

File FOI-000374-2022

Requester Name:

Page No	Date	Description of Document	Deletions	Relevant Section of FOI Acts	Reason for Redaction	Decision Maker's decision
1-3	09.06.2022	Garda Trainee Steering Group Minutes	2	Part 1(n) of Schedule 1	Out of Scope	Part-Grant
4-6	05.07.2022	Garda Trainee Steering Group Minutes	5	Part 1(n) of Schedule 1; Section 37(1)	Out of Scope; Personal Information	Part-Grant
7-8	14.07.2022	Garda Trainee Steering Group Minutes	6	Part 1(n) of Schedule 1; Section 37(1)	Out of Scope; Personal Information	Part-Grant
9-11	21.07.2022	Garda Trainee Steering Group Minutes	11	Part 1(n) of Schedule 1; Section 37(1)	Out of Scope; Personal Information	Part-Grant
12-13	27.07.2022	Garda Trainee Steering Group Minutes	5	Part 1(n) of Schedule 1; Section 37(1)	Out of Scope; Personal Information	Part-Grant
14-15	05.08.2022	Garda Trainee Steering Group Minutes	4	Part 1(n) of Schedule 1; Section 37(1)	Out of Scope; Personal Information	Part-Grant
16-17	10.08.2022	Garda Trainee Steering Group Minutes	6	Part 1(n) of Schedule 1; Section 37(1)	Out of Scope; Personal Information	Part-Grant
18-19	22.08.2022	Garda Trainee Steering Group Minutes	3	Part 1(n) of Schedule 1; Section 37(1)	Out of Scope; Personal Information	Part-Grant
20-21	25.08.2022	Garda Trainee Steering Group Minutes	3	Part 1(n) of Schedule 1; Section 37(1)	Out of Scope; Personal Information	Part-Grant
22-23	31.08.2022	Garda Trainee Steering Group Minutes	3	Part 1(n) of Schedule 1; Section 37(1)	Out of Scope; Personal Information	Part-Grant

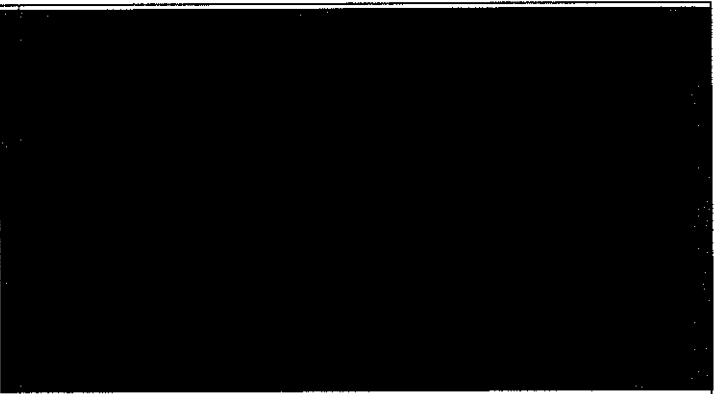
Garda Trainee Steering Group

09th June 2022

Attendees

Name	Title
Deputy Commissioner McMahon	Policing & Security (Chairperson)
Mr Joseph Nugent	CAO
Yvonne Cooke	Acting Executive Director, HRPD
Dr Oghenovo Oghuvbu	CMO
Assistant Commissioner McPartlin	GNCSIS
Assistant Commissioner Sheahan	Eastern Region
Assistant Commissioner Finn	Southern Region
Assistant Commissioner Clavin	Governance & Accountability
Assistant Commissioner McElgunn	North Western Region
Assistant Commissioner Willis	DMR Region
Chief Superintendent Pat Murray	Director of Training Garda College
Chief Superintendent Ferry	HRM
Ms Bridget Casey Mulligan	Talent Acquisition
Ms Aine Gray	Senior Psychologist HRPD
Ms Alice Donovan	PO STO
Garrett Billings	Superintendent GNCSIS
Jean Lalor	Human Resources and People Development
Apologies	
Themes	
Programme Management	
PAS Elements	
AGS Elements, PCT, Medicals, Vetting, Drug Testing	
Training	
Appointments	
Programme Management	BCM working with consultant re Recruitment process. Project Manager required to oversee programme (to be invited to Steering Group once selected) AD & YC to discuss

PAS Elements	<p>JN & YC met with PAS to discuss timelines. Currently at Report Writing Stages. Extra interview panels have been included to speed up process. First batches of successful applicants expected from PAS by August 26th.</p> <p>A paper to be presented by YC & BCM on timelines at next meeting</p>
AGS Elements	<p>Discussion around the order of the elements.</p> <p>Discussion on having a one model central approach to Medicals, PCT, & Drug Testing and how it could improve timelines.</p>
PCT	<p>PCT carried out in Garda College, 48 PCT can be carried out in any given day.</p> <p>Failure rate of around 25% to 30 % on PCT.</p>
Medicals	<p>Medicals to be outsourced, currently at procurement stages. (will be Occupational Health Provider as opposed to GP)</p> <p>Audiometry Booths and Vision Testing required for medicals. Medicals could take 30 to 40 mins per applicant. Challenges in getting provider to the Garda College.</p> <p>Forms to be completed by applicants successful at PCT stage.</p> <p>Success rate of around 50% with Medicals</p> <p>YC & CMO to talk offline on medicals – to determine divisional v central (Garda College) approach</p>
Drug Testing	<p>REGS currently being drawn up by AG. Expected to be finalised in September. AC Clavin is of the opinion that a provider could carry out Drug Testing in the Garda College on same day as PCT.</p> <p>Drug testing is carried out via a Hair sample and result to be provided in 5 days.</p>
Vetting	<p>Discussion around vetting,</p>

	
Training	The College 2022 Training Plan has a capacity for 400 in Residential Stage and 200 in Operational Stages – 600 in system at any time. College can accept 200 students every 11 weeks.
Appointments	<p>Chief Ferry discussed the Irish Stream and need to identify with PAS how appointment to the Gaeltacht can areas can be improved. DF</p> <p>Applicants tend to apply for both Irish/General Stream.</p>
Next Meeting	30 th June 9am

