



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

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

**March 2018**

# 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

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Láithreán Gréasáin / Website:  
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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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In accordance with Section 41A of the Garda Síochána Act 2005, as amended, I am pleased to present the monthly report outlining key aspects of the administration and operation of An Garda Síochána. This report provides an update on all areas included in previous reports and requested by the Policing Authority, from Sections 1 – 13 and in appendices A – E.

A report, 'Performance at a glance', of An Garda Síochána's progress in fulfilling its commitments under the Policing Plan 2018 is outlined at Appendix B (i) – B (iv). For 2018, the Plan again is structured around five policing and security priorities;

- 1. Organisational Development and Capacity Improvement**
- 2. National and International Security**
- 3. Confronting Crime**
- 4. Roads Policing**
- 5. Community Engagement and Public Safety**

Quarterly milestones for each initiative are set at the beginning of the year, allowing An Garda Síochána to manage performance and achieve goals. Progress is rated 'On Target', 'At Risk' and 'Off Target', colour coded in the report in green, amber and red.

Given recent reassignments of responsibility for policy areas, the delay in receiving approval of the National Policing Plan and significant growth in Policing Plan initiatives and sub-initiatives when compared to 2017, there are some gaps in the January report. Every effort is being made to ensure these reporting challenges are overcome as reporting proceeds.

As advised in recent reports, Internal Affairs Section is advancing an electronic based system for the development and publication of statistics on Garda Compensations and Garda Discipline. There have been ongoing consultations between Internal Affairs and ICT and work remains on track to meet the commitment to publish a range of statistics in April 2018 which will include figures for March 2018.

In addition to those provided last month, the following are further challenges for the Organisation.

As outlined in Section 1, budgetary constraints in 2018 will significantly impact on ability of Garda Estate Management to deliver on the Capital Building Programme and Modernisation & Renewal Programme.

Section 5 outlines details of Garda members who have been reassigned to operational duties (as of 9 March 2018). While progress has been somewhat slow on meeting targets, a Project Team has been established to develop a plan to document the policy and processes and to ensure momentum for civilianisation. A combination of options has been identified and is currently being validated to develop an approach to reach the sanctions provided by Government. These options are;

- voluntary process
- identification of roles and posts by local management
- data driven approach based on the 2017 'census'
- identification of the most junior ranks occupying administrative posts

As outlined in Section 7, the CSO has taken the decision to resume publication of Recorded Crime Statistics in the first six months of 2018 in a new category entitled 'Under Reservation'. An Garda Síochána continues to work with the CSO to rectify data quality issues and concerns. Developments in this area will be provided to you.

The severe weather event in late February 2018, which resulted in the issuing of a National Red Alert, posed a number of significant challenges for An Garda Síochána. The severe weather impacted on the ability of many organisations to go about their business, with the resulting curtailment of public services impacting on many citizens. An Garda Síochána put in place a number of measures in the lead up to Storm Emma, to ensure the continuity of operations, insofar as possible and to limit the impact of the weather on the provision of policing and security. Over the course of the weather event, there were many examples of members of An Garda Síochána providing assistance to vulnerable members of society, providing reassurance to local communities and conveying essential healthcare and other personnel to their places of work, in very difficult circumstances.

An Garda Síochána maintained a high visibility presence in our communities and on the roads network, with many members of An Garda Síochána working well in excess of their allocated shifts and volunteering to help communities. The weather event provided opportunities for some individuals to engage in criminal activity and anti-social behaviour. An Garda Síochána responded to a number of such incidents, including high profile aggravated burglary, theft, and criminal damage incidents at a retail premises in South Dublin. Despite the challenges faced by the Gardaí in responding to these events, with the support of colleagues in the Civil Defence and the Defence Forces, a number of individuals were arrested and are currently before the Courts. It is in circumstances such as this, that

the professionalism and dedication of members of An Garda Síochána in supporting our communities comes to the fore.

This 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
- Policing Plan Performance Reports

Yours sincerely

**NAME AND RANK**  
**COMMISSIONER'S OFFICE**

March 2018

The overall financial position at the end of February shows a total net expenditure of €252.5 million which is €4.7 million more than the profiled spend of €247.8 million.

The Garda College is now represented by a separate subhead which contains details on Salaries, Overtime, Non-Pay and Capital expenditure relating to the Garda College.

The management accounts for February show an adverse variance for the Pay Subhead of almost €3 million which is partly driven by a funding shortfall but also due to operational exigencies which has resulted in higher overtime expenditure than the profiled budgeted spend.

The expenditure on overtime for the year to date 2018 was €17.5m, which is €1.8m in excess of the profiled budget. In addition, there was €0.3m expended on overtime in the Garda College. The year to date excess was driven by a number of significant events which required extra policing resources in addition to the available rostered resources. Budget holders are actively implementing a range of corrective measures to ensure that expenditure is brought within profile over the coming months.

### **Procurement**

- Garda Procurement is progressing with its plans to put new contracts in place to enhance the management of facilities in Garda Stations/Headquarter Areas and Offices over 2017 and 2018.
  - In terms of facilities, the focus is on retendering for all commercial cleaning contracts utilising the Office of Government Procurement (OGP) Commercial Cleaning Framework. In this regard, the tender process for the DMR (estimated annual value over €900,000) is now at the contract stage.
  - Tenders covering Divisions in the Southern Region are either out to market or are due to issue to the Framework Members over Q1-2 2018. The current focus is on the Western Region contracts.
- Draft Supplementary Request for Tender in respect of Interpretation Services Drawdown was approved by An Garda Síochána and the Chief State Solicitor's Office and sent by OGP to Framework Members in the week beginning 12 February 2018.
- DPER sanction for the contract to conduct Public Attitude Surveys was obtained on 14 February 2018. The contract award notice published on 26 February 2018 and the e-Tenders database was updated with contract details.
- Sanction to go to contract in relation to 'Support by the Hour' for two Garda EC.135 Helicopters was forwarded to DPER on 22 February 2018.
- Standstill letters to bidders to supply food products for the Garda College Restaurant issued on 9 February and the standstill stage expired on 23 February 2018. From week commencing 5 March 2018, the preferred supplier's food products will be tested/cooked to ensure they meet the specification.
- DPER sanction was received on 5 February 2018 for the General Data Protection Regulation Application System. The Request for Tender was published on e-Tenders on 16 February 2018.
- A Procurement Support Request (PSR) in connection with a tender process for additional training facilities for Garda courses in the DMR area was accepted by OGP on 14 February 2018. OGP will schedule a meeting with An Garda Síochána to progress the tender.
- Hunters Apparel were successful in a mini tender to supply summer uniforms to An Garda Síochána in pilot areas. The pilot will inform the summer uniform specifications for the planned Operational Uniform tender in 2019.
- A PSR for operational uniform, boots and shoes was sent to OGP on 20 February 2018 to run new competitions in 2019. OGP has confirmed that it will assist An Garda Síochána with this tender.
- 2000 boots/shoes have been ordered to meet the anticipated 2018 demand.

## **Estate Management**

### **Budgetary Constraints**

Budgetary constraints in 2018 will significantly impact on ability of Garda Estate Management to deliver on the Capital Building Programme and Modernisation and Renewal Programme.

### **Projects being advanced to planning and tender stage**

The outcome of a final review by the OPW of the works to the cells at Longford Garda Station is awaited by An Garda Síochána.

