



An Garda Síochána

Policy Document

Uniform and Dress Code within An Garda Síochána

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1. Introduction

This Policy outlines the standards of dress code and uniform within An Garda Síochána. This will encompass the standards of dress for all uniformed and plain-clothes Garda members, Reserve Gardaí and Garda staff who represent An Garda Síochána on a daily basis. The meaning of 'standard of dress' covers uniform, clothing, equipment, appearance and grooming. This Policy is designed to ensure consistency with the highest professional standards and provides for greater inclusion of personnel from diverse backgrounds as well as being non-discriminatory in every facet of its content.

The aim of this Policy is to:

- Ensure that all personnel in An Garda Síochána (including plain-clothes members and Garda staff) look smart, professional and neat when working
- Ensure that all personnel in An Garda Síochána (including plain-clothes members and Garda staff) wear the appropriate clothing for their specific area of work
- Promote greater diversity, inclusion, equality and non-discrimination within An Garda Síochána

It must be noted that the standard of dress and appearance is the personal responsibility of each individual within the organisation. Supervisors and managers across all levels will ensure strict adherence to this Policy. This Policy is not designed to be exhaustive and there may be occurrences or circumstances in which guidance may be sought from the Policy Owner or Executive Director Human Resources & People Development as necessary. The key principles of professionalism and personal responsibility must be strictly adhered to.

A key theme of this Policy is to ensure that uniform standards are welcoming and inclusive of a diverse range of people, and that these standards are in line with the relevant Diversity and Inclusion Strategy within An Garda Síochána and are in compliance with, and promote, Section 42 of the Irish Human Rights and Equality Act 2014.

2. Scope

This Policy document and all associated documentation apply to all members of An Garda Síochána and Garda staff. Officers on secondment from the PSNI will follow their own uniform and dress code, when necessary and if appropriate.

3. Relevant Terms & Definitions

Member of An Garda Síochána: As defined in the Garda Síochána Act 2005, as a member of any rank (including the Garda Commissioner) and a Reserve Garda but does not include a member of the Civilian staff of An Garda Síochána.

Garda Staff: Refers to unsworn staff of An Garda Síochána (previously known as Civilian staff).

Personnel: Includes both members of An Garda Síochána and Garda staff.

Member - In this Policy document the term will be utilised to reference all ranks of members of An Garda Síochána.

Uniform - Is any item(s) of uniform which have been issued to Garda Personnel to wear for the purpose of carrying out their duties.

Uniform/Dress Standards - The standard set by this Policy to which all personnel are required to adhere. It applies to uniformed and plain-clothes members, and Garda staff, and includes all aspects of personal appearance.

Smart/Professional Dress - For the purposes of this Policy, “smart” and “professional” dress refers to clothing worn by personnel either in uniform or plain clothes appropriate to their area of work and must be clean, pressed, correctly fitted and worn with polished footwear (when applicable) in line with the standards set out in this Policy document.

Plain-clothes – Refers to items of clothing usually worn by members working in a plain clothes capacity and which is not any issued items of uniform.

Personal Protective Equipment (PPE) - Refers to any device or appliance designed to be worn or held by personnel for protection against one or more health and safety hazards.

Code of Ethics - Sets out the standard principles to inform and guide the actions of every member of An Garda Síochána and Garda staff at every level of the organisation.

Five Ks - The five Ks (Panj Kakaar) are five articles of faith which all baptised (Amritdhari) Sikhs are obliged to wear. The five Ks are made up of:

- Kachera: Cotton undergarments worn by all Sikh people
- Kanga: A wooden comb, used to keep a person’s hair groomed and well-maintained, worn under the dastar
- Kara: A symbolic iron bracelet
- Kesh: Uncut hair, normally tied and wrapped in a dastar
- Kirpan: An iron sword or dagger of varying size, with a single, curved edge which can be either sharp or blunted

Hijab - A form of traditional Islamic dress, based on the Islamic rules for modesty and dress for females, the hijab refers broadly to any covering (head, face or body) that is in line with these rules. For the purposes of this Policy, the hijab refers to a head covering specifically.

Turban/Dastar - A traditional head wrap worn by many people across the world, often associated with a cultural or religious practice (Dastar refers almost exclusively to the turban worn by people of Sikh faith).

Kirpan - The Kirpan is a ceremonial dagger or sword which forms part of the five Ks which together symbolise that the Sikh who wears them has dedicated themselves to a life of devotion. The Kirpan can vary in size being anything from three to seven inches in length and is held in a secure sheath. If a Sikh member wishes to wear the Kirpan while on duty in uniform, that it should be of the smaller size and worn underneath the uniform and is subject to risk assessment by the Garda Health and Safety Unit.

- Please refer to the Equality, Diversity and Inclusion Office for guidance on any other items or articles of religious faith or culture.

4. Roles & Responsibilities

Assistant Commissioner, North Western Region: As Policy Owner will ensure the development, implementation, compliance, monitoring and review of the 'Uniform and Dress Code within An Garda Síochána' Policy

Uniformed Members of An Garda Síochána: Ensure their uniform is worn in compliance with this Policy

Non-Uniformed Personnel: Ensure their manner of dress is professional and tidy, in line with the requirements of this Policy

Garda Health and Safety Unit: Will carry out, or cause to be carried out, an appropriate risk assessment on specific items requested to be worn while on duty

Supervisor: It is the responsibility of all supervisors to ensure that the relevant personnel are made aware of and comply with the 'Uniform and Dress Code within An Garda Síochána' policy

In this document the term '**Supervisor**' shall be used to refer to the following personnel:

1. An immediate supervisor and/or
2. A first line manager, or above (up to Superintendent/Assistant Principal Rank/Grade)

4.1. Human Rights Considerations

The vindication of Human Rights is a key policing objective, and is the very basis of policing. Garda Personnel play a vital role in ensuring that everyone enjoys these rights on a daily basis and therefore An Garda Síochána as an organisation must be cognisant of and reflective of this role.

Under Section 42 of the Irish Human Rights and Equality Commission Act 2014, public bodies, including An Garda Síochána, having a statutory obligation in the performance of their functions, have regard for the need to:

- Eliminate discrimination
- Promote equality of opportunity and treatment for its staff and persons to whom it provides services, and
- Protect the Human Rights of its staff and persons to whom it provides services

When supervising adherence to this 'Uniform and Dress Code within An Garda Síochána' policy, supervisors and managers should be aware that every person has the right to respect, fair treatment and personal dignity and any action taken must not unjustly, unreasonably or arbitrarily discriminate between individuals.

4.2. Uniform Implementation and related Legislation

Members of An Garda Síochána supervising adherence to this 'Uniform and Dress Code within An Garda Síochána' policy, should be familiar with the following legislation:

- Irish Human Rights and Equality Commission Act 2014 (Section 42)
- The Employment Equality Acts 1998-2015
- Equal Status Acts 2000-2018

As well as:

- Article 44.2.3 of the Irish Constitution
- Article 9 of the European Convention of Human Rights (ECHR) “Freedom of thought, conscience and religion”.