Garda Trainee Steering Group

05th July 2022

Attendees


Name	Title
Deputy Commissioner McMahon	Policing & Security (Chairperson)
Mr Joseph Nugent	CAO
Yvonne Cooke	Acting Executive Director, HRPD
Assistant Commissioner Sheahan	Eastern Region
Assistant Commissioner McElgunn	North Western Region
Ms Bridget Casey Mulligan	Talent Acquisition
Ms Aine Gray	Senior Psychologist HRPD
Ms Alice Donovan	PO STO
Niall Featherstone	Superintendent
Jarlath Lennon	Superintendent HRM
Aidan Minnock	Superintendent Garda College
Nigel Mulleady	Superintendent G&A
Brian Woods	Chief Superintendent DMR

Jean Lalor	Human Resources and People Development
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Apologies	
Dr Oghenovo Oghuvbu	CMO
Assistant Commissioner McPartlin	GNCSIS
Assistant Commissioner Finn	Southern Region
Assistant Commissioner Clavin	Governance & Accountability
Assistant Commissioner Willis	DMR
Chief Superintendent Pat Murray	Director of Training Garda College
Chief Superintendent Ferry	HRM
Garrett Billings	Superintendent GNCSIS

AGENDA	
PAS Process – Current Status	
AGS Timeline	
Ongoing Engagement with Appointment Pool	
PAS Process	First Pool: 247 Applicants through to report writing stage of which 216 were successful and invited to

	<p>Interview. Interviews in PAS to begin on the 25th July and conclude on the 1st August with results to be provided to AGS on the 15th August. Form B (personal&family details) issued to applicants with interview invite.</p> <p>PAS have requested qualifications and proof of residency for applicants called to interview.</p> <p>200 to be interviewed on monthly basis from August.</p>
AGS Timeline	<p> went through 2 possible scenarios for AGS stage of competition. He has met with AC Clavin re drug testing, Chief Superintendent Murray and team re PCT element and Dr. Oghuvbu re medicals.</p>
Ongoing Engagement with Appointment Pool	<p>Discussion around timelines for PCT, medicals and when drug testing will take place.</p> <p>Discussion around intake timelines and numbers due to Political & Operational commitments. A separate smaller group will meet weekly to coordinate the process.</p>
Actions	
Yvonne Cooke, Bridget Casey Mulligan, Alice Donovan,	To meet with PAS and further discuss timelines in order to meet two intakes for 2022.
Bridget Casey Mulligan, Superintendent Minnock	To meet to discuss dates for PCT and intakes
CAO & CMO	To meet to discuss timelines for medicals and where we are with procuring contractors for medicals

Superintendent Mulleady	To find out timeline for drug testing and when contract will be in place
	

Garda Trainee Steering Group

14th July 2022

Attendees

Name	Title
Deputy Commissioner McMahon (AMM)	Policing & Security (Chairperson)
Ms. Yvonne Cooke (YC)	Acting Executive Director, HRPD
Assistant Commissioner Clavin (PC)	Governance & Accountability
Assistant Commissioner Finn (MF)	Southern Region
Assistant Commissioner McElgunn (MME)	North Western Region
Assistant Commissioner McPartlin (OMP)	GNCSIS
Dr Oghenovo-Oghuvbu (OO)	CMO
Ms. Aine Gray (AG)	Senior Psychologist HRPD
Chief Superintendent Brian Woods (BW)	Chief Superintendent DMR
Superintendent Helen Deely (HD)	Policing & Security
Superintendent Niall Featherstone (NF)	Superintendent
Superintendent Jarlath Lennon (JL)	Superintendent HRM
Superintendent Aidan Minnock (AM)	Superintendent Garda College
Superintendent Nigel Mulleady (NM)	Superintendent G&A
Sgt Anne Marie Costello (AC)	GNVB
Ms. Niamh Dargan (ND)	HRPD
Apologies	
Ms. Alice Donovan (AD)	PO STO
Ms. Bridget Casey Mulligan (BCM)	Talent Acquisition
Chief Superintendent Ferry (DF)	HRM
Chief Superintendent Pat Murray (PM)	Director of Training Garda College
Superintendent Garrett Billings (GB)	Superintendent GNCSIS
Ms. Jean Lalor (JL)	Human Resources and People Development

AGENDA
1. PAS Process – Current Status
2. AGS Timeline
3. Update on: PCT, Medical, Drug Testing and Vetting
4. Ongoing Engagement with Appointment Pool

DISCUSSION THEMES	
PAS Process	Week commencing 22 nd August – PAS provide names of candidates
AGS Timeline	Week commencing 29 th August – AGS process to start [REDACTED] presented Scenario A and Scenario B.
PCT	48 PCT per day
Medical	Medical tender – awaiting procurement end of August. Batch 1 plan would be to use current arrangement for candidates, make GP visit within 48 hours of PCT
Drug Testing	Still in process unlikely to be finalised for September. Drug test all candidates on the same day, whether they pass or fail aspects of the PCT AC Clavin informed that legal advices have been sought
ACTIONS	
YC and AG	To liaise with PAS to increase number in the pool to maximise intake.
[REDACTED] & OO	To talk offline re adhoc GP arrangement to cover 1 st batch
[REDACTED] AM & MF	'How to Guide' for Form B for applicants, [REDACTED] to discuss with AM re facilitation of video in the college. YC to talk to AM offline
AM, NF, GB and MF	'How to Guide' and approach to be developed for local vetting
YC	Process maps for vetting
YC	To chair next meeting
PC	Communicate timelines re Drug Testing

