



# An Garda Síochána

## Policy Document

**Psychological Support Services for Personnel attached to the Garda National Cyber Crime Bureau (GNCCB), Garda National Protective Services Bureau (GNPSB), Divisional Protective Services Units (DPSU), Garda National Technical Bureau (GNTB), Divisional Scenes of Crime Unit (DSOC), Forensic Collision Investigators (FCIs) and Specialist Interviewers**

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<b>Version No.</b>	0.7
<b>Approved by</b>	Garda Executive
<b>Introduced by</b>	HQ Directive 044/2020
<b>Policy Owner</b>	<i>Executive Director, HR &amp;PD</i>

## Purpose

This Policy refers to Garda members and Garda staff who are working in areas whose roles are determined by appropriate risk assessment to involve regular non-discretionary exposure to severe psychologically hazardous material. Psychological Support Services are available for all personnel engaging in such investigations. It provides general psychological and wellbeing support aimed at avoiding and mitigating the risk of indirect trauma/stress through nature of work exposures.

## Scope

This Policy, associated Procedures and documentation applies to all Garda members and Garda staff of An Garda Síochána. It also applies to Police Officers from the Police Service of Northern Ireland (PSNI) seconded to An Garda Síochána in accordance with Section 53, Garda Síochána Act, 2005, as amended.

## Policy Statement

An Garda Síochána is committed to protecting the health, safety and welfare needs of its personnel in an effective, efficient and appropriate manner.

Psychological support and welfare resources are available to all personnel attached to the Garda National Cyber Crime Bureau (GNCCB), Garda National Protective Services Bureau (GNPSB) and Divisional Protective Services Units (DPSU), Garda National Technical Bureau (GNTB), Divisional Scenes of Crime Unit (DSOC) and Forensic Collision Investigators (FCIs) and Specialist Interviewers.

Psychological support and welfare resources are available to personnel working in these areas from an inception stage, such as the selection process, up to and including conclusion of deployment to the relevant Bureau / Sections / Units.

## Compliance

Compliance with this Policy, associated Procedures and accompanying documentation is mandatory for relevant Garda members and Garda staff in the specified Bureau / Sections / Units.

## Related Documents

1. Procedure Document – Psychological Support Services for personnel attached to the Garda National Cyber Crime Bureau (GNCCB), Garda National Protective Services Bureau (GNPSB), Divisional Protective Services Units (DPSU), Garda National Technical Bureau (GNTB), Divisional Scenes of Crime Unit (DSOC), Forensic Collision Investigators (FCIs) and Specialist Interviewers.
2. Code of Ethics.

## Legal & Human Rights Screening

This Policy has been Legal and Human Rights screened, in terms of the respective obligations placed on An Garda Síochána for the subject area concerned.

## Ethical Standards & Commitments

Every person working in An Garda Síochána must observe and adhere to the standards and commitments set out in the [Code of Ethics](#) for An Garda Síochána and uphold and promote this Code throughout the organisation.



## **Policy & Procedure Review**

This Policy, associated Procedures and accompanying documentation will be reviewed 12 months from its date of effect and every three years thereafter.

## **Disclaimer**

This Policy is not intended to, nor does it represent legal advice to be relied upon in respect of the subject matter contained herein. This document should not be used as a substitute for professional legal advice.

## **General Data Protection Regulations/Directive 2016/680/EU - Police and Criminal Justice Authorities Directive**

Personal data shall only be processed for the purposes specified in this policy, and within a clearly defined lawful basis under the (EU) General Data Protection Regulation (GDPR) ((EU)2016/679) and the Data Protection Acts 1988/2018. All necessary measures will be put in place to ensure personal data is kept safe and secure. Only authorised personnel shall have access to personal data. Only relevant personal data will be processed, and will not be retained for longer than is necessary.