

An Garda Síochána

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Ms. Helen Hall
Chief Executive
Policing Authority

Dear Helen

Re: Commissioner's Monthly Report to the Policing Authority

I am pleased to provide the first monthly report for 2020 outlining the key aspects of the administration and operation of An Garda Síochána for the month of December 2019, in accordance with Section 41A of the Garda Síochána Act 2005, as amended.

This report is provided for review in advance of the Policing Authority meeting with the Commissioner, on Wednesday, 29 January 2020.

Yours sincerely

**SUPERINTENDENT
OFFICE OF THE COMMISSIONER**

24 January 2020

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Message from the Commissioner

In the last month there have been a number of positive developments for An Garda Síochána in delivering an improved service to the public.

One of these was the decision on 3 December 2019 by the Central Statistics Office (CSO) to publish Crime Detection Rates. The CSO said that an important factor in its decision, was the ongoing positive impact of data governance practices delivered by An Garda Síochána. This data will give us more accurate information for use in operational decision making and forecasting and will be beneficial to our stakeholders, including the Policing Authority. Of course, crime statistics are still being published by the CSO 'under reservation' and there will be a focus in 2020 on delivering key initiatives under our Data Quality Assurance Plan to further improve data governance and the quality of our data.

We also continued to make progress in the implementation of 'A Policing Service for the Future'. In December 2019 our Human Rights Strategy was published, which will see a range of measures introduced to ensure we are delivering a human rights focused policing and security service. In addition to this, the roll-out of mobility devices to the front-line continued with a particular emphasis on roads policing and further Gardaí were redeployed from administrative work to operational duties.

As always, a major priority for the Organisation in December was in protecting lives on the roads. The Christmas Safety Campaign saw significant enforcement and educational measures put in place. Unfortunately, at the end of 2019, road deaths were up six on the year previously. An Garda Síochána will continue to work throughout 2020 with our road safety partners to reduce road deaths and serious injuries. However, everyone who uses the roads has a role to play in this, and we would continue to ask all road users to drive safely and respect other road users.

Operationally, the month saw many examples of excellent work by Garda members throughout the country to keep people safe. This included seizures of drugs, firearms and cash from organised crime gangs, as well as arrests for offences such as illegal possession of a firearm, robbery and burglary.

On 9 December 2019, I was very pleased to approve the participation of An Garda Síochána in a second Joint Investigation Team with Belgian, French and UK authorities. This Joint Investigation Team was launched to assist the investigation by Essex Constabulary into the deaths of 39 persons in a refrigerated trailer outside Tilbury Port on Wednesday 23 October 2019. As outlined in the December 2019 report, the Garda National Immigration Bureau has provided assistance to the investigation and following the receipt of a request under the Criminal Justice (Mutual Legal Assistance) Act, personnel from the Essex Forensic Science Service travelled to Dublin and following a technical examination of the vehicle by the Garda National Technical Bureau, the UK Authorities took possession of the vehicle. On foot of a European Arrest Warrant, a person was arrested on 1 November, 2019 and was brought before the High Court.

1. Finance

The overall financial position at the end of December shows a total net expenditure of €1,669.2m which is €3.1m less than the Annual Budget of €1,672.3m which includes the Supplementary Estimate of €17.5m. The balance of €3.1m includes the Surrender Balance of €2m agreed with the Department of Justice & Equality and approximately €1m of additional receipts which came in to the Appropriations in Aid subhead towards the end of the year.

The supplementary funding was primarily used to offset the additional overtime, pay and non-pay related expenditure incurred in 2019 as a result of the visits of the US President and Vice President which cost, in total, €14.7m. In addition, €3.6m was spent on mobility devices, including licenses and accessories. It was possible to roll out some devices in December 2019, with the balance to be rolled out in early 2020.

The total overtime spend was €106.9m versus the revised budget of €107.3m, which included provisions for the visits of the President and Vice President. Following the receipt of the Supplementary Estimate, it was possible to reverse the planned savings targeted for ICT. Also due to an underspend in relation to the capital building programme, it was possible to invest an additional capital expenditure of €2.7m in the fleet, resulting in the acquisition of some 450 vehicles.

2. Human Resources and People Development (HRPD)

- Garda and Garda Staff strengths at 31 December 2019, including a breakdown by rank, grade and gender, are outlined below. Information is also provided in respect of family friendly arrangements, sick leave and suspensions.
- The Garda Trainee recruitment campaign continues. Four classes entered the Garda College during 2018. Three classes entered the Garda College in 2019 and the first class of 2020 will enter the College in January 2020, with further intakes during the year.
- Refinement and revision of the Workforce Plan continues in consultation with the Policing Authority and Departments of Justice & Equality and Public Expenditure & Reform, ensuring continuous focus on the Garda Reassignment Initiative and progress on the workforce modernisation agenda.
- The number of Garda members reassigned to operational duties at 31 December 2019 is 602. A chart outlining the rank breakdown is provided to follow.
- Details of numbers and vacancies in specified ranks are outlined at Appendices B and C.

Garda Strengths

Rank	At 31 December 2019	Male	Female	WTE
Commissioner	1	1		1
Deputy Commissioner	1	1		1
Assistant Commissioner	8	6	2	8
Chief Superintendent	47	38	9	47
Superintendent	168	151	17	168
Inspector	379	314	65	379
Sergeant	1,966	1,544	422	1,963.5
Garda	11,737	8,389	3,348	11,682.5
Total	14,307	10,444	3,863	14,250

Of which		Male	Female
Career Breaks (incl. ICB)	71	31	40
Work-sharing	57	2	55
Secondments (Overseas etc.)	12	7	5
Maternity Leave	67	N/A	67
Unpaid Maternity Leave	54	N/A	54
Paternity Leave	16	16	N/A
Available Strength	14,030	10,388	3,642

Garda Reserves

Garda Reserves Strength as at 31 December 2019	Total	Male	Female
	458	342	116

Garda Staff Strengths

	Total	WTE*	Male	Female
Professional / Technical	60	59.1	35	25
Administrative **	2,735	2,636.4	703	2,032
Industrial / Non Industrial	403	249.3	123	280
Total	3,198	2,944.8	861	2,337

Of which	Total	Male	Female
Career Breaks***	23	5	18
Maternity Leave	25	N/A	25
Unpaid Maternity Leave	6	N/A	6
Paternity Leave	0	0	N/A
Available Total	3,167	861	2,306

* Whole time equivalent – Garda staff work on a number of different work-sharing patterns

** Civil service grades and other administrative posts

*** Staff on career break are not included in total numbers

Work Sharing ***	Total	Male	Female
	335	7	328

*** Work-sharing figure excludes Industrial / Non-Industrial staff. Many of these posts are part-time.

Administrative and Civil Service

Grade	Total	WTE	Male	Female
CAO	1	1	1	
Executive Director	5	5	4	1
Director	1	1	1	
PO	19	19	11	8
AP	44	44	20	24
HEO/AO	153	152	66	87
EO	726	715.8	198	528
CO	1,786	1,698.6	402	1,384
Total	2,735	2,636.4	703	2,032

Parental Leave

Persons who availed of Parental Leave during 01.12.19 – 31.12.2019	Garda Members	Garda Staff
	223	120

Garda members reassigned to operational duties as at 31 December 2019

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
2018	0.5	4.5	15	39	199	258
2019	0	6	8	47	283	344
Total	0.5	10.5	23	86	482	602

Garda Members - Unavailable for duty due to sick leave 01.12.19 – 31.12.2019

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
November 2019	1593	154	135	11	8	0	1736	165
December 2019	1708	154	159	12	17	0	1884	166