Garda Trainee Steering Group

21st July 2022

Attendees

Name	Title
Ms. Yvonne Cooke (YC)	Acting Executive Director, HRPD (Chair)
Assistant Commissioner Clavin (PC)	Governance & Accountability
Assistant Commissioner Finn (MF)	Southern Region
Assistant Commissioner McElgunn (MME)	North Western Region
Assistant Commissioner Sheahan (DS)	Eastern Region
Dr Oghenovo Oghuvbu (OO)	CMO
Chief Superintendent Ferry (DF)	HRM
Chief Superintendent Brian Woods (BW)	Chief Superintendent DMR
Superintendent Helen Deely (HD)	Policing & Security
Superintendent Niall Featherstone (NF)	Superintendent
Superintendent Jarlath Lennon (JL)	Superintendent HRM
Superintendent Aidan Minnock (AM)	Superintendent Garda College
Ms. Niamh Dargan (ND)	HRPD
Ms. Jean Lalor (J.L)	HRPD
Apologies	
DC Mc Mahon (AMM)	Policing & Security
Andrew McLindon (AML)	Press Office
Superintendent Gareth Billings (GB)	S&I
Superintendent Nigel Mulleady (NM)	G&A
Aine Gray (AG)	Senior Psychologist HRPD

AGENDA

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|--|
| 1. PAS Process – Current Status |
| 2. AGS Timeline |
| 3. Update on: PCT, Medical, Drug Testing and Vetting |
| 4. Ongoing Engagement with Appointment Pool |

DISCUSSION THEMES

- | | |
|---------------|--|
| 1. PAS Stages | Update from PAS via Aine Gray – response to request for additional panels: |
|---------------|--|

	<ul style="list-style-type: none"> PAS have made some changes to the plan, with an additional interview date for Batch 1 on August 8th to compensate for missing out on the bank holiday on the previous week. PAS have sought to bring forward the start date for Batch to 29th of August (instead of the 1st September as planned) so in all they have an additional four interview dates in August. However, there are not likely to be significant changes to the overall numbers expected to come through. The Team working on the Garda Trainee competition are the only in PAS running large scale interview boards in August. Because of AL there is challenges in developing panels at this time of the year.
	<ul style="list-style-type: none"> Agreement with PAS – for Irish Speaking successful candidates will be included into Batch 2 and Batch 3.
2. AGS Timeline	<ul style="list-style-type: none"> commented on the Plan in response to the update from PAS, and advised on Scenario B 5th September AGS elements to start. 24th October 1st intake to enter the Garda college
3. PCT	A/C/Supt Minnock advised that PCT stage is ready
4. Medical	<ul style="list-style-type: none"> No update since last meeting. Plan B in place should procurement process not deliver on time Request made for tentative timeline to be provided by the Procurement department.
5. Drug Testing	<ul style="list-style-type: none"> No update since last meeting Engagement ongoing with the Contractor Current position is that Drug Testing is unlikely to be in place prior to the Training Phase Reassurances were sought from the College and HRPD that candidates would be clear as to requirement for passing this element (irrespective of stage in process) Meeting advised that work is ongoing to establish approach whereby an individual fails drug testing
6. Vetting	'How to Guide' Form B feedback received. Video to be distributed 1 st /2 nd week of August to candidates. Irish version will need to be made.
ACTIONS	
& ND	Circulate Garda Trainee Plan slides with the Steering Group.
& AG	to liaise with AG re active engagement with PAS regarding keeping candidate pool 'warm'.
Central Team	Focus on 1 st cohort for training for 24 th October deadline
& MF	<ul style="list-style-type: none"> 'How to Guide' for Form B for applicants Subgroup including operational ide update next meeting
AML	To advise on method of communicating and engaging with the candidate pool
EG &	EG to develop a note outlining process from when list comes into AGS
EG & NF &	To include a version in Irish.

EG & OO	Plan offline re-procurement and finances for medical stage
[REDACTED]	
AM & PC	Set out approach for drug testing result being positive
Next Meeting	Wednesday 27 th July 9am

Garda Trainee Steering Group

27th July 2022

Attendees

Name	Title
Mr. Joseph Nugent (JN)	CAO (Chair)
Ms. Yvonne Cooke (YC)	Acting Executive Director, HRPD
Assistant Commissioner Clavin (PC)	Governance & Accountability
Assistant Commissioner Finn (MF)	Southern Region
Assistant Commissioner McElgunn (MME)	North Western Region
Assistant Commissioner Sheahan (DS)	Eastern Region
Dr Oghenovo Oghuvbu (OO)	CMO
Chief Superintendent Ferry (DF)	HRM
Chief Superintendent Murray (PM)	Garda College
Superintendent Niall Featherstone (NF)	Superintendent GNVB
Superintendent Aidan McCarthy (AMC)	Superintendent ACU
Superintendent Aidan Minnock (AM)	Superintendent Garda College

Ms. Jean Lalor (JL)	HRPD
Apologies	
DC Mc Mahon (AMM)	Policing & Security
Andrew McLindon (AML)	Press Office
Assistant Commissioner Orla McPartlin (OMP)	AC GNCSIS
Assistant Commissioner Angela Willis (AW)	AC DMR
Chief Superintendent Jo O'Leary (JOL)	CS ACU
Superintendent Gareth Billings (GB)	S&I
Superintendent Nigel Mulleady (NM)	G&A
Aine Gray (AG)	Senior Psychologist HRPD
Chief Superintendent Brian Woods (BW)	Chief Superintendent DMR
Superintendent Helen Deely (HD)	Policing & Security
Superintendent Jarlath Lennon (JL)	Superintendent HRM
Ms. Niamh Dargan (ND)	HRPD

