



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

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

**May 2017**

*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*

## 1 Finance

The recently concluded Garda pay agreement will cost an estimated €60 million in 2017. In the Revised Estimates, additional funding of €34 million was provided. The management accounts for April show an adverse variance for the Pay Subhead of €12.8 million which is partly driven by the funding shortfall but also due to operational exigencies which has resulted in higher overtime expenditure than the profiled budgeted spend.

### Fleet Management

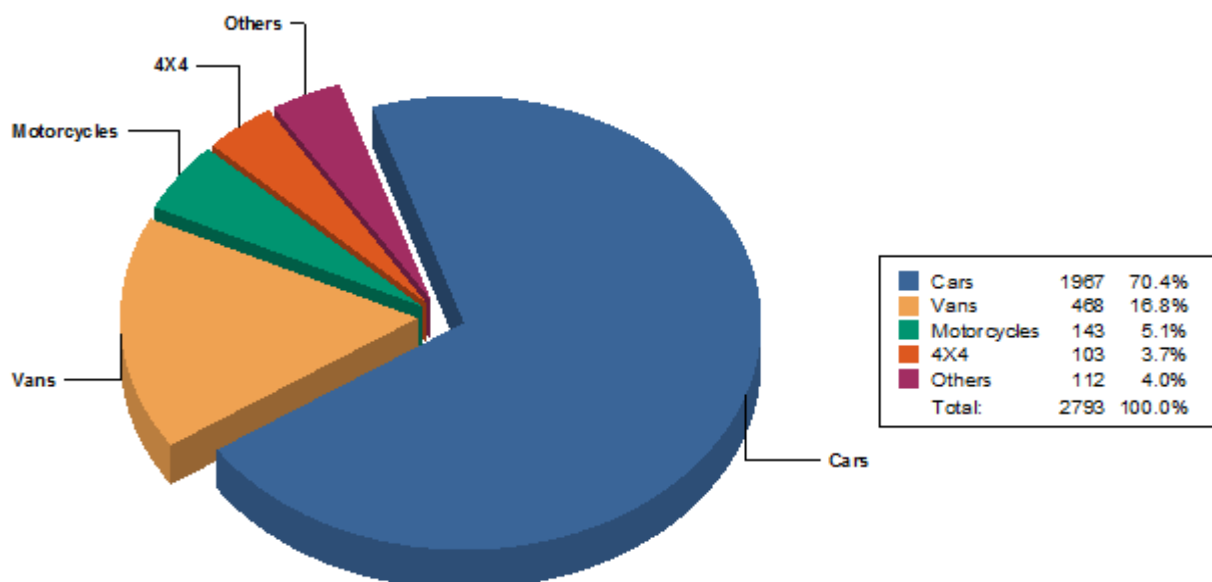
#### Strength of Garda Fleet, broken down by Type as at 28/04/2017

Cars			Vans	Motorcycles	4 x 4	Others	Total
Marked	Unmarked	Total	Total	Total	Total	Total	
791	1,176	1,967	468	143	103	112	2,793

#### Strength of Garda Fleet, broken down by Age as at 28/04/2017

	Cars	Vans	Motorcycles	4 x 4	Others	Total	% of Total
<b>Total</b>	1,967	468	143	103	112	2,793	100%
<b>&lt; 1 year</b>	280	114	35	25	29	483	17%
<b>1 – 2 years</b>	273	70	28	16	27	414	15%
<b>2 – 4 years</b>	740	49	20	0	14	823	30%
<b>4 – 6 years</b>	108	104	10	7	5	234	8%
<b>&gt; 6 years</b>	566	131	50	55	37	839	30%

#### Strength of Garda Fleet, broken down by Type as at 28/04/2017



## **Procurement**

### **Public Attitudes Survey**

Sanction from the Department of Public Expenditure and Reform (DPER) to conduct a Public Attitudes Survey for 2018 -2020, was received on 6 February 2017. The Garda Síochána Analysis Service is working on the Request for Tender with a view to publication in Q2 of 2017.

### **Garda College Restaurant Tenders**

Procurement Section is engaging with the Office of Government Procurement (OGP) and the Garda College in identifying spend categories suitable for procurement exercises covering foodstuffs, laundry, training courses, etc.

### **Garda College Facilities related Tenders**

A tender competition for additional accommodation and classroom facilities was recently completed and contracts were signed with the successful company, The Abbey Court Hotel on 31 March 2017.