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
November 2019	1723	158	145	11	8	0	1876	169
December 2019	1842	154	167	12	17	0	2026	166

**Ordinary Illness **Injury on Duty*

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
November 2019	12548.5	4198.5	989	310	138	0	13675.5	4508.5
December 2019	14120.5	4224.5	1254	339	274.5	0	15649	4563.5

Garda Staff - Number who availed of sick leave

	No.
November 2019	396
December 2019	407

Garda Staff - Instances of Absence

	Administrative Grades	Technical and Professional	Total
November 2019	435	7	442
December 2019	434	6	440

Garda Staff - Number of days absent

	Administrative Grades	Technical and Professional	Total
November 2019	3,148	78	3,226
December 2019	3559.5	70	3,629.5

- The total number of sick days recorded on SAMS (Sickness Absence Management System) is the number of calendar days that Garda members and Garda Staff are absent. This includes absences due to injury on duty / occupational injury and may also include weekends and rest days.
- Sick leave is recorded and classified as ordinary illness. However, if a member is maliciously injured in the course of duty, without wilful default or negligence on their part and a certificate in accordance with Garda Code 11.37 is issued, the absence may be reclassified as injury on duty.
- Where a member is attributing a subsequent absence to a previous injury sustained on duty, the advices of the Chief Medical Officer are sought to confirm the classification of the absence. The absence remains treated as "Ordinary Illness" until the Chief Medical Officer confirms otherwise.
- Statistics provided are by rank/grade only, as SAMS reporting does not breakdown by gender.

Suspensions: Persons suspended from An Garda Síochána as at 3 January 2020

Total	Male	Female
44	40	4

3. Information and Communications Technology (ICT)

Schengen Information System II (SISII): The SISII project achieved technical readiness in December 2019, another key deliverable under A Policing Service for the Future (APSFF). Technical readiness is defined as successful completion of technical and compliancy test phases prescribed by eu-LISA. User acceptance testing of all SIS-related national systems and development of training materials was completed in December. The next steps are to complete a rehearsal of the data load, finalise end-to-end performance testing of all components and certify the technical communication architecture between Garda systems and EU SIS central system. The deployment of SISII components into production environment ("go-live") is scheduled for Q2 2020.

PRÜM: As of week commencing 6 January 2020, it has been agreed to initiate PRÜM data sharing with Romania. Certificates are being shared between Ireland and Romania to commence the process.

Property and Exhibits Management System (PEMS): As of 31 December 2019, 700,935 Objects have been created in PEMS2. An eLearning package on PEMS2 has been developed by the Garda College and will be rolled out to the organisation.

Roster and Duty Management System (RDMS): RDMS is continuing in DMR East. A parallel operation of the current KELIO Flexi Clock system and RDMS continues for Garda Staff in the Garda National Vetting Bureau. Site Surveys of locations in DMR South-Central were scheduled for January 2020.

Enterprise Content Management (ECM) System: ECM has gone live in the following nineteen Garda Divisions: Louth, Meath, Wicklow, Kildare, Laois/Offaly, Sligo/Leitrim, Cavan/Monaghan, Westmeath, Donegal, Kerry, Limerick, Cork City, Cork North, Cork West, Roscommon/Longford, Clare, Mayo, Galway and DMR East. It has also gone live in the Garda College. Training is ongoing in DMR but is set to conclude soon. Training will continue in the Eastern Region, to include Wexford, Kilkenny, Tipperary and Carlow during Q1 2020. Rollout to DMR will also continue during Q1 2020, following a re-plan on the back of some instability and performance issues with the platform.

Front Line Mobility: The deployment of the new Mobile Data Stations (modern smartphone devices), commenced in December, meeting the Q4 2019 deliverable set out in A Policing Service for the Future (APSFF). There are 4 apps available on the smartphone devices: the Garda E-mail app, the Garda Portal, the Traffic app and the Offences app.

Initial deployment groups were selected, comprising of over 100 frontline members. The first group received devices on 3 December 2019 in Limerick. These were Mobility Champions - 55 members selected from all divisions and units – who were given the role of early adopters of the new service and are expected to provide regular feedback to the service delivery team. On 16 December 2019, devices were deployed to the Naas Roads Policing Unit, Kildare, members of the K District, and DMR West. There is an initial focus on the Traffic App which provides frontline members with real-time detections at the roadside. The Traffic App helps detect disqualified drivers, untaxed cars and stolen vehicles, all at members' fingertips. The Offences App provides offence code details (including penalty points and fines).



Results, from using the new Mobile Data Stations, can be seen with several highly visible detections reported, directly enabled by the Garda apps, such as the one described below:

On [date], while on mobile patrol, members from Finglas Garda Station conducted a check on a vehicle using the official Garda Phone (Active Mobility Device), which provided details of the registered owner. Gardaí stopped the vehicle and the driver stated that he was the registered owner. Once again, Gardaí utilised the Active Mobility Device and checked the driver's details, which informed the members that the driver of the vehicle was, in fact, disqualified from driving. The members then seized the vehicle under section 41, Road Traffic Act 1994, as amended. The driver was arrested and conveyed to Finglas Garda Station, where he was subsequently charged with Driving without a Licence and granted station bail. Additional charges are being considered.

Further deployment of the remaining Mobile Data Stations (1,800+) to frontline members, is scheduled to commence at the start of February, 2020.

4. Corporate Communications

National Missing Persons Day 2019 - An Garda Síochána Operation 'Runabay'.

National Missing Persons Day was an opportunity to commemorate missing persons. The event also served to draw attention to open or unsolved missing persons cases and highlight An Garda Síochána's ongoing 'Operation Runabay'. This Operation, managed by the Missing Persons Bureau of the Garda National Protective Services Bureau, seeks to identify the bodies of persons located on the western coastal area of Britain who may have been reported missing in Ireland. 'Operation Runabay' will assess missing persons' cases from all coastal regions of Ireland and will include inquiries with relevant authorities in Spain, Portugal and France. There was significant media coverage following the event and An Garda Síochána produced a short video for social media.

An Garda Síochána Annual Report

An Garda Síochána Annual Report 2018 was approved by Cabinet and published to Garda.ie and Garda social media accounts.

Launches and Initiatives

A number of key initiatives and events took place during the month of December, including:

- **The launch of An Garda Síochána first Human Rights Strategy 2020 – 2022:** The launch of the Strategy received coverage in the national and online media. In addition, it was circulated internally on the Garda portal and published to Garda.ie and our social media channels.
- **The publication of the Q3 Garda Public Attitudes Survey:** The results saw continued positive trends in the public's perception of An Garda Síochána with 81% of people 'Satisfied with Service from An Garda Síochána'. 'Trust in An Garda Síochána' remains very high at 92%.
- **Public Awareness Campaign:** Operation Park Smart appealed to the public not to become complacent and to ensure vehicles are locked and valuables are kept out of sight. Between traditional and online media, this campaign had an estimated reach of 5.9 million.
- **Christmas Road Safety Campaign 2019:** An Garda Síochána's Christmas Road Safety Campaign 2019, consisted of a number of initiatives and communications. All received heavy coverage in the national and local papers and on broadcast and social media during the Christmas period. Some of these initiatives included:
 - Operation Open City, which had a multi-agency approach with the aim of facilitating the movement of Public Transport and minimising traffic disruption to the general public, through high visibility and enforcement activity in Dublin, Cork and Limerick.
 - An Garda Síochána's Safety Message on the dangers of scramblers and quad bikes.
 - Regular updates on enforcement measures and level of compliance.