AGENDA
1. PAS Process – Current Status
2. AGS Timeline

3. Update on: PCT, Medical, Drug Testing and Vetting
4. Ongoing Engagement with Appointment Pool

DISCUSSION THEMES	
1. PAS Stages	Update from PAS via YC – response to request for timelines to be looked at: <ul style="list-style-type: none"> PAS unable to improve timelines
2. AGS Timeline	<ul style="list-style-type: none"> Following the Executive on the 27th July Scenario B for Batch 1 discussed at the meeting today will remain in terms of progressing towards an intake from this batch week 24th – 28th October and that Batch 2 & 3 be combined towards the following intake.
3. PCT	<ul style="list-style-type: none"> College have capacity to take 50 applicants at each PCT including Saturdays
4. Medical	<ul style="list-style-type: none"> No update since last meeting. Plan B in place should procurement process not deliver on time Med Certs to be provided by Applicants 3 weeks before PCT appointment. Medicals organised once PCT has been passed.
5. Drug Testing	<ul style="list-style-type: none"> No update since last meeting Awaiting finalisation of Regs Engagement ongoing with the Contractor/Randox Current position is that Drug Testing is unlikely to be in place prior to the Training Phase Reassurances were sought from the College and HRPD that candidates would be clear as to requirement for passing this element (irrespective of stage in process) Meeting advised that work is ongoing to establish approach whereby an individual fails drug testing
6. Vetting	<p>'How to Guide' Form B and Video to be distributed 1st/2nd week of August to candidates. Irish version will need to be made.</p> <p>[REDACTED]</p>
ACTIONS	
YC, EG, AML & [REDACTED]	To get Comms out to organisation
YC	To facilitate a meeting with the Associations and G&A re drug testing in September.
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
	Next Meeting Friday 5 th August at 9am

Garda Trainee Steering Group

5th August 2022

Attendees

Name	Title
DC Mc Mahon (AMM)	CAO (Chair)
Ms. Yvonne Cooke (YC)	Acting Executive Director, HRPD
Assistant Commissioner Orla McPartlin (OMP)	AC GNCSIS
Assistant Commissioner Mick Finn (MF)	Southern Region
Assistant Commissioner Mick McElgunn (MME)	North Western Region
Dr Oghenovo Oghuvbu (OO)	CMO
Chief Superintendent Denis Ferry (DF)	HRM
Chief Superintendent Pat Murray (PM)	Garda College
Superintendent Niall Featherstone (NF)	Superintendent GNVB
Superintendent Gareth Billings (GB)	S&I
Superintendent Brian Murphy (BM)	Superintendent Garda College
Ms Eilis Gilvarty (EG)	Garda College/EDHRPD
Ms. Jean Lalor (J.L)	HRPD
Apologies	
Joe Nugent (JN)	CAO
Andrew McLindon (AML)	Press Office
Assistant Commissioner Pat Clavin (PC)	AC G&A
Assistant Commissioner Angela Willis (AW)	AC DMR
Assistant Commissioner Dave Sheahan (DS)	AC Eastern Region
Chief Superintendent Jo O'Leary (JOL)	CS ACU
Superintendent Aidan Mccarthy	ACU
Superintendent Nigel Mulleady (NM)	G&A
Áine Gray (AG)	Senior Psychologist HRPD
Chief Superintendent Brian Woods (BW)	Chief Superintendent DMR
Superintendent Helen Deely (HD)	Policing & Security
Superintendent Jarlath Lennon (JL)	Superintendent HRM
Ms. Niamh Dargan (ND)	HRPD

AGENDA
1. PAS Process – Current Status
2. AGS Timeline

3. Update on: PCT, Medical, Drug Testing and Vetting	
4. Ongoing Engagement with Appointment Pool	
DISCUSSION THEMES	
1. PAS Stages	Update from PAS via YC – response to request for timelines to be looked at: <ul style="list-style-type: none"> PAS unable to improve timelines
2. AGS Timeline	<ul style="list-style-type: none"> Following the Executive on the 27th July Scenario B for Batch 1 discussed at the meeting today will remain in terms of progressing towards an intake from this batch week 24th – 28th October and that Batch 2 & 3 be combined towards the following intake.
3. PCT	<ul style="list-style-type: none"> College have capacity to take 50 applicants at each PCT including Saturdays
4. Medical	<ul style="list-style-type: none"> No update since last meeting. Plan B in place should procurement process not deliver on time Med Certs to be provided by Applicants 3 weeks before PCT appointment Medicals organised once PCT has been passed
5. Drug Testing	<ul style="list-style-type: none"> No update since last meeting Awaiting finalisation of Regs Engagement ongoing with the Contractor/Radox Current position is that Drug Testing is unlikely to be in place prior to the Training Phase Reassurances were sought from the College and HRPD that candidates would be clear as to requirement for passing this element (irrespective of stage in process) Meeting advised that work is ongoing to establish approach whereby an individual fails drug testing
6. Vetting	<p>'How to Guide' Form B and Video to be distributed 1st/2nd week of August to candidates. Irish version will need to be made.</p> <div style="background-color: black; width: 100%; height: 20px;"></div>

ACTIONS	
YC	To contact ED Finance to ensure all is in order on the interim medical process pending finalisation of the procurement process
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<div style="background-color: black; width: 100%; height: 20px;"></div>	Comms with PAS Comms with AGS
	Next Meeting Wednesday 10 th August at 9am

Garda Trainee Steering Group

10th August 2022

Attendees

Name	Title
DC Annie Marie Mc Mahon (AMM)	Deputy P&S
Mr. Joe Nugent (JN)	CAO
Ms. Yvonne Cooke (YC)	Acting Executive Director, HRPD
Assistant Commissioner Orla McPartlin (OMP)	AC GNCSIS
Assistant Commissioner Mick Finn (MF)	Southern Region
Assistant Commissioner Mick McElgunn (MME)	North Western Region
Assistant Commissioner Angela Willis (AW)	DMR
Dr Oghenovo Oghuvbu (OO)	CMO
Chief Superintendent Denis Ferry (DF)	HRM
Chief Superintendent Pat Murray (PM)	Garda College
Superintendent Brian Murphy (BM)	Superintendent Garda College
Superintendent Gareth Billings (GB)	S&I
Superintendent Nigel Mulleady (NM)	G&A
Sergeant Anne Marie Costello (AMC)	GNVB
Ms Eilís Gilvarry (EG)	Garda College/EDHRPD
Ms. Alice Dónovani (AD)	STO
Ms. Jean Lalor (JL)	HRPD
Apologies	
Mr. Andrew McLindon (AML)	Press Office
Assistant Commissioner Pat Clavin (PC)	AC G&A
Chief Superintendent Jo O'Leary (JOL)	CS ACU
Ms. Áine Gray (ÁG)	Senior Psychologist HRPD
Chief Superintendent Brian Woods (BW)	Chief Superintendent DMR
Superintendent Helen Deely (HD)	Policing & Security
Superintendent Jarlath Lennon (JL)	Superintendent HRM
Ms. Niamh Dargan (ND)	HRPD

