

Attendance:

Committee Members: Bryan Andrews (Chair), Moling Ryan, Aileen Healy

Executive: Sharon O'Brien, Shona Keeshan, David Murphy, Josephine Feehily (part)

Apologies: Maureen Lynott, Valerie Judge

1. Minutes of Previous Meeting

The minutes of the previous meeting on 22 July 2019 were approved and cleared for publication.

2. Chair's Opening Remarks

The Chair of the Policing Authority, who attended the early part of the meeting, thanked the Chair of the Committee for his work in supporting the Authority appointments process, and welcomed the introduction of the assessment centre in the Assistant Commissioner competition.

The Committee discussed the benefit of there being a senior leadership development programme in the Garda Síochána consistent with and reflecting the competencies which are assessed for promotion to senior positions, noting that it is best practice that development should reflect the required competencies. The Committee recommended that the Authority propose the introduction of such a programme or the adaptation of any existing development programme accordingly to the Commissioner.

3. Processes for Selection Competition for rank of Assistant Commissioner 2020

The proposed approach to the 2020 selection competition for appointment to the rank of Assistant Commissioner was discussed. The competition process was reviewed and agreed along with the following documentation which was approved subject to final drafting:

- Candidate Information Booklet for Assistant Commissioner 2020 selection competition;
- Statement of Practice Assistant Commissioner 2020 selection competition; and
- Application form for Assistant Commissioner 2020 selection competition.

It was noted that the Terms and Conditions for the Candidate Information Booklet were still in draft format, but will be provided by the Garda Síochána in the coming days.

The Committee approved the proposed process for the competition and decided that shortlisting should be conducted on the basis of evidence provided by candidates for two competencies, namely *Leadership and Management* and *Breadth of Appreciation of the Policing Role*.

The Executive provided an overview of the arrangements for an Assessment Centre to be conducted for candidates who progress to final interview. The Committee approved the process noting that it would provide value to both the Selection Board and the individual candidates.

4. Committee Self-Assessment 2019

There was a brief discussion as to whether it would be beneficial to appoint additional members to the Committee. The Committee agreed to discuss this further at a future meeting.

The role of the Committee was discussed in the context of the fact that it only meets sporadically however, it was agreed that it plays a valuable role in the provision of advice, oversight and external scrutiny to the Executive and ensures that decisions taken are robust, and have been discussed and ratified.

It was noted that the appointments process will be subject to internal audit next year. The Committee agreed that a good review process is vital to the integrity of selection competitions.

The Committee agreed that part of the next meeting should be dedicated to discussing issues raised in the Self-Assessment questionnaire, including reviewing the terms of reference, and reconsidering the scheduling and regularity of meetings.

5. AOB

The Executive's representative on the Committee gave a brief update on the progress of the Department of Justice and Equality's revision of the promotion regulations for the Sergeant and Inspector ranks.

A date for the next Committee meeting was not set. It was agreed that there would be further communication between the Committee and Executive to arrange a date for the meeting.