

**File FOI-00034-2023**

**Requester Name:**

Page No	Date	Description of Document	Deletions	Relevant Section of FOI Acts	Reason for Redaction	Decision Maker's decision
1-2	01/02/2023	Garda Trainee Steering Group Minutes	2	Section 37 Part 1(n) Schedule 1	Personal Information Out of Scope	Part-grant
3-4	25/01/2023	Garda Trainee Steering Group Minutes	3	Section 37 Part 1(n) Schedule 1	Personal Information Out of Scope	Part-grant
5-6	18/01/2023	Garda Trainee Steering Group Minutes	2	Section 37 Part 1(n) Schedule 1	Personal Information Out of Scope	Part-grant
7-8	11/01/2023	Garda Trainee Steering Group Minutes	3	Section 37 Part 1(n) Schedule 1	Personal Information Out of Scope	Part-grant
9-10	04/01/2023	Garda Trainee Steering Group Minutes	4	Section 37 Part 1(n) Schedule 1	Personal Information Out of Scope	Part-grant
11-12	21/12/2022	Garda Trainee Steering Group Minutes	4	Section 37 Part 1(n) Schedule 1	Personal Information Out of Scope	Part-grant
13-14	15/12/2022	Garda Trainee Steering Group Minutes	3	Section 37 Part 1(n) Schedule 1	Personal Information Out of Scope	Part-grant
15-17	07/12/2022	Garda Trainee Steering Group Minutes	4	Section 37 Part 1(n) Schedule 1	Personal Information Out of Scope	Part-grant
18-19	30/11/2022	Garda Trainee Steering Group Minutes	3	Section 37 Part 1(n) Schedule 1	Personal Information Out of Scope	Part-grant
20-22	23/11/2022	Garda Trainee Steering Group Minutes	5	Section 37 Part 1(n) Schedule 1	Personal Information Out of Scope	Part-grant



## Garda Trainee Steering Group

**01st February 2023**

### Attendees

Name	Title
Deputy Commissioner Anne Marie Mc Mahon <b>(AMM) Chairperson</b>	Dep P&S
Mr Joe Nugent <b>(JN)</b>	CAO
Assistant Commissioner Paul Cleary <b>(PC)</b>	Eastern
Assistant Commissioner Eileen Foster <b>(EF)</b>	Southern
Assistant Commissioner Paula Hilman <b>(PH)</b>	RPCE
Assistant Commissioner Michael McElgunn <b>(MME)</b>	North Western
Assistant Commissioner Jonathon Roberts <b>(JR)</b>	G&A
Assistant Commissioner Angela Willis <b>(AW)</b>	DMR
Andrew McLindon <b>(AML)</b>	Director of Communications
Chief Superintendent Denis Ferry <b>(DF)</b>	HRM
Chief Superintendent Pat Murray <b>(PM)</b>	Garda College
Ms Éilís Gilvarry <b>(EG)</b>	Garda college/EDHRPD
Ms Áine Gray <b>(AG)</b>	Principal Psychologist HRPD
Ms Gail Malone <b>(GM)</b>	Finance
Superintendent Gareth Billings <b>(GB)</b>	S&I
Superintendent Helen Deely <b>(HD)</b>	Dep P&S
Superintendent Niall Featherstone <b>(NF)</b>	GNVB
Superintendent Nigel Mulleady <b>(NM)</b>	G&A
Superintendent Brian Murphy <b>(BM)</b>	Garda College
Inspector Annmarie Costello <b>(AC)</b>	GNVB
Ms Niamh Dargan <b>(ND)</b>	HRPD
Apologies	
Ms Yvonne Cooke <b>(YC)</b>	A/ED HRPD

<b>AGENDA</b>
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. Outreach	
10. AOB	
<b>DISCUSSION THEMES</b>	
1. PAS Stages	<ul style="list-style-type: none"> <li>• Batch 8 –Interviews 30<sup>th</sup> Jan – 10<sup>th</sup> Feb, 201 attended, names w/c 20<sup>th</sup> Feb</li> <li>• Batch 9 – Late Feb interviews, 403 confirmed</li> <li>• Batch 10 – Late March interviews, 419 invited</li> <li>• 13<sup>th</sup> Feb – Interview training</li> </ul>
2. AGS Timeline	<ul style="list-style-type: none"> <li>• 72 accepted</li> </ul>
3. PCT	<ul style="list-style-type: none"> <li>• Next PCT February – 70 candidates</li> <li>• March approx. 200</li> </ul>
4. Medical	<ul style="list-style-type: none"> <li>• New medical vendor</li> </ul>
5. Drug Testing	<ul style="list-style-type: none"> <li>• No update</li> </ul>
7. Ongoing Engagement with Appointment Pool	<ul style="list-style-type: none"> <li>• In continuous contact with applicants</li> <li>• Issued invite for PCT Feb</li> </ul>
8. Partner Engagement (Policing Authority, DPER, Dept Justice)	<ul style="list-style-type: none"> <li>• All partners up to date</li> </ul>
9. Garda Reserves	<ul style="list-style-type: none"> <li>• No update</li> </ul>
10. Preparation for next recruitment competition	<ul style="list-style-type: none"> <li>• 10 volunteers for ad campaign</li> </ul>
11. AOB	N/A

<b>ACTIONS</b>	
PM & BM	<ul style="list-style-type: none"> <li>• Update on buddy system</li> </ul>
EG	<ul style="list-style-type: none"> <li>• Cost of Inspectors</li> <li>• Project Code for interviews</li> </ul>
	<ul style="list-style-type: none"> <li>• Next Meeting Wednesday 08<sup>th</sup> February 9am</li> </ul>

## Garda Trainee Steering Group

### 25th January 2023

#### Attendees

Name	Title
Mr Joe Nugent (JN)	CAO
Ms Yvonne Cooke (YC) <b>Chairperson</b>	A/ED HRPD
Assistant Commissioner Eileen Foster (EF)	Southern
Assistant Commissioner Michael McElgunn (MME)	North Western
Assistant Commissioner Angela Willis (AW)	DMR
Andrew McLindon (AML)	Director of Communications
Chief Superintendent Pat Murray (PM)	Garda College
Ms Éilís Gilvarry (EG)	Garda college/EDHRPD
Ms Áine Gray (AG)	Principal Psychologist HRPD
Ms Gail Malone (GM)	Finance
Superintendent Helen Deely (HD)	Dep P&S
Superintendent Niall Featherstone (NF)	GNVB
Superintendent Brian Murphy (BM)	Garda College
Inspector Annmarie Costello (AC)	GNVB
Ms Niamh Dargan (ND)	HRPD
Apologies	
Deputy Commissioner Anne Marie Mc Mahon (AMM)	Dep P&S
Superintendent Gareth Billings (GB)	
Superintendent Nigel Mulleady (NM)	G&A

