



AN TÚDARÁS PÓILÍNEACHTA  
POLICING AUTHORITY

## Minutes of Meeting of the Policing Authority

**Date:** 24 July 2019

**Venue:** 90 North King Street.

### Part A – Authority Meeting

#### Attendance

**Authority:** Josephine Feehily (Chairperson), Bob Collins, Vicky Conway, Pat Costello, Judith Gillespie, Valerie Judge, Maureen Lynott, Paul Mageean, Moling Ryan.

**Secretary:** Aileen Healy

**Staff of the Authority:** Helen Hall (Chief Executive), Margaret Tumelty, Síle Larkin.

#### 1. Chairperson's Opening Remarks

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

It was noted that the Chairperson attended a Garda Síochána ('GS') event to mark the 60<sup>th</sup> anniversary of the first female Gardaí.

A number of items of correspondence were noted, including from the Secretary General of the Department of Justice and Equality and the Garda Representative Association. It was noted that hearings of the Kenneally Commission of Investigation were due to commence.

#### 2. Minutes and Matters Arising

The minutes of the meetings on 26 June 2019 were agreed and cleared for publication. The log of actions was noted and there was agreement to close the items proposed.

Members noted a number of matters arising from these and previous minutes including:

- The consent of the Minister for Justice and Equality ('the Minister') to the Garda Síochána Statement of Strategy 2019 -21 and the Policing Plan 2019 as approved by the Authority;
- The Garda College Training report for June 2019. It was agreed that, in future, monthly reports are to be monitored by the Executive with a view to bringing any matters of interest to the attention of Members;
- GS Internal Affairs statistics on discipline and suspensions;
- Information from the GS in relation to use of Court Poor Box funds following an issue from earlier in the year. Members questioned if this issue would have arisen if the GS HQ Directive on Hospitality had been in place and it was agreed that this policy should be reviewed.
- Garda statistics on female participation in senior selection processes. It was noted that information requested on the assignment of female officers to senior roles was still outstanding and concern was expressed that disproportionate assignment of females to non-operational roles had the

potential to affect the capacity of these officers to progress to more senior positions. The need to take account of the skills required across the whole Divisional team in order to make strategic and proactive decisions on assignments was emphasised. It was agreed that this discussion would be continued in the context of the finalised Diversity Strategy and that comparable statistics in relation to Garda staff should be sought.

Members approved principles for engagement with the Garda Síochána ('GS') and agreed that these should be brought to the attention of all staff.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_057_01</b>	The Executive to review future monthly Garda College Training reports and bring any matters of interest to the attention of the Authority's through the Organisational Development Committee.	Ongoing	Chief Executive
<b>A_057_02</b>	The GS Hospitality policy to be reviewed in light of the discussion on the Courts poor box.	ASAP	Chief Executive
<b>A_057_03</b>	The GS to provide statistics on participation in promotion processes and subsequent assignment of female Garda staff.	ASAP	GS
<b>A_057_04</b>	Approved principles for engagement with the Garda Síochána to be circulated to all staff.	Immediate	Chief Executive

### **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, including:

- A number of developments were noted arising from work by the Authority's research function, including a presentation of research on measuring trust in policing, the launch of two research bursaries and an RFT to procure research on victims of crime;
- The programme and arrangements for the Authority's public conversation on Community Safety Oversight on 25 July;
- A presentation from the GS on its Workforce Modernisation Census; and
- Reports on discrimination data by the CSO and the GS Public Attitudes Survey were noted and discussed briefly.

Members approved proposals to:

- Hold the Authority's annual meeting with Chairpersons of JPCs on 24 October;
- Engage a service provider following a public procurement process to provide audit and review services to support the Authority in undertaking reviews relating to its oversight functions as required; and
- The referral of specific items on the monthly correspondence report on an anonymised basis to the Commissioner.

The Chief Executive provided an update to Members in relation to draft terms of reference for a review by the Garda Inspectorate or another provider of lapsed criminal cases, as first recommended by the Garda

Inspectorate ('GI') in its Report No. 10 on "Crime Investigation" and in relation to which the Authority had raised concerns in the context of its consideration of the Youth Diversion Programme. Members agreed that further work is required in this area but that clarification, which has been requested from the GS, in relation to what work they have or are undertaking in this regard will inform finalisation of the scope of the review.

