



Minutes of Garda Appointments Quality Assurance and Selection Governance Committee

Date: 12 March 2018

Venue: 90 North King Street, Dublin 7

Attendance:

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

Secretary: Louise Joyce

Executive: Helen Hall, Sharon O'Brien, Liam Hallihan

Apologies: Maureen Lynott

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

1.1. Apologies, Agenda

1.2. Update on 2017 Competitions:

- Status of Panels
- Review of 2017 Competitions

1.3. Update on 2018 Competitions:

- Suggested Timeline
- Shortlisting Options

1.4. Next Meeting

1.5. Any other business

2. Actions and Matters of Note:

The Committee was provided with an update on the current status of the panels established arising from the 2017 competition.

The status of a review of the 2017 competitions was noted and it was agreed that the draft report would be circulated to the Committee in the week commencing 19 March for consideration at the next committee meeting in early April. It was noted that the recommendations of this review would

inform the preparations for the 2018 competitions in terms of finalising any changes to the processes and preparation of competition documents.

Preparation for 2018 Competitions

The Committee discussed plans for competitions in 2018. In light of the current status of the existing panels and the Garda Síochána forecasts of expected positions to be filled, it is expected that there will be a greater initial requirement for Superintendents in the months immediately following the expiry of the current panels. For this reason it is considered prudent to run the Superintendent competition first on this occasion. An indicative timeline, proposing that the Superintendent competitions be advertised in May and completed in July, to be followed by a Chief Superintendents competition to be advertised in August and completed in October, was agreed.

It was noted that at present there are no indications of positions to be filled at the rank of Assistant Commissioner and consequently no competition is scheduled for this rank. It was also considered that, in any event, it would be appropriate that the new Commissioner would be in place before an Assistant Commissioner competition is undertaken. However it was noted that the possibility of vacancies arising later in the year remains and that preparations should be made so that a competition can be held in an agile and responsive manner should this be required later in 2018.

The Committee considered a draft paper setting out the options for the Authority in relation to selection and shortlisting methodologies in line with the intention to continually evolve the selection process over time. The merits and practicalities of the recommended options in the context of the appropriateness for the selection processes for each of the ranks was discussed. The Committee approved the paper for the consideration of the Authority.

With regard to the 2018 competitions the Committee is supportive of the continued evolution of the Authority's selection processes in line with best practice and the objective of using more sophisticated and evidence based selection tools. It was agreed to recommend that the following tools and methodologies, which it considers to be appropriate be introduced for the 2018 competitions:

- Video shortlisting to be piloted in the Superintendent competition and, subject to satisfactory operation, be rolled out to the Chief Superintendent competition later in the year; and
- A form of psychometric or personality test to be developed for the next Assistant Commissioner competition with a view to its use for the Chief Superintendent competition in 2019.

4. Next Meeting

4.1 Tuesday, 3 April at 5pm.