



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Meeting of the Policing Authority

Date: 28 January 2016

Venue: 90 North King Street, Dublin7, D07 N7CV

PART A – AUTHORITY MEETING

Attendance

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

Secretary: Aileen Healy,

Executive: Helen Hall (Chief Executive), Catherine Pierse

No conflicts of interest were declared in relation to any of the matters for discussion.

1. Chairpersons opening remarks

The Chairperson welcomed the members of the Authority ('Members') and provided a brief perspective on the significance of the role of the Authority, the challenging tasks to be completed in a tight timeframe and the preparations that have been made to support its work.

2. Appointment of Chief Executive

The Authority appointed Ms Helen Hall as Chief Executive, in accordance with section 62P of the Act.

3. Briefing on the Policing Authority Act

Mr John O'Callaghan and Mr Paddy Forsyth of Policing Division, Department of Justice and Equality attended to brief Members on the legislation governing the Authority. They conveyed the Department's good wishes and support for the success of the Authority's work.

4. Visit of Minister for Justice and Equality

The Minister for Justice and Equality, Frances Fitzgerald T.D. attended to convey her thanks to the Members for serving on the Authority. She spoke of the Government's commitment to supporting the Authority and assured Members of the support of her Department in the challenging work ahead. The Minister emphasised the importance of the Authority as an independent body and as an arm of justice which was crucial to democracy through its oversight of the State's policing services. She presented a framed copy of the Commencement Order for the Policing Authority legislation.

5. Draft Standing Orders

Members adopted the draft standing orders and agreed that these would be reviewed in due course and revised as required.

6. Draft Code of Conduct

Members stressed the importance of the Code of Conduct document in setting the tone of the Authority, with integrity as the guiding principle and provided some comments for orientation and suggestions for inclusion. It was agreed that the Chief Executive would revisit the draft in light of the discussion and bring a revised draft forward for consideration at the next meeting.

7. Immediate Business Priorities and Committees

There was a discussion of the immediate priorities for the Authority as it begins its work and seeks to establish its authority. The statutory deadlines attaching to specific activities and tasks were noted as was the short timeframe in which to meet them.

In addition to the specific time-bound priorities Members identified the importance of the Authority assuming its role in relation to Garda Síochána appointments, both civilian and sworn members. Additionally they emphasised that the development of a performance framework to deliver on the overarching responsibility of overseeing policing performance was a key priority..

In light of the role of the Authority in promoting public awareness of matters relating to policing services Members agreed on the importance of engaging with the public on relevant issues as it moves forward with its activities in the coming year.

No.	Decisions
D_001_01	The Garda Síochána Strategy Statement, Policing Priorities, Plan for 2017 and the Code of Ethics will be developed and approved in line with statutory deadlines
D_001_02	Garda appointments and the development of a performance framework are additional key priorities
D_001_03	The Authority's Strategy Statement will be presented to the Minister within 6 months of establishment
D_001_04	Initial terms of reference for three Committees were approved
D_001_05	Three Committees of the Authority were established in accordance with Section 62K to advance priorities as follows: <ul style="list-style-type: none">a) <u>Policing Strategy and Performance</u> <i>Membership:</i> Judith Gillespie (Chair), Maureen Lynott, Vicky Conway, Noel Brett b) <u>Code of Ethics</u> <i>Membership:</i> Pat Costello (Chair), Bob Collins, Vicky Conway, Judith Gillespie c) <u>Appointments Committee</u> <i>Membership:</i> Valerie Judge (Chair), Moling Ryan, Maureen Lynott

No.	Action point	By Date	By Whom
A_001_01	Consult members on the Policing Authority Strategy Statement	February meeting	Chairperson and CEO
A_001_02	Code of Ethics Committee to recommend a process for drafting and consulting on the code.	March meeting	Ethics Committee
A_001_03	Policing Strategy and Performance Committee to arrange a presentation from the Head of the Garda Analyst Service to brief them on the ongoing public attitude surveys commissioned by the Garda Síochána;	As soon as possible	Secretariat
A_001_04	Arrange a briefing from the CSO in relation to crime statistics. All members to be free to attend these and other appropriate briefings arranged by any Committee or the executive	As soon as possible	Secretariat
A_001_05	Noting that selection processes are already underway for a number of posts, advise the Minister for Justice and Equality that the Authority attaches significance to its role in relation to Garda appointments. In communicating this, outline that it wishes to assume responsibility for any further appointments of civilians with effect from 1 March 2016, Assistant Commissioners from 1 April 2016 and other ranks from a date to be agreed.	Immediate	Chairperson

8. Strategic Engagement with the Garda Inspectorate and GSOC

There was discussion about the respective roles of the Garda Inspectorate ('Inspectorate'), the Garda Síochána Ombudsman Commission ('GSOC') and the Authority. The initiative to prepare a leaflet outlining the roles of each of the bodies, which has now been agreed by each of the bodies, was welcomed. The importance of the Authority working together with these partner bodies was agreed and the upcoming briefing for members by the Inspectorate was welcomed.

No.	Decisions
D_001_06	The Authority will consider in due course whether it will request the Inspectorate to carry out work on its behalf as provided for in the Act
D_001_07	Secretariat engagement between the bodies should be developed to co-ordinate activities in a coherent manner
D_001_08	There should be high level engagement once or twice a year to consider strategic issues of mutual interest

9. Garda Síochána Audit Committee

The Authority appointed Deputy Commissioner Dónall Ó Cualáin to the Garda Audit Committee in accordance with section 44(2) of the Garda Síochána Act 2005.

No.	Action point	By Date	By Whom
A_001_06	Invite the Chair of the Garda Síochána Audit Committee to meet the Authority	An early meeting	Chairperson

10. Policing Authority Strategy

It was agreed that, as part of the Authority's next meeting in February, there would be a full day set aside for discussion of the Authority's strategy for 2016-2018.

