



AN TÚDARÁS PÓILÍNEACHTA  
POLICING AUTHORITY

## Minutes of Meeting of the Policing Authority

**Date:** 13 December 2018

**Venue:** 90 King Street North and by Conference Call (CC)

### Part A – Authority Meeting

#### Attendance:

<b>Authority:</b>	Josephine Feehily (Chairperson), Noel Brett, Bob Collins, Pat Costello, Judith Gillespie, Valerie Judge, Maureen Lynott (CC), Moling Ryan.
<b>Secretary:</b>	Aileen Healy
<b>Staff of the Authority:</b>	Helen Hall (Chief Executive), Síle Larkin
<b>Apologies</b>	Margaret Tumelty
<b>Visitors</b>	Mark Toland (Chief Inspector), Pauline Shields (Inspector) Garda Inspectorate (for Agenda Item 8)

#### 1. Chairperson's Opening Remarks

The draft agenda was discussed, amended and approved. No conflicts of interest were declared in relation to any of the matters for discussion.

The Chairperson advised members that a meeting with the Data Protection Commissioner is being arranged for early 2019.

Correspondence from the Garda Commissioner providing updates on a number of items, including Workforce Planning and the Code of Ethics, was noted. Members expressed concern at the continuing lack of a Workforce plan to give context to staffing requirements, with particular regard to the Authority's role in approval of positions and disappointment regarding the still low level of sign-up by Garda Members and Garda Staff to the Code of Ethics.

#### 2. Minutes and Matters Arising

The minutes of the meeting on 22 November were agreed and cleared for publication. The log of actions was noted and there was agreement to close the items proposed. Members briefly discussed data copied to the Authority relating to the review of the Youth Diversion Programme.

#### 3. Chief Executive's Report

The Chief Executive's report was taken as read. Members approved the award of a contract for the provision of legal services following a procurement process conducted by the Office of Government Procurement.

#### 4. Committee Updates

##### 4.1. Garda Appointments Quality Assurance and Selection Governance Committee

The Committee had not met since the last Authority meeting.

##### 4.2. Organisational Development Committee

The Committee had not met since the last Authority meeting.

##### 4.3. Policing Strategy and Performance Committee

The Committee Chair updated members on the recent committee meeting including in relation to:

- The Garda Síochána ('GS') report on the incident at North Frederick Street – it was agreed that this would be on the agenda for the January meeting and would be shared with the Garda Inspectorate ('GI') in the context of their review of public order policing;
- A discussion with the GS Interim Chief Data Officer with regard to data quality;
- The CSO review of the quality of crime statistics;
- Homicide Review – Members discussed a number of concerns regarding assurance in relation to quality of investigation in addition to classification arising from the third review report. The report was referred to the Committee for consideration in advance of Members' discussion with the Commissioner;
- GS Implementation Plan of the Crowe Horwath Report - it was agreed that the committee would monitor implementation of recommendations and provide a monthly update to the Authority;
- GS consultation event on the definition of hate crime;
- GS Reserve Strategy;
- Recent policing incidents; and
- The Committee's Terms of Reference and work plan for 2019.

It was agreed that:

- Anti-corruption and GRECO would be discussed at an early Authority meeting; and
- the Terms of Reference for all committees would be reviewed together when new Members are appointed and taking account of the new Statement of Strategy and Corporate Priorities.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_047_01</b>	The GS report on the incident at North Frederick Street to be shared with the Garda Inspectorate in the context of their review of public order policing.	ASAP	Chief Executive
<b>A_047_02</b>	The Policing Strategy and Performance Committee to seek clarification in relation to the conclusions of the Homicide review.	ASAP	PS&P Committee Chair

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_045_03</b>	The Policing Strategy and Performance Committee to monitor the GS implementation of the Crowe Howarth recommendations and provide a monthly update to the Authority.	24 January 2019	PS&P Committee Chair
<b>A_047_04</b>	Anti-corruption/GRECO and the revised Terms of Reference for all Authority committees to be placed on the Authority's meeting agendas in Quarter 1 2019.	28 March 2019	Authority

## **5. Audit, Governance and Risk**

The Chair of the Audit and Risk Committee updated Members on the recent Committee meeting, including:

- A very positive meeting with the C&AG auditor, noting that a clear audit report had been received on the 2017 Appropriation Account;
- A draft internal audit report on risk management which is in the process of being finalised; and
- The Committee's recommendation that an additional member should be appointed to the Audit and Risk Committee. The Authority supported the appointment of another member to the Committee and it was agreed that this would be revisited in Quarter 1 2019.

Members noted the risks reported in the High Risk Report and considered any further changes required to the Risk Register in light of emerging risk.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_047_05</b>	The matter of appointment of an additional member to the Audit and risk committee to be revisited.	31 March 2019	Authority

## **6. Garda Síochána Appointments**

The Secretary briefed members on the outcome of the clearance process in respect of a candidate on the Superintendent panel. Members considered the outcome and appointed the candidate.