Part 9 planning was approved on 19 June 2017 for a replacement Garda Station and a facility for the Garda National Immigration Bureau at Dublin Airport. OPW and the Dublin Airport Authority have finalised the legal aspects of the project. A contract has been signed and the OPW is engaging with the contractor with respect to commencement of the project. It is envisaged that this project will commence in early Q2 2018.

Preparatory work to Donegal Town Garda Station is continuing. The OPW commenced the pre-qualification of the main contractor in early December and responses were returned in January. A panel of contractors was established in February to be finalised in March. Tenders are expected to issue in Q2 2018.

Planning was lodged for a new Garda Station at Glanmire on 2 August 2017 and completed on 13 September 2017. Main tenders were returned on 26 January 2018. The OPW hopes to issue letter of intent to the main contractor imminently with a view to being on site in Q2 2018.

The OPW advised that acquisition of the former National Irish Bank property, to facilitate the development of a new Garda Station for Bailieboro Co. Cavan, was completed in early March. The OPW intends to go to planning permission in Q2 2018 and progress with the development of the design with a view to entering the tender stage later this year.

**National Cell Refurbishment Programme** - the Cell Refurbishment Programme is progressing well and the position is as follows:

- Cells in 76 Garda Stations have been refurbished
- Refurbishment works are ongoing in three Garda Stations,
- A contract for the refurbishment of the cells in one Garda Station has been awarded and preparatory works are underway.
- an additional 25 Garda Stations are at planning stage with a view to progressing as part of the Programme in 2018.

### **Development of the new purpose built Garda facility at Military Road**

In December 2016, the OPW agreed a new non-renewable six year lease on the Harcourt Square complex commencing 1 January 2017. This creates the imperative to develop a replacement facility for An Garda Síochána at Military Road before the end of 2022.

The OPW lodged the planning application for the Military Road scheme on 22 December 2017. The closing date for submissions on the planning application was 9 February 2018. The OPW is currently examining the submissions made in respect of the planning process.

## Garda Fleet

### Strength of Garda Fleet, broken down by type as at 12 March 2018

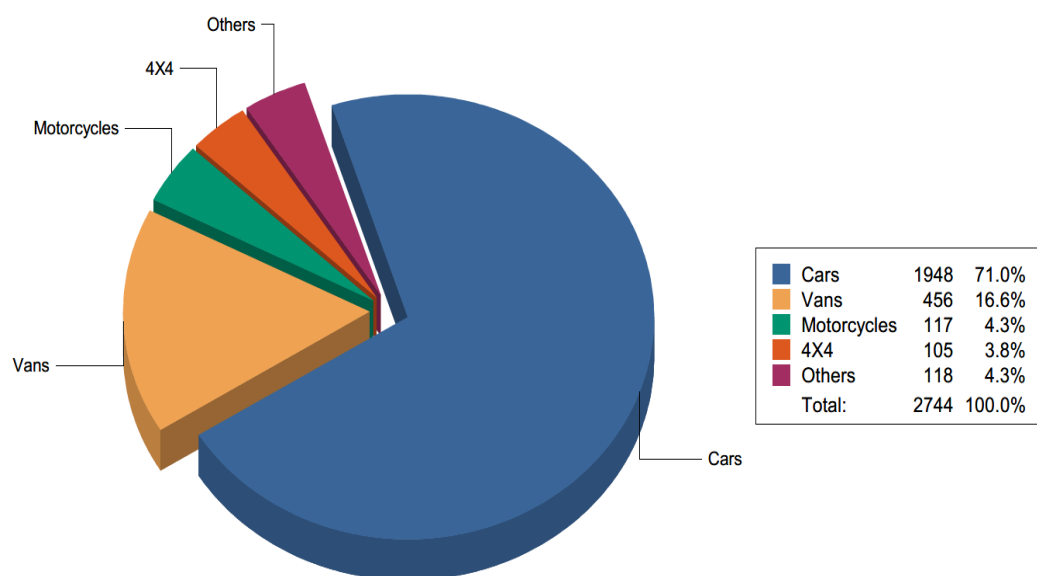
Cars			Vans	Motorcycles	4 x 4	Others	Total
Marked	Unmarked	Total	Total	Total	Total	Total	
795	1,153	1,948	456	117	105	118	2,744

### Strength of Garda Fleet, broken down by age as at 12 March 2018

	Cars	Vans	Motorcycles	4 x 4	Others	Total	% of Total
<b>Total</b>	1,948	456	117	105	118	2,744	100%
<b>&lt; 1 year</b>	219	42	0	21	21	303	11%
<b>1 – 2 years</b>	305	139	35	23	33	535	19%
<b>2 – 4 years</b>	731	86	48	16	32	913	33%
<b>4 – 6 years</b>	289	105	5	2	4	405	15%
<b>&gt; 6 years</b>	404	84	29	43	28	588	21%

Vehicle age is calculated from date of commission

### Strength of Garda Fleet, broken down by type as at 12 March 2018



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

- The Garda strength at the end of February 2018 stood at 13,487 and the civilian strength at 2255.955 (whole-time equivalent as at 9 March 2018). A full breakdown by rank and grade is outlined at Appendix A.
- The Garda trainee recruitment campaign continues. 211 recruits were attested on 8 December 2017. The next attestation is due to take place on 16 March 2018.
- 200 students commenced training on 6 November 2017 and the first class of 2018 entered the college in January with a further three planned intakes for this year, bringing the total intake for 2018 to 800 trainees.
- Sanctions for the recruitment of additional and new civilian posts are continuing to be received from the Policing Authority and work continues on recruiting to these posts.

- The recruitment process for Executive Director Chief Data Officer concluded without a candidate being selected. As outlined in our recent communication with the Policing Authority in relation to this matter, consideration is being given to next steps. The appointment of the Data Protection Officer at Principal Officer level is imminent with a start date expected in the coming days.
- The Workforce Plan is continuing to be refined and revised in consultation with the Policing Authority and Departments of Justice and Equality and Public Expenditure and Reform who are anxious to ensure the visibility of the Garda Reassignment Initiative and progress on the workforce modernisation agenda. Further information on the status of Civilianisation and Redeployment is outlined in Section 5.
- Details of numbers and vacancies in specified ranks are attached at Appendices D and E.