An Garda Síochána's Media Interviews and briefings included:

- A Technical Media Briefing was held prior to the publication of a new statistical release by the Central Statistics Office (CSO) on Recorded Crime Detection 2018. The purpose of the briefing was to ensure media was informed on a highly technical matter. Coverage included social media posts and a number of national press articles.
- The Commissioner participated in an interview with Crimecall on community safety, tackling organised crime and road safety.
- Assistant Commissioner Special Crime Operations, John O'Driscoll, held an interview with RTE Six One News on drugs and organised crime.
- Assistant Commissioner DMR, Pat Leahy, held interviews with media following the launch of a report by Dr. Johnny Connolly on 'Building Community Resilience'.

- Assistant Commissioner John O’Driscoll was interviewed by Pat Kenny for Newstalk on gangland crime, fraud and other economic crime issues. **Ethics Workshops and Sign-Up to the Code of Ethics.**

5. Progress update on embedding the Code of Ethics

On 7 January 2020, the status of participation at Ethics Workshops and the associated sign up to the Code of Ethics Declaration is as follows;

	Total Number	Attended Workshops	% Attended Workshops	Numbers Signed	% attended workshops that signed	% of total number that signed
No. of Garda Members	14,307	13,636	95%	12,489	92%	87%
No. of Garda Staff	3,198	2,110	66%	1,997	95%	62%
Reserves	458	190	41%	134	71%	29%
Total including Reserves	17,963	15,936	89%	14,620	92%	81%
Total excluding Reserves	17,505	15,746	90%	14,486	92%	83%

Garda Decision Making Model (GDMM)

The Garda College is currently engaging with a third party supplier for an e-learning training initiative for the Decision Making Model. Work is ongoing on the first iteration of the training material in conjunction with Legal Section in relation to human rights.

6. Implementation of Cultural Change

As outlined in recent reports, 12 initiatives of a Staff Culture Engagement Proposal have commenced, in accordance with A Policing Service For the Future (APSFF). The current position in respect of the 12 initiatives as follows:

1. Innovation Week: The initiative entitled ‘Your Ideas’ was launched in July 2019 when all staff were asked for their ideas on how to improve An Garda Síochána, especially frontline policing. A total of 418 submissions by Garda Members and Staff of all ranks and grades around the country were submitted. 13 ideas were selected to proceed to trial implementation with two more to be explored further. The presentation to winning staff took place as part of a Showcase Event at Croke Park on 27 September 2019.
2. The Organisation commenced and continues to publish actions from Senior Leadership Team Meetings on the Garda Portal.
3. Senior Leadership Team meetings are rotated throughout Divisions nationally.
4. Regional and Divisional PAF Meeting Priorities and Actions are circulated to staff.
5. The Ethics and Culture Team Site has been established on the Garda Síochána Portal.
6. The Staff Culture Engagement Charter was uploaded on the Garda Portal Noticeboard in December 2019 and a letter issued to each Assistant Commissioner and Executive Director requesting that the Staff Culture Engagement Charter be clearly displayed in all offices/stations.
7. Work is continuing to develop articles for a special issue of Garda NewsBeat dedicated to Staff Culture Engagement Initiatives. The Head of Internal Communications is assisting in this regard.

8. A total of 74 responses were received by the end of December 2019, to the 'Have Your Say' notice published on the Garda Portal in December 2019. Analysis of the responses is being undertaken by the Garda Ethics and Culture Bureau.
9. Senior Officers' monthly patrol with operational units/sections: This initiative was paused in October 2019 and is under review.
10. Criteria are being developed for a future Cultural Audit in the latter half of 2020.
11. Work is continuing on the Briefing Calendar in conjunction with the PAF initiative.
12. A 'Listening' initiative is at planning stage as part of the Policing Plan 2020.

7. Risk Management

There are 17 Corporate Risks on An Garda Síochána's Corporate Risk Register. Corporate Risk Owners have been assigned and each is being actively managed. The Garda Risk Management Unit (GRMU) continues to provide Organisation-wide communications, training, workshops, advice and guidance to all risk management stakeholders. Superintendent GRMU undertakes regular meetings with Divisional and District Risk Managers to review and quality assure Risk Registers and the GRMU provides Risk Register Development Workshops to stakeholders on an ongoing basis. The Garda Risk Management Unit has provided training, briefings or direct support to more than 2,226 personnel of all ranks and grades since the commencement of the revised risk management approach, in March 2017.

- Meetings on two Corporate Risks took place in December. Meetings on the remaining Corporate Risks were scheduled for January 2020.
- Risk management briefings to the Sergeants Development Programme took place on 6 December 2019.
- The Garda Risk Management Unit continues to schedule briefings on an ongoing basis to upskill new Risk Management support staff.
- An Audit and Risk Committee meeting took place on 18 December 2019.
- The next Key Governance Stakeholder Group meeting is scheduled for 27 January 2020.

Compliance rates from Divisions and Regions have remained consistently high throughout 2018 and 2019. The average compliance rate for 2019 is currently 94%.

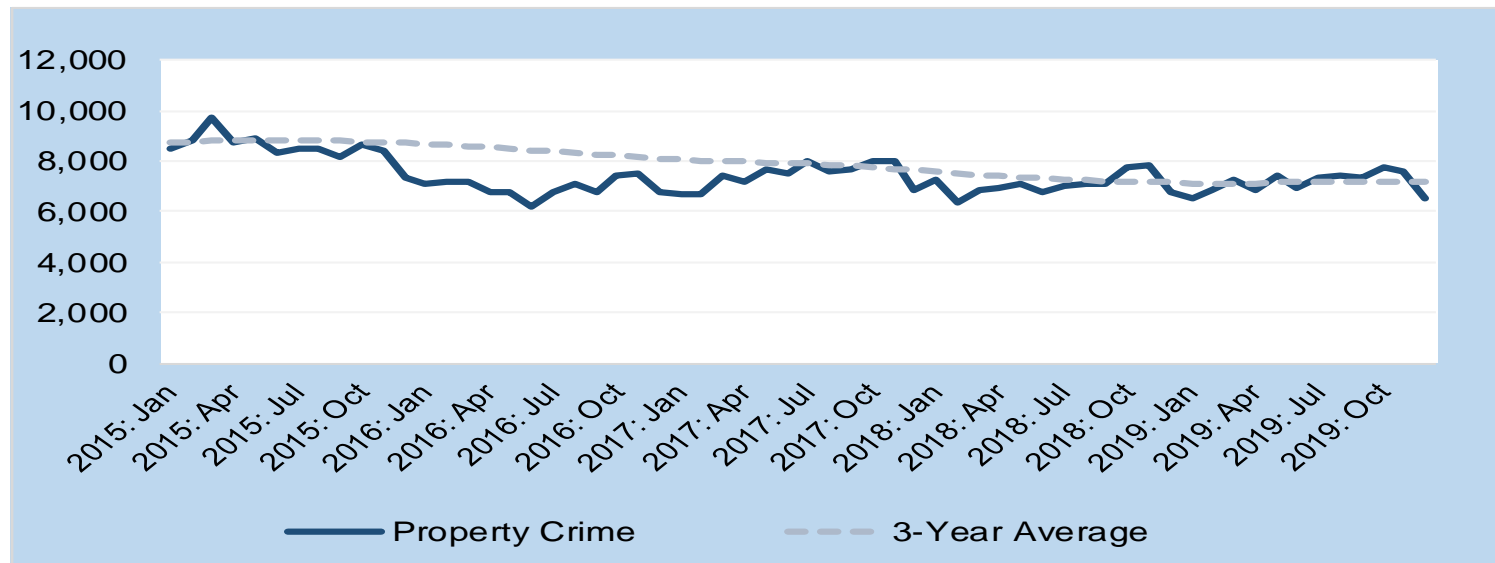
8. Crime Trends

National Overview

Long term trends in property crime and burglary have plateaued having been decreasing over the previous four years. Crimes against the person and sexual offences continue a long term increase. While public order has been increasing since 2018, criminal damage which had been decreasing has now begun to stabilise.

