



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Code of Ethics Committee

Date: 12 October 2017

Venue: 90 North King Street, Dublin 7

Attendance

Authority: Pat Costello (Chair), Bob Collins, Judith Gillespie

Executive: Catherine Pierse, Karen Shelly

Secretary: Seán Carpenter

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

1. Part A - Meeting of Code of Ethics Committee

1.1. The following items were considered and discussed as set out in the agenda for this section of the meeting:

- Chairperson's opening remarks
- Minutes of last meeting

Actions and matters of note:

1.2 The Committee discussed the draft list of ethical scenarios provided by the Garda Síochána and was in agreement that the scenarios focused too heavily on front-end, operational and "uniformed" policing and that further scenarios should be developed and added that relate to a broader range of policing matters.

1.3 The Committee agreed to the proposed meeting with the relevant Project Team at their Harcourt Square office on 9 November.

2. Part B - Meeting with Garda Síochána representatives

Attendance

Authority and Executive: As above

Garda Síochána: Patrick Leahy (Assistant Commissioner DMR, Community Engagement and Public Safety), Alan Mulligan (Director of HR), Johanna O’Leary (Superintendent HRPD), Sarah Myler (Superintendent National Vetting Bureau), Brian Conway (Superintendent Garda College), Gráinne Shortall (Assistant Principal, Garda Liaison Office) Fiona Broderick (Sergeant HRPD).

2.1. The following items were considered and discussed as set out in the agenda for this section of the meeting:

- Update on the Garda Síochána Code of Ethics roll out plan.

Actions and matters of note:

- 2.2 The tender process for an Independent Ethics Expert has been successful completed and following this process, the external experts have been selected.
- 2.3 Preliminary Code of Ethics awareness presentations to garda members and staff commenced in September and are on-going. At the time of the meeting, 65% of employees had reported attending a presentation and while it is anticipated that not all staff members will get to attend a preliminary awareness presentation, the Project Team is confident that everyone will receive a formal training course on the Code of Ethics.
- 2.4 17,037 Code of Ethics booklets have been distributed to staff members and Garda Headquarters is the only area awaiting the delivery of booklets. At the recent attestation ceremony in Templemore on 22 September, student gardaí signed that they have read and will adhere to the Code of Ethics.
- 2.5 It is intended to develop an ethics strategy document that will outline how the Code of Ethics is to be fully embedded within the garda organisation over the next number of years. The Committee requested that the strategy document includes a breakdown of the challenges and goals the organisation will face on a year by year basis.
- 2.6 The dates and outline for the Regional Launches are still outstanding and are awaiting approval by the independent experts.
- 2.7 An expert group led by Superintendent Myler is being established and will include the graduates of the MA in Ethics. This group intends to carry out Focus Groups nationally and will use these to develop further ethical scenarios for training purposes.
- 2.8 The Committee recommended that the deliverable relating to the Code of Ethics in the 2018 Policing Plan needs to be broadened. The deliverable should not only specify the training

requirements but also the implementation plan and the monthly reports being made to the Ethics Committee.

3. Part C - Meeting of the Code of Ethics Committee

Attendance

Authority and Executive: As above

3.1 The following items were considered and discussed as set out in the agenda for this section of the meeting:

- Committee discussion regarding further steps.
- Any other business.

Actions and matters of note:

3.2 Clarification is to be sought as to the frequency and scheduling of Ethics Committee meeting for 2018.