Members discussed the progress by the GS in implementing the recommendations of the GS 'Crime Investigation' report, noting that it is unclear which recommendations have been accepted, modified or implemented to date. It was agreed that a high level assessment be undertaken with regard to the key principles in the report which are enablers of key behaviours and how these are being addressed systematically by the GS. This will inform the Authority's assessment of risks in the context of framing its 2020 Corporate Priorities.

Members discussed the actions in the Government's Policing Reform Programme for the Authority, by end Quarter 3 2019, to:

- consider reviewing the Code of Ethics;
- consider appointing a Human Rights Advisor; and
- consider reviewing guidelines on Joint Policing Committees.

Members agreed to:

- Defer a review of JPC guidelines until there is clarity as to the future role of JPCs in the context of the proposals for a Policing and Community Safety model;
- Take a two-phased approach to progressing the engagement of a Human Rights Advisor by:
  - In Phase 1 engaging an expert to help devise the role of a Human Rights Advisor for the Authority; and
  - In Phase 2 ensuring that the new legislation is adequate with regard to the requirements of the role and to proceed to recruit and engage an appropriate person for the role; and
- Link the action to consider a review of the Code of Ethics to Phase 1 of the Human Rights action by including an initial assessment of what is required in the Code of Ethics with regard to Human Rights considerations in the terms of reference for this work, with a view to informing a decision on whether a review of the Code is necessary.

The Chief Executive was requested to advise the Implementation Group on Policing Reform accordingly and to proceed immediately to finalise Terms of Reference for the engagement of an expert to carry out Phase 1 of the agreed approach for the engagement of Human Right Advisor.

Members noted the status of the 2019 Corporate Priorities at the end of Quarter 2. It was agreed that a further update on GS progress in relation to Protected Disclosures be brought to the Authority's attention in the Autumn.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_057_05</b>	The Authority's presentation of research on measuring trust to be published on the Authority's website.	Immediate	Chief Executive
<b>A_057_06</b>	A high level assessment to be undertaken by the Executive with regard to the key principles in the GI report on "Crime Investigation" which are enablers of key behaviours and how these are being addressed systematically by the GS.	ASAP	Chief Executive

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_057_07</b>	The Chief Executive to advise the Implementation Group on Policing Reform of the Authority's consideration and decision with regard to the actions in the Government's Policing Reform Programme which are to be considered by the Authority by end Quarter 3 2019.	ASAP	Secretary
<b>A_057_08</b>	The Chief Executive to finalise Terms of Reference for the engagement of an expert to help devise the role of a Human Rights Advisor for the Authority, to include an initial assessment of what is required in the Code of Ethics with regard to Human Rights considerations.	ASAP	Chief Executive
<b>A_057_09</b>	A further update on GS progress in relation to Protected Disclosures to be brought to the Authority's attention.	October 2019	Chief Executive

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

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

This update was taken in conjunction with Agenda item 7.

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

The Committee Chair provided an overview of the matters discussed at the recent meeting, including in relation to:

- The latest position on sign-up to the Code of Ethics in the GS;
- The GS staff cultural engagement plan, which is not yet approved, and plans for revisiting the Culture audit;
- Progress by the GS in redeployment of Gardaí to front line policing, noting that the targets for the first six months of 2019 had been achieved but that the target of 275 to year end would be more challenging;
- The main outcomes of the GS workforce census which will provide a more comprehensive view of the organisation and how its human resources are deployed;
- The proposed GS Severance programme;
- The draft GS Operational model, which was welcomed as a crucial input into change and restructuring of the organisation while noting the challenges and risks inherent in its implementation;
- The ICT Strategy which, while comprehensive, was considered not to be sufficiently integrated with concerns regarding adaptability to new structures, the need for integrated systems to support decision making and prioritisation of limited resources and budgets;

### 4.3. Policing Strategy and Performance Committee

The Committee Chair updated Members in relation to the recent meeting of the Committee, including in relation to:

- The late receipt of papers from the GS for the Committee, which prevents the Committee's ability to adequately consider the matters concerned;
- The need for the Authority to have information regarding ICT resourcing and prioritisation in order to be in a position to support the GS in obtaining necessary resources;
- Engagement with the GS with regard to performance management and the risks of inappropriate responses to poor performance; and
- Engagement with the GS regarding data in relation to use of force, which will be revisited by the Committee in the Autumn. Members noted that it will be important to approve the detailed specification for how this data will be produced in light of the Authority's oversight role in this regard.

