



An Garda Síochána

Monthly Report to the Policing Authority

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

June 2019

An Garda Síochána

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Gnóthaí Corparáideacha
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Bí linn/Join us  

Ms. Helen Hall, Chief Executive
Policing Authority

Dear Helen

Re: Commissioner's Monthly Report to the Policing Authority

I am pleased to provide the sixth 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.

Additional and updated data continues to be sought and included in response to requests of members of the Policing Authority. You will note that additional sick leave, paternity and parental leave data has been included this month. You will also find reference to the Commissioner's cultural vision for the Organisation at Section 6 of the report.

Reporting will continue through the Policing Strategy and Performance and the Organisation Development Committees to ensure the Policing Authority is informed on all relevant projects in accordance with its oversight role. Additional project status not outlined in our core reporting will be provided as required.

Yours sincerely

DERMOT MANN
CHIEF SUPERINTENDENT
OFFICE OF THE COMMISSIONER
June 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

The last month saw An Garda Síochána engage in a wide-range of successful activity in delivering its mission of keeping people safe.

One of the most high profile of these, was ensuring the security and safety of all involved in the visit of US President Trump. Once again, Garda personnel policed a major event in a way that kept everyone safe while being sensitive to the concerns of local people and those who wished to protest peacefully. The excellent relationship with the local communities was also evident and it was great to see the many very positive interactions between local people and Garda members.

In addition, it was very welcome to see Ireland recently receiving the EU Road Safety Award for 2019. While one death on our roads is one too many, and we still have much work to do to reduce road deaths further, this Award recognised the role played by all road safety partners in Ireland being the second safest EU member state in 2018 in terms of road mortality.

We demonstrated how our multi-strand operation to tackle burglaries, Operation Thor, has reduced this crime by 50% from the winter of 2014/2015 to winter 2018/2019. This great work has saved many families and individuals from being victims of burglary and we will continue to focus on preventing and tackling this crime, particularly against vulnerable people.

There were many examples of excellent police work from across the country that took firearms and drugs off our streets, disrupted crime gangs and prevented crimes in local communities.

We also continued to engage positively with communities through the expansion of our social media presence and building relationships with minority communities.

J A Harris
Commissioner
An Garda Síochána

Financial Position

The overall 'year to date' financial position at the end of May 2019 shows a total net expenditure of €667.7m which is €2.9m less than the profiled spend of €670.6m. There are a number of subheads showing savings for the year to date, however, this situation is as a result of timing issues as the subheads are fully committed.

The management accounts for May show an adverse variance for the Pay Subhead of €2.9 million. This is primarily 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 2019 was €39.8m, which is €2.4m in excess of the profiled budget. In addition, for the year to date, there was €0.5m expended on overtime in the Garda College. This 'year to date' excess was driven by a number of 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.

Developments in May 2019

- **Fitzgibbon St. Garda Station:** Enabling works are due for completion in June 2019. Tenders are to be evaluated in Q2 2019 with works expected to start on-site in Q3 2019.
- **Garda Water Unit, Athlone:** Works continue on-site to renovate the existing facility, with completion scheduled for Q1 2020.
- **Donegal Town Garda Station:** Works continue on-site for the refurbishment and extension of the station. This is a 15 month contract, with works to be completed in July 2020.
- **Ballincollig:** Works continue on-site, with a completion timeframe of Q3 2019.
- **Upgrade of the Naas PEMS¹:** A Part 9 planning application was lodged on 20 March 2019. The OPW is in the early stages of appointing a design team for the project.
- **Athlone Garda Station:** Phase 1 of a two phase refurbishment is nearing completion and handover is expected in June 2019. Phase 2 will commence in July 2019.
- **Cell Refurbishment Programme:** Cell upgrades are ongoing in various Garda Stations nationwide.

Development of the new purpose built Garda facility at Military Road

Tender documents preparation is nearing completion and An Garda Síochána understands from the OPW that tenders will issue in June/July 2019.

Programme for Government commitment to reopen six Garda Stations

- **Stepaside, Co. Dublin:** Planning was fully approved on 3 May 2019. Works are expected to be completed by Q3 2019.

- Garda and Garda Staff strengths as at 31 May 2019, including a breakdown by rank, grade and gender, are outlined to follow. Information is also provided in respect of family friendly arrangements, sick leave and suspensions.

¹ Property and Exhibits Management System

- The Garda Trainee Recruitment Campaign continues. The first class of 2019 entered the Garda College in April 2019, with further intakes scheduled for July and December 2019.
- Work is ongoing on recruitment to Garda Staff posts sanctioned by the Policing Authority.
- The number of Garda members reassigned to operational duties at 14 June 2019 is 369. A chart containing the rank breakdown is provided below.
- Details of numbers and vacancies in specified ranks are outlined at Appendices B and C.

