



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Meeting of the Policing Authority

Date: 28 June 2018

Venue: Dublin Castle

Part A – Authority Meeting

Attendance

Authority: Josephine Feehily (Chairperson), Noel Brett, Bob Collins, Pat Costello, Judith Gillespie, Valerie Judge, Moling Ryan.

Secretary: Aileen Healy

Staff of the Authority: Margaret Tumelty

Apologies Maureen Lynott, Helen Hall

1. Chairpersons Opening Remarks

The draft agenda was discussed and approved. No conflicts of interest were declared in relation to any of the matters for discussion.

A number of items of correspondence were noted, including:

- From the Chairperson of GSOC;
- From the Public Appointments Service (PAS); and
- To the Department of Justice and Equality in relation to the Garda Inspectorate report on Child Sexual Abuse confirming the Authority's view that it would be premature for the Authority to oversee the implementation of the recommendations in light of the Terms of Reference of the Implementation Group set up to examine them. The Chairperson updated Members on a meeting with the Chair of the Implementation Group. The HIQA report on related matters and possible overlap between the two reports was noted.

It was noted that the meeting with the chairs of JPCs would take place on 4 July and that the agenda would include consultation in relation to the 2019 policing priorities and an opportunity to share best practice. Representatives of other stakeholders, including the Garda Síochána ('GS'), the Department of Justice and Equality ('the Department'), the GI and the CFP, have been invited to attend.

It was agreed that the planned Strategy Day in July would be postponed to September in light of the expected publication of the report of the Commission on the Future of Policing ('CFP') which will inform Strategic Planning for the Authority for 2019-21.

No.	Action point	By Date	By Whom
A_040_01	Arrange the Authority's strategic planning workshop in September	ASAP	Secretary

2. Minutes and Matters arising

The minutes of the meetings on 24 May and 19 June were agreed and cleared for publication. The log of actions was noted and there was agreement to close the items proposed.

The following decisions taken by written procedure since the last meeting were noted:

Date	Decision
8 June 2018	A number of functions were temporarily delegated to the Secretary of the Authority for the duration of absence of the Chief Executive.
8 June 2018	The Authority considered the Garda Síochána Annual Report 2017 in light of the direction provided by the Authority under Section 45(1) Garda Síochána Act 2005; and agreed that it be forwarded to the Minister of Justice and Equality in accordance with Section 46 (2)(a), with an accompanying short commentary on the extent to which that direction has been achieved.

3. Chief Executive's Report

The report was provided by the Senior Management Team in the Chief Executive's absence and was taken as read.

The Secretary provided further updates to Members on the following matters in the context of her report, including:

- The latest version of the GS Workforce Plan which has been received in recent days;
- The inaugural meeting of the GS Resources and Reform Group which was attended by the GS, the Authority, the Department and the Departments of Public Expenditure and Reform (DPER) and the Taoiseach (DoT). It was noted that the Terms of Reference for the group include oversight of the reform and resources of the GS and that the group will meet on a monthly basis. Concerns from the meeting relating to the overspend on the GS pay allocation, particularly on overtime, and the slow pace of civilianisation in the GS were noted.
- Efforts are being made to contact members of the Garda Reserve with a view to arranging a meeting.

No.	Action point	By Date	By Whom
A_040_02	The draft GS Workforce Plan to be circulated to members for their information and any observations.	ASAP	Secretary

4. Committee Updates

4.1. Code of Ethics Committee

The Committee has not met since the last Authority meeting. The Committee Chair reported that Committee Members and staff had attended a number of the regional launches of the Code of Ethics and feedback from those sessions was discussed. The roll out of training on the Code is proceeding across the

organisation and has been received by approximately 8,000 staff to date, however it is not expected that this will be completed by end June as previously indicated.

Concern was expressed that less than 50% of those who have received training have signed the Code and it was agreed that this would be raised with the Commissioner.