5. Dress Code

An Garda Síochána is committed to the highest of standards of appearance that are typical of a modern professional policing service and this entails embracing the ethnic, cultural and religious background of all members of the public. Diversity requirements will be positively supported, where possible and operationally safe, and when necessary following a risk assessment relating to the specific role to be performed. Risk assessments in this regard will be carried out by Garda Health and Safety Unit. The diversity provisions within this policy are not intended to be exhaustive and the Equality, Diversity and Inclusion Office welcomes the identification of all individuals from various ethnic, cultural and religious backgrounds and will provide the necessary support whenever required to do so. In addition to this every individual within An Garda Síochána, when it is felt necessary, should avail of a confidential discussion with their supervisor or line manager concerning any personal specific needs and the Equality, Diversity and Inclusion Office will also assist here.

5.1 Uniform Clothing

- The overall effect of the uniform will be to give a smart and professional appearance
- Uniform clothing will always be clean, tidy and well presented
- Each member of the uniformed service will possess a complete outfit of uniform unless otherwise exempt
- All uniforms will conform to the standards set out in this policy and be maintained in good condition
- All members in the uniformed section (unless exempted by the Commissioner) will be in uniform while on duty. The Garda uniform will be worn in accordance with the instructions outlined in this policy
- Uniform members detailed for the same duty will be dressed alike. Where members are being detailed to assemble in large numbers (including a parade), the member in charge will ensure uniformity of dress. It is also the supervisor’s role to ensure members have a full kit of operational uniform and this should be checked regularly
- All members of Sergeant and Garda Rank of the uniformed service shall wear the shoulder number allocated to them on the epaulettes of the shirt, tunic, patrol jacket, fleece and all other uniforms as the case may be
- Members of specialist units will wear official issue clothing as applicable to such units
- Uniform issued for a certain duty **shall only** be worn for that duty. (e.g. uniform issued for mountain bike duty shall only be worn for that duty)

- Uniform members of An Garda Síochána, including Officers, when appearing in the media will do so in uniform

The wearing of uniform when off duty is strictly prohibited, with the exception of the circumstances outlined below:

- When attending funerals of deceased members
- On the authorisation of a Chief Superintendent, at non-duty events at which An Garda Síochána request members to represent the organisation in uniform

In the interests of the professional image of An Garda Síochána, members must not wear a combination of uniform and plain clothes for any period longer than necessary to travel to or from duty or to avail of refreshments.

Members are at all times responsible for the safety and security of the uniform items issued to them and must be cognisant of the serious security risks should any item of Garda uniform be lost.

5.2 Dress When Going on Duty

A Garda or Sergeant of the uniformed service shall be in uniform while on duty, unless directed otherwise. Uniform should be worn in accordance with this policy and should be clean, brushed and pressed. Trousers should be properly creased. A member going on duty will carry the appropriate PPE in the official utility belt and pouches issued including extendible baton, handcuffs, incapacitant spray, anti-spit guard (where applicable), a notebook, pen and medi-pouch. Shoes or boots will be neat, clean and properly maintained.

5.2.1 Operational Uniform

The operational uniform consists of:

- Operational Garda Cap
- Cap Cover
- T Shirt (Optional – worn under the Shirt)
- Shirt
- Tie
- Tie Pin
- Epaulettes
- Personal Protective Vest
- Trousers
- Belt
- Fleece
- Waterproof Jacket
- Waterproof Over Trousers
- High Visibility Summer Jacket (Jerkin)
- High Visibility Winter Jacket (Flexothane)
- Utility Belt and Pouches
- Footwear
- Gloves

5.2.2 Wearing of the Uniform Cap

Headwear will be worn by uniformed Gardaí who have been officially issued same, when in public on outdoor duty and immediately on alighting from official vehicles at all times. Caps may be removed whilst in vehicles or buildings. However a common sense approach will be applied when responding to unplanned incidents requiring immediate attention. Cap Covers may be worn on the cap during inclement weather.

Members are issued with two types of caps, one for wearing with the operational uniform and one for wearing with the formal uniform. The correct cap must be worn with each uniform. For comfort and appearance caps will fit properly. The expandable chin strap provided will be utilised when necessary to keep the cap in place in windy conditions. Female Members with long hair will ensure that the bulk or length of hair will not interfere with the normal wear of the uniform. It shall be tied up neatly and placed underneath the cap with no bun or ponytail visible.

All uniformed members attached to the Garda College and uniformed members in attendance at the college for any reason, including Probationer/Student Gardaí, will wear their uniform cap at all times or as instructed by the Director of Training. The cap will also be worn by members when going between offices and classrooms.

Gardaí and Garda Reserve members who wish to wear headwear for religious and cultural reasons and beliefs will be supported where possible and may be subject to the undertaking of a risk assessment of the specific role or duty.

Uniformed members may wear a prayer hat (Kufi or Topi) or skullcap (Kippah) underneath the Official issue Garda cap, this should have no health or safety implications.

Gardaí or Garda Reserve members may wear the traditional Muslim headdress (Hijab) underneath the standard issue cap. This will be official issue to the member and will be of navy matte material. The Hijab will have fastenings that are suitable for quick release and will be worn in such a way that the wearer's face, shoulder numbers and any other identification remain in view.

Turbans may be worn instead of the official issue cap on duty as required. The official issue material will be navy in colour and will only be issued to Garda Personnel on forwarding of an approved application through the normal channels to Superintendent in charge of Procurement.

In the event of a serious public order incident, and where directed to do so, an official issue public order helmet must be worn to protect the health and safety of the member, their colleagues and the public. Additionally other policing activities which, for the same reasons of health and safety, require the wearing of official issue protective headwear e.g. pedal cycle, motor cycle, specialist armed units etc. will not be permitted without the wearing of full official issue PPE.

5.2.3 T-Shirts

Official issue t-shirts can be worn under the operational shirt. These are manufactured from a wicking material to aid with perspiration when wearing the protective vest.

5.2.4 Uniform Shirts

Shirts will always be clean and pressed. They will be buttoned up to the top button at all times, with no more than one finger space to be able to fit down the collar behind the tie.

When wearing the long sleeved shirt, the cuffs will be fastened at the wrist. Shirt sleeves will never be rolled up or pushed up. Shirts will always be tucked in neatly to the trousers and never be worn outside the trousers. The shirt will be worn with the official tie and tie pin on duty.

5.2.5 Epaulettes

All uniform members of An Garda Síochána must wear epaulettes when in uniform. Members of Garda and Sergeant Rank must wear an identifying shoulder number on these epaulettes. Only embroidered shoulder numbers will be displayed on epaulettes. Metal numbers will be worn on the shoulders of the tunic only and are not permitted on any other item of uniform. Sergeants will wear metal chevrons on their tunics.

Epaulettes with rank markings shall be worn by all Officers and Inspectors when in uniform on any occasion when the shirt is worn. These are attached to the shoulder loops and fastened properly to avoid slippage. Only the official issued epaulettes will be worn.

