



**An Garda Síochána**  
**Monthly Report to the Policing Authority**

In accordance with Section 41A of the Garda Síochána Act 2005 (as amended)

**December 2018**

# An Garda Síochána

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Ms. Helen Hall  
Chief Executive  
Policing Authority

Dear Ms. Hall

**Re: Commissioner's Monthly Report to the Policing Authority**

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I am pleased to present the final monthly report for 2018 outlining key aspects of the administration and operation of An Garda Síochána, in accordance with Section 41A of the Garda Síochána Act 2005, as amended.

Work is continuing to enhance the structure and content of forthcoming reports and to make them more concise, relevant and informative for the Policing Authority and our stakeholders. Routine publication has commenced on the Garda Síochána website as part of our Publication Scheme and engagement with Regions and Sections is continuing with a view to obtaining new and more pertinent information for inclusion in future reports. We are also working on further refining the format of the report to enhance readability and review at a glance.

We have been pleased to receive your positive feedback in recent months regarding the revisions so far and we will continue to engage with you regarding improvement with a view to creating additional, mutual efficiency in reporting.

Seirbhísí gairmiúla póilíneachta agus slándála a sholáthar le hiontaoibh, muintín agus tacaíocht na ndaoine ar a bhfreastalaímid  
To deliver professional policing and security services with the trust, confidence and support of the people we serve

Our policing successes are outlined at Appendix A. Appendix B provides an outline of Garda Síochána involvement in National events and some further Organisational initiatives which took place in recent weeks. These include;

- 'Operation Barracuda'
- 'Be Safe Be Seen' Campaign
- 'Cops and Donuts' Charity Event
- Tralee Transition Year Student Orientation Programme

The report complements the following documents which are provided directly to you on a monthly or quarterly basis:

- Human Resources and People Development figures
- Numbers and vacancies in specified ranks
- Status updates on Modernisation and Renewal Programme 2016 – 2021

Due to the time constraints involved in developing the report this month in advance of the earlier monthly meeting, some areas provide statistics compiled before month end. Unfortunately, it has not been possible to provide 'Policing Plan – Performance at a glance' as data from Regions is currently being reviewed and finalised. The Policing Plan Monthly Performance Report will be provided by 11 December 2018.

Yours sincerely

**DERMOT MANN**  
**CHIEF SUPERINTENDENT**  
**OFFICE OF THE COMMISSIONER**

December 2018

## Message from the Commissioner

At this time of the year, a significant focus of our activities is on ensuring people can enjoy the festivities safely and peacefully. A key element in this, is helping to reduce road deaths and serious injuries. While road deaths are down this year to date on last year, which itself was the lowest year on record for road deaths, that is of no comfort to those who lost loved ones in road collisions. One road death is one too many.

We all have a role to play in reducing road deaths and in late November, along with the RSA and the Minister for Transport, we launched the Christmas Road Safety Campaign with a focus on compliance among young drivers. This will see An Garda Síochána mount a large number of checkpoints across the country throughout the Christmas and New Year period, with a particular emphasis on drivers who are still intoxicated from the night before. We are also utilising the recently graduated 199 recruits to enhance Garda visibility and assist with road traffic duties in key urban centres.

The last month saw An Garda Síochána engage in a range of activities to protect and support individuals and communities. This included investigations into gangland crime that resulted in court convictions, CAB targeting locally based crime gangs in rural areas, a major multi-agency terrorism exercise conducted by ERU, and a Child Rescue Ireland Alert that resulted in a child being found safe and well.

There were many community engagement activities undertaken which included the annual Cops and Donuts charity event by Roxboro Road Community Policing Unit to raise funds for the Special Olympics. Tralee Garda Station ran a Transition Year Programme to enable students to learn about the varied work done by Gardaí in their local community.

An Garda Síochána received external recognition for the work we have done in reducing recidivism and strengthening our risk management. Along with colleagues in the Department of Justice & Equality, the Irish Prison Service and the Probation Service, we were recognised at the Civil Service Excellence & Innovation Awards for the multi-agency approach to reducing recidivism through the Joint Agency Response to Crime. In addition, at the Enterprise Risk Network Recognition Awards hosted by the State Claims Agency, An Garda Síochána won the top award in the 'long-term value' category for its Revised Approach to Risk Management. This was out of more than 100 entries received from across the public sector. Some further information and photographs of these events are included at Section 6 and Appendix B. Such awards are a demonstration of the excellent work being done across the Organisation to continually improve the service we provide to the public and the State.

## 1 Finance

The overall financial position at the end of November shows a total net expenditure of €1,455.5m which is €38.2m more than the profiled spend of €1,417.3m.

The adverse variance for the Pay Subhead: (Pay + Overtime, including the Garda College) of €38.4m is partly driven by a funding shortfall and also due to operational exigencies which have resulted in higher overtime expenditure than the profiled budgeted spend. The expenditure on overtime for the year to date 2018 of €110.7m is €19.3m in excess of the profiled budget. As advised in previous reports, there was substantial pressure placed on the Garda budget throughout the year which included The Papal Visit and the Royal Visits.

The average monthly overtime expenditure from January to September was €10.57m (including the Papal Visit). The average monthly overtime expenditure for October and November was €7.8m.

While additional receipts of €15.4m included in the Appropriations-in-Aid subhead have partly offset the higher than profiled spend, the underlying continuing trend is that expenditure is exceeding budget. A Supplementary Estimate of €59m was considered before the Select Committee on 29 November 2018. It is due to be referred back to the Dáil on 12 December 2018.