4.2. Garda Appointments Quality Assurance and Selection Governance Committee

The update from the external Chair of the Committee was noted and there was discussion of the following matters:

- The progress of the ongoing Superintendent selection competition and feedback in relation to the new video assessment tool. It was noted that the process will be completed in July and that the order of merit will be available for the Authority’s consideration as its July meeting and it was agreed that arrangements should proceed without delay to allow appointments to be made to fill positions at the earliest date possible;
- The clearance process for candidates was noted and it was agreed that this be published on the Authority’s website.

No.	Action point	By Date	By Whom
A_040_03	The Clearance Process for candidates for appointment by the Authority to the ranks of Assistant Commissioner, Chief Superintendent and Superintendent to be published on the website.	ASAP	Secretary

4.3. Organisational Development Committee

The Chair of the Committee updated Members on the recent meeting where the focus was on the Divisional model which is being piloted in the GS. It was noted that there was considerable slippage in the progress and different levels of engagement with the pilots. There was a discussion on the direction of the Sixth Quarterly report to the Minister on *Changing Policing in Ireland* ('CPI') the theme of which will be the Divisional model.

4.4. Policing Strategy and Performance Committee

The Committee Chair updated Members on the Committee’s recent meeting including the following Items:

- The Committee received an update on the methodology and progress from the GS in relation to the Homicide Review. The Committee received assurance that the interim report received by the Authority in relation to the eight cases completed to date has been signed off by the whole review team. It was noted that learning is being identified from the process with a number of recommendations arising.
- The Committee’s review of status of the Policing Plan identified that a substantial number of activities are off target. In particular it was noted that there are no reports against a number of actions from the responsible senior managers and concern that there is no ownership of the plan by the senior team in the GS. The Committee will invite the Assistant Commissioners , Executive

Directors and Chief Superintendents concerned to meet with them to discuss the lack of a report and what is being done to get the targets concerned back on track.

- The GS plan to embed the Policing Plan throughout the GS including how it is to be cascaded to local policing plans was discussed.
- The proposed content for the mid-year report on policing was outlined and discussed

The planning process for the 2019 Policing Plan was discussed and it was agreed that the process and timelines should accommodate input by the new Commissioner.

5. Audit, Governance and Risk

The Committee had not met since the last Authority meeting. The Chair of the Audit and Risk Committee ('ARC') outlined the main features of the June High Risk Report and there was a discussion on risk.

Proposed revisions to the Authority's Standing Orders in relation to procedures for urgent decision-making between Authority meetings were discussed and agreed.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_040_04	The Risk Register to be updated in light of the discussion on risk	ASAP	Secretary

6. Garda Síochána Appointments

The appointment by the Government of Mr. Drew Harris as Commissioner of the Garda Síochána was noted. Requests from the GS for appointment of two civilian candidates to the positions of Principal Officer in the GS were considered and the candidates appointed.

7. Garda Inspectorate Report on Crime Investigation

Members were provided with an update on progress regarding the assessment of the implementation of the recommendations of the Garda Inspectorate Report 10 'Crime Investigation' It was agreed that when the process to map the recommendations and the status of their implementation is complete the Authority will consider how to progress its oversight;

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_040_05	The mapping of the recommendations of the GI 'Crime Investigation' Report to be completed and considered by the Authority to decide next steps.	27 September	Chief Executive

8. Fennelly Report

Members considered the draft final report to the Minister in accordance with Section 62O (6) of the Garda Síochána Act 2005 relating to the Garda Síochána response to the Report of the Fennelly Commission of Investigation. It was agreed that the report be submitted to the Minister noting that this would be the Authority's final report on the matter and that the Authority would follow-up the outstanding matters including those relating to the telecommunications policy as part of its normal oversight work.

9. Policing Priorities 2019

Members discussed the draft Policing Priorities for 2019 and approved the draft as a consultation document.

