

Fiosrú



Fiosrú

Oifig an
Ombudsman
Póilíneachta

Office of
the Police
Ombudsman

Climate Action Road Map

150 Upper Abbey Street
Dublin 1

Fiosrú - Climate Action Roadmap

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1. Introduction

Fiosrú, Office of the Police Ombudsman was established under the Policing, Security and Community Safety (“PSCS”) Act 2024. The PSCS Act 2024 came into effect on 2 April 2025 and entailed replacing the former three-person Garda Síochána Ombudsman Commission (‘GSOC’) with two office holders, the Police Ombudsman and Deputy Police Ombudsman. Fiosrú is responsible for receiving and dealing with complaints made by members of the public concerning the conduct of members of the Garda Síochána.

It occupies a 3,137 square metre building over five floors and a basement car park at 150 Upper Abbey Street, Dublin 1. The building was completed in 2007.

The Climate Action Plan (“CAP”) 2021 and subsequent CAP 2023 committed that public sector bodies will complete Climate Action Roadmaps by the end of 2022 which was extended to end of quarter 1 2023. Further to this Fiosrú included additional data in 2025. CAP 2021 also committed that the SEAI and the EPA would collaborate to produce public guidance for preparing Climate Action Roadmaps. This document is aligned with the guidance.

The Climate Action Roadmap is a document required by public sector bodies which communicates how each public body aims to meet the requirements of the Climate Action Mandate 2022 and reach its 2030 carbon and energy efficiency targets.

Fiosrú met the 2020 target of improving energy efficiency by 33% but is aware there is further significant challenge in achieving the 2030 targets. This roadmap will ensure the organisation achieve the overall 2030 targets to improve energy efficiency by 50% over the 2009 baseline and to reduce CO2 emissions by 51% over their 2016-2018 average baseline.

2. Fiosrú Objectives

Fiosrú is aligning with the public sector targets which are to improve energy efficiency by 50% over the 2009 baseline and to reduce CO2 emissions by 51% over their 2016-2018 average baseline.

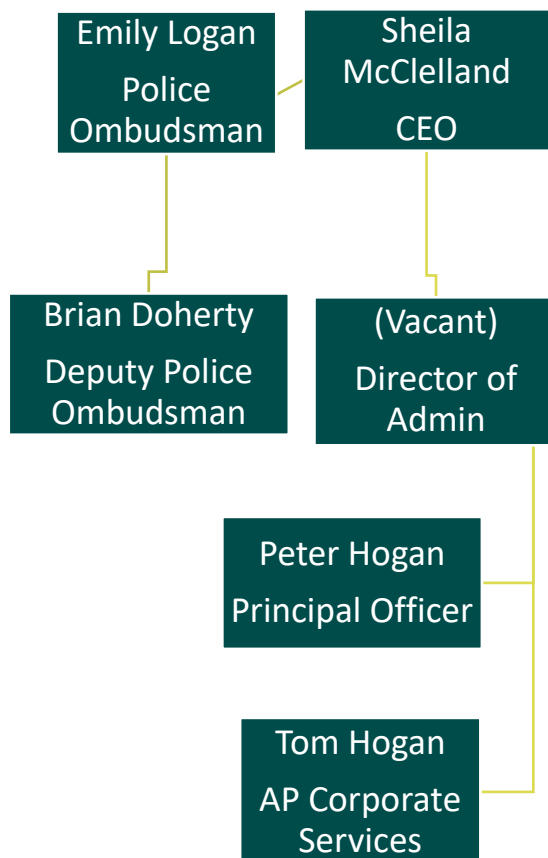
By 2030, every public sector organisation is required to achieve:

- 51% reduction in energy-related greenhouse gas (GHG) emissions
- 51% reduction in thermal (heating and transport) related greenhouse gas emissions
- 50% improvement in energy efficiency

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3. Leadership and Governance for climate action:

The following chart shows Fiosrú's governance structure for climate and sustainability.



- The nominated Climate and Sustainability Champion for Fiosrú is Peter Hogan
- The nominated Energy Performance Officer (EPO) is Peter Hogan

Fiosrú's energy performance officer has decision making powers with regard to facilities management, corporate budgets and procurement, along with responsibility for corporate and financial reporting, so that they can:

- Lead the further development of our Energy Management Plan as an integral part of our Business Planning and Performance Management processes.
- Drive the implementation of the actions and projects agreed under our Energy Management Plan.