The appropriate epaulettes will be worn for each item of clothing e.g. patrol jacket epaulettes will never be worn on the shirt and vice versa.

Epaulettes will be worn clearly visible, on all items of the uniform including the personal protective vest.

When parading for duty, supervisors will ensure that members are wearing their embroidered epaulettes in the correct fashion and that same are clearly visible.

5.2.6 Uniform Tie and Pin

The official issue clip on tie shall be worn at all times when on duty in uniform. Ties shall be worn in the appropriate clip on manner over the fastened top button of the shirt. The top button of the shirt shall always be fastened and the 'clipping on' of ties to either side of the shirt/shirt lapel is not permitted. Any deviation from this shall be dependent on the duty related uniform issued and/or any instruction by Deputy Commissioner Rank/Grade (or above) or the Policy Owner. Only the approved Garda tie pin may be worn and no other adornments are permitted on the tie. The tie pin will not be worn when members are wearing personal protective vests.

5.2.7 Personal Protective Vests (Body Armour)

Personal protective vests are issued to all members of An Garda Síochána for their personal protection and safety. Due to the unpredictable nature of police work, it is impossible to anticipate the threat of possible injury. The wearing of these vests is mandatory for all members engaged on outdoor operational duties. The wearing of vests by members on indoor duty, including attendance at court, is at their own discretion. Members will be aware of the risks involved in station duty, dealing with prisoners, the sudden requirement to leave the station to attend an emergency, etc.

There are two types of personal protective vest on issue, one for uniform members and one for members permanently engaged in plain clothes duty. Each personal protective vest is dual purpose, i.e. it will give protection against both firearms and knives. Each personal protective vest will also provide protection against such items as broken bottles and other forms of blunt trauma. Members should note that the ballistic/anti-stab properties of both types of vest are similar.

Type 1 – Members Employed on Uniform Duties

The high visibility protective vest shall be worn over the uniform shirt. Epaulettes shall be worn on the shoulder of the uniform shirt and must be visible when wearing the protective vest. Uniform Gardaí will wear the tie with their personal protective vest. The tie pin will not be worn when members are wearing the personal protective vest. This vest has been specifically designed for An Garda Síochána and includes safety features on the shoulders, v-neck design and cordura material. It is designed to be compatible with standard equipment, uniform, utility belts, etc.

Type 2 – Members Employed on Plain Clothes Duties

This vest is issued to members of a detective branch and members employed full-time on plain clothes duties. The vest is designed for plain clothes use and can be worn covertly or overtly.

When a member transfers from uniform duty to plain clothes duty, or vice-versa, they may use whichever vest was originally allocated to them. Only permanent changes in duty will warrant an issue of a different type of vest. Covers appropriate to the role are available to order from Garda Central Stores.

All members attending for firearms training, including instructors, will wear the official personal protective vest while engaged in live firearms training exercises.

Members engaged in the following duties are exempt from this obligation and may wear their vest at their own discretion:

- Juvenile Liaison Officers
- Scene of Crime Examiners
- PSV Inspectors
- Crime Prevention Officers
- Air Support Unit members
- Water Unit members
- Members on motorbike duty wearing officially issued protective clothing
- Clerks
- Circumstances identified and formally approved of in writing by the Divisional Officer/Chief Superintendent after carrying out an appropriate risk assessment

Care and maintenance of personal protective vests should be carried out in accordance with the manufacturer's instructions.

5.2.8 Wearing of Personal Protective Vest

In accordance with Section 13 (g) Safety Health & Welfare at Work Act 2005, employees have a legal duty to make proper use of personal protective equipment. Any defect or deficiencies with the vest shall be reported by members to their immediate supervisor who will arrange for a replacement. Non-compliance with these instructions may impact on any subsequent claim made in respect of an injury on duty.

The body armour can be adjusted for comfort in the following manner. Put the body armour on and adjust the closing position, so that it is comfortable in the sitting position. Whilst standing, adjust the position of each side fastening, so that although firm to the body, the body armour does not restrict breathing. The adjustment and wearing of your body armour is a matter of individual choice, but it is important that it will fit closely with no undue movement on the body. There should be no gaps where the panels join and the front panels must touch the back panels.

All personal protective vests must be maintained in accordance with the manufacturer's instructions, which are provided with each vest. Members will note the care instructions on the information leaflet contained in the plastic pocket on the outside of the vest carrier bag. Care instructions are also contained on the body-side of the protective panels. A spare cover is provided to facilitate regular washing. If required, extra covers are available through the online ordering system.

5.2.9 Protective Panels – Insertion into Outer Cover

When inserting the protective panels into the outer covers, care will always be taken that the protective elements are inserted in the correct way. The side to be worn against the body is clearly marked on each protective panel.

On these occasions ensure that no damage occurs to the armour panel envelopes. Should a member find any damage such as slits or open seams please inform your immediate supervisor who will report the matter to the Procurement Section, which will arrange for the repair or replacement, as required. The inserts must be placed in the correct outer cover. The front insert must be placed in the front section of the vest cover and the back panel in the back section. There is an imprint on the labels of the protective panels that identify front and back panels.

The front section of the overt outer cover is quite easy to identify since there is one pocket on it for uniform personnel and a small velcro strip for detectives. To identify the front and back sections of the covert or overt covers look at the fasteners. They are fixed to the back piece of the vest and closed on the front piece where the touch and close loop panel is located. It is very important to ensure the correct orientation of the armour panels when filling them into the covers. There is an imprint: 'body side' that shows members which side has to be placed towards the body.

N.B. THE OUTER COVER DOES NOT PROVIDE ANY PROTECTION ON ITS OWN. THE PROTECTIVE INSERTS MUST BE PLACED WITHIN THE OUTER COVER TO GIVE THE WEARER PROTECTION.

N.B. DO NOT ATTEMPT TO USE AN ARMOUR PANEL WHICH IS DAMAGED OR UNSERVICEABLE.

5.2.10 Body Armour Storage When Not in Use

Guidelines for same are issued with each vest and are incorporated in the front clear pocket of the carrier bag which holds the vest.

5.2.11 Trousers

Trousers will be clean, properly creased and pressed. They will sit flatly on top of footwear. Members will ensure that the formal trousers are worn as part of the formal uniform. Members are prohibited from keeping their hand(s) in their pocket(s) at any time when in uniform.

5.2.12 Belt

The official Garda belt will be worn with the uniform trousers at all times.

5.2.13 Fleece

This item of uniform is a thermal layer and can be worn as part of the layered system or as a stand-alone garment. When the fleece is worn, the Garda shirt and tie **must** be worn underneath. The fleece, without waterproof jacket, may be worn by members on indoor duty and on mobile patrol duties. Where weather conditions require it, the fleece may be worn under the high visibility jacket.

5.2.14 Waterproof Jacket

This garment will be worn for protection against colder weather and/or rain. It can be worn separately or over the fleece. In dry conditions the collar will be turned down so that the tie is visible. In inclement weather the collar may be fastened up fully. All closures will be buttoned including the storm flap at the front for maximum protection. All upper body garments will be covered.