Members discussed the proposed approach to the revision of the Policing Priorities for 2020. In light of the significant consultation process with regard the new Statement of Strategy, it was proposed that the Authority exercise the option not to substantially revise the Policing Priorities. Members agreed that the majority of priorities are expected to be consistent with 2019 with little likelihood of the need for radical change, particularly as the timeframe for the 2019 priorities was extended into 2019. Members agreed and asked the Chief Executive to bring a formal paper for their consideration in September based on this approach with a view to the Priorities being available to the GS to facilitate preparation of the 2020 Policing Plan in line with statutory timelines.

### 4.4. Policing Reform Working Group

This group had not met since the last Authority meeting. The Chief Executive updated Members with regard to continuing efforts to engage with the Implementation Group, noting similar efforts by the other oversight bodies. It was noted that the Heads of the Policing and Community Safety Bill are due to be received for consultation by Quarter 3 and that intensive work will be focused on examination and response to these. Members also noted the need to feed into work in relation to discipline and it was agreed that this should be progressed without delay.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_057_10</b>	The Chief Executive to bring a formal paper for the Authority's consideration in relation to the 2020 Policing Priorities based on the approach discussed.	September 19	Chief Executive

## 5. Audit, Governance and Risk

The Committee had not met since the last Authority meeting.

Members reviewed and discussed the Risk Register in detail and reflected on significant risks and mitigations. In light of consideration of risks which are shared with or have implications for the Department, it was agreed that the Department should be formally asked if there are any plans to reconvene the group of Audit and Risk Committee Chairs across the Criminal Justice agencies.

Members considered and approved a proposed technical amendment to the Authority’s Standing Orders in relation to Committees.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_057_11</b>	The Risk Register to be updated in light of the Authority’s review and discussion	ASAP	Chief Risk Officer
<b>A_057_12</b>	The Chief Executive to raise the question of reconvening the group of Audit and Risk Committee Chairs across the Criminal Justice agencies to consider shared risks.	ASAP	Chief Executive
<b>A_057_13</b>	Standing Orders to be revised to reflect approved amendments.	ASAP	Secretary

## **6. Garda Síochána Appointments**

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

The report of the Public Appointments Service (‘PAS’) in relation to a TLAC recruitment competition undertaken by PAS for the position of Executive Director – Chief Data Officer in the Garda Síochána was circulated and considered by Members who approved that the appointment be made by the Chairperson, subject to completion of the vetting process. Members considered a request from the GS for approval to extend an interim appointment to the grade of Executive Director and, subject to obtaining the consent of the Ministers for Justice and Equality and Public Expenditure and Reform, approved the extension of this position and appointment of the candidate concerned by the Chairperson.

Members considered a request from the GS for the appointment of a Principal Officer on secondment to the GS and a late request to appoint a Principal Officer to the GS and appointed both candidates.

Members discussed correspondence from the GS in relation to arrangements which are being put in place to bring a number of Principal Officers with expertise in HR, IR, Finance and ICT into the GS on a 2 year secondment to lead the transformation in these key enabling functions. Members strongly supported this proposal which is being endorsed by the Civil Service Management Board, noting that the Authority had itself proposed this as a means of strengthening capacity to support the reform of the GS some years previously. It was noted that there was a lack of clarity in relation to the Authority’s role in approving and making appointments to these positions in accordance with section 19 of the Garda Síochána Act due to their supernumerary nature and agreed that the Chief Executive should, for the avoidance of doubt, seek the consent of the Ministers for Justice and Equality and Public Expenditure and Reform for the Authority’s approval of these positions in accordance with the relevant provisions of the Act.

Members discussed the establishment of a panel of candidates for appointment to the rank of Superintendent in the Garda Síochána. It was decided that a panel of 32 candidates would be established in light of the likely number of positions to be filled, having regard to the Commissioner’s forecast of expected vacancies to end July 2020 and to allow contingency in the event of further vacancies arising over the life of the panel, which will expire twelve months from establishment. It was noted that there is no guarantee that all candidates put on the panel would be appointed when the panel expires on 23 July 2020. The

report of the selection board and the order of merit for the Superintendent selection competition was considered by Members. The panel of candidates for appointment to the rank of Superintendent was established in accordance with the regulations in the order of merit determined by the selection board and the Chairperson signed the formal establishment order. The confidentiality of the panel was emphasised and it was agreed that their results will be notified to candidates only. The Quality Assurance report and the statistics in relation to the competition were noted. It was noted that there are a number of Superintendent positions to be filled immediately and the Executive was requested to commence the clearance process in respect of the required number of candidates. Mindful of the immediate vacancies and the next scheduled meeting of the Authority in late September, Members agreed that the Chairperson would consider the outcome of the clearance process for the first four candidates on the panel and, subject to no issues arising, that the Chairperson may make these appointments on behalf of the Authority.

