



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Organisation Development Committee

Terms Of Reference 2019

The Garda Organisation Development Committee is a special Committee of the Authority which provides oversight on Garda Síochána organisational development. Noting the importance of organisational capacity to support the implementation of the Annual Policing Plan and the Government's Policing Reform Programme, the Committee's Terms of Reference are to:

1. Monitor and assess progress by the Garda Síochána in developing and reforming the organisation including by addressing the enablers of reform and levers for change across the organisation. This monitoring will take account of the effectiveness of the Garda Síochána measures in facilitating the realisation of the Implementation Plan for "A Policing Service for the Future". The Committee will have particular regard to:
 - Governance: including risks and professional standards
 - Human Resources: including strategic approaches to HR, training and diversity, recruitment, civilianisation, deployment, supervision and rostering, and employee well-being
 - Infrastructure: including, ICT, accommodation and fleet
2. Monitor and assess the progress on the relevant elements of the Annual Policing Plan;
3. 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;
4. Monitor and assess the measures taken by the Garda Commissioner to address the findings of the Culture Audit and advise the Authority on progress;
5. Recommend draft reports concerning organisational development to the Authority;
6. Liaise, as required, with the Policing Performance and Strategy Committee; and
7. Provide such advice and recommendations as it considers appropriate, from time to time, to the Authority.

18 April 2019