

The Business of Policing V Policing as a Business

2025

47th Annual Delegate Conference

14th | 15th | 16th April



Great Southern Hotel, Killarney



AGSI

Association of Garda Sergeants and Inspectors
Cumann Sairsintí agus Cigirí de'n Gharda Síochána

2025
PROGRAMME

MEDIA PACK



TIMETABLE & AGENDA

MONDAY 14th APRIL 2025

14.00 – 16.00	Arrival – Registration - Light Refreshments DISTRIBUTION OF BALLOT PAPERS – TRUSTEE ELECTION
16.00 - 16.05	Official Opening of Conference – Declan Higgins President
16.05 – 16.20	Address by Guest Speaker nominated by host Branch Kerry
16.20 – 16.30	Report of the Standing Orders Committee Adoption of Standing Orders Appointment of Stewards: STEPHEN KELLY, MICHAEL MILNER, DERMOT O'CONNELL Appointment of Scrutineers: GARY CARROLL, CIARAN DIFFILY, LISA MC CARTHY
16.30 – 17.30	Address by PRESIDENT DECLAN HIGGINS TO MR. JIM O'CALLAGHAN, MINISTER FOR JUSTICE, HOME AFFAIRS AND MIGRATION Address by Minister O'Callaghan to Conference
17.45 – 19.00	PANEL DISCUSSION ON POLICING MATTERS IN AUDITORIUM
19.00	<i>Dinner</i>

TUESDAY 15th APRIL 2025

10.00 – 14.00	Balloting in Trustee Election
10.00 – 11.45	Nominations for 2026 Standing Orders Committee
11.15 – 11.30	<i>Coffee</i>
10.00 – 12.00	Adoption of the Annual Report Presentation by RONAN CLOGHER GENERAL SECRETARY
11.45	Closure of Nominations for Standing Orders Committee 2026
12.00 – 12.30	Electric Vehicle Presentation Brian Jones Scottish Police Federation



TIMETABLE & AGENDA

TUESDAY 15th APRIL 2025 - CONTINUED

12.30 – 13.00	Report of Treasurer Caimin Treacy Trustee Report Adoption of Financial Report / Appointment of Auditors / Refunds to Branches / Subscriptions
13.00 – 14.00	Lunch
13.30 – 14.00	Distribution of Ballot Papers Standing Orders Election
14.00	Closure of Ballot Box Trustee Election
14.00 – 15.00	Motions
15.00 – 15.10	Coffee
15.30	Closure of Ballot Box Standing Orders Election
15.15 – 16.30	Address by AGSI President to Commissioner DREW HARRIS Address by Commissioner DREW HARRIS to Conference followed by Q&A, AGSI EXCELLENCE AWARD Presentation, Presentation of GOLF PRIZES
16.30	Conference adjourns
18.15 – 19.00	Reception
19.15	Annual Banquet followed by after dinner speaker Ivan Yeates

WEDNESDAY 16th APRIL 2025

10.00 – 10.30	Deputy General Secretary Kevin Bolger address to Conference
10.30 – 11.00	Tommy Conlon – Journalist & Author
11.00 – 11.15	Industrial Relations Officer Presentation
11.15 – 11.30	Coffee
11.30 - 12.00	Motions
12.00	Eamon O'Grady - Allied Admissions
12.30	Closing of Conference by President followed by lunch.



MOTIONS FOR CONFERENCE 2025

OPERATING MODEL

1

That Conference directs the National Executive to call on the Minister for Justice, Home Affairs and Migration to immediately establish an independent review of the current An Garda Síochána Operating Model. This review should be conducted by an independent party with the objective of establishing the effectiveness of the Operating Model in its current format as a policing model within this jurisdiction. The review should further examine the viability of the Operating Model given the evolving Policing requirements and increases in population density since the completion of the Commission of the future of Policing Report. Additionally, the review should examine if the current Operating Model, based on the current resource levels, now creates an immediate and serious risk to service delivery for the public generally. Any review conducted should take cognisance of the following:

- The removal of the District Officer's responsibility and assignment for geographically areas.
- The growing disconnect between Community Engagement Hubs and Crime Hubs.
- The volume of roles Inspectors are now being assigned within the Operating model and the growing nonadherence to role profiles within the operating model structure.

