

An Garda Síochána

Oifig Saorála Fáisnéise,
An Garda Síochána, Teach áth Luimnigh,
Lárionad Gnó Udáras Forbartha Tionscail,
Baile Sheáin, An Uaimh,
Contae na Mí.
C15 DR90



Freedom of Information Office,
An Garda Síochána, Athlumney House,
IDA Business Park,
Johnstown, Navan,
Co Meath.
C15 DR90

Teileafón/Tel: (046) 9036350

Bf linn/Join us  

Láithreán Gréasain/Website:
www.garda.ie

Ríomh-phoist/Email: foi@garda.ie

Re: Freedom of Information Request FOI-000382-2017 Request Partially Granted

Dear ,

I refer to your request, dated and received on the 4th September 2017 which you have made under the Freedom of Information Act 2014 (FOI Act) for records held by An Garda Síochána.

Part 1(n) of Schedule 1 of the FOI Act states that An Garda Síochána is listed as a partially included agency "insofar as it relates to administrative records relating to human resources, or finance or procurement matters". Therefore, only administrative records that relate to human resources, finance or procurement shall be considered.

Your request sought:

'Whether the roll out of PALF, as indicated to the Policing Authority in March 2017 has commenced for sworn staff (i.e. gardaí as opposed to civilian staff).

The results of the 2012 PALF pilot programme in terms of overall grade/score achieved by participating gardaí in the three pilot districts.'

I wish to inform you that I have decided to partially grant your request on the 29th September 2017.

The purpose of this letter is to explain that decision.

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1. Findings, particulars and reasons for decision

Following receipt of your request, the Garda College and the Strategic Transformation Office of An Garda Síochána were contacted in respect of same.

The Performance Accountability and Learning Framework (PALF) is a goal and competency based performance management system. It is designed to contribute to the effective management and development of members and teams in order to achieve greater job satisfaction and the delivery of a high quality policing service. PALF builds on the existing Performance and Accountability Framework (PAF) which operates at local level and provides the link between the goals of the organisation and the day to day work of members. The process incorporates a new competency framework, which is a tool to improve and manage the quality and consistency of performance across the organisation. The process will assist An Garda Síochána to achieve its strategic goals and by encouraging each member of staff to take personal responsibility for their own performance and development.

In respect of part 1 of your request wherein you seek *'Whether the roll out of PALF, as indicated to the Policing Authority in March 2017 has commenced for sworn staff'*, I can advise you that the roll out of PALF training commenced for senior management within An Garda Síochána on the 28th March 2017. A train the trainer course also commenced on 19th June 2017 which upskilled members attached to the Continuous Professional Development Units of An Garda Síochána to provide the PALF training to all Gardaí and Sergeant members of the organisation commencing in October.

Part 2 of your request is seeking *'The results of the 2012 PALF pilot programme in terms of overall grade/score achieved by participating gardaí in the three pilot districts'*

A formal evaluation of the 2012 PALF Pilot Programme was undertaken and a report by an Independent Author was provided to the Garda Síochána.

As outlined above PALF is a goal and competency based performance management system. The competency framework is made up of three framework pillars; "People", "Work", and "Organisation". Each of these pillars is further divided into three core competencies. The Role holder must update the PALF I.T. system with at least one example of how s/he has met each competency. The Line Manager carries out an assessment of each competency. The Line Managers have four options when rating a Role Holders Competencies as outlined below.

- *'Does Not Meet Competency Standard'*
- *'Partially Meets Competency Standard'*
- *'Meets Competency Standard'*
- *'Exceeds Competency Standard'*.

Evidence must be provided by the Line Manager to support a rating other than *"Meets Competency Standard"*.

The results of the 2012 PALF pilot programme did not outline an overall grade/score achieved by participating gardaí in the three pilot districts. Therefore I must refuse your request as the records sought by you do not exist. In that regard I am applying section 15,1,(a) to this part of your request.

Refusal on Administrative grounds to grant an FOI request.

Section 15.1(a)

A head to whom an FOI request is made may refuse to grant the request where---

- (a) The record concerned does not exist or cannot be found after all reasonable steps to ascertain its whereabouts have been taken.*

2. Right of Appeal

In the event that you are not happy with this decision you may seek an Internal Review of the matter by writing to the address below and quoting reference number **FOI-000382-2017**.

Freedom of Information Office, An Garda Síochána, Athlumney House, IDA Business Park, Johnstown, Navan, Co. Meath C15 DR90

Please note that a fee applies. This fee has been set at €30 (€10 for a Medical Card holder). Payment should be made by way of bank draft, money order, postal order or personal cheque, and made payable to Accountant, Garda Finance Directorate, Garda Headquarters, Phoenix Park, Dublin 8. Payment can be made by electronic means, using the following details:

Account Name: Garda Síochána Finance Section Public Bank Account

Account Number: 10026896

Sort Code: 900017

IBAN: IE86B0F190001710026896

BIC: BOFIE2D

You must ensure that your FOI reference number (FOI-000382-2017) is included in the payment details.

You should submit your request for an Internal Review within 4 weeks from the date of this notification. The review will involve a complete reconsideration of the matter by a more senior member of An Garda Síochána and the decision will be communicated to you within 3 weeks. The making of a late appeal may be permitted in appropriate circumstances.

Please be advised that An Garda Síochána replies under Freedom of Information may be released in to the public domain via our website at www.garda.ie.

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.

Should you have any questions or concerns regarding the above, please contact me by telephone at (046) 9036350.

Yours sincerely,



SUPERINTENDENT

HELEN DEELY

FREEDOM OF INFORMATION OFFICER.

29th SEPTEMBER 2017