### **Garda Air Support Unit Tenders**

Sanction has been received from the Department of Public Expenditure and Reform (DPER) to go to contract for a maintenance service for two EC 135 helicopters with a preferred bidder following the Official Journal of European Union tender. The maintenance contract commenced on 1 February 2017.

## **Estate Management**

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

On 10 April 2017, the State Architect (OPW) made a further presentation in relation to the Military Road scheme to Assistant Commissioner Special Crime Operations (SCO) and the Senior Management Team based at Harcourt Square. This presentation showed the detailed layout of the new building and the allocation of space to each Bureau /Unit to be based in Military Road. The Assistant Commissioner and the Senior Management team are engaging with the State Architect to further develop the detail of the proposals to a conclusion.

### **Garda Capital Investment Programme 2016-2021**

The contract for the refurbishment of Tralee Garda Station was awarded on 21 April 2017 and works are underway. Tenders for the provision of a Specialist Victim Interview Suite in Co Cavan have been evaluated and the contract will be awarded shortly.

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

- The current Garda strength is 13,156 and civilian strength is 2026.381 (whole-time equivalent). A full breakdown by rank and grade is outlined at Appendix A.
- The Garda Trainee recruitment campaign continues. An attestation took place on 24 April where 142 recruits were attested. A further group of 206 student Gardaí commenced training on 2 May. The next intake is scheduled for 8 August 2017 with a total of 200 due to commence training.
- Sanction was received to recruit the 95 priority posts as submitted to the Policing Authority by the Chief Administrative Officer. €8m has been provided in the 2017 Garda Pay Budget for the recruitment of 500 civilian staff this year. The recruitment process for Executive Director Strategy and Change Management is well advanced with PAS scheduling interviews. The recruitment process for Chief Medical Officer is also well advanced. The Executive Director Legal and Compliance post

will be advertised by PAS shortly. The Professional Accountant for the Finance Directorate will commence duty on 22 May 2017. PAS has assigned a Solicitor to An Garda Síochána who is now in the vetting process and the appointment of a further Solicitor is awaited. Assignments to the remainder of the posts are progressing.

### 3 Information and Communications Technology (ICT)

The following projects were deployed to the Live Environment during April 2017:

- **Major Investigations - Maintenance Release:** This release, which encompassed an infrastructure upgrade of the application, has been successfully deployed as of 10 April.
- **An Garda Síochána Portal Release 2:** This release was deployed on 20 April incorporating an upgrade to the uniform ordering functionality for members.
- **GSAS Maintenance:** The Garda Síochána Analysis Service release was deployed on 25 April which involved maintenance to the i2 database.

#### Modernisation and Renewal Projects

**Front Line Mobility:** The implementation of the Airwatch Enterprise Mobility Management (EMM) solution is ongoing, with a live rollout due to commence in Q3 of 2017. The project team is currently working with key stakeholders and has defined a draft mobile security policy for the supported devices. To date, a number of EMM Proof of Concept Workshops have been held. The goal of the workshops is to define and agree a baseline EMM configuration to take into the Live Pilot in Q3 of 2017.

The active mobility programme (follow on project) will utilise the EMM solution to select suitable mobile data stations (for example mobile phone / tablet) for frontline Garda members. These data stations will allow interaction with all Garda back office systems, including PULSE and Investigation Management System. When implemented, the increased use of mobile devices will allow Garda members to have suitably secured and designed applications to access information anytime and anywhere in the field and will improve communication and collaboration with other officers and, in time, other police services.

Mobile data stations have sensors which recognise the user's face, voice, fingerprints and if the user is walking, running or driving. The device also recognises location and other relevant information. The devices will enable a strategic shift from desktop based policing, with a heavy reliance on operational radios, to location independent, direct input, operational use.

**GoAML:** This is a software application, provided by The United Nations Office on Drugs and Crime (UNODC) for Financial Intelligence Units to counter Terrorist Financing and Money Laundering. This project is proceeding to plan with an anticipated go live date of 29 May 2017.

**Enterprise Content Management (ECM):** User Acceptance Testing has been officially signed off by the ECM Business Owner, which allows the project transition into a Deployment phase. Pilot Training delivery was conducted in Shankill Garda Station with 10 members undertaking the four hour training course. Preparation is ongoing for the delivery of ECM training to 400 members from Mullingar and Naas, commencing in mid-June.

