



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Terms of Reference

Garda Appointments Quality Assurance and Selection Governance Committee

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 period until the first competitions under the Authority's remit to appointment Assistant Commissioner, Chief Superintendent and Superintendent in the Garda Síochána have been completed.

The Committee will be chaired by an independent external expert in public sector recruitment and selection, Mr. Bryan Andrews. In addition, the membership will be the members of the former Appointments Committee (Valerie Judge, Maureen Lynott, and Moling Ryan) and Aileen Healy.

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

- Advise and support the Authority and the Executive in the development and implementation of appropriate 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;
 - Information booklet; and
 - Membership of selection boards;
- Report to the Authority on the conduct of the selection process undertaken in compliance with the Authority's Statement of Practice;
- 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