, it was agreed that correspondence would issue to the Commissioner in relation to deaths in Garda Síochána custody requesting a number of matters including formal notification to the Authority upon the referral, to GSOC, of any deaths in Garda custody; the establishment of a simple, non-bureaucratic recording and reporting system by the Garda Síochána to the Authority in relation to a number of key custody-related matters.

3.3. Proposal for Appointments to the Senior Ranks in the Garda Síochána

Members were provided with the outcomes of the clearance process in respect of the appointment of a candidate to the rank of Assistant Commissioner in the Garda Síochána. In light of the fact that the candidate is a member of the PSNI and requires Government approval for appointment, the Authority authorised the Secretary to request that the Department of Justice would seek Government approval for this appointment. It was noted that if such Government approval were received, the Authority would be requested formally to appoint the candidate.

Members were provided with the outcomes of the clearance process in respect of the appointment of two candidates to the rank of Superintendent in the Garda Síochána. 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.

Members were advised that the 2021 Superintendent panel had now been exhausted and that proposals for the establishment of panels at the ranks of Superintendent and Chief Superintendent would be brought for consideration to the 28 July meeting. The Chief Executive also advised that in light of a number of vacancies at both ranks, it was proposed to have an additional single item agenda meeting of the Authority in late August/early September to consider the outcomes of the clearance process in respect of candidates for appointment to both ranks. It was agreed that the Secretary would canvass Members' availability in that regard.

Members considered and approved a request to appoint a candidate to the position of Head of Digital and ICT, at Director grade.

| No. | Action point | By Date | By Whom |
|-----------------|--|----------------|-----------------|
| A_108_01 | Review log of actions in relation to engagement with Commissioner on the provision of custody services. | ASAP | Secretary |
| A_108_02 | Issue correspondence to the Commissioner, requesting formal notification in relation to the referral to GSOC of any deaths in Garda Síochána custody and related matters, in addition to information on any mechanisms or processes in place to engage with family members whose relatives have died in custody. | ASAP | Chief Executive |
| A_108_03 | Request the Department of Justice to seek government approval for the appointment of a PSNI member to the rank of Assistant Commissioner in the Garda Síochána. | Immediate | Secretary |
| A_108_04 | Notify the Commissioner of the appointment of candidates to the rank of Superintendent and notify the candidates of their appointment. | Immediate | Chief Executive |
| A_108_05 | Notify the A/ED HR&PD of the appointment of Director, Head of Digital and ICT and notify candidate of their appointment. | | |
| A_108_06 | Canvass Members' availability to attend an additional Authority meeting during the week commencing 29 August. | ASAP | Secretary |

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:

- Steering Group to implement recommendations relating to the Garda Síochána finance function: Members were advised that the second meeting this year of the steering group had taken place on 27 June. It was noted that the organisation's resource capacity in the area of finance was beginning to be increased and that three programmes associated with the implementation of the recommendations were currently underway. It was also noted that further discussion in relation to the spending review and associated recommendations in relation to a costed policing plan and multi-annual budgeting was anticipated and that a meeting in this regard was scheduled to take place on the week commencing 4 July.
- CAD 999: The Chief Executive briefed Members on engagement with the Deputy Commissioner, Policing and Security in relation to the CAD 999 review and advised that clarification had been provided in relation to the status of the review, arising from the engagement in public on 26 May. Members noted that the clarification would be the subject of engagement at the meeting in public with the Commissioner.
- Audit and Risk Committee: Members were advised that a call for expressions of interest for membership of the Audit and Risk Committee had been published on the Authority's website with a closing date of 24 June. In this context, the Authority appointed Mr. Declan Hoban as a member of the Committee. It was agreed that a third member of the Committee with finance qualifications

and experience would be sought and that recommendations in this regard would be referred to the Chairperson of the Committee, who would revert in due course to the Authority.