**Rosters and Duty Management:** The implementation of a Rosters and Duty Management System to replace the existing paper based system has commenced. The Statement of Work was signed off by Executive Director ICT on 28 April 2017, enabling the Project Team to Mobilise. The Strategic Transformation Office (STO) Project Initiation Document (PID) is to be presented to the Programme Board in May. A number of workshops have also been completed.

**Enhancing network access in rural locations:** ICT has completed 10 non networked stations. A list of non-networked sites has been sent to Chief Superintendents in Donegal, Mayo, Galway, Clare, Limerick and Kerry for prioritisation.

**PRÜM<sup>1</sup>:** Enhancements have been implemented to the Automated Finger Printing System to step up cross-border cooperation in relation to terrorism, crime and illegal immigration. The requirements analysis phase of the project is now complete. Technical and functional design stages of the project have now commenced.

**Schengen:** The Schengen project allows information exchanges between national border controls, customs and police authorities on persons and property. The Project Initiation Document has been signed and the project is progressing as scheduled.

## 4 Corporate Communications

### Launch of Drug Testing

In conjunction with the Road Safety Authority (RSA), Department of Transport, and Medical Bureau of Road Safety, the introduction of road side drug testing was publicised via a press briefing resulting in significant coverage. The briefing highlighted the process for testing, drugs that were prohibited and the penalties. In the days following the introduction, the first arrest for drug testing was announced via Garda social media, which led to further positive media coverage.

### Commissioner at Association Conferences

The Commissioner's speeches and press briefings at the AGSI and GRA Conferences emphasised the need for ethical and professional policing across the Organisation, and outlined the progress being made in areas such as reforms under the Modernisation and Renewal Programme, tackling organised crime, and reducing crime such as burglaries.

### Streetwise Public Awareness Campaign

Analysis of the Streetwise Public Awareness Campaign, which targeted people aged 18 to 39 years to be more mindful in relation to their personal safety and their property when out socialising, shows that the PR element resulted in 304 pieces of coverage across press, broadcast, online and social media with 84% of the coverage deemed "prime" and 15% "significant". 98% of the coverage was positive. The campaign received major coverage regionally with nearly 70% of print coverage in regional media, and nearly 75% of radio coverage on regional radio. The advertising element, which consisted mainly of bus shelter and online advertising, resulted in above average recall rates in the target market – 52% of recall among 16-24 year old females (average is 39%), and 38% among males 16-35 (average is 36%) for the bus shelter advertising. The click through rate for online advertising was 0.28% as against the average of 0.1%.

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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.

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### **Highlighting Garda work for St Patrick's Day**

Access was provided to TV3 to film An Garda Síochána's work in ensuring public safety at St Patrick's Day events in Dublin, for an hour-long documentary. The programme was watched by approximately 150,000 people and received good feedback on social media.

### **Media interviews**

Media interviews provided by Garda experts included the following topics;

- Immigration (Drivetime)
- Work of CAB (Irish Examiner)
- Domestic Violence (RTE Documentary)
- Tackling Cross-Border Crime (BBC TV)
- Dealing with Organised Crime (BBC World Service)

### **Digital communications**

Discussions are on-going with Divisions to introduce a social media presence.

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

This matter will be addressed by the Executive Director of Human Resources and People Development at the Policing Authority Meeting with the Commissioner on 25 May 2017.