Members considered the proposal to hold a selection competition for appointment to the rank of Chief Superintendent and the report of the Garda Appointments Quality Assurance and Selection Governance Committee following their consideration of the arrangements for the competition. The competition documents were considered, with particular reference to:

- the changing role of the Chief Superintendent in the context of the new GS Operating Model which has been reflected in the Candidate Information Booklet and role requirements; and
- new tests/assessments which are being introduced at the shortlisting and final interview stages of the competition to enhance the assessment of candidates.

It was noted that the Garda Commissioner has signalled his intention to participate in the selection board at final interview stage and it was agreed that the Chairperson would represent the Authority at this stage of the selection process. Members approved the competition documents and noted that the selection competition would be advertised in August with a closing date for applications in early September.

Members reviewed and approved, subject to drafting, the requirements relating to knowledge, ability and suitability for appointment as Deputy Commissioner for the purposes of a selection competition under section 10 of the Garda Síochána Act 2005. It was agreed that the Chairperson would seek the approval of the Minister for Justice and Equality to agree these requirements with the Public Appointments Service in accordance with s.10(3) of the Act. Members nominated the Chairperson to the selection panel for the recruitment competition. It was noted that the Public Appointments Service has engaged an Executive Search partner in order to ensure that there is a sufficiently large field of candidates for the role and that firm would receive briefings in the coming days regarding the requirements of the role. The timeline for the competition was noted.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_057_14</b>	Further to appointments to the rank of Executive Director, Chief Superintendent and Principal Officer in the GS, the Chief Executive to notify the persons of their appointment.	ASAP	Chief Executive
<b>A_057_15</b>	The Chief Executive to seek the consent of the Ministers for Justice and Equality and Public Expenditure and Reform in accordance with the relevant provisions of the Act for the approval of a number of supernumerary Principal Officers with expertise in HR, IR, Finance and ICT into the GS on a 2	ASAP	Chief Executive

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
	year secondment to lead the transformation in these key enabling functions.		
<b>A_057_16</b>	The results of the 2019 Superintendent selection competition to be notified to candidates.	ASAP	Chief Executive
<b>A_057_17</b>	The clearance process for a number of Superintendent candidates to be commenced with a view to bringing the outcomes back to the Authority to facilitate consideration by the Chairperson of appointments to a number of positions to be filled.	ASAP	Chief Executive
<b>A_057_18</b>	Finalise the competition documents and advertise the competition for appointment to the rank of Chief Superintendent.	8 August	Chief Executive
<b>A_057_19</b>	The Chairperson to seek the approval of the Minister for Justice and Equality of the requirements relating to knowledge, ability and suitability for the rank of Deputy Commissioner and to forward the finalised Candidate Information Booklet to PAS with a view to advertising the competition as soon as possible.	25 July	Chairperson

#### **7. Proposal to dismiss members of the Garda Síochána in accordance with Section 14 of the Garda Síochána Act 2005**

Members considered a request from the Garda Commissioner to dismiss a member of the Garda Síochána and there was agreement to consent to the request.

<b>No.</b>	<b>Action point</b>	<b>By Date</b>	<b>By Whom</b>
<b>A_057_20</b>	The Authority's consent to the dismissal of a member of the Garda Síochána, in accordance with Section 14 of the Garda Síochána Act 2005, to be conveyed to the Commissioner.	ASAP	Chief Executive

#### **8. Policing Plan Mid-year Performance Report**

Members discussed the Mid-year Policing Performance report and approved its finalisation, subject to drafting, and its provision to the Minister and subsequent publication.



