



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

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

**January 2019**

# An Garda Síochána

Oifig an Choimisinéara  
Gnóthaí Corparáideacha  
An Garda Síochána  
Páirc an Fhionnuisce  
Baile Átha Cliath 8  
D08 HN3X



Office of the Commissioner  
Corporate Affairs  
Garda Headquarters  
Phoenix Park  
Dublin 8  
D08 HN3X

Tel/Teileafón:(01)6662018/26  
Fax/Facs:(01) 6662021

Luaigh an uimhir tharaghta seo a  
leanas le do thoil:

Please quote the following ref.  
number: **CMR\_34-367274/15**

Láithreán Gréasáin / Website:  
[www.garda.ie](http://www.garda.ie)

Ríomhpost / E-mail:  
[commissioner@garda.ie](mailto:commissioner@garda.ie)

Bí linn/Join us  

---

Ms. Helen Hall  
Chief Executive  
Policing Authority

Dear Ms. Hall

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

---

This is the first monthly report for 2019 which outlines the key aspects of the administration and operation of An Garda Síochána, in accordance with Section 41A of the Garda Síochána Act 2005, as amended, the majority of which relates to the calendar month of December 2018.

Work has commenced to include additional data sought at recent Policing Authority meetings. We will continue to incorporate your requirements and look forward to working with you throughout 2019 to refine and streamline our reporting.

Yours sincerely

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

February 2019

*Seirbhísí gairmiúla póilíneachta agus slándála a sholáthar le hiontaoibh, muinín 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*

## Message from the Commissioner

As this is my first report for 2019, it is worth looking back at what has been achieved during 2018. While An Garda Síochána had a number of major challenges and issues during the year, much was achieved in improving the service we provide to the public.

There were many positive developments in the Organisation in 2018 including:

- The recruitment of over 1,000 people to An Garda Síochána, bringing new skills and expertise and helping to increase our visibility in communities.
- Meeting our target of 250 Garda members re-deployed to the front-line.
- The increase in supervisory ranks, particularly at Sergeant and Inspector ranks.
- The delivery of An Garda Síochána's largest ever training programme to embed the Code of Ethics.
- The undertaking of the biggest ever survey of Garda personnel, the results of which are being used to develop initiatives to address the concerns raised.
- The refurbishment of stations and the opening of our new Galway Regional Headquarters and Kevin Street Divisional Headquarters.
- The provision of over 300 new vehicles to the Garda fleet including 4x4s, prisons vans and motorbikes.

The Garda Public Attitudes Survey showed a continued high level of trust in the Organisation throughout the year and how positive the public are towards Gardaí working in their community. Operationally, there were major successes, particularly in tackling organised crime. These achievements saved lives, took drugs and guns off our streets and helped protect communities. In addition, working with our partners and the public, road deaths were reduced to their lowest ever level since records begin.

Very quickly after I joined in September, it was clear to me from meeting Garda Members, Garda Staff and Reserves across the country, that there was a positive attitude and determination to deliver the best possible policing and security service to the public. This is evident from the many examples I have seen of excellent investigative work at national and local level, as well as community engagement activities that helped prevent crime and supported communities.

Looking forward, there will be further positive developments in 2019 across a range of areas such as investigation management, local policing, personnel deployment, human rights, diversity, and visible policing.

What has been achieved in 2018, coupled with delivery of the initiatives under our control in the 2019 Implementation Plan for the Commission on the Future of Policing in Ireland Report and the 2019 Policing Plan, will see An Garda Síochána take significant strides in delivering a policing and security service that the public expects.

The overall financial position at the end of December 2018 shows a total net expenditure of €1,594.5m, which is almost €7m less than the 2018 Budget Provision of €1,601.5m. The 2018 Budget Provision includes the Supplementary Estimate of €59m which was passed in the Dáil on 12 December 2018. The supplementary funding was primarily used to offset the additional overtime expenditure incurred in 2018 and the shortfall in the pay subhead.

The balance of €7m includes an amount of €3.581m which will be carried over under the capital carry over provisions, to meet costs arising under the Capital Building Programme in 2019, to give an effective surrender balance of €3.4m.

The Energy Management Team in An Garda Síochána won 'Green Procurement Project of the Year' and 'Overall Excellence in Procurement' at the National Procurement Awards 2018. An Garda Síochána is currently 1.7% ahead of its mandated National Energy Efficiency Action Plan (NEEAP) target, having already achieved 25.4% performance improvement towards its 2020 target of 33% improvement.

The Energy Savings Project started in 2009 and these are the energy savings in An Garda Síochána as at the end of 2017:

- Energy Savings 2009-2017: 84,598 MWh (30.7% improvement)
- Cost Savings 2009-2017: €6,159,778 (30.9% improvement)
- CO<sub>2</sub> Savings (carbon footprint) 2009-2017: 22,500 tCO<sub>2</sub> (35.2% improvement)

#### Developments in December 2018

- **Ballinasloe Garda Station:** Major redevelopment and upgrade works completed on 7 December 2018.
- **Old Kevin Street Garda Station (for STOC):** Work has commenced on site and is due to be completed at the end of January 2019.
- **Modular Building Extension, Garda Headquarters:** Work has commenced on site and is due to be completed in early February 2019.
- **Ashtown Gate Block C (for Garda Legal):** Work has commenced on site and is due to be completed in early March 2019.
- **Fitzgibbon Street Garda Station:** Enabling works have commenced as part of the complete refurbishment/redevelopment of the station. Tender documents are currently being prepared for issue in relation to the main contract.
- **Garda Water Unit, Athlone:** The tender process has recently been completed for new accommodation. It is anticipated that following the successful contract award, work will commence imminently.
- **Longford:** Tender documents for custody suite and extension to Longford Garda Station will be issued in Q1, 2019.
- **Bailieboro Garda Station:** On 29 November 2018, An Garda Síochána met with OPW and signed off designs for a new District Garda Station. Part 9 planning permission was approved by the Commissioners for Public Works on 19 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.
- **Cell Refurbishment Programme:** Cell upgrades are ongoing with works nearing completion in Killaloe and Ronanstown Garda Stations.