Chart 1: Total Property Crime - 5 Year Trend

Nationally, **total Property Crime** had been trending downwards since the end of 2015, but has shown some indications of an increase in 2018/19. Levels are up +1.3% in 2019 on the 2018 total.

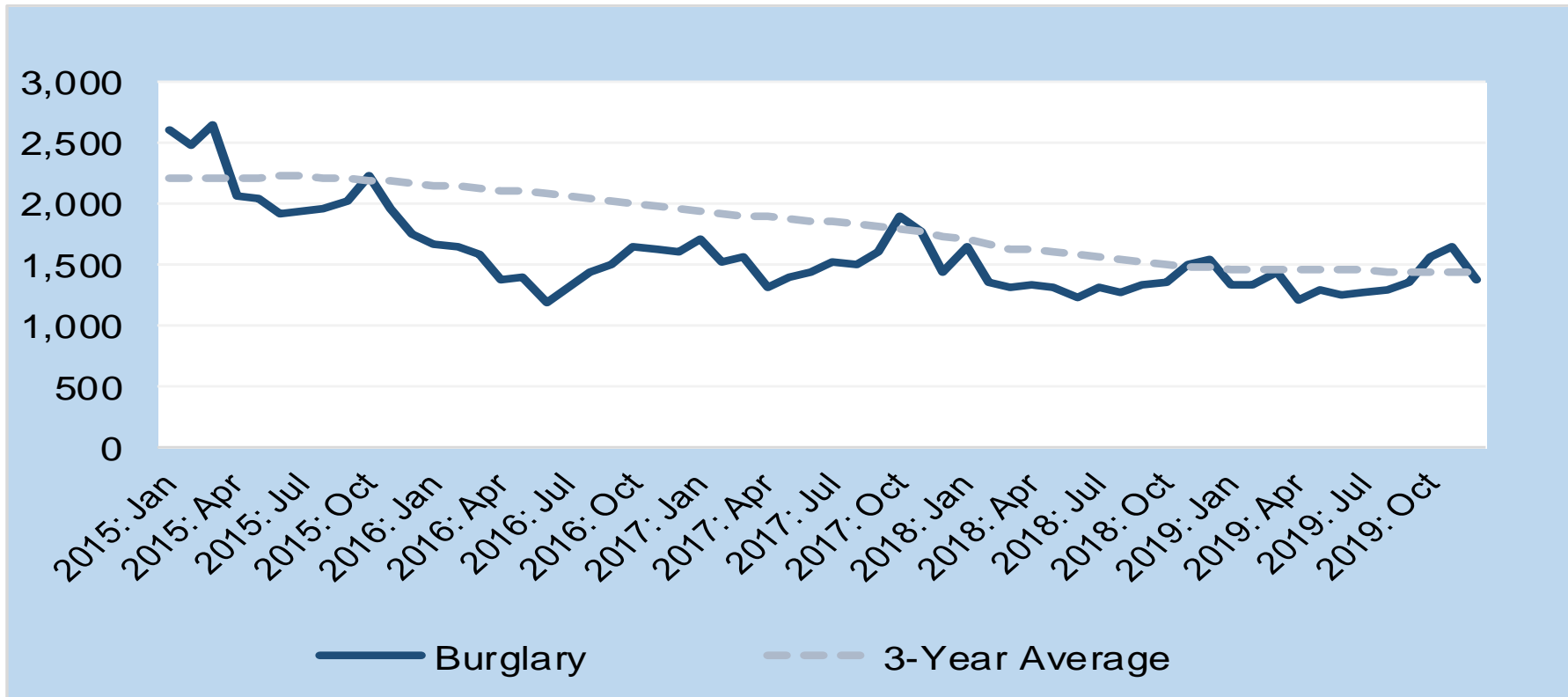


The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

Note: Crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.

Chart 2: Burglary - 5 Year Trend

Burglary has also been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015, increasing in October and November, but down in December 2019. Residential burglary tends to increase in the darker winter months, but is lower in the days around Christmas. Residential burglary was up 3% and burglary occurring elsewhere was down -11% in 2019 as compared with 2018.

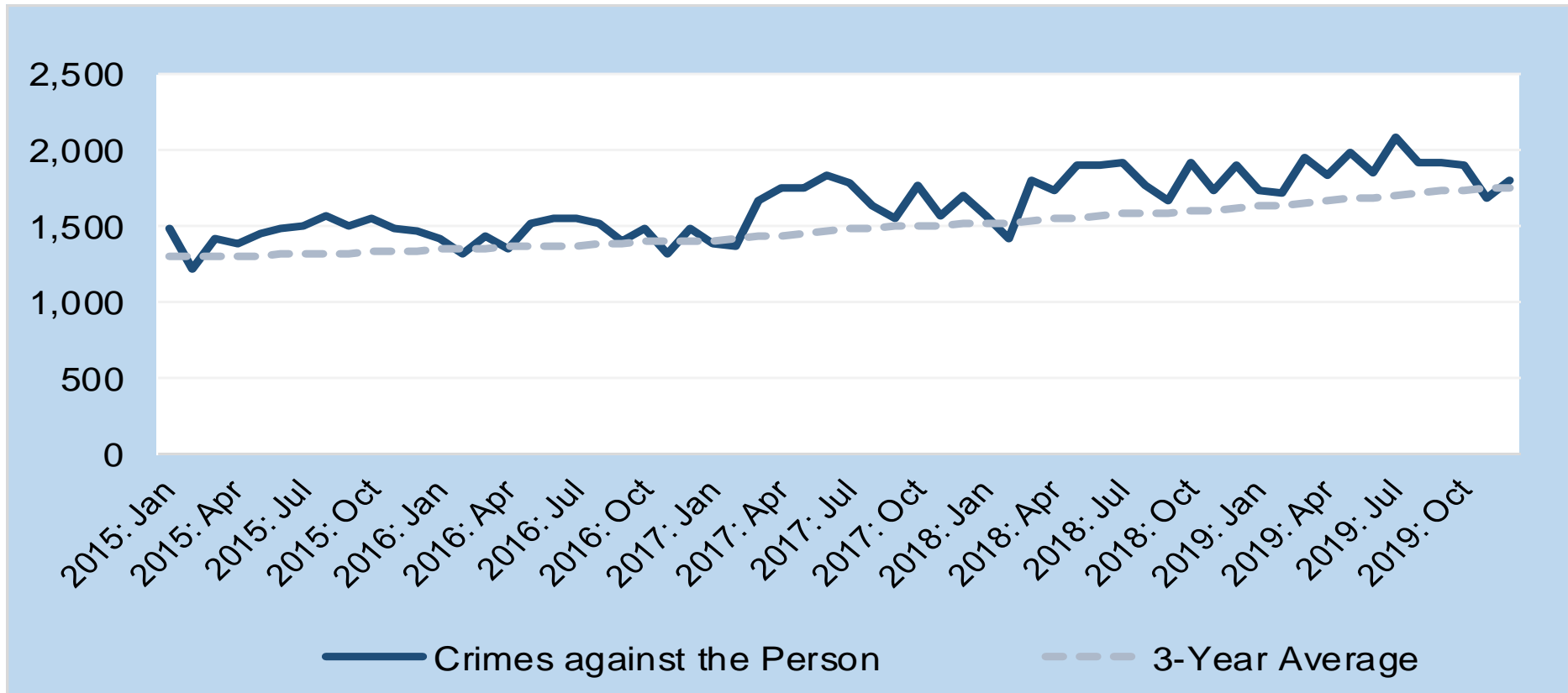


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Chart 3: Crimes against the Person - 5 Year Trend

Nationally, **crimes against the person** continue to trend upwards, with an increase of +5% in the 12 month comparison, primarily driven by an increase in assaults.