5.2.15 Waterproof Over Trousers

This item of clothing may be worn in inclement weather. This over trouser is deliberately designed to pass the normal waistline for enhanced waterproof protection. It can be pulled up to the rib cage to provide total coverage, and should be worn in conjunction with the waterproof jacket.

5.2.16 Utility Belt/Belt Pouch

The utility belt is worn with the Garda operational uniform. Its purpose is to carry various specified duty related items by operational members of An Garda Síochána i.e. extendible baton, handcuffs, incapacitant spray, anti-spit guard (where applicable), a notebook, pen and medi-pouch.

Pouches are on issue to each member up to and including the rank of Inspector. They shall be worn attached to the utility belt to carry the above items of PPE.

Supervisory ranks shall ensure that members wear the official issue utility belt, pouches and appropriate PPE when going on duty.

5.2.17 Reflective Jackets/High-Visibility Jackets

The reflective/high visibility jacket is a very important part of PPE. It is designed to provide a high level of visibility when a member is on outdoor duty, in particular at night time and when on traffic related duties. Reflective/high visibility jacket will be worn on the following occasions:

- Vehicle stops/checkpoints/traffic duty
- During the hours of darkness (daylight hours included, if directed)
- As directed by the member in Charge at major events
- When a risk assessment dictates that the prevailing situation requires it
- Such other occasions as deemed necessary having regard to Health and Safety considerations
- Where a high visibility presence is desirable
- Or at any other time as directed

They will be maintained in accordance with manufacturer's instructions.

This section should be read in conjunction with An Garda Síochána Safety Notice SN01.2019 'Wearing of High Visibility Jackets'.

5.2.18 Footwear

Members in uniform will wear official issue footwear at all times. Footwear will be black, laced, leather shoes or boots. The uppers will be smooth and free from ornamentation and stitching will be plain. Black or dark blue socks will be worn with shoes. Shoes/boots will always be smartly polished and clean and will always be secure with laces properly tied. Members issued with safety footwear will ensure it is worn when on operational duty.

Alternative footwear can be worn in situations where derogations have been granted and members are employed on duties which do not necessitate the wearing of safety footwear e.g. office duties, or alternatively where by that member has been approved by the Chief Medical Officer for alternative footwear due to medical issues.

When the nature of the duty requires it, or in inclement weather, wellingtons may be worn.

5.2.19 Jumpers

This item of clothing is issued to full-time administrative staff, and Sergeants in Charge. It is worn over the official issue shirt and tie. When worn it must be neat, tidy and free from creases.

5.2.20 Formal Uniform

The Formal uniform comprises of the following items:

- Formal Garda Cap
- Tunic
- Whistle and Chain
- Overcoat (Officers)

- Shirt
- Tie
- Tie Pin
- Trousers
- Belt
- Skirt
- Gloves
- Footwear
- Lanyard and Sam Browne belt (worn from Inspector rank up)

The wearing of some of these items are referenced in the earlier section of Operational Uniform – Shirt/Tie/Tie Pin/Belt.

The formal uniform will be worn as directed by the Commissioner, or on formal occasions, which are defined as:

- Funerals of members of An Garda Síochána and funerals attended by Officers in their official capacity
- Divine Service Parades
- Other formal Parades
- Guards of Honour
- Officers and Inspectors attending court, meeting the President, An Taoiseach, An Tánaiste, Government Ministers or Foreign Ambassadors or attending functions hosted by any of the aforementioned persons
- Such other occasions as may be designated by the Commissioner

5.2.21 Formal Cap

As stated the formal cap is different to the operational cap and is to be worn only with the formal uniform. The wearing of caps and regulations in relation to same are referred to earlier in this document.

5.2.22 Tunics

Tunics will be worn smartly fitted and fully buttoned. The buckle should be fastened in line with the edge of the jacket front edge. On the jacket the back vent should sit neatly. Metal numbers will be worn on the shoulder. Tunics may be removed, once the formal occasion has ended as long as the overall dress of the member remains compliant with this Policy.

5.2.23 Whistle and Chain

There are two options for the whistle and chain:

1. In cases where the male tunic is worn, the chain will be hooked to the shank of the second button (on the inside of the fold), brought up vertically, looped from the right around the shank of the top button (inside the fold), passed underneath the vertical portion of the chain, brought across horizontally outside the left fold, and the whistle placed in the left hand pocket. The vertical portion of the chain will then be adjusted to fall loosely along the line of the left fold of the tunic between the first and second buttons.

2. In cases where the female tunic is worn, the chain will be hooked to the shank of the bottom button (on the inside of the fold) and the whistle placed within the left-hand pocket.

5.2.24 Trousers

The formal trousers is to be worn only as part of the formal uniform.

5.2.25 Skirt

This item is available on application.

5.2.26 Gloves

Only official issue Black leather gloves should be worn by members in uniform.

Regulation gloves will be worn:

- At funeral and Divine Service Parades
- When taking part in a Guard of Honour
- Otherwise as directed or when necessary

5.2.27 Footwear

Black laced patent footwear should be worn with the formal uniform.

5.2.28 Lanyard and Sam Browne Belt (worn by Inspector Rank and higher)

The lanyard will be worn by Officers and Inspectors in uniform on the left shoulder of the tunic, passing underneath the epaulette and left arm and drawn tightly in position by runners, the latter to be in line with the top flap of breast pocket of the tunic or shirt.

Officers and Inspectors will wear the Sam Browne belt for the following formal occasions:

- At a place where a Guard of Honour is being provided whether or not the Officer or Inspector is in charge of the Guard
- When officially meeting the President, An Taoiseach, An Tánaiste or Government Ministers
- At an inspection by the Commissioner
- When attending a Circuit or a Higher Court
- At State funerals
- At parades and on other occasions as directed by the Commissioner or Policy Owner

5.3 Uniform and Equipment (Inspectors and Officers)

Formal Uniform

A standard pack of cloth and metals and appropriate rank markings will be supplied from Garda Central Stores to make Officers formal uniform. The Officers Garda cap is also available from Garda Central Stores.

The cost for this item is available on request from Stores. An official receipt will be issued in respect of the items purchased from Stores.

The uniform should comply with this Policy and specifications as approved by Garda Central Stores. Cloth and metals for Officers and Inspectors uniforms and measurements and specifications are available from Superintendent, Procurement, and Garda Central Stores.

Only authorised tailors should be utilised to make Officers formal uniform. This list of tailors is available from Procurement/Stores. The specifications for the formal uniform has been supplied to all approved tailors. The costs for making this uniform may vary between tailors and this is a private agreement between the member and the tailor.

The applications for Uniform allowance should be processed through the Finance Section as per the financial instructions.

5.4 Wearing of Emblems, Ornaments or Medals on Uniform

Medals authorised for wear:

- An Bonn Ghníomh Gaile (Deeds of Bravery)
- The Walter Scott Medal for Valour
- The Garda Golden Jubilee Medal 1972
- The Garda Long Service Medal
- An Bonn Seirbhíse (Army Service Medal)
- The United Nations Medal
- The Overseas Medal
- The Millennium Medal
- 1916 Commemoration Medal
- Other Medals as authorised by the Policy Owner

The medals mentioned above shall take precedence in the order in which they are mentioned. When worn with uniform, precedence shall be reckoned from the wearer's right to left.