## **Estate Management**

### **Public Private Partnership (PPP) – New Garda Stations at Sligo, Macroom, Clonmel and a Custody Suite at Anglesea St Garda Station**

An Garda Síochána sought a meeting with the Department of Justice & Equality and National Development Finance Agency (NDFA) to request the commencement of the Garda PPP Project. These areas are considering how the project may be progressed, to provide much needed new Stations at Sligo, Clonmel and Macroom.

#### **Developments in November 2018**

- **Bailieboro Garda Station** - On 29 November 2018, An Garda Síochána met with the OPW and signed off designs for a new District Garda Station in Bailieboro, Co. Cavan. Part 9 planning permission is expected to be granted shortly.
- **Garda Water Unit, Athlone** – A tender process has recently been completed for new accommodation in Athlone, Co Westmeath. Once the contract is awarded, it is anticipated that work will commence in Q1 2019.
- **Ballinasloe Garda Station** – Major redevelopment and upgrade works in Ballinasloe Garda Station are due to be completed in December 2018.
- **Navan Garda Station** – Part 9 planning application was lodged on 31 October 2018 for the provision of a custody suite at Navan Garda Station.
- **Fitzgibbon Street Garda Station** – Enabling works have commenced as part of the complete refurbishment/redevelopment of Fitzgibbon Street Garda Station.
- **Cell Refurbishment Programme** – Cell upgrades are nearing completion Milford, Shankill and Killaloe Garda Stations.

#### **Update on the programme for ‘Government commitment to reopen six Garda Stations’**

- Rush, Co. Dublin: A final sign-off meeting is scheduled for 6 December 2018. OPW has advised that they expect this project to be completed by Q2 2019.
- Stepaside, Co. Dublin: A final sign-off meeting is scheduled for 7 December 2018. OPW has advised that they expect this project to be completed by Q2 2019.

## **2 Human Resources and People Development (HRPD)**

- The Garda strength at 23 November 2018 stood at 13,853 and the Garda Staff strength at 2,409.1. A breakdown by rank, grade and gender is outlined in the tables to follow. Information on the status of Redeployment is also outlined below.
- Sanctions for the recruitment of additional and new Garda Staff posts are continuing to be received and work continues on recruiting to these posts.
- The Workforce Plan is continuing to be refined and revised in consultation with the Policing Authority and Departments of Justice & Equality and Public Expenditure & Reform who are anxious to ensure the visibility of the Garda Reassignment Initiative and progress on the workforce modernisation agenda.
- Details of numbers and vacancies in specified ranks are outlined at Appendices C and D.

Rank	Strength	Male	Female
Commissioner	1	1	
Deputy Commissioner	1	1	
Assistant Commissioner	9	7	2
Chief Superintendent	45	38	7
Superintendent	165	148	17
Inspector	233	199	34
Sergeant	1986	1597	389
Garda	11413	8148	3265
<b>Total</b>	<b>13853</b>	<b>10139</b>	<b>3714</b>

Of which	
Career Breaks (incl. ICB)	95
Work-sharing	56
Secondments (Overseas etc.)	19
Maternity Leave	95
Unpaid Maternity Leave	49
<b>Available Strength</b>	<b>13,539</b>

	Total	WTE*	Male	Female
Professional / Technical	55	54.4	32	23
Administrative **	2200	2093.7	470	1730
Industrial	435	261	131	304
<b>Total</b>	<b>2690</b>	<b>2409.1</b>	<b>633</b>	<b>2057</b>

\* Whole Time Equivalent

\*\* Details of civil service grades are outlined to follow

Grade	Total	WTE	Male	Female
PO	15	15	9	6
AP	35	35	15	20
HEO	140	138.8	62	78
EO	380	369.9	78	302
CO	1623	1528	300	1323
<b>Total</b>	<b>2193</b>	<b>2086.7</b>	<b>464</b>	<b>1729</b>

#### Garda members reassigned to operational duties at 23 November 2018

Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
<b>0.5</b>	<b>4</b>	<b>11</b>	<b>22</b>	<b>154</b>	<b>191.5</b>

\*Please note that all HRPD figures have been prepared ahead of month-end (to facilitate the provision of an earlier than usual report). The normal validation process has not been completed, and, as a consequence, it must be appreciated that these are provisional figures and subject to change.

### 3 Information and Communications Technology (ICT) – MRP Projects

**Front Line Mobility:** In addition to the Mobile and Traffic App, a new App was developed, and is being tested, which will allow mobile access to the Roster and Duty Management System, when rolled out.

**Property and Exhibit Management System (PEMS2):** As of 26 November, 959 users have access to the application, with a planned total of 1,200 users after training is complete.

**Investigations Management System (IMS)** will centrally manage all investigations. Classroom training preparations and Post Go-Live Support planning have commenced with training in Waterford Division and a number of Specialist Sections set to begin at the start of December 2018.

**Schengen Information System II (SIS II)**<sup>1</sup> commenced in April 2017, has a phased delivery approach, with an overall delivery timeline of Q4 2019. SIS II will be tested by EuLISA, the agency responsible for administering the Schengen Information System (SIS). At that point, the project will be ready for accession decision and final evaluation stage by the EU Commission. This final stage and its duration are at the sole discretion of the EU Commission and are required before SIS II can commence sending and receiving 'live' alerts. The first SIS II Data Protection evaluation has taken place and a draft report is expected by the end of the year.

