



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Meeting of the Policing Authority

Date: 10 May 2019

Venue: 90 King Street North and by Conference Call (CC)

Part A – Authority Meeting

Attendance

Authority: Josephine Feehily (Chairperson), Bob Collins (CC), Vicky Conway, Pat Costello (CC), Paul Mageean (CC)

Secretary: Aileen Healy

Staff of the Authority: Helen Hall (Chief Executive)

Apologies: Judith Gillespie, Valerie Judge, Maureen Lynott, Moling Ryan

1. Chairperson's Opening Remarks

The draft agenda was discussed and approved. No conflicts of interest were declared in relation to items on the agenda.

The Chairperson updated members on recent correspondence received and noted that some of these matters may need to be considered in more detail at the Authority's next meeting on 23 May.

2. Garda Síochána Appointments

Members discussed the process for the forthcoming selection competition for appointment to the rank of Superintendent in the Garda Síochána, noting that notification has issued of the intention to advertise the competition in the coming week. It was also noted that, in accordance with the Authority's previous decision to including more advanced assessment and selection methodologies for 2019 competitions including psychometric testing in the selection process, a procurement process to source specialist service providers to work with the Authority to deliver assessment and selection methods had been conducted and a supplier selected.

Members were updated on the consideration by the Appointments Quality Assurance and Selection Governance Committee following a detailed discussion with the service provider following which the Executive proposed that the approach to the introduction of these tools should be to:

- Commence with the introduction of a series of ability tests to support the shortlisting process for the Superintendent competition, with qualification for interview based on meeting the required standard in both these tests and in the assessment by the Selection Board of applicant's application forms with regard to selected competencies. The Selection Board will have regard to the appropriate number of candidates for interview in the context of the expected needs to fill Superintendent positions over the duration of the panel; and
- Work with the service provider to explore the development of further psychometric testing tools in advance of the Chief Superintendent competition which is expected to be held later in the year.

Members approved this proposal, noting that the Commissioner had been consulted and supported the introduction of more advanced testing tools. It was also noted that the intention to introduce psychometric testing in the 2019 selection processes was indicated to the Garda Associations in late 2018 and the Chief Executive would brief the relevant association on the process in advance of advertising the competition.

No.	Action point	By Date	By Whom
A_053_01	The 2019 selection competition for Superintendent to proceed to be advertised on 16 May with the inclusion of a psychometric testing tool in the selection process.	ASAP	Chief Executive