- Irish Travellers Access to Justice Report: Members noted the publication of the report by the European Centre for the Study of Hate, based in the University of Limerick on 23 June, examining for the first time the relationship between Travellers and the Irish criminal justice system. It was discussed that some of the report's findings might feed into engagement with the Commissioner in the afternoon on improving the policing service to the public.
- Appointments: Members noted the status of the competitions for appointment to the senior ranks in the Garda Síochána and were briefed on a number of matters arising.
- Approach to Commissioner's Monthly Report: Members were advised that a meeting had been held with the Garda Síochána team responsible for the compilation of the Commissioner's Monthly Report to the Authority, to consider the report's current structure and discuss proposals for change in order to better align with the quarterly reports on policing performance. Members discussed the usefulness of the current report and areas for refinement. It was agreed that the report was an important document in assisting the public in understanding the challenges to delivering a policing service.
- Meeting with GSOC Chair: Members were advised that the Chairperson and Chief Executive were scheduled to meet with the Chairperson of GSOC Chair on 5 July to discuss a range of matters and that the outcomes of that meeting would be conveyed to the Authority.

The Chief Executive advised that a request had been received from Garda HR for the Executive to consider a number of new business cases, described as high priority, for additional staff in the Garda Síochána. Noting the Authority's previous decision that it would not consider any further business cases without the provision of a strategic workforce plan, Members were asked whether consideration could be given to these cases. Members had a detailed discussion in relation to the request received, in particular having regard to the status of the development of a strategic workforce plan and the attendant difficulties of assessing business cases for priority positions in its absence. Members also discussed the current composition of the Garda workforce and the mechanisms recently introduced to consider and prioritise resource demand. Members noted that a presentation on the strategic workforce plan by the Acting Executive Director HR&PD was scheduled for 27 July. It was agreed to defer consideration of the request received until the 28 July meeting of the Authority.

Members considered the draft letter to the Minister for Justice on the adequacy of resources available to the Garda Síochána and agreed a number of matters for amendment in respect of workforce blend and composition, resource and capital requirements and the budgetary impact of forthcoming legislation. Members agreed that the letter would be finalised by the Chief Executive, in consultation with the Chairperson and submitted to the Minister.

The Authority considered the Garda Síochána Three Year Review Report 2019-2022, as submitted to the Authority in accordance with section 23 of the Garda Síochána Act 2005. Members agreed that the report, as currently constituted, did not discharge the intended statutory function and that the matter would be raised with the Commissioner in part b of the meeting.

Members considered and approved the proposed approach to the bi-annual assessment of policing performance and noted that a draft report would be provided for consideration at the July Authority meeting.

Members considered the draft Implementation Framework and Plan to fulfil the Authority's obligations under section 42 of the Irish Human Rights and Equality Commission Act 2014. The Chief Executive highlighted further amendments required to the document and it was agreed that there would be benefit in further focus on key actions. Following discussion, it was agreed that Members' feedback would be incorporated into the Implementation Framework and Plan prior to its finalisation.

Members considered the Garda Síochána Human Rights Strategy 2022-2024 and a support information note by the Executive. A number of observations were made in the context of the Authority's oversight role in particular in relation to the critical importance of the availability of ethnic data in human rights-based policing and current legislative impediments. Members also highlighted the value of participation in, and enablement of, research by the Garda Síochána in support of a human rights based approach to policing. The Chief Executive advised that a meeting was scheduled with Dr Liz Aston, Director of the Scottish Institute of Policing Research for 27 July to consider approaches adopted to research in policing in Scotland and that the Acting Executive Director HR&PD and Deputy Commissioner Strategy, Governance and Performance would be in attendance. The Chief Executive also highlighted the capacity to collaborate with the Garda Síochána on research through the Authority's Bursary Scheme.

| No. | Action point | By Date | By Whom |
|-----------------|--|----------------|-----------------|
| A_108_07 | Notify Mr. Declan Hoban of his appointment to the Audit and Risk Committee. | ASAP | Secretary |
| A_108_08 | Defer consideration of a request for sanction for Garda staff to 28 July meeting | July | Authority |
| A_108_09 | Finalise the GS resources letter, in consultation with the Chairperson, and submit to the Minister for Justice. | ASAP | Chief Executive |
| A_108_10 | Finalise the Implementation Framework and Plan for Authority obligations under s42 of the IHREC Act, having regard to Members' feedback. | 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 provided Members with an update in relation to the meeting of the Committee that had been held on 21 June in particular in relation to:

- Assessment of policing performance in the context of resource utilisation and service impact. The Committee Chair advised that a number of themes had been addressed under this agenda item including cyber-crime, analysis capacity across the organisation and impacts on service delivery in a range of areas. Members noted that while the cyber-crime hubs were in place, and were resourced, backlogs in relation to the analysis of seized devices remained. The Committee Chair

advised that the organisation was critically conscious of the competitiveness of the recruitment market and the risk to resources in that regard.