10. Interim GS Report on the examination of issues associated with Garda Youth Electronic Referrals

Members discussed the report from the GS in relation to Youth Electronic Referrals. It was agreed that the concerns expressed would be examined with the Commissioner at the meeting in public.

11. Preparation for meeting with the Garda Commissioner

Members discussed the agenda for the meeting and agreed the matters to be discussed with the Garda Commissioner and his team.

12. Other business

Members noted engagement with the CSO to include questions at the Authority's request in the Household Budget Survey module on discrimination.

It was agreed to pursue a proposal to undertake a short piece of work to review culture audits in other police services internationally.

<i>No.</i>	<i>Action point</i>	<i>By Date</i>	<i>By Whom</i>
A_040_06	Prepare Terms of Reference and arrange the procurement process to outsource a short piece of research to prepare a comparative analysis of the GS Culture Audit with similar surveys in other police services.	ASAP	Chief Executive

13. Documents for noting by the Authority - June 2018

The following documents were noted by the Authority:

	<i>Document</i>	<i>Action Required</i>
D_040_1	Garda Síochána Public Attitudes Survey 2017	For noting
D_040_2	Garda Inspectorate Review of Entry Routes to the Garda Síochána	For noting
D_040_3	CSO Crime Statistics Quarter 1 2018	For noting
D_040_4	HIQA Report on the investigation into the management of allegations of child sexual abuse by Tusla 14 June 2018	For noting

Part B – Authority Meeting with the Garda Commissioner in private

Attendance

Authority and Staff: As above

Garda Síochána: Dónall Ó Cualáin (Garda Commissioner), Joseph Nugent (Chief Administrative Officer), John O’Driscoll (Assistant Commissioner)

14. Recent Serious Crime

The Commissioner briefed Members regarding a number of recent serious crime incidents and the progress of the investigations. The recent collapse of a court case in Northern Ireland due to evidence obtained in a Garda interview was discussed. It was noted that a Garda investigation was underway and that the Authority would revisit the matter when the preliminary report of the investigation is available.

15. Other Business

The Commissioner and Chief Administrative Officer provided an update in relation to a matter raised previously in relation to attendance of key Garda personnel at Audit Committee meetings and Members agreed to keep the matter under review.

No.	Action point	By Date	By Whom
A_040_07	The GS to provide the preliminary report of the investigation into matters related to the collapse of a court case in Northern Ireland.	ASAP	GS
A_040_08	The GS to keep the Authority updated in relation to a matter relating to attendance of key Garda personnel at Audit Committee meetings.	21 June	GS

Part C – Authority Meeting with the Garda Commissioner in public

Attendance

Authority and Staff: As above

Garda Síochána: Dónall Ó Cualáin (Garda Commissioner), Joseph Nugent (Chief Administrative Officer ('CAO')), John O'Driscoll (Assistant Commissioner), Pat Leahy (Assistant Commissioner), John Barrett (Executive Director), Gurchand Singh (Head of Analysis Service), Brian Sutton (Chief Superintendent), Tony McLoughlin (Chief Superintendent), David McInerney (Sergeant), Andrew McLindon (Director of Communications), Catherine Heffernan (HEO), Noel Kavanagh (Sergeant), Linda Bury (Garda), Donal Corcoran (Garda).

This meeting with the Garda Commissioner and his team was held in public. In accordance with the Authority's Standing Orders, the official record of the meeting is the recording which is available to view at:

<http://www.policingauthority.ie/website/PA/PolicingAuthorityWeb.nsf/page/Meetings-en>

The following matters were discussed during the meeting:

