



AN TÚDARÁS PÓILÍNEACHTA  
POLICING AUTHORITY

## Minutes of Meeting of Policing Strategy and Performance Committee

**Date:** 09 November 2017

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

### Attendance

**Authority:** Judith Gillespie (Chair), Vicky Conway

**Apologies:** Maureen Lynott, Noel Brett

**Secretary:** Richard O'Neill

**Executive:** Margaret Tumelty, Karen Shelly, Úna Ní Éigeartaigh

### **Garda Síochána:**

- Assistant Commissioner Patrick Leahy, Community Engagement and Public Safety
- Assistant Commissioner Michael Finn, Roads Policing and Major Event/Emergency Management
- Mr. David Gilbride, Executive Director for Strategy and Transformation
- Dr. Gurchand Singh, Head of the Garda Síochána Analysis Service
- Inspector Paul Franey, Strategic Planning

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

- 1.1. Homicide Report
- 1.2. Community Policing
- 1.3. Policing Plan Performance Evaluation
- 1.4. Policing Plan 2018

### 2. Actions and matter of note

2.1 The Committee referenced the outcomes of the meeting held on 3 November concerning the homicide review data. Members reiterated the agreed actions emanating from that meeting, namely:

The Garda Síochána to revert with a process and timeframe for:

- The independent peer review of the quality of the investigations carried out in those cases within the 41, for which investigations have not yet concluded or reached the courts.

- Dip Sampling to establish the degree to which PULSE is updated in a timely manner with outcomes from the Higher Courts
- The review of all homicide cases from 2003-2017

The Garda Síochána will also revert with the approach and timeframe for the wider communications strategy around the issue of misclassification. The Committee indicated that the matter would be revisited in early 2018 in public session and the expectation was that the above actions would be complete at that time.

- 2.2 The Committee expressed its disappointment that the new Community Policing Framework was not delivered, as committed to in the 2017 Policing Plan.
- 2.3 Members were informed that while a draft framework had been developed in 2017, it was not regarded as satisfactory and that further work was completed and a new draft Framework has now been developed.
- 2.4 This Framework is now awaiting consideration and decision by the senior leadership team within the Garda Síochána. It was clarified that there is no other model being considered currently.
- 2.5 The key elements of the proposed Framework were discussed, including the need for considerable analysis of census, attitudinal and crime data, the potential resource requirements for the framework and its impact on the resourcing of other areas of policing. Members also enquired as to how a framework like this would fit with the roll out of the divisional model of policing and whether there has been consideration of the role that civilianisation and the Garda Reserve would play in the new Framework.
- 2.6 The Committee Chair expressed her concern and surprise that the required collaborative work with the Garda Analysis Service had not yet been agreed nor begun this late in the year.
- 2.7 The Committee Chair stressed that the framework was fundamental to a community policing ethos within the Garda Síochána and that the delivery of the commitment to implement a new Framework should be met promptly, irrespective of the model chosen.
- 2.8 The Assistant Commissioner stressed that the community policing commitments given in the draft Policing Plan for 2018 are unchanged. Irrespective of the model of community policing settled on, the Policing Plan actions will be required to be completed.
- 2.9 The Committee Chair asked Assistant Commissioner Community Engagement and Public Safety to confirm that, if implemented, the Garda members assigned under the framework would not be abstracted to support other areas of policing. The Assistant Commissioner confirmed that numbers would not be depleted in such instances. It was confirmed that the timeframe for a decision on the community framework is year-end.

- 2.10 The Committee Members expressed their disappointment with the late provision of the performance evaluation report for the Policing Plan. The Executive Director for Strategy and Transformation apologised for the delay and its effect on the ability of the Committee to exercise its duties in terms of performance oversight.
- 2.11 Members stressed the importance of describing the remedial actions to be taken in relation to areas that are falling behind schedule. The Chair expressed her concern that a significant number of targets were designated red or amber without a narrative supplied detailing the remedial actions to be taken. The Garda Síochána representatives were asked to populate the corrective actions column in time for the November meeting of the Policing Authority.
- 2.12 Assistant Commissioner Roads Policing and Major Event/Emergency Management confirmed that, despite its amber status, the 10% increase in roads policing personal and commensurate increase in supervision was signed off by the Executive team of the Garda Síochána and would be realised in 2017 and again in 2018.
- 2.13 The Committee welcomed the increase in reported sexual offences and reported hate crime detections.
- 2.14 The Committee welcomed the latest draft of the Policing Plan 2018 and stated that it was an improvement on previous versions. The Committee particularly welcomed the inclusion of the Code of Ethics in full at the beginning of the document and the positioning of the reform elements as Chapter 1. The inclusion of new measures that build Garda Síochána to evaluate and report on its performance in the areas of hate crime and domestic abuse measures were also welcomed.
- 2.15 Additional key areas of feedback included:
- The need for some greater clarity in the language used in the draft plan regarding domestic violence and/or domestic abuse,
  - The need to include the development of a Diversity and Inclusion Strategy
  - The Committee asked the Garda Síochána representatives to consider an action in relation into applications from minority/diverse groups to join the Garda Síochána and suggested that a review of the successful completion of the various stages of Garda recruitment by minority/diverse applicants might be appropriate,
  - It was suggested that the plan would include reference to the external strategies and national plans that influence the 2018 Policing Plan.
  - A further draft of the Policing Plan will be considered at the Authority meeting in November.