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- Assign clear responsibility for implementation of our Energy Management Plan and ensure staff have the necessary training and support to carry out these tasks.
- Ensure the setting of our annual energy saving targets.
- Ensure the timeliness and quality of our annual data reports to the SEAI Public Sector Energy Performance Monitoring & Reporting System.
- Ensure timely provision of our report for the Annual Memorandum to Government on the implementation of this Strategy.
- Include these tasks as part of annual goal setting under PMDS (Performance Management & Development System).

3.1 Fiosrú's Green Team

The following are the names and roles of individuals appointed to the Green Team:

Name of Team member	Role in the Green Team
Peter Hogan	EPO (Senior Leadership Team)
Tom Hogan	Chair (Corporate Services)
Samantha Clinton	Secretary
Declan Doyle	Complaints and Investigations
Chloe Melia	ICT
Ashling O'Neil	Secretariat
Jack Cuddy	HR
Joseph Sheridan	Corporate Services
John Culleton	Corporate Services
Mary Claire Casement	Complaints and Investigations
Gavin Gray	Quality Management
Jessica Adderley	Data Protection
Monica Horyszna	Legal

3.2 Engaging our People

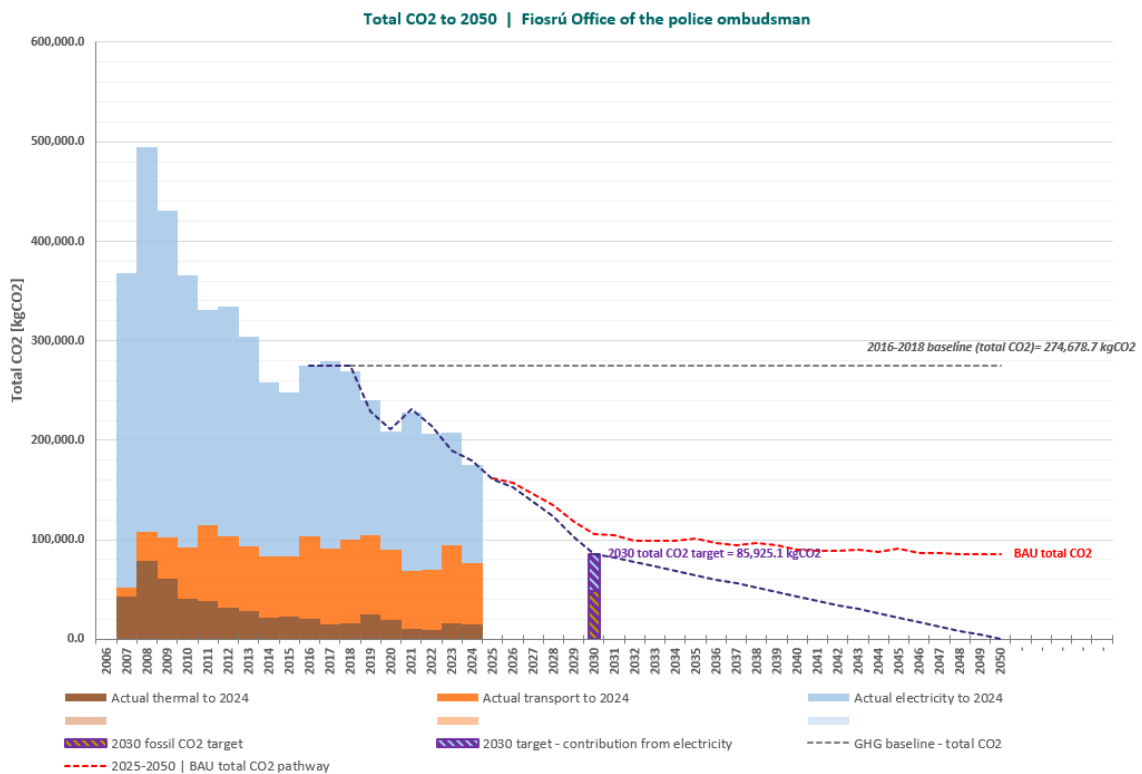
The Green Team regularly engage with staff through events and workshops. Currently the Green Team is encouraging the "Reduce the Use of Lifts" initiative, which encourages staff to reduce energy usage by taking the stairs more often. The Green Team also host an external sustainability liaison, who runs energy saving workshops with staff.