Agenda Item	Principal matters discussed
Commissioners Monthly Report to the Authority	<ul style="list-style-type: none"> • Successes and challenges; • Community engagement Initiatives; • Adverse variances on pay, overtime and Garda College budgets; • Drivers for overtime; • Estate management and if complete picture of the problem with cost and time to fix • Pace of civilianisation and what is realistic to achieve by year end; • Technology and Strategic ICT plan; • Proportion of staff who have signed Code of Ethics and how this will be addressed and whether requirement to sign Code when applying for promotion; • Concern in relation to actions in policing plan which are off target; • Appeal of Garda recruitment campaign to broad range of applicants; • Training of Garda drivers; . • Status of detections plan
Engaging with diverse communities and diversity in the workforce	<p><u>Diversity in the GS workforce</u></p> <ul style="list-style-type: none"> • Contribution of and turnaround times for vetting service; • Procurement for interpreters including sign language; • GS response to meet needs of a more diverse community and if the GS represents the community it serves; • Characterisation of GS workforce and representation of females in the workforce; • Approach to recruitment campaign, if it has delivered and how it is monitored; • Diversity statistics for recruitment and for the workforce; • Gender balance in career progression in the GS, representation of females in the senior ranks and impact of deployment on career progression for females; • Policy on provision of cover for family leave; • When PA can expect to receive HR and Diversity strategies;

Agenda Item	Principal matters discussed
	<ul style="list-style-type: none"> • Actions to recruit people from diverse backgrounds, including social class, socio-economic background and other sections of society; • Loss of current opportunity to recruit from diverse backgrounds. <p><u>Policing a Diverse Ireland</u></p> <ul style="list-style-type: none"> • If the GS understand the circumstances of and serve underrepresented communities; • Level of sensitivity to ensure that member from diverse background would not be subject to peer pressure to conform, diminishing the value to diverse communities; • Level of expectations and engagement with diversity across the GS; • Outreach with underrepresented and working class areas; <p><u>Hate Crime</u></p> <ul style="list-style-type: none"> • If GS have a settled definition of hate crime; • If hate crime definition is well understood across GS and if it is properly recognised; • Confidence in current hate crime figures; • How improve recording of hate crime and analysis of incidents; • Consideration of capacity to respond, support, investigate and recognise hate crime; • Training for call handlers and first responders; • Concern re lower respect for GS from victims of crime; • Capacity to compare detection levels for crimes motivated by hate compared to those which are not and if a pattern is emerging re performance; • Statistics on court cases with hate crime mentioned as a motivation.
Interim GS Report on the examination of issues associated with Garda Youth Electronic Referrals	<ul style="list-style-type: none"> • If there was concern about supervision and governance of assigning youth referrals to a Juvenile Liaison Officer before the Professional Standards report; • Timeline for completing final report; • Concerns re initial figures in report; • Significant risks arising in relation to this issue with implications for a large group of people; • Consequences of inactivity in intervening period in impact on victims and more incidents; • Concern that significant gaps in governance that have implications for those in programme and for general public; • Role and responsibility of supervisors; • Level of response to Commissioner’s request for data and apparently casual response; • Culture of non-response to requests for information from senior managers, lack of awareness of seriousness and if any sanctions; • Assurance that not still happening?; • Need for consistency of any disciplinary action, including for supervisors, arising from the review.
Other Business	<p><u>Update on progress on Homicide review</u></p> <ul style="list-style-type: none"> • If satisfied that compliant with Article 2 requirements? • Existence of a procedure to manage professional differences of opinion which is accepted by all in team; • Authority acknowledgement of satisfaction with work reported in interim report.

Agenda Item	Principal matters discussed
	<u>Other Business</u> <ul style="list-style-type: none"> If investigation relating to a van associated with one side of the referendum campaign parked on Garda property is completed?

Actions arising from the meeting held in public:

No.	Action point	By Date	By Whom
A_040_09	The GS to confirm if it has been made clear to candidates, for promotion in accordance with a prior commitment made to the Authority that they must sign the Code of Ethics on promotion	ASAP	GS
A_040_10	The GS to confirm procurement arrangements for interpreters	ASAP	GS
A_040_11	The GS to present future HR data by gender	Ongoing	GS
A_040_12	The GS to provide another interim report on the next 6-8 cases completed in the Homicide review	ASAP	GS