- Gender, sexual and domestic violence: The Committee Chair advised that the Garda Síochána thematic report on this matter was still awaited and that there had been limited discussion under this agenda item. However, Members noted that the revised approach to recording victim: offender relationships has been positive operationally and that the thematic report would be the subject of further engagement at Committee level, once published.
- Community Policing and Engagement: Members were advised that there had been engagement on the community policing framework and that a key theme arising had been training and the capacity for its delivery. Members noted that the updated community policing toolkit was available as a resource on the Garda Portal and was a primary mechanism for sharing good practice across the organisation. The Committee Chair advised that crime prevention and perceptions of crime had also been discussed and highlighted that no assessment or impact analysis of Operation Thor appeared to have been undertaken in terms of the operation model's applicability to other operations, nor was there a clear sense of consistency across divisions in relation to the approach to crime prevention. The Committee Chair highlighted the continued gap in management information in relation to community policing, arising from the continued delay in provision of results from the Public Attitudes Survey.

6.4 Audit and Risk Committee

The Committee Chair provided Members with an update in relation to the meeting of the Committee that had been held on 14 June in particular in relation to:

- Changes to the internal audit plan for 2022 and the intention to undertake an audit of the appointments function in the latter part of the year.
- Detailed consideration of the revised Risk Register. The Committee Chair provided an overview of the main changes to the Register and proposed its adoption to the Authority.

The Committee Chair advised that Mr. Ronan Nolan and Ms. Melanie Pine had completed their terms of office on the Audit and Risk Committee and recorded his sincere thanks for their valuable contributions to the work of the Committee, in addition to their respective participation on the PSP and OD Committees over the past number of years.

6. Policing Authority Risk Register

Members considered the monthly risk management report, provided in accordance with the Authority's Risk Management Policy. Members noted the in-depth review of the Risk Register and the changes arising. Following its consideration, the Authority was satisfied to adopt the revised Risk Register, as proposed by the Audit and Risk Committee Chair.

7. Legislation

7.1 Policing, Security and Community Safety Bill

Members were provided with updates in relation the process being coordinated by the Department of Justice to give effect to the Policing, Security and Community Safety (PSCS) Bill and the extent of the Executive's participation on the Implementation Programme Board, Steering Group and a number of associated project teams. The Chief Executive advised Members on the expected timeframes for receipt of the next iteration of the PSCS Bill and the Chairperson briefed Members on a recent engagement with the Secretary General in relation to the same.

Members agreed that detailed engagement on the legislation at Committee stage would be important and considered the merits of establishing an ad-hoc working group in support of work to effect the transition of Authority functions to the PCSA.

Members discussed a number of matters in relation to community safety, having regard to a meeting held with the Chairperson of a pilot community safety partnership in addition to an engagement with community stakeholders. Members noted the concerns of community stakeholders in relation to the manner in which the pilot community partnerships were being run and their capacity to truly engage, listen and address community issues and concerns.

Members considered the valuable insights provided to the Authority through the community engagements being undertaken on an on-going basis and discussed ways in which these insights might be effectively communicated and built upon. It was agreed that there would be merit in publishing a summary report on community engagement a number of times a year.

| No. | Action point | By Date | By Whom |
|-----------------|---|----------------|----------------|
| A_108_11 | Develop and publish periodic reporting outlining themes arising from the Authority's programme of stakeholder engagement. | ASAP | Secretary |

7.2 Police Powers Bill

Members noted the Report on Pre-Legislative Scrutiny of the General Scheme of the Garda Síochána (Powers) Bill.

7.3 Digital Recording Bill

Members considered material provided in relation to the Digital Recording Bill including proposals in the revised Bill regarding Automatic Number Plate Recognition, in addition to proposed to introduce legislative provisions for the use of Facial Recognition Technology (FRT). Members noted that there did not appear to be any clear indication thus far with regard to the parameters for the use of FRT and agreed it would be important to have a clearer sense of the Minister's intentions in this regard. It was agreed that the Executive would write to the Department at a high level and note the Authority's desire to be provided with an opportunity to comment on any draft legislative provisions once they had been developed.

| No. | Action point | By Date | By Whom |
|-----------------|---|----------------|----------------|
| A_108_12 | Correspond with the Department of Justice, indicating the Authority's desire to comment on the draft legislative provisions of the Digital Recording Bill, once they have been developed. | ASAP | Secretary |

7.4 Prosecutorial Duties of the Garda Síochána

Members noted the Garda Síochána (Amendment) Act 2022 in relation to the prosecutorial duties of the Garda Síochána. The Chairperson noted that he had discussed the matter with the Commissioner and that there would be an opportunity for Members to explore this matter with the Commissioner in the afternoon.