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In addition, the Green Team will promote the SEAI Energy Academy to all staff in the organisation (www.seai.ie/energyacademy/). This is a free, online, e-learning platform designed to help businesses and public bodies increase their energy efficiency and reduce their energy related costs. Designed by Ireland's leading energy and e-learning experts, the Energy Academy gives access to high-quality, on-demand energy training.

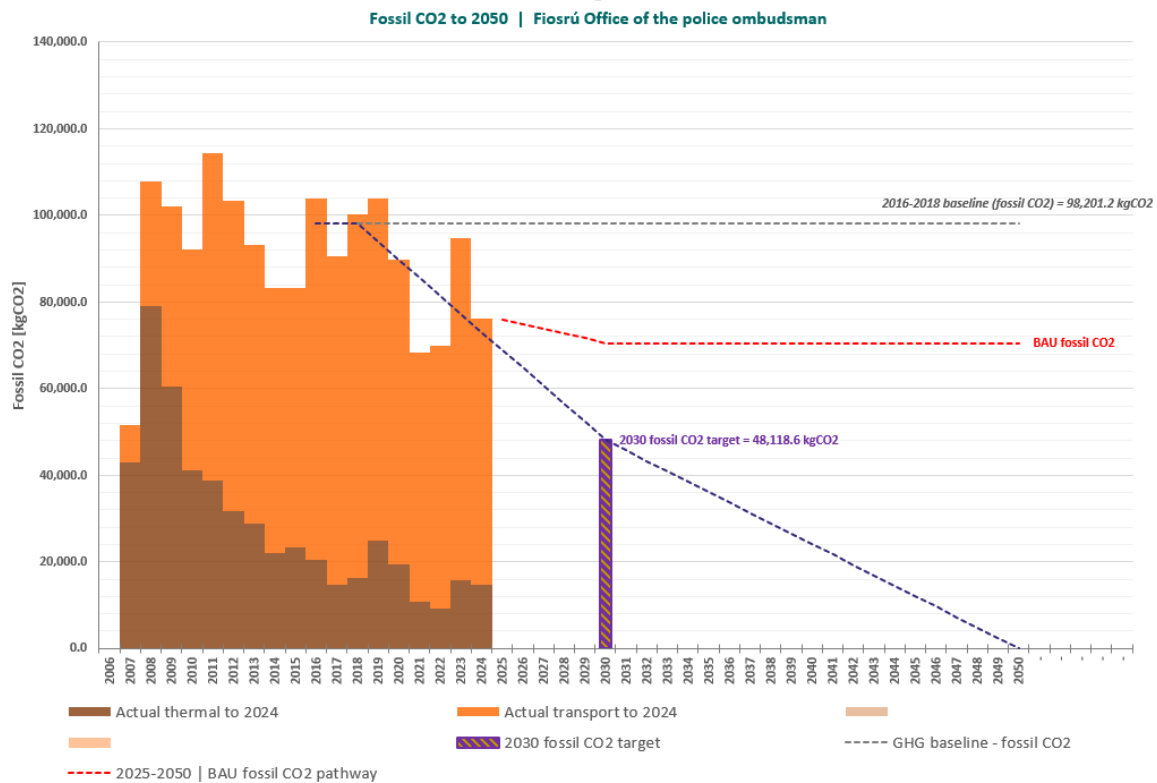
4. Achieving our carbon target

The SEAI Gap to Target model, shows what will be required to achieve the 2030 CO2 reduction target. The chart below shows the current status. The 'purple' bar on the chart shows the 2030 target for Fiosrú. The 'blue' and 'brown' shading show where you will be in 2030 based on the current position. The 'brown'(thermal) is a flat line each year unless decarbonisation initiatives are delivered however the model does factor in the CO2 gains by electricity 'blue' shading being decarbonised to 2030.



