



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Code of Ethics Committee

Date: 11 July 2018

Venue: 90 North King Street, Dublin 7

Attendance:

Authority: Pat Costello (Committee Chair), Josephine Feehily (Chairperson Policing Authority), Bob Collins, Judith Gillespie via conference call

Executive: Andrea Lennon, Annie O' Malley

Secretariat: Carol-Ann Burke

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

Part A & C - Meeting of Code of Ethics Committee

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

- Closed Session
- Committee Chairperson's opening remarks
- Minutes of last meeting
- GS update on the plan for rolling out the Code of Ethics
- Gantt Chart provided
- Decision Making Model revised – status update
- Acceptance of Gifts, Hospitality and Sponsorship Policy and Procedure

Actions and matters of note

The Committee noted the following:

- The disappointment that the Ethics Workshops, which were to be completed by the end of June, now have a revised target completion date of the end of December 2018.
- The Acting Garda Commissioner's previous stated commitment to ensure that all within the organisation sign the declaration for the Code of Ethics, and concern at the low numbers who have signed to date.
- The outstanding action for GS to supply a schedule of dates for the Code of Ethics workshops.
- The GS had not yet supplied a revised version of the Decision Making Model taking into account the views of the Committee expressed at its last meeting.
- The Authority receipt in June 2018 of a GS Acceptance of Gifts, Hospitality and Sponsorship Policy and Procedure document.
- With regard to the above mentioned GS policy documents, the Committee does not have an approving role but would offer its observations.
- With regard to the GS update on its response to the culture audit by PwC, that matters concerning the culture audit are appropriate to the Authority in plenary.

Part B - Meeting with Garda Síochána representatives

Attendance

Authority and Executive: As above

Garda Síochána: Patrick Leahy (Assistant Commissioner DMR, Community Engagement and Public Safety), Sarah Meyler (Superintendent, Ethics and Culture Bureau), John Barrett (Executive Director, HRPD), Alan Mulligan (Director of HRPD), Brian Conway (Superintendent, Garda College), Gráinne Shortall (Assistant Principal, Office of Deputy Commissioner Governance and Strategy), Monica Collins (Executive Officer, HRPD).

The following items were considered and discussed:

- GS Update Report to the Committee including,
 - The GS update on the plan for rolling out the Code of Ethics
 - The Decision Making Model
 - The GS Acceptance of Gifts, Hospitality and Sponsorship Policy and Procedure

Actions and matters of note:

- Concerning the Roll-Out of the Code of Ethics it was noted that:
 - Authority Members and Staff feedback on the Code of Ethics Regional launches was not as positive as the GS representatives feedback concerning the depth and consistency of engagement during training.
 - GS representatives confirmed the end-year delivery of all ethics roll-out training.
 - In line with the Acting Garda Commissioner's previously stated commitment to 100% sign-up to the declaration for the Code of Ethics, the GS need to find pinch-points whereby persons have an opportunity to sign. For example, following training, at entry, upon assignment and promotion. GS representatives could not confirm if signing upon appointment following promotion is a requirement currently.
 - The next phase in the Code of Ethics roll-out will be two 1-minute videos (for the public and for GS training). The GS is to give consideration to their timing of progress of this project in light of the new Garda Commissioner appointment. The Committee can provide observations on the scripts when they are supplied by GS.
- The GS representatives confirmed that an updated Decision Making Model addressing all of the Committees observations was awaiting internal approval, and a copy would be submitted to the Authority in due course. It was noted that the opportunity should not be lost for rolling out the new Decision Making Model with Ethics at its core. GS representatives outlined its plans to incorporate the Model within existing training streams and elearning, as well as through promotional materials for daily use.
- The GS representatives set out the plans of the GS Ethics and Culture Bureau to initiate organisation wide consultation concerning next steps following the culture audit and to prepare a tender for the next stage of embedding key behavioural change in the organisation, with consultancy services to be finalised by end of July and September 2018 respectively. The Committee informed GS representatives that matters concerning the culture audit are appropriate to the Authority in plenary.
- The Committee provided its observations on the GS Acceptance of Gifts, Hospitality and Sponsorship Policy and Procedure. GS representatives confirmed the intention that the register of returns will be published on the Garda website.

Any other business

The Committee noted the following item would be discussed at a future meeting:

- The Public Sector Standards Bill 2015

The Committee Chair and the Assistant Commissioner joined in thanking those involved in progressing work to date.