



AN TÚDARÁS PÓILÍNEACHTA  
POLICING AUTHORITY

**Minutes of Code of Ethics Committee**

**Date: 13 July 2017**

**Venue: 90 North King Street, Dublin 7**

**Attendance**

**Authority:** Pat Costello (Chair), Bob Collins, Judith Gillespie

**Executive:** Catherine Pierse, Annie O'Malley, Brian Foy, David Pasley

10:45 to 12:30 Helen Hall

**Secretary:** Seán Carpenter

**Garda Síochána (for item 1.4 below):**

10:45 to 11:45 Assistant Commissioner Patrick Leahy, Dublin Metropolitan Region (DMR)

Mr Alan Mulligan, Human Resources and People Development (HRPD)

Superintendent Johanna O'Leary, HRPD

Sergeant Michael Donlon, HRPD

Sergeant Fiona Broderick, 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 Chairperson's opening remarks
- 1.2 Minutes of last meeting
- 1.3 National Operating Framework Overview
- 1.4 Meeting with Garda Síochána representatives
- 1.5 Follow-up discussion
- 1.6 Any other business

## **2. Actions and matters of note:**

- 2.1 There was no Closed Session required by Committee members.
- 2.2 The minutes of the meeting on 8 June 2017 were agreed.
- 2.3 A discussion around the National Operating Framework took place. The Committee emphasised that the Garda Síochána have a statutory obligation in relation to embedding the Code of Ethics and that this should have priority over any introduction of a National Operating Framework. Therefore, if training for both projects is to be delivered on the same day, the Code of Ethics must take primary importance over the National Operating Framework and steps should be taken to ensure that the two are not confused.
- 2.4 Assistant Commissioner DMR provided the Committee with an update of actions taken by the Garda Síochána since the last Ethics Committee meeting:
  - A steering group has been formed who are acting on the plan previously developed by Executive Director HRPD. The steering group will produce a monthly progress report;
  - A Gantt Chart and Task Allocation Sheet was provided to Committee members to give an overview of the steering group’s plan to embed the Code of Ethics;
  - On 29 June an email was sent from the Garda Commissioner to all members and staff in the Garda Síochána with a link to an online version of the Code of Ethics booklet;
  - 1,000 copies of the book “Leading with Integrity” by Ros O’Shea have been purchased and are due to be distributed to all ranks from Superintendent upwards;
  - 20,000 copies of the Code of Ethics booklet have been ordered for printing and are due to be delivered by the end of July. These booklets will be distributed to all members and staff who will have to sign that they have received a copy;
  - An Ethics Policy Proofing Tool is being developed by Superintendent Strategy and Change Management.
- 2.5 Assistant Commissioner DMR confirmed that the training of the executive management team has not been completed but that the gardaí are in the process of hiring an external expert who will train the senior management, train a number of CPD trainers (approximately 30 to 50 trainers), and validate existing material that relates to ethics.
- 2.6 In four weeks, the Assistant Commissioner DMR expects to have a finalised embedding and training plan that will include definitive dates and timelines.
- 2.7 The Committee reiterated its suggestion that a ‘blended-training’ approach be considered (where a number of different ranks and grades receive training together). A number of different approaches for blended-training were suggested and the Committee offered to share their expertise in this area.

- 2.8 The Committee received confirmation that the draft document entitled “*An Garda Síochána Code of Ethics: A Code of Practice for the Principles and Standards of Professional Behaviour for An Garda Síochána*” has been withdrawn.
- 2.9 The Committee suggested that from a chosen date, all new garda policies should refer to the Code of Ethics. A validation of all previous policies issued before this date should then take place. The Assistant Commissioner DMR confirmed that this is already the plan.
- 2.10 Assistant Commissioner DMR suggested that it would be helpful for a member of the Committee to visit the Steering Group in Garda Headquarters.
- 2.11 The Committee welcomed the progress made and indicated it looked forward to receiving a completed plan in September and the dates for the Regional launches. The Committee intends to monitor the progress being made on a monthly basis.