AGENDA	
1. PAS Process – Current Status	
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3. Update on: PCT, Medical, Drug Testing and Vetting	
4. Ongoing Engagement with Appointment Pool	
DISCUSSION THEMES	
1. PAS Stages	<ul style="list-style-type: none"> • Results from Batch 1 to issue week commencing 15th August
2. AGS Timeline	<ul style="list-style-type: none"> • Week/c 15th Aug 'How to Guide' on Form B to issue to candidates & request for GP Cert to indicate fit to undertake PCT • 26th Aug deadline for completed Form B and GP Cert to be emailed to appointments • [REDACTED] • 29th Aug – 2nd Sept Scheduling of PCT for all candidates • 5th Sept – 9th Sept PCT's take place in Garda College • Week/c 5th Sept Booking of medicals for those who pass their PCT • 24th Oct Target date for commencement for successful candidates in Garda College
3. PCT	<ul style="list-style-type: none"> • College have capacity to take 50 applicants at each PCT including Saturdays
4. Medical	<ul style="list-style-type: none"> • No update since last meeting.
5. Drug Testing	<ul style="list-style-type: none"> • No update since last meeting
6. Vetting	<p>'How to Guide' Form B and Video to be distributed 1st/2nd week of August to candidates. Irish version will need to be made.</p> <p>[REDACTED]</p>

ACTIONS	
YC	<ul style="list-style-type: none"> • [REDACTED] • Notice on Portal re Steering Group • Partner Engagement, [REDACTED]
JN	<ul style="list-style-type: none"> • To inform Finance of costings for Medicals
[REDACTED]	
Next Meeting Thursday 18 th August at 9am	

Garda Trainee Steering Group

22nd August 2022

Attendees

Name	Title
DC Anne Marie Mc Mahon (AMM)	Deputy P&S
Assistant Commissioner Pat Clavin (PC)	AC G&A
Assistant Commissioner Mick McElgunn (MME)	North Western Region
Assistant Commissioner Orla McPartlin (OMP)	AC GNCSIS
Assistant Commissioner Angela Willis (AW)	DMR
Chief Superintendent Pat Murray (PM)	Garda College
Chief Superintendent Brian Woods (BW)	Chief Superintendent DMR
Superintendent Gareth Billings (GB)	S&I
Superintendent Helen Deely (HD)	Policing & Security
Superintendent Brian Murphy (BM)	Superintendent Garda College
Dr Oghenovo Oghuvbu (OO)	CMO
Mr. Andrew McLindon (AML)	Press Office
Ms. Alice Donovan (AD)	STO
Ms Eilis Gilvarry (EG)	Garda College/EDHRPD
Ms Danielle O Mahony (DOM)	CAO
Ms. Niamh Dargan (ND)	HRPD
Apologies	
Mr. Joe Nugent (JN)	CAO
Ms. Yvonne Cooke (YC)	Acting Executive Director, HRPD
Assistant Commissioner Mick Finn (MF)	Southern Region
Chief Superintendent Denis Ferry (DF)	HRM
Chief Superintendent Jo O'Leary (JOL)	CS ACU
Superintendent Niall Featherstone (NF)	GNVB
Superintendent Nigel Mulleady (NM)	G&A
Superintendent Jarlath Lennon (JL)	Superintendent HRM
Sergeant Anne Marie Costello (AMC)	GNVB
Ms. Aine Gray (AG)	Senior Psychologist HRPD
Ms. Jean Lalor (JL)	HRPD
Ms Aoife O Connor (AOC)	STO

AGENDA	
1. PAS Process – Current Status	
2. AGS Timeline	
3. Update on: PCT, Medical, Drug Testing and Vetting	
4. Ongoing Engagement with Appointment Pool	
DISCUSSION THEMES	
1. PAS Stages	<ul style="list-style-type: none"> • 53 returned applications to date
2. AGS Timeline	
3. PCT	<ul style="list-style-type: none"> • No change
4. Medical	<ul style="list-style-type: none"> • No update since last meeting.
5. Drug Testing	<ul style="list-style-type: none"> • October
6. Vetting	
7. Ongoing Engagement with Appointment Pool	<ul style="list-style-type: none"> • Reminder to issue to applicants today 25th August 2022.

ACTIONS	
OO	<ul style="list-style-type: none"> • Procurement process update for next meeting
ND	<ul style="list-style-type: none"> • Invite AC Jonathon Roberts to next meeting
	Next Meeting

Garda Trainee Steering Group

25th August 2022 – (30 minutes)

Attendees

Name	Title
DC Anne Marie Mc Mahon (AMM)	Deputy P&S
Assistant Commissioner Pat Clavin (PC)	AC G&A
Assistant Commissioner Mick McElgunn (MME)	North Western Region
Assistant Commissioner Orla McPartlin (OMP)	AC GNCSIS
Assistant Commissioner Angela Willis (AW)	DMR
Chief Superintendent Pat Murray (PM)	Garda College
Chief Superintendent Brian Woods (BW)	Chief Superintendent DMR
Superintendent Gareth Billings (GB)	S&I
Superintendent Helen Deely (HD)	Policing & Security
Superintendent Brian Murphy (BM)	Superintendent Garda College
Dr Oghenovo Oghuvbu (OO)	CMO
Mr. Andrew McLindon (AML)	Press Office
Ms. Alice Donovan (AD)	STO
Ms Eilis Gilvarry (EG)	Garda College/EDHRPD
Ms Danielle O Mahony (DOM)	CAO
Ms. Niamh Dargan (ND)	HRPD
Apologies	
Mr. Joe Nugent (JN)	CAO
Ms. Yvonne Cooke (YC)	Acting Executive Director, HRPD
Assistant Commissioner Mick Finn (MF)	Southern Region
Chief Superintendent Denis Ferry (DF)	HRM
Chief Superintendent Jo O'Leary (JOL)	CS ACU
Superintendent Niall Featherstone (NF)	GNVB
Superintendent Nigel Mulleady (NM)	G&A
Superintendent Jarlath Lennon (JL)	Superintendent HRM
Sergeant Anne Marie Costello (AMC)	GNVB
Ms. Aine Gray (AG)	Senior Psychologist HRPD
Ms. Jean Lalor (JL)	HRPD
Ms Aoife O Connor (AOC)	STO