### 3 Information and Communications Technology (ICT)

The following projects were deployed to the Live Environment:

- **PULSE 7.3:** An update to PULSE was released on 25 February 2018. The release included a number of data quality enhancements including the standardisation of how incidents are marked as detected. Other functionality changes included the integration with CAD (the call taking and dispatching system) which will enable PULSE to record data directly from the third party CAD system. The release also included data verification of various input fields within PULSE and an additional 18 bug fixes were also implemented.
- **PEMS2 1.1:** An update to the Property and Exhibits Management System (PEMS2) was released on 27 February 2018. This release included functional changes to the application as agreed with the business owner, including updates to the integration with PULSE and minor bug fixes.
- **Reporting Services 2:** A maintenance release update for reporting services was deployed on 8 March 2018. This release included the introduction of 9 reports within the web application. Another maintenance release update (Reporting Services 3) is scheduled for 29 March 2018. This release will include updates to reports within the web application.
- **Portal Release 2:** A maintenance release update for the Garda Síochána Portal was deployed on 12 March 2018. This release included updates to the Garda Professional Standards Unit (GPSU) section of the Portal. Another maintenance release update (Portal Release 3) is scheduled for 28 March 2018. This release will include updates to code tables for the firearms register section of the Garda Portal.
- **AFIS Maintenance:** The Automated Fingerprint Identification System (AFIS) maintenance release was deployed on 13 March 2018. This release included updates to the code tables ensuring AFIS is aligned with the new PULSE 7.3 release.
- **SFTP (Secure File Transfer Protocol):** SFTP is the secure process for transferring files between An Garda Síochána and external agencies. The secure transfer of files between An Garda Síochána and the Department of Transport, Tourism and Sport was migrated to the new platform in February 2018. File transfers with the Department of Justice and Equality are scheduled to be migrated in March.
- **Monthly Patching:** Essential Microsoft security updates are scheduled for deployment to all PCs on 18 March 2018.
- **Mobility 3:** The Enterprise Mobility Management (EMM) Garda ACTIVE Mobility Pilot was publically launched successfully on 7 December 2017 in Limerick Division. The Traffic Application allows members of An Garda Síochána to lookup car registration numbers in PULSE from their mobile device. An update to the Traffic Application is scheduled for 22 March 2018. This update will provide functionality to provide Driver License information and warnings within the existing Vehicle Lookup.



- **eRC1 2.5:** An update to the electronic RC1 system is scheduled for 26 March 2018. This release will integrate the application with PULSE 7.3 ensuring appropriate crime types recorded on eRC1 will transfer to PULSE as 'shell' incidents automatically – as a result data will transfer to PULSE automatically with information prepopulated and will be available to be subsequently updated by the reporting member.
- **ECM 1.1:** A maintenance release to the Enterprise Content Management system (ECM) is scheduled for deployment on 27 March 2018. This release includes maintenance to the application as agreed with the business owner including changes to actions for document classifications.
- **An Garda Síochána Hosting Solution:** An update to the website hosting solution currently provided by The Local Government Management Agency (LGMA) is scheduled for 30 March 2018. This is the facility for hosting public web applications including the Garda website [www.garda.ie](http://www.garda.ie) and the eVetting application.

### **Modernisation and Renewal Projects**

**Property Management:** The Property and Exhibits Management system (PEMS2) Go Live activities are now complete and application access is available to trained users in all Regions. Phase 2 of the phased roll out of the peripheral devices (incl. barcode readers, e-signature pads and the PEMS2 label printers) is now underway, starting with the DMR Region. As of 26 February 2018, 653 users have been provisioned with access to the application, with a planned total of 1,200 users after training is complete. Divisional CPD training centre requirements are currently being identified and planning is in progress. There are 139,986 object records that have been created in the system.

**Roster and Duty Management System (RDMS):** This project will implement an off-the-shelf Duty Management System for active duty planning and resource management (time and attendance). The project is currently in the 'test phase'. System Test execution has been completed and Performance Testing and User Acceptance Testing is in progress. Communications planning and training preparation are close to completion with training for the DMR East Division 3-month pilot scheduled for March. Pilot deployment date is to be confirmed.

**PRÜM<sup>1</sup>:** The technical implementation was completed on schedule into the Garda ICT Production Environment in January 2018. The Garda ICT part of the project is now coming to a conclusion. An Austrian Delegation visited An Garda Síochána Headquarters during February 2018 to complete an inspection of the ICT Solution and review pilot testing in the production environment with standardised PRÜM data. The Austrian Delegation are due to complete an evaluation report of the PRÜM implementation by An Garda Síochána and submit this to the EU council for review. After the EU Council review and approval, Ireland will commence operational sharing.

**Schengen:** Phase 0 of the Schengen Project is in its final stages. From Phase 0, the Schengen Team will have detailed requirements gathered and a clear business process definition. All requirements and business processes have been defined and agreed following detailed workshops with both operational and specialist groups across An Garda Síochána. Development of the Functional Designs and detailed planning for the remaining Phases are underway.

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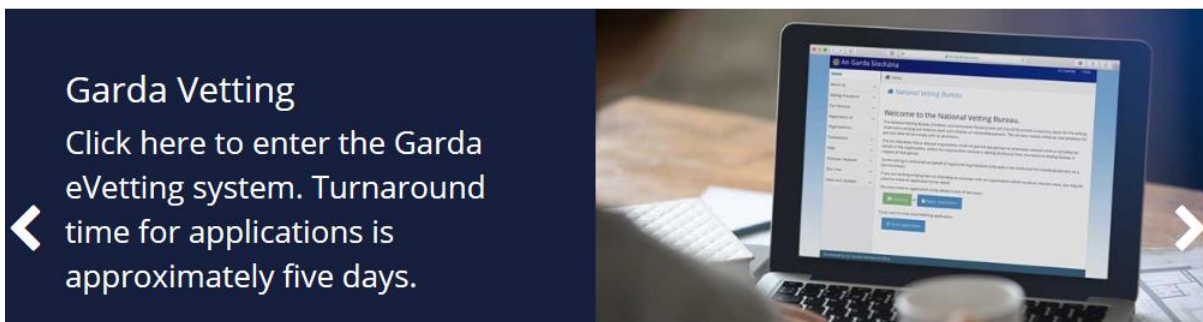
<sup>1</sup> Prüm Convention: sometimes known as Schengen III Agreement is a treaty, signed on 27 May 2005 by Austria, Belgium, France, Germany, Luxembourg, the Netherlands and Spain in the town of Prüm in Germany and which is open to all members of the EU, 14 of which are currently parties. The convention was adopted to enable signatories to exchange data re. DNA, fingerprints and vehicle registrations of concerned persons and to cooperate against terrorism.

### New Garda website

The new website for An Garda Síochána was introduced on 8 February 2018, providing better access for the public to a wide range of information in relation to the Organisation. Developed in conjunction with Garda ICT, the site has been designed to ensure that information most frequently viewed by the public is given prominence. This includes contact details for all Garda Stations, options for reporting a crime, vetting applications and immigration information. It has also been designed to make it easier to navigate the site and find information.

New sections introduced include 'Crime', which provides advice to the public on a range of crime types, 'Victim Services', which details the services available from An Garda Síochána, and 'Information Centre', which enhances the Organisation's transparency by publishing an increased amount of information, reports and policies.

There has been good external and internal reaction to the website to date. The performance of the new website will be kept under regular review.



### Weather Warning

Working with the National Emergency Co-ordination Centre, An Garda Síochána utilised all communications channels to advise the public about the latest weather warnings and actions they should take to ensure their safety. Regular updates were provided during each day of severe weather. To provide public re-assurance that members of An Garda Síochána were available to protect and support communities during the weather event, examples of Garda support were posted on social

media. This included visits and help to people, particularly older members of the community and the provision of transport support to key public sector workers. As the weather event lasted into the first week of March, a full report on the impact of communications activity will be provided in next month's report.

### **Anti-burglary activity**

To highlight the work undertaken by Gardaí in rural Ireland to combat burglaries, RTE's Prime Time was provided with access to a special unit established in the Midlands to target gangs operating in Laois/Offaly.

### **Online Child Safety Operation**

The Garda National Protective Services Bureau led a significant operation from 2 to 5 February 2018, targeting those in possession of child exploitation material. This operation was publicised via press release and a press briefing at that time. The briefing also highlighted measures that parents and children can take to enhance online safety for children. The operation and this advice received widespread coverage.