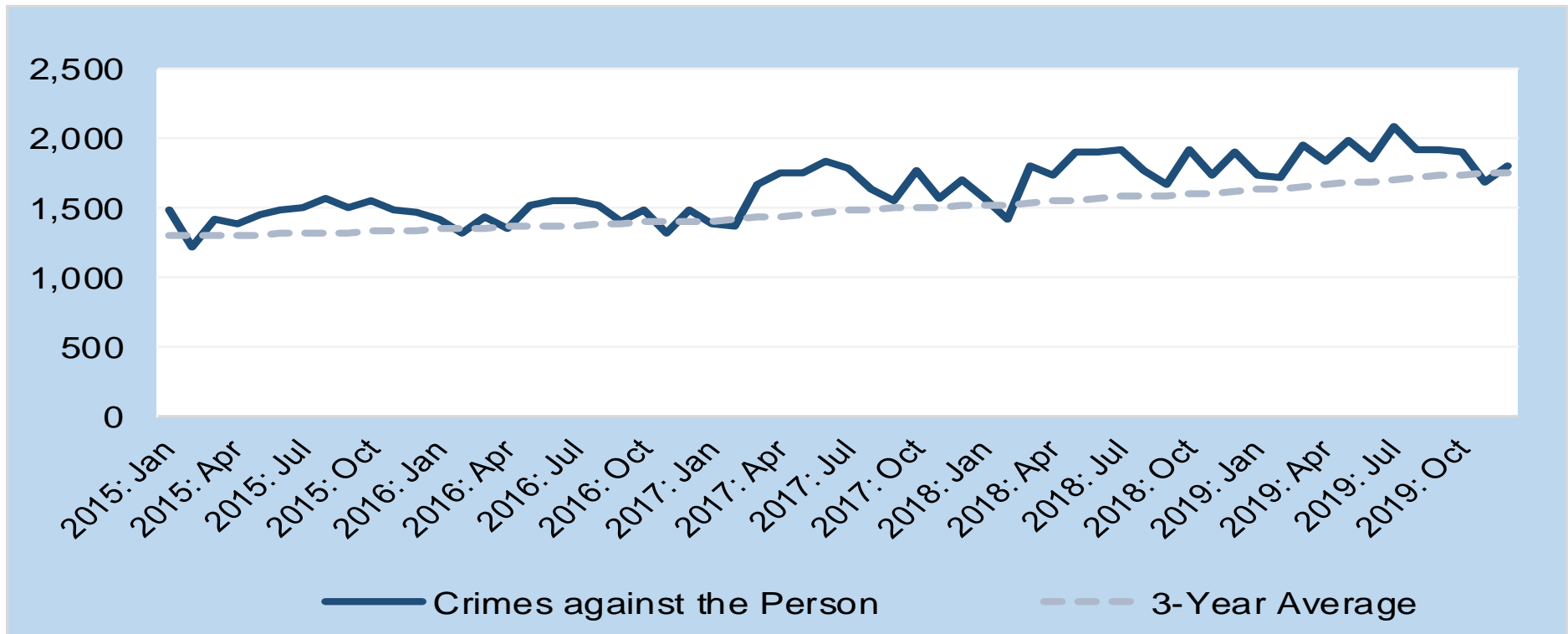


The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

Note: Crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.

Chart 4: Sexual Offences - 5 Year Trend

The Garda Information Services Centre (GISC) has implemented a batch data quality check on **Sexual Offences**, to ensure the correct application of crime counting rules, and as such, this data can be reported on with a one month time lag. Sexual offences have been increasing since early 2015 and are up +3% in 2019 over the 2018 total. This increase is not unique to Ireland and may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. However, given that crimes against the person are also on an upward trend, it cannot be precluded that there has been an increase in the number of sexual crimes occurring.

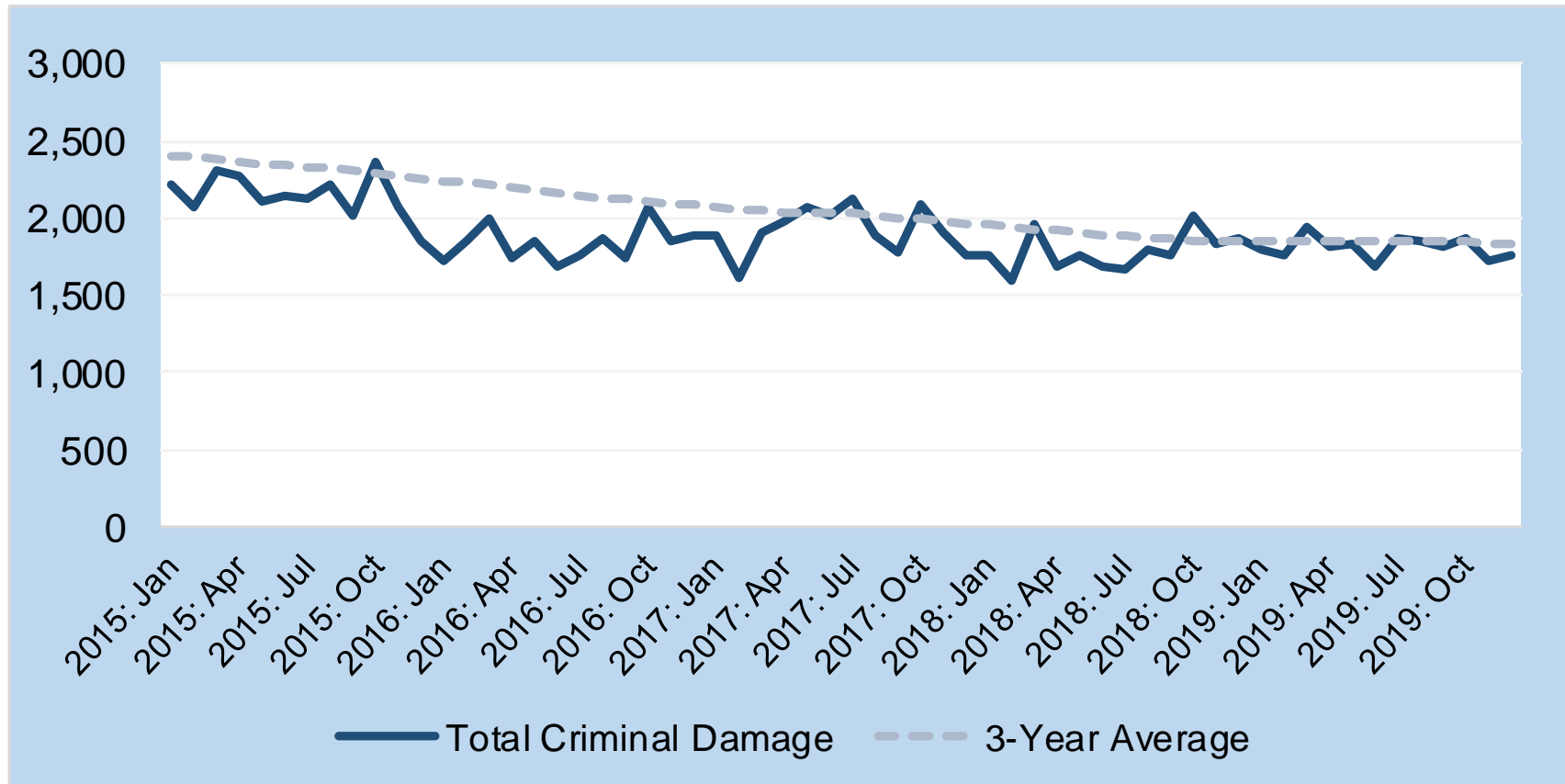


The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

Note: Crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.

