

PART A – AUTHORITY MEETING

Attendance

Authority: Josephine Feehily (Chairperson), Noel Brett, Bob Collins, Vicky Conway, Pat Costello, Judith Gillespie, Valerie Judge, Maureen Lynott, Moling Ryan.

Secretary: Catherine Pierse

Executive: Helen Hall (Chief Executive), Aileen Healy

1. Chairpersons opening remarks

The Chairperson noted the historic nature of the day with its main focus being that the first meeting with the Garda Commissioner was to be held in public in the afternoon. The agenda was approved and no conflicts of interest were declared in relation to any of the matters for discussion.

2. Minutes of previous meeting

The minutes of the last meeting were approved and will now be published on the Authority's website.

3. Correspondence

The Chairperson referred to correspondence received from the Garda Commissioner requesting that the Authority support her request to the Department of Justice and Equality ("the Department") to fill Assistant Commissioner positions urgently. Authority members ("Members") expressed concern that key senior leadership roles in the Garda Síochána should not be left unfilled in the context of the challenges facing the Garda Síochána and the major modernisation programme it was currently undertaking. However, concern was expressed that there was a lack of clarity at present around what the number of Assistant Commissioners should be. It was noted that the recent Garda Inspectorate Report recommended a complement of 7 Assistant Commissioners. It was agreed that, before reaching a view regarding the Garda Commissioner's proposal to increase the number of Assistant Commissioners, the Authority need further specific details in order to understand the rationale and business case for this.

The Chairperson also referred to correspondence with the Department of Justice (a) in relation to the Policing Authority's application for a recruitment licence and (b) in relation to legal advice received by the Department in relation to the Policing Authority's role in appointing senior civilian staff of the Garda Síochána and senior Garda members. The Chairperson explained that the Assistant Secretary General (Policing Division) in the Department of Justice and Equality (Assistant Sec. Gen.), was going to provide a further update to the Authority when he attended that morning.

4. Chief Executive's Report

The Chief Executive's report was taken as read. The Chief Executive confirmed that the Department of Public Expenditure and Reform have sanctioned the proposed staffing allocation for the Authority. It was confirmed that the future financial reports would incorporate spending against profile.

5. Meeting with the Assistant Secretary General (Policing Division), Department of Justice and Equality.

The Assistant Sec. Gen. thanked the Authority for the opportunity to speak to it. He first dealt with the recruitment of staff of the Authority. He confirmed that the Department had received legal advice that an order pursuant to section 6 of the Public Service Management (recruitment and Appointments) Act 2004 was required before the Authority can recruit staff. It is for the Minister for Public Expenditure and Reform to make this order and that department have now been asked to take whatever steps are necessary to put this in train.

In relation to the Policing Authority's role in making civilian appointments, the Assistant Sec. Gen. said that legal advice had now been received clarifying the recruitment process for senior civilian appointments on foot of the amendments to section 19 of the Garda Síochána Act 2005 contained in the Garda Síochána (Policing Authority and Miscellaneous Provisions) Act 2015. The position is that the recruitment function remains with the Garda Commissioner while the Authority will have the function of approving the filling of civilian positions and also making the appointment. In practice, the majority, if not all, of this recruitment will be carried out by the Public Appointments Service. In addition, the filling of posts at Assistant Secretary level and above would be conducted under the process of the Top Level Appointment Committee that applies generally to filling of all appointments at this level in the Civil Service.

In relation to the role of the Authority in appointing senior Garda members, the Department would now commence preparing the regulations necessary to transfer those functions, having received the necessary legal clarification in relation to the applicability of the Public Service Management (Recruitment and Appointments) Act 2004. The Department anticipate that these Regulations will be finalised in July.

Members asked what was likely to happen next in relation to the Garda Commissioner's request that Assistant Commissioner roles be filled without delay. The Assistant Sec. Gen. indicated that once full information had been received from the Garda Commissioner, and a view was received from the Authority, a recommendation would be made to the Minister.

Members expressed the view that there was a need to provide a more flexible response to gaps in senior Garda positions which can arise at any stage for a range of reasons. Members queried why the positions of the two Assistant Commissioners that had already been sanctioned had not been filled. The Assistant Sec. Gen. responded that, in light of the recent request from the Garda Commissioner, the names of proposed Assistant Commissioners would only be sent to the Minister at the same time as a proposal regarding how many positions are to be filled at this time. The views of the Authority would be taken on board in informing this proposal.

In the course of this discussion the Assistant Sec. Gen indicated that the Department would welcome the Authority's views in due course on the organisation structure of the Garda Síochána proposed as part of the five year change initiative.

The Authority authorised the Chairperson to respond to the Garda Commissioner and the Department on its behalf.