### **Road Safety Advice – How's Your Driving TV Series**

As part of the RTE series 'How's Your Driving', Garda road safety experts gave advice in several of the programmes on how issues such as drink driving, speeding and poor tyre conditions can put road users at significant risk.

### **Advice on iTunes Scam**

Following the prevalence of a scam which entices people to purchase iTunes gift cards, An Garda Síochána provided advice to the public, particularly vulnerable older people, via press release, the Garda website and social media channels. The advice was viewed by over 35,000 people on Twitter and more than 52,000 people on Facebook.

### **Interviews and Operational Media Briefings**

Interviews and operational media briefings for the month of February included:

- CAB operations targeting criminal gangs
- Financial fraud advice for businesses (Pat Kenny Show, Newstalk)
- Anti-gangland activity in Kilkenny and Waterford
- Appeals relating to on-going investigations and murders.

**5 Progress update on the status of Civilianisation and Redeployment**

Garda members who have been reassigned to operational duties as of 9<sup>th</sup> March 2018

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda
<b>Total</b>	1	4	4	3*	48**

\*Sgt (retired and being replaced by a HEO in an enhanced role) \*\*inclusive of 9 GNIB posts

Garda members reassigned to operational duties as of 9 March 2018 by Division

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda
Strategic Transformation Office	1	4			
Legal Affairs			1		
Internal Audit			1		
Finance			1		
GPSU			1		
Press Office				1	
NBCI				1	
CAO				1	
GNIB					9
Cork City					6
Cork North					2
Cork West					2
Limerick					2
Donegal					1
Galway					4
Sligo					2
DMR West					2
DMR South					2
DMR South Central					5
DMR North					4
DMR North Central					3
Tipperary					1
DMR Traffic					1
GNSPB					1
West Meath					1
<b>Total</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>48</b>

The Steering Committee to embed the Code of Ethics in An Garda Síochána met most recently on 5 March 2017 and progress is continuing effectively. The Steering Committee had a productive meeting with the Policing Authority's Code of Ethics Committee on 7 March 2018 where a full update on its activities was provided.

The views of the external ethics experts, Acorn Governance Solutions have been integrated into the Draft Code of Ethics Strategy which they described as an excellent, bespoke, comprehensive and thoughtful. The Steering Committee was pleased to hear the positive observations of the Policing Authority's Code of Ethics Committee and its views are currently being incorporated.

Ethics instructors, incorporating CPD personnel and trained nominees from all ranks and grades in An Garda Síochána have completed their training programme. Ethics workshops for all Garda Síochána personnel commenced on 5 February 2018. Workshops for all Regions and Divisions are ongoing and on schedule.

Two members of the Steering Committee are due to participate in a two part CEPOL<sup>2</sup> Programme entitled *Fundamental Rights & Police Ethics* and *Management of Diversity*. During this programme, the members will conduct research with other European police services to ascertain successes, difficulties and challenges encountered during the implementation of ethics programmes. The results of the research will be incorporated into An Garda Síochána's strategy for the effective implementation of the ethics programme.

Steering Committee representatives held a meeting regarding the Communications Strategy on 14 March 2018. Progress on the strategy, in addition to the distribution of Code of Ethics posters nationally and the display of Ethical Standards and Commitments on personal computers, is continuing.

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<sup>2</sup> European Union Agency for Law Enforcement Training

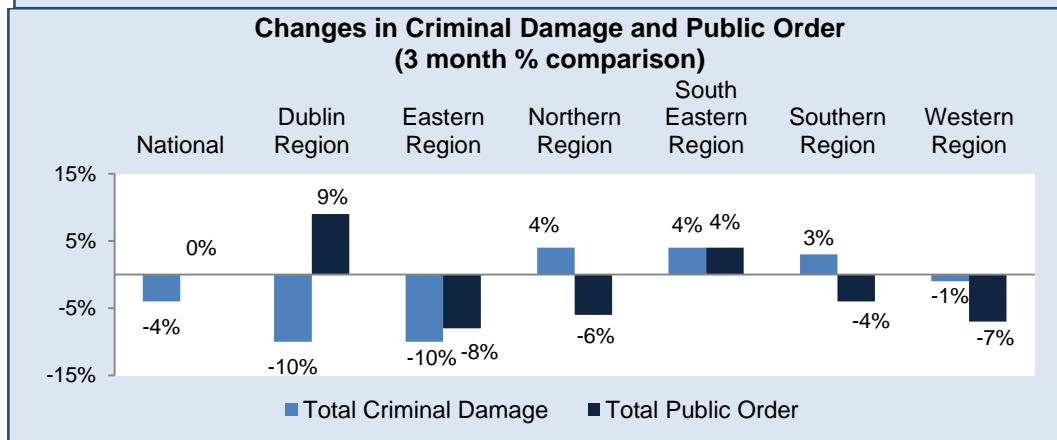
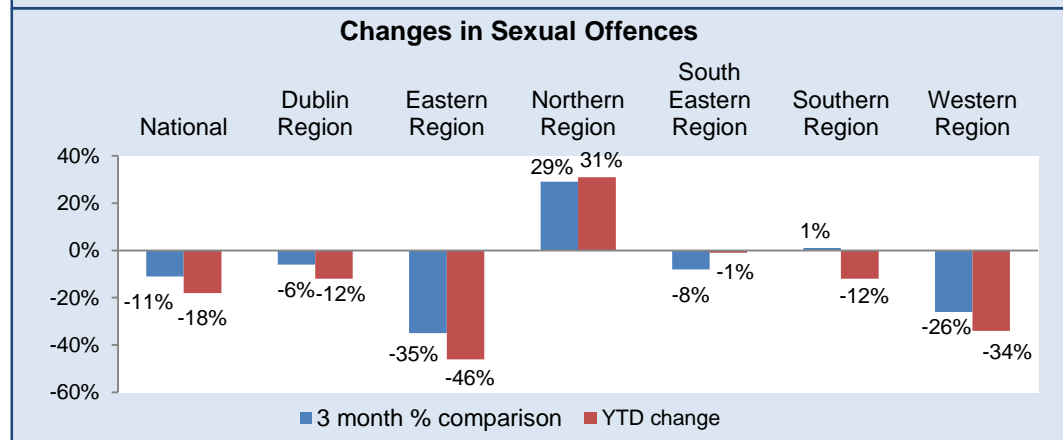
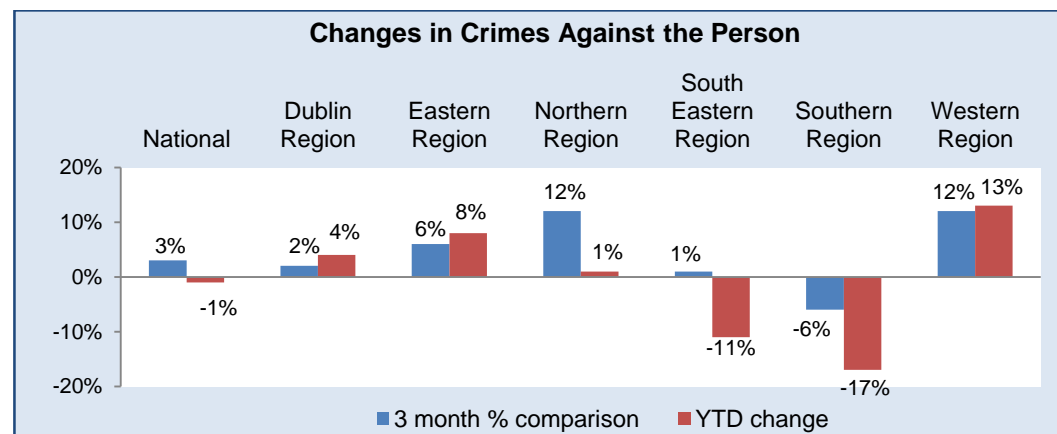
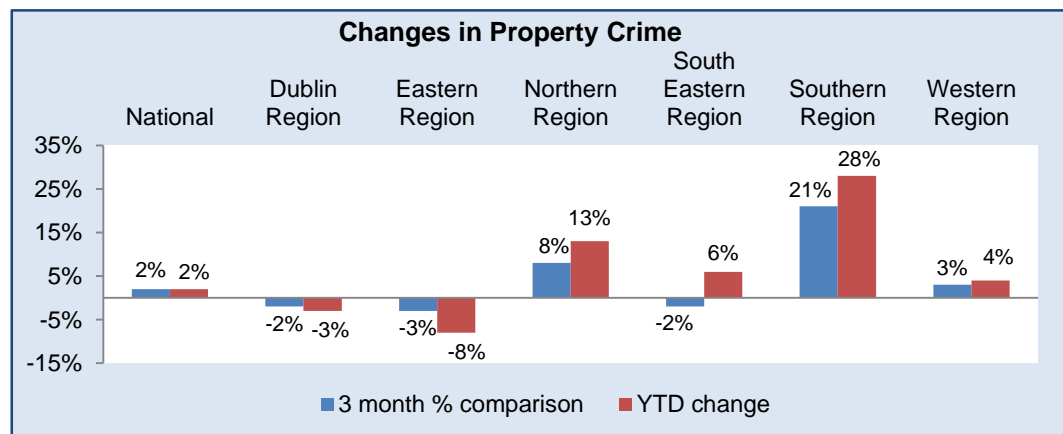
**National Overview/ operational challenges**

