



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Code of Ethics Committee

Date: 8 November 2016

Venue: 90 North King Street, Dublin 7

Attendance

Authority: Judith Gillespie (Acting Chair), Bob Collins, Vicky Conway,
Pat Costello (conference call)

Executive: Catherine Pierse, Christopher Campbell

Secretary: Annie O'Malley

Garda Síochána (for items 2.1 to 2.3):

John Barrett (Executive Director HRPD), Ken Ruane (Head of Legal Affairs),
Chief Superintendent Margaret Nugent (Director of Training and
Development), Superintendent Pat McCabe (Garda College), Superintendent
Fergus Dwyer (Internal Affairs), Gráinne Shorthall (HEO Policing Authority
Liaison Office)

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

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

- 1.1. The minutes of the last meeting were approved and signed
- 1.2. Committee preparation for meeting with Garda representatives
- 1.3. Meeting with Garda representatives on Commissioner's proposed steps to embed Code of Ethics in the Garda Síochána
- 1.4. Review of discussion with Garda reps
- 1.5. Review of Code: plain English edit
- 1.6. Review of Code: review of submissions
- 1.7. Review of Code: draft preamble and foreword
- 1.8. AOB

2. Actions and matters of Note:

- 2.1 The Committee conveyed to the Garda representatives its expectation that the Code would be embedded in the organisation in a number of key areas, including: selection and recruitment processes; training and specialist training (in particular covert operations); promotions and appointments; planning and operations (and review of same); investigations; reward and discipline; policy and policy review; and the Garda decision making model.
- 2.2 The Garda representatives began with a brief presentation on key steps and considerations for the effective embedding of the Code of Ethics in the organisation. This was followed by a discussion with the Committee. The Garda representatives outlined their expectations on steps that would be taken to embed the code. These included, that everyone in the organisation would be exposed to the Code and that the Code would be a key element in training new recruits. They anticipated there would be training on the Code for managers at all levels and that there would be regional launches to introduce the Code around the country. There would be a need to ensure the Code was embraced at every level of the organisation rather than seen as an imposition. The Executive Director HR is preparing a plan relating to the roll out of the Code and will communicate that to the Executive of the Authority as soon as possible.
- 2.3 The Committee welcomed the positive contributions from the Garda representatives on proposed steps to embed the Code.
- 2.4 The Committee discussed the NALA plain English edit of the draft Code and accompanying editor's notes.
- 2.5 It was agreed that the Executive would review and update the draft Code in light of the Plain English edit. The Executive will also consider further any additional points arising from its review of submissions from the second round of consultation. The Committee will consider this update in advance of the next Authority meeting.
- 2.6 The Committee discussed the upcoming meeting with Garda staff representative bodies on the Code of Ethics.