



## **Minutes of Garda Appointments Quality Assurance and Selection Governance Committee**

**Date: 23 April 2021**

**Venue: Remote Video Conference**

### **Attendance:**

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

**Executive:** Aoife Clabby, Helen Hall, Clare Kelly, Sharon O'Brien, Ian Holland, David Murphy

### **1. Minutes of Previous Meeting**

The minutes of the previous meeting on 17 July 2020 were approved and cleared for publication..

### **2. Proposal for Selection Competition for the Rank of Superintendent**

The Committee discussed the Executive's proposal for the conduct of a Superintendent Appointment Competition in 2021, with the intention of submitting an Order of Merit to the Authority in July 2021.

Following the approval of the Committee in July 2020, the Executive has procured a service provider, SHL, to develop a bespoke situational judgement tests for the 2021 selection competitions. Currently, the situational judgement test for the Superintendent competition is being finalised, following review by a panel of Chief Superintendents.

The Committee agreed that shortlisting for the Superintendent 2021 competition would be based on the outcome of the tests and a paper shortlisting carried out by the Selection Board.

The Committee approved the Application Form, Candidate Information Booklet, and Statement of Practice, pending minor amendments. The competition papers will be submitted to the Authority for final approval at the 29 April meeting.

### **3. Tender for Competency Framework**

The Executive provided an oral update on progress in procuring a service provider for revising the Competency Frameworks for senior Garda ranks. The intention is to establish a working group, to include a nominated Garda member, to work on this project.

The Chair commended Sharon O'Brien and the Appointments Unit on their work so far, and requested that this be noted in the minutes.

#### **4. AOB**

A date for the next Committee meeting was not set, and will be agreed at a later date.