



AN TÚDARÁS PÓILÍNEACHTA  
POLICING AUTHORITY

## Minutes of Meeting of the Policing Authority

**Date:** 23 May 2019

**Venue:** Dublin Castle

### Part A – Authority Meeting

#### Attendance

<b>Authority:</b>	Josephine Feehily (Chairperson), Bob Collins, Vicky Conway, Pat Costello, Judith Gillespie, Paul Mageean, Moling Ryan.
<b>Secretary:</b>	Aileen Healy
<b>Staff of the Authority:</b>	Helen Hall (Chief Executive), Margaret Tumelty, Síle Larkin
<b>Apologies:</b>	Valerie Judge, Maureen Lynott
<b>Visitors:</b>	Cyril Sullivan (Chair of Garda Síochána Audit and Risk Committee (for Agenda Item 9)).

#### 1. Chairperson's Opening Remarks

The draft agenda was discussed, amended and approved. No conflicts of interest were declared in relation to any of the matters for discussion.

A number of items of correspondence were noted, including:

- From the Minister for Justice and Equality ('the Minister'), in relation to the Authority's Annual report 2019 and the approval of the 2019 Policing Priorities;
- From the Department of Justice and Equality ('the Department') regarding a query in relation to the 2019 Policing Plan, noting that the plan had already been approved by the Authority but that the query has been referred to the Garda Commissioner ('the Commissioner') for observations;
- From the Commissioner requesting that the Authority commence the process to fill the Deputy Commissioner vacancy in the Garda Síochána ('GS'). Members noted that the Chief Executive has requested the Department to seek Government approval for the Authority to invite the Public Appointments Service ('PAS') to undertake a recruitment competition for the position as required by the Garda Síochána Act 2005 ('the Act') and that preparations for this competition are underway in the meantime;
- From Deputy Niall Collins relating to a recent collapsed trial. Members also discussed the material provided by the Commissioner in this regard and agreed to give further consideration to the matter following discussion with the Commissioner and clarification of a number of outstanding queries;
- Copy of correspondence from an individual submitting a report for the Authority's consideration relating to funding of the legal service for disclosure review. The report was discussed and a number of matters noted for future consideration in the course of the Authority's work; and
- From the Implementation Group on Policing Reform. Members reiterated their desire for the Authority to contribute the knowledge and expertise built up since its establishment to the reform process and to undertake any preparation work that would be of value.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_054_01</b>	The Chief Executive to reply to correspondence items in line with the discussion.	ASAP	Chief Executive

## **2. Minutes and Matters Arising**

The minutes of the meetings on 18 April and 10 May 2019 were agreed and cleared for publication. The log of actions was noted and there was agreement to close the items proposed.

It was noted that the Garda Inspectorate ('GI') report on Public Order Policing had been sent to the Minister and the Garda Commissioner and that the GI would present the report at the Authority meeting in public in June in advance of the Authority's discussion with the Commissioner. It was noted that in light of the recommendations of the report being accepted by the Authority, progress in their implementation would be included in the Authority's ongoing oversight.

## **3. Chief Executive's Report**

The Chief Executive's report was taken as read and further updates were provided to Members on a number of matters in the context of the report.

The Chief Executive provided an update on the high level costed policing plan for 2019 prepared by the GS, which had been provided on request but had not been formally submitted for the Authority's consideration or approval. The document was noted and welcomed, recognising that this was a first attempt at a complex exercise but that a lot of work remained to be done which would be facilitated by the introduction of improved management information systems. The Authority's expectations of the value of costing the policing plan, to associate the delivery of the annual programme of policing activity with the cost of resources and the annual Vote provision and Output Statement and to support agile decision making regarding the allocation and prioritisation of resources to maximise objectives, were reiterated. It was agreed that the Executive would provide feedback and engage with the GS in relation to the expected future evolution of the process expected in Quarter 3 and for the 2020 Policing Plan and that the Organisational Development Committee would review the next version of the plan in advance of further consideration by the Authority.

Members discussed and agreed proposals for holding an event to facilitate a public conversation about the oversight of Community Safety and Policing on 25 July in the context of the proposals of the Government's Policing Reform Programme.

Members considered and approved expenditure further to a procurement process and the award of the contract to the successful tenderer.