Medals shall be worn on uniform in the following manner:

- Centrally over the left breast pocket with the clasps immediately above the pocket flap
- Clasps shall be touching and in line
- When medals are worn or mounted on a brooch, they should all be exactly the same length which may range from 25 mm to 50mm or greater
- If necessary, ribbons should, if possible, be adjusted so that when a group of medals are worn, the top edge of the ribbons are in a straight line and the lowest part of each medal should also be in line parallel to the top

Medals will be worn when the Commissioner directs. Miniature medals that are a small representation of the awarded medal are not available for most of the medals mentioned above. Should miniatures become available, an instruction will issue.

5.5 Wearing of Medal Ribbons

When medals are not worn, the appropriate medal ribbon shall be worn. The ribbons shall be mounted on a strip of metal, or buckram, to other stiff material 3/8-inch, or 10mm, in depth and shall be similar in all respects to the ribbon of the original medal. Medal ribbons shall be worn centrally over the left breast pocket, immediately above the pocket flap, touching and in line and in the proper order of precedence already indicated. When medals are worn, medal ribbons shall not be worn.

5.6 Wearing of Non-Garda Badges

Unless authorised by another official Garda Síochána policy or governance document e.g., The gold or silver Fainne for first official language purposes, then other non-garda badges shall only be worn upon the approved authorisation of the policy owner. This application should be made through the normal channels.

The approved badges will be worn above the right breast pocket of the tunic. If two badges are worn, the badges will be worn side by side.

The official Garda badge, buttons and buckle or any portion of the design thereof, being part of the Garda uniform, shall not be altered or defaced or used for other purposes without the permission of the Commissioner or policy owner.

Watches, chains, trinkets or other ornaments, including pencils and pens, shall not be worn in uniform in such a manner as to be visible. Members shall wear only such insignia, badges, buttons and equipment as prescribed by this Policy.

5.7 Wearing of Garda Uniform/Equipment for Personal Events

Members seeking to wear Garda Uniform (Formal or Operational) for a personal event e.g. weddings, will apply through the channels to the Executive Director, Human Resource and People Development for permission to do so in accordance with HQ Directive 02/2017. Members should outline the details of the event and the uniform to be worn and the duration of time it will be worn for in their application.

5.8 Chewing Gum

The chewing of gum and other like substances, in public, is prohibited.

5.9 Smoking

Smoking in public while on duty and/or in uniform is prohibited. This includes vaping and/or the use of e-cigarettes and any other non-medical inhalation device.

5.10 Specialist Uniform and PPE

Specialist items of uniform and PPE are provided on an individual basis to members who successfully undergo, pass and are assigned to specialist duty/section/unit. These items are issued on an application basis only and do not form part of the standard issue of operational uniform.

Any items of specialist clothing shall only be worn in the course of duties related to that particular duty for which they were issued and should not be worn as part of the uniform for normal policing duties. All PPE will be worn in accordance with the appropriate manufacturers and/or other guidelines.

Specialist uniform will not be issued except in the circumstances described above.

5.11 Torches

A member on duty shall be in possession of an official issue torch. If a torch becomes lost or damaged, the member concerned will report the circumstances in accordance with Policy.

5.12 Dress for Non-Uniform Personnel

5.12.1 Garda Members - Plain-Clothes Dress

Members employed on plain-clothes duties will be neat and well turned out on all occasions and the following standard of dress will apply:

- Members can choose from: Shirt and tie, suit or jacket and trousers, blouse/top, jacket with either skirt/trousers, suit or dress
- Footwear: Shoes or boots — neat, clean and properly maintained
- Denim clothing and trainers must not be worn. Any departure from these instructions must be sanctioned by the District Officer/relevant Superintendent in respect of members employed in specialist units or other such sections. Supervisory ranks, and especially the aforementioned Superintendents, will ensure strict compliance with these instructions and in particular when members are attending the various District and Higher Courts. If, for some reason, it is considered necessary for a member employed in plain clothes to depart from these standards, such departure must have the approval of the member's Superintendent.
- Beards worn by plain-clothes members will comply with Section 5.20.3.
- Turbans and hijabs may be worn by plain clothes Gardaí. The Garda crest does not need to be displayed.

5.12.2 Official Garda Baseball Caps

In Specialist Units where Official Garda Baseball Caps are personal issue, the following will apply:

- The Official Garda Baseball Cap will be worn when directed by local supervisors when on specific duties
- Officers in charge of units where Official Garda Baseball Caps are on issue will inspect Official Garda Baseball Caps to ensure that they are accounted for
- The Official Garda Baseball Cap is not designed to supersede existing governing methods of identification

- Members of the Public Order Unit while on duty and dressed in the official public order uniform shall wear the Official Garda Baseball Cap at all times when the official helmet is not worn

5.12.3 Garda Raid Jackets

Raid jackets are items of PPE which are designed to identify plain clothes members of An Garda Síochána. They will issue to:

- All personnel employed in full time operational duty in plain clothes
- All uniform members, deployed on plain clothes duties, who are holders of firearms authorisation cards

The use of Garda raid jackets are not designed to supersede existing governing methods of identification but are an aide to that identification. Personnel in plain clothes, deployed on mobile operational duty will carry raid jackets in the vehicle. It is not necessary for members to wear the Garda raid jackets at all times but they shall be available for use if required.

Personnel in plain clothes will wear the raid jackets when:

- Conducting checkpoints
- Conducting planned searches
- Attending at major crime scenes
- Attending at incidents/occasions where there is reason to believe that firearms or other dangerous weapons that can inflict injury may be used
- The covert stage of an armed operation changes to a clearly defined overt stage
- Attending firearms training courses
- A Garda supervisor's risk assessment has indicated the need

For the moment, the provisions immediately above do not apply, where:

- The wearing of the raid jacket would compromise the safety of Garda Personnel or a member of the public, or
- The relevant Superintendent has conducted a risk assessment and decided that the use of raid jackets is not appropriate (e.g. surveillance and undercover operations)

Officers and supervisors will include in their risk assessment for planned operations/searches particulars of what PPE shall be worn. Only officially issued raid jackets will be worn. No other adaptation or variation of same will be worn on duty.

In accordance with Section 13(g) of the Safety Health & Welfare at Work Act 2005, supervisors and employees will make correct use of any article or substance provided for use by the employee at work or for the protection of their safety, health or welfare at work including PPE. Care and maintenance of the Garda raid jackets shall be done in accordance with the manufacturer's instructions.

5.12.4 High Visibility Tabards

High Visibility Tabards bearing the word "Garda" are available for use by armed plain-clothes members for identification purposes when assisting uniform members conducting checkpoints or as determined by

their supervisor. Tabards are a personal issue to each member employed in plain clothes. Tabards will be carried by such members going on duty in vehicles at all times.

