



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

Date: 7 May 2019

Venue: 90 North King Street, Dublin 7

Attendance

Committee: Bryan Andrews (Chair), Moling Ryan, Aileen Healy

Executive: Helen Hall, Sharon O'Brien, Liam Hallihan, David Murphy

Authority: Josephine Feehily

Apologies: Maureen Lynott, Valerie Judge

Visitors: Terry Denny & Sharon Douglas, Opes Business Partners (Opes) - for Item 2 (below)

1. Chairperson's Opening Remarks

The minutes of the previous meeting on 27 June 2018 were approved and cleared for publication.

The Executive provided the Committee with an update on the current position with regard to appointments at each of the relevant ranks. The Committee noted that the Superintendent panel established in July 2018 is expected to be exhausted shortly and that it is proposed to undertake a selection competition for the rank commencing in the coming weeks with a view to establishing a panel in July 2019. It is planned to undertake a selection competition for the rank of Chief Superintendent in Autumn 2019 and for Assistant Commissioner when required.

2. Processes for 2019 Selection Competitions for the senior ranks in the Garda Síochána

The Committee noted that a procurement process has been undertaken to engage a service provider to provide selection assessment services to enhance the selection tools available to the Authority for use in selection competitions for the senior Garda ranks. After evaluation of tenders received, the contract was awarded to Opes to work with the Authority to develop and deliver advanced assessment and selection methods for use in the selection competitions for Superintendent, Chief Superintendent and Assistant Commissioner.

Opes presented an overview of their proposal and the approaches to the use of psychometric tests as selection tools.

3. Selection Competition for the rank of Superintendent

The Committee discussed approaches to shortlisting candidates on the basis of psychometric tests in the context of the upcoming selection competition for appointment to the rank of Superintendent. It was agreed in principle, in accordance with the evolutionary approach taken by the Authority to the selection process and subject to the approval of the Authority, that cognitive ability tests would be used for the Superintendent competition, in conjunction with a traditional paper shortlisting process to be undertaken by the Selection Board with reference to information contained in candidates' application forms. The Committee noted that this approach would combine the use of a traditional shortlisting process with a scientifically based selection tool. It was agreed that this was a cautious approach to the introduction of psychometric testing and that such a blended approach would be most appropriate and the Committee would recommend this approach to the Authority.

4. Selection Competitions for the ranks of Chief Superintendent and Assistant Commissioner

It was agreed that the Executive will work closely with Opes over the coming months to develop appropriate and bespoke tests for inclusion in the selection processes for Chief Superintendent and Assistant Commissioner. The Appointments Unit will commence preliminary work on the Chief Superintendent and Assistant Commissioner competitions.