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. Outreach
10. AOB

<b>DISCUSSION THEMES</b>	
<b>1. PAS Stages</b>	<ul style="list-style-type: none"> <li>• Batch 7 – Interviews 10<sup>th</sup> – 13<sup>th</sup>, 82 candidates, 71 attended, 58 successful, 52 names received</li> <li>• Batch 8 –Interviews 30<sup>th</sup> Jan – 10<sup>th</sup> Feb, 224 completed applications</li> <li>• Batch 9 – Late Feb interviews, 400 interviews a month</li> </ul>
<b>2. AGS Timeline</b>	<ul style="list-style-type: none"> <li>• 72 accepted</li> </ul>
<b>3. PCT</b>	<ul style="list-style-type: none"> <li>• Next PCT February</li> <li>• 503 tested</li> <li>• 38% failure rate</li> <li>• 22% no show rate</li> </ul>
<b>4. Medical</b>	<ul style="list-style-type: none"> <li>• New medical vendor</li> </ul>
<b>5. Drug Testing</b>	<ul style="list-style-type: none"> <li>• No update</li> </ul>
<b>7. Ongoing Engagement with Appointment Pool</b>	<ul style="list-style-type: none"> <li>• In continuous contact with applicants</li> </ul>
<b>8. Partner Engagement (Policing Authority, DPER, Dept Justice)</b>	<ul style="list-style-type: none"> <li>• All partners up to date</li> </ul>
<b>9. Garda Reserves</b>	<ul style="list-style-type: none"> <li>• Regs completed from AGS, Justice working on them</li> <li>• End of year complete, launch December 2023</li> </ul>
<b>10. Preparation for next recruitment competition</b>	<ul style="list-style-type: none"> <li>• Met with PAS re March Launch, PAS to confirm</li> <li>• Met with advertising agency, ready mid February</li> </ul>
<b>11. AOB</b>	N/A

<b>ACTIONS</b>	
<b>DF</b>	<ul style="list-style-type: none"> <li>• Inspectors for panels</li> </ul>
<b>PM &amp; BM</b>	<ul style="list-style-type: none"> <li>• Buddy piece</li> <li>• Timeline for completion of PCT video</li> </ul>
	<ul style="list-style-type: none"> <li>• Confirm no issue with handover of Medical files</li> </ul>
<b>EG</b>	<ul style="list-style-type: none"> <li>• Cost of having inspectors on boards</li> </ul>
	<ul style="list-style-type: none"> <li>• Next Meeting Wednesday 01<sup>st</sup> February 9am</li> </ul>

## Garda Trainee Steering Group

### 18th January 2023

#### Attendees

Name	Title
Deputy Commissioner Anne Marie Mc Mahon <b>(AMM) Chairperson</b>	Dep P&S
Mr Joe Nugent <b>(JN)</b>	CAO
Ms Yvonne Cooke <b>(YC)</b>	A/ED HRPD
Assistant Commissioner Eileen Foster <b>(EF)</b>	Southern
Assistant Commissioner Michael McElgunn <b>(MME)</b>	North Western
Assistant Commissioner Angela Willis <b>(AW)</b>	DMR
Assistant Commissioner Jonathon Roberts <b>(JR)</b>	G&A
Andrew McLindon <b>(AML)</b>	Director of Communications
Dr Oghuvbu <b>(OO)</b>	CMO
Chief Superintendent Denis Ferry <b>(DF)</b>	HRM
Chief Superintendent Pat Murray <b>(PM)</b>	Garda College
Ms Éilís Gilvarry <b>(EG)</b>	Garda college/EDHRPD
Ms Áine Gray <b>(AG)</b>	Principal Psychologist HRPD
Superintendent Gareth Billings <b>(GB)</b>	GNCSIS
Superintendent Nigel Mulleady <b>(NM)</b>	G&A
Superintendent Brian Murphy <b>(BM)</b>	Garda College
Ms Gail Malone <b>(GM)</b>	Finance
Superintendent Niall Featherstone <b>(NF)</b>	GNVB
Superintendent Helen Deely <b>(HD)</b>	Dep P&S
Inspector Annmarie Costello <b>(AC)</b>	GNVB
Ms Jean Lalor <b>(JL)</b>	HRPD
Apologies	
Ms Niamh Dargan <b>(ND)</b>	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. Outreach	
10. AOB	
<b>DISCUSSION THEMES</b>	
1. PAS Stages	<ul style="list-style-type: none"> <li>• Batch 7 – Interviews 10<sup>th</sup> – 13<sup>th</sup>, 82 candidates, Names w/c 23/01/23</li> <li>• Batch 8 – 226 invited, Interviews 30<sup>th</sup> Jan – 10<sup>th</sup> Feb, 224 completed applications</li> <li>• 400 to be invited to interview end of March and 400 to be invited to interview end of April, this level to continue throughout 2023</li> <li>• 1112 invited to do written report</li> <li>• 15<sup>th</sup> May next intake after February intake</li> </ul>
2. AGS Timeline	<ul style="list-style-type: none"> <li>• 56 accepted, 6 deferrals, 7 TBC and 1 withdrawn for Feb intake</li> </ul>
3. PCT	<ul style="list-style-type: none"> <li>• 100 invited to PCT on Thursday 19<sup>th</sup> /Friday 20<sup>th</sup> January</li> </ul>
4. Medical	<ul style="list-style-type: none"> <li>• Continued updates with Vendor and IT</li> <li>• 20 Medicals</li> </ul>
5. Drug Testing	<ul style="list-style-type: none"> <li>• No update</li> </ul>
7. Ongoing Engagement with Appointment Pool	<ul style="list-style-type: none"> <li>• In continuous contact with applicants</li> <li>• In contact with candidates re PCT appeals</li> </ul>
8. Partner Engagement (Policing Authority, DPER, Dept Justice)	<ul style="list-style-type: none"> <li>• All partners up to date</li> <li>• Meeting on Monday with Minister to brief him</li> </ul>
9. Garda Reserves	<ul style="list-style-type: none"> <li>• Regs completed from AGS, Justice working on them</li> <li>• End of year complete, launch December 2023</li> </ul>
10. Preparation for next recruitment competition	<ul style="list-style-type: none"> <li>• Met with PAS re March Launch, PAS to confirm</li> <li>• Met with advertising agency, ready mid February</li> </ul>
11. AOB	N/A

<b>ACTIONS</b>	
EG	<ul style="list-style-type: none"> <li>• To organise online focus session with, Assistant Commissioners, Chief Superintendents and Superintendents to develop ideas.</li> <li>• Next Meeting Wednesday 25<sup>th</sup> January, 9am</li> </ul>



## Garda Trainee Steering Group

**11th January 2023**

### Attendees

Name	Title
Deputy Commissioner Anne Marie Mc Mahon <b>(AMM) Chairperson</b>	Dep P&S
Mr Joe Nugent <b>(JN)</b>	CAO
Ms Yvonne Cooke <b>(YC)</b>	A/ED HRPD
Assistant Commissioner Eileen Foster <b>(EF)</b>	Southern
Assistant Commissioner Michael McElgunn <b>(MME)</b>	North Western
Assistant Commissioner Angela Willis <b>(AW)</b>	DMR
Andrew McLindon <b>(AML)</b>	Director of Communications
Dr Oghuvbu <b>(OO)</b>	CMO
Chief Superintendent Denis Ferry <b>(DF)</b>	HRM
Chief Superintendent Pat Murray <b>(PM)</b>	Garda College
Ms Áine Gray <b>(AG)</b>	Principal Psychologist HRPD
Superintendent Gareth Billings <b>(GB)</b>	GNCSIS
Superintendent Nigel Mulleady <b>(NM)</b>	G&A
Ms Gail Malone <b>(GM)</b>	Finance
Superintendent Niall Featherstone <b>(NF)</b>	GNVB
Superintendent Helen Deely <b>(HD)</b>	Dep P&S
Inspector Annmarie Costello <b>(AC)</b>	GNVB
Ms Niamh Dargan <b>(ND)</b>	HRPD
Apologies	
Assistant Commissioner Jonathon Roberts <b>(JR)</b>	G&A
Ms Éilís Gilvarry <b>(EG)</b>	Garda college/EDHRPD