**Enterprise Content Management (ECM):** ECM Phase 2 deployment was rolled out to Internal Affairs section on 19 November 2018. The Strategic Transformation Office, Garda Risk Management, Strategic Planning and ICT are scheduled for rollout by the end of Q4 2018. Nationwide rollout to the rest of the Organisation is at the planning stage.

**Roster and Duty Management System (RDMS):** The 10-week pilot ended on 3 December 2018, as scheduled. An evaluation of the Pilot will be conducted and the evaluation will incorporate recommendations for National rollout. RDMS will continue as '*business as usual*' at DMR East Division.

**Enhancing Network Access in Rural locations:** ICT is incrementally upgrading non-networked stations to enable connectivity to Garda Information Systems. A review of the outstanding stations is planned to ascertain if a mobile solution would be more appropriate.

### 4 Corporate Communications

#### **Child Rescue Ireland (CRI) Alert**

A Child Rescue Ireland Alert was initiated in the early hours of 26 November 2018. As part of the process, the Garda Press Office sent alerts to the media requesting the public's assistance in finding a child whose life was at risk. The Garda Press Officer conducted a number of interviews with local and national media. Social media channels were also utilised. Thanks to the support of local and national media, the CRI Alert received significant media coverage, and, most importantly, the child was found safe and well.

#### **Operation Barracuda**

To provide public re-assurance through highlighting the training undertaken by the Emergency Response Unit, media were invited to a major hostage training exercise. This resulted in widespread coverage across TV, print, online and radio. In addition, Garda Corporate Communications published images and video from the exercise on our own social media channels which were viewed over 560,000 times on Twitter and by more than 90,000 people on Facebook. Further information on this operation is at Appendix B.

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<sup>1</sup> Allows for information exchanges between Schengen member states on persons and property.

### **Improving Services to Victims of Sexual and Domestic Violence**

The Commissioner spoke at major events hosted respectively, by Women's Aid and the Dublin Rape Crisis Centre to highlight improvements made to date by An Garda Síochána and further improvements to come in detecting and preventing sexual and domestic violence and providing supports to victims.

### **Christmas Road Safety Campaign**

The Christmas Road Safety campaign was launched on 29 November 2018 by Minister for Transport, Tourism and Sport, the CEO and the Chairperson of the RSA, the Commissioner and Assistant Commissioner, Roads Policing and Major Event Management. It focuses on compliance amongst young drivers. Key messages on life savings offences were covered extensively by the media, as well as the fact that additional Garda 4x4 vehicles are being given to a number of divisions around the country as part of the campaign.

### **Facebook Live broadcast of Passing Out Ceremony**

To coincide with the first time Garda Students took the Garda oath in public, the graduation ceremony was broadcast on Facebook Live. This broadcast reached over 89,000 people and had an engagement rate of 15.4% (Industry standard engagement rate is generally 1%). The presenting of the warrant card to each new Garda member by the Commissioner was also broadcast, which was greatly appreciated by family and friends who could not attend on the day, according to comments on our Facebook Page.

### **Media Briefings/Interviews**

- All media highlighted the excellent investigations into gangland crime following court convictions.
- The work of CAB in targeting locally based crime gangs was covered on Today with Sean O'Rourke on RTE Radio 1.
- Additional road safety measures were aired on Drivetime on RTE Radio 1 during the N7 roadworks.
- The Commissioner spoke on Morning Ireland on RTE Radio 1 to reassure communities on the steps being taken to tackle rural crime.

## **5 Progress update on the plan to embed the Code of Ethics**

Delivery of Ethics Workshops is continuing nationally and at 26 November 2018, 12,372 Garda members Garda Staff had attended. Over 8,000 have signed the Code of Ethics declaration, which includes all senior management in An Garda Síochána. Work is continuing by the Garda Ethics and Culture Bureau to encourage the urgent attendance at Workshops and signing of the Code of Ethics Declaration.

## **6 Risk Management**

### **Implementation of 'Revised Approach to Risk Management' in An Garda Síochána**

- Five Risk & Policy Governance Board (R&PGB) meetings have been held so far in 2018, the latest one being held on 3 December 2018. The next meeting is scheduled for 17 January 2019.
- A meeting of the Key Governance Stakeholder Group (Garda Professional Standards Unit, Garda Internal Audit Section, Strategic Planning, Internal Affairs, Strategic Transformation Office, Garda Risk Management Unit and Policy & Governance Coordination Unit) took place on 5 December 2018.
- The Garda Risk Management Unit (GRMU) continues to provide Organisation-wide communications, training, workshops, advice and guidance to all risk management stakeholders with the objective of embedding risk management firmly within the Organisation's culture.



- Superintendent GRMU undertakes regular meetings with divisional and district risk managers on a one-to-one basis in order to review and quality assure their risk registers. Superintendent GRMU met with Chief Superintendents and support staff in Donegal and Galway during November.
- Further support staff briefings are scheduled for staff during December 2018.
- 38 staff of Superintendent rank/Assistant Principal grade were provided with risk management training as part of their development programmes on 20 and 27 November 2018.

Since October 2016, the GRMU has provided training, briefings and direct support to more than 1,680 members of An Garda Síochána, of all ranks and grades.

At the Enterprise Risk Network Recognition Awards, hosted by the State Claims Agency on 8 November 2018, An Garda Síochána won the top award in the 'long-term value' category, for the 'Revised Approach to Risk Management' out of more than 100 entries that had been received from across the Public Sector.