## Programme for Government commitment to reopen six Garda Stations

- **Donard, Co. Wicklow:** This station reopened on 14 December 2018.
- **Ballinspittle, Co. Cork:** Refurbishment works due to be completed by Q2, 2019.
- **Rush, Co. Dublin:** Refurbishment works due to be completed by Q2, 2019.
- **Stepaside, Co. Dublin:** The final sign-off meeting between An Garda Síochána and OPW was held on 9 January 2019.
- **Leighlinbridge, Co. Carlow and Bawnboy, Co. Cavan:** An Garda Síochána has provided a brief of requirements to the OPW which is currently under review.

## 2 Human Resources and People Development (HRPD)

- The Garda strength at 31 December 2018 stood at 14,032 and the Garda Staff strength at 2,429.4. A breakdown by rank, grade and gender is outlined in the tables to follow.
- The Garda Trainee Recruitment Campaign continues.
- Work is ongoing on the recruitment to Garda Staff posts sanctioned by the Policing Authority.
- Information on the status of redeployment is outlined to follow.
- Details of numbers and vacancies in specified ranks are outlined at Appendices D and E.
- The number of Garda members reassigned to operational duties at 31 December 2018 is 258. A chart containing the rank breakdown is provided below.

### Garda members reassigned to operational duties as at 31 December 2018

Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
0.5	4.5	15	39	199	258

### Garda Strengths

Rank	At 31 December 2018	Male	Female
Commissioner	1	1	
Deputy Commissioner	1	1	
Assistant Commissioner	9	7	2
Chief Superintendent	45	38	7
Superintendent	165	148	17
Inspector	297	251	46
Sergeant	1996	1594	402
Garda	11518	8233	3285
<b>Total</b>	<b>14032</b>	<b>10273</b>	<b>3759</b>

Of which	
Career Breaks (incl. ICB)	93
Work-sharing	55.5
Secondments (Overseas etc.)	14
Maternity Leave	86
Unpaid Maternity Leave	48
<b>Available Strength</b>	<b>13,735.5</b>

Garda Reserves Strength as at 31 December 2018	Total	Male	Female
	528	389	139

## Garda Staff

	Total	WTE*	Male	Female
Professional / Technical	55	54	32	23
Administrative **	2223	2116.9	480	1743
Industrial	431	258.5	129	302
<b>Total</b>	<b>2709</b>	<b>2429.4</b>	<b>641</b>	<b>2068</b>

\* Whole time equivalent

\*\* Civil service grades and other administrative posts

## Civil Service Grades

Grade	Total	WTE	Male	Female
PO	15	15	9	6
AP	37	37	15	22
HEO	141	139.8	63	78
EO	388	377.7	82	306
CO	1635	1540.4	305	1330
<b>Total</b>	<b>2216</b>	<b>2109.9</b>	<b>474</b>	<b>1742</b>

## Suspensions

### Persons suspended from An Garda Síochána at 31 December 2018

Total	Male	Female
39	32	7

## Sick Leave

### Garda members unavailable for duty due To sick leave at 2 January 2018

Garda	Inspector	Sergeant	Superintendent	Total
559	5	55	1	620

### Garda staff unavailable for duty due to sick leave as at 2 January 2018

CO Temp	CO	EO	HEO	AP	Professional	Total
3	59	14	4	1	2	83

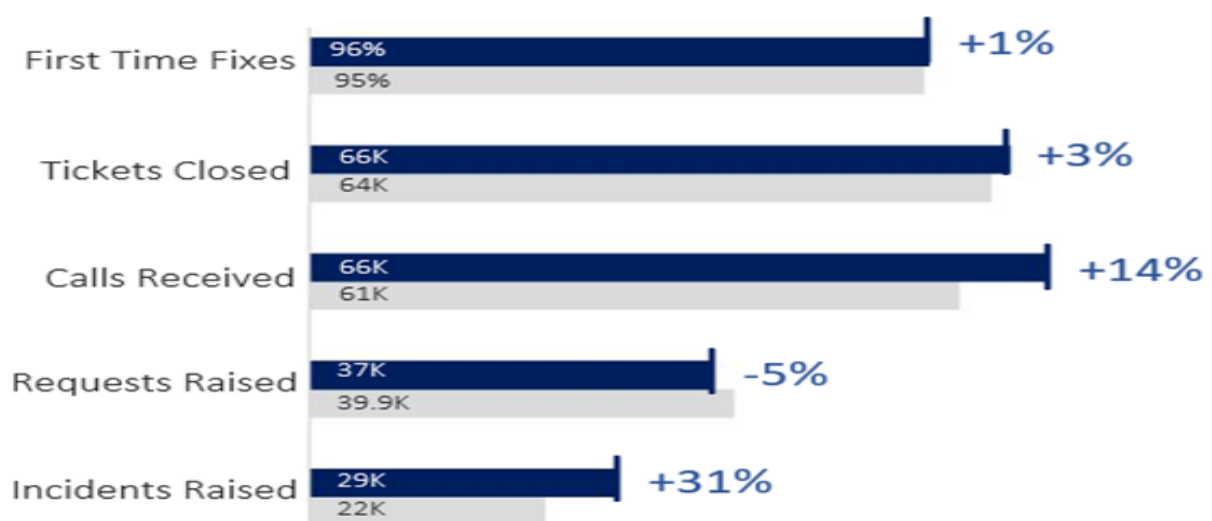
- The total number of sick days recorded on SAMS (Sickness Absence Management System) is the number of calendar days that Garda members and Garda Staff are absent. This includes absences due to injury on duty / occupational injury and may also include weekends and rest days.
- Statistics provided are by rank/grade only, as SAMS reporting does not breakdown by gender profile.

