



Minutes of Garda Appointments Quality Assurance and Selection Governance Committee

Date: 25 April 2018

Venue: 90 North King Street, Dublin 7

Attendance:

Committee Members: Bryan Andrews (Chair), Valerie Judge, Moling Ryan, Aileen Healy

Executive: Helen Hall, Sharon O'Brien, Liam Hallihan, Deirdre Shannon

Apologies: Maureen Lynott

1. Minutes of Previous Meeting

The minutes of previous meeting on 03 April 2018 were approved and cleared for publication.

2. Update on Appointments

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

3. Selection Competition for Superintendent 2018

The arrangements for the 2018 selection competition for appointment to the rank of Superintendent were reviewed and discussed in detail including the following draft documentation:

- Statement of Practice for the conduct of a selection competition to the rank of Superintendent in the Garda Síochána 2018;
- Candidate Information Booklet for Superintendent 2018; and
- Application form for Superintendent 2018.

The competition documents were approved subject to drafting to reflect matters discussed.

The detailed arrangements for the conduct of the video shortlisting process, which is new to the 2018 competition, were discussed and agreed for recommendation to the Authority, including:

- Arrangements for provision of information to candidates regarding the process;
- Agreement of assessment questions which were recommended for approval by the Authority;

- Recommendation that the video assessment questions would be provided to candidates when they are invited to undertake this video assessment stage of the process;

The technical aspects of the video assessment including the broadband connection required and the controls to mitigate against the risk of technical problems which might affect the ability of candidates to complete the assessment were discussed.

The introduction of a probationary period for persons appointed to the ranks to which the Authority makes appointments was discussed and was agreed in principle. It was recommended that the underpinning and detailed arrangements for a probationary process be explored in greater detail.

The Committee approved the Selection Board for the competition.

It was noted that the clearance process for candidates who are placed on the panel and may come under consideration for appointment is currently being updated and would be considered by the Committee at its next meeting.

4. Review of 2017 Selection Competitions

The Committee agreed that the report of the Review of the 2017 competitions gives the Committee and the Authority assurance regarding the conduct of the competitions in accordance with the statutory framework and the Authority's Statements of Practice and recommended the report to the Authority.