



Minutes of Garda Appointments Quality Assurance and Selection Governance Committee

Date: 22 July 2019

Venue: 90 North King Street, Dublin 7

Attendance:

Committee Members: Bryan Andrews (Chair), Moling Ryan, Aileen Healy, Valerie Judge (by phone)

Executive: Sharon O'Brien, Liam Hallihan

Apologies: Maureen Lynott

1. Minutes of Previous Meeting

The minutes of the previous meeting on 7 May 2019 were approved and cleared for publication.

2. Update on Superintendent Competition

The Executive provided an update to the Committee on the Selection Competition for the rank of Superintendent 2019, including on the use of the psychometric testing at the shortlisting stage. The Chair of the Committee reported on his attendance as an observer at a random selection of interviews in order to conduct quality assurance of the interview process of behalf of the Authority. He advised that there was consistency throughout and that he would provide a note to the Authority for their next meeting.

3. Processes for Selection Competition for rank of Chief Superintendent 2019

The proposed approach to the 2019 selection competition for appointment to the rank of Chief Superintendent was discussed. The competition process was reviewed and agreed along with the following documentation which was approved subject to final drafting:

- Statement of Practice for the conduct of a selection competition to the rank of Chief Superintendent in the Garda Síochána 2019;
- Candidate Information Booklet for Chief Superintendent 2019; and
- Application Form for Chief Superintendent 2019.

The proposal for the use of a psychometric exercise for candidates who are invited to final interview, with a view to informing questioning and probing of candidates competencies by the selection board at interview. This has been developed with the Authority's service provider and mapped to Chief

Superintendent competencies. A qualified occupational psychologist from the service provider will meet with the Selection Board in advance of final interviews to brief them on the reports.

The Committee approved the approach outlined, and noted that there was a positive focus in the competition documentation on the new Garda operating model, that it was important for the successful candidates to demonstrate that they understand the new corporate culture which in turn would influence culture to those they would lead in future. It was noted that a meeting had been scheduled with the relevant Garda associations to discuss the process.

It was agreed that the proposed arrangements and draft documentation be provided to the Authority and subject to their approval that:

- The competition be advertised on 8 August and, in light of the holiday period, applicants be given a four week period (rather than the usual three weeks) for the submission of applications by 5 September;
- Eligible candidates will then be invited to complete psychometric ability tests by 15 September;
- The competition will consist of the following stages:
 - Shortlisting, based on the evidence in Sections A and B of the candidate's application form and meeting the required standard at psychometric testing;
 - Preliminary interview; and
 - Candidates successful at preliminary interviews will be invited to complete further online tests and/or exercises and to attend a final interview, which will also include a presentation.

4. Selection Competition for rank of Assistant Commissioner

It was noted that preparations for an Assistant Commissioner competition are underway with a view to being ready to hold a competition later in the year if required.

5. Next Meeting

It was agreed that there would be further communication between the Committee and Executive to arrange a date for the next committee meeting.