### 3 Information and Communications Technology (ICT)

ICT is an essential tool for supporting the day to day operations of over 17,000 members across 580 locations in order to ensure the successful delivery of effective policing services. An overview of some of the activities performed by IT Operations & Security during 2018 is set out to follow:

SERVICE DESK <b>67K</b> TICKETS LOGGED	SERVICE DESK <b>66.2K</b> CALLS RECEIVED	SERVICE DESK <b>96%</b> FIRST TIME FIX RATE	SECURITY <b>2.4M</b> EMAILS BLOCKED
--	--	---	---

#### SUPPORT METRICS (2018\*\* v 2017)



#### Key Deployments 2018

- **Garda National Immigration Bureau (GNIB) EURP - January 2018:** ICT implemented enhancements to allow for the fingerprint validation on the new European Union Residential Permit (EURP) Cards.
- **Mobility – Throughout 2018:** Enterprise Mobility Management pilot implemented a mobile device and identity management solution. Traffic and contacts application deployed, with monthly releases throughout 2018.
- **PULSE 7.3 – February 2018:** ICT developed upgrades to the PULSE system with a focus on data quality enhancements. These included linking the records of calls received by Command and Control Centres to PULSE incidents and updates to the recording detections processes.
- **Automation of the Data Exchange process (ADEP) – Pilot throughout 2018:** The Pilot Project continued, with Ireland working closely with Member States on enhancements to the exchange of policing records.
- **Removable Storage Device Management – April to September 2018:** ICT ensures all removable storage devices are encrypted before use on Garda desktops, guaranteeing the Organisation is compliant with data protection obligations.
- **PEMS 1.2 - May 2018:** This release incorporated functional changes to the Property and Exhibit Management System (PEMS) which enables the transfer of information between An Garda Síochána and Forensic Science Ireland (FSI) systems.

- **Windows 10 rollout – October 2018 to January 2019:** ICT deployed the Windows 10 operating system to all desktops in the Organisation. A phased automated remote deployed the new operating system.
- **ECM Phase 2 – November / December 2018:** Enterprise Content Management was rolled out to Internal Affairs, Risk Management, Strategic Transformation Office, Strategic Planning and ICT.

### **Modernisation and Renewal Projects**

- **Property and Exhibit Management System (PEMS2):** As of 21 December 2018, 963 users have access to the application with training completed for a total of 1,245. The creation of an eLearning package is underway by the Garda College and roll out has commenced.
- **PRUM:** Decisions were returned to Council for the final adoption of the Implementing Decision enabling commencement by Ireland of operational data exchange in DNA and Dactyloscopic data. In early December, the Department of Justice, in a communication with Council Secretariat, signed off in respect of implementation. ICT received a request from the Garda National Technical Bureau to enable the operational deployment of the technical solution with Austria for go-live on week commencing 7 January 2019. All necessary communication will be distributed and support staff including the vendor will be available to administer and monitor the live deployment to Austria.
- **Schengen Information System II (SIS II)<sup>1</sup>:** The first SIS II Data Protection evaluation took place in November 2018 and a draft report is awaited.
- **Enterprise Content Management (ECM):** As outlined above, deployment of ECM Phase 2 to Internal Affairs, STO, Garda Risk Management, Strategic Planning and ICT was completed in 2018. Nationwide rollout to the rest of the Organisation is at the planning stage.
- **Roster and Duty Management System (RDMS):** The RDMS Pilot ended on 3 December 2018. The evaluation of the Pilot is being collated, incorporating recommendations for National rollout, and is due to be submitted in January 2019. RDMS will continue as 'business as usual' within the DMR East Division while the approach is formalised to bring on-board the next Divisions for roll-out.
- **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.

---

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

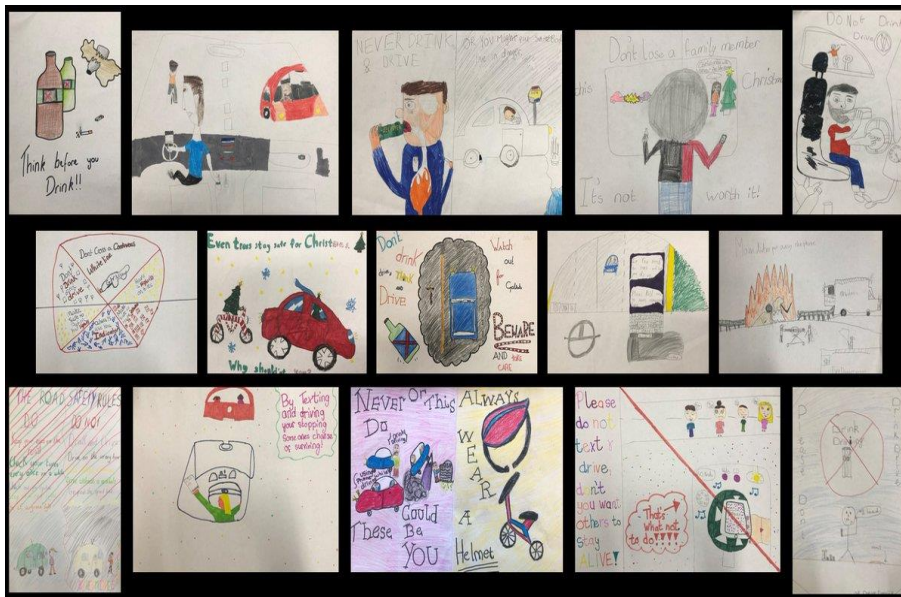


**Christmas/New Year Road Safety Campaign**

To promote road safety over the Christmas period, a number of communication activities were undertaken to demonstrate high enforcement levels, promote safe use of the roads, and compliance. This included road safety messages and videos distributed via social and traditional media from senior Garda officers. For example, a video message on key lifesaver offences from Assistant Commissioner, Roads Policing reached over 80,000 people on Facebook.

