

My submission relates to the absence of any entry route for experienced Police Officers, Detectives, Sergeants and Inspectors from Police Services outside of Ireland, to an Garda Síochána.

I wish to propose in particular that the transfer arrangements between An Garda Síochána and the PSNI are reformed to allow for lateral transfer, at all ranks, to assist with the modernisation and systematic improvement of the organisation, as per the **Policing Authority's** objectives and to bring high skill levels, provide fully trained officers and bring added diversity to police services, as per the **Garda Inspectorate's** report recommendations (2015).

As you are aware the Garda Inspectorate's Report '**Changing Policing in Ireland**', **November 2015 - Recommendation 4.8** proposes that the Garda Síochána considers establishing an entry and training scheme for officers from other police services, garda staff and reserves as full-time garda members. I understand this recommendation has not been progressed to date as part of the ongoing programme of reform.

Commission on the Future of Policing in Ireland : Terms of Reference –

1. Appropriate leadership and management capacity to deliver effective and accountable policing – **can be delivered by permitting the recruitment of experienced Police Officers, Detectives, Sergeants and Inspectors from international police services**
1. Appropriate composition, recruitment and training of personnel - **can be delivered by permitting the recruitment of experienced Police Officers, Detectives, Sergeants and Inspectors from international police services**
1. Personnel to reflect the diversity of Irish society - **can be delivered by permitting the recruitment of experienced Police Officers, Detectives, Sergeants and Inspectors from international police services**
1. Most appropriate recruitment methods employed in staffing - **can be delivered by permitting the recruitment of experienced Police Officers, Detectives, Sergeants and Inspectors from international police services**

1. Appropriate ongoing professional development for all personnel - **can be delivered by permitting the recruitment of experienced Police Officers, Detectives, Sergeants and Inspectors from international police services**
1. Improving the culture and ethos of policing - **can be delivered by permitting the recruitment of experienced Police Officers, Detectives, Sergeants and Inspectors from international police services**
1. Implementing International benchmarks in relation to the delivery of the most effective policing - **can be delivered by permitting the recruitment of experienced Police Officers, Detectives, Sergeants and Inspectors from international police services**
1. Implementing best practices and changes in the policing models of other countries - **can be delivered by permitting the recruitment of experienced Police Officers, Detectives, Sergeants and Inspectors from international police services**
1. Previous reports concerning policing in Ireland. Recommendation 4.8, as above - **can be delivered by permitting the recruitment of experienced Police Officers, Detectives, Sergeants and Inspectors from international police services**
1. Cultural reform in policing - **can be delivered by permitting the recruitment of experienced Police Officers, Detectives, Sergeants and Inspectors from international police services**
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I trust the above is in order and that my comments and suggestions will be taken into account within your report to the Department and Minister for Justice. In my opinion it is long overdue that An Garda Siochana become a more open, transparent, accountable, governable and competent police service with influence, experience and expertise from outside jurisdictions vital to this. Permitting Police Officers from international police services to become a part of this transition and change is imperative to the success of a modern and fully functioning Garda Siochana.

Yours faithfully,



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