



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Appointments Committee

Terms of Reference

1. Regarding civilian appointments:

- To examine the current arrangements for civilian appointments to An Garda Síochána;
- To consider the steps required to facilitate the timely and efficient transfer of the relevant responsibility to the Authority;
- To propose an early date for the commencement of Section 17 of the Garda Síochána (Policing Authority and Miscellaneous Provisions) Act 2015;
- To oversee the transfer of the responsibility and the development of the necessary processes; and
- To provide assurance to the Authority in relation to those arrangements.

2. Regarding appointments to the ranks of Assistant Commissioner, Chief Superintendent and Superintendent:

- To examine the current arrangements for appointments to these ranks within An Garda Síochána;
- To assess the Promotion Regulations currently in place and to make proposals to the Authority in relation to any amendments identified as necessary and/or potentially beneficial;
- To consider the processes that would need to be put in place by the Authority to ensure the effective discharge of its responsibilities in this area;
- To propose a date from which the Authority would become the appointing authority for these positions and which would be submitted to the Department of Justice and Equality;
- With a view to making a submission at the earliest possible date, to consider and finalise proposals for the Assistant Commissioner rank separately. The Chief Superintendent and Superintendent ranks may be considered separately or together.

3. Regarding the arrangements for recruitment, training and development of the members and staff of the Garda Síochána:

- To examine the human resources available in the Garda Síochána and projections for future requirements in the context of workforce planning.