There were daily updates provided via social media and press release regarding detections for speed, drink/drug driving and examples of poor and dangerous driving on the roads. The updates also thanked the vast majority of drivers who drove safely and in compliance with the law.

It also included a road safety poster competition in primary schools, a safety message in relation to purchasing scramblers for Christmas, promotion of a follow-up enforcement operation and images from checkpoints from around the country. These posts/Tweets received high levels of engagement from the public.



**Garda Visibility during the Christmas Period**

The deployment of additional personnel to the front-line in key urban centres during the Christmas period was promoted via our social media channels. It was also covered by the Irish Examiner and the Sunday Business Post.

**Impact of CAB Briefings at Joint Policing Committees**

The Chief Bureau Officer at the Criminal Assets Bureau (CAB) provided RTE News with an overview of the positive impact in terms of tackling local crime gangs, as a result of CAB presentations at Joint Policing Committees (JPC), nationally throughout the year. This resulted in significant coverage on RTE television and radio, as well as across print and online media.

**Commission on the Future of Policing in Ireland Report**

The Commissioner and Minister for Justice and Equality provided a joint press briefing in Kevin Street Garda Station on the announcement of the Implementation Plan for the Commission on the Future of Policing in Ireland Report. In addition to the media coverage, this was promoted on our social media channels and internally through the Garda Síochána Portal.

### Anti-Fraud Press Briefing

To prevent people, particularly students, becoming involved in money laundering, Chief Superintendent, Garda Economic Crime Bureau, held a media briefing in conjunction with the Banking Payments Federation of Ireland on the issue of “money mules”. The briefing outlined the levels of this activity in Ireland and Europe, and how people can spot when they are being targeted by criminal networks. The briefing resulted in widespread media coverage across press, TV and radio.



### Interviews/Operational Media Briefings

- The Commissioner highlighted the successes and challenges during the year on RTE Crimecall.
- The mobility pilot in Limerick was featured on Today with Sean O'Rourke on RTE Radio 1.
- Assistant Commissioner Special Crime Operations provided information on major drug seizures and arrests (all media).
- The Irish Examiner interviewed a Garda Sergeant about working over the Christmas period.

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

Code of Ethics Workshops will be held in Q1 2019 to reach the remaining personnel who did not attend Workshops in 2018. At 11 January 2019, the total attendance statistics stand at over 12,800 attendees. Over 8,500 have signed the Code of Ethics declaration, which includes all senior management in An Garda Síochána.

The Garda Ethics and Culture Bureau is continuing their work to encourage all Regions and Divisions to attend Workshops and to sign the Code of Ethics Declaration.

Assistant Commissioner Pat Leahy, representatives of the Ethics and Culture Bureau and the Code of Ethics Steering Committee attended the Policing Authority's Organisation Development Committee meeting on 15 January 2019 and provided a full update on the work done to date to embed the Code of Ethics in An Garda Síochána.

## **6 Risk Management**

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 to review and quality assure their Risk Registers.
- During December, workshops were held with a number of sections, including Freedom of Information, Liaison & Protection and Roads Policing & Major Event Management. Briefing for support staff was delivered in the DMR.
- A Corporate Risk Development Workshop and a Corporate Risk Review meeting were also held.
- The next Risk & Policy Governance Board (R&PGB) meeting is scheduled for 17 January 2019.

Since October 2016, the GRMU has provided training, briefings and direct support to more than 1,700 members of An Garda Síochána, of all ranks and grades.