<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
<b>A_057_21</b>	The mid-year Policing Plan Performance Report to be finalised and submitted to the Minister for consideration prior to publication.	July 19	Chairperson and Chief Executive,

#### **9. Advice under s 62H.(2)(b) of the Garda Síochána Act**

Members considered the draft advice to the Minister under s. 62H.(2)(b) of the Garda Síochána Act 2005 and, subject to drafting, approved it for submission to the Minister. Members expressed their view of the valuable role that the Authority could play by providing a detached, independent view of the resources needs of the GS and the benefits to both the GS and the Department. Notwithstanding the positive impact of the Joint Working group on Resources, Members expressed their disappointment that there had been no improvements in the tools available in the GS to facilitate the provision of meaningful advice in the three years since the Authority first considered this matter in July 2016.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
<b>A_057_22</b>	The Chairperson to communicate the Authority's advice under s62H.(2)(b) of the Garda Síochána Act to the Minister.	ASAP	Chairperson

#### **10. Request from the Department of Justice and Equality for the Authority's view on future legislation to allow the Garda Síochána to deploy body worn cameras.**

Members discussed the proposal in the report of the Commission on the Future of Policing to introduce body worn cameras and were in principle supportive of a deployment plan which would assist and enable the GS in the performance of its functions and in compliance with Human Rights. It was acknowledged that this matter is at a relatively early stage of consideration by the Department and a number of risks and caveats were discussed to guide the Executive in engaging with the Department in the development of the proposed legislation. In particular, the importance of issues regarding protections, privacy (GDPR), human rights, ethical use and behavioural issues were outlined and Members advised a phased approach based on evidenced steps relating to the effectiveness of body worn cameras from experience in other jurisdictions. It was also noted that the risks and concerns expressed are overarching across all use of video for instance mobile video from vehicles, CCTV etc. where there is a risk of inappropriate use and retention of data. Members agreed on the need for a significant emphasis in the legislation on the collection, use, storage and retention of data in accordance with GDPR requirements with a strong emphasis on oversight.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
<b>A_057_23</b>	The Chief Executive to engage with the Department in in the development of the proposed legislation to allow the Garda Síochána to deploy body worn cameras as discussed.	July 19	Chairperson and Chief Executive

## 11. 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.

## 12. Documents for Noting by the Authority – July 2019

The following documents were noted by the Authority:

	<i>Document</i>	<i>Action Required</i>
<b>D_057_01</b>	Fourth Report of the Effectiveness and Renewal Group for the Department of Justice and Equality	For noting
<b>D_057_02</b>	Garda Commissioner's Opening Statement to Oireachtas Justice Committee 26 June 19	For noting
<b>D_057_03</b>	Garda Síochána Public Attitudes Survey 2018	For noting
<b>D_057_04</b>	CSO Equality and Discrimination Release 2019	For noting
<b>D_057_05</b>	Criminal Justice Fixed Charge Processing System Working Group 2018 Progress Report	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), John Twomey, (Deputy Commissioner) Joe Nugent (Chief Administrative Officer), Finbarr O'Brien (Assistant Commissioner), John Nolan (Chief Superintendent), Gráinne Shortall (Assistant Principal).

### **13. Commissioner's Monthly Report to the Authority**

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

- The achievement of mid-year targets for redeployment of Gardaí to front line policing roles was welcomed and the challenges involved in achieving targets to year end were discussed;
- The increase in crime trends in some key crime categories and geographical locations and the implications for data requirements, resource allocation and other responses to address shifting policing demands;
- The GS ICT strategy and integrated ICT systems;
- Data on sign-up to the Code of Ethics, which is currently being validated;
- The GS Culture Engagement Proposal, communication of the Commissioner's vision for culture, initiatives in the organisation and proposals for the next culture audit; and
- The Commissioner confirmed that the Diversity and Inclusion Strategy has been finalised and outlined the importance of visible actions, inclusive behaviour and symbols to support the implementation of the strategy. The lack of data to measure the impact of these actions was acknowledged. Members asked about the extent to which the strategy will impact on a range of organisation policies including with regard to paternal/parental leave, opportunities to gain a range of experience which will allow officers to progress in their careers and the flexible allocation of resources and noted that they look forward to seeing the strategy with particular interest in both the internal and external focus of the strategy and its implementation. In response to questions about the appropriateness of certain aspects of the uniform for female Members, the Commissioner confirmed that this was now being resolved. Members also enquired about the capacity of the organisation to determine if it is meeting its obligations under section 42 of the Irish Human Rights and Equality Act in relation to a range of diversity and inclusion issues. In this context, Members welcomed the recent event to mark the 60<sup>th</sup> anniversary of women in the GS and noted the important contribution of female officers and staff in the organisation and there was a discussion about practice in relation to female representation in specialist units and related issues.

