



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Meeting of the Policing Authority

Date: 26 February 2020

Venue: Dublin Castle

Part A – Authority Meeting

Attendance

Authority: Bob Collins (Chairperson), Vicky Conway, Pat Costello, Deborah Donnelly, Judith Gillespie, Valerie Judge, Paul Mageean, Moling Ryan.

Secretary: Aileen Healy

Staff of the Authority: Helen Hall (Chief Executive), Margaret Tumelty, Cormac Keating

1. Private Authority meeting

Members availed of the opportunity to review a number of matters on which progress will be monitored.

2. 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.

A number of items of correspondence were noted including:

- From the Commissioner in relation to the targeted severance programme for the Garda Síochána (GS);
- From GSOC, including in relation to consultation regarding a proposed new case management system; and
- With the Commissioner in relation to the position of Chief Data Officer in the GS. Members again emphasised the importance of the GS having a clear focus on the challenges of the development of IT systems and on the organisations data needs and agreed to keep the matter under review and reconsider it formally in the context of the Commissioner's promised 6-month review of the position in May.

No.	Action point	By Date	By Whom
A_064_01	The Authority to keep the progress on GS ICT and data under review and to reconsider the position of Chief Data Officer in light of the Commissioner's promised 6-month review of the position in May 2020.	May 2020	Authority

3. Minutes and Matters Arising

The minutes of the meeting on 29 January 2020 were agreed and cleared for publication. The log of actions was noted and discussed and there was agreement to close the items proposed, subject to clarification in relation to one item.

4. Strategic Priorities

Members continued their discussion and agreed that a further meeting would be held in early March to finalise the Authority's strategic priorities for 2020. There was a brief discussion regarding the draft Community Safety Policy paper and it was agreed that the Chief Executive would circulate a revised document for consideration next week.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_064_02	Arrangements to be made for a further meeting to be held in early March to finalise the Authority strategic objectives for 2020.	March 2020	Chairperson
A_064_03	The Chief Executive to circulate a revised document on the draft Community Safety Policy paper for the Authority's consideration.	ASAP	Chief Executive

5. 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 presentation from the Garda Síochána ('GS') for Authority staff on the new operating model; and
- A meeting with GSOC and the Garda Inspectorate, noting an update on the GI inspection on corruption in relation to which a draft report is expected in April;
- A meeting of all Criminal Justice agencies in relation to preparations for the forthcoming GRECO visit;
- Progress on work being undertaken by Crowe on Adult Caution, noting that the draft report is expected in March;
- A meeting with the DPP with regard to proposed research on the Garda prosecution role. It was agreed that the draft Terms of reference for this research would be provided to the Authority for consideration prior to finalisation;
- Statistics received from the GS in relation to the 2019 Garda recruitment process, noting that this is on the agenda for the Organisation Development Committee in June and that further information in relation to a number of outstanding questions will be sought in the meantime;
- It was noted that the GS s42 report regarding the public sector Human rights and Equality obligation would be sought from the GS in the context of the 2019 Annual report. Members also agreed that they would invite IHREC to meet with the Authority; and
- Staffing in the Authority, noting that Cormac Keating had joined the Senior Management Team.

Members noted items in the monthly correspondence report and approved proposals to refer specific items on an anonymised basis to the Commissioner and others on the basis discussed. It was agreed that

the Commissioner be asked to report back to the Authority in relation to the actions taken on foot of such referrals by the Authority to date.

No.	Action point	By Date	By Whom
A_064_04	The draft Terms of Reference for research on the Garda Prosecution role to be considered by the Authority prior to finalisation.	March 2020	Chief Executive
A_064_05	An invitation to be extended to IHREC to meet with the Authority	ASAP	Chairperson
A_064_06	The Chief Executive to request a report from the Commissioner in relation to actions taken arising from correspondence items referred to him by the Authority to date.	March	Chief Executive

6. Committee Updates

6.1. Garda Appointments Quality Assurance and Selection Governance Committee

The Committee had not met since the last Authority meeting.

6.2. Organisational Development Committee

The Committee had not met since the last Authority meeting.

6.3. Policing Strategy and Performance Committee

Dr. Ryan updated Members in relation to the recent meeting of the Committee, including in relation to:

- A focus on the 2019 Performance report, noting residual concerns in relation to a number of areas including internal communication in the GS, the appropriateness of eLearning for some complex training areas and the roll-out of DPSUs in all Divisions;
- The receipt of use of force statistics which were welcomed as a useful and timely initiative and noting the GS acknowledgement that further work needed to be done in this area;
- A report on the Drugs Strategy which is due to be finalised by end February and which it is expected will also address the issue of intimidation;
- Lifesaver initiatives and review of areas covered by GoSafe cameras;
- Recent Communication Day, noting observed variations in the level of engagement, which was strong in rural compared with urban areas;
- Update on organised crime and a discussion on the GS Threat Assessment Matrix; and
- Details of Operation Tara, including the assignment of 600 Garda members to Drugs Units. Members were surprised to hear of this operation which due to its significance should have been included in the 2020 Policing Plan.