8. Responding to and learning from expressions of dissatisfaction

The Chief Executive advised that the material provided for Members' consideration was in support of the Authority's work to assess the operation and efficacy of systems and processes for managing expressions of dissatisfaction about the Garda Síochána and its members and to recommend areas for improvement. Members were apprised of meetings that had taken place both with the Garda Síochána and a range of other stakeholders and had regard to a thematic analysis of the information gathered identifying themes, shortcomings, gaps and areas of good practice within the current structures. Members also had regard to information received from the Garda Síochána in relation to complaints made by members and staff alleging harassment, bullying or poor behaviour by other Garda members and staff and considered the totality of information available to the Commissioner and his senior team from internal and external sources in relation to the behaviour and performance of Garda personnel.

Having regard to the material provided, Members considered and discussed a range of matters including the interlinking strands of performance, performance management, behaviours and corruption; the extent of the co-ordination, aggregation and systemic assessment of available information and related risks to the organisation; the manner in which information is presented to the Commissioner and the senior leadership team and the capacity to identify patterns and trends. Members agreed that the capacity to obtain, analyse and act on information in relation to poor performance and inappropriate or corrupt behaviours was fundamental for a public facing organisation with extraordinary powers such as the Garda Síochána. Members also discussed the extent of clarity among members of the public in relation to where to complain about members of the Garda Síochána and considered factors inhibiting making a complaint, noting the recent findings of the report on Irish Travellers' Access to Justice.

Members commended the work undertaken to date by the Executive and agreed that the consideration of expressions of dissatisfaction over a period of time would be important in monitoring and assessing the effectiveness of measures taken to date, establishing a benchmark and identifying measures to bring about incremental change in this important area. It was agreed that the themes discussed would be raised with the Commissioner in public under the agenda item 'improving the policing service to the public'.

9. Preparation for meeting with the Commissioner

Members discussed the agenda for the meeting and agreed the matters to be discussed with the Commissioner and his team.

10. Other Business

The Secretary confirmed that the October meeting of the Authority had been re-scheduled to take place on 3 November to facilitate the Commissioner's attendance.

Members were advised that the 24 November meeting was being planned to take place outside Dublin, probably in Portlaoise and that details in this regard would be confirmed at an early date.

The Chairperson advised that contact had been established with the Department of Justice, seeking to initiate the advertisement of the vacancy on the Authority, arising from the resignation of Stephen Martin.

Documents for Noting by the Authority – June 2022

The following documents were noted by the Authority:

| <i>Document</i> | | <i>Action Required</i> |
|-----------------|--|------------------------|
| D_108_01 | Annual Report of the Audit and Risk Committee of An Garda Síochána | For Noting |

Part B – Authority Meeting with the Garda Commissioner in private

Attendance

Authority and Executive: Bob Collins (Chairperson), Moling Ryan, Shalom Binchy, Donal de Buitléir, Deborah Donnelly, Valerie Judge, Paul Mageean, Elaine Byrne, Helen Hall (Chief Executive), Margaret Tumelty, Cormac Keating, Aoife Clabby (Secretary).

Garda Síochána: Drew Harris (Garda Commissioner), Anne Marie McMahon (Deputy Commissioner), Joseph Nugent (Chief Administrative Officer), Kate Mulkerrins.

At the outset of the meeting, the Authority discussed with the Commissioner the recent announcement of the decision to conduct a full review of the case involving the murder of Sophie Toscan duPlantier to be undertaken by the Garda Serious Crime Review Team. The Commissioner provided an overview of the approach to full case reviews by the organisation. The Authority also discussed with the Commissioner recent television documentaries about the murder of Ms Toscan duPlantier and participation by former members of the Garda Síochána in the programmes concerned.