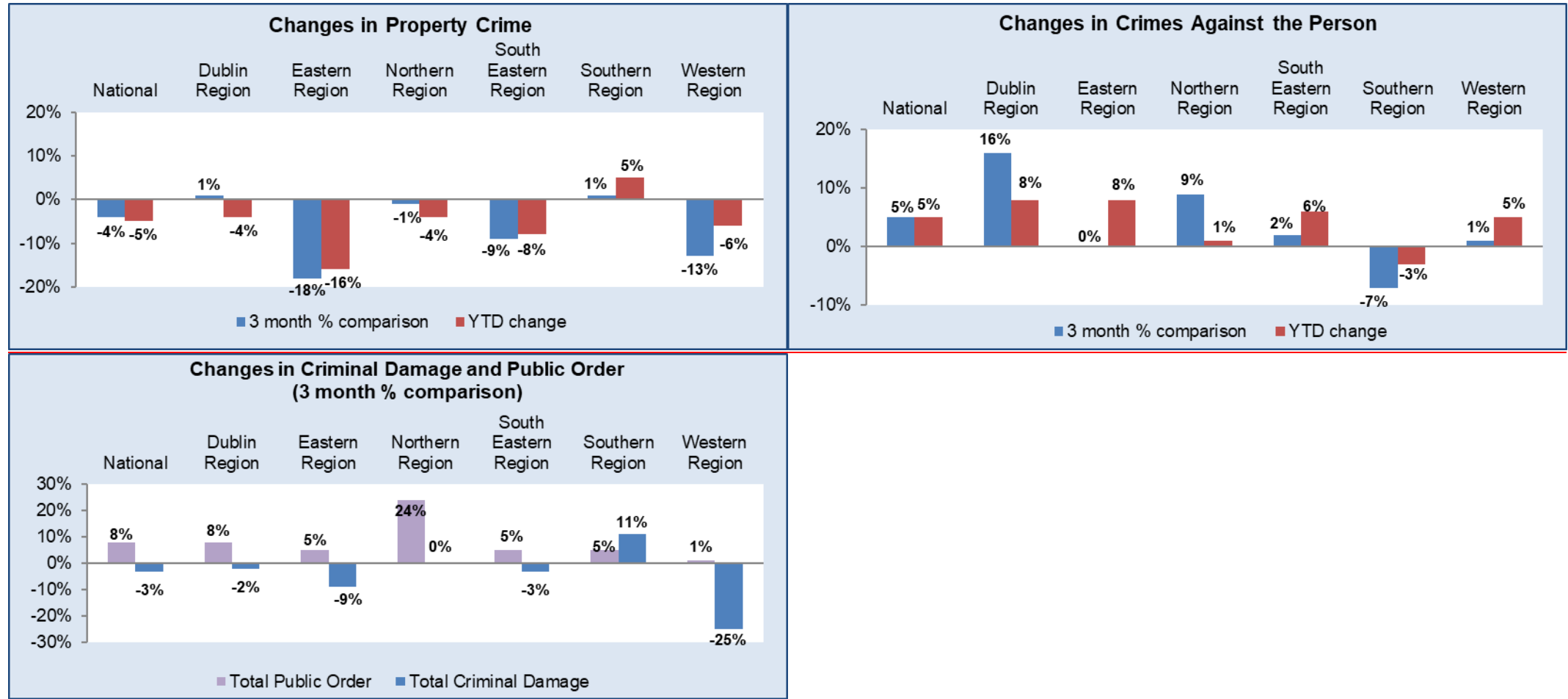
**National Overview / Operational Challenges**

In the year to date (YTD), total property crime has decreased -5% nationally, with decreases in all regions except the Southern Region. Nationally, crimes against the person are +5% higher in the YTD and +5% higher when September – November this year is compared to the same period last year. Time comparisons for sexual offences could not be completed due to issues around the application of crime counting rules. Total criminal damage is down -3% and total public order incidents are up +8% in the three-month comparison. This is largely driven by an increase in drunkenness offences. The Garda Organisation closely monitors crime trends and disseminates analysis on a regional and divisional basis. This feeds directly into planning operational activities aimed at reducing and preventing crime.

**Organisational challenges**

Internally, work is ongoing to identify sexual offence incidents where the crime counting rules have not been applied correctly so that issues can be resolved. The CSO has taken the decision to resume publication of Recorded Crime statistics under a new category entitled “Under Reservation”. The Garda Organisation is continuously working with the CSO to rectify data quality issues and concerns, as well as set out criteria for lifting the reservation. Initiatives to improve data quality are being rolled out across An Garda Síochána.

