Garda Anti-Corruption Unit

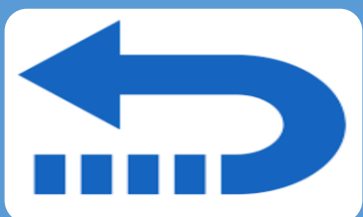# Why do we need an Anti-Corruption Unit?

Enhancing public confidence in An Garda Síochána

Maintaining the reputation of An Garda Síochána

Promoting the highest professional standards, ethical values and integrity in An Garda Síochána

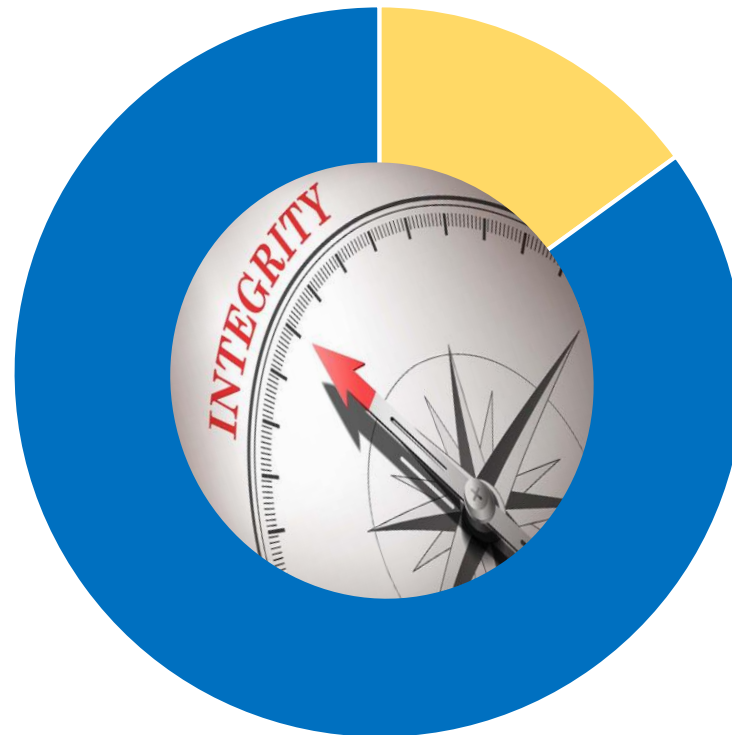*"Deterrence and prevention are better than detection"*

Deterrence and Prevention - better than Detection

Focus of the
Garda Anti-Corruption Unit

Promotion of Integrity & Education:

- Workshops and Briefings
- Training
- Introduction of Integrity Network
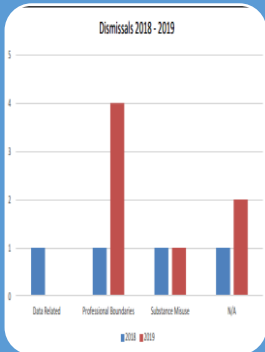- Communications

Enquiries & Investigation:

- Enquiries and investigation relating to allegations of corruption
- It is as important to disprove false allegations as it is to prove true allegations

Establishment of Garda Anti-Corruption Unit

Strategic Threat and Risk Assessment (STRA)

- Highlighting gaps in current policies, procedures and training to guide strategy
- Identifies "Key Themes" to focus on during 2020 and provides recommendations
- Identifies present/emerging corruption related categories in An Garda Síochána

Garda Anti-Corruption Unit Framework

- Details key elements of Garda Anti-Corruption Framework
- Includes high level implementation plan
- Culmination of significant scoping exercise

Policies and Procedures

- Policies and procedure documents have been developed;
- Anti-Corruption Policy (overarching), Business Interests and Secondary Occupations Policy, Conflict of Interest Policy, Notifiable Associations Policy, Substance Misuse Policy and Professional Boundaries Policy

Garda Anti-Corruption Strategy

- Aims to support implementation of a streamlined Garda Anti-Corruption approach
- Sets out milestones with respect to 5 core pillars
- Aligned with the Organisational Strategy Statement 2019-2021, Policing Plan 2020 and goals/milestones from APSFF

Garda Anti-Corruption Unit

Build integrity and embed a culture of professional conduct, ethical behavior and **doing the right thing for the right reason**

Identify and communicate lessons learned from investigations, intelligence and international good practice

Provide a confidential integrity line service that is in line with best international practice
Provide secure and accessible advice and channels to report corrupt / dishonest behaviour

Protect society from people/groups seeking to benefit from corruption of Garda personnel and enhance public confidence in the Organisation

Using communications and training to protect Garda personnel from pressure to compromise their professionalism

Ensure the tone from the top of the Organisation supports a culture of trust, ethical reporting and integrity

