

## Minutes of Meeting of Appointments Committee

**Date:** 05 May 2016

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

### Attendance

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

**Secretary:** Darragh Stapleton

**Executive:** Helen Hall, Aileen Healy, Catherine Pierce (for Item 1.1)

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
- Promotion Regulations
- Preparations for taking on appointments functions

1.2. Review GS Action Register:

1.3. Garda Síochána Workforce planning

1.4. PA Appointments Processes

- Briefing on current processes
- Next steps to prepare for taking on appointments role

1.5. AOB

### Actions and matters of note

2. The minutes of the Committee meeting of 7 April 2016 were agreed.

3. It was agreed that the Executive would make arrangements to formally record agreed Committee Actions, probably using the functionality of the Authority Actions log.

4. The Executive provided the committee with an update regarding the current position in relation to the commencement of the relevant sections in the Act, as advised by the

Department, relating to the transfer of responsibility for senior Garda appointments to the Authority.

5. It was agreed that, in preparation for the Department's commencement of these functions, the Executive will develop a framework for the recruitment process on the basis that the Authority will have to carry out the recruitment itself. This will inform thinking on the appropriate process and capacity requirements and can later be adapted if necessary once the Department finalises the legal position. The Executive will draft a document for consideration at the next Committee meeting to set out a framework for the recruitment process, addressing steps to be taken, timelines, best practice, legal and other issues, and taking account of experience in a number of public service organisations with extensive recruitment expertise.
6. Open items on the Garda Actions Register were reviewed and the process of reviewing the register with the Gardaí was discussed.
7. There was a discussion around the draft Garda Síochána Workforce Planning document. The Committee discussed the need for the Authority to get a clear understanding of the Garda workforce to form a clear understanding of existing and required resources so that the Authority can advise the Minister on the adequacy of resources. It was agreed that the workforce plan would be a key input to this process and the Executive is to seek additional data to clarify the current workforce and future requirements.
8. There was a discussion about the Committee's responsibility in relation to the HR Strategy. It was agreed that the Authority will revisit this in future in the context of discussions of the Garda Síochána strategy and structure.
9. The next Committee meeting is scheduled for Friday 10<sup>th</sup> June at 2pm.