*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. Regional incident counts for some crime categories are low; therefore, percentage changes should be interpreted with caution.*



## 8 Modernisation and Renewal Plan 2016-2018

### Project status view, Tier 2 and Tier 3 –November 2018

National Policing	National Security	Community Safety	Cross Org Services
Court Presenters	Garda National Cyber Crime Bureau - Project 1	CAD Part 2	Health & Wellbeing Strategy*
Divisional Protective Service Units 1	Investigations Management System	Community Policing Framework Strategy	Policy Governance Structure (P1)*
Divisional Protective Service Units 2	PEMS Part 2	Corporate Services*	Policy Ownership Matrix (P2)*
JARC*	Schengen	CAD Part 1	Roster & Duty Management System
PAF Technology Support	ECM	Contact Management System	General Data Protection Regulation*
SAOR*	PEMS Part 3*	Control Room Accommodation	PALF
PAF Processes & Procedures	Prüm (Fingerprint Data Exchange)*	Control Room Phone Number/Communications	Bullying & Harassment Policy*
ANPR Central Monitoring Office*		Enhancing Network Access to Rural Locations*	Equality, Diversity & Inclusion Strategy*
Code of Ethics		Establish the Office of Corporate Communications*	Garda Employee Assistance Service System*
GoAML*		CAD Part 1 - National Rollout	Garda Síochána Analysis Service*
		CCTV Management Strategy*	Process Optimisation - Cycle to Work*
		Garda Mobility Strategy*	Revised Approach to Risk Management*
			Risk Management IT System*

Note: Tier 3 projects are highlighted by a red asterisk \*

### Project Status Breakdown

Critical	Under Control	On Track	Total Projects
15	15	14	44

\*Included in this figure are the Civilianisation and Divisional Policing Model projects, which are Tier 1 and not included in the Project Status View

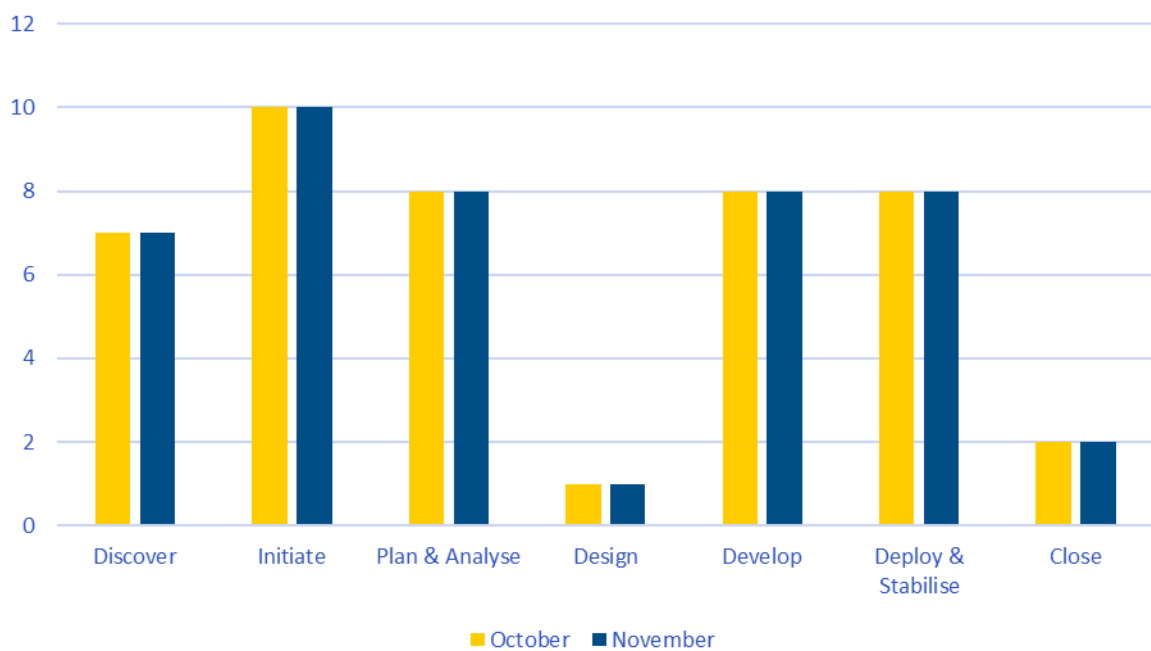
### Project Status Comparison to Previous Month

Critical	+2	<ul style="list-style-type: none"> <li>RDMS moved from Amber</li> <li>DPSU Phase 2 moved from Amber</li> </ul>
Under Control	-2	
On Track	0	

### Project Status by Tier

	Red	Amber	Green	Total Projects
Tier 1	2	0	0	2
Tier 2	9	9	2	20
Tier 3	4	6	12	22
Totals	15	15	14	44

### Project Breakdown by Phase



Phase	Project	Comment
Discover		
Initiate		
Plan & Analyse		
Design		
Develop		
Deploy & Stabilise		
Close		

## Appendix A

### Policing Successes and Community Engagement

Throughout the month of November 2018, there have been numerous incidents of excellent police work performed by members of An Garda Síochána in the course of their routine operational policing duties. These were supported by specialist personnel from Units under the remits of Assistant Commissioners Special Crime Operations, Security & Intelligence, Roads Policing & Major Event Management and Community Engagement & Public Safety. An overview of some of these incidents is outlined below;

On 3 November 2018, personnel from the DMR Armed Support Unit (ASU) assisted local uniformed Gardaí at an incident in North Dublin involving a volatile male who was reported for causing criminal damage at an apartment in the area. On arrival at the scene, a male was observed standing on a window ledge on the third floor of the apartment block, armed with a baseball bat. The ASU personnel engaged with this person, ultimately convincing him to open the front door at which stage another family member present ran out of the apartment. The male himself was restrained by the ASU and disarmed. He was then arrested and charged with the offence of Criminal Damage and was subsequently granted bail by the Courts.

