



## **Garda Síochána Inspectorate**

**Press Release 28 June 2018**

### **Publication of Garda Inspectorate advice paper to the Minister for Justice and Equality on Entry Routes to the Garda Síochána**

The Garda Inspectorate notes the publication today by the Minister for Justice and Equality of the Inspectorate's advice paper, "*Review of Entry Routes to the Garda Síochána.*" The advice paper focuses on recruitment to roles that require the use of sworn powers and provides a basis for discussion of options by the relevant stakeholders.

The Inspectorate was asked by the Minister to carry out this review, following on from a recommendation (4.8) in the *Changing Policing in Ireland* report that '*the Garda Síochána considers establishing an entry and training scheme for officers from other police services, garda staff and reserves as full-time garda members*'.

The proposals made for consideration are in order to help the Garda Síochána attract the best candidates, broaden and diversify the experience base and promote a more open culture. Various tailored approaches are proposed regarding entry at garda, middle and senior levels for experienced police officers from other jurisdictions. This includes measures to improve diversity in terms of background in order to become a police service that is more representative of the society it serves.

Development of secondment and exchange opportunities are also discussed as is a direct entry programme to inspector level for candidates with appropriate leadership and management experience. Recruitment by any new entry routes will need to be supported by talent management and continuous professional development, as previously recommended in the *Changing Policing in Ireland* report.

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