



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Meeting of Garda organisation Development Committee

Date: 15 March 2017

Venue: 90 North King Street, Dublin7.

Attendance

Authority: Bob Collins (Chair), Pat Costello, Valerie Judge

Apologies: Noel Brett

Secretary: Darragh Stapleton

Executive: Margaret Tumelty, Úna Ní Éigeartaigh

Garda Síochána:

- Chief-Superintendent Aidan Glacken, Strategic Transformation Office
- Superintendent John Keegan, Strategy and Change Management
- Joe Nugent, Chief Administrative Officer

1. The following matters were considered and discussed as set out in the agenda:

- 1.1. Mapping Government Decision/Report 11 Recommendations to MRP
- 1.2. Civilianisation – Update on Garda Census
- 1.3. Monthly Performance Report (Chapter 4 Policing Plan 2017)
- 1.4. MRP Monthly Performance Report (February)
- 1.5. Priority Area Under Review: PALF

2. Actions and matters of note

2.1 The Executive updated the Committee on the outcomes of its two meetings with the Strategic Transformation Office and Garda Inspectorate during February. The meetings had focused on mapping the recommendations emanating from the Inspectorate's Report 11 and the Government decision across the Modernisation and Renewal Programme (MRP) to identify the specific projects which will give practical effect to the recommendations contained in each. The STO has committed to completing a template which will complete this exercise as well as providing information on specific projects in terms of identifying the business owners and current project status. It will also identify those recommendations which do not have any related projects within the MRP.

- 2.2 The Committee noted the importance that any absences in the MRP be interrogated and that key enabler projects be identified. This in turn may lead to a consideration of how projects within the MRP are prioritised.
- 2.3 The Committee expressed the view that feedback is required from the business owners regarding the progress of projects. The Committee noted that this may assist in shifting the reporting language away from an emphasis on the project process to a commentary on the content of the project itself. It was agreed that were the business owners of projects being discussed at the Committee to attend the meetings, this would assist in this shift of emphasis.
- 2.4 The Garda Síochána provided an update regarding the census that was carried out of the Garda Síochána on 13 February. The Deputy Commissioner, Strategy and Change management has met with the team undertaking the work to confirm the progress on returns. Work is ongoing to validate, analyse and identify the roles which can be civilianised. A report on the outcomes of the census work will be forwarded to the Authority as soon as it is completed. The Committee noted that the evaluation of the outcome of the census will form a part of its quarterly report to the Tánaiste on 30 April.
- 2.5 There was a discussion about the changes of project status of items in the Policing Plan. The CAO agreed to revert back to us with a response to this issue.
- 2.6 There was a discussion about the Garda Síochána Performance, Accountability and Learning Framework (PALF). The Garda Síochána confirmed it is intended that PALF will be introduced for Superintendent level and upwards in the Garda College on 27 March with the subsequent rollout across 11 centres due to commence in June. The Garda Síochána confirmed that PALF will be individual and team focused from the beginning. PALF will be discussed in further detail at the 13 April joint meeting with the Policing Strategy and Performance Committee.
- 2.7 There was a discussion about the reference to disciplinary regulations in the PALF documentation. The Garda Síochána will revert to clarify the interaction between the appraisal system and discipline regulations and will provide a briefing on this at the next Committee meeting.