Also on 3/4 November 2018, personnel in the Cavan/Monaghan Division supported by the Divisional Drugs Unit and the Regional ASU, conducted searches under warrant, in Kilnaleck, Co. Cavan. A large quantity of controlled drugs including Cocaine, Crack Cocaine and Cannabis Herb, with an estimated street value of €2,250k were seized along with other drug-related paraphernalia and suspected forged/false documentation. A person present was found in possession of a cartridge for a single-barrelled shotgun and four persons were arrested. All prisoners were detained under the provisions of Section 2 of the Criminal Justice (Drug Trafficking) Act, 1996 at Cavan Garda Station and were subsequently released without charge. An Investigation File will be prepared for submission to the Law Officers for the directions of the DPP.

On 5 November 2018, the Criminal Assets Bureau conducted a Revenue Customs and Revenue Taxation control visit at two second-hand car dealerships in the Dublin 22 area. Five vehicles were seized to offset a Revenue debt. In a follow-up operation at Dublin Port, on 7 November 2018, five additional vehicles on a car transporter about to board the ferry to the UK, were also seized.

On 6 November 2018 as part of an ongoing investigation into the sale and supply of drugs in the DMR South Division, local Gardaí conducted searches under the Misuse of Drugs Acts. A quantity of drugs, including Cocaine, LSD and MDMA, worth an estimated €100k were seized. One person was arrested and detained at Tallaght Garda Station under the provisions of Section 4 of the Criminal Justice Act, 1984, as amended. This person was charged with an offence contrary to Section 15 of the Misuse of Drugs Act, 1977/84 (sale and supply of drugs) and was remanded in custody by the Court.

In the early hours of 11 November 2018, a burglary occurred at an electronic equipment store in Cork City, during which a quantity of mobile phones worth approximately €70k was taken. A vehicle linked to those suspected of being involved in this theft was intercepted on the M8 northbound, near junction 13. All the property was recovered, however four suspects fled the scene. As a result of further enquiries, those involved were arrested and an Investigation File is currently being prepared for the Law Officers.

On 13 November 2018, personnel from the Criminal Assets Bureau conducted a search operation in Co. Meath, targeting the assets and activities of the members of a family involved in the theft of plant machinery and motor jeeps. Approximately 80 officers were present, including personnel from Meath Garda Division, the Regional ASU, the Stolen Motor Vehicle Investigation Unit, the Garda Mounted and Dog Units and the Garda National Drugs and Organised Crime Bureau (GNDOCB). Assistance was also provided by the Customs Oil Enforcement Unit and the Customs Cash and Drugs Dog Unit. Personnel from the ESB also attended during the search and made safe, unauthorised electricity connections. During the search three motor jeeps found to be stolen, were recovered. Four other vehicles were seized for having marked gas oil (green diesel) and another vehicle was seized in connection with the theft of a motor vehicle in Co. Cork. A number of other items, identified as stolen plant and machinery, were also recovered and a small quantity of drugs, with an estimated street value of €2,500 was seized.

On 16 November 2018, a joint operation was put in place by the Garda National Drugs & Organised Crime Bureau, with colleagues from the Revenue Commissioners (Customs) at Dublin Airport. During the operation, a passenger (accompanied by a minor) who had arrived from a UK Airport was observed meeting with a male in the arrivals area. Both persons were arrested at this time and were detained at Ballymun Garda Station, under the provisions of Section 2 of the Criminal Justice (Drug Trafficking) Act, 1996, following which approximately 15kgs of Heroin were found concealed in the passenger's suitcase. On termination of the passenger's period of detention, directions were received to charge her with offences contrary to Sections 3 and 15 of the Misuse of Drugs Act, 1977/84, as amended, (simple possession and possession for the purpose of sale or supply). One arrested person was brought before the District Court at the Criminal Courts of Justice and remanded in custody. The second arrested person was released without charge pending the submission of an Investigation File to the Law Officers. An accompanying child was taken into the care of Tusla and was subsequently returned to the care of social workers in the UK.

On 16 November 2018, members from GNDOCB stopped and searched a vehicle in Blanchardstown, with a sole occupant, under the Misuse of Drugs Act. 2kgs of Cocaine, with an estimated value of €140,000 were recovered from the boot. The driver was arrested for an offence under Section 15 of the Misuse of Drugs Act and detained under the provisions of Section 2 of the Drug Trafficking Act 1996 at Blanchardstown Garda Station. Following detention, he was charged with offences under Sections 3 and 15 of the Misuse of Drugs Act 1977/84 and was placed in custody at Blanchardstown District Court. He stands remanded in custody until 18 December 2018 at Cloverhill District Court.

On 19 November 2018, whilst on patrol in Dublin City Centre, members attached to the Armed Support Unit responded to a call where it was alleged that a vehicle, containing four males armed with knives, was waiting outside a premises. The suspects fled the scene and the vehicle was subsequently intercepted at the Phoenix Park, where eight occupants, four males and four females, were removed from the vehicle and searched at the scene pursuant to section 16 of the Firearms and Offensive Weapons Act, 1990. A search of the vehicle resulted in two large knives, an extendable baton and a number of hurleys being recovered. The four males were arrested for offences contrary to Sections 9(1) and 9(5) of the Firearms & Offensive Weapons Act 1990 and were detained at Blanchardstown Garda Station. They were subsequently charged with offences contrary to the Firearms & Offensive Weapons Act and remain before the Courts. The vehicle was also seized, pursuant to Section 41 of the Road Traffic Act.

