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Organisation:	
Type:	Web
Title of Submission:	
Comments:	<p>Hi,</p> <p>Some suggestions:</p> <ul style="list-style-type: none">- New Commissioner does not require policing background. Key competencies require experience of managing a billion euro organisation, governance and ability to change culture. With an ability to communicate effectively with the public.- Culture in the organisation requires reform. All senior leaders need experience in cultural change and governance. This may mean change of current senior management. Again, policing background not essential here.- Culture needs to start from day 1 when recruits start in Templemore. Culture currently very poor with evidence on social media networks etc. Social media policy needs to be strictly enforced to protect reputation of AGS, i.e. members disciplined if content published to social media sites while on duty.- IT systems require massive resources- Payscales require reform at all levels. At senior management level, salaries must be competitive with those of C Level multi nationals with similar budgets to AGS. At entry level, salaries need to be at a level which rival entry level for young professionals in other professions. Very poor standard of talent currently being attracted due to poor remuneration which will stall AGS going forward. Cadetship style course should also be considered for Management positions.