



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Garda Appointments Quality Assurance and Selection Governance Committee

Terms of Reference

This Committee is established as a Special Committee of the Authority to provide governance and quality assurance in the senior Garda appointments process for the competitions under the Authority's remit to appointment to the ranks of Assistant Commissioner, Chief Superintendent and Superintendent in the Garda Síochána.

The role of the Quality Assurance and Selection Governance Committee is to:

- Advise and support the Authority and the Executive in the ongoing development and implementation of processes and procedures by the Authority to ensure the effective discharge of its responsibilities with regard to senior Garda appointments;
- Oversee the arrangements for undertaking the Authority's function regarding selection for appointment to the senior ranks in the Garda Síochána as delegated by the Authority;
- Provide assurance to the Authority in relation to those arrangements;
- Formally sign off at key decision points including in relation to:
 - Changes to the Authority's Statement of Practice for the conduct of Selection Competitions to the ranks of Assistant Commissioner, Chief Superintendent and Superintendent;
 - Format of competitions;
 - Competencies and job specifications;
 - Candidate Information booklets; and
 - Membership of selection boards;
- Provide a quality assurance process over the conduct and administration of the selection process;
- Monitor feedback from applicants including complaints and requests for review;
- Monitor risks arising in relation to the process and ensure controls in place to mitigate these;
- Approve amendments to the Authority's clearances processes, subject to any material amendments being brought to the attention of the Authority; and
- Keep these arrangements under review and provide feedback to the Authority with regard to the operation of these arrangements.

18 April 2019