



Minutes of Garda Appointments Quality Assurance and Selection Governance Committee

Date: 03 April 2018

Venue: 90 North King Street, Dublin 7

Attendance:

Committee Members: Bryan Andrews (Independent External Chair), Valerie Judge, Moling Ryan, Maureen Lynott, Aileen Healy

Secretary: Deirdre Shannon

Executive: Sharon O'Brien, Liam Hallihan

Apologies: Helen Hall, Louise Joyce

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

- 1.1. Apologies, Agenda, Minutes
- 1.2. Update on Appointments Unit:
 - Status of Panels
 - Preparation for Superintendent Competition
- 1.3. Discussion on 2017 Review:
- 1.4. Discussion on 2018 Shortlisting Criteria for Superintendent Competition
- 1.5. Next Meeting
- 1.6. Any other business

2. Actions and Matters of Note:

Minutes and Matters Arising

The minutes of previous meetings on 15 November 2017 and 12 March 2018 were approved and cleared for publication.

Update on Appointments Unit

The Committee was provided with an update on the current status of panels established arising from the 2017 competition.

Discussion on 2017 Review

The Committee agreed the 2017 Review was a comprehensive, well-presented report and made observations, as follows:

- The Committee discussed the following point in the review: “While it was noted that there was no Policing Authority Member on the Superintendent Selection Board, that this was not necessary given the level of the positions.” The Committee observed that there was value in having an Authority Member on the board and this should be considered.
- There was discussion around the following recommendation: “A procedure whereby the Garda Commissioner’s nominee is the last Selection Board member to comment on each candidate.” The Committee commented that it is a matter for the Chair to decide the order of commentary and it is healthier to rotate the comments rather than have a rigid process.
- There was discussion around the following recommendation: “In the interest of a more efficient process for affording unsuccessful candidates an opportunity to have queries and concerns which are outside of the remit of a review of the process, it is considered that it would be beneficial to provide an opportunity for an informal resolution as an initial review option to candidates.” The Committee suggested a more formal process would be more appropriate as using an informal process might leave some candidates dissatisfied and the Authority may not be able to demonstrate that consistency was applied.
- The Committee suggested that the number of eligible female candidates is recorded so that the low numbers of female applicants can be put in context.
- The Committee commented that it would be beneficial to seek feedback from candidates along each stage of the competition to encapsulate the entire process from the candidate’s point of view.

It was agreed that the Review would be finalised by the Executive, having incorporated the observations of the Committee.

Discussion on 2018 Shortlisting Criteria for Superintendent Competition

With regards to Video Assessment the Committee commented that as much help and information as possible be provided to candidates to mitigate any issues candidates may have with the technology. It was noted that the opportunity for a candidate to do a practice run is reassuring to the candidate.

The Committee commented that prior to Video Assessment the Executive should tease out any potential issues with the successful company in the bid for tender for example in the case of a weak broadband connection..

The Committee highlighted that the topic of ethics should be sufficiently stressed regarding Shortlisting Criteria.

There was discussion around suitable Video Interviewing questions and competencies. It was noted that the areas of questioning could include the use of data in planning and managing operations, leadership, developing teams and mentoring individuals within those teams. The issue of breadth and depth of experience could be considered but should not be interrogated too much. It was observed that the questions do not have to be dramatic.

The Committee agreed shortlisting would be done by scoring candidates on the video assessment alone but it would be useful for the Selection Board to have the candidate's application form in front of them to provide context to their responses.

The Chairperson commented that the Video Interviewing method of Shortlisting will strengthen the competition if executed well

4. Next Meeting

4.1 Wednesday, 25 April at 1pm.