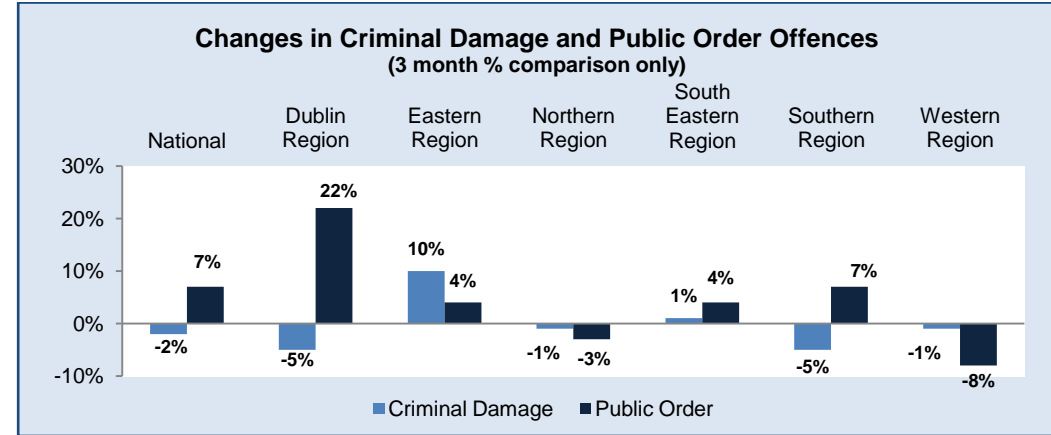
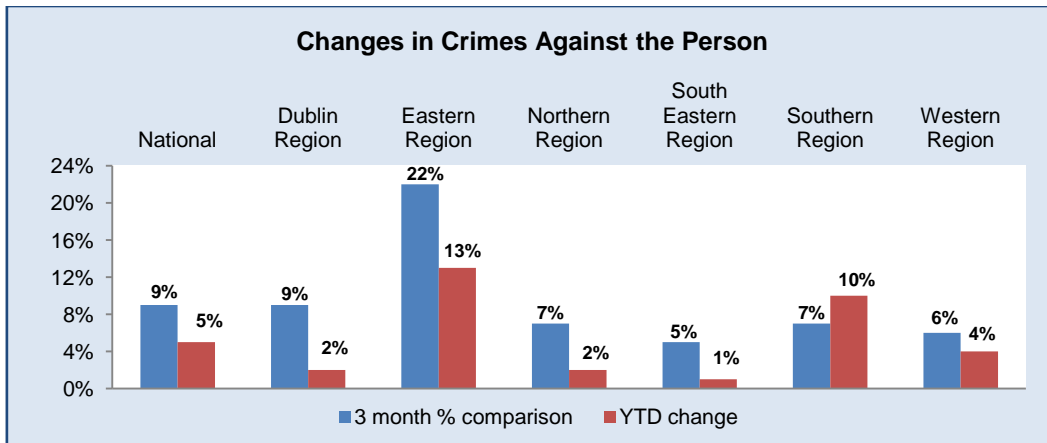
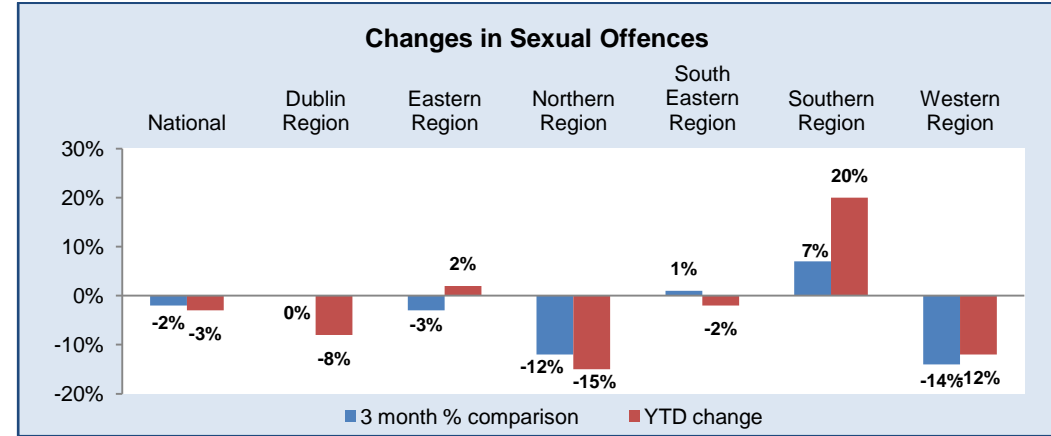
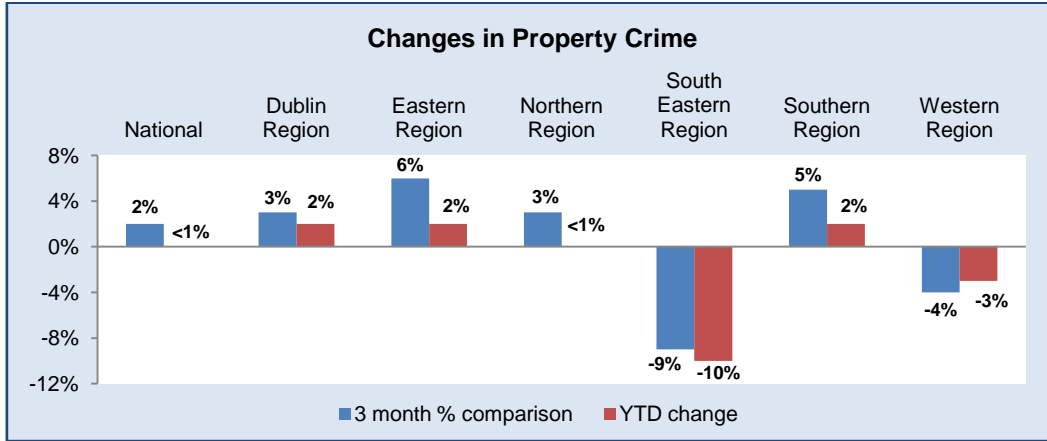
## **6 Progress update on the plan to embed the Code of Ethics**