Chart 5: Total Criminal Damage - 5 Year Trend

Nationally, **total criminal damage** incidents have trended downwards, but have recorded a +2% increase in 2019 as compared with 2018.

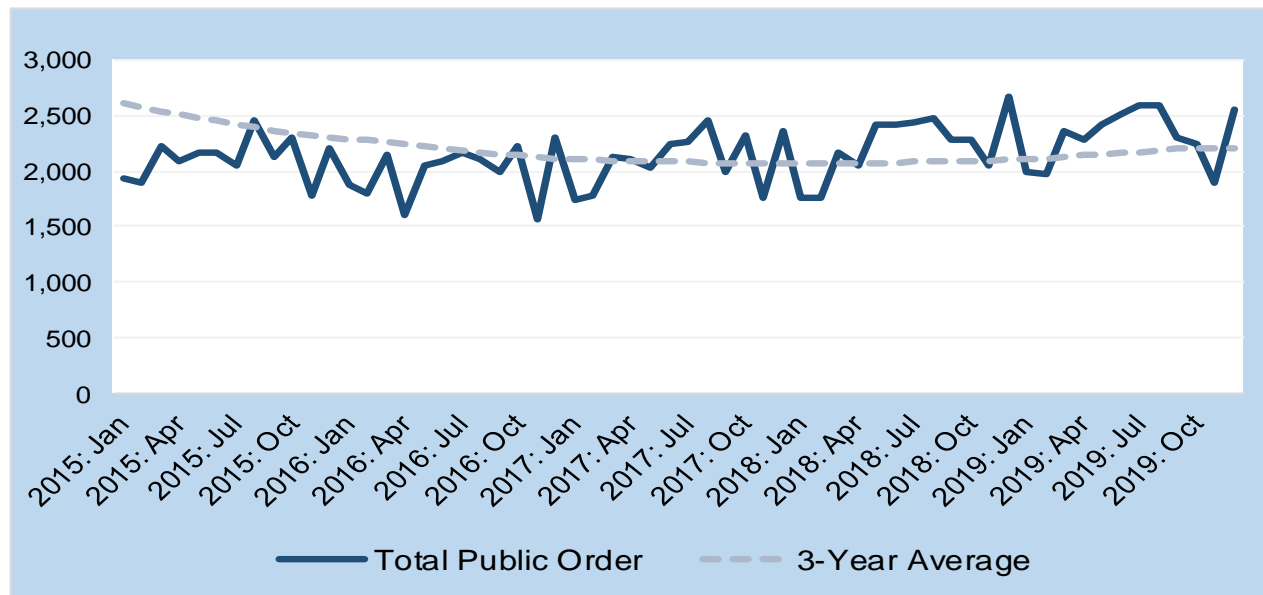


The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

Note: Crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.

Chart 6: Total Public Order - 5 Year Trend

Total public order incidents have been showing an increasing trend since mid-2018. There has been a +4% increase in the number of recorded offences in 2019 over the 2018 total. Increases in public order offences have been driven by a +6% increase in drunkenness offences over the same period.



The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

Note: Crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.

Data Quality Assurance

For the first time since 2014, the CSO published An Garda Síochána's Crime Detection Rates on 3 December 2019. The CSO report acknowledged that an important factor in the decision to publish was the ongoing positive impact of data governance practices delivered by the Organisation. However, the new classification of detections does not give a well-rounded view of the outcome of criminal investigations. Crimes are marked as either detected or not in the 3 December report. There are plans to move to a model of reporting outcomes, not just detections, through a combination of capturing more granular data and statistical methodology in agreement with the CSO. The next formal meeting between An Garda Síochána and the CSO will be on 3 February to discuss and agree progress on the data quality assurance plan actions. Other topics will include the possible assignment of seconded CSO statisticians to An Garda Síochána and the process to produce a crime outcomes report.

9. Policing Successes

Throughout December 2019, there were numerous incidents of noteworthy police work performed by members of An Garda Síochána in the course of their routine operational policing duties. They were supported by specialist personnel from units under the remit of Assistant Commissioners Special Crime Operations, Security & Intelligence, Roads Policing & Major Event Management and Community Relations. These included the incidents set out to follow:

On 1 December 2019, as part of an ongoing investigation by the Special Detective Unit, a person was arrested at Dublin Airport pursuant to section 21 of the Offences Against the State Act 1939/98, as amended, for the offence of membership of an unlawful organisation and section 21A Offences Against the State Act 1939/98, as amended by section 49, Criminal Justice (Terrorist Offences) Act 2005, for the offence of providing assistance to an unlawful organisation. The prisoner was conveyed to a Dublin Garda Station and was detained pursuant to section 30 of the Offences Against the State Act 1939/98. Directions were subsequently received from the Office of the Director of Public Prosecutions and on 4 December 2019, the prisoner appeared before the Dublin District Court at the Criminal Courts of Justice charged with the offence of providing assistance to an unlawful organisation. The individual was remanded in custody, but was subsequently granted bail.

On 3 December 2019, as a result of an intelligence-led investigation, personnel from Blanchardstown Garda Station supported by the Emergency Response Unit, stopped a vehicle in Co. Westmeath. A semi-automatic handgun, balaclavas, gloves and bleach were recovered. Both occupants of the vehicle were arrested under section 30 of the Offences Against the State Act 1939, as amended and detained at Finglas and Blanchardstown Garda Stations. The persons were subsequently charged with firearms offences and remanded in custody.

On 4 December 2019, under the auspices of Frontex, the Garda National Immigration Bureau participated in a Joint Return Operation (JRO) in conjunction with the Icelandic and Belgian Authorities. During this operation, 23 persons who were the subject of Deportation Orders, were repatriated from Ireland to Albania and Georgia.

On 6 December 2019, as a result of an intelligence-led operation targeting a Romanian Organised Crime Gang suspected of involvement in online fraudulent activity, members from the Garda National Bureau of Criminal Investigation arrested a male at Dublin Airport on foot of a European Arrest Warrant. The prisoner has since been extradited to Romania. A second suspect was also arrested by members of the Garda National Economic Crime Bureau for theft and fraud offences, and a number of items were seized, including cash (Euro and Canadian dollars), mobile phones and a laptop. The suspect was subsequently charged with offences contrary to the Criminal Justice (Theft and Fraud Offences) Act 2001 and remanded in custody.

On 11 December 2019, as part of an ongoing investigation by Gardaí in Kerry, a suspect was arrested by colleagues in Budapest on foot of a European Arrest Warrant. The suspect was granted bail in 2017 and subsequently fled this jurisdiction. The prisoner was repatriated to Ireland and appeared before a special sitting of Limerick Circuit Court on 20 December 2019, where he was remanded in custody.