In Mayo, two men were arrested and charged with offences contrary to the Criminal Justice (Theft & Fraud Offences) Act, 2000, in connection with the theft of two boat engines and a fish finder which had been purchased with 'cloned' credit cards. The total value of the stolen property amounted to €5,600. Both prisoners were brought before Castlebar District Court on 21 November 2018 where they were remanded in custody. As part of the ongoing investigation, enquiries established that further

attempts had been made by these persons to procure other goods, including clothing and boat engines, from three other premises in Westport by similar means. Additional charges were proffered against the suspects at Harristown District Court (in Castlerea prison) on 23 November 2018 and the prisoners were further remanded in custody. These matters remain before the Courts, with further charges being considered by the Law Officers.

As part of an ongoing investigation into the importation and sale and supply of drugs, searches were undertaken on 23 November 2018 in Co. Louth, which resulted in the seizure of 30kgs of Cannabis Herb, worth an estimated €600k. One person was arrested for an offence contrary to Section 15 of the Misuse of Drugs Acts, 1977/84, (sale and supply) and was detained pursuant to the provisions of Section 2 of the Criminal Justice (Drug Trafficking) Act 1996 at Drogheda Garda Station. He was later charged with offences contrary to Section 15 of the Misuse of Drugs Act 1977/84 and was brought before Dundalk District Court where he was granted bail. The matter remains before the Courts.

Following a protracted investigation by the Garda National Cybercrime Bureau into online harassment of 10 female victims, where a suspect subjected persons with excessive volumes of e-mails over a sustained period of time, over 10 years in some cases, from an anonymous e-mail address, directions were received from the Law Offices on 19 November 2018 for the suspect to be prosecuted on indictment for Harassment, contrary to the Non-Fatal Offences Against the Persons Act, 1997. On 28 November 2018, the suspect was charged and brought before the District Court where he was granted bail. The matter remains before the Courts.

On 25 November 2018, reports were received of a vehicle acting suspiciously in the Tramore area of Co. Waterford. Gardaí responded and found the vehicle containing three persons on the curtilage of a farmyard in a remote rural area. The three persons were arrested and were subsequently charged with burglary and assault offences and were brought before Waterford District Court on 26 November 2018, where all three were granted bail. These matters remain before the Courts.

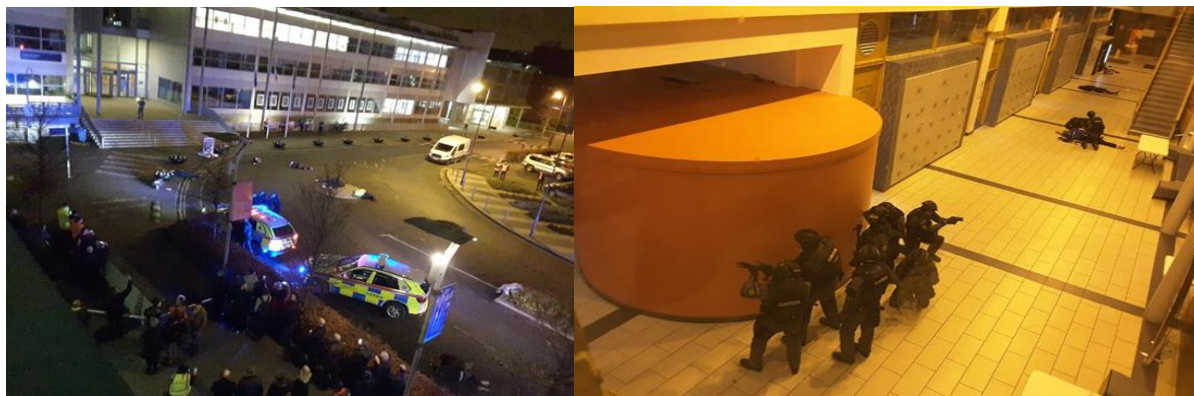
On 29 November 2018, as part of an ongoing investigation into the sale and supply of drugs in Westmeath, Gardaí attached to the Divisional Drugs Unit intercepted a vehicle, which had failed to stop for the purpose of search, on suspicion of being involved in the sale and supply of drugs within the Division. Both occupants were arrested and brought to Athlone Garda Station where, upon being searched, a small quantity of Heroin, worth €1,400, was found. Follow-up searches were conducted at a number of locations in the locality and a further quantity of Heroin, worth approximately €13,000, was seized. Both persons were charged with offences contrary to Sections 3 and 15 of the Misuse of Drugs Act (simple possession and possession for the purpose of sale or supply). Further offences contrary to the Road Traffic Acts were also proffered against one person, who was brought before the District Court where he was remanded in custody. The other prisoner was charged and released on bail. These matters remain before the Courts.



## Appendix B

### Organisational Initiatives

#### Operation Barracuda – Saving Saveable Lives



On 16 November 2018, An Garda Síochána led a **multi-agency exercise** which included the National Ambulance Service, Dublin Fire Brigade and the Defence Forces. The exercise took place at Dublin City University and provided the University with the opportunity to test its own Major Emergency Planning Framework.

The exercise began at 7pm with a simulated road traffic collision where a number of people were knocked down as a car entered the University. As Gardaí, attached to the DMR North Division, arrived to deal with what appeared to be a road traffic collision, the drivers of the offending car emerged with a firearm and a machete, stabbing and shooting a number of those who were already injured.

It became apparent that this was now a terrorist attack. Uniformed Gardaí practiced the 6C's<sup>2</sup> (stay safe principles) and made sure Dublin Fire Brigade personnel were kept safe as they arrived at the scene simultaneously to the shots being fired. The DMR Armed Support Unit arrived and engaged with the terrorists as a number of shots were fired.