<b>AGENDA</b>
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7. Garda Reserves
8. Preparation for next recruitment competition

9. Outreach	
10. AOB	
<b>DISCUSSION THEMES</b>	
1. PAS Stages	<ul style="list-style-type: none"> <li>Batch 7 – Interviews 10<sup>th</sup> – 13<sup>th</sup>, 82 candidates, Names w/c 23/01/23</li> <li>Batch 8 – 226 invited, Interviews 30<sup>th</sup> Jan – 10<sup>th</sup> Feb, 224 completed applications</li> <li>1812 left in pool after interviews</li> <li>Written exercise to commence end of Jan</li> </ul>
2. AGS Timeline	<ul style="list-style-type: none"> <li>56 accepted, 6 deferrals, 7 TBC and 1 withdrawn for Feb intake</li> </ul>
3. PCT	<ul style="list-style-type: none"> <li>3 dates this week</li> <li>140 offered, 127 confirmed, 96 showed up.</li> <li>61 passed, 35 failed</li> </ul>
4. Medical	<ul style="list-style-type: none"> <li>New contract to be in place by end of the month</li> </ul>
5. Drug Testing	<ul style="list-style-type: none"> <li>No update</li> </ul>
7. Ongoing Engagement with Appointment Pool	<ul style="list-style-type: none"> <li>In continuous contact with applicants</li> <li>In contact with candidates re PCT appeals</li> </ul>
8. Partner Engagement (Policing Authority, DPER, Dept Justice)	<ul style="list-style-type: none"> <li>All partners up to date</li> <li>Data for Feb intake not yet shared as too early in process</li> </ul>
9. Garda Reserves	<ul style="list-style-type: none"> <li>Regs completed from AGS, Justice working on them</li> <li>End of year complete, launch December 2023</li> </ul>
10. Preparation for next recruitment competition	<ul style="list-style-type: none"> <li>Requested for February 2023, PAS have been contacted for confirmation of date</li> <li>Engagement ongoing with advertising agency, update next meeting</li> </ul>
11. AOB	N/A

<b>ACTIONS</b>	
JR	<ul style="list-style-type: none"> <li>What are plans around newly attested and drug testing</li> </ul>
█	<ul style="list-style-type: none"> <li>Breakdown of vetting</li> </ul>
YC	<ul style="list-style-type: none"> <li>Formal correspondence from PAS re Q1</li> </ul>
AML	<ul style="list-style-type: none"> <li>Update next meeting Ad Campaign</li> </ul>
	<ul style="list-style-type: none"> <li>Next Meeting Wednesday 18<sup>th</sup> January, 9am</li> </ul>

## Garda Trainee Steering Group

### 04th January 2023

#### Attendees

Name	Title
Ms Yvonne Cooke (YC) Chairperson	A/EDHRPD
Assistant Commissioner Michael McElgunn (MME)	North Western
Assistant Commissioner Jonathon Roberts (JR)	G&A
Assistant Commissioner Angela Willis (AW)	DMR
Dr Oghuvbu (OO)	CMO
Chief Superintendent Denis Ferry (DF)	HRM
Chief Superintendent Pat Murray (PM)	Garda College
Ms Éilís Gilvarry (EG)	Garda college/EDHRPD
Superintendent Garreth Billings (GB)	GNCSIS
Superintendent Nigel Mulleady (NM)	G&A
Ms Gail Malone (GM)	Finance
Superintendent Niall Featherstone (NF)	GNVB
Superintendent Helen Deely (HD)	Dep P&S
Inspector Annmarie Costello	GNVB
Inspector	Anglesea Street
Ms Niamh Dargan (ND)	HRPD
Apologies	
Deputy Commissioner Anne Marie Mc Mahon (AMM)	Dep P&S
Mr Joe Nugent (JN)	CAO
Ms Áine Gray	Principal Psychologist HRPD

AGENDA
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9. Outreach

10. AOB	
DISCUSSION THEMES	
1. PAS Stages	<ul style="list-style-type: none"> <li>No update</li> </ul>
2. AGS Timeline	<ul style="list-style-type: none"> <li>46 invitations out to candidates, 36 accepted, 5 deferrals and 5 tbc</li> </ul>
3. PCT	<ul style="list-style-type: none"> <li>PCTS scheduled Wed 4th to Sat 7<sup>th</sup> approx. 140 candidates</li> <li>Scheduled 19<sup>th</sup> &amp; 20<sup>th</sup> January</li> </ul>
4. Medical	<ul style="list-style-type: none"> <li>New contract to be in place by end of the month</li> </ul>
5. Drug Testing	<ul style="list-style-type: none"> <li>No update, draft regs still with AG</li> </ul>
7. Ongoing Engagement with Appointment Pool	<ul style="list-style-type: none"> <li>In continuous contact with applicants</li> </ul>
8. Partner Engagement (Policing Authority, DPER, Dept Justice)	<ul style="list-style-type: none"> <li>All partners up to date</li> <li>Data for Feb intake not yet shared as too early in process</li> </ul>
9. Garda Reserves	<ul style="list-style-type: none"> <li>Meetings held with Dpt Justice – they currently are finalising Regs draft</li> </ul>
10. Preparation for next recruitment competition	<ul style="list-style-type: none"> <li>Requested for February 2023, PAS have been contacted for confirmation of date</li> <li>Engagement ongoing with advertising agency, update next meeting</li> </ul>
11. AOB	N/A

ACTIONS	
█	<ul style="list-style-type: none"> <li>Profile how long current PAS pool is likely</li> </ul>
█, ÉG & RM	<ul style="list-style-type: none"> <li>Develop plan for increase in panels</li> </ul>
DF & MC	<ul style="list-style-type: none"> <li>Resourcing into Vetting</li> </ul>
ÉG	<ul style="list-style-type: none"> <li>Circulate deep dive around outreach</li> </ul>
	<ul style="list-style-type: none"> <li>Next Meeting Wednesday 11<sup>th</sup> January, 9am</li> </ul>

**Garda Trainee Steering Group**  
**21<sup>st</sup> December 2022**

**Attendees**

<b>Name</b>	<b>Title</b>
DC Anne Marie Mc Mahon (AMM)	Dep P&S
Mr Joe Nugent (JN)	CAO
Ms Yvonne Cooke (YC) Chairperson	A/EDHRPD
Dr Oghuvbu (OO)	CMO
Chief Superintendent Pat Murray (PM)	Garda College
Ms Aine Gray (AG)	Principal Psychologist HRPD
Ms Éilís Gilvarry (EG)	Garda college/EDHRPD
Superintendent Garreth Billings (GB)	GNCSIS
Superintendent Nigel Mulleady (NM)	G&A
Ms Gail Malone (GM)	Finance
Superintendent Niall Featherstone (NF)	GNVB
Superintendent Helen Deely (HD)	Dep P&S
Superintendent Aidan McCarthy (AMC)	G&A
Inspector?	Anglesea Street
<b>Ms Jean Lalor (JL)</b>	
	EDHRPD
<b>Apologies</b>	
Assistant Commissioner Orla McPartlin (OMP)	GNCSIS
Assistant Commissioner Jonathon Roberts (JR)	G&A
Assistant Commissioner Eileen Foster (EF)	Southern Region
Assistant Commissioner Michael McElgunn (MME)	North Western
Assistant Commissioner Angela Willis (AW)	DMR
Superintendent Aidan McCarthy (AMC)	G&A
Superintendent Brian Murphy (BM)	Garda College
Inspector Emmett Casserly (EC)	GNCSIS
Ms. Niamh Dargan (ND)	HRPD

