



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Code of Ethics Committee

Date: 7 March 2018

Venue: 90 North King Street, Dublin 7

Attendance:

Authority: Pat Costello (Chair), Judith Gillespie, Bob Collins, Valerie Judge (ex officio)

Executive: Catherine Pierse, Andrea Lennon, Gráinne Curtin

Secretary: Carol-Ann Burke

No conflicts of interest were declared in relation to any matters for discussion.

1. Part A & C - Meeting of Code of Ethics Committee

1.1. The following items were considered and discussed as set out in the agenda for this section of the meeting:

- Chairperson's opening remarks
- Minutes of last meeting
- Garda Síochána update on the plan for rolling out the Code of Ethics
- Draft Code of Ethics Strategy Document

Actions and matters of note

1.2 The Committee discussed and considered the following:

- The implications of the postponement of the remaining Code of Ethics Regional launches due to Industrial Relations (IR) issues noting the statutory element for embedding the Code of Ethics and the target date to ensure that all training is completed by end Quarter 2 2018.
- The Committee members indicated that they would support and attend the regional launches but requested as much advance notice as possible. They also requested the outstanding schedule of dates for the Code of Ethics workshops. The Executive agreed to follow-up again requesting the schedule and the remaining regional launch dates when the IR issues resolved.

- The Committee noted receipt of the Code of Ethics posters, the increase in the number of 'Train the Trainers', the completion of the programme for all instructors and receipt of the Draft Code of Ethics Strategy Document on 9th February.
- The Committee noted the late receipt of documents post deadline from the Garda Síochána and the importance of timely receipt in advance of Committee Meetings.

2. Part B - Meeting with Garda Síochána representatives

Attendance

Authority and Executive: As above

Garda Síochána: Mr. Patrick Leahy (Assistant Commissioner DMR, Community Engagement and Public Safety), Sarah Meyler (Superintendent National Vetting Bureau), Mr. Alan Mulligan (Director of HR), Superintendent Jo O'Leary (HRPD), Superintendent Brian Conway (Garda College), Sergeant Fiona Broderick (HRPD), Ms. Monica Collins EO HRPD, Ms. Gráinne Shortall AP GS Liaison Office, Mr. Ken Ruane, Head of Legal Services.

2.1 The following items were considered and discussed:

- Update on the Garda Síochána Code of Ethics roll out plan
- Draft Code of Ethics Strategy Document

Actions and matters of note:

- Garda Síochána representatives provided an update on a meeting between the Code of Ethics Steering Committee with External Ethics Experts, Acorn Governance Solutions on 17th January. At the meeting feedback was provided on 'Train the Trainer' Programme, the Draft Ethics Strategy and other matters.
- The Committee acknowledged the work that has been done to develop the Draft Code of Ethics Strategy and noted that it is intended to integrate the findings of the Culture Audit into the Strategy in due course. The Committee provided a number of observations on the Strategy document but emphasised that it is a Garda Síochána document and it is not for the Authority to approve it.
- Garda Síochána representatives informed the Committee that they are currently in the process of identifying staff for the new Ethics and Culture Office. The Committee queried the resource element in terms of HR and costings on the draft Strategy. The

Garda Síochána representatives advised that a Business case has been submitted in this regard.

- Garda Síochána representatives confirmed that the Decision Making Model has been signed off by the Executive and will be forwarded to the Policing Authority as soon as possible.
- Garda Síochána representatives provided an update on the Ethics Workshops, 125 instructors and 1,000 individuals trained. The Committee was disappointed to hear of the ratio of signed declaration forms upon completion of the training. There is a 50% rate currently. Garda Síochána committed to reverting with a breakdown of the proportion of sworn members and civilians among this number who have not signed.
- The Committee members raised concerns in relation to the postponement of the remaining Code of Ethics Regional launches due to Industrial Relations (IR) issues noting the statutory element for embedding the Code of Ethics. It was also noted that there is a Garda Síochána commitment to ensure that the Code of Ethics training is completed by end Quarter 2 2018, including signing of a Code of Ethics Declaration by participants upon completion of the training.
- The Committee reiterated its interest in attending training events. The Garda Síochána representatives committed to supplying an updated schedule of future training events.