



CIGIREACHT AN GHARDA SÍOCHÁNA  
GARDA SÍOCHÁNA INSPECTORATE

Report of the Garda  
Síochána Inspectorate

## PROGRESS ON IMPLEMENTATION OF RECOMMENDATIONS

# SENIOR MANAGEMENT STRUCTURE

OCTOBER  
06

A REVIEW OF THE IMPLEMENTATION STATUS OF RECOMMENDATIONS  
CONTAINED IN THE FIRST REPORT OF THE GARDA SÍOCHÁNA  
INSPECTORATE ON SENIOR MANAGEMENT STRUCTURE

REVIEW OF REPORT FEBRUARY 2021

*Progress on Implementation of Recommendations Contained in the First Report of the Garda Síochána Inspectorate  
Senior Management Structure (2006)*

Recommendation Number	Recommendation	Accepted (A); Accepted with Modification (AM); Rejected (R).	<i>Inspectorate Assessment of the Progress of the Recommendation</i>
<b>1</b>	The new post of Deputy Commissioner Strategic Change Management should be filled by means of a competition for which assistant commissioners and chief superintendents would be eligible.	A	The recommendation is implemented.
<b>2</b>	The new post of Chief Administrative Officer should be filled by way of open public competition run by the Public Appointments Service. Candidates should possess a relevant professional qualification and a well-proven, broad-base management experience sufficient to achieve delivery of leading edge HR, ICT and financial support services to the Garda Síochána.	A	The recommendation is implemented.
<b>3</b>	The Commissioner should be assisted in discharging his functions by a Garda Síochána Executive Committee which would include the deputy commissioners, the Chief Administrative Officer and the Legal Advisor. The Director of Communications would be designated Secretary to the Committee.	AM	The recommendation is implemented.
<b>4</b>	The new civilian post of Director of Communications should be filled by open public competition run by the Public Appointments Service. The successful candidate would be responsible for bringing a new professional	A	The recommendation is implemented.

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	perspective to managing internal and external communications.		
<b>5</b>	The new post of Director of Strategy should be filled within a very short time of the appointment of the Deputy Commissioner Strategic Change Management.	AM	The recommendation is implemented.
<b>6</b>	Two new civilian Director posts – Executive Director of Human Resource Management and Director of Information and Communications Technology need to be established. The successful candidates for these posts should possess a relevant academic qualification and substantial experience in their respective disciplines in challenging environments. They should be ‘top performers’ aspiring to further career development.	A	The recommendation is implemented.
<b>7</b>	The new post of Legal Advisor should be filled by open public competition run by the Public Appointments Service. Candidates should possess a recognised legal qualification and, ideally, have significant experience in managing the legal department of a substantial organisation.	A	The recommendation is implemented.
<b>8</b>	The post of Assistant Commissioner Training and Development should be filled by a once-off competition among serving chief superintendents.	AM	The recommendation is implemented.
<b>9</b>	The post of Assistant Commissioner, Professional Standards should be filled by a serving assistant commissioner.	A	The recommendation is implemented.

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<b>10</b>	The six regional assistant commissioners should be depicted at the heart of the Garda Síochána organisation chart.	A	The recommendation is implemented.
<b>11</b>	The Commissioner must be supported in his wish to ensure that the regional assistant commissioners are appropriately resourced with operational, financial, HR and analytical support to accomplish their missions.	A	The recommendation is implemented.
<b>12</b>	Managers and supervisors must promote strategies that emphasise the importance of uniformed field operations and deliver fulfilling career paths that reward police officers who remain committed to uniformed police services.	A	The recommendation is implemented.