



Minutes of Meeting of Appointments Committee

Date: 07 April 2016

Venue: 90 North King Street, Dublin 7.

Attendance

Authority: Valerie Judge (Chair), Moling Ryan, Maureen Lynott

Secretary: Darragh Stapleton

Executive: Helen Hall, Aileen Healy, Karen Shelly

Garda Síochána: (for item 1.2 below)

- Mr. John Barrett, Executive Director Human Resources and People Development
- Mr. Alan Mulligan, Director of Civilian HR
- Chief Superintendent Anthony McLoughlin
- Chief Superintendent Mark Curran, Internal Affairs
- Superintendent John Keegan

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

1.1. Updates:

- Commencement of S17 of Policing Authority Act relating to civilian appointments
- CAO selection and appointment
- Submission to Department of Justice and Equality re amendment of Promotion Regulations
- Preparations for taking on appointments functions

1.2. Meeting with Garda Síochána:

- Review GS Action Register
- Draft workforce plan and HR Strategy

Actions and matters of note

2. Minutes of the Committee meeting of 17 February 2016 were agreed.
3. There was a discussion regarding provision of documentation for meetings and the necessity for documentation to be submitted by the Garda Síochána in time to allow their circulation to Members at least three working days in advance of the meeting.
4. A presentation was made by the Garda Síochána in relation to the draft HR Strategy. The Committee agreed that there had not been sufficient time to consider the information provided in advance of the meeting and that this strategy and workforce plan would be an essential input to consideration of any advice the Authority may wish to give the Minister regarding Garda Síochána resources. It was agreed that some of the issues may be revisited in future meetings in light of further inputs from the Garda Síochána.
5. The Authority expressed the importance of international comparators as inputs to the planning process and the Garda representatives agreed to provide the Authority with this information. The Committee also expressed the view that the Strategy represents a major change programme and advised that an independent external review of the programme and costs would be appropriate.
6. It was agreed that arising from this meeting that the following material would be provided:
 - Comparators from UK (or elsewhere) relating to:
 - Staffing levels e.g. ratios of officers to civilian staff etc.,
 - Information relating to experience of substantial HR reform programmes.
 - Training and Development Review from 2009

The Garda Actions register was reviewed and open items noted. It was requested that these be provided as soon as possible.
7. It was agreed that at its next meeting the Committee would focus on its work plan and discuss preparations for Garda appointments post commencement. The Executive will document the current processes for managing appointments in the Department and Garda and brief the Committee on these processes and the position on current vacancies with a view to developing the Authority's own appointments processes.