



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Meeting of Appointments Committee

Date: 10 June 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

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
- Recruitment Licence

1.2. Review GS Action Logs:

- Garda Síochána Actions Register
- Committees Actions Log

1.3. PA Appointments Processes

- Update on legal advice from Policing Division
- Preparation of appointments processes

1.4. AOB

Actions and matters of note

2. The minutes of the Committee meeting of 5 May 2016 were agreed.

3. The Executive updated the Committee in relation to progress on issues relating to preparation for the Authority to take on its appointments functions under the Act. Section 17 of the Policing Authority Act relating to civilian appointments has been commenced with the effect that the Authority now has responsibility for approving numbers of civilian staff and for making appointments to senior civilian posts in the

Garda Síochána. The selection competition undertaken by the Public Appointments Service to fill the Chief Administrative Officer post has been completed and the matter of the appointment of the preferred candidate will be on the agenda for the next Authority meeting.

4. The Commission for Public Service Appointments (CPSA) has issued the Authority with a recruitment licence which will enable the Authority to recruit its own staff.
5. In relation to the commencement of the sections of the Act relating to appointment to senior ranks there was discussion of the position advised in the Department's letter of 31 May which outlined the legal advice received. This is to the effect that the 2005 Garda Síochána Act (as amended) rather than the Public Service Management (Recruitment and Appointments) Act 2004 will govern the selection of the senior ranks. Consequently, these appointments would be made by the Authority after undertaking a selection process. The advice also confirms that, while assistance can be sought from external sources including the Public Appointments Service, undertaking the process cannot be delegated to another body. The Committee was of the opinion that it would be appropriate, in developing its processes, to avail of current expertise, experience and best practice on recruitment available in the public sector and that any such assistance would not be in conflict with the decision-making powers of the Authority in regard to its selection and appointments functions.
6. The Department has advised that they expect to shortly forward draft regulations for consultation, which will provide for the responsibility of the Authority in regard to appointments to senior ranks. The Department is working to have the amended regulations in place by end July and which will allow for the commencement of the relevant sections of the Act.
7. The Executive provided an update regarding the outstanding items in the Committee Actions Log and Garda Síochána Actions Register. The Committee expects that the outstanding material requested from the Garda Síochána will be available no later than one week in advance of the next meeting.
8. Following a discussion in relation to the preparation of the Authority's processes for recruitment of senior ranks, it was agreed that:
 - The Executive would draft a recruitment scheme based on current TLAC and PAS recruitment processes and on the CPSA Codes of Practice, for the Committee's consideration.
 - In light of the Committee's view of the importance of a relevant Competency Framework in the context of an efficient and effective selection process, the Executive will prepare a short paper setting out proposals in this regard in advance of the next meeting.
 - The Executive will scope the expected level of appointments to the ranks concerned based on data on past trends and future requirements for the filling of posts which

has been requested from the Garda Síochána and will propose options for resourcing of this function. This will address requirements for staffing and expertise to resource an in house function in addition to identifying alternatives such as a possible partner to administer the resource intensive element of recruitment.

9. The date for the next meeting will be confirmed in the coming weeks.