

I hereby make the following observations

Recruitment

The basic educational standard should be increased to minimum third level Pass Degree level to ensure that candidates fulfil basic competency in fulfilling the role of modern day Garda. Stricter vetting procedures should be in place to ensure best calibre of candidate is recruited.

Role of Sergeant

The rank of Sergeant has often been described as the lynchpin of the organisation. Sadly his input has been diminished and the role is now virtually anonymous. The role will have to be redefined to give him more supervisory responsibilities where issues and problems can be identified earlier and structures put in place to address training deficiencies. Sergeants will need to have enhanced management skills to equip him with diversity of his role and to ensure front line supervision is meaningful and perceived to be such.

Visible Policing

The Garda on the beat has too often been perceived as the poor relation of the Force. There appears to be no focus on prioritising the role and no emphasis in having a presence on the streets of our towns. Many business people and members of the public have lost touch with Gardai as they have no interaction with them. Management should encourage a visible presence on our towns and streets and reward it as quality policing. This should not be dressed up as Community Policing where members are *not even *visible in many of the areas they are assigned to. The Garda Siochana is a unique organisation as one of the regulations stated that members should serve a least 50 kilometres from their own home or wifes residence. While the provision exists it has recently

been more
honoured in the breach than in observance. It has served the
organisation
well and should be enforced fairly all round without
exception. Otherwise
the regulation is meaningful and non existent.

Politicisation of Organisation

Recently the organisation has become more politicised than
ever before
through provision of the Garda Siochana Act 2005. This is
totally
unacceptable and makes a mockery of the organisation.
Individuals with
party political allegiance seek to score points by damming the
organisation
resulting in low morale of the general membership. Thankfully
this however
has not resulted in any diminution of the public support to
the general
membership on the ground.

Overall the Irish public deserve a better policing presence
with better
support from Government services

