

VISION 2030

> **OUR VISION**

- DEFEND OUR STATE
- TRANSFORM OUR FORCES
- VALUE OUR PEOPLE

VISION STATEMENT: Óglaigh na hÉireann will be a joint, agile and fit-for-purpose military force, postured to defend our sovereignty, protect Irish citizens, and secure Ireland's interests. We will do this by: Transforming our culture; Modernising our force to have the capability to deter threats across multi-domain operational environments; Valuing and respecting our people's dignity, empowering them to 'Be More', and delivering exciting and fulfilling careers for all who serve.

'DEFEND OUR STATE' MEANS:

- A Defence Force that is equipped and trained with the required capabilities.
- Augmented establishments and capabilities for Army, Air Force and Navy Services.
- Enhanced SOF to include Air and Maritime Task Groups.
- A new Joint Cyber Command and counter-Hybrid Warfare capability.
- Strengthened Intelligence structures and capacities to enable increased situational awareness and threat assessments.
- A Joint Radar Capability (Air, Maritime; Costal; GBAD) to monitor, protect, and secure national territory.
- An augmented mechanised/armour capability for the Army (force protection level 4) for operational deployments and training, home and abroad.
- Additional rotary and fixed wing assets for the Air Service including an enhanced RPAS capability.
- A Naval ship replacement programme to deliver a balanced and capable fleet.
- A regenerated Navy Service that has the capacities and resources to deliver an increasing number of patrol days at sea.
- A regenerated, trained and capable Reserve Defence Force to support the PDF in all its tasks.
- Army, Air Force and Navy units deployed on peace support and humanitarian support missions overseas.
- Additional and strengthened DF capabilities for ATPC and ATCA tasks.
- Enhanced EOD; CBRN and ESST capabilities for deployment on operations.

'TRANSFORM OUR FORCES' MEANS:

- Aligning the DF Strategic Headquarters, staffed by all three Services (all ranks), with appropriate force Command and Control structures.
- Creating new Strategic HR, Strategic Transformation and Digital Transformation offices/structures.
- Institutionalising acceptable behaviour standards to reflect DF ethos and our values-in-action programme.
- Being postured and prepared to deploy in service of the State, at home and overseas.
- Examining and informing a redesign of the Army Force and re-creating an Army specific HQ.
- Introducing new Head of Service appointments for the Army, Air Force and Navy.
- Introducing new Senior Enlisted Advisor appointments at DF Strategic and Service HQ level.
- Enabling Female and Senior Enlisted Leadership participation at the highest levels of decision making.
- Establishing and developing new joint training and education centres (apprentices; intelligence; cyber etc.) and increasing instructor establishments.
- Establishing a Joint Induction Training Centre.
- Establishing a new (civ-mil) Capability Development Branch and Planning Process.
- Enhancing the GENAD and SELAC Capability function at Strategic HQ and within all three Services.
- Establishing a new Office of Reserve Affairs.

'VALUE OUR PEOPLE' MEANS:

- Introducing and enabling recruitment strategies to increase unit strengths-in-station and the number of annual inductions.
- Harnessing diversity and inclusive traditions into the new culture of Óglaigh na hÉireann.
- Investing in new infrastructure to utilise simulated training opportunities, to increase the number of remote working stations, and to establish a virtual learning environment sand platforms that will reduce travel commitments and address identified work-life balance challenges.
- Creating a healthcare provision for all ranks that ensures access to medical and dental treatments.
- Working with Government Defence Stakeholders to maintain competitive pay rates for newly qualified members.
- Creating new and permanent training instructor establishments to reduce Training Resource Requirements (TRRs).
- Enabling and institutionalising gender perspectives for career and capability and DF policy decision making at all levels.
- Progressing allowance initiatives to enable the increased retention of our people in all Services.
- Developing career paths for specialist areas in accordance with the DF Professional Military Education strategy.
- Improving merit based promotion systems and providing for increased security of tenure in appointments.
- Investing more funds in training facilities to enable additional education and career course capacities and opportunities.
- Progressing 'family-friendly' practices for career courses, career development opportunities and overseas.