Property crime is up +2% in the three-month and year-to-date comparisons. Violent property crime incidents have peaked over recent months; Robbery from the person and robbery of an establishment are driving this trend. Crimes against the person are up +3% in the three-month comparison, but down -1% in the year-to-date. The number of sexual offences recorded overall is down -18% in the year-to-date. Total criminal damage incidents are down -4% and public order offending has remained stable in the three-month comparison. 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**

The CSO has taken the decision to resume publication of Recorded Crime Statistics in the first six months of 2018 in a new category entitled “Under Reservation”. The Garda Organisation is continuously working with the CSO to rectify data quality issues and concerns.

*Note: Crime incident figures and the associated trends above 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

While MRP projects are progressing, there are many seeing the impact of current Industrial Relations issues. If these continue, it would be assumed that many projects will have their RAG status further impacted due to missed deadlines and slow progress.

### Project Status View

National Policing		National Security		Community Safety		Cross Org Services	
National Op Framework	CRITICAL	PEMS Part 2	AMBER	Community Policing Framework Strategy	CRITICAL	Health & Wellbeing Strategy	CRITICAL
Protective Service Units 1	AMBER	Schengen	AMBER	Contact Management System	CRITICAL	Roster & Duty Management System	CRITICAL
Protective Service Units 2	YELLOW	Investigations Management System	AMBER	Control Room Phone Number/Communications	CRITICAL	P.A.L.F	GREEN
JARC	GREEN	ECM System Phase 1	GREEN	Establish the Office of Corporate Communications	YELLOW	Policy Ownership Matrix (P2)	YELLOW
SAOR	GREEN	PEMS Part 3	GREEN	Control Room Accommodation	YELLOW	Policy Governance Structure (P1)	YELLOW
ANPR Central Monitoring Office	GREEN	ECM System Phase 2	GREEN	Corporate Services	YELLOW	General Data Protection Regulation	YELLOW
Code Of Ethics	GREEN	Prüm (Fingerprint Data Exchange)	GREEN	Enhancing Network Access to Rural Locations	YELLOW	Cultural Audit	GREEN
Court Presenters	GREEN	Garda National Cyber Crime Bureau - Project 1	GREEN	CAD Part 1	YELLOW	Equality, Diversity & Inclusion Strategy	GREEN
Electronic RC1	GREEN	ADEP	AMBER	CAD Part 2	YELLOW	Garda Síochána Analysis Service	GREEN
GoAML	GREEN			CAD Part 1 - National Rollout	GREEN	Garda Employee Assistance Service System	GREEN
PAF Processes & Procedures	GREEN			CCTV Management Strategy	GREEN	Bullying & Harassment Policy	GREEN
PAF Technology Support	GREEN			Garda Mobility Strategy	GREEN	HR Operating Model	GREEN
						Process Optimisation - Cycle to Work	GREEN
						Revised Approach to Risk Management	GREEN
						Risk Management IT System	GREEN

### Project Status Breakdown

Critical	Under Control	On Track	Total Projects
11	17	21	49

### Project Status Comparison to Previous Month

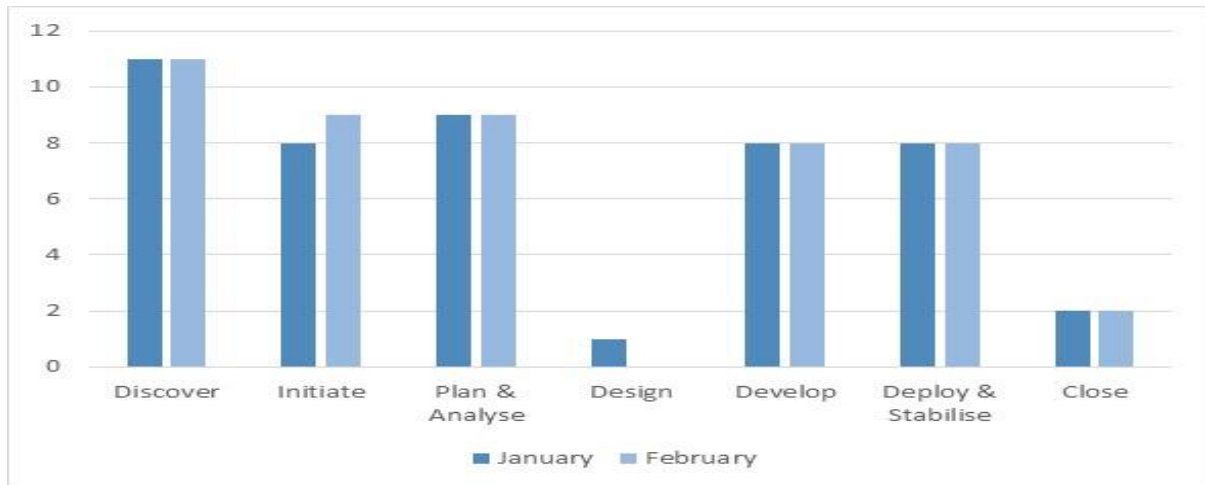
Critical	+4 (+6, -2)	<ul style="list-style-type: none"> <li>Civilianisation added</li> <li>Divisional Policing Model added</li> <li>DPSU Phase 1 moved from amber</li> <li>PEMS Part 2 moved from amber</li> <li>Schengen moved from amber</li> <li>IMS moved from Amber</li> <li>PALF moved to Amber</li> <li>National Operating Model now on hold</li> </ul>
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Under Control	-2 (+2 -4)	<ul style="list-style-type: none"> <li>• DPSU Phase 2 moved from Green</li> <li>• PALF moved from Red</li> <li>• DPSU Phase 1 moved to Red</li> <li>• IMS moved to Red</li> <li>• PEMS Part 2 moved to Red</li> <li>• Schengen moved to Red</li> </ul>
On Track	0 (+1, -1)	<ul style="list-style-type: none"> <li>• ADEP added as new project under National Security</li> <li>• DPSU Phase 2 moved to Amber</li> </ul>

