



AN TÚDARÁS PÓILÍNEACHTA  
POLICING AUTHORITY

## Minutes of Meeting of Appointments Committee

**Date:** 17 February 2016

**Venue:** 90 North King Street, Dublin7.

### Attendance

**Authority:** Valerie Judge (Chair), Moling Ryan,

**Apologies:** Maureen Lynott

**Secretary:** Darragh Stapleton

**Executive:** Helen Hall, Aileen Healy

### *Policing Division, Department of Justice and Equality (for item 1.3 below)*

Anne Barry, Principal Officer

Paul McDonnell, Assistant Principal

### *Garda Síochána: (for item 1.4 below)*

Deputy Commissioner Dónall Ó Cualáin, Strategy and Change Management

Chief Superintendent Anthony McLoughlin, Human Resources & People Development

Superintendent Margaret Nugent, Human Resources & People Development

Director of Civilian HR, Mr Alan Mulligan

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

- 1.1 Updates:
  - Chairperson's correspondence with Minister re senior appointments
  - Application for recruitment licence.
- 1.2 Garda Síochána HR Strategy and discussion on issues to be explored further in upcoming presentations.
- 1.3 Presentation from Policing Division, Department of justice and equality
- 1.4 Presentation from HR, Garda Síochána
- 1.5 Discussion of current processes for senior appointments.
- 1.6 Appointments Committee working arrangements: Schedule of meetings
- 1.7 Any other business

### 2. Actions and matters of note

- 2.1. The Chairperson's letter to the Minister and the Minister's reply regarding commencement of the sections of the Act relating to the Authority taking on senior appointments was noted and

practical implications for the Authority and timelines were discussed. It was noted that the Executive has applied for a Recruitment licence in preparation for this role.

- 2.2. The importance of work being underway to commence these sections of the Act in particular to amend the promotion regulations as a prerequisite to commencement was noted. Senior civilian appointments are not covered by the Regulations.
- 2.3. The presentation from Policing Division was welcomed and assisted the Committee in clarifying the current process and timelines for changing the regulations, the appointments processes underway and the future roles of the Authority and the Department. The Committee was also briefed on the appointments and staffing issues relating to the Garda Síochána with which the Department is currently engaged and there was discussion of transition arrangements in relation to those aspects which would come under the remit of the Authority post commencement.
- 2.4. The Minister would like to commence the civilian appointment provisions of the Act as soon as the CAO competition is complete but it is unclear when the process will be complete. The Department undertook to consider if the section can be partially commenced so as to allow the Authority to take responsibility for other civilian appointments in the meantime. Policing Division will circulate a paper outlining the position in relation to civilian appointments. Policing Division are working to a three month timeframe for changing the regulations and will commence consultation with the Authority in the next three weeks on draft regulations.
- 2.5. The committee welcomed an opportunity to discuss the Garda HR Strategy and appointments processes with senior HR managers of the Garda Síochána. The first draft of the new HR Strategy is complete and there was discussion of some key issues including the intention to move to a single integrated HR system for all staff of the organisation. Garda representatives agreed that they would share the draft with the Authority.
- 2.6. In relation to appointments there are currently 101 live competitions underway across all ranks and positions in the organisation, which is a huge task given the manual paper-based processes and the requirements to work with the promotion regulations some aspects of which are quite prescriptive.
- 2.7. The Committee will reconvene at 12.15 on 24 February for a short meeting to discuss a schedule of meetings for the rest of the year.