AGENDA	
1. PAS Process – Current Status	
2. AGS Timeline	
3. Update on: PCT, Medical, Drug Testing and Vetting	
4. Ongoing Engagement with Appointment Pool	
DISCUSSION THEMES	
1. PAS Stages	<ul style="list-style-type: none"> • 53 returned Form B and GP Certs to date
2. AGS Timeline	<ul style="list-style-type: none"> • No update to current timeline
3. PCT	<ul style="list-style-type: none"> • No change
4. Medical	<ul style="list-style-type: none"> • No update since last meeting.
5. Drug Testing	<ul style="list-style-type: none"> • In progress for October
6. Vetting	<ul style="list-style-type: none"> • [REDACTED]
7. Ongoing Engagement with Appointment Pool	<ul style="list-style-type: none"> • Reminder to issue to applicants today 25th August 2022

ACTIONS	
[REDACTED]	
OO	<ul style="list-style-type: none"> • Procurement process update for next meeting
ND	<ul style="list-style-type: none"> • Invite AC Jonathon Roberts to next meeting
Next Meeting Wednesday 31 st at 11 am	

Garda Trainee Steering Group

31st August 2022 – (30 minutes)

Attendees

Name	Title
Ms. Yvonne Cooke (YC) Chairperson	Acting Executive Director, HRPD
Assistant Commissioner Pat Clavin (PC)	AC G&A
Assistant Commissioner Mick Finn (MF)	Southern Region
Assistant Commissioner Jonathon Roberts (JR)	G&A
Assistant Commissioner Angela Willis (AW)	DMR
Chief Superintendent Pat Murray (PM)	Garda College
Superintendent Gareth Billings (GB)	S&I
Superintendent Helen Deely (HD)	Policing & Security
Superintendent Brian Murphy (BM)	Superintendent Garda College
Dr Oghenovó Oghuvbu (OO)	CMO
Ms. Alice Donovan (AD)	STO
Ms Eilís Gilvarry (EG)	Garda College/EDHRPD
Ms. Áine Gray (AG)	Senior Psychologist HRPD
Ms. Niamh Dargan (ND)	HRPD
Ms. Jean Lalor (JL)	HRPD
Apologies	
DC Anne Marie Mc Mahon (AMM)	Deputy P&S
Mr. Joe Nugent (JN)	CAO
Assistant Commissioner Mick McElgunn (MME)	North Western Region
Assistant Commissioner Orla McPartlin (OMP)	AC GNCSIS
Assistant Commissioner David Sheahan	Eastern Region
Chief Superintendent Denis Ferry (DF)	HRM
Chief Superintendent Brian Woods (BW)	Chief Superintendent DMR
Superintendent Niall Featherstone (NF)	GNVB
Superintendent Nigel Mulleady (NM)	G&A
Superintendent Jarlath Lennon (JL)	Superintendent HRM
Mr. Andrew McLindon (AML)	Press Office

AGENDA	
1. PAS Process – Current Status	
2. AGS Timeline	
3. Update on: PCT, Medical, Drug Testing and Vetting	
4. Ongoing Engagement with Appointment Pool	
DISCUSSION THEMES	
1. PAS Stages	<ul style="list-style-type: none"> • Batch 2 Interview commenced 30th August to 9th September • 178 have booked interview
2. AGS Timeline	<ul style="list-style-type: none"> • No update to current timeline
3. PCT	<ul style="list-style-type: none"> • PCT letter sent out 30/08/22 to 141 applicants
4. Medical	<ul style="list-style-type: none"> • Procurement process not finalized • Still using interim model for Batch 1 • Plan B to be considered for next batch failing procurement of Agency
5. Drug Testing	<ul style="list-style-type: none"> • Still in progress for October
7. Ongoing Engagement with Appointment Pool	<ul style="list-style-type: none"> • Engagement is ongoing

ACTIONS	
■ & EG	<ul style="list-style-type: none"> • Update Stats to team
OO & CAO	<ul style="list-style-type: none"> • Plan B to be considered for next batch failing procurement of Agency
EG	<ul style="list-style-type: none"> • Provide table of numbers outstanding from previous competitions
ND	<ul style="list-style-type: none"> • Add Garda Reserves to Agenda
Next Meeting Thursday 8 th at 9am	

Garda Trainee Steering Group

16th September 2022

Attendees

Name	Title
DC Anne Marie Mc Mahon (AMM) Chairperson	Deputy P&S
Mr. Joe Nugent (JN)	CAO
Assistant Commissioner Eileen Foster (EF)	Southern Region
Assistant Commissioner Angela Willis (AW)	DMR
Assistant Commissioner Paul Cleary (PC)	Eastern Region
Assistant Commissioner Orla McParlan (OMP)	GNCSIS
Assistant Commissioner Jonathan Roberts (JR)	G&A
Chief Superintendent Denis Ferry (DF)	HRM
Chief Superintendent Pat Murray (PM)	Garda College
Superintendent Gareth Billings (GB)	S&I
Superintendent Helen Deely (HD)	Policing & Security
Superintendent Brian Murphy (BM)	Superintendent Garda College
Superintendent Niall Featherstone (NF)	GNVB
Dr Oghenovo Oghuvbu (OO)	CMO
Sergeant Anne Marie Costello (AMC)	GNVB
Ms Eilis Gilvarry (EG)	Garda College/EDHRPD
Ms. Aine Gray (AG)	Senior Psychologist HRPD
Ms. Jean Lalor (JL)	HRPD
Apologies	
Assistant Commissioner Pat Clayin (PC)	AC G&A
Assistant Commissioner Mick McElgunn (MME)	North Western Region
Superintendent Nigel Mulleady (NM)	G&A
Niamh Dargan (ND)	HRPD

