



AN TÚDARÁS PÓILÍNEACHTA  
POLICING AUTHORITY

**Minutes of Code of Ethics Committee**

**Date: 9 May 2018**

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

**Attendance:**

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

**Executive:** Catherine Pierse, Andrea Lennon

**Secretary:** Carol-Ann Burke

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

**1. Part A & C - 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
- Garda Síochána update on the plan for rolling out the Code of Ethics – provided by the Garda Síochána during the Committee Meeting,
- Gantt Chart provided to the Authority on the 8 May 2018,
- Decision Making Model provided to the Authority on the 12 March 2018

Actions and matters of note

1.2 The Committee noted the following:

- The disappointment at the late submission of meeting documents by the Garda Síochána and its impact on the Committees consideration of these important matters.
- The Code of Ethics regional launches will take place in May and June 2018. Committee members indicated that they would attend the Code of Ethics regional launches subject to notice and availability. The outstanding schedule of dates for the Code of Ethics workshops is to be sought.
- The Decision Making Model submitted by the Garda Síochána appears to be a final iteration, and members had a number of concerns with the content in particular to

ensure the priority status of the Code of Ethics within the document, in light of the Code of Ethics being a statutory requirement.

- The low numbers of Garda members, reserves and civilians signing the declaration for the Code of Ethics needs to be pursued further.
- A copy of the completed Garda Síochána Communications Plan is to be sought.

## **2. Part B - Meeting with Garda Síochána representatives**

Attendance

*Authority and Executive:* As above

*Garda Síochána:* Assistant Commissioner Patrick Leahy (DMR, Community Engagement and Public Safety), Superintendent Sarah Meyler (Ethics and Culture Office National), Alan Mulligan Director (HR), Superintendent Brian Conway (Garda College), Sergeant Fiona Broderick (HRPD), Monica Collins EO (HRPD),

2.1 The following items were considered and discussed:

- Update on the Garda Síochána Code of Ethics roll out plan provided at the meeting
- Decision Making Model

Actions and matters of note:

- The Garda Síochána representatives and Committee members held a brief discussion with regard to feedback on the culture audit launch on 9 May 2018 at the Dublin Institute of Technology (DIT), Grangegorman.
- The Committee noted and welcomed the appointment of Superintendent Meyler to the Garda Síochána Ethics and Culture Office at the Garda College.
- The Garda Síochána is considering integration of the revised Ethics Strategy with the developments arising from the Culture Audit and sought clarification as to the future role of the Authority Ethics Committee with regard to the outcome of the culture audit. The Authority will revert on this matter in due course.
- Garda Síochána representatives apologised to the Committee for the late submission of meeting documents and provided an update concerning the roll out of the Code of Ethics training, as follows:
  - 5,429 Garda members and civilian personnel have attended and positively engaged in the 4 hour Ethics Workshop sessions as at 8 May 2018;

- based on current projections indications are that all available personnel will attend the Ethics Workshops by the end of June 2018; and
- an additional “Train the Trainer” programme also took place in the previous week.
- The Garda Síochána committed again to providing the outstanding schedule of dates for the Code of Ethics workshops and the re-scheduled details for the Code of Ethics regional launches, which were delayed due to IR issues.
- The Garda Síochána representatives gave an update on the Garda members and civilian personnel who have signed the Code of Ethics declaration form - of those who have attended the Code of Ethics training 42% of the Garda Síochána and 51% of civilian personnel. The Garda Síochána will provide updated statistics for this across the Organisation. The Garda Síochána representatives stated that they have met with all the Garda Síochána Associations in relation to the Code of Ethics and emphasised the importance of Garda members signing the code.
- The Garda Síochána representatives outlined the progress in relation to the Communications Strategy involving the Code of Ethics being displayed on all PCs portal and an online Code of Ethics booklet, emails, posters and fact sheets. The Garda Síochána ICT preparations and projected costs for elearning was also noted. The Garda Síochána has plans in train to develop a short ethics video focussing on a few key themes. The Committee will be consulted concerning the Code of Ethics video content which is expected to be developed by the end of Q2 2018.
- The Committee acknowledged the work done on the Decision Making Model submitted by the Garda Síochána. Following a discussion concerning the Committee observations on the contents of the Model, the Garda Síochána agreed to consider again the document contents to ensure the priority status of the Code of Ethics within it.
- The Chair thanked Catherine Pierse for her significant contributions to the Committee and wished her every success in her future career. The Assistant Commissioner also thanked Catherine for her assistance and cooperation and wished her well in her new role.