Project Status by Tier

	Red	Amber	Green	Total Projects
Tier 1	2			2
Tier 2	8	7	6	21
Tier 3	1	10	15	26

Project Breakdown by Phase

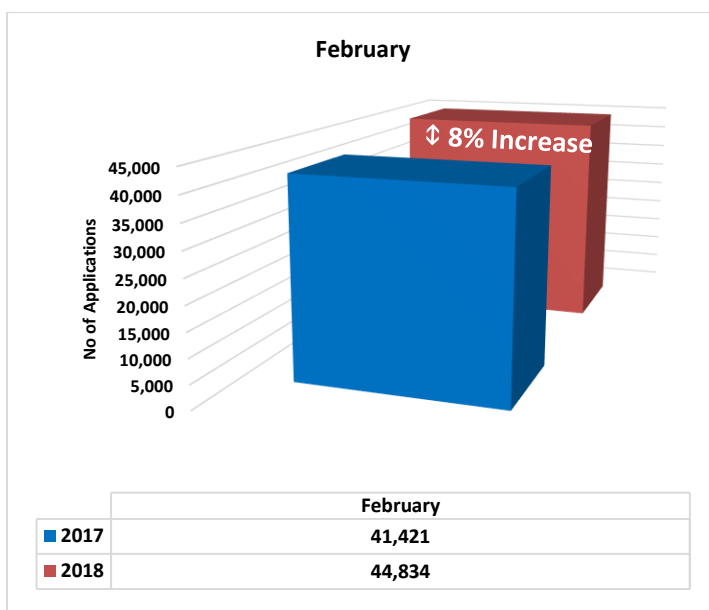
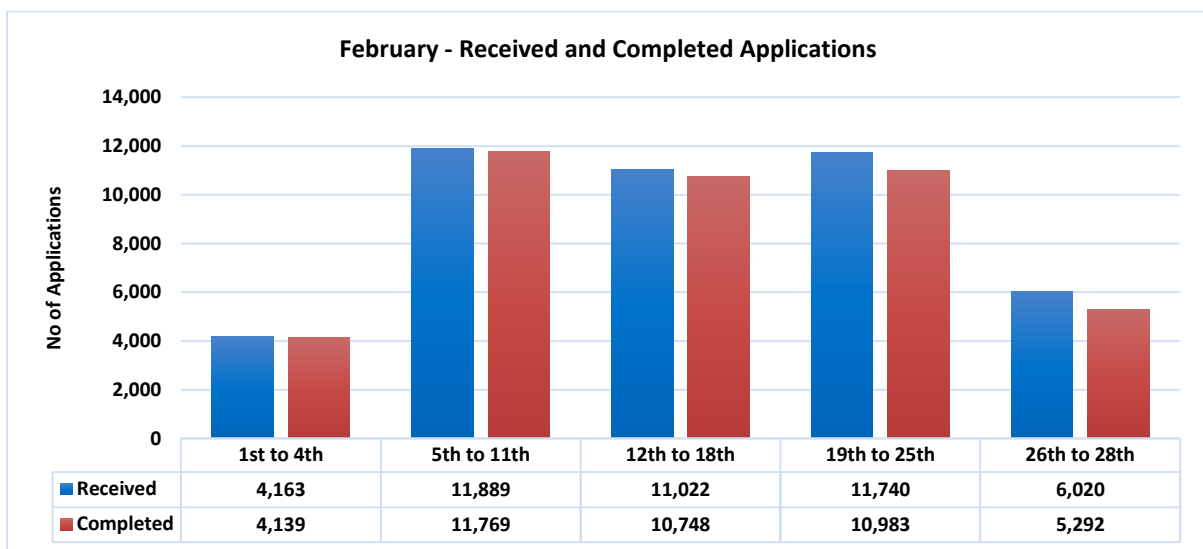




## 9 Risk Management

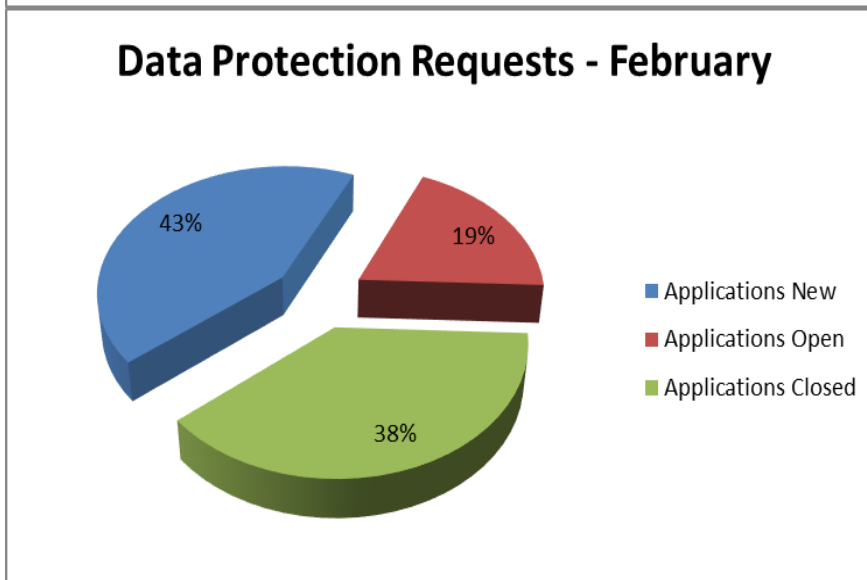
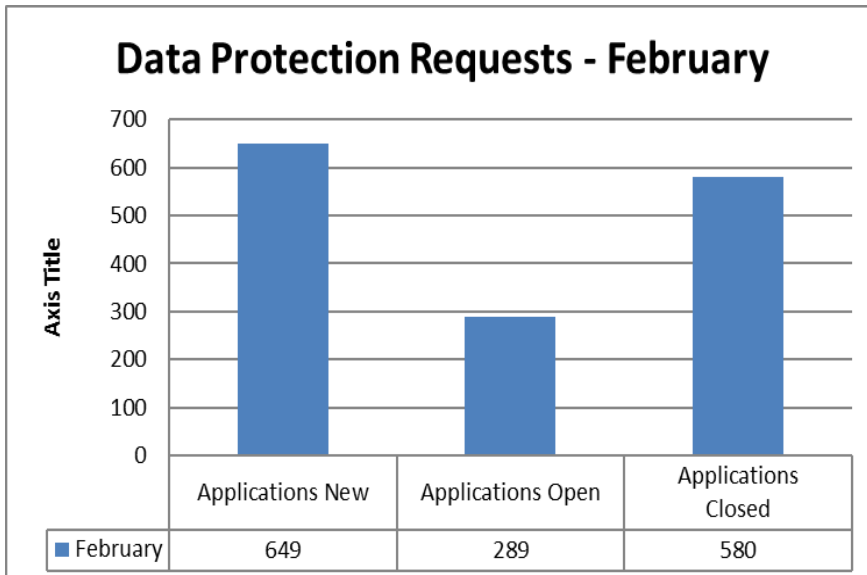
- The first meeting of Risk & Policy Governance Board (R&PGB) for this year was held on 1 February 2018. A second meeting is due to take place in April 2018.
- A meeting of the Management Assurance Stakeholder Team (MAST) (GPSU, GIAS, Strategic Planning, STO, GRMU) was held on 6 March 2018.
- A meeting was held with the State Claims Agency on 19 February 2018 in order to discuss their risk management processes and IT system from a business perspective to better inform the development of Project Two – Risk Management IT System.
- Twelve Corporate Risks are currently being actively managed by An Garda Síochána, with Corporate Risk Owners assigned to each.

