

Minutes of Garda Appointments Quality Assurance and Selection Governance Committee

Date: 19 October 2021

Venue: Remote Video Conference

Attendance:

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

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

1. Minutes of Previous Meeting

The minutes of the previous meeting held on 23 April 2021 were approved and cleared for publication.

2. Proposed approach for the 2022 Chief Superintendent Competition

The Committee considered the proposed approach to the 2022 Selection Competition for appointment to the rank of Chief Superintendent.

The Committee noted that the current Chief Superintendent panel expires on the 15 December 2021 and that the next Chief Superintendent vacancy after that is due to arise in July 2022. Accordingly, the Executive provided an overview of plans to run a competition with a view to having a panel in place by that time.

It was noted that the on-going industrial relations issues in the Garda Síochána could impact on the capacity of the current Chief Superintendents to cooperate with preparations for the competition. In particular, the Authority would need the current Chief Superintendents to participate in job analysis workshops to enable SHL to design the psychometric tests for the competition. The Committee considered the approach to be adopted in the event that the necessary cooperation does not become available in time for the preparatory workshops.

The Committee recommended as follows:

- In the event that the situational judgment analysis workshops cannot proceed:
 - the existing panel would not be extended; and
 - the competition would proceed without psychometric testing.
- If possible, psychometric testing would be used in the competition. If psychometric testing is used then the Committee recommended that:
 - All candidates would be required to submit a full application form and all candidates would then carry out the psychometric tests. The Committee did not support the

alternate approach of seeking expressions of interest and asking only those successful in psychometric testing to complete an application form);

- The psychometric tests would be used to eliminate applicants at the initial stage of the competition who do not reach the required standard, as determined by the selection board;
 - The selection board would then assess the remaining applications for shortlisting purposes.
- The principle of consistency would be applied to the competition and there would be appropriate direction to the selection board in the competition materials to support them in their role.

It was decided that the recommendations of the Committee be brought to the Authority for consideration.

3. Proposed approach for the 2022 Assistant Commissioner Competition

The Committee considered the proposed approach to the 2022 Selection Competition for appointment to the rank of Assistant Commissioner. It was noted that the current panel for Assistant Commissioners had expired and the next Assistant Commissioner vacancy was due to arise in June 2022. Accordingly, the Executive provided an overview of plans to run a competition with a view to having a panel in place by that time.

It was proposed that the competition would involve:

- shortlisting based on application forms,
- preliminary interviews,
- assessment centres and
- final interviews.

It was noted that a tender process was in development to source a specialist service provider to provide Assessment Testing Centres for this competition. The Committee considered the proposed outline of the Assessment Centre Request for Tender document (RFT) and affirmed the approach being adopted by the Executive.

4. AOB

The next Committee meeting was scheduled for 3pm on 8 December 2021.