It was noted that, as the GS update on the Roads Policing Implementation Plan arising from the Crowe recommendations had not been received until the evening before the meeting that this was not considered by the Committee.

6.4. Policing Reform Working Group

The Group had not met since the last Authority meeting.

7. Audit, Governance and Risk

The Committee Chair briefed members in relation to the recent Audit and Risk Committee (ARC) meeting, including in relation to:

- The 2019 Appropriation Account for the Authority and the C&AG audit which will take place in March;
- The Internal Audit report on the review of Internal Controls for 2019, which showed very much a clean bill of health
- The Committee's consideration and approval of the Chairperson's draft Statement of Internal control for inclusion in the Authority's 2019 Annual Report;
- The Annual report of the Audit and Risk Committee which had been approved and is in the course of finalisation with a view to providing to the Authority in March;
- The Internal Audit Plan for 2020 and which the Internal Audit provider is to finalise in advance of the next ARC meeting in light of the discussion at the meeting; and
- Detailed review of the Risk Register, noting a number of emerging risks and that a comprehensive annual review of the register is due to be completed in advance of the next ARC meeting.

Members reviewed the Risk Management Report and discussed emerging risks and mitigations which are to be reflected in the Risk Register.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_064_07	The Risk Register to be updated in light of the Authority's review and discussion.	26 March	Chief Risk Officer

8. Garda Síochána Appointments

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

Members discussed a request from the GS to extend a temporary acting up appointment at the level of Executive Director. The Authority approved the extension of the position for one month, subject to the consent of the Ministers for Justice and Equality and Public Expenditure and Reform.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_064_08	Further to appointments to the rank of Chief Superintendent and Superintendent in the GS, the Chief Executive to notify the persons of their appointment.	Immediate	Chief Executive

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_064_09	The Commissioner to be notified of the appointments made by the Authority.	Immediate	Chief Executive
A_064_10	The Chief Executive to seek the consent of the Ministers for Justice and Equality and Public Expenditure and Reform to the Authority's approval of the extension of a temporary acting position at the level of Executive Director in the GS	Immediate	Chief Executive

9. Draft Annual Report of the Policing Authority 2019

Members discussed the draft annual report and proposed inclusion of a detailed piece in relation to the work undertaken by the GS and the Authority in relation to the Homicide Review. It was agreed that Members would provide feedback to the Secretary in relation to the draft report in the coming week with a view to finalising the report at the March meeting.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_064_11	The draft 2019 Annual Report of the Authority, including any further feedback from Members, to be finalised with a view to consideration by the Authority at its March meeting	26 March	Chief Executive

10. Appointment of Chair of Garda Síochána Audit Committee

Members had an initial discussion regarding the appointment of a Chair of the GS Audit Committee on the completion of the term of the current Chair in March. It was agreed that the Chairperson would give further consideration to the matter with a view to further engagement with members in the coming week.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_064_12	Further consideration to be given to the appointment of a chair to the GS Audit Committee in advance of the March Authority meeting.	ASAP	Chairperson

11. Draft Policing Performance Report 2019

Members discussed the Policing Performance Report 2019 and it was agreed any further feedback would be provided to the Chief Executive in the coming days with a view to a final draft being prepared for the Authority's consideration in early March.

No.	Action point	By Date	By Whom
A_064_13	The Chief Executive to finalise the draft Policing Performance Report 2019 in light of the discussion and any further feedback with a view to the Authority considering the final draft in early March.	10 March 2020	Chief Executive

12. Format of GS Annual Report 2019

Members discussed the format of the GS Annual report, noting the improvements in the 2018 report. It was agreed that the same format should be retained for 2019, subject to suggestions regarding the inclusion of actions taken in furtherance of the GS obligations under section 42 of the Irish Human Rights and Equality Act and the opportunity to bring the GS Diversity and Inclusion strategy to life in the illustrations used in the report.

No.	Action point	By Date	By Whom
A_064_14	The Chief Executive to convey the Authority's requirements and observations regarding the format of the 2019 GS annual report to the Commissioner in accordance with s.46(1) of the Garda Síochána Act 2005 (as amended).	ASAP	Chief Executive

13. 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.

Part B – Authority Meeting with the Garda Commissioner and Garda Representatives in private

Attendance

Authority and Executive: As for Part A

Garda Síochána: Drew Harris (Garda Commissioner), Joe Nugent (Chief Administrative Officer),
David Sheahan (Assistant Commissioner), Andrew O’Sullivan (Executive Director) (for Agenda Items 14 -16)

14. Commissioner’s Monthly Report to the Authority

Members met briefly in private with the Commissioner and CAO to discuss a number of HR related matters including the severance programme and senior positions to be filled. It was agreed that the CAO would keep the Authority updated on the matters concerned.

15. Effective communication protocols for serious incidents

In response to Members questions in the wake of a matters arising at a recent inquest, the Commissioner confirmed that Command and Control have responsibility to take command of communication for serious incidents. He noted that these procedures were being reviewed with a view to quickly identifying and critical points and lessons for the future. It was also noted that there are a number of recommendations arising from the review of the incident at An Cosán which are being reviewed, noting that at least one of these will require legislation.