On 14 December 2019, while conducting a checkpoint in Fethard, Co. Tipperary, members from Clonmel Garda Station stopped a vehicle and recovered property, believed to have been stolen in an earlier incident. Four occupants in the vehicle were arrested on suspicion of Handling Stolen Property, contrary to the Criminal Justice (Theft and Fraud Offences) Act, 2001 and conveyed to Clonmel and Cahir Garda Stations. They were detained contrary to the provisions of section 4 of the Criminal Justice Act 1984. Three prisoners were subsequently charged with Possession of Stolen Property and

Possession of Drugs under section 3, Misuse of Drugs Act 1977/84. The other prisoner (a juvenile) was released without charge and an Investigation File will be submitted to the Director of the Diversion Programme. Other related serious crimes, including burglary, thefts from the person and from MPVs, remain under investigation.

On 15 December 2019, as part of an intelligence-led investigation, a vehicle was stopped in north Co. Louth by personnel from the Garda National Drugs and Organised Crime Bureau. Cocaine and Cannabis Herb with an estimated street value in excess of €900,000 were located and three persons were arrested. All prisoners were subsequently charged with offences contrary to sections 3 and 15 of the Misuse of Drugs act 1977/84 and granted bail by Drogheda District Court.

On 23 December 2019, a shooting incident occurred at an apartment complex in Co. Waterford, resulting in life threatening injuries to a 45 year old male. As a result of extensive enquiries by Investigating Gardaí, on 24 December 2019, two males were arrested under section 30 of the Offences against the State 1939, as amended in Co. Dublin and were detained in Waterford Garda Station. A third person was arrested for offences, contrary to the Criminal Law Act, 1997 – aiding and abetting an offender. On 27 December 2019, one suspect was charged with Possession of a Firearm with intent to endanger life and appeared before Waterford District Court, where he was remanded in custody. The remaining prisoners were released without charge and an Investigation File will be submitted to the Law Officers.

As part of an investigation into the theft of a high worth luxury vehicle, Gardaí from the Dublin Metropolitan Region (DMR) South Central executed a search warrant at an Industrial Estate in Newcastle, Co. Dublin on 26 December 2019. During these searches, a 40ft container was found, containing over 100 pedal cycles suspected to have been stolen, worth in excess of €250,000. Efforts are ongoing to return these items to their rightful owner and to date, 24 bikes have been returned. The investigation remains ongoing.

During the month of December 2019, the Criminal Assets Bureau, assisted local Gardaí in conducting searches in Limerick, Tipperary, Wicklow, Dublin and Drogheda, targeting the assets of Organised Crime Gangs suspected of being involved in the sale and supply of controlled drugs and human trafficking. The searches resulted in the granting of Orders to the Criminal Assets Bureau, pursuant to section 17(2) of the Criminal Justice (Money Laundering & Terrorist Financing) Act 2010 over €170,000 held in financial accounts and €11,400 in cash, Cocaine, two motor vehicles and designer jewellery seized.

The Criminal Assets Bureau also secured Orders, pursuant to sections 2 and 3 of the Proceeds of Crime Act 1996, as amended over five properties, €1.7million Bitcoin Cryptocurrency, €373,432 held in financial accounts, €603,990 in cash, designer goods, jewellery and five luxury vehicles.

10. Community Engagement and Organisational Initiatives

Operation 'Open City'

On 2 December 2019, An Garda Síochána commenced Operation 'Open City' which continued until Christmas Eve. The aim of Operation Open City was 'to facilitate the movement of Public Transport and minimise traffic disruption to the general public, through high visibility and enforcement activity' in Dublin, Cork and Limerick.

Operation 'Open City' involved a multi-agency approach between An Garda Síochána, The National Transport Authority, Local Authorities and transport providers and was a high visibility enforcement operation with Gardaí patrolling major arterial routes and link roads during core commuter hours.

There was a particular focus on traffic management issues around car parks at major shopping areas. During the operation, enhanced communication was provided to the public by An Garda Síochána and relevant stakeholders through the use of social media (@GardaTraffic), websites, smart phone apps and roadside variable message signs.

The 197 newly attested Gardaí who graduated on 29 November 2019 took up operational duty on 2 December 2019. The 89 Gardaí assigned to the Dublin Region, 32 Gardaí to Cork City and 32 to Limerick City were all deployed to 'Open City'. They supported Garda Roads Policing Units and local Garda patrols to help people get about their day's business, and enjoy the seasonal festivities.

Operation 'Open City' ran alongside the Christmas Road Safety Enforcement Campaign with both operations focused on reducing road fatalities and keeping people safe.



National Missing Persons Day and Operation 'Runabay'

National Missing Persons Day took place on 4 December 2019, commemorating those who have gone missing and recognising the lasting trauma for their families and friends. National Missing Persons Day also draws attention to open or unsolved missing persons cases and creates an opportunity to provide information on available support services.

Speaking at an event on the day, the Commissioner acknowledged a "day of difficult emotions – a day of sadness and a day of hope against hope" and highlighted that "Putting the Missing Persons Bureau under the National Protective Services Bureau, means Garda officers with significant expertise in investigating incidents involving vulnerable people coordinate missing person investigations".

Under Operation 'Runabay', the Missing Persons Unit initially aimed to identify suitable cases where it was believed that the missing person may have entered the Irish Sea off the East Coast of Ireland and could then subsequently be located on the West Coast of Britain. Once this has been established, a DNA sample is voluntarily obtained from a family member and the sample is compared with DNA records held in the UK in respect of all unidentified persons. So far, over 250 DNA swabs have been taken by the Missing Persons Bureau and the respective DNA profiles have been placed on our DNA database and this number continues to grow.

Operation 'Runabay' will assess missing persons' cases from all coastal regions of Ireland and will include enquiries with the relevant authorities in Spain, Portugal and France. Already, there has been interaction with authorities in Spain and France which has resulted in the remains of a missing Irish man being returned to his family.

Since the establishment of Operation 'Runabay' in 2017, ten missing people have been identified using comparative analysis with familial DNA.



Launch of the Human Rights Strategy 2020-2022

On 10 December 2019, An Garda Síochána launched its Human Rights Strategy 2020-2022 which will see a range of measures introduced to ensure it is delivering a human rights focused policing and security service.

Speaking at the launch, the Commissioner said "A human rights ethos should be central to how we police and seek to maintain public confidence in An Garda Síochána. Moving human rights to the centre of policing delivery has an impact beyond those we directly interact with. Policing then becomes a vital cog in protecting the human rights of all citizens".

Over the last year, An Garda Síochána has introduced a number of measures in this area under 'A Policing Service for the Future' including:

- The establishment of a Garda Human Rights Section
- The hiring of a Senior Legal Advisor, Ms. Ruth Fitzgerald BL, to advise on the development of the Human Rights Strategy
- The re-establishment of the Garda Strategic Human Rights Advisory Committee
- The appointment of a Garda Human Rights Legal Advisor to advise operational commanders
- The publication of key policy documents including a Human Rights Framework, a Human Rights Screening Tool and Operational Guidance Document to assist Garda Personnel
- Placing human rights, along with the Code of Ethics at the centre of the Garda Decision Making Model.

The Human Rights Strategy 2020-2022 builds on these developments with a seven step 'action plan' that takes account of the commitments of 'A Policing Service for the Future', An Garda Síochána's Mission & Strategy 2019-2021 and addresses An Garda Síochána's obligations under section 42 of the Irish Human Rights Equality Commission Act 2014.



Ms. Ruth Fitzgerald Senior Legal Advisor, Garda Commissioner Drew Harris and Ms. Kate Mulkerrins Executive Director Legal

Global Network of Age-Friendly Cities & Communities

On 16 December 2019, Ireland became the first country in the world to become fully affiliated with the World Health Organisations (WHO) Global Network of Age-Friendly Cities & Communities. Assistant Commissioner Garda Community Relations Bureau, along with representatives from the Garda Community Relations Bureau attended the historic event at Slane Castle. The event was addressed by An Taoiseach Mr. Leo Varadkar, in support of the continued commitment to ensuring a more inclusive and supportive society for older people.