<b>AGENDA</b>
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9. AOB	
<b>DISCUSSION THEMES</b>	
1. PAS Stages	<ul style="list-style-type: none"> <li>Batch 5 received 96 names from PAS</li> <li>Batch 6, 96 successful, received 91 names from PAS</li> </ul>
2. AGS Timeline	<ul style="list-style-type: none"> <li>31 offers for February, 23 have accepted, 5 to comeback &amp; 3 Educational deferrals</li> </ul>
3. PCT	<ul style="list-style-type: none"> <li>PCTS to be scheduled from Batch 5/6 in January – 4,5,6,9,10,11<sup>th</sup> dates available</li> </ul>
4. Medical	<ul style="list-style-type: none"> <li>Meeting with company and hope to have contract ready for January</li> <li></li> <li></li> </ul>
5. Drug Testing	<ul style="list-style-type: none"> <li>No update, draft regs still with AG</li> </ul>
7. Ongoing Engagement with Appointment Pool	<ul style="list-style-type: none"> <li>In continuous contact with applicants</li> <li>PAS are contacting applicants who have not responded on boards</li> </ul>
8. Partner Engagement (Policing Authority, DPER, Dept Justice)	<ul style="list-style-type: none"> <li>All partners up to date</li> <li>New Minister for Justice has been briefed</li> <li></li> </ul>
9. Garda Reserves	<ul style="list-style-type: none"> <li>No update</li> </ul>
10. Preparation for next recruitment competition	<ul style="list-style-type: none"> <li>Requested for February 2023, PAS have been contacted for confirmation of date</li> <li>Engagement ongoing with advertising, update next meeting</li> </ul>
11. AOB	N/A

<b>ACTIONS</b>	
EDHRPD	<ul style="list-style-type: none"> <li>Add outreach to agenda</li> </ul>
	<ul style="list-style-type: none"> <li>Next Meeting Wednesday 4<sup>th</sup> January, 9am</li> </ul>

## Garda Trainee Steering Group

### 15<sup>th</sup> December 2022

#### Attendees

Name	Title
Ms Yvonne Cooke (YC) <b>Chairperson</b>	Acting Executive Director HRPD
Assistant Commissioner Eileen Foster (EF)	Southern Region
Assistant Commissioner Michael McElgunn (MME)	North Western
Assistant Commissioner Angela Willis (AW)	DMR
Chief Superintendent Denis Ferry (DF)	HRM
Ms Aine Gray (AG)	Principal Psychologist HRPD
Ms Éilís Gilvarry (EG)	Garda college/EDHRPD
Ms Gail Malone (GM)	Finance
Superintendent Niall Featherstone (NF)	GNVB
Superintendent Helen Deely (HD)	Dep P&S
Superintendent Aidan McCarthy (AMC)	G&A
Inspector Emmett Casserly (EC)	S&I
Ms Niamh Dargan (ND)	EDHRPD
<b>Apologies</b>	
DC Anne Marie Mc Mahon (AMM)	Dep P&S
Mr Joe Nugent (JN)	CAO
Assistant Commissioner Orla McPartlin (OMP)	GNCSIS
Assistant Commissioner Jonathon Roberts (JR)	G&A
Chief Superintendent Pat Murray (PM)	Garda College
Superintendent Garreth Billings (GB)	GNCSIS
Superintendent Nigel Mulleady (NM)	G&A
Superintendent Brian Murphy (BM)	Garda College
<b>Ms. Jean Lalor (JL)</b>	
	HRPD

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7. Garda Reserves	
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9. AOB	
<b>DISCUSSION THEMES</b>	
1. PAS Stages	<ul style="list-style-type: none"> <li>• 1193 called to report writing stage, 789 attended, 772 passed, will be interviewed in January</li> <li>• 1855 called to report writing in February</li> <li>• Interviews Batch 5 held 29<sup>th</sup> Nov-2<sup>nd</sup> Dec, 108 successful, received 101 names</li> <li>• Interviews Batch 6 held 5<sup>th</sup> – 9<sup>h</sup> Dec, 137 invited, 113 attended, 95 successful, names will be received by Friday</li> </ul>
2. AGS Timeline	<ul style="list-style-type: none"> <li>• To date 391 candidates successful from PAS</li> <li>• 243 passed PCT, 74 to complete PCT, 74 failed PCT</li> <li>• 75 passed medicals, 29 deferrals, [REDACTED], 71 to be completed, 67 awaiting results</li> </ul>
3. PCT	<ul style="list-style-type: none"> <li>• Batch 4 going through process, final group on Friday</li> <li>• Failure rate 37% higher than expected</li> </ul>
4. Medical	<ul style="list-style-type: none"> <li>• No Update</li> </ul>
5. Drug Testing	<ul style="list-style-type: none"> <li>• No Update</li> </ul>
7. Ongoing Engagement with Appointment Pool	<ul style="list-style-type: none"> <li>• In continuous contact with applicants</li> </ul>
8. Partner Engagement (Policing Authority, DPER, Dept Justice)	<ul style="list-style-type: none"> <li>• All partners up to date</li> <li>• Meeting with Pas formal request to launch in Feb 2023</li> <li>•</li> </ul>
9. Garda Reserves	<ul style="list-style-type: none"> <li>• REGS end of 2023</li> </ul>
10. Preparation for next recruitment competition	<ul style="list-style-type: none"> <li>• Request to PAS to exhaust all opportunities to secure maximum uplift in applicants</li> <li>• Engagement ongoing with external agent – advertising approach</li> </ul>
11. AOB	N/A

<b>ACTIONS</b>	
	<ul style="list-style-type: none"> <li>• Next Meeting Wednesday 21st December 9am</li> </ul>



## Garda Trainee Steering Group

**07<sup>th</sup> December 2022**

### Attendees

Name	Title
DC Anne Marie Mc Mahon (AMM) Chairperson	Dep P&S
Mr Joe Nugent (JN)	CAO
Ms Yvonne Cooke (YC)	Acting Executive Director HRPD
Assistant Commissioner Orla McPartlin (OMP)	GNCSIS
Assistant Commissioner Eileen Foster (EF)	Southern Region
Assistant Commissioner Angela Willis (AW)	DMR
Dr Oghenovo Oghuvbu (OO)	CMO
Andrew McLindon (AML)	Press Office
Chief Superintendent Denis Ferry (DF)	HRM
Ms Aine Gray (AG)	Principal Psychologist HRPD
Ms Gail Malone (GM)	Finance
Superintendent Niall Featherstone (NF)	GNVB
Superintendent Helen Deely (HD)	Dep P&S
Superintendent Aidan McCarthy (AMC)	G&A
Superintendent Garreth Billings (GB)	GNCSIS
Superintendent Brian Murphy (BM)	Garda College
Superintendent Brian Conway (BC)	Garda College
Ms. Jean Lalor (JL)	HRPD
Apologies	
Assistant Commissioner Jonathon Roberts (JR)	G&A
Chief Superintendent Pat Murray (PM)	Garda College
Ms Éilís Gilvarry (EG)	Garda college/EDHRPD
Ms Niamh Dargan (ND)	EDHRPD