A request for appointment of a candidate to the position of Principal Officer in the GS was considered and the appointment was approved.

Members considered and approved a request from the GS for the extension of a temporary acting up assignment to an Executive Director position as consented to by the Ministers for Justice and Equality and Public Expenditure and Reform.

The Authority considered a request for the approval of a senior position as Employment Law Specialist at Principal Officer level in the GS. This request was approved subject to further consultation regarding the job and person specification to be advertised for the position.

The Chief Executive updated members on the proposed GS process to recruit to the permanent role of Chief Data Officer and there was a brief discussion on the key requirements for the position with regard to leadership and ownership for data issues across the organisation.

Members were briefed regarding a discussion at the GS Promotions Advisory Council in relation to the syllabus for the Sergeants and Inspectors promotion examinations, noting that a request to the Authority to approve the syllabus was in process but had not been received in full. Members noted a previous discussion in March 2018 when a number of adjustments to the syllabus to reflect learning outcomes which support the development of skills and reflect up to date legislation and other developments had been requested and expressed disappointment that updated documentation had not been received in good time for consideration by the Authority in advance of the academic year. It was agreed that the matter would be raised with the Commissioner.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_047_06</b>	Further to appointments to the grade of Principal Officer and the rank of Superintendent in the GS, and the extension of an acting up appointment to Executive Director, the Chief Executive to notify the persons of their appointment.	ASAP	Chief Executive
<b>A_047_07</b>	The Commissioner to be notified of the appointments made by the Authority.	ASAP	Chief Executive
<b>A_047_08</b>	The consent of the Minister for Justice and Equality and the Minister for Public Expenditure and Reform to be sought for a Principal Officer position in the GS.	ASAP	Chief Executive
<b>A_047_09</b>	Feedback on the proposal process and job specification for the permanent position of Chief Data Officer to be provided to the GS.	ASAP	Chief Executive

## **7. Policing Authority Statement of Strategy 2019-21 and Corporate Priorities 2019**

The Chief Executive updated Members on the responses to the public consultation, on the Authority's draft Statement of Strategy for 2019-21 which had just concluded. Members discussed and agreed the contents of the draft document. However it was noted that the Government decision on the implementation of the recommendations of the Commission on the Future of Policing ('CFP'), which is expected in the coming days, would impact on the Authority's strategy for the period concerned. In this context, Members agreed that the finalisation of the strategy should be paused to allow the Chairperson and Chief Executive to reflect any necessary adjustments to the Strategy.

The draft Corporate Priorities 2019 were discussed and positively endorsed. It was agreed that this draft would also be finalised by the Chairperson and Chief Executive in light of the Government decision.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_047_10</b>	The Chairperson and Chief Executive to finalise the Authority's Statement of Strategy 2019-21 and Corporate Priorities 2019 in light of the government decision in relation to the implementation of the recommendations of the CFP and to seek approval of the final drafts by written procedure in early January.	11 January 2019	Chairperson and Chief Executive

## 8. 2018 Headline Results

Members discussed the presentation and content of the draft 2018 Headline Results document which was approved subject to drafting points. It was agreed that the document would be published in early January to give an overview of the Authority achievements in 2018.

It was agreed that the draft Annual report for 2018 would be considered by the Authority in February with a view to submitting it to the Minister for Justice and Equality ('the Minister') in line with the statutory deadline of 31 March and would then be published after being laid before the Oireachtas.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
<b>A_047_11</b>	The 2018 headline results to be finalised and published in early January.	11 January 2019	Chief Executive
<b>A_047_12</b>	The draft 2018 Annual Report for the Authority to be prepared for the Authority's consideration in February.	28 February 2019	Chief Executive

## 9. Garda Inspectorate Report on 'Policing with Local Communities'

The Garda Inspectorate attended to discuss their report on 'Policing with Local Communities', a review which the Authority requested in 2016 on foot of a request from the Minister under s117(2) of the Garda Síochána Act 2005. The Chief Inspector presented an overview of the report and addressed Members' questions.

Members agreed that the report would be submitted to the Minister in the coming days and that the Authority would issue a Press Statement on publication of the report by the Minister.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
<b>A_047_13</b>	Formally submit the Garda Inspectorate report 'Policing with Local Communities' to the Minister.	17 December	Chairperson

## 10. Inquiries under section 42 of the Garda Síochána Act 2005

The recently published reports of two inquiries under s.42 of the Garda Síochána Act 2005 were noted and it was agreed that matters arising from these reports would be included in future discussions with the Commissioner in relation to behaviours of Garda members.