This matter will be addressed by the Executive Director of Human Resources and People Development at the Policing Authority Meeting with the Commissioner on 25 May 2017.

National Overview

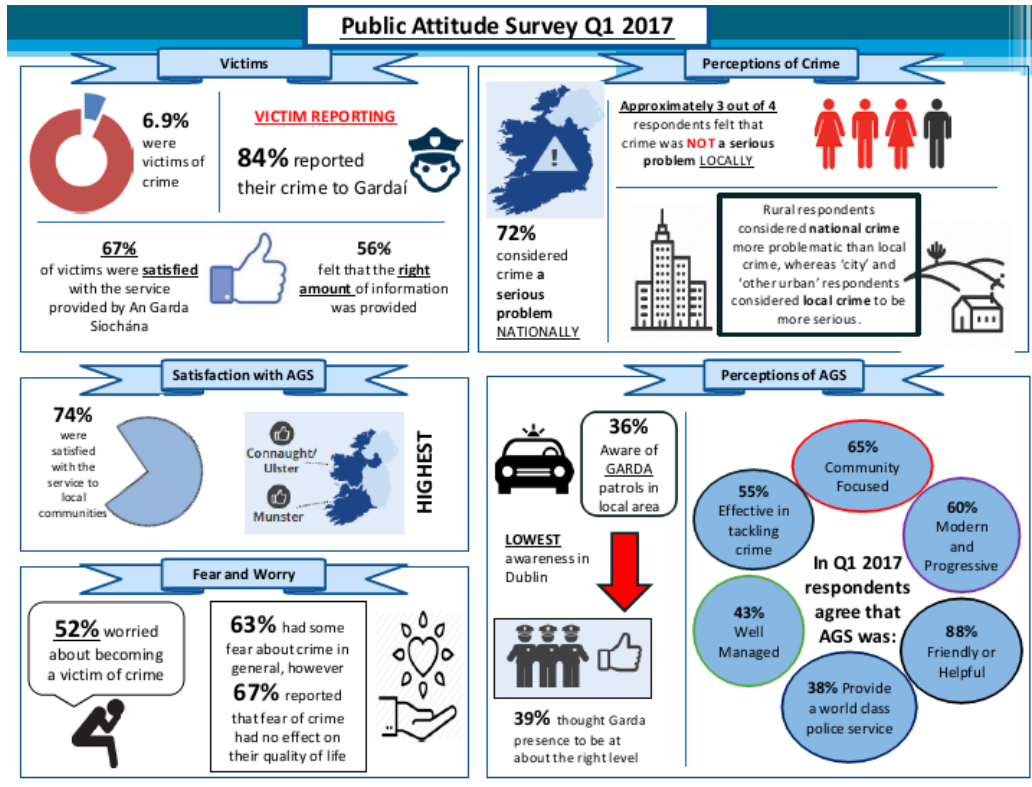
In April there was a decrease in incidents of non-violent property crime (burglary, theft) and a slight increase in incidents of violent property crime (robbery); nationally, property crime is up less than 1% in the first four months of 2017 as compared with Jan-April 2016 and up 2% compared with Feb to April 2016. Crimes against the person are up 5% in the year to date and 9% compared to the same three months last year. Nationally, sexual offences are down 3% in the year to April 2017 when compared with the same period of last year and down 2% compared to the same three months in 2016. Criminal damage is running lower compared to the same three months last year, however public order offences are running 7% higher in the three month comparison. Fatal traffic collisions are down 8% in the year to date.