The next chart shows the 'Non-Electricity' emissions status which is the real challenge in terms of reducing these and achieving the target. This chart shows there is quite a significant reduction required in fossil fuel related emissions:

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5. Technologies to Consider to achieve 2030 decarbonisation targets

5.1 Heat Pumps

A heat pump transfers heat energy from a low temperature source and upgrades it to a higher temperature where it can be usefully employed for heating. There are a number of heat pump techniques by which this can be achieved. The ratio of heat energy released to the energy consumed can be significantly greater than one. Heat pump systems operate most efficiently when the source temperature is as high as possible and the heat distribution temperature is as low as possible.

An air to water heat pump heats space by extracting the renewable energy that's in the air outside; it then converts this heat into warm water for distribution around the building.

5.2 Solar Photovoltaics

There are significant opportunities for deploying solar photovoltaic cells to generate electricity and reduce the organisations carbon footprint.

Photovoltaic cells work by being sandwiched between layers of semi-conducting materials such as silicone. Each layer has different electronic properties that energise when hit by photons from sunlight, creating an electric field. This is known as the photoelectric effect – and it's this that creates the current needed to produce electricity.

Solar panels generate a direct current of electricity. This is then passed through an inverter to convert it into an alternating current, which can then be funnelled into the national grid or

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used directly where generated. It is normally more favourable and cost effective to use the electricity generated directly rather than sell to the grid.

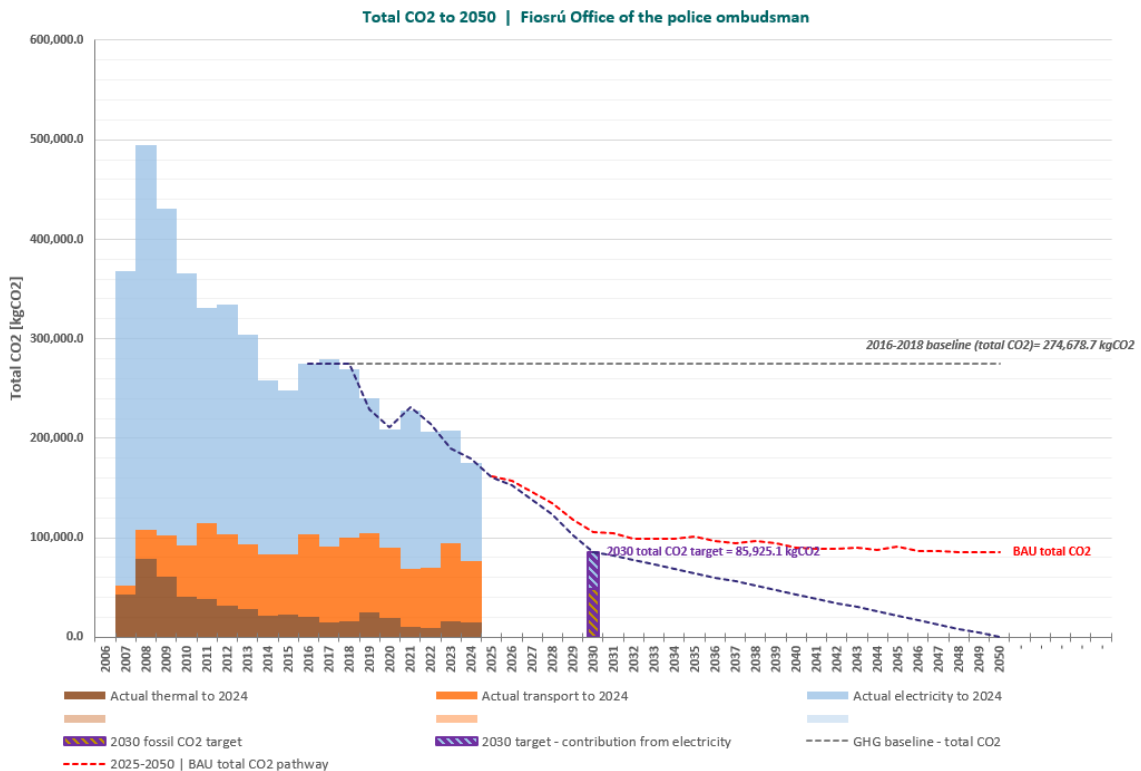
The second option is for a 'Local Energy Supply Contract' or 'Power Purchase Agreement' (PPA) whereby a third party will install the solar photovoltaic system at their expense and Fiosrú would buy the electricity generated over a contracted period rather than from the national grid.