Tabards will be worn on the following occasions:

- When such members are engaged on checkpoint duty
- When directed by local supervisors in specific operations

The relevant Superintendent in charge of special units will inspect tabards on the occasion of an inspection and will ensure that they are accounted for.

5.12.5 Administrative Staff - Dress on Duty

Garda members employed on full-time administrative or clerical duties in Divisional/District offices, functional hubs or at Garda Headquarters shall wear uniform when on duty. This does not prohibit a relevant Superintendent's decision to utilise their derogation and allow the wearing of plain clothes instead of uniform provided they are satisfied the exigencies of the service so dictate — except when appearing on parades or engaged on outdoor duty. Any such derogation is subject to enquiry of compliance by the Policy Owner at any time and must be justified.

5.12.6 Garda Staff

All Garda staff in An Garda Síochána will, in accordance with the Civil Service Code of Standards and Behaviour:

- Ensure that their standard of dress is appropriate to their work environment
- Show due consideration and respect for the public, their colleagues and the office they hold

This dress code has been developed to provide guidance to staff in relation to the types of clothing that are appropriate/inappropriate. Exceptions to this Dress Code may be made by Supervisors on an individual basis, and/or in cases where there are genuine medical reasons.

Turbans and hijabs may be worn by Garda staff. Garda staff do not need to display the Garda Crest on headwear. (See **APPENDIX E** for list of appropriate and inappropriate dress for Garda staff.)

On occasion a cohort of relevant Garda staff (or personnel as the case may be) may be required to wear a level of uniform appropriate to their position. Such staff (or personnel) will have applied for, or otherwise have opted to work in, such areas/sections. Only uniform issued by the Garda organisation shall be worn in these areas/sections. The key principles of professionalism and personal responsibility in this policy will also apply here and this will be overseen by relevant supervisors and managers. Advice from the Policy Owner should be sought in situations where it is deemed necessary.

5.13 Dress of Motorcyclists

Motorcyclists will wear full-face helmets at all times when driving their motorcycle when on duty. When they dismount, they should wear a soft cap, carried in their pannier, when talking to or dealing on a one-to-one basis with the public. Protective uniform as issued will be worn at all times when a member is on duty. Motorcycle Units, when on duty at any ceremonial event will, on the direction of the Commissioner, wear uniforms.

5.13.1 Issue of Tinted Sunglasses for Use by Official Garda Motorcyclists

Official Garda motorcyclists are issued with tinted safety eyewear subject to the following conditions:

- Only officially approved eyewear may be worn by motorcyclists
- The eyewear shall not be worn when dealing with members of the public face to face
- The eyewear shall be removed prior to entering any building
- Members who are obliged to wear prescription eyewear shall consult their optician prior to wearing the official issue eyewear
- Any member who experiences any difficulties wearing the eyewear should remove same immediately and report the matter promptly to their supervisor
- The eyewear is not suitable for use at night or in twilight
- Lenses should be cleaned regularly — never clean when dry, always use water
- Scratched lens should be replaced and disposed of safely

5.14 Dress of Garda Mountain Bike Units

Every rider of an official mountain bike is issued with the following:

- Cycle Helmet
- Protective Cycling Glasses
- Mountain Bike Rain Suit
- Polo Shirts
- First Layer T-Shirts
- Cycling Shorts
- Cycling Shoes
- Fingerless Gloves & Winter Gloves

Riders of official mountain bikes shall **only** wear issued items of uniform whilst engaged on mountain bike duties. Care will be taken of all items of uniform and equipment supplied to trained cyclists. Similarly, only approved bicycle helmets shall be worn while engaged on mountain bike duties. Whenever a rider is involved in an impact incident, even if there is no apparent damage to the helmet, the helmet will be returned to stores with an application for a replacement.

5.15 Dress for Court

All members shall be impeccably turned out when attending court. Long sleeved shirts will be worn by uniform members when attending court. Uniform members will not wear high visibility jackets, patrol jackets or fleeces in court. The Garda cap and gloves will also not be worn in court.

When attending higher courts (Circuit Court and above), members may choose to wear their formal uniforms. Officers and Inspectors attending court will do so in full formal uniform appropriate to their rank and the relevant court. Under no circumstances will members appear in court in part uniform, part civilian attire.

5.16 Dress When Presenting for Interview

Members when attending for interview should dress accordingly as per the instructions issued specific to that interview.

5.17 Removal/Wearing of Uniform outside the State

Whenever it becomes necessary for any member of An Garda Síochána to travel in uniform outside the State or to remove any items of uniform outside of the State, or to wear such uniform outside of the State then prior sanction will be first be sought from Assistant Commissioner, Garda National Crime & Security Intelligence Service. This shall be done in conjunction with HQ Directive 127/2011. Under no circumstances should items of uniform be removed or worn outside the State unless such approval has been granted. Applications shall be carried out on a Divisional basis with firm recommendations on each application (or batch application) from the relevant Divisional Officer.

5.18 Wearing of Official Garda Uniform for Pregnant Members

Pregnant members of An Garda Síochána employed on uniform duties will wear their official uniform until such time as it becomes impractical and uncomfortable to do so. They may wear plain clothes after application and any subsequent authorisation of the relevant Divisional Officer/Chief Superintendent.

5.19 Gender Identity and Uniform

Any member of personnel undergoing transition or are of a gender identity outside the binary, may discuss with their supervisor, confidentially, on the appropriate work wear that best fits their needs, wherever practicable and necessary. In these circumstances the supervisor must obtain advice and guidance from the Equality, Diversity and Inclusion Office in Garda Headquarters who will liaise with the Policy Owner regarding any such query. The relevant Divisional Officer/Chief Superintendent or Principal Officer will then be informed, confidentially, of this advice by the Garda Equality, Diversity and Inclusion Office. The Divisional Officer/Chief Superintendent or Principal Officer will then make a decision as to the appropriate work wear based on this advice and guidance, and engaging with the member of personnel if they so wish. They will then inform the supervisor and the member of personnel concerned on the work wear to be worn.

5.20 Grooming

5.20.1 Hair - Female

Members must wear their hair above the collar. Hair may be trimmed or tied back and secured close to the head in order to comply with this Policy. Adornments, other than those outlined in this Policy, are not permitted unless subject to the appropriate risk assessment carried out by the Garda Health and Safety Unit in relation to the specific role undertaken.

Hair will not be dyed in conspicuously unnatural colours and with the exception of modest highlighting, hair will only be dyed one colour. In all cases, the bulk or length of the hair will not interfere with the normal wear of the uniform cap and it shall be tied up neatly and placed underneath the cap with no bun or ponytail visible.

When in uniform, female members with longer hair styles, will tie their hair up in a fashion that ensures it is securely and appropriately fastened above the collar. A member with longer hair, while performing duty without their cap (i.e. if detailed for duty in the public office or attending court etc.), will have their hair neatly groomed and worn in such a way that it does not fall over their ears or eyebrows, or extend below their collar. Plain coloured discreet hair accessories may be used to achieve this. Elaborate coloured hair accessories will not be worn. Unobtrusive hair accessories will be in keeping with the colour and tone of the uniform.