CAVAN MONAGHAN / LOUTH / TIPPERARY / WICKLOW / DMR NORTH

RETENTION

2

That Conference directs the National Executive to call upon the Minister for Justice, Home Affairs and Migration and the Minister for Public Expenditure and Reform to urgently investigate barriers to retention within An Garda Síochána and initiate proactive measures in order to create an environment whereby members that reach eligibility for retirement are incentivised and provided with a clear pathway that should they remain within An Garda Síochána and continue to serve the people of Ireland there is a positive future within the Organisation for them. As part of this investigation, the Minister should consider an alternative and innovative system to deal with pensions and gratuities, which should incorporate the discontinuation of members payment of Pensions and Additional Superannuation Contributions (formerly the Pension Related Deduction) on the completion of 30 years' service.

DMR WEST / DMR EAST / CORK CITY / DMR NORTH / WESTMEATH / LOUTH

RECRUITMENT

3

That conference directs the National Executive to call on the Minister of Justice , Home Affairs and Migration to investigate the barriers to recruitment in to An Garda Síochána

WESTMEATH



MOTIONS FOR CONFERENCE 2025

SOCIAL MEDIA

4

That conference directs the National Executive to call on the Minister for Justice, Home Affairs and Migration to address the growing issue of citizen journalism and its impact on policing, member safety and wellbeing along with public safety and the integrity of investigations. Conference now calls on the Minister to ensure that the Garda Commissioner provides appropriate and adequate training along with clear and robust policies designed to provide members of An Garda Síochána with protection from & minimize exposure to abuse through social media whilst also ensuring a balanced approach that upholds the rights of individuals and members of AGS while maintaining public confidence in the justice system. An Garda Síochána policy and procedure around social media should center on balancing the public's right to transparency with the need to protect Gardai from potential harassment and operational challenges.

DMR NORTH CENTRAL / TIPPERARY / LAOIS OFFALY

SERVICE DELIVERY

5

That Conference directs the National Executive to call on the Garda Commissioner to ensure that there are full time Forensic Collision Investigation Units with sufficiently trained Forensic Collision Investigators within each Garda Region to support the investigation of Fatal and Serious Road Traffic Collisions. The Garda Commissioner should further ensure that members attached to these units should be provided with on-going training and skills development along with the development and implementation of a professional and efficient system to activate the deployment of such Forensic Collision Investigators to Fatal and Serious Road Traffic Collisions.

DMR SOUTH CENTRAL / MAYO

TRAINING

6

That Conference directs the National Executive to call on the Garda Commissioner to ensure that all members working in Regional Control Centers, including Sergeants and Inspectors, receive training in HQ Directives 16/24 (Call Handling and Incident Response), 87/24 (Spontaneous Pursuits) and 88/24 (Vehicle Stopping Devices) in advance of taking up their role.

DMR SOUTH CENTRAL

EFFICIENCIES

7

That the conference directs the Garda Commissioner and the Minister for Justice, Home Affairs and Migration to examine the proposal to transition from the current handwritten custody record prisoner management system to a digital platform, with the aim of improving efficiency, security, data accuracy, and overall effectiveness in managing prisoners and their associated information.

KERRY



MOTIONS FOR CONFERENCE 2025

MISCELLANEOUS

8

That Conference directs the National Executive to call on the Garda Commissioner to conduct a full review of the remits along with the roles and responsibilities of both the Anti-Corruption Unit and Internal Affairs, with a view to establishing one amalgamated rebranded Unit with clear mandates and specific responsibilities.