11. Prosecutorial Duties of the Garda Síochána

Members engaged with the Commissioner on a number of matters relating to the prosecutorial duties of the Garda Síochána. The Commissioner outlined his assessment of the merits of the system pertaining in Ireland, in comparison with that in England and Wales. Members discussed with the Commissioner the proposals for change to the prosecutorial system in Ireland advocated by the Commission for the Future of Policing in Ireland and the extent to which the existing system best serves the interests of the public. The challenges presented by the current system were also considered.

Deputy Commissioner Policing and Security advised the Authority that an inter-departmental working group was in the process of concluding a consideration of prosecutorial duties in the State and models that might be adopted in that regard. Members were advised that a report to Government was expected at an early date. While acknowledging the challenges and opportunities inherent in any prosecutorial system, the principles of independence, expertise and the best interests of victims of crime were emphasised.

12. Human Resource Matters

The Commissioner provided Members with an update on roster negotiations and the likely timeframe for the receipt of a report and recommendations arising from the process.

13. Other Business

The Chairperson conveyed the Authority's view that Garda Síochána Three Year Review Report 2019-2022 did not discharge the intended statutory function and accordingly, the Authority was not minded to submit it to the Minister for Justice, as currently drafted. It was agreed that the Commissioner would reflect on the matter and revert to the Authority.

The Chairperson acknowledged receipt of the Commissioner's correspondence and clarification in relation to the decision taken regarding the deployment and use of anti-spit hoods/spit guards by the organisation, noting that it had been the Authority's clear understanding, arising from the March meeting, that no definitive decision in relation to their retention beyond the period of policing during COVID-19 had been taken and, further, that guidelines governing their usage remained to be clarified. Now, however, it was

clear that a formal decision to deploy the devices had already been taken last December. The Chairperson indicated that the guidelines would be the subject of engagement at a future date.

The Chairperson conveyed the Authority's surprise, dissatisfaction and concern in relation to the Commissioner's decision not to provide even a summary of the advice received from the Garda Síochána's Human Rights Advisor, in circumstances where a commitment had previously been given to provide the information requested. Authority members sought to understand the nature of the privilege being claimed by the Commissioner. The Commissioner and Executive Director, Legal outlined the considerations underpinning the decision made.

The Chairperson outlined the difficulties that the Commissioner's decision presented, in the context of the statutory relationship between the Garda Síochána and the Authority and in circumstances where the appointment of a Human Rights Advisor by the Garda Síochána was designed to act as a guarantor of the human rights implications of actions taken by the organisation. In particular, the decision not to provide the advice to the Authority had rendered it difficult to have a sense of the robustness of any human rights input into the decision to retain anti-spit hoods/spit guards in the organisation and had, in the view of the Authority, starkly diminished the value of having appointed a Human Rights Advisor in the first instance. It had also served to diminish transparency in relation to the decision taken. While acknowledging the Chairperson's observations, the Commissioner asserted the right of the Garda Executive to take a decision of this nature. The Commissioner indicated that he would consider the matter again, in light of the Authority's comments.

| <i>No.</i> | <i>Action point</i> | <i>By Date</i> | <i>By Whom</i> |
|-------------------|--|-----------------------|-----------------------|
| A_108_13 | Commissioner to reflect on Authority's observations in relation to the s23 report and revert on the matter | ASAP | Secretary |
| A_108_14 | Commissioner to re-consider the Authority's request to provide the human rights advisor's report on the use of anti-spit hoods/guards by the organisation. | ASAP | GS |

Part C – Meeting with the Garda Commissioner (in public)

Attendance

Authority and Executive: Bob Collins (Chairperson), Moling Ryan, Elaine Byrne, Valerie Judge, Paul Mageean, Debbie Donnelly, Donal de Buitléir, Shalom Binchy, Helen Hall.

Garda Síochána: Drew Harris (Garda Commissioner), Joseph Nugent (Chief Administrative Officer), Anne Marie McMahon (Deputy Commissioner), Andrew O’Sullivan (Chief Information Officer), Kate Mulkerrins (Executive Director), Patrick Clavin (Assistant Commissioner), Rose Sweeney (Principal Officer), Andrew McLindon (Director of Communications),