5.20.2 Hair - Male

Members will have their hair short, tidy and above the collar. Hair will be neatly groomed and length will not be excessive. Hair will present a tapered appearance and, when combed, will not fall over the ears or eyebrows or touch the collar except for the closely cut hair at the back of the neck.

If a member desires to wear sideburns they will be neatly trimmed. Sideburns will not extend downwards beyond the lowest part of the exterior ear opening. Hair must not be shaped into patterns or motifs. It may be moderately layered but a sharp dividing line between short and long sections of hair is not permitted.

5.20.3 Facial Hair

Beards and moustaches must be neatly trimmed and tidy at all times. With the exception of established beards and moustaches that are between 0.5 cm and 2 cm in bulk, a clean shaven appearance must be maintained whilst on duty. Members must grow their beards and moustaches during annual leave or rest days to ensure their appearance does not look unprofessional whilst on duty during the initial growth stage. An unshaven/stubby appearance is unacceptable. No portion of a moustache will extend beyond the corners of the mouth or fall below a line parallel with the bottom of the lower lip. Beards or moustaches must not be dyed in conspicuously unnatural colours. It should be noted that the identification card must be a true and current resemblance of the member to which it relates.

5.20.4 Jewellery

When on duty, members may wear a wedding ring or signet ring. Rings with prominent stones or settings will not be worn on duty because of risk of injury. Bracelets around the wrist or ankles and necklaces must not be worn whilst at work. Exceptions may be made subject to the appropriate risk assessment being carried out by the Garda Health and Safety Unit.

Female members may wear one set of small stud type earrings, but no other facial jewellery is permitted. No item of jewellery will be worn through the nose, eyebrows, lips, tongue or any other visible part of the body by any member while on duty. Exceptions may be made in relation to specialist operations, with authorisation from the Divisional Officer/Chief Superintendent.

5.20.5 Make-up, Fingernails and Body Art (Tattoos)

Make-up may be worn but must not under any circumstance be excessive. Hands will be kept clean. Nails will be kept at a length that will not interfere with duties, and coloured nail polish will not be worn. False nails will not be worn by members when in uniform. Body Art (Tattoos) on the face, or visible above the

collar, are not permitted. All other tattoos will be covered at all times while on duty, whether in uniform or plain clothes.

5.20.6 Personal Hygiene

All Garda Personnel must be clean and maintain a high level of personal hygiene. The standard of personal hygiene should be appropriate to working in a close environment with others and with due consideration for other Garda Personnel and members of the public alike. Any supervisor wishing to have a discussion about personal hygiene with any member of personnel under their supervision should always be done in private and with particular sensitivity as there may be circumstances such as medical condition(s) present.

5.20.7 Wearing of Glasses on Duty

Spectacles may be worn by members of An Garda Síochána on duty, provided they have been medically prescribed. Garda Motorcyclists should not wear contact lenses unless protective goggles are worn. If spectacles are required by motorcyclists or drivers of other official vehicles, plastic toughened lenses should only be used. Members on operational duties who require visual correction should, in their own interest, wear plastic toughened spectacle lenses rather than glass spectacle lenses. Members should be aware that they may be distracted from their tasks in endeavouring to protect their spectacles while involved in confrontational situations (e.g. making arrests), and should, therefore, in their own interest, use spectacles with curl sides.

5.20.8 Wearing of Sunglasses on Duty

Members may only wear sunglasses at their own risk and **only** if they are official issue and worn for the duty to which they are issued or are medically prescribed. Members who are obliged to wear sunglasses on medical prescription should ensure that they are of good quality and that they do not cause visual distortions. Where such sunglasses are worn by members driving official vehicles, they must be removed when leaving vehicles or engaging with members of the public. Sunglasses will not be worn when dealing with members of the public face to face. 'Mirrored or Photo Chromatic Lenses', 'Wrap Around' and 'Small Lens' type sunglasses are not permitted to be worn by any member on duty. Frames of sunglasses must be of normal standard colour and design.

5.21 Issue and Replacement of Uniform Items to Garda Members

All applications for replacement items of uniform can be made via the online uniform ordering system, which is accessible through the An Garda Síochána Portal via the Procurement Tab. 'Quick Start Guides' are available on this site to assist the member in placing orders for uniform items.

For items that are not listed in the catalogue for the online uniform ordering system the following process will apply. A report will be forwarded by a member via their relevant Superintendents Office, for the replacement item(s) of equipment outlining the circumstances of the loss or damage. Such reports will include a Pulse identification number, where appropriate.

5.22 Disposal of Uniform

Disposal of uniform takes place in Garda Central Stores. District Offices should ensure that proper procedures are in place locally to ensure only the appropriate Garda uniform items are sent for shredding.

All contaminated uniform being returned to Stores for shredding should be packed in bags clearly labelled as 'Hazardous Waste'.

It is the member's responsibility to ensure that old items of uniform are disposed of correctly.

5.23 Issue of Uniform to Student/Probationer Gardaí

Student/Probationer Gardaí are issued with uniform garments/equipment during various stages of their training at the Garda College, as applicable. These items of uniform should be worn in accordance with the principles as set out in this document and as per the instruction of the Director of Training at the Garda College.

5.24 Identification Cards

All members will have their identification card in their possession at all times whether on or off duty. Supervisory ranks shall inspect members' identification cards regularly. Members will hand over their identification cards when a member of higher rank demands the same for the purpose of inspection.

Members on duty in plain clothes will disclose their identity and produce their identification card to any person directly affected by, or properly concerned with, the duty being undertaken. Members on duty in uniform will produce their identity card when requested by any person directly affected by, or properly concerned with, the duty being undertaken.

An identification card should not be handed over, but should be held out in a position so that it can be easily seen and read. Identification cards must not be used or handed over for the purpose of photocopying, scanning or any other form of copying to confirm identity or otherwise. When requested and when the nature of the duty permits, members on duty in uniform or plain clothes will in all reasonable circumstances, supply their name, rank and Station to a member of the public directly affected by, or properly concerned with, the duty being undertaken.

On promotion or reduction in rank a new identification card will be issued and the original card will be destroyed by Human Resources and People Development (HRPD). The use of an identification card for anything other than official purposes is prohibited and may equate to and be treated as an abuse of authority or power. (Please see HQ Directive 15/2021) Members shall take the utmost care of their identification cards. The security implications that may arise from the loss of an identification card, with the possibility that it may be used by persons with criminal or subversive tendencies, should always be borne in mind. Members will immediately report the loss of their identification cards to their immediate supervisors. The latter shall enquire into the matter with a view to establishing the precise circumstances surrounding the loss. The identification card must be a true and current resemblance of the member to which it relates.

Garda staff, in accordance with HQ Directive 45/2015, can apply for an identification card but this is not a mandatory requirement.

5.25 Personal Mobile Devices

With the exception of emergency situations Garda Personnel are not permitted to use their personal mobile phones for personal reasons in view of the public.

