



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Meeting of Appointments Committee

Date: 22 July 2016

Venue: 90 North King Street, Dublin 7.

Attendance

Committee: Moling Ryan, Maureen Lynott (by telephone)

Apologies: Valerie Judge

Secretary: David Murphy

Executive: Aileen Healy, Karen Shelly

Ms Lynott chaired the meeting in the absence of the Chair.

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

1.1. Consideration of preparations for the Authority's functions in relation to appointments to senior ranks.

2. Actions and matters of note

2.1. The draft Code of Practice was discussed in particular the need to emphasise the role of external, independent quality assurance. It was suggested that the Commission for Public Service Appointments (CPSA) would be suitable due to its independence and its expertise in this area and it was agreed that the Executive would explore this option with the CPSA. The importance of appropriate training as required and briefing for interview boards in advance of each process was emphasised.

2.2. The Committee approved the approach taken to drafting a competency framework to take account of an amalgam of the existing Chief Superintendent competencies and the framework for Principal Officers in the civil service. It was agreed that there was a need for a strong emphasis on leadership, performance, setting priorities and achieving national and local targets and that this reflects the need for strong leadership and change management focus at this rank.

2.3. There was a discussion in relation to the draft Information Booklet which had been prepared for the Chief Superintendent rank. It was emphasised that this early draft required additional work to finalise detailed points and that there would need to be engagement with the Gardaí (particularly in relation to the preparation of job and person specifications), the Department and probably DPER in this regard. It was agreed that this is a useful start and it will be revisited at a future meeting.

- 2.4. It was noted that the Garda Commissioner had recently assigned several new appointments and transferred others at Assistant Commissioner, Chef Superintendent and Superintendent ranks and details were requested.
- 2.5. It was agreed that the draft documents, subject to the drafting points discussed, be put on the agenda for discussion by the Authority at the July 28th meeting with a recommendation that:
- The draft code of practice be provided for consultation to the parties set out in the draft regulations i.e. the Garda Commissioner, Department of Justice and Equality, Department of Public Expenditure and Reform, Garda representative associations and any other parties at the Authority's discretion.
 - The approach to preparations be approved with a view to the Executive continuing its work on the:
 - Selection Process design;
 - Competency framework;
 - Information booklet for Chief Superintendent rank; and
 - Development of a detailed toolkit to support implementation of the selection process.
- 2.6. There was a discussion on the process for dealing with complaints. The inclusion of a decision arbitrator process in the CPSA Code of Practice was mentioned as was feedback from CPSA on the drawbacks of this process, which is currently under review. It was agreed that the Executive will explore what other options may be available for independent external referral.