## 10 Vetting



## 11 Data Protection

Applications	New	Open	Closed
February	649	289	580



## 12 Freedom of Information (FOI)

The eFOI tracking system records a total of 97 requests, incorporating a total of 175 questions, received between 1 January and 28 February 2018. The majority of these requests were submitted by journalists (38), followed by requests from members of the public (34). The remaining requests were submitted by business/interest groups, solicitors and academics.

The distribution of these requests over Human Resources, FOI Section, Internal Audit, Finance and Procurement is displayed in the table below:

MONTHLY STATUS UPDATE – February 2018			
FOI Requests	Year To Date	February	Comments/Issues
Finance: General	19	6	
Finance: Procurement	5	2	
FOI Section	53	32	
Human Resources	20	5	
Internal Audit	0	0	
<b>Total Requests</b>	<b>97</b>	<b>45</b>	
<b>Additional Requests</b>	<b>73</b>	<b>42</b>	These comprise of out of scope requests that require attention by An Garda Síochána (crime reporting etc.)
FOI Decisions	Year To Date	February	Comments/Issues
Granted	10	6	
Part-granted	16	9	
Refused	49	32	
Withdrawn	2	2	
Withdraw & redirect	0	0	
<b>Total Decisions</b>	<b>77</b>	<b>49</b>	28 decisions made in January 2018 of which 6 referred to FOI requests received in 2017
Response Times	Year To Date	February	Comments/Issues
Within time	72	46	
Out of time	5	3	

\*Please note the statistics are drawn from a live ICT reporting system and as a result information is changing hourly/daily as decisions are made and files completed.

## 13 Legal Services Claims

February 2018

File Type	New				Finalised			
	Garda		Non-Garda		Garda		Non-Garda	
	Litigation	Pre-Litigation	Litigation	Pre-Litigation	Litigation	Pre-Litigation	Litigation	Pre-Litigation
Article 40								
Assault							1	
Assault (Sexual)								
Constitutional								
Consultative Case Stated			1					
Defamation							1	
Bullying								
Damage to Property				7				1
Discovery			5	1			4	1
Equal Status Act								
Employment Cases		1						
False Imprisonment								
Fixed Charge Notice								
Judicial Review			2					
Injunction								
Inquest								
Loss of Property				4				1
Malicious Prosecution							1	
Negligence								
Penalty Points								
Personal Injury		2		4		1		
Police Property Application				3				
PSV								
Slip/Trip/Fall								1
SCA Assist								
Unlawful Arrest				1			2	
Unlawful Search								
Unlawful Seizure								
Vetting								
Warrant Case								
Other			1	5		1	1	
<b>Total</b>	<b>0</b>	<b>3</b>	<b>9</b>	<b>25</b>	<b>0</b>	<b>2</b>	<b>10</b>	<b>4</b>

- The figures provided above refer to the number of new files opened and finalised in Legal Services in the month of February 2018.
- The files are broken down into the categories of “Garda “ / “non-Garda” files.
- The figures are further broken down into files which are “pre-litigation” (legal proceedings have not been instituted) and “litigation” (files which are the subject of legal proceedings).

## Appendix A

### Human Resources and People Development (HRPD)

Rank	Strength at 28 February 2018
Commissioner	1
Deputy Commissioner	1
Assistant Commissioner	9
Chief Superintendent	45
Superintendent	164
Inspector	263
Sergeant	1,866
Garda	11,138
<b>Sub - Total</b>	<b>13,487</b>
Career Breaks (incl. ICB)	107
Work-sharing*	54
Secondments (Overseas etc.)	18
Maternity Leave	82
Unpaid Maternity Leave	30
<b>Total</b>	<b>13,196</b>

\* Equates to 104 members

Professional/Technical		Administrative		Industrial	
Head of Training & Development	0	CAO	1	General Op	11
Teacher	16.6	Exec Director Finance	1	Electrician	1
Researcher	2	Exec Director HRPD	1	Store Keeper	1
Senior Solicitor	1	Exec Director ICT	1	Carpenter	1
Professional Accountant Grade I	5	Exec Director S&T	1	Charge hand	1
Professional Accountant Grade II	2.8	Exec Director L&C	1	Plumber	1
Professional Accountant Grade III	1	Director	1	Traffic Warden	6
CMO	1	PO*	10	Coffee Shop Attendant	0
Assistant CMO	1	AP**	31	Driver	15.8
Occupational Health Physician	0	HEO***	117	Store man	4
Nurse	3	EO ****	337.386	Store Officer	1
Photographer	3	CO	1423.679	Groom	1
Cartographer	2	Supt. of Cleaners	2		
Telecoms Technician	12.6	Cleaner	154.49		
Examiner of Maps	1	Service Attendant	32		
Head of Legal Affairs (Director level)	1	Seasonal Cleaner /SA	6.6		
Accident Damage Co-ordinator	1	Service Officer	7		
Technical Supervisor	1	Catering Staff	28		
Workshop Supervisor	1				
<b>Total</b>	<b>56</b>		<b>2156.155</b>		<b>43.8</b>

\* Includes 1 Senior Crime & Policing Analyst

\*\* Includes 2 Higher Crime & Policing Analysts

\*\*\* Includes 29 Crime & Policing Analysts, and 2 Assistant Accountants

\*\*\*\* Includes 10 Crime & Policing Analysts

**GRAND TOTAL: 2255.955 (whole-time equivalent)**

## Appendix B (i)



# Policing Plan 2018

### Priority 1

Organisational Development  
and Capacity Improvement

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

## Appendix B (ii)



# Policing Plan 2018

### 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	

### Public Attitude Survey

Reported Quarterly

	Target
Respondents who think that An Garda Síochána is well-managed (baseline 2017)	+5%
Increased victim satisfaction	65%
Respondents who say that fear of crime does not impact on their quality of life	75%
Public opinion on ability of An Garda Síochána to tackle crime	60%
Respondents who see crime as a very serious or serious problem locally	20%
Garda visibility	40%
Perception that An Garda Síochána is community focused	67%
Satisfaction with the service provided to local communities	75%
Perception that AGS treats all people equally, irrespective of background	New