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	
<b>DISCUSSION THEMES</b>	
1. PAS Stages	<ul style="list-style-type: none"> <li>• 1193 called to report writing stage, 790 attended</li> <li>• Interviews held 28<sup>th</sup> Nov-1<sup>st</sup> Dec, 149 invited, 128 attended, 108 successful</li> <li>• Names to be provided early next week</li> <li>• Further batch to be interviewed</li> </ul>
2. AGS Timeline	<ul style="list-style-type: none"> <li>• To date 391 candidates successful from PAS</li> <li>• 243 passed PCT, 74 to complete PCT, 74 failed PCT</li> <li>• 75 passed medicals, 29 deferrals, [REDACTED], 71 to be completed, 67 awaiting results</li> </ul>
3. PCT	<ul style="list-style-type: none"> <li>• Batch 4 going through process, final group on Friday</li> <li>• Failure rate 37% higher than expected</li> </ul>
4. Medical	<ul style="list-style-type: none"> <li>• 18 Forms back from CMO, to be offered place in Feb Intake, 1 deferral,</li> <li>• CMO &amp; Procurement met with OPG, confirmed ability to carry out medicals</li> <li>• Dr Ovu to discuss with company how information to be provided to AGS</li> </ul>
5. Drug Testing	<ul style="list-style-type: none"> <li>• No Update – Active Engagement</li> </ul>
7. Ongoing Engagement with Appointment Pool	<ul style="list-style-type: none"> <li>• In continuous contact with applicants</li> </ul>
8. Partner Engagement (Policing Authority, DPER, Dept Justice)	<ul style="list-style-type: none"> <li>• Briefing to Justice complete</li> <li>• Meeting with PAS planned this week</li> <li>• Meeting with group of partners this week</li> </ul>
9. Garda Reserves	<ul style="list-style-type: none"> <li>• Meeting re REGS update this week</li> <li>• Chief Superintendent P Jones now on team</li> </ul>
10. Preparation for next recruitment competition	<ul style="list-style-type: none"> <li>• Request to PAS to exhaust all opportunities to secure maximum uplift in applicants</li> <li>• Engagement ongoing with external agent – advertising approach</li> <li>• Next Newsbeat edition to invite members to take part in advert for new campaign</li> </ul>
11. AOB	

<b>ACTIONS</b>
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## Garda Trainee Steering Group

**30th November 2022**

### Attendees

Name	Title
DC Anne Marie Mc Mahon (AMM) Chairperson	Dep P&S
Ms Yvonne Cooke (YC)	Acting Executive Director HRPD
Assistant Commissioner Angela Willis (AW)	DMR
Andrew McLindon (AML)	Communications
Chief Superintendent Denis Ferry (DF)	HRM
Chief Superintendent Pat Murray (PM)	Garda College
Superintendent Helen Deely (HD)	P&S
Ms Eilis Gilvarry (EG)	Garda College/EDHRPD
Ms Áine Gray (AG)	Principal Psychologist HRPD
Superintendent Garreth Billings (GB)	GNCSIS
Superintendent Aidan McCarthy	G&A
Inspector Michael Fleming (MF)	Anglesea St
Inspector Anne Marie Costello (AMC)	GNVB
Ms. Jean Lalor (JL)	HRPD
Ms. Niamh Dargan (ND)	HRPD
Apologies	
Mr. Joe Nugent (JN)	CAO
Assistant Commissioner Jonathon Roberts (JR)	G&A
Assistant Commissioner Eileen Foster (EF)	Southern Region
Assistant Commissioner Orla McPartlin (OMP)	GNCSIS
Ms Gail Malone (GM)	Finance
Superintendent Niall Featherstone (NF)	GNVB
Superintendent Brian Murphy (BM)	Garda College

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	
<b>DISCUSSION THEMES</b>	
1. PAS Stages	<ul style="list-style-type: none"> <li>• Batch 5 interviews underway 25<sup>th</sup> Nov-1<sup>st</sup> December, 149 candidates invited to interview</li> <li>• Batch 6 Interviews 5<sup>th</sup> – 9<sup>th</sup> December, 137 candidates invited to interview</li> <li>• Batch 5/6 successful applicants names to be provided by PAS w/c 12<sup>th</sup> December</li> </ul>
2. AGS Timeline	<ul style="list-style-type: none"> <li>• 92 entered Training college</li> <li>• Look to next recruitment for February – 200 figure</li> </ul>
3. PCT	<ul style="list-style-type: none"> <li>• Ready to schedule next batch</li> </ul>
4. Medical	<ul style="list-style-type: none"> <li>• Procurement progressing</li> </ul>
5. Drug Testing	<ul style="list-style-type: none"> <li>• No change</li> </ul>
7. Ongoing Engagement with Appointment Pool	<ul style="list-style-type: none"> <li>• In continuous contact with applicants</li> </ul>
8. Partner Engagement (Policing Authority, DPER, Dept Justice)	<ul style="list-style-type: none"> <li>• Updated on numbers</li> </ul>
9. Garda Reserves	<ul style="list-style-type: none"> <li>• Internal meet scheduled</li> <li>• Further Regulations meeting planned with the Department of Justice scheduled</li> </ul>
10. Preparation for next recruitment competition	<ul style="list-style-type: none"> <li>• Meeting planned with PAS with respect to additional resources./supports required to scale up level of interviews scheduled</li> </ul>
11. AOB	<ul style="list-style-type: none"> <li>• Outreach to organisation re update on recruitment</li> </ul>

<b>ACTIONS</b>	
GM	<ul style="list-style-type: none"> <li>• To provide procurement update next meeting</li> </ul>
All	<ul style="list-style-type: none"> <li>• Provide stats – what's in the pipeline for phase 2 of the process</li> </ul>
& ÉG	<ul style="list-style-type: none"> <li>• Lessons learned</li> </ul>
	<ul style="list-style-type: none"> <li>• <b>Next Meeting Wednesday 07th December 9 – 9.30 am</b></li> </ul>

## Garda Trainee Steering Group

**23<sup>rd</sup> November 2022**

### Attendees

Name	Title
DC Anne Marie Mc Mahon (AMM) Chairperson	Dep P&S
Ms Yvonne Cooke (YC)	Acting Executive Director HRPD
Assistant Commissioner Jonathon Roberts (JR)	G&A
Assistant Commissioner Angela Willis (AW)	DMR
Dr Oghenovo Oghuvbu (OO)	CMO
Chief Superintendent Denis Ferry (DF)	HRM
Superintendent Niall Featherstone (NF)	GNVB
Ms Eilis Gilvarry (EG)	Garda College/EDHRPD
Ms Gail Malone (GM)	Finance
Ms Aine Gray (AG)	Principal Psychologist HRPD
Superintendent Garreth Billings (GB)	GNCSIS
Superintendent Brian Murphy (BM)	Garda College
Inspector Michael Fleming (MF)	Anglesea St
Inspector Anne Marie Costello (AMC)	GNVB
Ms. Jean Lalor (JL)	HRPD
Ms. Niamh Dargan (ND)	HRPD
Apologies	
Mr. Joe Nugent (JN)	CAO
Assistant Commissioner Eileen Foster (EF)	Southern Region
Assistant Commissioner Orla McPartlin (OMP)	GNCSIS
Chief Superintendent Pat Murray (PM)	Garda College
D/Superintendent Nigel Mulleady (NM)	G&A
Superintendent Helen Deely (HD)	P&S