**Note:** Crime 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.



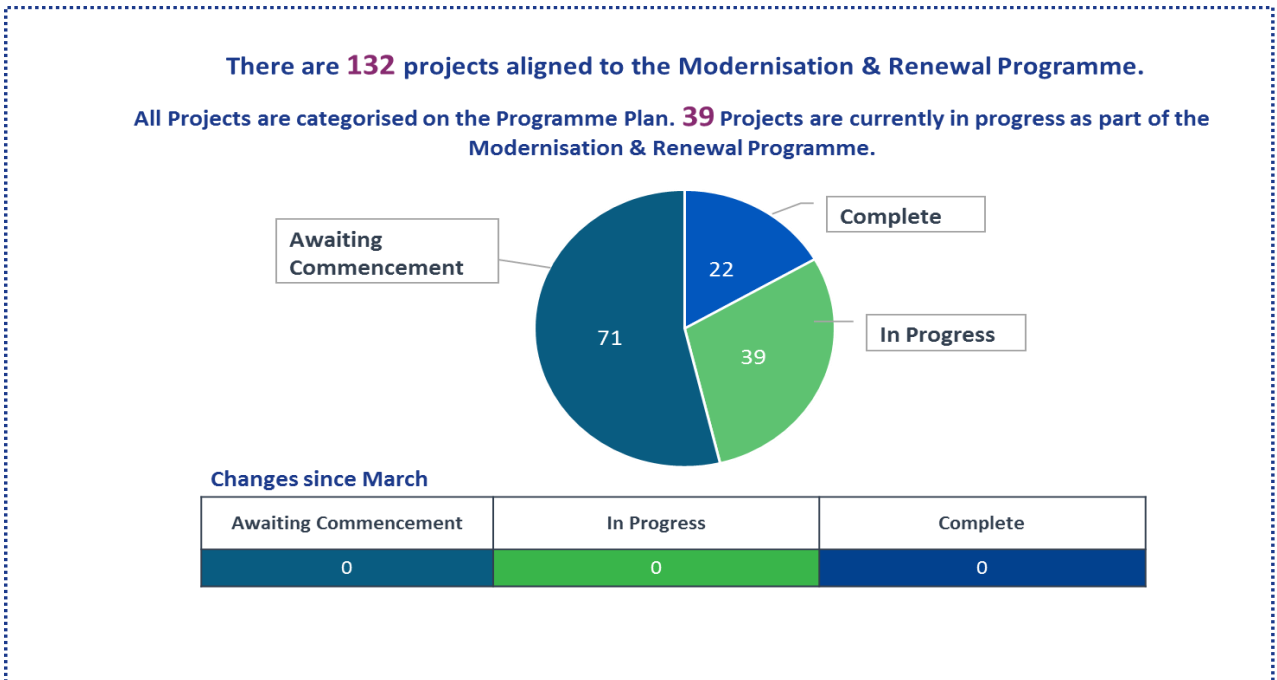
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8 Public Attitudes Survey Q1 2017



9 Modernisation and Renewal Plan 2016-2018

MRP Projects April Summary Status



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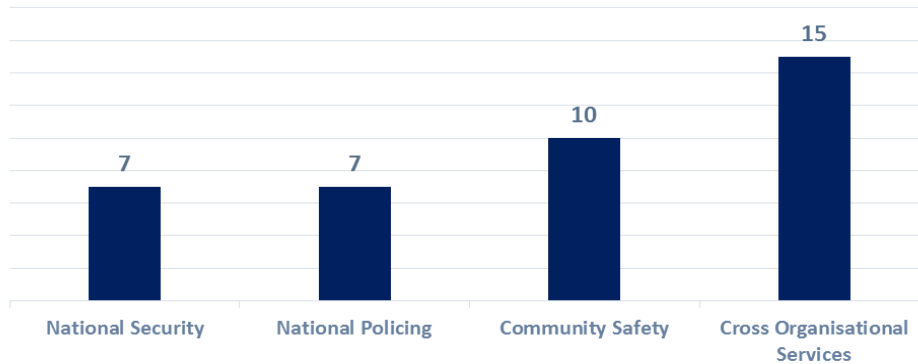


