



## Training & Career Development Subcommittee

The Training & Career Development Subcommittee works to ensure members get appropriate training to acquire the professional competencies needed to carry out duties assigned to them at work. The committee is also tasked with ensuring members are afforded an equal opportunity to achieve career development goals by ensuring promotion and appointment processes are fair and transparent.

Our terms of reference, along with motions from conference provided a significant and varied portfolio of work. The committee is well placed to research and assist the officer board given its experience in regular policing, community policing, serious crime investigation and specialist training. Having a member of staff from the Garda College on the committee proved invaluable given the issues over foundation training.

Motions referred to the committee from Conference 2018 reflect those that arise daily for our members and included CPD, driver, tactical firearm and First Aid training. We have pursued these issues through working groups, examining practice in other police services and submissions.

Unfortunately, financial constraints are hampering progress in professionalising An Garda Síochána, with training treated as a cost rather than an investment. The committee contends the failure to provide adequate training is embedded in management culture and pre-dates the financial emergency and austerity.

The Commission on the Future of Policing in Ireland found, “There is currently no professional development strategy for An Garda Síochána ... The neglect of training has extended even to fundamental functions of policing.”

This neglect of training has been a significant factor in the high-profile failings within the organisation of recent years; and presents a significant risk to our members and the force as a whole. This has been shown repeatedly, yet there has been no properly resourced initiative to address this in a meaningful way.

The committee believes the Garda Modernisation and Renewal Programme does not place sufficient emphasis on the education and training needed to create a police service in which members are equipped with the competence, professionalism and skills to provide a world class policing service.

Among the matters that require immediate attention in respect of the Learning and Development Strategy recommended by the Commission on the Future of Policing are training in:

- The Criminal Justice Act 2017 (Risk Assessment for detained persons – intoxication, mentally ill, young persons)
- The Criminal Justice (Victims of Crime) Act 2017
- Children’s First legislation and related matters (TUSLA referrals)
- The Domestic Violence Act 2018
- Road Traffic (impaired driving legislation)
- Garda Síochána Policies
- Refresher training – Asp, handcuffs, spray and “stinger”
- Member mental health and self-care

### eLearning

The committee is of the view that eLearning is a complement but not a replacement for scenario-based, classroom-delivered training. The Association has no objection to a 70/30 (classroom/eLearning) blend provided it is supported by clear procedures and protocols.

The delivery of eLearning modules needs refined in terms of accessibility, user-friendliness and role-specific content. Sufficient time to fully absorb content and a physical environment conducive to learning is also required along with provision for mentorship, support and discussion of subject matter delivered via LMS.