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	
<b>DISCUSSION THEMES</b>	
1. PAS Stages	<ul style="list-style-type: none"> <li>• Batch 5 interviews now scheduled for 25<sup>th</sup> Nov-1<sup>st</sup> December, 149 candidates invited to interview</li> <li>• Batch 6 Interviews 5<sup>th</sup> – 9<sup>th</sup> December, 137 candidates invited to interview</li> <li>• Batch 5/6 successful applicants to be provided from PAS 12<sup>th</sup> -16<sup>th</sup> December</li> <li>• YC engaging with PAS re new competition</li> </ul>
2. AGS Timeline	<ul style="list-style-type: none"> <li>• To date 429 candidates successful from PAS</li> <li>• 260 passed PCT, 114 to complete PCT, 55 failed PCT</li> <li>• 142 passed medicals, 31 deferrals, [REDACTED], 16 to be completed, 70 awaiting results</li> <li>• Of those 142, [REDACTED], 90 offers to intake</li> </ul>
3. PCT	<ul style="list-style-type: none"> <li>• Batch 4 Schedule to Garda College 23<sup>rd</sup> November</li> </ul>
4. Medical	<ul style="list-style-type: none"> <li>• OGP responded Formally</li> <li>• Finance &amp; CMO to meet for with OGP to discuss</li> </ul>
5. Drug Testing	<ul style="list-style-type: none"> <li>• No change</li> <li>• Deputy Coxon to meet with Justice in coming weeks</li> </ul>
7. Ongoing Engagement with Appointment Pool	<ul style="list-style-type: none"> <li>• In continuous contact with applicants</li> <li>• Numbers at 86</li> <li>• 24<sup>th</sup> November cut off point for invites to college</li> </ul>
8. Partner Engagement (Policing Authority, DPER, Dept Justice)	<ul style="list-style-type: none"> <li>• Department Justice updated daily</li> <li>• Commissioner meeting with Justice on Friday 25<sup>th</sup> November re February intake</li> <li>• Policing Authority updated</li> <li>• DPER updated</li> <li>• A press release through Andrew McLindon in tandem with Justice for intake on Monday 28<sup>th</sup> November</li> </ul>
9. Garda Reserves	<ul style="list-style-type: none"> <li>• Meeting held and further meetings to be held with Department Justice</li> <li>• To be included in comms for Garda Trainee Competition</li> </ul>
10. Preparation for next recruitment competition	<ul style="list-style-type: none"> <li>• YC to have further meet with CEO PAS</li> <li>• Senior staff member to focus on PAS</li> <li>• Review lessons learned from this competition, pencil in session with from AGS &amp; PAS perspective</li> <li>• Andrew McLindon has been in contact with an Advertising Company</li> <li>• Making a difference will continue to be key</li> </ul>
11. AOB	<ul style="list-style-type: none"> <li>• Outreach to organisation re update on recruitment</li> </ul>

<b>ACTIONS</b>
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EG/ [REDACTED]	<ul style="list-style-type: none"><li>• To liaise with Andrew McLindon or member of his team and Ministers team re comms for intake numbers on the 28<sup>th</sup> November</li></ul>
[REDACTED]	<ul style="list-style-type: none"><li>• <b>Next Meeting Wednesday 30<sup>th</sup> November 9am</b></li></ul>



## Garda Trainee Steering Group

**15<sup>th</sup> November 2022**

### Attendees

Name	Title
DC Anne Marie Mc Mahon (AMM) Chairperson	Dep P&S
Mr. Joe Nugent (JN)	CAO
Ms Yvonne Cooke (YC)	Acting Executive Director HRPD
Assistant Commissioner Jonathon Roberts (JR)	G&A
Assistant Commissioner Angela Willis (AW)	DMR
Dr Oghenovo Oghuvbu (OO)	CMO
Chief Superintendent Denis Ferry (DF)	HRM
Superintendent Niall Featherstone (NF)	GNVB
Superintendent Garreth Billings (GB)	GNCSIS
Ms Gail Malone (GM)	Finance
Ms Áine Gray (AG)	Principal Psychologist HRPD
Superintendent Brian Murphy (BM)	Garda College
Inspector Michael Fleming (MF)	Anglesea St
Ms. Jean Lalor (JL)	HRPD
Ms. Niamh Dargan (ND)	HRPD
Apologies	
Assistant Commissioner Eileen Foster (EF)	Southern Region
Assistant Commissioner Orla McPartlin (OMP)	GNCSIS
Chief Superintendent Pat Murray (PM)	Garda College
Ms Eilis Gilvarry (EG)	Garda College/EDHRPD
D/Superintendent Nigel Mulleady (NM)	G&A
Superintendent Helen Deely (HD)	P&S

<b>AGENDA</b>
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"> <li>• Batch 3 Report writing this week</li> <li>• Batch 4 interviews started</li> <li>• Batch 5 interviews now scheduled for 25<sup>th</sup> Nov-1<sup>st</sup> December</li> <li>• Batch 6 Interviews 5<sup>th</sup> – 9<sup>th</sup> December</li> <li>• Engagement with PAS to increase numbers to increase batch sizes</li> </ul>
2. AGS Timeline	<ul style="list-style-type: none"> <li>• To date 361 candidates returned Form B</li> <li>• Out of B3: 180 passed PCT, 41 Failed, of that 111 passed medical, 26 deferred, [REDACTED], 2 unprocessed, 42 awaiting results</li> </ul>
3. PCT	<ul style="list-style-type: none"> <li>• Batch 3 complete Failure rate 25%</li> </ul>
4. Medical	<ul style="list-style-type: none"> <li>• Finance to check with OGP – ability to draw down from existing framework</li> </ul>
5. Drug Testing	<ul style="list-style-type: none"> <li>• No change</li> </ul>
7. Ongoing Engagement with Appointment Pool	<ul style="list-style-type: none"> <li>• In continuous contact with applicants</li> <li>• Numbers at 68</li> <li>• 21<sup>st</sup> November cut off point for invites to college</li> </ul>
8. Partner Engagement (Policing Authority, DPER, Dept Justice)	<ul style="list-style-type: none"> <li>• YC &amp; JN met and briefed Minister</li> <li>• YC keeping Mary McKenna (DOJ) updated daily</li> <li>• YC meeting CEO of PAS this week to discuss new competition, dedicated support between AGS, PAS, DPER</li> </ul>
9. Garda Reserves	<ul style="list-style-type: none"> <li>• Work ongoing on Regulations</li> <li>• YC holding meeting with partners to discuss</li> </ul>
10. Preparation for next recruitment competition	<ul style="list-style-type: none"> <li>• YC met with Andrew McLindon to discuss campaign promotion</li> </ul>
11. AOB	<ul style="list-style-type: none"> <li>• Nothing</li> </ul>

ACTIONS	
YC	<ul style="list-style-type: none"> <li>• To liaise with Andrew McLindon or member of his team and Ministers team re comms for intake numbers on the 28<sup>th</sup> November</li> </ul>
	<ul style="list-style-type: none"> <li>• <b>Next Meeting Wednesday 23<sup>rd</sup> November 9am</b></li> </ul>