## In Progress Projects Summary Status

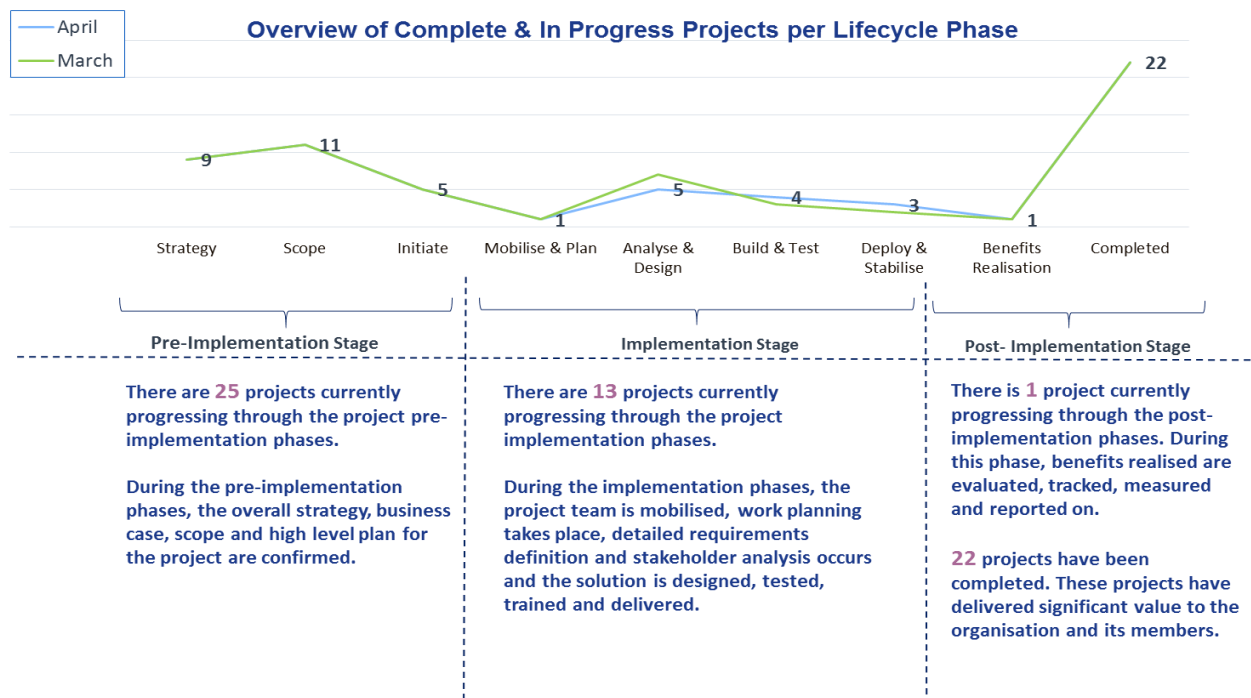
All In Progress projects are classified as Red, Amber, Green or Blue based on a number of factors including schedule, cost, scope, resources, risks and issues.

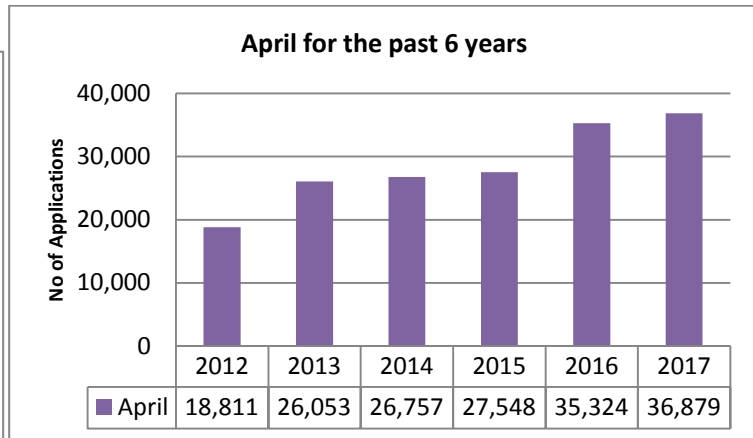
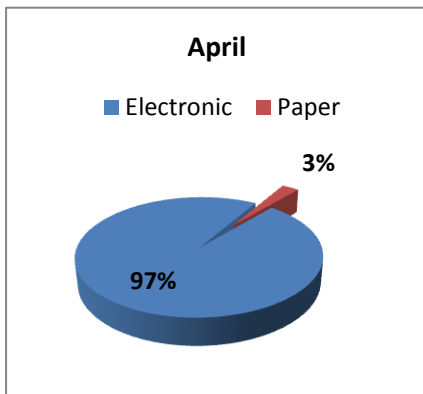
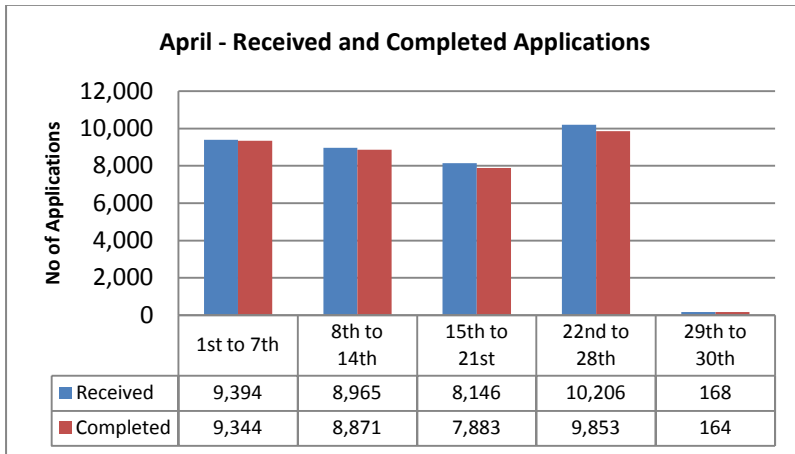
Critical	Under Control	On Track	Inactive
10	11	18	0