11. Schedule of Meetings

The schedule of dates for meetings in 2016 was agreed. It was further agreed that the first public meeting of the Authority would be held on 14 March, with the second proposed for 26 May.

Provisional bookings for a venue will proceed on that basis and the Garda Commissioner will be formally advised.

12. Correspondence

- a) Correspondence from the Chair of the Northern Ireland Policing Board was noted.
- b) It was agreed that correspondence addressed to individual Members would be opened and handled by the Executive. It was further agreed that the Executive would advise Board Members of such correspondence addressed to them and confirm that it had been replied to.
- c) There was discussion about a number of enquires or complaints that have been received by the Authority or by individual members since Establishment Day. It was noted that while the Authority should keep itself generally informed as to trends in complaints made against members of the Garda Síochána it does not have a role in relation to investigating individual complaints which is GSOC's responsibility. While there is a provision for the Authority to refer matters to GSOC for investigation, it was noted that this power is narrowly drawn and may only be used in the public interest. It was considered that in due course when appropriate staffing and frameworks are in place, the Authority may have occasion to exercise this discretionary exceptional power. It was discussed that where it is evident from the correspondence that the matters raised have already been investigated by GSOC, in general, the public interest would not be served by asking the same body to investigate again.
- d) It was agreed that the Executive should respond to the enquiries and complaints accordingly.

13. Other Business

- a) The Chairperson reported the position regarding the slowness in assigning staffing to the Authority. There was a discussion about the role of the Authority in engaging with various groups in the Criminal Justice Sector

- b) Members were advised that a media briefing had been arranged subsequent to the first meeting of the Authority and the Chairperson intends to accept an invitation to address the Annual Conference of the AGSI in April.

No.	Action point	By Date	By Whom
A_001_07	Progress the assignment of sanctioned staff urgently	Immediate	CEO
A_001_08	Invite Secretary General Department of Justice and Equality to meet the Authority	February meeting	Chairperson

PART B – AUTHORITY MEETING WITH THE GARDA COMMISSIONER

Attendance

Authority and Executive as above

Garda Síochána: Nóirín O’Sullivan (Commissioner), Dónall O’Cualáin (Deputy Commissioner Strategy & Change Management), John Twomey (Deputy Commissioner Operations), John Keegan (Superintendent), Marie Broderick (Superintendent).

1) Introductions

The Chairperson welcomed the Garda Commissioner to her first meeting with the Authority, noting the significance of the day for all concerned, and outlined the agenda for the meeting.

2) Policing Plan 2016

The Chairperson outlined the context for this introductory discussion, in the context of the Authority’s need to develop a framework to enable it to carry out its statutory oversight role in relation to policing performance. It was noted future Policing Plans will be approved by the Authority.

There was a discussion with the Commissioner and her Deputies regarding the process used to prepare the 2016 Policing Plan. The wide range of inputs which are taken into account were outlined. The Commissioner explained how the planning process feeds down through the organisation, the mechanisms in place for monitoring delivery of the plan at all levels of the organisation and the processes for dealing with inadequate performance. There was a discussion about the high level objectives and the Commissioner’s plans for transformation and how these would change the delivery of policing services for the citizen over the next two years through:

- the allocation of additional resources (including ongoing recruitment and investment in vehicles and ICT);
- improved communication and engagement with people;
- striking the balance between investigative work and victim support; and
- changes in organisation structure and governance to provide a more agile, responsive, collaborative and engaging organisation with empowered staff.

In relation to adequacy of budgets to implement the Policing Plan in 2016, the Commissioner expressed the opinion that she was satisfied that the budget was adequate to meet the static requirements set out in the Policing Plan. However the demand driven nature of policing, unforeseen events and emerging challenges, which require new capability, always presented challenges. A more flexible multi-annual approach could help in meeting these challenges. There was discussion of the challenges facing the Garda Síochána in changing organisational culture, workforce planning and talent management of members and civilian staff and in particular new recruits.

3) Relationships and working methods between the Garda Síochána and the Authority

In discussing the new relationship between the Garda Síochána and the Authority, there was agreement on the shared objective to support public confidence and trust in policing. The Chairperson expressed the importance of Members getting an understanding of a broad range of Garda processes and procedures and of the data available for planning and measuring performance, beginning with the work of the three Committees.

The Authority emphasised that it wishes to build on existing performance measures and other relevant processes where possible and to avoid creating undue work and the Commissioner expressed willingness to share any data and documentation that would be of benefit to the Authority,

It was agreed that day to day interaction should be conducted with a minimum of formality.

The Commissioner confirmed her availability generally for the scheduled meetings for 2016 with the Authority and the Chairperson advised that the first public meeting would be on March 14.

4) Authority priorities

The Chairperson outlined the arrangements made by the Authority to commence its work immediately on priority areas through three Committees, namely (a) Policing Strategy and Performance (b) Code of Ethics and (c) Appointments. It was agreed that each Committee would each need to engage with the Garda Síochána in a variety of ways.

5) Concluding remarks

The Chairperson thanked the Commissioner and her team for their time and contribution to the meeting and expressed the hope that it marked the start of a journey that the two organisations would take together. She also expressed the importance of marking the many successes of the Garda Síochána. She felt that it was appropriate, in the week of the anniversary of the death of Detective Adrian Donohoe, to acknowledge the work that the members of the Garda Síochána do and the risks that they take for the community and asked the Commissioner to convey this within the organisation.

No.	Action point	By Date	By Whom
A_001_09	Documents referred to at the meeting to be requested/supplied	Immediate	CEO/Garda
A_001_10	Garda Commissioner to nominate contact points to engage with each Committee of the Authority	Immediate	Garda