



Minutes of Garda Appointments Quality Assurance and Selection Governance Committee

Date: 07 March 2017

Venue: 90 North King Street, Dublin 7

Attendance

Committee Members: Bryan Andrews (Independent Chair), Valerie Judge, Moling Ryan

Secretary: Louise Joyce

Authority: Josephine Feehily

Executive: Helen Hall, Joyce Moran, Liam Hallihan

Apologies: Maureen Lynott, Aileen Healy

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

- 1.1. Apologies, Agenda, Minutes
- 1.2. Chief Superintendent Selection Competition
- 1.3. Assistant Commissioner Selection Competition
- 1.4. Preliminary discussion of shortlisting tools for future competitions
- 1.5. Any other business

2. Actions and matters of Note:

Chief Superintendent Selection Competition

2.1. The selection process for Appointments to Chief Superintendent was discussed and the draft competition documents, comprising:

- Statement of Practice for the conduct of a selection competition for Appointment to the rank of Chief Superintendent in the Garda Síochána;
- Candidates Information Booklet (incorporating details of the format of the competition, competencies and job specifications); and
- Application Form

were reviewed in detail and agreed subject to some drafting changes.

The composition of the Selection Board for this competition is not yet finalised and details will be circulated to the Committee for consideration when finalised.

Assistant Commissioner Selection Competition

- 2.2. There was a detailed discussion of the clearance process for this and future competitions and the process and the related forms were approved
- 2.3. It was agreed that the draft forms be provided to the Garda Síochána for information and that the process be reviewed in light of any learning from this competition.
- 2.4. The Committee asked the Executive to recommend the process and forms to the Authority for approval by written procedure.

Preliminary discussion of shortlisting tools for future competitions

- 2.5. It was agreed that the Executive would research the various tools available to shortlist candidates for future selection competitions including psychometric testing and Occupational Personality Questionnaires to inform discussion by the Committee on appropriate methodologies for each rank.

Any other business

- 2.6. Changes to the draft Terms of Reference further to the discussion at the previous meeting were agreed.
- 2.7. It was agreed that the Committee would meet as necessary rather than on a monthly basis.