## Appendix B (iii)



# 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	White	40a	Safeguarding Statement	Green
34b	Proc. to Record Hate Crime	White	40b	PULSE Automated Children First	Green
34c	Rpt. Hate Crime Campaign	Green	40c	Integrate PULSE/TUSLA NCCIS	Green
35a	Div. Protective Services Units	Yellow	41a	Crime Prevention Officer Proc.	Green
35b	Dom. Abuse/Sex Cr. Risk Ass.	Green	41b	Crime Prevention Mobile App.	Green
35c	Facilitating SORAM Workshops	Green	44a	GNECB Regional Liaison	Green
36a	Domestic Homicide Review	Green	44b	N. Fraud Prevention Office	Green
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	White	44e	Corruption/Bribery Ph. Line	Green
37c	Domestic Abuse Call-Backs	White	45a	Reports to PA on OCG's per Q.	White
38a	THB Training	Green	45b	Dev. Matrix to assess OCG's	White
38b	Identification of victims of THB	Green	46	Drug Intimidation Rpt. Pg.	Green
39a	Dist. of Child Pornography	Green	47	Enhanced GoAML Function	Green

### Priority 3

Metrics

42a	Increase Det. Rate (Assault)	Red	43	Decrease Inc. Level (Assault)	Red
42b	Maintain Inc. Level (Burglary)	Red	44f	Increase in M. Laundering Inv.	Red
42c	Increase Det. Rate (Burglary)	Red	45c	Increase Det. (S/S Ctrl. Drugs)	Red
42d	Maintain Inc. Level (Robbery)	Red	45d	Increase Det. (Firearms)	White
42e	Increase Det. Rate (Robbery)	Red	45e	European Arrest Warrant Ex.	Green
42f	Maintain Det. Rates - Narrative	White			



## Appendix B (iv)



# Policing Plan 2018

### Priority 4

Roads Policing

48	Crowe Horwath Action Plan	Yellow	50	Roads Policing Operations Plan	Green
49a	Divisional Roads Policing Units	Green	52	Road Safety Nat. Media Strat.	Green

### Priority 4

Metrics

49b	Roads Policing Personnel	Green	53b	Decrease Road Fatalities	White
51	Multi-Agency Checkpoints	White	53c	Decrease Serious Injuries	Red
53a	Enforcement Focus on KLO's	Yellow			

### Priority 5

Community Engagement and Public Safety

54a	Com. Pol. Area Segmentation	Green	58c	ID Barriers to Diverse Groups	White
54b	Personnel Allocation Plan	Green	59a	Diversity & Inclusion Strategy	Green
55	Garda Reserve Strategy	Yellow	59b	Diversity Training	Green
56a	New Garda Website	Green	60	J-ARC Recommendations	Green
56b	Social Media Engagement	Green	61	SAOR Implementation	Green
57	Crime Prev.(Vulnerable People)	Green	62a	Juvenile Diversion Action Plan	Green
58a	Plan to Attract Diverse Groups	White	62b	Implement Plan (see 63a)	White
58b	Implement Plan (see 59a)	White	63	Major Event Mgt. Review	Yellow

## Appendix C

### Policing successes and summary of on-going work

Throughout the month of February 2018, there were a number of incidents of excellent police work, demonstrated by members of An Garda Síochána attached to frontline operational policing units, supported by specialist personnel such as those attached to Special Crime Operations, Security & Intelligence, Roads Policing, and Community Engagement & Public Safety. This included:

On 10 February 2018, Gardaí attached to Operation Mutiny, an immigration focused policing and security operation at Rosslare Europort, observed a 171 registered Audi A6 vehicle waiting to board a Ferry to the United Kingdom. Gardaí approached the driver and as a result of their investigations, it transpired that this vehicle was stolen in the course of a burglary in Trim, Co. Meath in November 2017. The vehicle was subsequently fitted with cloned plates and documentation from a hire car. It is understood that the driver had flown to Ireland the previous day to transport the stolen vehicle outside the jurisdiction. The driver was arrested and charged with Handling Stolen Property, to the amount of €45,000, and is currently before the Courts in custody.

In the Carlow/Kilkenny Division, under the auspices of Operation Thor, Project Storm continued in the Carlow District on 12 and 13 February 2018. The operation included searches and arrests and was supported by armed checkpoints in the approach roads to Carlow Town and minor routes in the environs of Carlow. These approach roads were selected following issues identified during meetings held by the Garda management team where high impact and high visibility was required to combat burglaries in the urban area. A number of planned searches were undertaken with six positive for Possession of Drugs for Sale and Supply offences. A total of 30 persons were arrested in relation to crime investigation in the Carlow District for offences including thefts, assaults, fraud, burglaries, criminal damage and possession of drugs for sale and supply. 11 persons were charged and will be brought before the Courts in the coming weeks. Community Engagement Centres were set up at various shopping centres in Carlow Town, and the Garda Mounted Unit visited primary schools in the area. The Divisional Officer accompanied by his management team and local Gardaí met with local business people at the Visual Arts Theatre and the Divisional Crime Prevention Officer (CPO) gave a presentation on Retail Security. The District Officer gave media briefings to KCLR Radio Station and the operation attracted very positive coverage on the local radio and press media throughout the day. Project Storm continues to be a successful initiative under Operation Thor.

As part of ongoing investigations being conducted by Gardaí from the Garda National Drugs & Organised Crime Bureau targeting serious criminal activity in the Dublin and Kildare Regions, a vehicle was intercepted on 15 February 2018 in Maynooth, Co. Kildare, resulting in the seizure of Cocaine with an estimated street value of €500,000. One male was arrested, charged with drugs related offences and is currently before the Courts.

An Garda Síochána is committed to working with partners in tackling trade in counterfeit goods. On 18 February 2018, Gardaí from Meath Division, supported by Revenue Customs Officers, conducted an operation at Fairyhouse Market, Ratoath, Co. Meath. The operation resulted in the seizure of goods being sold which were priced in excess of €50,000 and which would have a value, if genuine, in excess of €300,000. The seizure included large amounts of sports clothing, designer handbags, watches, designer clothing and designer accessories. There were no arrests made, however an Investigation File is being prepared for the Office of the Director of Public Prosecutions (DPP).

The Criminal Assets Bureau (CAB) conducted a number of operations targeting the proceeds of crime during the month of February 2018. A significant Nationwide CAB operation was conducted on 23 February 2018, resulting in the search of 20 residential premises, 18 professional premises and one

gymnasium. Approximately €15,000 in cash was seized, along with five vehicles, five watches and a freezing order has been made in respect of a substantial amount of money held in a bank account. The operation came just two days after separate CAB operations in Wicklow and Dublin which resulted in the seizure of cash, vehicles, and in particular the making of a freezing order in respect of approximately €144,000 held in a bank account.

***Note: All Statistics provided are provisional, operational and subject to change.***

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.												
	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		4
Superintendent	1		4	1	2				2	1	1	1	13
<b>Total</b>	1	1	5	2	2	0	0	1	2	1	2	1	18

Appendix E

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks  
Data as at the end of February 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	8	9	1					1			0	9	-1
Chief Superintendent	45	45	1							1	0	45	0
Superintendent	166	166	0				1			1	-2	164	2
<b>Total</b>	<b>219</b>	<b>220</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>-2</b>	<b>218</b>	<b>1</b>