Garda Anti-Corruption Unit Integrity Building Section

Integrity Building Section

Activities

Communication

Behavioural Audits

Tailored Educational Packages

Acknowledge Good Integrity / Behaviours

Address Poor Behaviours

Ethical Standards
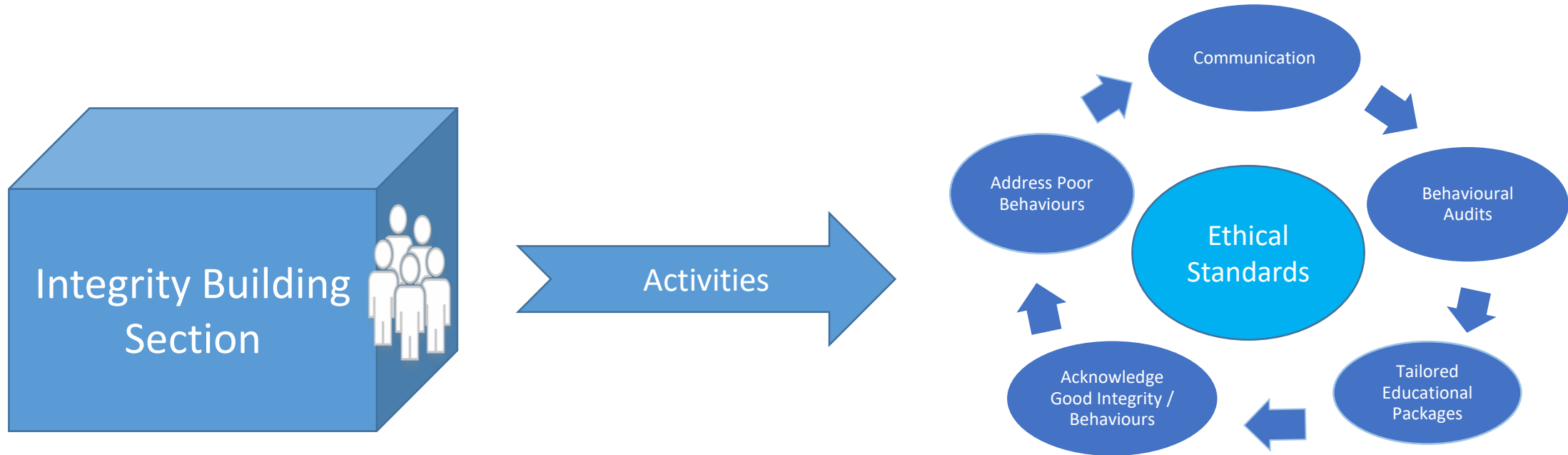
RESPONSIBILITIES OF INTEGRITY BUILDING TEAM

Increase Integrity Awareness & Eradicate Corruption

Advice & Guidance

Develop & oversee Integrity Network

Identify Strategic Threats

Develop / Publish Lessons Learned

Training / Briefings
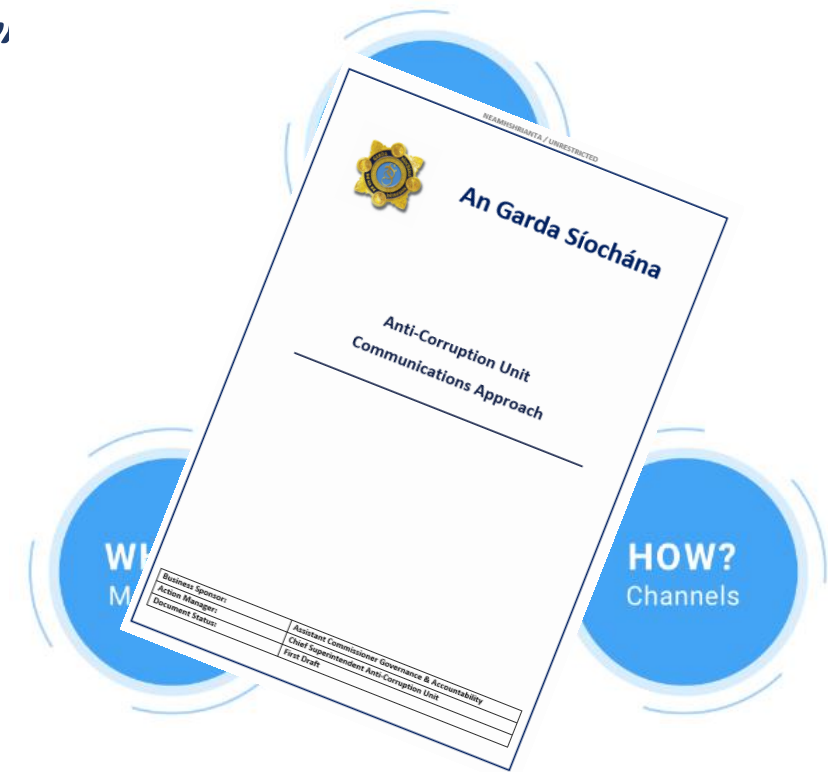
Develop & Maintain Online Tools

Communications Approach

- Organisational message

    "Doing the right thing for the right reason"

- "Open, transparent, accountable"

- Portal notices, infographics, screensavers

- Engagement with Staff Associations/Unions

- Engagement with our external stakeholders

- Tender process for provision of specialist training

ACU Liaison Officer & Integrity Network

Anti-Corruption Unit

ACU Liaison Officers

Integrity Network

Superintendent / Assistant Principal

- Nominated for each Division/Section

- Part of Performance Assurance Portfolio

All Ranks / Grades

- Nominated for each Division/Section

- Support and champion the work of ACU and ACU Liaison Officer

Garda Anti-Corruption Unit

ANY QUESTIONS?