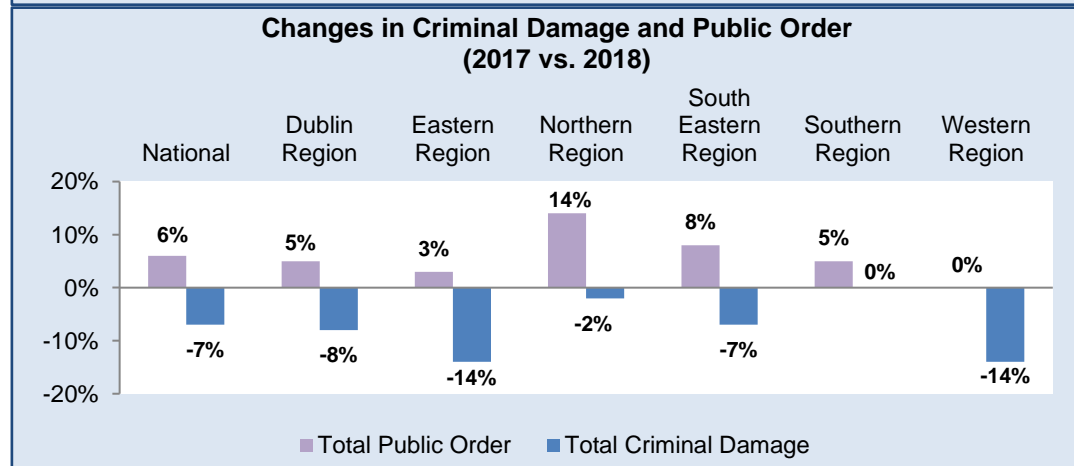
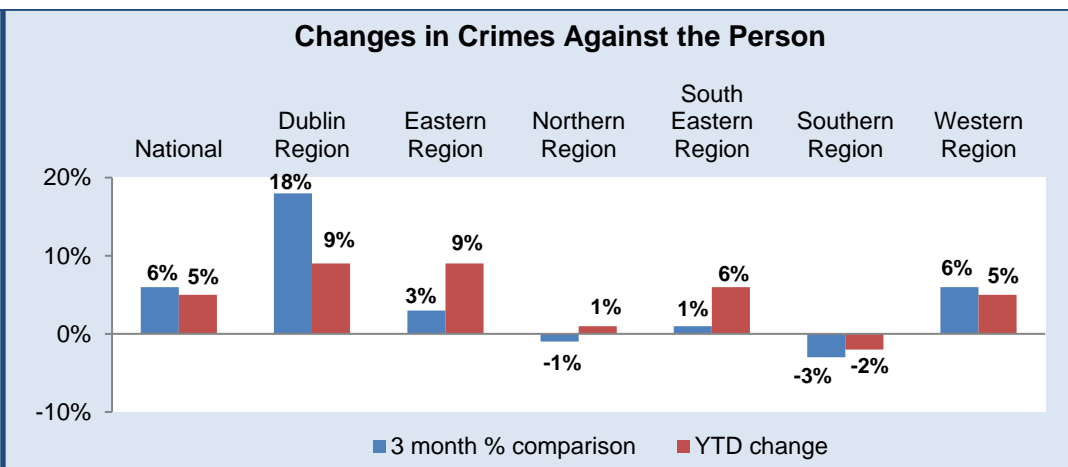
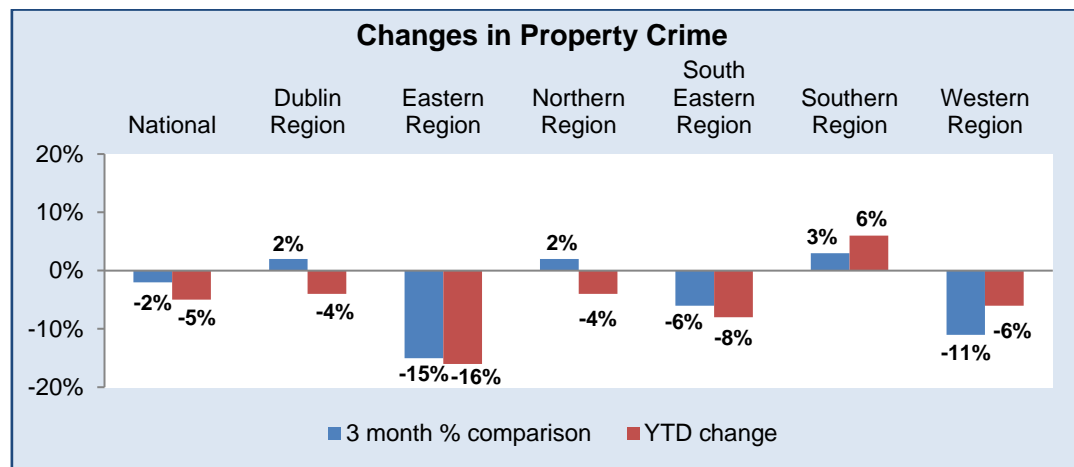
**National Overview / Operational Challenges**

Property crime is down -5% nationally when 2018 and 2017 incidents are compared and down -2% in the three month comparison, with decreases in all regions except the Southern Region. Nationally, crimes against the person are +5% higher when 2017 and 2018 are compared and +5% higher when Q4 2018 is compared with the same period of 2017. Time comparisons for sexual offences could not be completed due to issues around the application of crime counting rules. Total criminal damage is down -7% and total public order incidents are up +6% when 2017 and 2018 totals are compared. This increase in public order offences 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 along with other 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". An Garda Síochána 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 continue to be rolled out across An Garda Síochána.

*Note: Crime incident figures and the associated trends below 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.*



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

National Policing	National Security	Community Safety	Cross Org Services
Divisional Protective Service Units 1	Garda National Cyber Crime Bureau - Project 1	CAD Part 2	Health & Wellbeing Strategy*
Divisional Protective Service Units 2	Investigations Management System	Community Policing Framework Strategy	Policy Governance Structure (P1)*
JARC*	PEMS Part 2	Corporate Services*	Policy Ownership Matrix (P2)*
PAF Technology Support	Schengen	CAD Part 1	Roster & Duty Management System
SAOR*	ECM	Contact Management System	General Data Protection Regulation*
PAF Processes & Procedures	PEMS Part 3*	Control Room Accommodation	PALF
ANPR Central Monitoring Office*	Prüm (Fingerprint Data Exchange)*	Control Room Phone Number/Communications	Bullying & Harassment Policy*
Code of Ethics		Enhancing Network Access to Rural Locations*	Equality, Diversity & Inclusion Strategy*
GoAML*		Establish the Office of Corporate Communications*	Garda Employee Assistance Service System*
Court Presenters		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
13	17	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 in section 1.1*

