

An Garda Síochána



Occupational Health and Safety Policy Statement

I recognise that the management of safety, health and welfare is fundamentally important in continually improving the service that An Garda Síochána provides, as quality of service is intrinsically linked to the provision of a safe working environment and operation of safe systems. In striving to continually improve quality and safety, I recognise and accept my responsibilities for safety, health and welfare.

I am committed to minimising risk to the health and safety of employees of An Garda Síochána, Student Gardaí, Garda Reserves and the public who are affected by our activities, having regard to the functions of An Garda Síochána, and to preventing accidents and ill health arising in activities of An Garda Síochána insofar as it is reasonably practicable. To achieve this An Garda Síochána will comply with the requirements of the Safety, Health and Welfare at Work Act 2005, subordinate regulations and the Fire Services Act 1981/2003.

I, as Commissioner, will ensure insofar as is reasonably practicable, the safety, health and welfare at work of all employees, Student Gardaí and Garda Reserves in An Garda Síochána. This responsibility is in turn delegated to and shared by the Deputy Commissioner; Acting Deputy Commissioner; the Chief Administrative Officer; each Assistant Commissioner; each Executive Director; all Chief Superintendents; Superintendents in charge of Units/Sections where there is no Chief Superintendent appointed; Director of Communications; Civilian HR Director; Head of Garda Analysis Service; Head of Garda Internal Audit Section; Head of Legal Services; Head of the Garda Information Services Centre; Head of Estate Management; Head of Talent Acquisition; Data Protection Officer and the Chief Medical Officer. This responsibility will be delegated to the appropriate grade/rank where there is a vacancy in any of the above positions.

All delegated responsibilities are clearly set out under An Garda Síochána safety policies and workplace safety statements in compliance with section 8(2) of the Safety, Health and Welfare at Work Act 2005. The detailed policies and guidance documents are available on the Garda Portal. An Garda Síochána's aim is to achieve compliance, assess risks, eliminate, minimise and manage risk in an acceptable fashion insofar as is reasonably practicable. In addition, employees of An Garda Síochána have a significant role to play in looking after their own safety and to cooperate fully and actively work towards the successful implementation of this policy. All persons who discharge statutory safety roles on behalf of An Garda Síochána will be afforded the full co-operation of every person within An Garda Síochána at all times.

Each of the above delegated managers is responsible and accountable for:

- Proactively managing and conducting occupational health and safety in the areas and activities under their control.
- Achieving compliance with An Garda Síochána's safety policy and the Safety, Health and Welfare at Work regulations that govern their work and that of the employees of An Garda Síochána under their control.
- Ensuring, insofar as it is reasonably practicable the safety, health and welfare of employees of An Garda Síochána and the public who are affected by our activities.
- Providing adequate financial and other resources for the above insofar as it is reasonably practicable.
- Ensuring the terms of the safety statement in each workplace are brought to the attention of all employees and other persons who may be affected by it.

Managers at all levels of the organisation will be responsible and accountable for visible and proactive leadership in implementing this policy.


J.A. HARRIS
COMMISSIONER
AN GARDÁ SÍOCHÁNA

28 May 2020