5.3 Electric Vehicles

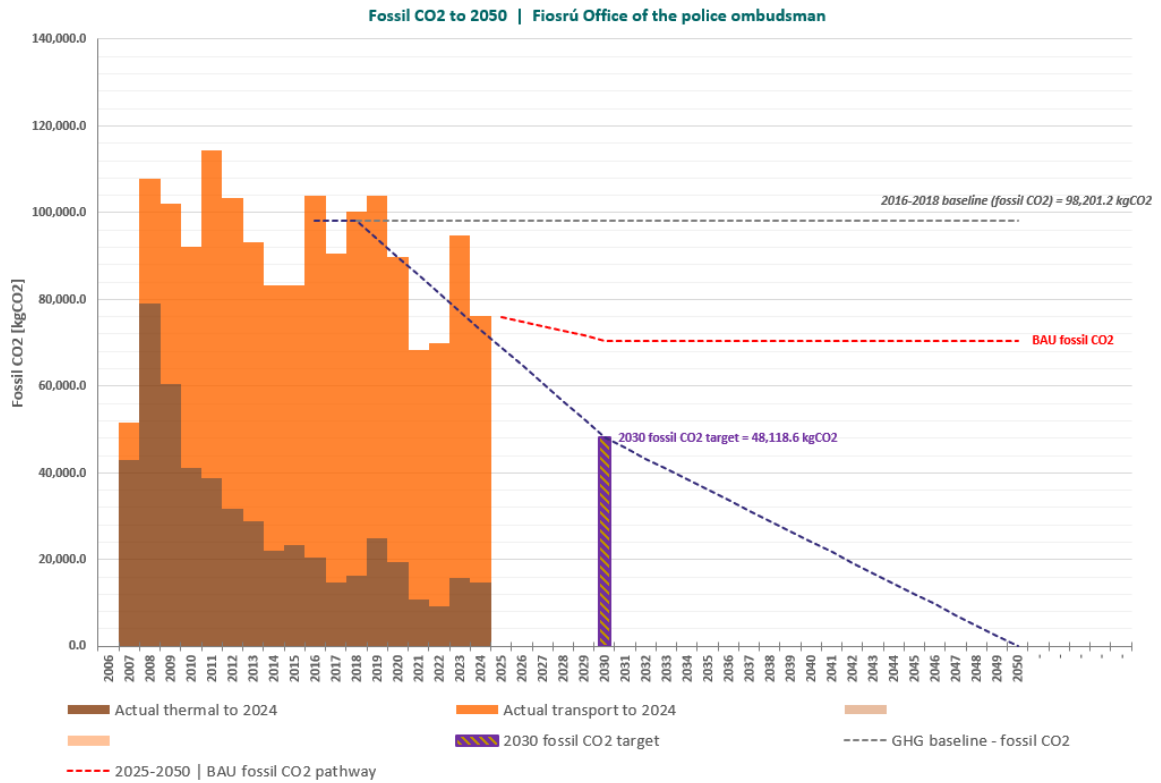
Fiosrú currently has a fleet of 19 vehicles. Our aim over the next few years is to replace these vehicles with electric vehicles, which are proven to be more environmentally friendly. As they have zero tailpipe emissions, have a lower carbon footprint and have reduced noise pollution. The purchasing of electric vehicles will also help us to achieve our sustainability goals as quite a large section of our output is transport.