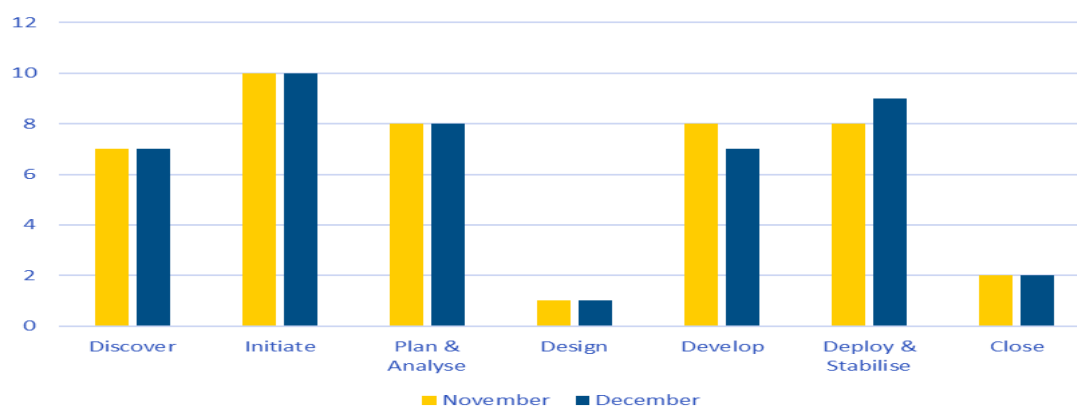
### Project Status Comparison to Previous Month

Critical	-2	<ul style="list-style-type: none"> <li>• Court Presenters moved from Red to Green</li> <li>• Workforce Modernisation from Red to Amber</li> </ul>
Under Control	+2	<ul style="list-style-type: none"> <li>• PAF Processes and Procedures moved from Green to Amber</li> <li>• Workforce Modernisation from Red to Amber</li> </ul>
On Track	(+1, -1) 0	<ul style="list-style-type: none"> <li>• Court Presenters moved to Green from Red</li> <li>• PAF Processes and Procedures moved from Green to Amber</li> </ul>

### Project Status by Tier

	Red	Amber	Green	Total Projects
Tier 1	1	1	0	2
Tier 2	8	10	2	20
Tier 3	4	6	12	22
Totals	13	17	14	44

### Project Breakdown by Phase



## Appendix A (i)

### Policing Plan 2018 – Performance at a glance, December 2018

#### Priority 1

Organisational Development  
and Capacity Improvement

1a	HR Strategy		14	GISC Service Levels	
1b	HR Operating Model		15a	PULSE Inc. Recording (Process)	
2a	Recruit 200 Gardaí (Qtr.)		15b	PULSE Inc. Rec. (Monitoring)	
2b	Recruit 500 Staff (Year End)		15c	PULSE Domestic Abuse m/o	
2c	Recruit 500 R.Gdaí (Year End)		15d	PULSE 'Detected' Incidents	
3	Reassignment of Gdai (3-4)		16	Enterprise Content Mgt.	
4	Divisional Policing Model		17a	Ident. Cultural Audit Issues	
5	Roster and Duty Mgt.		17b	Cultural Audit Strategy	
6	Court Presenters		18a	Ethics Strategy	
7	Computer Aided Dispatch		18b	Phase 1 of Ethics Training	
8	Investigation Mgt. System		18c	Gifts and Hospitality Policy	
9a	PALF (Individual Reviews)		19	Strategic Planning F/W	
9b	PALF (Data Quality Goal)		20	Policy Ownership Matrix	
10	PMDS Training Commenced		21	Inspection and Review IT	
11	Appoint Chief Data Officer		22	Costing the Policing Plan	
12a	Appoint DP Officer		23a	Risk Registers	
12b	DP Impact Assessment Plan		23b	Sharing Risk Data	
13	Centralised Inc. Classification		23c	Gov. Assurance Framework	

#### Priority 2

National and International  
Security

			29b	Prüm Information Exchange	
			29c	Mobile Immigration Data	
26a	Training in 8 MEM Regions		29d	European Union PNR Directive	
26b	Emergency Planning Task Force		30	Scanning Security Environment	
27a	Specialist Firearms Procedures		31a	GCCB Intelligence Function	
27b	Critical & Firearms Inc. Cmd.		31b	Cyber Forensic Exam. Units	
			31c	Forensic Computer Examination	
29a	Schengen information Sharing		32	National Cyber Security Desk	

## Appendix A (ii) Policing Plan 2018

### Priority 3

Confronting Crime

33	CJ (Victims of Crime) Act 2017	Green	39b	ID Victims of Sex Exploitation	Green
34a	Defining Hate Crime	Red	40a	Safeguarding Statement	Green
34b	Proc. to Record Hate Crime	Red	40b	PULSE Automated Children First	Green
34c	Rpt. Hate Crime Campaign	Red	40c	Integrate PULSE/TUSLA NCCIS	Green
35a	Div. Protective Services Units	Green	41a	Crime Prevention Officer Proc.	Red
35b	Dom. Abuse/Sex Cr. Risk Ass.	Red	41b	Crime Prevention Mobile App.	Red
35c	Facilitating SORAM Workshops	Green	44a	GNECB Regional Liaison	Red
36a	Domestic Homicide Review	Red	44b	N. Fraud Prevention Office	Red
36b	Reporting/Detection of Sex Off.	Red	44c	Fraud Prevention Camp.	Green
37a	Domestic Abuse Interventions	Green	44d	Anti-Corruption & Bribery	Green
37b	Reporting of Domestic Abuse	Green	44e	Corruption/Bribery Ph. Line	Green
37c	Domestic Abuse Call-Backs	Green	45a	Reports to PA on OCG's per Q.	Green
38a	THB Training	Green	45b	Dev. Matrix to assess OCG's	Red
38b	Identification of victims of THB	Red	46	Drug Intimidation Rpt. Pg.	Green
39a	Dist. of Child Pornography	Green	47	Enhanced GoAML Function	Red
42a	Maintain Det. Rate (Assault)	Red	43	Decrease Inc. Level (Assault)	Red
42b	Maintain Inc. Level (Burglary)	Green	44f	Increase in M. Laundering Inv.	Green
42c	Maintain Det. Rate (Burglary)	Red	45c	Increase Det. (S/S Ctrl. Drugs)	Red
42d	Maintain Inc. Level (Robbery)	Red	45d	Increase Det. (Firearms)	Green
42e	Maintain Det. Rate (Robbery)	Red	45e	European Arrest Warrant Ex.	Green
42f	Det. Rates Narrative (Not Rated)				



**Appendix A (iii)**  
**Policing Plan 2018**

**Priority 4**

Roads Policing

<b>48</b>	Crowe Horwath Action Plan	
<b>49a</b>	Divisional Roads Policing Units	

<b>50</b>	Roads Policing Operations Plan	
<b>52</b>	Road Safety Nat. Media Strat.	