Annual Diversity Consultation Day

On 17 December 2019, the Garda National Diversity and Integration Unit (GNDIU) hosted an Annual Diversity Consultation Day in Dublin City Centre, attended by stakeholder groups and representatives from areas of the diversity spectrum. Along with updates on the Diversity & Integration Strategy 2019-2021 and other work carried out by GNDIU, a number of breakout groups discussed each of the five strategic priorities with a view to realising the implementation plan for the Strategy. A number of expressions of interest to participate on the National Diversity Forum have been received from the stakeholders.

Charitable Events

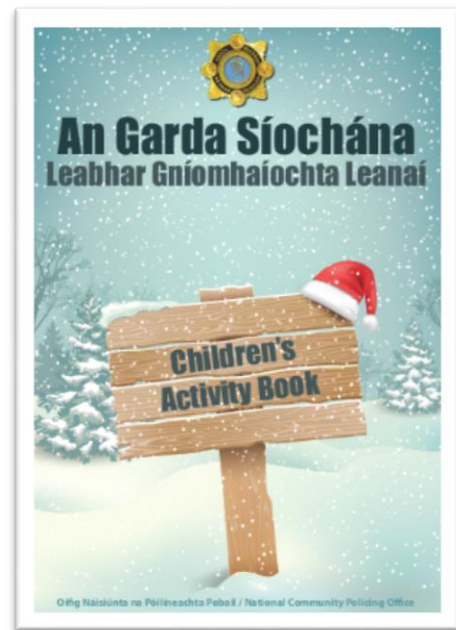
On Christmas Day 2019, members from the Garda National Crime Prevention Unit attended a 'Goal Mile' event at St Colmcille's GAA Club grounds in Piltown, Co. Meath to support and assist at this charitable event. Members from the Garda National Diversity & Integration Unit (GNDIU) also attended a GOAL Mile Charity Run event on St. Stephen's Day 2019 at Le Chéile Athletics Club, Leixlip, Co. Kildare.



Safety at Christmas

During the month of December 2019, to assist with delivering a message of safety at Christmas, the Garda National Community Policing Unit (GNCPU) issued a “Stay Safe at Christmas” message aimed at parents/adults in the community.

The message provided advice on key safety issues over the festive period such as Staying Safe on a Night Out, Safe Homes and Fire Safety and was available for Neighbourhood Watch, Community Alert, Business Watch meetings or other community groups. The GNCPU issued “12 Safety Tips at Christmas” and “Theft from Cars at Retail Car Parks” information leaflets, and a “Garda Children’s Christmas Activity Book” also issued.



Appendix A – Policing Plan 2019 – Performance at a glance, December 2019

Priority 1. Community Policing

1	Community Policing Framework	■	■
2	Diversity & Integration Strategy	■	
3	National Drug Strategy	■	

Priority 2. Protecting People

4	National Tasking Co-ordination Unit	■	
5	Recruiting Analysts	■	
6	Regional Cyber Crime Units	■	
7	GCCB Criminal Intelligence Function	■	
8	Crime Prevention & Reduction Strategy	■	
9	Assault Reduction Strategy	■	
10	Disaggregate Domestic Assaults	■	
11	Bureau of Child Diversion	■	
12	Online Youth Diversion Course	■	
13	National Recidivism Unit	■	
14	OCG Threat Matrix	■	
15	Reporting OCG Targeting	■	
16	CAB Awareness Campaign	■	
17	Expanding GoAML	■	
18	Armed Response 24/7	■	
19	GNECB Liaison Units	■	
20	IMS Deployment	■	
21	Prüm Biometric Data Exchange	■	
22	Schengen IT System	■	
23	Detections Improvements Plan	■	
24	Homicide Review Plan Implementation	■	
25	Divisional Protective Services Units	■	
26	Sexual Assault Detections	■	
27	TUSLA Information Sharing	■	
28	AGS/TUSLA Working Protocol	■	
29	Domestic Abuse Risk Tool	■	
30	Victim KPIs	■	
31	Investigation Conclusion Call Backs	■	
32	Incidents Of Coercive Control	■	
33	Hate Crime Policy	■	
34	In Person Contact for Victims	■	
35	Victim Assessments	■	
36	Missing Person Status	■	
37	LifeSaver Detections	■	
38	Roads Policing Operations Plan	■	
39	Crowe Horwath Recommendations	■	
40	Roads Policing Members	■	
41	FCN Recording Delay	■	

Priority 3. A Secure Ireland

42			47	CHIS Code of Practice	
43			48		
44			49		
45	6 Cs Stay Safe Campaign		50	Major Emergency Management	
46	Identify Security Requirements				

Priority 4. A Human Rights Foundation

51	Human Rights Unit	
52	Human Rights Strategy	
53	Identify Human Rights Issues	
54	SHRAC	
55	Code of Ethics Training	
56	Human Rights of the Vulnerable	

Priority 5. Our People – Our Greatest Resource

57	Learning & Development Strategy		69	Garda Reserve Strategy	
58	Learning & Development Exec. Director		70	Leadership Training Programme	
59	Learning & Development Review Group		71	Governance Training	
60	New Uniform Procurement		72	Staff Culture Engagement	
61	People Strategy		73	Local Intervention Initiative	
62.1	Recruitment – Gardai		74	Performance Management	
62.2	Recruitment – Garda Staff		75	PALF Engagement	
63	Recruitment – Garda Reserves		76	Garda Probation Monitoring Policy	
64	Census & Workforce plan		77	Discipline Processes Review	
65	Job Specifications		78	Anti-Corruption Unit	
66	Garda Redeployment		79	Anti-Corruption Policy	
67	Promotion Selection Method		80	Health, Welfare and Wellness Strategy	
68	Identifying Non-Core Duties		81	Post-Incident Support	

Priority 6. Transforming our Service

82	Management of New Rostering	Red	93	Internal Communications Strategy	Green
83	Estate Management	Red	94	Social Media Engagement	Green
84	Procurement Process	Green	95	Chief Data Officer	Green
85	Operating Model	Green	96	Data Collection and Management	Green
86	Divisional Policing Model	Green	97	GIS Service Level Targets	Red
87	Costed Policing Plan	Red	98	Data Quality Assurance Plan	Green
88	Budget & Sanctions Framework	Red	99	Digital Strategy	Green
89	Corporate Governance Framework	Green	100	Mobile Devices Procurement	Green
90	PAF Phase 2	Green	101	ECM Deployment	Green
91	Risk Management Framework	Red	102	CAD Deployment	Green
92	Head of Internal Communications	Green	103	RDMS Deployment	Red

Additional Information. Non-Policing Plan CFPI Projects

104	Streamlining Allowances	Red	107	Reporting Structures	Red
105	Severance Package	Green	108	Industrial Relations Structures	Red
106	Tenure Policy for SLT	Red	109	ICT Technology Report	Green

Appendix B

Schedule of Expected Vacancies													
Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2020												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2020
Assistant Commissioner						1							1
Chief Superintendent		1				2	1			1			5
Superintendent		1	1		1	1	1	1	1	2			9
Total	0	2	1	0	1	4	2	1	1	3	0	0	15

Appendix C

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks Data as at the end of December 2019

Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	9	8									0	8	1
Chief Superintendent	47	47									0	47	0
Superintendent	168	167	1								1	168	0
Total	224	222	1	0	0	0	0	0	0	0	1	223	1