LOUTH

EMERGENCY EQUIPMENT

9

That Conference directs the National Executive to call on the Garda Commissioner to develop and publish a National Organisational Strategic Plan outlining what is expected of each Garda Division/ Section during a “Red Weather Warning” this plan needs to offer clear guidance to all as to which resources, equipment and practices are to be adopted when policing these events. Furthermore, the Commissioner along with the OPW shall conduct a state of readiness of the Garda estate for such events, including installation of generators etc particularly in custody stations. Learnings should be taken from Storm “Eowyn” in this regard.

CAVAN / MONAGHAN

PROMOTIONS AND COMPETITIONS

10

That Conference directs the National Executive to call on the Garda Commissioner to review the current practice with HRPD, where following a competition for Specialist Units, a practice has developed where large lists of successful candidates are drawn up and placed on panels with the numbers often unrealistic resulting in unacceptable delays in appointments along with large cohorts of successful candidates never being appointed.

CORK CITY

WELLBEING

11

That Conference directs the National Executive to call on the Garda Commissioner to promote a policy of Psychological Safety within An Garda Síochána.

WICKLOW



MOTIONS FOR CONFERENCE 2025

FINANCE

12

That Conference directs the National Executive to call on the Garda Commissioner to examine and review the current provisions of Section 5.1 of the Garda Finance Code pertaining to transfer expenses as these provisions are outdated and impose unreasonable restrictions, making it virtually impossible for members to claim legitimate expenses incurred as a result of a transfer at public expense.

LAOIS / OFFALY

13

That Conference directs that the National Executive to pursue engagement with the Garda Commissioner and the Minister for Justice to revise the Garda Code 10.34 to ensure members of An Garda Síochána who are named as Defendants in Civil Proceeding acting in the course of their duties, are granted state legal representation immediately and only in exceptional circumstances, should this legal representation be revoked.

DMR EAST

POLICY & PROCEDURES

14

That Conference directs the National Executive to call on the Garda Commissioner to immediately conduct a further review of the "Garda Safe" dispatching system and to introduce a Standard Operating Policy for all Regional Control Centres for the effective actioning and closing of calls for service.

CORK CITY

THE BUSINESS OF POLICING V POLICING AS A BUSINESS

15

Civilianisation and Management Culture

That Conference directs the National Executive to call on the Garda Commissioner to conduct a full review of Civilisation along with the current Management Culture within An Garda Síochána, with a view to establishing if the introduction of additional Civilianisation resulted in the realisation of tangible efficiencies within An Garda Síochána and the service the organisation provides to the public. Furthermore the review should additionally examine whether the current management culture within the organisation encourages senior leadership to adopt a more statistical and KPI driven approach to policing rather than a quality service delivery approach.

AGSI NATIONAL EXECUTIVE

KILKENNY / CARLOW

2025

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Media Briefings Schedule

Below is a timetable of scheduled media briefings during the 2025 Annual Delegate Conference.

INTERVIEWEE

RONAN CLOGHER,
General Secretary

DECLAN HIGGINS,
President

KEVIN BOLGER,
Deputy General Secretary

RORY BRENNAN,
National Executive Member

DAY 1: MONDAY 14TH APRIL 2025

Time	Media Opportunity
9:30am - 3:00pm	Pre-booked media interviews and on-site
TBC	Doorstep interview: To be confirmed on the day

DAY 2: TUESDAY 15TH APRIL 2025

Time	Media Opportunity
7:30am - 9:00am	Pre-booked media interviews and on-site
1:00pm	Official press briefing / media interviews on-site
4:30pm	Official press briefing / media interviews on-site

DAY 3: WEDNESDAY 16TH APRIL 2025

Time	Media Opportunity
1:30pm	Interviews arranged on request

NOTE: Delegates & National Executive Members can be interviewed in intervening times on motions sought via Joanne Sweeney

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Media & Communications Officer

CONTACT

Joanne Sweeney

on **087 623 7373**

or email **joanne@digitaltraining.ie**



X Hashtag for Conference

#AGSI25

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