

Crowe Review

Independent Review of Roads Policing

Deputy Commissioner Coxon
Assistant Commissioner Hilman
14th August 2025



An Garda Síochána

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Timeline

- **June 2023** – Anonymous Letter received at Commissioners Office.
- **September 2023** – An Garda Síochána decides on independent external review and Terms of Reference drafted.
- **December 2023**- Terms of Reference approved and signed by Deputy Commissioner, Policing Operations.
- **February 2024** – Initial meeting between Crowe team and An Garda Síochána.
- **May – July 2024** – Review process considered and decided upon.
- **July 2024** – Site visits commence.
- **August 2024** –Briefing with Staff Associations.
- **November 2024** – Final Divisional review is concluded.
- **March 2025** – Complete report received at Commissioner’s Office and review closed , Steering Group under Deputy Commissioner Policing Operations has been established Working Group under Assistant Commissioner, Roads Policing and Community Engagement



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Methodology

- Examination of relevant data pertaining to Roads Policing activity across An Garda Síochána – firstly Crowe engaged with Garda Síochána Analysis Service and the Garda Nation Roads Policing Bureau, to examine relevant data.
- Based on the data analysis Crowe visited a sample of Garda Divisions in order to gain an understating of how Roads Policing activity operates, these visits were broadly representative of the organisation as a whole including urban and rural divisions – six divisions were selected.

The divisional visits included:

- Further examination of data for Roads Policing in that Division/RPU;
- Meeting RPU members in their work location to understand how work is assigned supervised , delivered and reported, this included ride alongs with on duty RPU members. The Crowe team engaged with between 100 and 120 Garda Members.
- Discussing with RPU members the current issues and challenges in their work.
- Listening to suggestions as to how Roads Policing might be improved within An Garda Síochána.

Visits to the selected Divisions took place between July – November 2024



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Key Findings of Crowe Review

- Majority of Road Policing Unit (RPU) Gardaí are dedicated, professional and productive.
- No evidence of a systematic, organised culture of work avoidance or deliberately poor performance within Roads Policing, and no evidence of bullying or dominance of RPU members by their colleagues.”
- There is a significant cohort of officers who are disinterested, have a poor work ethic, deliberately ignored offences, and whose productivity is comparatively low.
- The Crowe team observed some examples of a poor work ethic and culture within the RPUs that were visited, but they are isolated, and it would be incorrect to characterise all RPUs in this way.
- Significant variation in productivity between Road Policing Units (RPUs) across Divisions reviewed – productivity levels depend on the attitude and work ethic of RPU members in each Division.
- Local supervisors and managers appeared rather accepting of this situation and to view their opportunities to manage performance as being limited.



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Key Findings of Crowe Review

Cont'd

- Supervision and management of RPU is less than fully effective in the Divisions visited by the Crowe team, partly due to inadequate numbers of Supervisors, partly due to the complicated nature of the reporting and governance structure across Roads Policing nationally, and partly due to the perceived inability of Supervisors to manage the performance of RPU members.
- The Performance Accountability and Learning Framework (PALF) policy is widely interpreted as preventing Garda supervisors and managers from proactively managing individual RP Gardaí and holding them to account
- A contributory factor is the reduced overall numbers in RP, particularly in Supervisors.
- Greater investment in vehicles, equipment and training required
- RPUs are primarily focused on the enforcement of detection of road traffic laws, proactive activity to prevent and detect wider crime-related issues on the road appears to be a low priority



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Ongoing Road Policing Developments



- Over €5m spent on new fleet since 2022 with an addition 16 more RPU vehicles this year. Including a number of high performance vehicles fitted with cutting edge systems, along with a number of unmarked motorbikes.
- 30 minute road policing initiative (RS30) – An initiative introduced in April 2024 by the Commissioner as part of a collective effort to reduce road deaths.
- Significant Investment (over €1.6m 2023-2025) in Roads Policing equipment including:
 - Dynamometers – measuring eScooters
 - Tyre Depth Key Rings – over 8,000 distributed nationally
 - Calibrated Tyre Depth Gauges – 350 purchased
 - Tintman – Glass tint measurement – 100 purchased
 - Speed Detection Devices – Every RPU Vehicle
 - FCI Equipment – Specialist Equipment
 - PSVI Equipment



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Ongoing Road Policing Developments

Cont'd

- Traffic App (Vehicle and Driver Check)
 - introduced for the over 15,700 mobility devices. In 2024/2025 ability insurance status of a vehicle added for Private and Fleet policies.
 - In 2024, the Traffic App -1,440 daily active users, 4,540 weekly active users and 7,360 monthly users.
- Road Policing Competitions took place within AGS in four regions in 2024.
 - In 2024, 49 Gardaí allocated to Roads Policing and more will be allocated in 2025
 - In-person induction briefing developed for all new Road Policing members.
- Education – Bike Safe, Operation Nexus, Operation Iompar
- Implementation has concluded of phase one of a national safety camera network, with the 9 static and 3 average speed cameras now fully operational -€3.8m
 - Additional Go Safe hours contracted May '24 – Oct '25 -€5.1m.



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Ongoing Road Policing Developments

Cont'd

- ANPR – New national unit has been set up.
 - ANPR App developed, providing ANPR technologies to mobile devices
 - The use of ANPR technologies has been increased throughout the Garda Fleet from less than 70 operational vehicles 5 years ago to over 140 today.



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Report Implementation

- As recommended by the report; a Steering Group under Deputy Commissioner Policing Operations has been established to oversee the necessary changes.
- A Working Group under Assistant Commissioner, Roads Policing and Community Engagement has been established to implement the findings.
- Work has commenced under both groups.



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Road Policing Performance

	YTD2024 (Jan – July)	YTD2025 (Jan – July)	Change 24/25%
Fatalities	105	95	-10%
Fatal Collisions	96	91	-5%
Serious Injuries	956	773	-19%
Serious Injury Collisions	826	697	-16%



Road Policing Performance

	YTD2024 (Jan – July)	YTD2025 (Jan – July)	Change 24/25%
Mobile Phones	11193	12284	10%
Seatbelts	2923	3044	4%
Speed	67898	73911	9%
Driving While Intoxicated	4301	4408	2%
Learner Unaccompanied FCNs	5466	5570	2%



End

'Our overall assessment is that the majority of the RPU members with whom we engaged in the six Garda divisions have a positive attitude towards their role and aim to be effective and productive during each shift'



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Media Q&A



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