

An Garda Síochána

Stiúrthóir Feidhmiúcháin,
Acmhainní Daonna agus Forbairt
Daoine,
Ceanncheathrú an Gharda Síochána,
Páirc an Fhionnuisce,
Baile Átha Cliath 8,
D08 HN3X.

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*Luaigh an uimhir thagartha seo a leanas,
le do thoil:
Please quote the following ref number:*

Bí linn/Join us  



Executive Director,
Human Resources and People
Development,
Garda Headquarters,
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Dublin 8,
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Láithreán Gréasáin/Web Site:

www.garda.ie

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Treoir Ceanncheathrún/

HQ Directive No: 075/2023

Dáta/Date: 5 December 2023

Gach Oifigeach, Cigire agus Stáisiún - Each Officer, Inspector and Station. Is doiciméid faoi iontaoibh é seo le h-úsáid ag pearsanra den Gharda Síochána amháin. This is a confidential document for use only by Garda Personnel.

Re: Domestic Violence Leave

Garda personnel are entitled to leave with pay, referred to as 'domestic violence leave'. This leave can be availed of by a member of Garda personnel who is the victim of domestic violence or a member of Garda personnel who is supporting a 'relevant person' who has experienced in the past, or is currently experiencing domestic violence.

Domestic violence leave can be availed of for up to a maximum of 5 days in any period of 12 consecutive months and can be taken as individual days or a block/blocks of days. An absence for part of a day is counted as one day for the purposes of domestic violence leave.

The purpose of the leave is to enable the individual who is a victim of domestic violence/abuse or who is assisting a relevant person to do any of the following:

- Seek medical attention;
- Obtain services from a victim services organisation;
- Obtain psychological or other professional counselling;
- Relocate residence temporarily or permanently;
- Obtain an order from a court under the Domestic Violence Act 2018;
- Seek advice or assistance from a legal practitioner; or;
- Seek assistance from An Garda Síochána

There is no minimum service requirement to avail of this leave.

This leave can be availed of by Garda personnel including if necessary, personnel supporting a 'relevant person' who has experienced in the past, or is currently experiencing, domestic violence. A relevant person includes:

- The spouse or civil partner of the employee;
- The cohabitant of the employee;

- A person with whom the employee is in an intimate relationship;
- A child of the employee who has not attained full age; and
- A person who, in relation to the employee, is a dependant person.

During an absence on domestic violence leave, Garda personnel are deemed for all purposes to be in employment.

Garda personnel who avail of domestic violence leave should, where possible, notify management of their intention to take the leave as soon as reasonably practicable thereafter. There is no application form required to avail of Domestic Violence leave. It is understood that supporting documents showing evidence of attendance at an appointment may be difficult to provide in certain circumstances. Therefore, supporting documentation will not be requested by default. However, supervisors and/or HR reserve the right to request supporting documentation in certain circumstances where it is reasonable to do so.

Domestic violence leave is to be recorded on GEMS under the category “Special Paid Leave”. There is no requirement for this leave to be recorded centrally. If there are any queries with respect to processing domestic violence leave, please contact the Family Friendly Section of the HR Directorate without naming the personnel involved.

For further information in respect of the domestic violence leave, please refer to the [Civil Service Policy on Domestic violence and abuse](#): the premise of the leave therein is applicable to all Garda personnel.



MS. YVONNE COOKE
ACTING EXECUTIVE DIRECTOR,
HUMAN RESOURCES & PEOPLE DEVELOPMENT