



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Organisation Development Committee

Terms of Reference 2021

The Garda Organisation Development Committee (ODC) is a special Committee of the Authority focused on overseeing the Garda Síochána organisational development and reform. In conjunction with the Authority and its other Committees, the ODC will monitor, assess and provide regular feedback on the progress of the Garda Síochána in the implementation of its reform programme generally and with specific reference to the relevant measures contained in the Policing Plan, the Garda Síochána Strategy Statement and the Implementation Plan for “A Policing Service for the Future”.

The Terms of Reference for the Committee are to:

1. Monitor and assess progress by the Garda Síochána in the strategic and operational management of identified enablers of change across the organisation specifically but not limited to, performance in the implementation of the GS Statement of Strategy and the Policing Plan. This includes but is not limited to the areas of:
 - Organisational Integrity: including risk, professional standards, organisational culture, measures to address internal and external diversity, anti-corruption policies and activities, and discipline.
 - Human Resources: including strategic approaches to HR and workforce planning, training, recruitment, resources deployment, supervision and rostering, and employee well-being.
 - Infrastructure requirements: including, operational and strategic ICT systems, accommodation management and Garda fleet needs
 - Finance: including the implementation of the proposals to transform the Garda Síochána’s finance function and monitoring the capacity for multi-annual budgeting.
2. Monitor and assess the measures taken by the Garda Commissioner to embed the Code of Ethics throughout the Garda Síochána organisation and advise the Authority on progress;
3. Monitor and assess the measures taken by the Garda Commissioner to address the findings of Culture Audits undertaken by the organisation, encourage the development of a framework to measure cultural change and advise the Authority on progress;

4. consider and make proposals to the Authority on the approach and timelines to be adopted in its annual statutory duties relating to the determination of the Policing Priorities, the determination of Performance Targets and the approval of the Garda Síochána Policing Plan
5. provide to the Authority observations on organisational development relevant to the development of the Garda Strategy Statement, given the document's importance in framing the context within which the Policing Plans are developed, implemented and evaluated;
6. Recommend draft reports concerning organisational development to the Authority;
7. Provide such advice and recommendations as it considers appropriate, from time to time, to the Authority; and
8. As necessary, and at least once a year, review these Terms of Reference and recommend changes, if required, to the Authority.