16. Risk Register

The Authority requested a copy of the GS Risk register and the Commissioner undertook to provide this as soon as possible in advance of the next Authority meeting.

17. Fennelly Commission

The GS provided details of the work undertaken to implement the outstanding recommendation of the Fennelly Commission relating to telecommunications policy and procedures and recording of calls. The GS agreed to provide a written response to the Authority in light of the need for the Authority to give a final report to the Minister pursuant to the 2017 request for the Authority to oversee the implementation of these recommendations.

18. Other Business

There was a brief discussion in relation to the following matters:

- Firearms and Armed Support Unit (ASU) capacity and Members indicated that this will be followed up in more detail at Committee;
- A Data Protection breach which the Commissioner confirmed is being investigated and related security concerns; and
- Progress in examining IT equipment in the context of child abuse cases.

No.	Action point	By Date	By Whom
A_064_15	The GS to provide the Authority with their Corporate Risk Register.	26 March	GS
A_064_16	The GS to provide a report on the implementation of the outstanding recommendations of the report of the Fennelly Commission in relation to telecommunications policy and recording of calls.	10 February	GS

Part C – Authority Meeting with the Garda Commissioner in public

Attendance

Authority and Executive: As for Part B

Garda Síochána: Drew Harris (Garda Commissioner), Joe Nugent (Chief Administrative Officer), John O’Driscoll (Assistant Commissioner), David Sheahan (Assistant Commissioner), Andrew McLindon (Director of Communications), Gráinne Shortall (Assistant Principal).

This meeting with the Garda Commissioner and his team was held in public. In accordance with the Authority’s Standing Orders, the official record of the meeting is the recording which is available to view at:

<http://www.policingauthority.ie/website/PA/PolicingAuthorityWeb.nsf/page/Meetings-en>

The following matters were discussed during the meeting:

Agenda Item	Principal matters discussed
Commissioner’s Monthly Report	<ul style="list-style-type: none"> • Community Engagement Day and how the success of the day is measured; • Garda visibility • Garda staff numbers including resourcing of GISC; redeployments of Garda members to front line duties and associated challenges; • Statistics on gender balance, sick leave and staff suspensions; • Mobility devices issued to Roads Policing and the associated costs; • Accommodation and if a survey of all Garda estate is available; • Code of Ethics and efforts being made to achieve sign up to the code; • Internal Communications, including response to the ‘Have your say’ initiative and any trends arising;
Response to Organised Crime	<ul style="list-style-type: none"> • Assessment of the threat posed by organised crime; • Timing, process and impact on resources of the decision to upscale divisional drugs units; • Message to the public who may not see themselves as part of the organised crime problem; • Process for allocating resources; • Adequacy of resources devoted to organised crime; • Message to the public on avoiding and reporting cybercrime; • Whether the GS has the necessary skills to deal with cybercrime; • Factors affecting year on year reductions on burglary; • Example of where the Code of Ethics has come to life in an operation or investigation; • Procedures in place for when the GS becomes aware of a threat against a child;
Community Confidence	<ul style="list-style-type: none"> • High levels of community confidence in the GS; • How low level crimes in communities are identified and addressed; • If the new operating model will result in a better sense of community confidence; • Role of visible policing in community confidence; • Members living in communities and the opportunity afforded by recruitment from different socio-economic groups;

Agenda Item	Principal matters discussed
Progress on implementation of the Garda Síochána Anti-Corruption Strategy	<ul style="list-style-type: none"> • The GS gave a presentation on the Garda Anti-Corruption Unit; • Risk Assessment and learning in relation to matters arising and levels of incidence; • Staffing, training and accommodation for the Unit; • Advice phone line and feedback process to management; • Inappropriate checking of data on PULSE; • Drug testing and associated legislative issues; • Welfare services including in relation to financial matters which can give rise to risk of corruption; • The processes used by An Garda Síochána and the GPSU to examine and prevent inappropriate checking of data on PULSE; • Links between anti-corruption and performance management (PALF); • Gift and hospitality policy; • Whether the strategy will cover matters such as non-attendance of Garda Members in court or if this is already monitored.
Management of DNA Samples	<ul style="list-style-type: none"> • When the final report of the review is expected.
Other Business	<p><u>Driver Training:</u></p> <ul style="list-style-type: none"> • Intention to discuss this at April meeting and if policy will be ready. <p><u>Youth Diversion Programme:</u></p> <ul style="list-style-type: none"> • Progress on provision of Information requested.

Actions arising from the meeting held in public:

No.	Action point	By Date	By Whom
A_064_17	The GS to share its Anti-Corruption Strategy with the Authority.	ASAP	GS
A_064_18	The GS to share their ICT implementation plan with the Authority.	ASAP	GS
A_064_19	The GS to share the report of the organisation's accommodation needs which is being undertaken by the OPW.	ASAP	GS
A_064_20	The GS to provide data in relation to the incidence of non-attendance by Gardaí at court.	ASAP	GS
A_064_21	The GS to share correspondence in relation to the oversight of DNA samples	ASAP	GS