



AN TÚDARÁS PÓILÍNEACHTA  
POLICING AUTHORITY

## **Minutes of Code of Ethics Committee**

**Date: 12 September 2018**

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

### **Attendance:**

**Authority:** Pat Costello (Committee Chair), Josephine Feehily (Chairperson Policing Authority),  
Bob Collins, Judith Gillespie

**Executive:** Helen Hall

**Secretariat:** Andrea Lennon, Carol-Ann Burke

No conflicts of interest were declared in relation to any matters for discussion.

### **Introduction of the Garda Commissioner, Drew Harris to the Committee**

The Garda Commissioner J. A. Harris was invited to attend before the Committee Meeting. The Committee Chair welcomed the Commissioner and outlined the Committee priorities as follows,

- Roll-out of training in the Code of Ethics being completed by end-2018,
- 100% of Garda members, reserves and staff sign-up to the Code of Ethics by the end-2018,  
and
- Ensuring opportunities to sign the code following training, at entry, upon assignment, lateral transfers and on promotion.

The Chair noted the commitment of the Garda Síochána team involved in progressing work of the Committee to date.

The Garda Commissioner made a commitment to progress these priority matters for the Committee, in line with the end of year timeline.

### **Part A & C - Meeting of Code of Ethics Committee**

The following items were considered and discussed as set out in the agenda for this section of the meeting:

- Closed Session
- Committee Chairperson's opening remarks
- Minutes of last meeting
- GS update on the plan for rolling out the Code of Ethics
- Update on Learning Management System & e-learning for Ethics
- Revised Ethics Strategy
- 2018 Revised Garda Decision Making Model

### **Actions and matters of note**

The Committee noted the following:

- The disappointment of the Committee that the Ethics Workshops, which were to be completed by the end of June, now have a revised target completion date of the end of December 2018.
- The ongoing concern of the Committee at the low numbers who have signed the code to date. It is still not clear that all avenues are being utilised by the GS to incentivise signing.
- The Committee receipt in August 2018 of copies of the 'public facing' Code of Ethics posters.
- The ongoing late supply by the GS of documentation to the Committee including,
  - The updated Ethics Strategy,
  - The business case for the Ethics and Culture Bureau,
  - The revised Decision-making Model, and
  - The update of the GS Code of Ethics roll-out plan in advance of Committee meetings.
- With regard to the GS update on its response to the culture audit by PwC, that matters concerning the culture audit are to be addressed at the Authority meeting in plenary.

### **Part B - Meeting with Garda Síochána representatives**

Attendance

*Authority and Executive:*

As above

*Garda Síochána:*

Patrick Leahy (Assistant Commissioner DMR, Community Engagement and Public Safety), Sarah Meyler (Superintendent, Ethics and Culture Bureau), Brian Conway (Superintendent, Garda College), Gráinne Shortall (Assistant Principal, Office of Deputy Commissioner Governance and Strategy), Monica Collins (Executive Officer, Ethics and Culture Bureau), Mary Fitzsimons (Higher Executive Officer, Ethics and Culture Bureau).

The following items were considered and discussed:

- GS Update Report to the Committee including,
  - The GS update on the plan for rolling out the Code of Ethics
  - Update on Learning Management System & e-learning for Ethics
  - Revised Ethics Strategy
  - 2018 Revised Garda Decision Making Model

**Actions and matters of note:**

- Concerning the Roll-Out of the Code of Ethics it was noted that:
  - The GS provided an update on the numbers concerning Ethics training attendance and signing of the Code of Ethics. The Committee re-iterated it's concerns in relation to the low level of sign up to the Code of Ethics and referenced the Garda Commissioner's commitment to 100% sign-up to the declaration for the Code of Ethics by end-2018. The Committee also noted that a HQ Directive concerning sign up is almost complete.
  - The GS representatives confirmed the ongoing commitment to Ethics training for all Garda personnel. However, it was not possible to provide specific dates and times of the workshops taking place in Garda Divisions around the country, as workshops are subject to operational extraction opportunities and may vary accordingly.
  - The GS representatives confirmed that sign up to the Code of Ethics has been incorporated in the Notes for Applicants and Conditions of Service Booklet for GS recruitment competitions.
  - The Committee acknowledged receipt of copies of the GS 'public facing' Code of Ethics posters and noted that an internal Garda direction was issued for posters to be displayed in all public areas of all Garda Stations. It was also noted that other promotional materials have been developed including folders, coasters, mouse mats and lanyards.
  - The Committee noted the communications approach document and work-plan has been developed and presented by the GS business owner to the National Policing Programme Board.
  - The GS representatives confirmed that they are engaging and in discussions with DCU and the IPA in relation to developing e-learning management systems.
  - The Committee noted the draft scripts of the Ethics videos (two 1-minute videos (for the public and for GS training) have been agreed and are awaiting sign-off by the

Garda Commissioner. The GS is to forward ethics video scripts to the Authority when the piece by the Commissioner has been incorporated.

- The GS have confirmed that they will address the issue of the late provision of documents to the Policing Authority in advance of Committee meetings
- The GS representatives confirmed that the revised Ethics Strategy has been approved by the Executive and that a copy will be provided to the Committee.
- The GS representatives confirmed that the revised Decision-Making model document is finalised and awaiting internal Garda approval.
- The GS representatives provided an update on the Garda Culture Reform Programme.

**Log of Actions**

No.	Action Point	By date	By whom
COE_09_01	The GS is to forward a workshops plan to the Committee upon receipt of all responses from the Divisions.	ASAP	GS
COE_09_02	The GS is to confirm that Sergeants and Inspectors sign the ethics declaration on application and appointment.	ASAP	GS
COE_09_03	The GS to forward a copy of the revised Decision Making Model and associated documentation in due course.	As soon as available	GS
COE_09_04	The GS to forward the approved business case for Ethics and Culture Bureau for approval of the Policing Authority.	As soon as available	GS
COE_09_05	The GS is to forward ethics video scripts to the Authority when the piece by the Commissioner has been incorporated.	As soon as available	GS
COE_09_06	The Culture Audit will be included on the agenda for the Policing Authority meeting with the Commissioner (in public) on 27 September, 2018.	20/09/2018	PA
COE_09_07	The GS is to advise the Authority of any further ethics initiatives held to allow the Committee to attend.	ASAP	GS

**Any other business**

The Committee Chair and the Assistant Commissioner joined in thanking those involved in progressing the work of the Committee to date.