

Exceptional policing through our people

Our People

- A strategic workforce plan ensuring the right people are in the right place at the right time.
 - Talent acquisition that supports resourcing and workforce plan.
 - Learning & Development strategy supporting capability uplift across all levels.
 - Effective performance management.
 - Review of rosters and allowances and the discipline process.
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Our Leadership

- Clear definition of expected leadership behaviours communicated to all leadership levels.
 - Leaders and managers role modelling the behaviours associated with culture change.
 - Leadership programme revised to include culture, ethics and psychological safety elements.
 - Front line management effectively managing performance, and engaging staff.
 - Succession plans for critical roles in place, building a strong leadership pipeline.
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Our Diverse & Inclusive Culture

- Desired culture defined and delivery plan actioned.
 - A diversity and inclusion strategy is developed and implemented.
 - Human Rights unit established and Human Rights strategy developed.
 - An Garda Síochána is recognised as an employer of choice.
 - Clear communication channels and employee cultural engagement programme developed.
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Our Wellbeing

- A holistic wellness strategy developed and implemented.
 - Integrated programme for employee wellbeing.
 - Post incident supports enhanced and in place for all.
 - Recognition schemes in place that include non-financial components.
 - Proactive mental health initiatives, with active take up of supportive programmes.
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