The monthly correspondence report was discussed. Members discussed and approved the referral of specific items on an anonymised basis to the Commissioner. Members reviewed and agreed the processes and proposed changes for dealing with correspondence of this nature.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_054_02</b>	The Chief Executive to provide feedback to the GS in relation to the high level costed policing plan for 2019 and to continue to engage with the process in the context of the next iteration of the exercise and the 2020 Policing Plan.	ASAP	Chief Executive

#### **4. Committee Updates**

##### **4.1. Garda Appointments Quality Assurance and Selection Governance Committee**

It was noted that the Committee had met to discuss the Superintendent competition as reported to the meeting of 10 May and that this competition was now underway with a deadline for receipt of applications of 6 June.

##### **4.2. Organisational Development Committee**

This Committee had not met since the last Authority meeting.

##### **4.3. Policing Strategy and Performance Committee**

This Committee had not met since the last Authority meeting.

##### **4.4. Policing Reform Working Group**

This Committee had not met since the last Authority meeting.

#### **5. Audit, Governance and Risk**

The Committee had not met since the last Authority meeting. Members discussed the Risk Management report and emerging risks.

#### **6. Garda Síochána Appointments**

The Secretary briefed members on the outcome of the clearance process in respect of a candidate on each of the Chief Superintendent and Superintendent panels. Members considered the outcome of the clearance processes and appointed the candidates with effect from the date of taking up their positions as assigned by the Garda Commissioner.

Members considered a request from the GS for approval to extend a number of temporary acting appointments to the grade of Executive Director and, subject to clarification of an outstanding query and obtaining the consent of the Ministers for Justice and Equality and Public Expenditure and Reform, approved the extensions of these positions and appointment of the candidates concerned by the Chairperson.

Members considered a request from the GS for the appointment of a Principal Officer in the Garda Analysis Service and approved the appointment.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_054_03</b>	The approval of the Ministers for Justice and Equality and Public Expenditure and Reform to be sought for the further extension of temporary acting positions to Executive Director.	Immediate	Chief Executive
<b>A_054_04</b>	Further to appointments to the rank of Chief Superintendent, Principal Officer and Superintendent in the GS, and the extension of acting up appointments to Executive Director, the Chief Executive to notify the persons of their appointment.	ASAP	Chief Executive
<b>A_054_05</b>	The Commissioner to be notified of the appointments made by the Authority.	ASAP	Chief Executive

## **7. Garda Síochána Audit and Risk Committee Annual Report**

Members welcomed the Chair of the Garda Síochána Audit Committee ('the Committee') to discuss the Annual Report of the Committee for 2018 and related matters, including:

- The timing and circulation of the report;
- Audit planning based on assessment of the risk register;
- The scope of internal audit work, in particular those matters which are routinely checked during audits and matters which are excluded;
- The attendance by the Commissioner at Audit and Risk Committee meetings since his appointment and the impact of this engagement;
- Engagement by the Committee with responsible Garda managers in relation to significant matters and emerging risks and to discuss internal audit findings and recommendations;
- Internal Audit resources, peer review and quality assurance; and
- Audit and Risk Committee succession planning.

The Members appreciated that the Chair of the Audit Committee elaborated on the Audit Committee's work in 2017 and brought the Authority up to date beyond the timeframe of the Report.

<b>No.</b>	<b>Action Point</b>	<b>By date</b>	<b>By Whom</b>
<b>A_054_06</b>	The Secretary to formally convey matters discussed with the Chair of the GS Audit Committee in correspondence to the Committee and copy to the Commissioner.	ASAP	Secretary

## **8. Preparation for meeting with the Garda Commissioner**

Members discussed the agenda for the meeting and agreed the matters to be discussed with the Garda Commissioner and his team.

## 9. Other Business

Members discussed material released by the Department under an FOI request and agreed that the Chairperson, in consultation with the Authority members of the Working Group on Policing Reform, should convey their views to the Secretary General of the Department.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_054_07	The Chairperson to write to the Secretary General of the Department to convey the Authority's views in relation to material released under a Freedom of Information request.	ASAP	Chairperson

## 10. Documents for Noting by the Authority – May 2019

The following documents were noted by the Authority:

<i>Document</i>		<i>Action Required</i>
D_054_01	Records released by the Department under a Freedom of Information request	For noting
D_054_02	GSOC Annual Report 2018	For noting
D_054_03	Supreme Court Judgement in Jeffrey v The Minister for Justice and equality and Others	For noting

## **Part B – Authority Meeting with the Garda Commissioner in private**

### **Attendance**

**Authority and Executive:** As for Part A

**Garda Síochána:** Drew Harris (Garda Commissioner), Joe Nugent (Chief Administrative Officer), Finbarr O’Brien (Assistant Commissioner), David Sheehan (Assistant Commissioner), Paul Cleary (Chief Superintendent), Gráinne Shortall (Assistant Principal).