All In Progress projects are assigned to one of the four Programme Boards introduced as part of the Modernisation & Renewal Programme, as detailed below



## In Progress Projects Summary Status





## Appendix A

### Human Resources and People Development (HRPD)

Rank	Strength at 30 April 2017
Commissioner	1
Deputy Commissioner	2
Assistant Commissioner	8
Chief Superintendent	41
Superintendent	164
Inspector	302
Sergeant	1,923
Garda	10,715
<b>Sub - Total</b>	<b>13,156</b>
Career Breaks (incl ICB)	197
Work-sharing*	101
Secondments (Overseas etc)	18
Maternity Leave	114
Unpaid Maternity Leave	42
<b>Total</b>	<b>12,684</b>

### Civilian Strength as at 30 April 2017

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
Professional Accountant Grade I	4	Exec Director ICT	1	Carpenter	1
Professional Accountant Grade II	4	Director	1	Charge hand	1
Professional Accountant Grade III	1	PO*	6	Plumber	1
CMO	0	AP**	29	Traffic Warden	6.5
Assistant CMO	1	HEO***	101	Coffee Shop Attendant	0
Occupational Health Physician	1	EO ****	285.517	Driver	15.8
Nurse	3.8	CO	1302.234	Store man	4
Photographer	3	Supt. of Cleaners	1	Store Officer	1
Cartographer	2	Cleaner	148.95	Groom	1
Telecoms Technician	14.6	Service Attendant	31.47		
Examiner of Maps	1	Seasonal Cleaner /SA	7.91		
Head of Legal Affairs (Director level)	1	Service Officer	7		
Accident Damage Co-ordinator	1				
Technical Supervisor	0				
Workshop Supervisor	1				
<b>Total</b>	<b>57</b>		<b>1925.081</b>		<b>44.3</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: 2026.381 (whole-time equivalent)**

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Appendix B

Schedule of Expected Vacancies													
Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2017												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2017
Assistant Commissioner		1		1		1							3
Chief Superintendent	1	1			1				1			2	6
Superintendent			1			1		1	2			2	7
<b>Total</b>	1	2	1	1	1	2	0	1	3	0	0	4	16

## Appendix C

### Return to the Policing Authority in relation to numbers and vacancies in the specified ranks Data as at the end of April 2017

Rank	ECF	Position at end of last month	Appntd in Month	Career Break		Resig-nations	Retirements		Demotions	Conseq. vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total no. of vacancies at end of Month
				Comm enced	Return		Com-pulsory	Volun-tary					
AC	8	8	1				1				0	8	0
C/Supt	45	42	0							1	-1	41	4
Supt	166	164	0									164	2
<b>Total</b>	<b>219</b>	<b>214</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>-1</b>	<b>213</b>	<b>6</b>

**AC: Assistant Commissioner**  
**C/Supt: Chief Superintendent**  
**Supt: Superintendent**  
**Conseq: Consequential**