**Priority 4**

Metrics

<b>49b</b>	Roads Policing Personnel	
<b>51</b>	Multi-Agency Checkpoints	
<b>53a</b>	Enforcement Focus on KLO's	

<b>53b</b>	Decrease Road Fatalities	
<b>53c</b>	Decrease Serious Injuries	

**Priority 5**

Community Engagement  
and Public Safety

<b>54ab</b>	ComPol Segment/Allocation	
<b>55</b>	Garda Reserve Strategy	
<b>56a</b>	New Garda Website	
<b>56b</b>	Social Media Engagement	
<b>57</b>	Crime Prev.(Vulnerable People)	
<b>58a</b>	Plan to Attract Diverse Groups	
<b>58b</b>	Implement Plan (see 59a)	

<b>58c</b>	ID Barriers to Diverse Groups	
<b>59a</b>	Diversity & Inclusion Strategy	
<b>59b</b>	Diversity Training	
<b>60</b>	J-ARC Recommendations	
<b>61</b>	SAOR Implementation	
<b>62a</b>	Juvenile Diversion Action Plan	
<b>62b</b>	Implement Plan (see 62a)	
<b>63</b>	Major Event Mgt. Review	

## Appendix B

### Policing Successes and Community Engagement

During the month of December 2018, there were various incidents of excellent police work performed by members of An Garda Síochána in the course of their routine operational policing duties. Some supported by specialist personnel from Special Crime Operations, Security & Intelligence, Roads Policing and Community Engagement & Public Safety, the incidents included:

On 3 December 2018, a panic alarm activation call was received at the DMR Communications Centre notifying of a robbery of a cash-box from a Cash in Transit Operator in the Temple Bar area. The suspect was reported to have produced a syringe, or similar type object, and had fled the scene on foot. Armed Support Unit (ASU) personnel responded and followed on foot in the direction of the suspect. They were guided by members of the public. The suspect was arrested by uniformed members and detained for questioning at Store Street Garda Station under the provisions of Section 4 of the Criminal Justice Act, 1984. The suspect was subsequently charged with Robbery and was remanded in custody. The cash-box was retrieved from the suspect and the cash recovered.

On 6 December 2018, at Liffey Valley, Dublin 22, personnel from the Garda National Drugs and Organised Crime Bureau (GNDOCB), investigating the importation, sale and supply of illegal drugs by organised crime groups in Dublin / Meath, intercepted two vehicles and seized approximately 50kg of Cocaine, with an estimated street value of €3.4m. Four persons were arrested and subsequently charged with offences contrary to Sections 3 and 15 of the Misuse of Drugs Act 1977/84. They were brought before Dublin District Court on 8 December 2018 and were remanded in custody.

Also on 6 December 2018, as part of an intelligence-led operation by members from GNDOCB, a vehicle was stopped in Rathcoole, Co. Dublin. This resulted in the seizure of Cannabis Herb, with a value of approximately €800,000 and the arrest of one person, who was detained at Clondalkin Garda Station, pursuant to Section 2 of the Criminal Justice (Drug Trafficking) Act 1996. The prisoner was charged with offences contrary to the Misuse of Drugs Acts, 1977/84 and was remanded in custody.

On 17 December 2018, Gardaí on patrol in Navan searched a transit van, under the Road Traffic Act, and found a suspicious device in the rear of the vehicle. An Explosive Ordnance Disposal Team attended the scene, which deemed the device as 'viable' and a controlled explosion was carried out. Two males were arrested and detained at Navan Garda Station under the provisions of Section 30 of the Offences Against the State Act, 1939/98, as amended. Both were charged with possession of explosives, contrary to section 4, Explosive Substance Act, 1883 at a Special Sitting of Navan District Court on 19 December 2018. One suspect was granted bail, while the other was remanded in custody.

On 18 December 2018, as a result of an investigation into the importation and sale of counterfeit Toyota car parts, searches were conducted by Divisional personnel, accompanied by personnel from the Criminal Assets Bureau and Stolen Vehicle Investigation Unit (NBCI) with representatives from Toyota and REACT anti-counterfeiting agency in Castleblayney, Co. Monaghan. Counterfeit Toyota branded or trademarked car parts including bull-bars, body panels and lighting, worth an estimated €500,000 were seized. A suspect has been identified and an Investigation File is being prepared for the Law Officers.

On 23 December 2018, a uniformed member of An Garda Síochána from Anglesea Street Garda Station observed a prolific shoplifter in Cork City Centre carrying a number of shopping bags. On searching the person, stolen property from 6 shops, valued at €1,665 was recovered. The person was arrested and subsequently charged with six counts of Handling Stolen Property, contrary to section 4 of the

Criminal Justice (Theft and Fraud Offences) Act, 2001. The prisoner was brought before Cork District Court and was remanded in custody.

