



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

**Date: 15 November 2017**

**Venue: 90 North King Street, Dublin 7**

**Attendance:**

**Committee Members:** Bryan Andrews (Independent External Chair), Valerie Judge, Moling Ryan, Aileen Healy

**Secretary:** Liam Hallihan

**Executive:** Helen Hall, Sharon O'Brien

**Apologies:** Maureen Lynott

**1. The following items were considered and discussed as set out in the agenda:**

- 1.1. Apologies, Agenda
- 1.2. Minutes of previous meeting and matters arising
- 1.3. Update on 2017 Competitions
- 1.4. Internal Audit Review
- 1.5. Review of 2017 Competitions
- 1.6. Preparation of 2018 Competitions
- 1.7. Any other business

**2. Actions and matters of Note:**

**Minutes and Matters Arising**

The minutes of the previous meeting on 5 May 2017 were approved and cleared for publication.

**Update on 2017 Competitions**

The Committee reviewed statistics in relation to all competitions undertaken in 2017 and there was a general discussion on the manner in which the competitions were conducted. The Chair

briefed the Committee on the quality assurance exercise that he carried out over the course of the Superintendent process, including to give real time feedback to the Selection Board, in light of the fact that there was no Authority Member on the Selection Board for that competition. In his opinion the interviews were conducted to a high standard and in a fair and consistent manner and in accordance with the Statement of Practice. The Chief Executive provided an update on the clearance process and appointments from the panels and there was agreement that there was a need to keep evolving the clearance process over time.

### **Internal Audit Review**

The Committee discussed the draft report of the internal audit review of 2017 selection competitions and welcomed the findings and overall conclusion of the audit, which received an 'A' rating. It was noted that this provided independent assurance to the Committee on the adequacy of the systems and controls and compliance with the statutory framework and the Authority's Statements of Practice. Members endorsed the need for the Internal Audit provider, in finalising the report, to provide clear positive assurance in relation to compliance of the Appointments process with statutory requirements and the Authority's Statement of Practice.

### **Review of 2017 Selection Competitions**

The Committee discussed and approved the proposed Terms of Reference for a review of the 2017 competitions, which is to be undertaken in accordance with the Statement of Practice with a view to identifying learning and improvements to be incorporated in future competitions. It is expected that a draft report of the review will be available for consideration by the Committee in the first quarter of 2018.

### **Preparations for 2018 competitions**

The Committee discussed plans to undertake competitions in 2018 and considered an early draft of proposals for the conduct of shortlisting and/or other testing methodologies. It was agreed that these proposals would be further developed for discussion at the next meeting.