## Garda Trainee Steering Group

**09<sup>th</sup> November 2022**

### Attendees

Name	Title
Ms Yvonne Cooke (YC)	Acting Executive Director HRPD
Assistant Commissioner Jonathon Roberts (JR)	G&A
Assistant Commissioner Eileen Foster (EF)	Southern Region
Dr Oghenovo Oghuvbu (OO)	CMO
Chief Superintendent Pat Murray (PM)	Garda College
Chief Superintendent Denis Ferry (DF)	HRM
Ms Eilis Gilvarry (EG)	Garda College/EDHRPD
Ms Áine Gray (AG)	Principal Psychologist HRPD
Superintendent Brian Murphy (BM)	Garda College
Ms. Jean Lalor (JL)	HRPD
Apologies	
DC Anne Marie Mc Mahon (AMM) Chairperson	Dep P&S
Mr. Joe Nugent (JN)	CAO
Ms Gail Malone (GM)	Finance
D/Superintendent Nigel Mulleady (NM)	G&A
Superintendent Gareth Billings (GB)	S&I
Superintendent Helen Deely (HD)	P&S
Inspector Michael Fleming (MF)	Anglesea Street
Inspector Annmarie Costello (MC)	GNVB
Ms. Niamh Dargan (ND)	HRPD

<b>AGENDA</b>
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
<b>DISCUSSION THEMES</b>

1. PAS Stages	<ul style="list-style-type: none"> <li>• Batch 3 Report writing this week</li> <li>• 1193 invited to report writing</li> <li>• Batch 4 interviews started, 199 scheduled</li> <li>• Batch 5 interviews now scheduled for 25<sup>th</sup> Nov-1<sup>st</sup> December</li> <li>• Batch 6 Interviews 5<sup>th</sup> – 9<sup>th</sup> December</li> <li>• Engagement with PAS to increase numbers to Batch 5/6 &amp; logistics of same</li> </ul>
2. AGS Timeline	<ul style="list-style-type: none"> <li>• To date 361 candidates returned Form B</li> <li>• Out of B3: 180 passed PCT, 41 Failed, of that 111 passed medical, 26 deferred, [REDACTED], 2 unprocessed, 42 awaiting results</li> </ul>
3. PCT	<ul style="list-style-type: none"> <li>• 115 scheduled this week</li> </ul>
4. Medical	<ul style="list-style-type: none"> <li>• Dr Ovo updated there may be an OGP framework that may be utilised</li> </ul>
5. Drug Testing	<ul style="list-style-type: none"> <li>• JR corresponded with the Dept Justice to enquire when regs would be ready</li> </ul>
7. Ongoing Engagement with Appointment Pool	<ul style="list-style-type: none"> <li>• Update to be provided next week</li> </ul>
8. Partner Engagement (Policing Authority, DPER, Dept Justice)	<ul style="list-style-type: none"> <li>• Brief given to Commissioner</li> <li>• EG briefed Mary McKenna (DOJ)</li> <li>• YC keeping PA updated</li> </ul>
9. Garda Reserves	<ul style="list-style-type: none"> <li>• Work ongoing on Regulations</li> </ul>
10. Preparation for next recruitment competition	<ul style="list-style-type: none"> <li>• PAS have been advised that AGS are seeking to launch a new competition in Q1 2023.</li> </ul>
11. AOB	<ul style="list-style-type: none"> <li>• Meeting with Andrew McLindon for new campaign as to how we will visually promote it.</li> </ul>

ACTIONS	
JL	<ul style="list-style-type: none"> <li>• Andrew McLindon or member of his team to attend meetings for new competition and advertising of same</li> <li>• Alert Finance re new campaign</li> </ul>
DF	<ul style="list-style-type: none"> <li>• To ensure applicants successful in Irish Stream are place in Gaeltacht areas</li> </ul>
EG	<ul style="list-style-type: none"> <li>• To provide update to group on applicant numbers</li> </ul>
	<ul style="list-style-type: none"> <li>• <b>Next Meeting Wednesday 17th November 9am</b></li> </ul>

## Garda Trainee Steering Group

**04th November 2022**

### Attendees

Name	Title
DC Anne Marie Mc Mahon (AMM) Chairperson	Deputy P&S
Mr. Joe Nugent (JN)	CAO
Ms Yvonne Cooke (YC)	Acting Executive Director HRPD
Assistant Commissioner Jonathon Roberts (JR)	G&A
Assistant Commissioner Eileen Foster (EF)	Southern Region
Dr Oghenovo Oghuvbu (OO)	CMO
Ms Eilis Gilvarry (EG)	Garda College/EDHRPD
Ms Áine Gray (AG)	Principal Psychologist HRPD
Ms Gail Malone (GM)	Finance
Ms. Jean Lalor (JL)	HRPD
Apologies	
Assistant Commissioner Eileen Foster (EF)	Southern Region
Chief Superintendent Denis Ferry (DF)	HRM
Chief Superintendent Pat Murray (PM)	Garda College
D/Superintendent Nigel Mulleady (NM)	G&A
Superintendent Gareth Billings (GB)	S&I
Superintendent Helen Deely (HD)	P&S
Superintendent Brian Murphy (BM)	Garda College
Inspector Michael Fleming (MF)	Anglesea Street
Inspector Annmarie Costello (MC)	GNVB
Ms. Niamh Dargan (ND)	HRPD

<b>AGENDA</b>
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

<b>DISCUSSION THEMES</b>	
<b>1. PAS Stages</b>	<ul style="list-style-type: none"> <li>• Batch 3 Report writing this week</li> <li>• 1193 invited for interview</li> <li>• Batch 4 interviews started, 199 scheduled</li> <li>• Batch 5 interviews now scheduled for 25<sup>th</sup> Nov-1<sup>st</sup> December</li> <li>• Batch 6 Interviews 5<sup>th</sup> – 9<sup>th</sup> December</li> <li>• Engagement with PAS to increase numbers to Batch 5/6 &amp; logistics of same</li> </ul>
<b>2. AGS Timeline</b>	<ul style="list-style-type: none"> <li>• Invites - 39 accepted, 2 deferred, 8 outstanding</li> <li>• [REDACTED]</li> <li>• 4 medicals only</li> </ul>
<b>3. PCT</b>	<ul style="list-style-type: none"> <li>• Scheduling next batch for next week</li> </ul>
<b>4. Medical</b>	<ul style="list-style-type: none"> <li>• Dr Ovu &amp; Finance met to discuss contract for new service</li> <li>• RFT not developed yet 12-14 weeks to get contract in place</li> <li>• Business case required for new contract</li> <li>• Use existing arrangement in place with company until new contract secured</li> </ul>
<b>5. Drug Testing</b>	<ul style="list-style-type: none"> <li>• No update</li> </ul>
<b>7. Ongoing Engagement with Appointment Pool</b>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>
<b>8. Partner Engagement (Policing Authority, DPER, Dept Justice)</b>	<ul style="list-style-type: none"> <li>• Partner agencies up to date</li> <li>• YC met with CEO of PAS, with request for 400 applicants to be interviewed over a four-week period ramping up next year. This will only be achieved with dedicated AGS staffing and demonstrably increasing the size of interview panels. Further meetings to ensue.</li> </ul>
<b>9. Garda Reserves</b>	<ul style="list-style-type: none"> <li>• Work ongoing on Regulations</li> </ul>
<b>10. Preparation for next recruitment competition</b>	<ul style="list-style-type: none"> <li>• PAS have been advised that AGS are seeking to launch a new competition in Q1 2023.</li> </ul>
<b>11. AOB</b>	<ul style="list-style-type: none"> <li>• Meeting with Andrew McLindon for new campaign as to how we will visually promote it.</li> </ul>