6. Roadmap to 2030 delivering the following projects:

- Install 100 kW of Solar Photovoltaic arrays 2027
- Heat pump installations to replace 60% of natural gas use 2028
- Change 50% of our diesel vehicles to electronic vehicles by 2027



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7. Achieving our energy efficiency target

7.1 SEAI Monitoring & Reporting Scorecard:

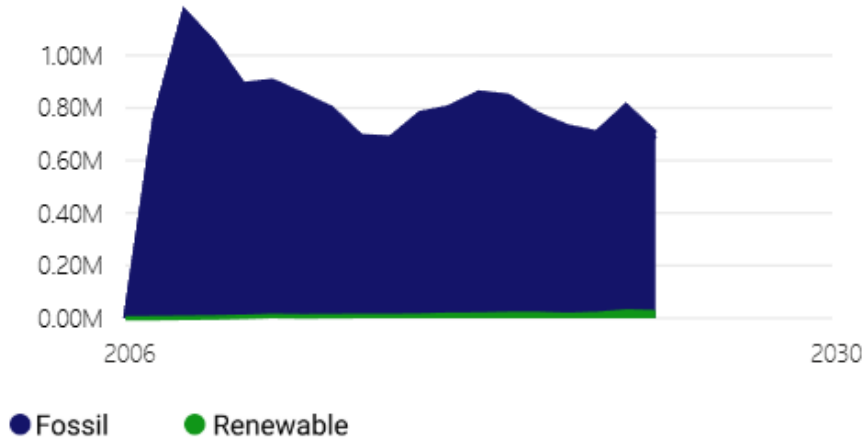
The M&R score card taken from the SEAI M&R system shows Fiosrú has achieved their energy efficiency target so far and were ahead of the glide path by 2020. This scorecard is based on an activity metric rather than absolute energy consumption data. The activity metric in use is based on 'Full Time Employees'.

Fiosrú was awarded a Certificate of Achievement for Energy Saving on 30 April 2025, presented by the OPW. This was awarded as a result of passing a 60% energy reduction threshold, compared to the base year of 2008.

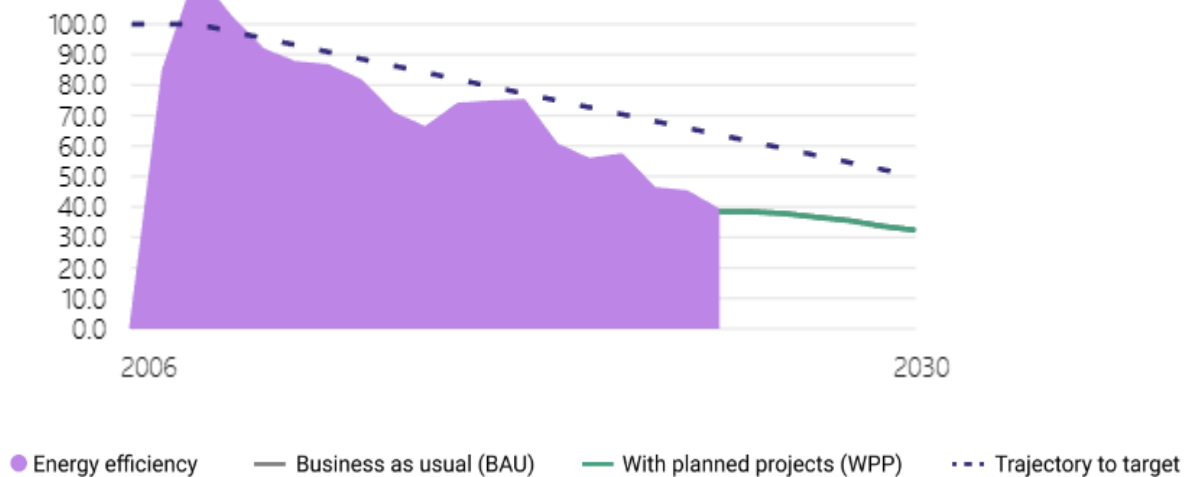
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7.2 Energy Performance to Date

Final energy (kWh)



Energy efficiency target



Achieving the 2030 energy efficiency target of 50% improvement is a key focus for Fiosrú.

7.3 Energy and environmental management systems

The Climate Action Mandate requires large public sector bodies to achieve formal environmental and/or energy management system accreditation. All public sector bodies should have some form of energy management system in place, even if not accredited.

The organisation will plan to implement an energy management system.

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SEAI's guide to Demonstrating Exemplar Energy Management details the appropriate energy management programme depending on the energy spend of the organisation, how it should be assessed annually and relevant SEAI supports. Fiosrú will decide whether ISO 50001 is more appropriate or Energy MAP.