6 Compliance

Compliance with this Policy and associated documents is mandatory for all members of An Garda Síochána and Garda staff.

7 Related Documents

- Irish Human Rights and Equality Commission Act 2014 (Section 42)
- An Garda Síochána Diversity and Integration Strategy 2019-2021
- Civil Service Code of Standards and Behaviour
- HQ Directive 37/2019 - Garda Decision Making Model (GDMM)
- HQ Directive 02/2017 – Wearing of Uniform/Equipment at personal events
- HQ Directive 45/2015 - ID Cards for Civilian Staff in An Garda Síochána
- HQ Directive 127/2011 – Removal of Items of Garda Uniform/Equipment from the State
- HQ Directive 170/2004 – Wearing of Uniform by members of An Garda Síochána appearing in Media
- HQ Directive 93/2004 - Standard of Dress – Wearing of Uniform Cap
- HQ Directive 197/2001 – Dress when going on Duty
- HQ Directive 48/2001 – Wearing of Official Uniform by pregnant members
- An Garda Síochána Safety Notice SN01.2019 - 'Wearing of High Visibility Jackets'

7.1. Cancellations and Replacement of Existing Policy and associated documents

- An Garda Síochána Code, Volume 1, Chapter 7 Dress, Uniform and Equipment
- HQ Directive 114/2009 - Dress Code for Gardaí and Civilian Staff

8 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.

9 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.

10 Policy & Procedure Review

This document and associated Policy will be reviewed 12 months from its date of effect and every three years thereafter or as appropriate.

11 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.

12 Policy & Procedure Document Feedback

The Policy and Governance Coordination Unit maintains a Policy Issues Log. Where there are potential issues regarding the implementation of the Procedures set out in this document, please forward an outline of same through the relevant Divisional Office to the Section mail-box policy.governance@garda.ie. Divisional submissions will be recorded in the Policy Issues Log and forwarded to the Policy Owner for whatever action deemed necessary.

(Please note that where there is an urgent issue arising regarding the implementation of this Procedure document and accompanying Policy document it should be clearly flagged as urgent/important and also reported directly to First Line Supervisors/Managers to ensure it is addressed).

13 Appendices

- Appendix A - List of Items: Operational Uniform
- Appendix B - List of Items: Formal Uniform
- Appendix C – List of Items available to order Online via the Garda Portal Procurement Tab
- Appendix D – List of Items requiring application to Garda Central Stores approved by the relevant Superintendents Office/Divisional Office
- Appendix E – Appropriate and inappropriate Dress for Garda Staff
- Appendix F – BADGES OF RANK: Officers, Inspectors and Sergeants

Appendix A - Operational Uniform

The operational uniform comprises of:

- Operational Garda Cap
- Cap Cover
- T Shirt (Optional – worn under the Shirt)
- Shirt
- Tie
- Tie Pin
- Epaulettes
- Personal Protective Vest
- Trousers
- Belt
- Fleece
- Waterproof Jacket
- Waterproof Over Trousers
- High Visibility Summer Jacket (Jerkin)
- High Visibility Winter Jacket (Flexothane)
- Utility Belt and Pouches
- Footwear
- Gloves
- Utility Belt & Pouches

Appendix B – Formal Uniform

The Formal uniform comprises of the following items:

- Formal Garda Cap
- Tunic
- Whistle and Chain
- Overcoat (Officers)
- Shirt
- Tie
- Tie Pin
- Trousers
- Belt
- Skirt
- Gloves
- Footwear
- Lanyard and Sam Browne Belt (worn from Inspector rank up)

Appendix C – List of Items available to order Online via the Garda Portal Procurement Tab

- Operational Garda Cap
- Cap Cover
- T Shirt (Optional – worn under the Shirt)
- Shirt
- Tie
- Tie Pin
- Trousers
- Belt
- High Visibility Vest Cover
- Fleece
- Waterproof Jacket
- Waterproof Over Trousers
- High Visibility Summer Jacket (Jerkin)
- High Visibility Winter Jacket (Flexothane)
- Footwear
- Gloves
- Utility Belt Pouches

Appendix D – List of Items requiring application to Garda Central Stores approved by the relevant Superintendents Office/Divisional Office

- Ballistic Vest
- Utility Belt
- Formal Uniform items
- Specialist Uniform requirements due to medical circumstances supported by appropriate medical reports)
- PPE Items (Handcuffs, Baton, Torch, Pepper Spray)
- Specialist uniform – available when qualified (i.e. Traffic, Search Teams, Public Order, Scenes of Crime, PSV Inspectors, National Support Services, or any other units as deemed appropriate)
- All other items of uniform or PPE not listed on the Garda Portal

APPENDIX E – Appropriate and Inappropriate Dress for Garda Staff

Appropriate	Inappropriate
Business Suits	Track Suits
Smart Casual Jackets	Hooded Sweatshirts
Cords	Crop Tops
Jeans	Belly Tops
Chinos	Pedal Pushers
Neat Trousers	Leggings
Dress	Prominent Slogan Wear
Skirt	Any clothing which is stained, tatty, grubby, ripped or frayed (including denims and combats)
Shirt and Tie	Shorts
Casual Shirt with Collar	Camouflage Clothing
Blouses/Neat Tops	Clothing bearing images/slogans that may cause offence
Jumpers	Baseball Caps
Cardigans	Football/Sports Jerseys
	Footwear that is grubby or dirty
Your choice of footwear will be consistent with your choice of business attire and be appropriate for our business environment.	

APPENDIX F – BADGES OF RANK: Officers, Inspectors and Sergeants

Commissioner

Double leaf wreath badge with the letters G.S. and two gold diamonds on red ground on each epaulette; two gold badges on red ground on neck of collar of uniform, one on either side; two sprays of oak leaf in gold on the peak of cap.

Deputy Commissioner

Double leaf wreath badge with the letters G.S. and one gold star on red ground on each epaulette; two gold badges on red ground on neck of collar of uniform, one on either side; one spray of oak leaf in gold on the peak of cap.

Assistant Commissioner

Double leaf wreath badge with the letters G.S. in gold on red ground on each epaulette; two gold badges on red ground on neck of collar of uniform, one on either side; one spray of oak leaf in gold on the peak of cap.

Chief Superintendent

One gold bar and two gold diamonds on red ground on each epaulette; two official badges (gilt) on blue ground on neck of collar of uniform, one on either side; gold wire embroidered band .5" wide around outer edge of peak of cap.

Superintendent

One gold bar and one gold diamond on red ground on each epaulette; two official badges (gilt) on blue ground on neck of collar of uniform, one on either side.

Inspector

One gold bar on red ground on each epaulette; two official badges (gilt) on blue ground on neck of collar of uniform, one on either side.

Sergeants

Sergeants will wear a shirt where chevrons are attached to the sleeve of same. Anodised chevrons on each epaulette, when the tunic is worn. Chevrons will be centred on the epaulette with the point facing outward and 5mm from the sleeve head seam.