



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Meeting of Garda Organisation Development Committee

Date: 13 April 2017

Venue: 90 North King Street, Dublin7.

Attendance

Authority: Bob Collins (Chair), Moling Ryan, Valerie Judge (Part A and B) and Pat Costello
The following Members were present for parts B and C of the meeting: Josephine Feehily, Judith Gillespie, Vicky Conway, Noel Brett (Part A and B), Maureen Lynott (by phone)

Apologies:

Secretary: Richard O'Neill

Executive: Margaret Tumelty, Úna Ní Éigeartaigh, David Pasley, Helen Hall

Garda Síochána members present for Part C:

- Deputy Commissioner Dónall O'Cualáin, Strategy and Change Management
- Deputy Commissioner John Twomey, Policing and Security (Part C to 4.1)
- Joe Nugent, Chief Administrative Officer
- Assistant Commissioner Michael Finn, Roads Policing and Major Events Management
- Assistant Commissioner Anne-Marie McMahon,
- Dr. Gurchand Singh, Head of the Garda Analysis Service
- Chief-Superintendent Aidan Glacken, Strategic Transformation Office
- Superintendent John Keegan, Strategy and Change Management
- Superintendent Aidan Brennan

Part A Meeting of Organisation Development Committee

1. The following matters were considered and discussed as set out in the agenda for this section of the meeting:
 - 1.1. Mapping of Report 11 (Changing Policing in Ireland') onto Modernisation and Renewal Programme
 - 1.2. Civilianisation: Update on Census
 - 1.3. Draft Quarterly Report to Tánaiste

- 1.4. Performance Reports: Monthly Performance Report (Policing Plan 2017) and MRP Monthly Report

2. **Actions and matters of note**

- 2.1. The Committee considered the outcomes of the mapping exercise for Report 11 and noted the 43 projects designated 'complete.' The Committee agreed that a review of a selection of the 43 recommendations marked as 'complete' would be undertaken to evidence that associated projects and initiatives had been completed and had delivered on the intent of the Garda Inspectorate recommendations.
- 2.2. The mapping of the recommendations from Report 11 onto the Modernisation and Renewal Programme (MRP) has confirmed that 86 of the recommendations are outside the MRP process and structure. The Committee agreed that clarity would be sought from the Garda Commissioner as to the governance and reporting arrangements for these recommendations. Members noted that a number of key enabler projects are included amongst these.
- 2.3. While the Committee acknowledged that the Modernisation and Renewal Programme is a 5-year process, Members recommended that the Garda Síochána be asked to provide an indicative timeframe for the implementation of all recommendations.
- 2.4. Members considered the preliminary material provided by the Garda Síochána regarding the recently completed Garda census. Members expressed disappointment at the numbers of posts identified for redeployment which fell far short of the 1,500 target identified by the Garda Inspectorate.
- 2.5. Members considered the proposed approach to the second quarterly report to the Tánaiste and agreed with the Executive proposals presented.
- 2.6. The Committee approved the minutes of the February and March Committee meetings.

Part B Joint Meeting with Policing Strategy and Performance Committee

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

3.1 Preparation for discussion with Garda Síochána

Part C Joint Meeting of both Committees with the Garda Síochána

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

4.1 Data Quality Matters

4.2 PALF

4.3 Monthly Performance

4.4 AOB

5. A scheduled item on 'setting and devolving targets' was deferred due to time constraints.

Actions and matters of note:

6. Members thanked the Garda Síochána for the material submitted but noted that it had been received late in some cases

7. Members welcomed and thanked Dr. Gurchand Singh on his presentation on Data Quality and in the discussion which followed Members raised their concerns regarding data quality generally and then with particular reference to the areas of homicide and domestic violence figures.

8. The Garda Síochána set out the work being undertaken in relation to a review of data in these two areas and the timelines for completion of this work.

9. Members expressed concerns with regard to the potential implication of data quality issues in these two areas. The Garda Síochána confirmed that although the cases being examined had been incorrectly classified, in each case an Article 2 compliant investigation was conducted.

10. Members indicated that the Committee would revert to the issue of domestic abuse and data quality at a later date and it was noted that Data Quality is on the agenda for the April meeting of the Authority.

11. Members noted that the GISC service will commence crime classification for the Northern region in April and that it is intended that this will roll out for the whole country by the end of Quarter 3.

12. The Garda Síochána representatives were asked if there were any other data quality issues or risks identified at this point in time and whether the homicide data quality issue had ever represented an organisational risk or systemic problem. In response the Garda Síochána indicated that they don't believe the homicide data quality ever represented an organisational or indicated a systemic problem.

13. Following discussion on PALF, Members noted that it is a priority for the Garda Síochána for 2017. Training across all supervisory ranks is underway with the process fully operational thereafter.
14. With regard to performance in the area of civilianisation, Members expressed concerns regarding the preliminary outcomes of the Garda Census which indicated a low figure for the identification of posts which could be redeployed. The Garda Síochána was informed that the Authority's report to the Tánaiste would reflect its views on the pace at which civilianisation is being implemented.
15. With regard to the deferred item on the setting and devolving of targets, it was agreed that the Executive would set up a meeting with Dr. Gurchand Singh and any Members available would attend.
16. Members will give any feedback on the draft Garda Síochána Annual Report 2016 to the Executive.
17. Members acknowledged the impending retirement of Assistant Commissioner Jack Nolan and expressed their gratitude for this commitment to and engagement with the work of the Committee and Authority over the previous 15 months.