This meeting with the Garda Commissioner and his team was held in public. 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 |
|-------------|--|--|
| 13 | Improving the policing service to the public | <ul style="list-style-type: none">• Opening remarks from the Chairperson in relation to the quality of, and improvements to, the policing service to the public and the Authority’s role in this regard.• Overview of the Authority’s envisaged work in the area of expressions of dissatisfaction in Garda Síochána service, encompassing performance management, first contacts and issues of behaviour, including corrupt behaviour.• Engagement with Commissioner on extent of his awareness of poor behaviours within the organisation and strategies for its management, including engagement with HR, internal affairs, anti-corruption, the Garda National Bureau for Criminal Investigations and GSOC.• Discussion on the process for dealing with service level complaints, as between the Garda Síochána and GSOC and mechanisms for dealing with poor service-level delivery by local supervisors.• Engagement on the importance of first contact with victims of crime.• Detailed engagement on the UL Report regarding Travellers’ Access to Justice incorporating a wide range of themes including the Commissioner’s response to the report findings, initiatives planned to address the findings, perceptions of racial profiling among the Traveller community by the Garda Síochána, and concerns expressed by Travellers with regard to the reporting of crime.• Engagement on performance management in the Garda Síochána and the roll-out of the PALF process; the role of Sergeants and Inspectors in relation to performance management; and work |

| Item Number | Agenda Item | Principal matters discussed |
|-------------|--|---|
| | | <p>being undertaken to review PALF policies, reporting lines and attendant challenges.</p> <ul style="list-style-type: none"> • Discussion in relation to available complaints data and the capacity to aggregate and identify trends in relation to the nature and location of complaints. • Overview of mechanisms being deployed by the Garda Síochána to foster a culture of positive and constructive behaviour in the organisation and encouragement to call out and report unacceptable behaviour. |
| 14 | Anti-corruption: progress update on work and learning to date | <ul style="list-style-type: none"> • Update on the position in relation to staffing of the Anti-Corruption Unit, plans for further recruitment and views expressed by GRECO in relation to the establishment of the unit. • Engagement on the introduction of a drug testing policy in the Garda organisation and the approach to testing to be deployed. • Discussion in relation to in-career vetting and plans for its introduction. • Organisational policy in relation to gifts, approaches to dealing with conflicts of interest and training in support of a number of policies recently introduced. • Engagement on cases of corruption and their handling by the Garda organisation, including a consideration of the extent to which corruption is reported on by colleagues and whether there are identifiable patterns or clusters of corrupt behaviour. • Discussion with Commissioner in relation to inappropriate sexual behaviour by Garda members, its negative impact on trust and confidence in the organisation and the consequences of such behaviour by members, including discipline up to and including dismissal. • Discussion relating to creating an atmosphere and circumstances within the Garda organisation where people are encouraged to speak out and the positive impact of taking such action. |
| 15 | Prevention and detection of domestic abuse | <ul style="list-style-type: none"> • Engagement with the Commissioner on the extent of knowledge and understanding of court orders among Garda members and steps being taken to enhance knowledge and address training deficits in this regard. • Discussion on the importance of domestic abuse orders in the protection of individuals. • Overview of process improvements to enhance service provision to victims of domestic violence and domestic abuse, including discussion on the roll-out of the domestic violence risk assessment tool. • Engagement on research into victim-offender relationships and the impact of research outcomes on service delivery. |

| Item Number | Agenda Item | Principal matters discussed |
|-------------|----------------------------|--|
| | | <ul style="list-style-type: none"> • Discussion in relation to reported incidents of domestic violence and domestic abuse and confirmation that increased numbers are definitively linked to increased reporting by victims. |
| 16 | Other Policing Performance | <ul style="list-style-type: none"> • Discussion in relation to current budget and required budgetary spend to retain existing levels of service in 2023 • Consideration of current capital shortfall and the impact of inflationary pressures and pay rises. • Identification of a number of key ICT projects requiring delivery, in addition to the planned move from Harcourt Street to Military Road. • Engagement on the organisation's overtime budget and the likely requirement for a supplementary budget in 2022. • Discussion in relation to recent increases in roads fatalities and causative factors. • Consideration of available statistical information in relation to road deaths. • Clarification in relation to the status of the CAD 999 review being conducted by the Garda Síochána with the intention of having a final report for the next meeting of the Authority. • Confirmation that the examination by Mr. Derek Penman on behalf of the Authority would be given initial consideration in July and would be discussed at the meeting in public with the Commissioner in September. |

Actions arising from the meeting held in public:

| No. | Action point | By Date | By Whom |
|----------|--|---------|---------|
| A_108_15 | To provide the Authority with further information in relation to key ICT projects requiring funding in 2023. | ASAP | GS |