AGENDA

1. PAS Process – Current Status
2. AGS Timeline
3. Update on: PCT, Medical, Drug Testing and Vetting
4. Ongoing Engagement with Appointment Pool
5. Process of expediting outstanding applications from previous competitions
6. Partner Engagement (Policing Authority, DPER, Dept Justice)
7. Garda Reserves

8. AOB	
DISCUSSION THEMES	
1. PAS Stages	<ul style="list-style-type: none"> W/C 27th September next set of names for Batch 2 (127 successful at interview) Following month list of names for Batch 3 (163 invited for interview, 155 submitted applications) Request to PAS for extra batches
2. AGS Timeline	<ul style="list-style-type: none"> Combine Batch 2 & 3 for class in January 2023
3. PCT	<ul style="list-style-type: none"> 122 invited 87 successful failure rate 28.7%
4. Medical	<ul style="list-style-type: none"> 23 appointments offered, processed 15, 10 passed, 5 deferred, 25/30% failure
5. Drug Testing	<ul style="list-style-type: none"> Meeting with provider scheduled for 5th October
7. Ongoing Engagement with Appointment Pool	<ul style="list-style-type: none"> Engagement is ongoing, [REDACTED] is in the college with PCT
8. Process of expediting outstanding applications from previous competitions	<ul style="list-style-type: none"> Max 10 applicants
9. Partner Engagement (Policing Authority, DPER, Dept Justice)	<ul style="list-style-type: none"> YC in contact with Dept Justice, managing expectations
10. Garda Reserves	<ul style="list-style-type: none"> Meeting with Justice re Regs

ACTIONS	
AC's, EG	<ul style="list-style-type: none"> To keep an eye on the applications and to be cc'd on Form B's.
YC, AM, PM, EG	<ul style="list-style-type: none"> To look at possibility of 2 classes going in before year end
	Next Meeting Wednesday 21 st at 9am

Garda Trainee Steering Group

23rd September 2022

Attendees

Name	Title
Deputy Commissioner Anne Marie Mc Mahon (AMM) Chairperson	Deputy P&S
Ms Yvonne Cooke (YC)	Acting Executive Director HRPD
Assistant Commissioner Jonathan Roberts (JR)	G&A
Dr Oghenovo Oghuvbu (OO)	CMO
Chief Superintendent Tomas Myers (TM)	Anglesea Street
Chief Superintendent Pat Murray (PM)	Garda College
Superintendent Gareth Billings (GB)	S&I
Superintendent Helen Deely (HD)	Policing & Security
Superintendent Brian Murphy (BM)	Superintendent Garda College
Superintendent Niall Featherstone (NF)	GNVB
Ms Eilis Gilvarry (EG)	Garda College/EDHRPD
Ms. Aine Gray (AG)	Senior Psychologist HRPD
Ms. Danielle O'Mahony (DOM)	CAO Office
Ms. Jean Lalor (JL)	HRPD
Ms. Niamh Dargan (ND)	HRPD
Apologies	
Mr. Joe Nugent (JN)	CAO
Assistant Commissioner Paul Cleary (PC)	Eastern Region
Assistant Commissioner Eileen Foster (EF)	Southern Region

AGENDA	
1. PAS Process – Current Status	
2. AGS Timeline	
3. Update on: PCT, Medical, Drug Testing and Vetting	
4. Ongoing Engagement with Appointment Pool	
5. Process of expediting outstanding applications from previous competitions.	
6. Partner Engagement (Policing Authority, DPER, Dept Justice)	
7. Garda Reserves	
8. AOB	
DISCUSSION THEMES	
1. PAS Stages	• Batch 2 – 123 names, 4 awaiting qualification checks

	<ul style="list-style-type: none"> Names due were brought forward from the 26th to the 20th September Batch 3 – 155 applicants Interview dates 27th September & 7th October
2. AGS Timeline	<ul style="list-style-type: none"> Class November
3. PCT	<ul style="list-style-type: none"> Batch 2 and repeats from batch 1 - awaiting
4. Medical	<ul style="list-style-type: none"> 45 passed 25 deferrals 1 fail 8 in process 79 in total 3 from previous competition
5. Drug Testing	<ul style="list-style-type: none"> No update since last meeting
7. Ongoing Engagement with Appointment Pool	<ul style="list-style-type: none"> Ongoing
8. Process of expediting outstanding applications from previous competitions	<ul style="list-style-type: none"> 4 applicants
9. Partner Engagement (Policing Authority, DPER, Dept Justice)	<ul style="list-style-type: none"> Dept of Justice to be informed of new class start date in November
10. Garda Reserves	<ul style="list-style-type: none"> To be included in agenda going forward Will update weekly re competition running end of 2023

ACTIONS	
YC	<ul style="list-style-type: none"> Brief Commissioner and Partners on November College Intake date
YC & OO	<ul style="list-style-type: none"> Link in re deferrals, length of time in process
	<ul style="list-style-type: none"> Increase applicant pool
NF	<ul style="list-style-type: none"> GDPR
	<ul style="list-style-type: none"> Next Meeting Wednesday 28th 9am