### **11. Commissioners Monthly Report to the Authority**

Members discussed the Monthly Report with the Commissioner including the following matters:

- The need for the Commissioner to articulate and share his vision for the culture of the Garda Síochána;
- Actions being taken to increase sign-up by Garda members and staff to the Code of Ethics, including a discussion on key areas for focus. It was noted that the GS were undertaking an analysis of the statistics on sign-up which would be provided to the Authority in advance of the next Authority meeting;
- Training in the GS, in particular, pressures on training budget and capacity in light of increasing demand;
- Data on suspensions, with particular regard to duration, maternity, paternity and parental leave and sick leave;
- Response to the recent Garda recruitment campaign, with particular regard to data on diversity;
- Difficulty in sourcing accommodation in light of funding and the increased allocation Garda and staff resources;
- The Roster and Duty Management pilot evaluation; and
- Some recent excellent examples of police work.

### **12. Youth Diversion Programme**

Members noted that the Commissioner had provided a redacted report on the GS Review of Youth Referral and the Commissioner agreed to provide the full report on a confidential basis. The Commissioner also outlined the measures that have been taken regarding communication with victims. It was noted that work is still ongoing in relation to disciplinary matters arising and that it was expected that a further report would be completed in September which will provide greater insight into the underlying causes.

Members discussed data and how it is valued in the organisation and the Commissioner, acknowledging limitations in current management information systems, outlined the work that is being undertaken to implement new systems, improve data quality and provide a focus on the importance and management of information. Members emphasised the need to analyse and question data in order to evaluate the success of programmes such as Youth Diversion. It was noted that a new ICT strategy has been developed by the GS and that this would be discussed at the next Organisational Development Committee.

### 13. Recent Collapsed Trial

Members thanked the Commissioner for his report on the matter. The Commissioner provided further information in response to Members questions and undertook to follow up on outstanding questions raised. Members noted that they have a number of outstanding concerns, to which they would be giving further consideration in the coming days.

Members also discussed the implications of the recent Supreme Court decision in the Jeffrey case with the Commissioner.

### 14. Policing in Louth Division

The GS provided an update in relation to recent events and how the policing challenges involved are being addressed.

### 15. Proposals in relation to anti-corruption in the Garda Síochána

The Commissioner outlined his plans to establish an anti-corruption unit and put an anti-corruption policy in place in the organisation, emphasising the need for a modern police service to be proactive in this regard and to communicate expected standards to the organisation. Members welcomed the discussion about the value in having an upfront and open policy which will benefit not only the Garda Síochána organisation but also its individual Members and staff. It was agreed that the Commissioner would take the opportunity at a future meeting in public with the Authority to communicate these plans to a wider audience.

#### Actions arising:

No.	Action point	By Date	By Whom
A_054_08	The GS to analyse the statistics in relation to the level of sign-up to the Code of Ethics by members and staff and to revert to the Authority with their findings	26 June	GS
A_054_09	The GS to provide the monthly Garda College report on training delivery.	ASAP	GS
A_054_10	The GS to provide statistical data in relation to the recent Garda recruitment campaign.	ASAP	GS
A_054_11	The GS and PA to engage further with regard to issues relating to accommodation and impact on capital and estate issues in the context of assessing the adequacy of resources.	July 19	GS and Chief Executive
A_054_12	The GS to provide data on numbers and duration of suspensions.	ASAP	GS
A_054_13	The GS to provide the Roster and Duty Management pilot evaluation.	ASAP	GS

No.	Action point	By Date	By Whom
A_054_14	The GS to provide data on paternity and parental leave in the monthly report.	June 19	GS
A_054_15	The GS to provide their new ICT Strategy for discussion at the next Organisational Development Committee meeting.	8 July 19	GS
A_054_16	The GS to provide a further report on the review of youth referrals in advance of a discussion at the September Authority meeting	Sept 19	GS
A_054_17	The Garda Commissioner to present his plans for establishing anti-corruption measures in the GS at a future Authority meeting in public.	ASAP	GS
A_054_18	The Garda Síochána to provide data on sick leave statistics trends in the Commissioner's Monthly Report.	June 19	GS