



An Garda Síochána

Interim Policy Document

Conduct Regulations

Effective Date	<i>02 April 2025</i>
Version No.	<i>1.0</i>
Approved by	<i>Garda Executive</i>
Introduced by	<i>HQ Directive 015/2025</i>
Policy Owner	<i>Assistant Commissioner, Governance and Accountability</i>

Purpose

The purpose of this policy is to assist in providing direction to the organisation in relation to section 257 of the [Policing, Security and Community Safety Act 2024](#) (hereafter referred to as the 'Act'), which makes provisions for the procedures under which An Garda Síochána may address misconduct by a member of An Garda Síochána, in accordance with the Policing, Security and Community Safety Act 2024 (Section 257) (Conduct) Regulations 2025 (hereafter referred to as 'Conduct Regulations'). The Garda Síochána (Discipline) Regulations 2007 (S.I. No. 214 of 2007) will continue in force, in accordance with section 261 of the Act.

Scope

This policy and all associated documentation apply to members 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 94 of the Act.

Policy Statement

An Garda Síochána is committed to maintaining the highest standards of professional conduct, integrity, and accountability among its members. The Conduct Regulations provide a structured framework for addressing breaches of conduct, ensuring that all allegations are assessed and managed in a fair and transparent manner.

The Conduct Regulations outline two levels of misconduct, each with specific procedures and sanctions.

- **Misconduct**, as per a determination under Regulation 24, 27, 33 or 49, for which the disciplinary sanction imposed may be determined to be a written warning or a temporary reduction in pay not exceeding 2 weeks' pay.
- **Gross misconduct**, as per a determination under Regulation 33 or 49, for which the disciplinary sanction imposed may be determined to be a final written warning or dismissal.

Sanctions under the Conduct Regulations aim to be proportionate, considering factors such as the protection of the public and the need to maintain public trust in An Garda Síochána. This structured approach helps in protecting the public and maintaining public confidence in the police force.

Conduct proceedings may continue alongside criminal investigations, ensuring that accountability is upheld regardless of the outcomes of criminal cases. Through these regulations, An Garda Síochána demonstrates its commitment to transparency, fairness, and maintaining the integrity of the policing profession.

The policing principles which An Garda Síochána must adhere to, as referenced in the Act, are as follows:

- a) The principle that effective policing improves the safety of individuals, communities and localities;
- b) The principle that policing services are to be provided independently and impartially, in a manner that protects and vindicates human rights, and in a manner that supports the proper and effective administration of justice;
- c) The principle that effective policing is dependent on securing the support and confidence of the public, and being accessible to, and engaging with, communities;
- d) The principle that policing services are to be provided within a national framework while having a particular regard to communities, and;
- e) The principle that when providing policing services every member of Garda personnel is required to act professionally, ethically, with integrity and in a manner that protects and vindicates human rights.

Human Rights Considerations

This policy also aligns with An Garda Síochána responsibilities under Section 42 of the Irish Human Rights and Equality Commission Act 2014 which has established a positive duty on public sector bodies to eliminate discrimination and promote equality of opportunity and treatment.

The vindication of Human Rights is a key policing objective, and is the very basis of policing.

The proportionate use of powers is dependent upon decisions being made following consideration of the Garda Decision Making Model (GDMM) and ensures that Constitutional and Human Rights considerations are at the core of every decision made. This practice which is guided by the nine standards of conduct and practice within the Code of Ethics, will aim to uphold the Human Rights of all those affected by such use.

Compliance

Compliance with this Policy and accompanying associated document(s) is mandatory for all Garda members.

Related Documents

- [Policing, Security and Community Safety Act 2024.](#)
- [Code of Ethics for the Garda Síochána](#)
- Policing, Security and Community Safety Act 2024 (Standards of Professional Behaviour) Regulations 2025
- Policing, Security and Community Safety Act 2024 (Section 257) (Conduct) Regulations 2025
- Policing, Security and Community Safety Act 2024 (Section 254(l)(n)) (Delegation of functions of Garda Commissioner) Regulations 2025
- Policing, Security and Community Safety Act 2024 (Section 256) (Performance) Regulations 2025
- [Data Protection Act 2018.](#)
- [GDPR An Garda Síochána Data Protection Code of Practice.](#)
- [HQ Directive No. 37/2019 – Garda Decision Making Model \(GDMM\)](#)

Legal & Human Rights Screening

This document 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 [Code of Ethics](#) for An Garda Síochána and uphold and promote these standards throughout the organisation.

Policy & Procedure Review

This Policy and associated documents will be reviewed 12 months from its date of effect and every three years thereafter.

Disclaimer

This document 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 (if relevant/appropriate)

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.

In respect of the personal data processing activities associated with this procedure, a Data Protection Impact Assessment (DPIA) has been completed in accordance with the requirements of the General Data Protection Regulation.