



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Meeting of the Policing Authority

Date: 2 September 2019

Venue: 90 King Street North

Part A – Authority Meeting

Attendance

Authority: Josephine Feehily (Chairperson), Bob Collins, Vicky Conway, Pat Costello, Judith Gillespie

Apologies: Valerie Judge, Maureen Lynott, Paul Mageean, 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.

Part B – Meeting with the Garda Commissioner (in private)

Attendance

Authority: As above

Secretary: Aileen Healy

Staff of the Authority: Helen Hall (Chief Executive), Margaret Tumelty, Sile Larkin, Karen Shelley
Garda Síochána: Drew Harris (Garda Commissioner), Joe Nugent (Chief Administrative Officer), Michael Finn (Assistant Commissioner)

2. Garda Síochána Operating Model

Members were presented with an overview of the new Garda Síochána ('GS') operating model which is close to being finalised, followed by a discussion on the development and plans for implementation, including in relation to:

- How the model was developed;
- Finalisation of the Headquarter structure after which a summary document will be available;
- Proactive engagement by the Commissioner and the implementation team with staff around the country and communication of the model in the organisation;
- External communications to explain benefits to the public;
- Approach to implementation, noting that the change to 4 Regions is already in place;
- Plan, logistics and timeline for phased implementation of 19 Divisions and enabling changes;
- Role of national units in developing policy and providing support to the regions;
- Role of Garda HQ and plans for delivery of range of other HQ services;
- Role of Administrative hubs and need to put administrative managers in place;
- Need to have accountability in addition to divisional autonomy;

- The proposed size and structure of the Senior Leadership team;
- Training and other supports being offered to assist in managing change and the importance of individual performance management and development in this context;

Members welcomed the approach with its focus on delivery of front line policing service to the community and offered their support to the Commissioner in helping to implement this ambitious and demanding reform.

The Authority advised the Commissioner that the model would be discussed further at the Authority meeting in public on 26 September. The Commissioner was also advised of the Authority’s planned engagement with the Chairpersons of JPCs in October and invited him to take this opportunity to speak about the new operating model.

No.	Action point	By Date	By Whom
A_058_01	The GS to provide the Operating Model Summary document including the HQ structure to the Authority when finalised	ASAP	GS
A_058_02	The Chief Executive to make arrangements for the Commissioner to speak to Chairperson’s of JPCs at the Authority’s October meeting with JPCs.	ASAP	Chief Executive

3. Other Business

The approach to the preparation of the 2020 Policing Plan was briefly discussed and it was agreed that the finalised operating model document will be a basis to determine the best approach.