

Association of  
Higher Civil  
& Public Servants

Comhlachas na  
Seirbhíseach Uachtarach  
Stáit agus Poiblí



AHCPS

Ms Sinead Ryan  
Secretary to the Commission on Future Policing

**Re: Submission from AHCPS to the Commission on Future Policing**

30 January 2018

Dear Ms Ryan

I refer to previous correspondence in relation to the consultation exercise being carried out by the Commission on the Future of Policing in Ireland.

The AHCPS which represents senior civilian management at the grades of Principal Officer and Assistant Principal Officer in An Garda Síochána wish to make some observations in relation to Civilianisation. We recognise that the work of the Commission is much wider in terms of addressing a vision and structure for the future of policing in Ireland.

**Civilianisation**

One of the fundamental problems is that there has been no serious consideration or strategy until very recently, that has clearly articulated the role of civilianisation in An Garda Síochána. Essentially what is the overarching role for civilians. Is it taking roles where police powers are not required, freeing up sworn members for front line duties? Is it about bringing in expertise not available or easily developed in house. Or is it a combination of both. The Association would argue that it is a combination of both. Our view is civilianisation by default. If a role does not require police powers it should be filled by a civilian.

Once a strategy is in place there needs to be proper structures developed to utilise and support a rolling out of civilianisation. There needs to be similarities with other government departments in relation to training, development, promotional structures, recognition and reward programmes.

Currently, numerous civilians in An Garda Síochána see themselves as “second class citizens”. The structures, promotions, development opportunities are predominately on the sworn side. While the Policing Authority plans to increase the number of civilians in An Garda Síochána

substantially, at all grade levels, there seems to be a reluctance or “go slow” in implementing the roll out.

- There needs to be clear and defined roles for civilian staff.
- There needs to be training for new and existing civilian staff
- There needs to be a better understanding at Garda management (Chief Supt and Supt) level on the skills and experience that civilian staff can bring to the organisation.
- There is a high level of management experience that civilian staff at the levels that the Association represent can bring to the management of the force.
- There needs to a clear career path for civilian staff
- Consideration needs to be given to recruitment at sworn member level to civilian and staff from other police services.
- Garda civilian HR should manage all internal Garda competitions.
- Divisional Policing Model has a potential to put a ‘civilian’ mark on the organisation at an operational level and lift the organisations view of ‘civilian’ beyond the narrow traditional view of them being ‘typists’ and Clerical Officer grades.

I wish to thank the Commission on Future Policing for this opportunity to make a submission.

We are available to meet with the Commission at a future date should this prove desirable.

Yours sincerely



John Kelleher  
Deputy General Secretary