8. Greening our procurement

Green Public Procurement (GPP) is a process where public authorities seek to source goods, services or works with a reduced environmental impact. The EPA has published GPP guidance and ten accompanying criteria sets that support the inclusion of sustainable and green practices into public sector procurement procedures.

The ten criteria sets published are listed below.

Road Transport Vehicles & Services	Indoor & Outdoor Lighting
ICT Products & Services	Heating Equipment
Food & Catering Services	Energy related Products
Indoor Cleaning Services	Paper Products
Office Buildings Design, Construction & Management	Printing Services

There are opportunities to introduce green criteria in procurement to support climate action ambitions including improved energy efficiency.

Fiosrú has:

- Included green criteria for selection and award criteria when procuring all goods and services (reference Circular 20/2019), using the published GPP guidance and criteria sets.
- Set up a system to gather and record data on GPP implementation in your organisation, using the reporting template and guidance developed for government department reporting as a reference.

9. Resource Use

The Climate Action Mandate requires public bodies to review any paper-based processes and evaluate the possibilities for digitisation, so it becomes the default approach.

Fiosrú will decide upon a timeline for review of paper-based processes to understand potential for digitisation. This was completed earlier in 2025.

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10. Improving our buildings

In improving our buildings, the organisation has:

- Ensured procurement of vehicles to meet CAP21 target for purchase of zero emission vehicles where operationally feasible, as well as the minimum targets set out by SI381/2021 Clean Vehicles Directive.
- Ensured there is a Display Energy Certificate (DEC) in every building 'frequently visited by the public'
- Implemented bicycle friendly options for our building by installing bicycle parking for staff as well as shower facilities

11. ICT Equipment

Fiosrú assesses all ICT procurement needs for the potential reuse or redeployment of existing devices before purchasing new equipment.

12. Water

Fiosrú currently has a water contract in place to ensure that refillable bottled water provided to staff is of the highest quality.

As part of maintaining this assurance, each year the system is thoroughly cleaned as well as multiple regularly scheduled sample testing of the water for legionella etc.

Fiosrú also has bottled water coolers available on the ground floor and interview room areas of our premises for members of the public visiting our offices.

13. Paper

Fiosrú ensures that all paper used in our organisation is produced from recycled materials. We are also actively looking to improve our digital record system to help reduce the volume of paper used.

Fiosrú is currently developing an upgraded digital case-management system, which will help decrease the overall usage of paper.

14. Construction

There has been no construction projects in any of Fiosrú's locations, however we will look for low carbon construction methods for all future projects.

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15. Waste

To reduce the amount of waste sent to the landfill, Fiosrú provides recycling bins as well as recently adding compost bins for the use of staff. Fiosrú is also actively working with the Simon Community, donating empty cans/bottles previously used by staff members as part of the Deposit Return Scheme.

15.1 Food Waste

Fiosrú does not operate canteen or food services on any of our premises. Therefore, it is not practicable to measure or monitor food waste.

16. Procurement of Energy Related Products

Fiosrú ensures when buying new products that they are A-Rated, the usage of fluorescent lighting is being phased out to LED bulbs. Fiosrú continues to look for the most energy efficient products on the market.

17. Cleaning Services

Fiosrú's established cleaning contract requires that the Cleaning Staff use eco friendly products when cleaning our offices.

18. Summary

Fiosrú's aim to tackle climate action in the workplace is as follows:

- 2025 has been another strong year in performance for Fiosrú. The organisation further improved our energy efficiency, and have now improved energy efficiency by 61.5% since the baseline.
- There is a strong commitment across the organisation to increasing energy efficiency. Fiosrú continues to work towards our goal of reaching our 2030 target.
- This Climate Action Plan includes further steps which will have major impact to reduce GHG emissions including replacing vehicles in our fleet with clean vehicles, investing in more energy efficient systems in our buildings, and replacing fossil fuel boilers with electric heating systems.
- The Police Ombudsman and Chief Executive Officer have affirmed their commitment to the implementation of our Climate Action Roadmap and to deliver progress in line with the 2025 Climate Action Mandate.