



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Meeting of Policing Strategy and Performance Committee

Date: 07 December 2017

Venue: 90 North King Street, Smithfield,
Dublin 7

Attendance

Authority: Judith Gillespie (Chair), Noel Brett, Vicky Conway

Secretary: Richard O'Neill

Executive: Margaret Tumelty, Karen Shelly, Sophia Carey, Michal Hanley, Úna Ní Éigeartaigh

Garda Síochána:

- 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
- Sergeant David McInerney, Garda Bureau of Community, Diversity, and Integration

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

- 1.1. Diversity and Inclusion
- 1.2. Policing Plan 2017 Performance Evaluation
- 1.3. Policing Plan 2018
- 1.4. Follow up to Homicide Report and Roads Policing questions

2. Actions and matter of note

- 2.1 The Committee asked that the Garda Síochána representatives relay their good wishes to the Garda member injured in an incident on December 7th.
- 2.2 Having reviewed the material the Committee decided to focus on the internal diversity of the Garda Síochána, specifically the composition of the workforce.
- 2.3 The Chair expressed her frustration at the inability to probe the area of internal diversity as planned due to the absence of the Executive Director Human Resources and People Development (HRPD). Members noted the paucity of information provided by the GS with regard to internal diversity, but notwithstanding this stressed the opportunity for the Executive

to research and draw together independently information already in the public domain regarding internal diversity in the Garda Síochána for the purpose of Committee briefing.”

2.4 The Committee set out the type of issues it wished to examine with the Garda Síochána, including:

- That it is important to examine, through the lens of diversity and inclusion, applications to the Garda Síochána and the Garda Reserve and the reasons for non-completion of training in Templemore by applicants,
- The gender, age, and ethnicity breakdown across the Garda Síochána,
- The importance of the Garda Síochána grasping the opportunity it now has to address internal diversity in light of the extensive recruitment drive the organisation is undertaking,
- How the Garda Síochána are fulfilling their obligations under section 42 of the Irish Human Rights and Equality Act 2014,
- The selection criteria for specialist units and the implications of deployment on promotions,
- The importance of conducting exit interviews with outgoing members and staff, and,

Members reiterated the importance of diversity and inclusion for public confidence in the Garda Síochána and the importance that the composition of the organisation reflect the society it serves.

2.5 The Committee discussed Policing Plan performance with particular reference to the decline in victim satisfaction as evidenced in the most recent attitudes survey, the rise in assaults, the roll out of CAD II nationally, and the corrective actions being taken to address these issues.

Regarding the roll out of CAD, the Executive Director for Strategy and Transformation stated that he would revert to the Authority with the Request for Tender for CAD II.

2.6 The Diversity and Inclusion agenda item was postponed to a later date when the requisite Garda representative would be available to address the item in the detail required.

2.7 A verbal update was provided by the Garda representatives on the Homicide Report updating the Committee on the progress on commitments made at a meeting held on 09 November with Garda representatives. The Committee were informed that the Garda Síochána was meeting with the Courts Service to view court outcomes in the relevant cases. This process was proving time consuming and unwieldy with the result that the intended finalisation of the report at the February meeting in public may not be possible. The Head of the Garda Síochána Analysis

Service will update the Committee if it becomes apparent that the planned February date for finalisation is no longer achievable.

- 2.8 The Committee addressed the continuing questions surrounding Roads Policing issues and were informed by the Assistant Commissioner Roads Policing and Major Event/Emergency Management that the Garda document was awaiting sign-off from the Garda Commissioner. The Committee reiterated its desire to bring finality to these questions in early course.
- 2.9 The Committee agreed that a January meeting with Garda representatives to discuss the timeline for the development of the Garda Strategy Statement 2019-2022 would be valuable and tasked the Executive with arranging same.