



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Code of Ethics Committee

Date: 13 March 2017

Venue: 90 North King Street, Dublin 7

Attendance

Authority: Pat Costello (Chair), Bob Collins, Vicky Conway,
Judith Gillespie (conference call)

Executive: Catherine Pierse, Annie O'Malley, Rebecca Moynihan

Secretary: Seán Carpenter

Garda Síochána (for item 1.3 below):

11:00 to 11:50 Executive Director of Human Resources and People Development (HRPD)

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

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

- 1.1 Minutes of last meeting
- 1.2 Review of the plan to embed Code of Ethics within the Garda Síochána
- 1.3 Discussion with John Barrett
- 1.4 Further discussion on the draft plan
- 1.5 The Policing Authority communicating the Code of Ethics
- 1.6 AOB

2 Actions and matters of note:

2.1 A discussion took place in relation to the draft document provided by Executive Director HRPD which outlines the plan to embed the Code of Ethics. The following matters arose:

- The format of the plan as outlined by the draft document was unclear and lacking in detail;

- The Garda Síochána Decision Making Model should have ethics at its centre and not ‘a spoke in the wheel’. The UK Policing Decision Making Model was shown to Executive Director HRPD as an example;
- In relation to the regional launches, it was felt that Assistant Commissioners from non-regional areas should also be visible in leading the embedding of the Code of Ethics within the Garda Síochána;
- It was agreed that a Blended Learning approach is important from the outset and problems could arise if senior management receive training before the rest of the organisation;
- A detailed timeline is expected to be produced that shows the changes that will take place as the Code of Ethics is introduced and embedded further;
- Questions arose whether different training approaches are needed for civilian staff as compared to sworn members, for example, ethical dilemmas used for training purposes should have scenarios that are relevant to both groups;
- Disappointment was expressed that Garda Senior Management and the Garda Project Team have not yet reached agreement over how the Code of Ethics should be endorsed;
- It was agreed that the Code of Ethics will need to be embedded into the different Garda policies which it affects. Particular emphasis was put on policy that relates to Public Order, Use of Force, Covert Operations, Hospitality and Gifts, Driving and Specialist Training;
- The committee agreed that especially for the first year after its launch, it is crucial that the Code of Ethics is successful in terms of its dissemination within the Garda Síochána as this will provide a platform to help build momentum into the future.

2.2 Executive Director HRPD discussed a number of matters and addressed some concerns expressed by the Committee:

- Executive Director HRPD expressed concern over the lack of time available to Garda management in order to adhere to the original timelines as set out;
- No scoping work had commenced on any policy changes that will arise from the launch of the Code of Ethics. It was agreed that this undertaking will be a very large piece of work;

- Executive Director HRPD is looking to have a sustained roll-out of the Code of Ethics and is eager to avoid any problems that have been encountered with roll-outs of a similar nature;
- It was suggested that the Policing Strategy and Performance Committee could be utilised as a platform to help push the roll-out of the Code;
- Consideration should be given to the Garda Associations to ensure that full engagement occurs and it was agreed that the Code of Ethics must not be seen as a tool for bargaining;
- No Workshops had been scheduled at the time of the meeting and it was requested that the Policing Authority will be as visible as possible when they take place nationwide;
- The Committee believes the plan to embed the Code of Ethics should be developed to its fullest potential in order to set an ambitious benchmark. The consensus was that it will be harder to introduce new factors into the finished plan and therefore they should feature from the outset;

2.3 The Committee recommended that the Code of Ethics should be brought up at each topic during Authority Meetings with the Garda Commissioner and that the Code should feature on the agenda for the April meeting with 10-15 minutes kept aside for discussion and questions.