No.	Action point	By Date	By Whom
A_004_01	The Authority to provide its views to the Department on the Garda Commissioner's request to fill Assistant Commissioner roles.	30 April 2016	The Chairperson
A_004_02	The Authority to provide its views on the proposed organisation structure of the Garda Síochána to the Department of Justice	30 June 2016	The Chairperson

6. Committee Updates

Ethics Committee

The Chair of the Ethics Committee provided an update on the work done in relation to initiating a public consultation relating to the preparation of a Code of Ethics for the Garda Síochána. Work is now commencing on drafting a summary of the themes to be covered in the Draft Code. The Committee are still of the view that when a draft Code is published for further consultation, it would be a good idea if this could also be discussed in a public forum. Other matters could also be discussed at such a public forum.

Performance and Strategy Committee

The Chair of the Performance and Strategy Committee updated Members on the Committee's work. The Executive was asked to emphasise to the Garda Síochána the need to provide papers in a timely manner before any committee meeting to allow committee adequate time to consider the papers in advance of the meeting.

The proposed approach to preparation of policing priorities was discussed. The Committee Chair outlined a proposed timetable for this work. The importance of stakeholder and community input to the development of policing priorities was noted.

No.	Action point	By Date	By Whom
A_004_03	Performance and strategy Committee to seek information from the Garda Síochána in relation to the consultation process followed in preparing the policing plan.	31 May 2016	The Performance & Strategy Committee and the Executive
A_004_04	Arrange a meeting with the `Chairs of the JPCs in July if possible.	30 June 2016	The Executive

Appointments Committee

The Chair of the Appointment Committee updated the Authority on a recent presentation received from the Executive Director of Human Resources and People Management in the Garda Síochána, which focused on the Garda Síochána Human Resource and People Development Strategy. It was agreed that, over the next number of months, the Appointment committee will focus on workforce planning in the Garda Síochána and on developing the Authority's procedure for its own recruitment responsibilities.

7. Draft Strategy Statement

Members made a number of preliminary feedback remarks regarding the draft strategy but as there was insufficient time to discuss in detail, it was agreed that comments would be provided by email and the draft strategy statement would be placed on the Agenda for the next Authority meeting.

No.	Action point	By Date	By Whom
A_004_05	Comments to be provided by email and draft strategy statement to be put on the agenda for the May meeting.	26 May 2016	Authority members and the Executive.

8. Preparation for meeting with Garda Síochána

Members discussed the agenda for meeting with the Garda Síochána and discussed the questions to be put to the Garda Commissioner and her team during the public meeting.

PART B – AUTHORITY MEETING WITH THE GARDA SÍOCHÁNA

Attendance

<i>Authority and Executive</i>	As above
<i>Garda Síochána</i>	Nóirín O’ Sullivan (Garda Commissioner), Dónall Ó Cualáin (Deputy Commissioner Strategy & Change Management), John Twomey (Deputy Commissioner Operations), John O’ Mahoney (Assistant Commissioner), Jack Nolan (Assistant Commissioner), Aiden Reid (Chief Superintendent Garda National traffic Bureau), Mr Gurchand Singh (Head of Garda Analysis Service), Mr Ken Ruane (Head of Legal Affairs), Gerry Murphy (Superintendent, Garda Press and Public Relations Office), John Keegan (Superintendent), Marie Broderick (Superintendent).

1. Introduction

The Chairperson welcomed the Garda Commissioner and her colleagues and outlined the plan for the meeting.

2. Briefing on policing matters.

The Garda Commissioner provided some further information in relation to her recent letters to the Policing Authority and to the Department of Justice. She explained that in her view there was an urgent need to fill critical leadership gaps currently existing at the Assistant Commissioner level. The Chairperson explained that the Authority was keenly aware of the need to strengthen the numbers in the Garda leadership team but that it would require further information and it would write to the Commissioner in this regard.

The Garda Commissioner also provided an update in relation to the work of the Garda Síochána in relation to recent organised crime.

No.	Action point	By Date	By Whom
A_004_06	The Authority to contact the Garda Commissioner seeking more information in relation to her letter of 30 March.	Immediate	The Executive

The second part of the meeting with the Garda Commissioner and her team was held in public and is available to view [here](#).

Actions arising are set out in the table below:

No.	Action point	By Date	By Whom
A_004_07	The Garda Síochána to make the outcomes of the public attitude survey available as soon as possible.	31 May 2016	Garda Síochána

No.	Action point	By Date	By Whom
A_004_08	The Garda Síochána to share the evaluations of community policing teams that are being conducted over 2016.	As available in 2016	Garda Síochána
A_004_09	The Garda Síochána to provide the Authority with the performance benchmarks used by the European Traffic Police Network (TISPOL) and data relating to how Ireland compares to other European countries.	Immediate	Garda Síochána