## 11. Preparation for meeting with the Garda Commissioner

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

## 12. Dates for 2019 meetings

Members discussed the schedule of meetings for 2019 and agreed that this would be revisited in light of a number of factors including availability of Members and venues. The arrangements for the additional

meeting with the Commissioner in public in 17 January to examine the GS review of the Youth Diversion Programme were discussed and agreed.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_047_14</b>	Revisit and propose changes to 2019 Authority meeting dates in light of availability of Members and venues.	24 January 2019	Secretary

### 13. Documents for Noting by the Authority – December 2018

The following documents were noted by the Authority:

<b>Document</b>		<b>Action Required</b>
<b>D_047_1</b>	Garda Síochána Roads Policing and Crowe Horwath report Implementation Plan	For noting
<b>D_047_2</b>	GS Review - Lessons learnt arising from review of incident at North Frederick St. on 11/9/18	For noting
<b>D_047_3</b>	Garda Síochána Public Attitudes Survey Bulletin Q3 2018 and associated press release	For noting
<b>D_047_4</b>	CSO Review of the Quality of Crime Statistics Dec 18 and associated CSO Press Statement	For noting

## Part B – Authority Meeting with the Garda Commissioner in private

### Attendance:

**Authority Members and staff:** As above

**Garda Síochána:** Drew Harris (Garda Commissioner), John Twomey (Deputy Commissioner), Joseph Nugent (Chief Administrative Officer), Barry O'Brien (Assistant Commissioner), Alan Mulligan (Acting Executive Director HRPD), Grainne Shortall (Assistant Principal).

### 14. Commissioner's Monthly Report to the Authority

Members discussed the Commissioner's Monthly report, raising questions with the Commissioner on a number of issues including:

- The number of Garda members and staff who have been trained and had signed up to the Code of Ethics and actions to encourage sign-up;
- Recent successes with significant drugs seizures and prosecution of drugs offences;
- [The dynamic risk assessment tool to be used in Domestic Abuse](#);
- Reassignments of members to the front-line, noting that the target of 250 reassignments by year end was likely to be achieved;
- Plans for Garda recruitment, targets for and the approach to Garda reassignments and recruitment of Garda staff in 2019;
- The GS financial position and the operational consequences of the recent Supplementary Estimate approved for 2018, noting that the shortfall has been mitigated by working in different ways and redirecting resources to priority areas;
- Garda reserves and inclusion of reserve numbers in the Commissioner's report; and
- An update on Driver training, noting that it was expected that a report to set out the options would be completed in January 2019.

Members queried the GS plan with regard to the syllabus for the Sergeant and Inspector examinations, noting that the revised syllabus had not yet been received despite the Authority's requests in April 2018 regarding the content of the syllabus and the timing of its submission for their consideration. The Commissioner acknowledged that the material provided doesn't meet the requirements set by the Authority earlier in the year and that further thought would be required on the options available to resolve the matter in the context of the wider promotion process in order to meet the organisation's future needs. Members emphasised the need for the syllabus to include the up to date law and reflect the changing nature of policing, but also that it reflect what the Commissioner requires of his future Sergeants and Inspectors. It was stressed that, while the Authority does not wish to unreasonably delay approval of the syllabus, with the associated inconvenience to candidates for these exams, Members need to be satisfied that the syllabus is of a sufficient quality given the long term implications for the organisation. It was agreed that the GS would liaise with the Chief Executive once they had addressed the issues discussed to facilitate timely consideration of the updated material on receipt.

## 15. Recent Garda and Policing Issues

The Commissioner briefed Members in relation to a number of recent Garda and policing issues and there was a discussion of the matters arising.

## 16. Policing Priorities 2019

The Chairperson noted that the Authority had written to the Commissioner to consult on the 2019 Policing Priorities and the Authority were keen to finalise this process, which is a statutory one, and submit the finalised priorities to the Minister. The Commissioner updated Members regarding progress on developing the new GS vision and high level strategy and areas of focus. There was a discussion about the development of performance indicators to measure achievement of outcomes against the Policing Plan, noting that both milestone measures which capture the impact of activity and give a sense of performance against annual plans and multi-annual trends which measure longer term progress are necessary. The Authority welcomed the Commissioner's input to this development but noted the need for him to collaborate with the Authority as he develops draft measures so that the Authority could take account of this when setting the performance targets in the 2019 Policing Plan.

## 17. Homicide Review

The Chairperson noted the receipt of the third report of the Homicide Review and confirmed that it will be considered at Committee in advance of a detailed discussion with the Commissioner. It was noted that clear assurances regarding both classification and quality of investigation will be sought in relation to all cases reviewed to date.

## 18. Warrant Management

There was an initial discussion in relation to warrant management and the Garda representatives provided an overview of the activity levels and issues arising in relation to management of warrants. It was agreed that the GS would provide an information note as a basis for a more informed future discussion on the matter.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_047_15</b>	Details of Garda Reserves to be included in the Commissioner's Monthly report	January 2019	GS
<b>A_047_16</b>	The GS to revert to the Authority in relation to provision of material and clarification of its request for the approval of the syllabus for Sergeant and Inspector promotion examinations	ASAP	GS
<b>A_047_17</b>	The GS to provide an information note on warrant management to inform a future discussion on the matter.	ASAP	GS