Garda Trainee Steering Group

28th September 2022

Attendees

Name	Title
DC Anne Marie Mc Mahon (AMM) Chairperson	Deputy P&S
Assistant Commissioner Angela Willis (AW)	DMR
Assistant Commissioner Orla McPartlin (OMP)	GNCSIS
Dr Oghenovo Oghuvbu (OO)	CMO
Chief Superintendent Denis Ferry (DF)	HRM
Chief Superintendent Pat Murray (PM)	Garda College
Superintendent Gareth Billings (GB)	S&I
Superintendent Niall Featherstone (NF)	GNVB
Superintendent Brian Murphy (BM)	Superintendent Garda College
Inspector Michael Fleming (M.F)	Southern Region
Inspector Brian Hoey (BH)	Store Street
Ms Maria Brodigan (MB)	HR Directorate
Ms. Niamh Dargan (ND)	HRPD
Apologies	
Mr. Joe Nugent (JN)	CAO
Ms Yvonne Cooke (YC)	Acting Executive Director HRPD
Assistant Commissioner Patrick Clavin (PC)	
Assistant Commissioner Mick Finn (MF)	Southern Region
Assistant Commissioner Michael McElgunn (MME)	Northern Region
Assistant Commissioner Paul Cleary (PC)	Eastern Region
Assistant Commissioner Eileen Foster (EF)	Southern Region
Andrew McLindon (AML)	Director of Communications
Superintendent Jarlath Lennon (JL)	HRM
Ms Eilis Gilvarry (EG)	Garda College/EDHRPD
Ms. Áine Gray (ÁG)	Senior Psychologist HRPD
Ms. Jean Lalor (JL)	HRPD

AGENDA

1. PAS Process – Current Status
2. AGS Timeline

3. Update on: PCT, Medical, Drug Testing and Vetting
4. Ongoing Engagement with Appointment Pool
5. Process of expediting outstanding applications from previous competitions
6. Partner Engagement (Policing Authority, DPER, Dept Justice)
7. Garda Reserves
8. AOB

DISCUSSION THEMES

1. PAS Stages	<ul style="list-style-type: none"> PAS 4 o/s qualifications Batch 2 Batch 3 interviews commencing Tuesday to Friday week 23 candidates Irish stream Batch 3 names w/c 17th October, week earlier than planned
2. AGS Timeline	<ul style="list-style-type: none"> Class November
3. PCT	<ul style="list-style-type: none"> Assigning dates for Batch 2
4. Medical	<ul style="list-style-type: none"> 50 passed 25 deferrals 1 fail 9 in process
5. Drug Testing	<ul style="list-style-type: none"> No update since last meeting



7. Ongoing Engagement with Appointment Pool	<ul style="list-style-type: none"> All eligible candidates issued comms with regards to new intake timeline Comms to issue to cohort resitting PCT
8. Process of expediting outstanding applications from previous competitions	<ul style="list-style-type: none"> Ongoing
9. Partner Engagement (Policing Authority, DPER, Dept Justice)	<ul style="list-style-type: none"> Update to be provided
10. Garda Reserves	<ul style="list-style-type: none"> Meeting with Dep of Justice yesterday, reviewed and making necessary amendments
11. AOB	<ul style="list-style-type: none"> Nothing brought up

ACTIONS

ND	<ul style="list-style-type: none"> Add preparation for next recruitment competition to Agenda going forward Next Meeting Wednesday 06th October 10.30
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Garda Trainee Steering Group

06th October 2022

Attendees

Name	Title
Ms Yvonne Cooke (YC) Chairperson	Acting Executive Director HRPD
Assistant Commissioner Eileen Foster (EF)	Southern Region
Assistant Commissioner Angela Willis (AW)	DMR
Dr Oghenovo Oghuvbu (OO)	CMO
Chief Superintendent Denis Ferry (DF)	HRM
Superintendent Helen Deely (HD)	P&S
Superintendent Niall Featherstone (NF)	GNVB
Superintendent Brian Murphy (BM)	Superintendent Garda College
Inspector Emmet Casserly (EC)	S&I
Inspector Anne Marie Costello (AMC)	GNVB
Ms. Danielle O' Mahoney (DOM)	CAO Office
Ms. Niamh Dargan (ND)	HRPD
Apologies	
DC Anne Marie Mc Mahon (AMM)	Deputy P&S
Mr. Joe Nugent (JN)	CAO
Assistant Commissioner Patrick Clavin (PC)	G&A
Assistant Commissioner Orla McPartlin (OMP)	GNCSIS
Assistant Commissioner Jonathon Roberts (JR)	G&A
Assistant Commissioner Michael McElgunn (MME)	Northern Region
Assistant Commissioner Paul Cleary (PC)	Eastern Region
Superintendent Gareth Billings (GB)	S&I
Andrew McLindon (AML)	Director of Communications
Superintendent Jarlath Lennon (JL)	HRM
Ms Eilis Gilvarry (EG)	Garda College/EDHRPD
Ms. Jean Lalor (JL)	HRPD

AGENDA

1. PAS Process – Current Status
2. AGS Timeline
3. Update on: PCT, Medical, Drug Testing and Vetting

4. Ongoing Engagement with Appointment Pool	
5. Process of expediting outstanding applications from previous competitions	
6. Partner Engagement (Policing Authority, DPER, Dept Justice)	
7. Garda Reserves	
8. Preparation for next recruitment competition	
9. AOB	
DISCUSSION THEMES	
1. PAS Stages	<ul style="list-style-type: none"> • Batch 2 124 candidates • 3 o/s qual checks • Batch 3 154 candidates • 23 Irish Stream • Interviews in progress • W/C 17th Oct names from PAS
2. AGS Timeline	<ul style="list-style-type: none"> • Combined class November 28th
3. PCT	<ul style="list-style-type: none"> • In progress
4. Medical	<ul style="list-style-type: none"> • No update
5. Drug Testing	<ul style="list-style-type: none"> • No update
7. Ongoing Engagement with Appointment Pool	<ul style="list-style-type: none"> • No update
8. Process of expediting outstanding applications from previous competitions	<ul style="list-style-type: none"> • No update
9. Partner Engagement (Policing Authority, DPER, Dept Justice)	<ul style="list-style-type: none"> • No update
10. Garda Reserves	<ul style="list-style-type: none"> • No update
11. Preparation for next recruitment competition	<ul style="list-style-type: none"> • N/A
12. AOB	<ul style="list-style-type: none"> • N/A

ACTIONS	
	<ul style="list-style-type: none"> • Timelines to issue to group of key messages
YC	<ul style="list-style-type: none"> • Process initial check re vetting info
	<ul style="list-style-type: none"> • Next Meeting Wednesday 19th October 9am