The terrorists moved into a building and a cordon was put in place. Other emergency services arrived and began to treat the injured people who were outside the Garda cordon and in a safe area. The Emergency Response Unit arrived, entered the building and secured the terrorists. Medical teams continued to work on the wounded as an explosive ordnance disposal team were dealing with a suspicious device discovered in the terrorists' car. The exercise concluded at 8.30pm.

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<sup>2</sup> **Confirm** – check if there is a problem. If you cannot identify the object, you may have a problem. Go to stage 2.

**Clear** – clear the area. Never use electronic equipment to communicate while clearing an area as this could prematurely set off an explosive device via electronic initiation.

**Cordon** – cordon off the area to a minimum safety distance.

**Communicate** – remember if you have to communicate electronically, do so from outside the cordoned off area.

**Control** – control entrance to restricted area from cordon area. Liaise and await arrival of emergency services. Inform emergency services of what you have seen, heard or smelt at the restricted location and the actions you have taken initially.

**Check** – check and keep checking the above principle of 6 C's to keep you focused and clear during the incident. By carrying out the principle of 6 C's you will help prevent an emergency evolving into a disaster. Remember – don't touch. Tell.



Approximately 50 students from the Garda College assisted the Exercise Director by acting as hostages, wounded or dead persons. Their assistance is very much appreciated as they volunteered their time.

A multi-agency de-brief took place on 23 November 2018 and a training video from the exercise is being prepared. The final Phase of this Operation will involve a seminar in DCU with international guests speaking in relation to terrorist incidents in which they have been directly involved. The seminar is due to take place in 2019.

### **Be Safe Be Seen**

As the country enters the darkest weeks of the year, a major campaign to help 40,000 children in the Midlands to "be safe and seen in the dark" was launched by the Garda Commissioner on 14 November 2018 in Kilbeggan National School, Co. Westmeath.

The campaign is in response to the fact that 35% of all childhood deaths in Ireland are due to road traffic accidents and half of these are pedestrians. Over 60% of seriously injured children who present as trauma emergencies are injured on the road; the vast majority of them walking or cycling.

Trauma and orthopaedic surgeons from the Midlands Regional Hospital teamed up with first responders from the emergency services for the 'Be Safe Be Seen' Campaign, which involves the distribution of hi-viz vests and stickers to thousands of primary school children in Laois, Offaly and Westmeath.



## Cops and Donuts Charity Event



On 18 November 2018, Gardaí from Roxboro Road Community Policing Unit ran the 'Cops and Donuts' charity event for the fourth year running. The aim of the 'Cops and Donuts' event is to raise funds and awareness for Special Olympics. Speaking at Roxboro Road Garda Station, Superintendent Eamon O Neill said 'I am delighted to be involved in the Cops and Donuts event this year as it not only gives us the opportunity to raise money for a good cause, but allows us to get out there and engage with the people in the local community.' A massive €3,060 was raised, with all proceeds going to Special Olympics Munster who provide sports training and competition to 2,500 athletes across the province.

## Tralee Transition Year Student Orientation Programme

On 2 November 2018, An Garda Síochána at Tralee Garda Station commenced a programme for Transition Year students. This programme will run for four Fridays in November and will be attended by students not only from Tralee based schools, but various other schools around Kerry.

The attending students will receive an experience of how a Garda Station operates, in addition to tours of Tralee Court House and the Garda College in Templemore. They will further benefit from information talks from specialist units including the Drugs Unit, Detective Branch, Juvenile Liaison Office, Crime Prevention Office, Garda Victims Services Office, Community Policing, Immigration, Public Services Vehicles & Forensic Collision Investigation and will attend a mock crime scene with the Scenes of Crime Unit to experience the practical operations of this unit. It is envisaged that this programme will offer students an up-close appreciation of the pivotal role that An Garda Síochána plays in our society and that it will impart to them an insight into the fulfilling nature of a career with An Garda Síochána.



## Civil Service Excellence and Innovation Award 2018 for Joint Agency Response to Crime (J-ARC)

Earlier in 2018, J-ARC, a joint agency approach to preventing and reducing opportunities for repeat offenders was shortlisted for the Civil Service Excellence and Innovation Awards 2018. J-ARC is under the remit of the Garda National Community Oriented Policing Bureau, Community Engagement and Public Safety.

The Civil Service Excellence and Innovation Awards provide an opportunity for different areas of the Civil Service to showcase their respective programmes or initiatives. This is the first time An Garda Síochána, in partnership with other agencies, has been nominated for these awards.

On 22 November 2018, at a ceremony at Dublin Castle, J-ARC received an award within the **'People Skills and Organisational Development'** category. Representatives from An Garda Síochána, Irish Prison Service, Probation Service and the Department of Justice and Equality, were in attendance on the night to accept the award.



Appendix C

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.												
	2018												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2018
Assistant Commissioner		1											1
Chief Superintendent			1	1		1					1	1	5
Superintendent	1		4	1	2		3		2	1	2		16
<b>Total</b>	1	1	5	2	2	1	3	0	2	1	3	0	22



Appendix D

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks  
Data as at the end of November 2018

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	9									0	9	0
Chief Superintendent	47	46					1				-1	45	2
Superintendent	168	166	0				1	1		0	-2	164	4
<b>Total</b>	<b>224</b>	216	0	0	0	0	2	1	0	0	-3	218	6