### **14. Garda Síochána response to Reports of the Fennelly and McLochlainn Commissions of Investigation**

The GS Chief Administrative officer provided an update to Members in relation to the implementation of the outstanding recommendations of the Report of the Fennelly Commission relating to the GS telecommunications policy and procedures. It was noted that the Garda Professional Standards Unit ('GPSU') have undertaken a review of the policy and it was agreed that the report be provided to the Authority. The GS confirmed that there will be a report to the Minister to confirm when all of the

recommendations have been fully implemented and it was agreed that this would also be provided to the Authority.

Members discussed the report of the McLaughlin Commission of Investigation with the Commissioner. Acknowledging that the report relates to events some years ago, Members noted that there were a number of issues of continuing relevance which echoed recommendations of the O'Higgins and Charleton reports. Issues discussed included the ethical behaviour expected of all Garda members and staff irrespective of their assignments, whether there is any connection with performance management, the provision of information to the Commission, use of force policy and statistics, provision of evidence at inquests and clarity in relation to the commanding officer at incidents. It was agreed that there should be engagement with the Authority in formulation of the policy so as to form a shared understanding of recording use of force which will be overseen by the Authority. It was agreed that this would be revisited at the Policing Committee in the Autumn. The Chairperson also indicated the Authority's intention to have a further discussion in relation to a range of issues relating to performance management.

### **15. Quality of Homicide investigations**

There was a discussion about the quality of investigation in the GS in light of the findings of the Homicide review and other cases. The increasing complexity of investigations was noted, along with plans to be introduced in the new operating model to move to a different approach with Divisional detective Superintendents supported by specialist national units. The importance of good investigative practice, getting the basics right and the role of supervisors in enforcing compliance with standards was emphasised. The GS confirmed that the final report of the Homicide review would be provided to the Authority for consideration in September.

### **16. Annual Report 2018 of the Garda Síochána Professional Standards Unit**

There was a discussion in relation to the GPSU Annual Report for 2018 and a number of matters arising including:

- Follow up to ensure that recommendations are implemented, accountability for addressing issues and for application of lessons across the organisation;
- The need to link the work of GPSU, internal Audit and risk management in order to share common themes and good practice;
- The role of the Audit and Risk Committee in giving a single independent source of assurance to the Commissioner across risk areas, taking account of assurances from work by Internal Audit and GPSU;
- The findings of an examination of embedding of the Code of Ethics in the GS, which it was agreed would be provided to the Authority.

### **17. Other Business**

There was a brief discussion of the GPSU report on organisation policy and procedures arising from the conduct of the criminal trial in relation to the An Cosán incident. The focused in particular on the recommendations and organisational learning arising and whether there is any routine management information regarding the quality of files for prosecution.

It was confirmed that there is currently no full audit being undertaken by GPSU in relation to lapsed criminal cases.

**Actions arising:**

No.	Action point	By Date	By Whom
A_057_24	The GS to provide the Diversity and Inclusion Strategy to the Authority	ASAP	GS
A_057_25	The GS to provide information to the Authority on its capacity and plans with regard to determining if it is meeting its obligations under section 42 of the Irish Human Rights and Equality in relation to a range of diversity and inclusion issues	ASAP	GS
A_057_26	The GS to provide validated up to date data on sign-up to the Code of Ethics	September 2019	GS
A_057_27	The GS to provide the visualisation of the Code of Ethics in the decision making model	ASAP	GS
A_057_28	The GS to provide the Culture Strategy to the Authority	ASAP	GS
A_057_29	The GS to provide a copy of the report of the GPSU telecommunications policy review to the Authority.	ASAP	GS
A_057_30	The GS to provide a copy to the Authority of its final report to the Minister/Department on completion of the recommendations of the report of the Fennelly Commission.	On completion	GS
A_057_31	The GS to engage with the Authority in formulation of the Use of force policy so as to form a shared understanding of recording of data which will be overseen by the Authority	ASAP	GS
A_057_32	The GS to publish Use of Force Policy and statistics when finalised	ASAP	GS
A_057_33	The GS to provide the sixth report of the homicide review to the Authority for consideration at Committee and Authority meetings in September.	16 September	GS
A_057_34	The GS to provide a report of the GPSU review of the embedding of the Code of Ethics to the Authority	ASAP	GS
A_057_35	The GS to provide the annual work plans of the GPSU and Internal Audit Units to the Authority.	ASAP	GS