



# An Garda Síochána

## Policy Document

### Garda Trainee Applicant Vetting

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<b>Effective Date</b>	23/08/2024
<b>Version No.</b>	Final
<b>Approved by</b>	Garda Executive
<b>Introduced by</b>	HQ Directive 068/2024
<b>Policy Owner</b>	Executive Director - Chief Information Officer

## Purpose

An Garda Síochána is committed to providing State Security, Policing Services and Vetting Services in line with our mission of “Keeping People Safe”. This Policy continues our strong tradition of serving communities and protecting the State by implementing a centralised ‘Garda Trainee Applicant Vetting Policy’ which is consistent, streamlined, holistic, embraces diversity and reflects the ethical standards and behaviours required of new entrants in a modern police service.

## Scope

This document and all associated documentation applies to applicants for appointment as members of An Garda Síochána subject to the provisions of the [Public Service Management \(Recruitment and Appointments\) Act, 2004](#) (as amended) and the [Garda Síochána \(Admissions and Appointments\) Regulations, 2013 \(Statutory Instrument 470 of 2013\)](#) (as amended).

## Policy Statement

To future proof the organisation, it is imperative for the effective functioning of An Garda Síochána that only those candidates will be recruited who have lived and demonstrated the highest standards of behaviour as will be required from them as future employees of An Garda Síochána. Such candidates will in their lives have proven to be of good character and they possess the principles and moral standards as will be expected of them by the [Code of Ethics](#) of An Garda Síochána;

- *Duty to Uphold the Law*
- *Honesty and Integrity*
- *Respect and Equality*
- *Authority and Responsibility*
- *Police Powers*
- *Information and Privacy*
- *Transparency and Communication*
- *Speaking Up and Reporting Wrongdoing*
- *Leadership*

## Compliance

Compliance with this Policy and accompanying associated document(s) is mandatory for all relevant members of An Garda Síochána and Garda Staff.

## Legal & Human Rights Screening

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

## Policy & Procedure Review

This Policy and associated documents will be reviewed twelve (12) months from its date of effect and every three (3) 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

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.