<b>ACTIONS</b>	
<b>ND</b>	<ul style="list-style-type: none"> <li>• Gail Malone to be invited to meetings</li> </ul>
	<ul style="list-style-type: none"> <li>• <b>Next Meeting Wednesday 9th November 9am</b></li> </ul>

## Garda Trainee Steering Group

**21<sup>st</sup> October 2022**

### Attendees

Name	Title
DC Anne Marie Mc Mahon (AMM) Chairperson	Deputy P&S
Assistant Commissioner Eileen Foster (EF)	Southern Region
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 Helen Deely (HD)	P&S
Superintendent Brian Murphy (BM)	Garda College
Ms Eilis Gilvarry (EG)	Garda College/EDHRPD
Ms Áine Gray (AG)	Principal Psychologist HRPD
Inspector Annmarie Costello (MC)	GNVB
Ms. Niamh Dargan (ND)	HRPD
<b>Apologies</b>	
Mr. Joe Nugent (JN)	CAO
Ms Yvonne Cooke (YC)	Acting Executive Director HRPD
D/Superintendent Nigel Mullcady (NM)	G&A
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

- Batch 3 Interviewed
- 154 scheduled, 120 passed
- 23 Irish stream scheduled, 16 passed
- Total 136

	<ul style="list-style-type: none"> <li>• 117 names from PAS</li> <li>• 19 o/s quals</li> </ul>
<b>2. AGS Timeline</b>	<ul style="list-style-type: none"> <li>• Combined class November 28<sup>th</sup></li> <li>• 30 candidate passed all elements to date</li> <li>• 1<sup>st</sup> round offers to issue 28<sup>th</sup> Oct</li> <li>• 2<sup>nd</sup> round offers to issue 4<sup>th</sup> Nov</li> </ul>
<b>3. PCT</b>	<ul style="list-style-type: none"> <li>• In progress</li> </ul>
<b>4. Medical</b>	<ul style="list-style-type: none"> <li>• No update</li> </ul>
<b>5. Drug Testing</b>	<ul style="list-style-type: none"> <li>• No update</li> </ul>
<b>7. Ongoing Engagement with Appointment Pool</b>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>
<b>8. Process of expediting outstanding applications from previous competitions</b>	<ul style="list-style-type: none"> <li>• Pool of 5, 3 definite</li> </ul>
<b>9. Partner Engagement (Policing Authority, DPER, Dept Justice)</b>	<ul style="list-style-type: none"> <li>• Meet with Justice next week to discuss next competition</li> <li>• PAS regular engagement to increase pool</li> </ul>
<b>10. Garda Reserves</b>	<ul style="list-style-type: none"> <li>• Work ongoing</li> </ul>
<b>11. Preparation for next recruitment competition</b>	<ul style="list-style-type: none"> <li>• Work ongoing</li> </ul>
<b>12. AOB</b>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>

<b>ACTIONS</b>	
<b>ND</b>	<ul style="list-style-type: none"> <li>• Invite Gail Malone. Finance to next meeting to provide update re procurement on Medicals</li> </ul>
	<ul style="list-style-type: none"> <li>• <b>Next Meeting Wednesday 26th October 9am</b></li> </ul>



## Garda Trainee Steering Group

**26th October 2022**

### Attendees

Name	Title
DC Anne Marie Mc Mahon (AMM) Chairperson	Deputy P&S
Ms Yvonne Cooke (YC)	Acting Executive Director HRPD
Assistant Commissioner Jonathon Roberts (JR)	G&A
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 Helen Deely (HD)	P&S
Superintendent Brian Murphy (BM)	Garda College
Ms Eilis Gilvarry (EG)	Garda College/EDHRPD
Ms Áine Gray (AG)	Principal Psychologist HRPD
Inspector Annmarie Costello (MC)	GNVB
Inspector Michael Fleming (MF)	Anglesea Street
Ms. Niamh Dargan (ND)	HRPD
Apologies	
Mr. Joe Nugent (JN)	CAO
Assistant Commissioner Eileen Foster (EF)	Southern Region
D/Superintendent Nigel Mulleady (NM)	G&A
Ms. Jean Lalor (JL)	HRPD

<b>AGENDA</b>	
1. PAS Process – Current Status	
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8. Preparation for next recruitment competition	
9. AOB	
<b>DISCUSSION THEMES</b>	
1. PAS Stages	<ul style="list-style-type: none"> <li>• Batch 3 Interviewed</li> </ul>

	<ul style="list-style-type: none"> <li>• 120 successful</li> <li>• 114 names from PAS</li> <li>• 6 o/s quals</li> <li>• 16 Irish stream successful</li> <li>• 14 Names from PAS</li> <li>• 2 o/s quals</li> <li>• Total 128 names</li> </ul> <p>Batch 4 interviews started, 172 scheduled, 10 Irish stream Batch 5 &amp; 6 Interviews December</p>
<b>2. AGS Timeline</b>	<ul style="list-style-type: none"> <li>• Combined class November 28<sup>th</sup></li> <li>• 33 candidate passed all elements to date</li> <li>• 1<sup>st</sup> round offers to issue 28<sup>th</sup> Oct</li> <li>• 2<sup>nd</sup> round offers to issue 4<sup>th</sup> Nov</li> <li>• Focus on 1 / 2 elements o/s for applicants</li> </ul>
<b>3. PCT</b>	<ul style="list-style-type: none"> <li>• Completed to date, awaiting next batch</li> </ul>
<b>4. Medical</b>	<ul style="list-style-type: none"> <li>• No update secured for this meeting</li> </ul>
<b>5. Drug Testing</b>	<ul style="list-style-type: none"> <li>• No update</li> </ul>
<b>7. Ongoing Engagement with Appointment Pool</b>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>
<b>8. Process of expediting outstanding applications from previous competitions</b>	<ul style="list-style-type: none"> <li>• To take off agenda going forward</li> </ul>
<b>9. Partner Engagement (Policing Authority, DPER, Dept Justice)</b>	<ul style="list-style-type: none"> <li>• Taoiseach, DPER &amp; Justice up to date</li> <li>• Review to be carried out with PAS – lessons learned from this campaign</li> </ul>
<b>10. Garda Reserves</b>	<ul style="list-style-type: none"> <li>• Work ongoing</li> </ul>
<b>11. Preparation for next recruitment competition</b>	<ul style="list-style-type: none"> <li>• Work ongoing</li> </ul>
<b>12. AOB</b>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>

<b>ACTIONS</b>	
<b>ND</b>	<ul style="list-style-type: none"> <li>• Invite Gail Malone, Finance to next meeting to provide update re procurement on Medicals</li> </ul>
<b>YC, EG &amp; [REDACTED]</b>	<ul style="list-style-type: none"> <li>• Discuss next Recruitment campaign Q1</li> </ul>
<b>YC</b>	<ul style="list-style-type: none"> <li>• Meet with [REDACTED] PAS</li> </ul>
	<ul style="list-style-type: none"> <li>• <b>Next Meeting Friday 04th November 9am</b></li> </ul>