



CIGIREACHT AN GHARDA SÍOCHÁNA  
GARDA SÍOCHÁNA INSPECTORATE

# **Garda Síochána Inspectorate**

## **Inspection and Non-Inspection Related 2025 Work Plan**

**The objective of the Garda Síochána Inspectorate is:**

***‘To ensure that the resources available to the Garda Síochána are used so as to achieve and maintain the highest levels of efficiency and effectiveness in its operation and administration, as measured by reference to the best standards of comparable police services.’***

## About us

The Garda Síochána Inspectorate is a statutory body, independent in its operation, set up under the Garda Síochána Act 2005, to ensure that the resources available to the Garda Síochána are used efficiently and effectively.

This is achieved by carrying out inspections and measuring the performance of the Garda Síochána by reference to the best standards of comparable police services. Inspections are either self-initiated, or requested by the Minister for Justice or the Policing Authority.

The Chief Inspector has overall management responsibility for the administration of the Inspectorate to ensure that the Inspectorate's statutory and administrative governance obligations are fully discharged. In discharging these responsibilities, the Chief Inspector is supported by a team of administrative staff provided by the Department of Justice.

The Inspectorate has an Executive Team comprising the Chief Inspector, two Deputy Chief Inspectors and Assistant Principal Officers. The Executive Team sets the strategic direction of the Inspectorate and is responsible for the allocation of its resources to ensure efficiency and effectiveness in the manner in which the Inspectorate performs its functions.

## Development of our Work Plan

The ever-changing policing environment, accelerated by COVID-19 greatly impacted on crime and offending patterns. As such, inspection activity must be adaptive to react to these types of changes. In response, the Inspectorate decided to move from a three-year work plan to an annual plan, with activity that addresses relevant and high-risk areas. The first annual plan was put in place in 2022.

It was anticipated that the Policing Security and Community Safety Act 2024 would be commenced on 1 January 2025, resulting in the dissolution of the Inspectorate and the transfer of its functions to the Policing and Community Safety Authority (PCSA). Commencement of the Act is now expected in the first half of 2025.

In the interim, the Inspectorate has decided to conduct two Post Implementation Reviews (PIRs) of recommendations made in previous Inspectorate reports. This process will verify if these recommendations are fully implemented and achieving the intended outcome(s). To assist, the Policing Authority have agreed to assign some members of their staff to this work. While the Inspectorate will initiate and lead these reviews, it will provide an opportunity for joint working and involvement of Policing Authority staff in the review process.

This Work Plan is sufficiently flexible to cater for any change to the commencement date for the PCSA. It is also the case that if the commencement date arrives prior to completion of the reviews, the work will be completed by the newly established PCSA.

This new plan for 2025 sets out in detail the work to be undertaken in the lead up to the establishment of the PCSA. It also builds on previous Work Plans, which were created following consultation with key stakeholders and takes into account a number of factors including the level of risk to human rights and public safety, as well as public confidence in the Garda Síochána.

The Domestic Abuse inspection that was in the 2024 Work Plan was completed in October 2024. This inspection report should be published in Q1 of 2025.

Other ongoing work includes the ongoing assessment of the progress of recommendations from previous Inspectorate reports. Once the commencement date is confirmed, the Inspectorate will prepare a schedule of progress to brief the new PCSA. This will help the Authority to consider if further monitoring of previous Inspectorate report recommendations is necessary.

During 2025, the Inspectorate will continue to work with the Department of Justice and the Policing Authority to efficiently manage the transition of the Inspectorate and its inspection function to the PCSA, and on arrangements for its establishment.

The Chief Inspector may vary the Work Plan at any time should circumstances change, including requests made by the Minister for Justice or the Policing Authority.

## **Public Sector Equality and Human Rights Duty**

The Inspectorate is committed to its duties under Section 42 of the Irish Human Rights and Equality Commission Act 2014. The Act sets out a positive duty on public bodies to have, in the performance of their functions, regard to the need to eliminate discrimination; promote equality of opportunity; and protect the human rights of staff and the persons to whom services are provided.

In line with this commitment, the Inspectorate will assess the Garda Síochána's performance in fulfilling its Public Sector Equality and Human Rights Duty, when carrying out an inspection on any aspect of the operation or administration of the Garda Síochána.

To ensure that the Inspectorate meets its duties under section 42 of the Irish Human Rights and Equality Commission Act 2014, this document has been assessed to confirm that human rights standards are met and that the principles of legality, necessity, proportionality, accountability,

equality and non-discrimination underpin the application of the document. This certifies that human rights and equality issues are fully considered in all Inspectorate policies and procedures.

## 2025 Work Plan

Inspection Related Activity	Objective	Target Date
<b>Post Implementation Review of recommendations made in the Countering the Threat Of Internal Corruption report (2020)</b>	To verify if these recommendations are fully implemented and achieving the intended outcome(s). Where recommendations are not implemented, this review will assess the level of progress made towards implementation.	Q2 2025
<b>Post Implementation Review of recommendation 2.2 in the Child Sexual Abuse report (2017)</b>	To verify if this recommendation is fully implemented and achieving the intended outcome(s).	Q2 2025
<b>Additional Post Implementation Reviews</b>	Subject to the commencement date for the Act and staffing capacity, the Inspectorate may conduct additional post implementation reviews.	To be re-assessed in Q2
<b>A review of the status and relevance of recommendations made in all previous Inspectorate reports</b>	Work will continue with the Garda Síochána and other stakeholders to assess the current status of recommendations from all previous Inspectorate reports. This will assist with the transition of the Inspectorate's inspection function to the Policing and Community Safety Authority.	Q1 or the date that the PCSA is commenced
<b>Create a schedule of outstanding recommendations from previous Inspectorate reports</b>	To create a schedule of outstanding recommendations for the consideration of the Policing and Community Safety Authority.	Q1 or the date that the PCSA is commenced

Non-Inspection Related Activity	Objective	Target Date
<b>Duties under Section 42 of the Irish Human Rights and Equality Commission Act 2014</b>	The Inspectorate has an action plan in place to address the equality and human rights issues identified in an internal assessment completed in 2024. An appropriate implementation	Q2 2025

	<p>structure was also put in place to drive the implementation of the plan as part of the strategic planning process during the course of inspections.</p>	
<p><b>Transitional arrangements for the Policing and Community Safety Authority</b></p>	<p>The Inspectorate will complete all the necessary tasks associated with the transition of the Inspectorate into the Policing and Community Safety Authority. This includes the transfer of Inspectorate electronic records, and the transfer of staff.</p> <p>Throughout 2024, a considerable amount of work took place to prepare for the transition and this will continue in 2025 and up to the commencement date for the new authority.</p> <p>To prepare for the transition, the Inspectorate and the Policing Authority have established a number of work streams and developed terms of reference and project plans to guide their work.</p>	<p>Q1 or the date that the PCSA is commenced</p>