In the early hours of Christmas Eve 2018, Gardaí in Kilkenny were notified of an alarm activation at a hardware store in Castlecomer. Gardaí attended the scene and observed a male running through the village. He was subsequently found to be in possession of a number of tools and was arrested on suspicion of burglary and conveyed to Kilkenny Garda Station, where he was detained under Section 4 of the Criminal Justice Act 1984. Following further enquiries, the prisoner was charged with burglary-related offences in respect of a number of premises in Castlecomer. He was brought before the Criminal Courts of Justice in Dublin on St. Stephen's Day, where he was remanded in custody.

In the lead up to Christmas 2018, an awareness campaign was initiated in the DMR West Garda Division in order to proactively prevent and disrupt the illegal use of scramblers and motorbikes. Community Policing Gardaí visited schools in the area from November 2018, highlighting the dangers associated with the use of scrambler bikes, with information leaflets distributed to parents to discourage the purchase of the vehicles. Other lines of enquiry were also pursued in the Division and, as part of the follow-up, in the early hours of Christmas morning, Tuesday 25 December 2018, Divisional personnel assisted by Regional Roads Policing Units, and Armed Support Units personnel seized eleven motor bikes and two cars under Section 41 of the Road Traffic Act 1994 during searches. Five people were arrested. Investigation files are being prepared for the Director, National Juvenile Office in respect of those arrested.

On Christmas Day 2018, while on mobile patrol, Gardaí from Galway Garda Station stopped and searched a male in Salthill, Co. Galway who was found in possession of a number of items. These items were subsequently identified as having been stolen during a burglary in an occupied dwelling (also on Christmas Day) in Galway. The person was arrested and detained in Galway Garda Station pursuant to section 4 of the Criminal Justice Act, 1984, as amended and was subsequently charged with Burglary contrary to section 12 of the Criminal Justice (Theft and Fraud Offences) Act, 2001. He was brought before Galway District Court where he was remanded in custody.

During the month of December 2018, the Criminal Assets Bureau secured orders pursuant to Sections 2, 3, 4 and 4a of the Proceeds of Crime Act 1996, as amended. These were valued at €2.4m in respect of cash, property, crypto-currency and high-end goods believed to be the proceeds of crime.

## Appendix C

### Organisational Initiatives

#### The Lifesaver Project

This project is a strategic collaboration between An Garda Síochána, Limerick City and County Council, the HSE, Ambulance Services and the City and County Fire and Rescue Services to target in a structured way, the Road Safety education needs of people in Limerick City and County through a sustainable reality event programme. On the mornings of 13 and 14 November 2018, at the South Court Event Centre, over 1,500 students and teachers attended the large scale, multi-agency road safety event. This was the 10<sup>th</sup> consecutive year this programme was run and every year organisers improve on the success of the previous year. To date, approximately 35,000 people have seen the Lifesaver Project.

The event is broken into two parts, the first of which is a full scale crash reconstruction including two vehicles and four professional actors. These actors are ‘made up’, to resemble a person involved in a serious road traffic collision, wearing personal microphones to enable the audience to hear them during reconstructions. This event takes approximately 15 to 20 minutes and has proven to be a very effective and worthwhile exercise, highlighting to the audience what it can be like at the scene of a serious injury and fatal road traffic collision.

During the second part of the event, the audience is shown hard hitting advertisements, highlighting the importance of wearing your safety belt, not using your phone when driving and other safety topics. It also includes interviews with family members who have lost loved ones as a result of a road traffic collisions. Following this, a number of guest speakers address the audience. At the event in November, speakers included an advanced paramedic, a member of Rathkeale Fire and Rescue Service and a survivor of a serious road traffic collision. The Lifesaver Project has a long lasting and positive effect on attendees by highlighting the difficult job front line emergency personnel have, and why road safety is so important in people’s lives.



## European Crime Prevention Network Awards and Best Practice Conference

The European Crime Prevention Network (EUCPN) promotes crime prevention and practices among EU Member States. At the European Crime Prevention Network Awards and Best Practice Conference in Vienna, Austria on 4/6 December 2018, a presentation was delivered on behalf of the Garda National Crime Prevention Unit on a crime prevention initiative titled 'Use your Brain, Not Your Fists'. The initiative included an advertising campaign, in Ireland, targeting males aged between 18 and 39, in order to reduce the number of assaults carried out by males in that age-group.



## Little Blue Heroes 'Yule Fuel Campaign'

Over the festive season, Little Blue Heroes Foundation held a 'Yule Fuel' Campaign, which supported 70 families of children with serious illness who had to travel to hospital. Being on the road for these families, means fuelling the car, last minute food shopping for essentials, credit for phones and buying fuel for the home.

Normally the only 24 hour service available to buy these things are garages along their route, to and from hospital. To reduce some of the costs to these families, Little Blue Heroes Foundation provided them with gift cards for garages. The Foundation believes that families should not have to face any added financial stress when they are already struggling to cope with the devastation and trauma of a seriously ill child. The gift card is more than just a cash alternative; it's a way to say "we care, we are thinking of you this Christmas". They have received very positive and heart-warming feedback from families, one of which said;

*"Thank you so much for the voucher of fuel. Arrived home from Crumlin hospital yesterday to receive this. Yet again cannot thank you enough for the amazing and generous job that you do. We are back in Crumlin Hospital next week, so this fuel voucher could not have come at a better time. Especially this time of year, thank you so much for relieving some of my financial burden."*



Appendix D

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.												
	2019												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2019
Assistant Commissioner								1					1
Chief Superintendent	1				1		2			1			5
Superintendent	3	1		1					1	1	1		8
<b>Total</b>	4	1	0	1	1	0	2	1	1	2	1	0	14

Appendix E

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks  
Data as at the end of December 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	45						1			-1	44	3
Superintendent	168	164	1								1	165	3
<b>Total</b>	<b>224</b>	218	1	0	0	0	0	1	0	0	0	218	6