Garda members reassigned to operational duties as at 14 June 2019

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
2018	0.5	4.5	15	39	199	258
2019	0	2	1	14	94	111
Total	0.5	6.5	16	53	293	369

Garda Strengths

Rank	At 31 May 2019	Male	Female	WTE
Commissioner	1	1		1
Deputy Commissioner	1	1		1
Assistant Commissioner	9	7	2	9
Chief Superintendent	47	39	8	47
Superintendent	168	153	15	168
Inspector	380	316	64	380
Sergeant	2033	1602	431	2030.5
Garda	11460	8200	3260	11408
Total	14,099	10,319	3,780	14,044.5

Of which		Male	Female
Career Breaks (incl. ICB)	84	37	47
Work-sharing	54.5	2.5	52
Secondments (Overseas etc.)	14	8	6
Maternity Leave	83		83
Unpaid Maternity Leave	51		51
Paternity Leave	17	17	
Available Strength	13,795.5	10,254.5	3,541

Parental Leave

Persons who availed of Parental Leave during 01.05.19 – 31.05.2019	Garda Members	Garda Staff
	166	109

A total of 166 Garda members and 109 Garda Staff availed of Parental Leave during May 2019.

Garda Reserves

Garda Reserves Strength as at 31 May 2019	Total	Male	Female
	491	362	129

Garda Staff

	Total	WTE*	Male	Female
Professional / Technical	56	55	32	24
Administrative **	2469	2362.1	585	1884
Industrial	424	257.6	127	297
Total	2949	2674.7	744	2205

Of which	Total	Male	Female
Career Breaks	19	4	15
Maternity Leave	22		22
Unpaid Maternity Leave	8		8
Paternity Leave	0	0	
Available Total	2,900	740	2,160

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

** Civil service grades and other administrative posts

Work Sharing ***	Total	Male	Female
	367	12	355

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

Administrative and Civil Service

Grade	Total	WTE	Male	Female
CAO	1	1	1	
Executive Director	5	5	4	1
Director	1	1	1	
PO	15	15	10	5
AP	42	42	17	25
HEO	142	140.8	65	77
EO	449	438.7	111	338
CO	1814	1718.6	376	1438
Total	2469	2362.1	585	1884

Sick Leave

Garda Members - Unavailable for Duty Due to Sick Leave from 01.05.19 – 31.05.19

Garda		Sergeant		Inspector and above		Total	
*OI	**IOD	OI	IOD	OI	IOD	OI	IOD
1509	162	102	14	8	0	1619	176

*Ordinary Illness **Injury on Duty

Garda Members - Instances of Absence during the period 01.05.19 – 31.05.19

Garda		Sergeant		Inspector and above		Total	
OL	IOD	OL	IOD	OL	IOD	OL	IOD
1630	162	111	14	5	0	1749	176

Garda Members – Number of Days absent during the period 01.05.19 – 31.05.19

Garda		Sergeant		Inspector and above		Total	
OL	IOD	OL	IOD	OL	IOD	OL	IOD
10523.5	4293.5	810.5	364	56.5	0	11419.5	4657.5

Sick Leave

Number of Garda Staff Absent during the period 01.05.19 – 31.05.19

Number of Garda Staff Who Availed of Sick Leave	Total
	338

Garda Staff - Instances of Absence during the period 01.05.19 – 31.05.19

Administrative Grades	Technical and Professional	Total
363	10	373

Garda Staff – Number of days absent during the period 01.05.19 – 31.05.19

Administrative Grades	Technical and Professional	Total
2920	111.5	3031.5

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

Suspensions: Persons suspended from An Garda Síochána at 31 May 2019

Total	Male	Female
42	36	6

Enterprise Content Management (ECM): In accordance with the national rollout plan, training has commenced in the Eastern, Western, Southern and Dublin Metropolitan Regions. On 5 June 2019, access to ECM was provisioned for users across three Divisions in the Eastern Region.

Roster and Duty Management System (RDMS): The RDMS Pilot Evaluation Report will be updated to reflect the recent amendment to the recommendation for secondary booking method and then submitted to the Garda Executive for final approval. The Project Closure Report is currently under review.

PRÜM: PRUM data sharing is live with Austria since February 2019, with an increase in the daily quota for searches having been agreed on 1 May 2019. The increase for Austrian inbound searches was implemented on 16 May 2019. Contact with the Netherlands was established on 8 May 2019 with system configuration in the test environment having been implemented. An Garda Síochána is currently in the process of establishing the testing schedule with the Netherlands.

Schengen Information System II (SISII): End-to-end integration testing Phase 1 has been completed successfully and Phase 2 has commenced in parallel with functional testing of An Garda Síochána national systems. AFIS² requirements are pending formal approval.

A team from An Garda Síochána attended SIS training for new member states in eu-LISA offices in June 2019. Further training will be provided in Dublin in Q4 of 2019. The final draft of the Data Protection Evaluation Report from the EU Commission is awaited. Team members will attend EU meetings in relation to requirements for next iteration of SIS (SISIII). These will be managed under a separate SIS project when the current project completes.

Front Line Mobility: Planning continues to deploy devices to frontline members, beginning in Q4. In addition to allocating devices to members attached to roads policing, a formal request has issued to Divisional Officers to nominate front-line members who they believe will benefit most from mobile devices, in particular those requiring access to PULSE data, while on patrol, for vehicle and driving license checks. Progress continues on back office infrastructure to allow delivery and support structures for successful adaptation of the service.

Property and Exhibits Management System (PEMS): On 25 March 2019, a number of PEMS² functional enhancements were successfully deployed to facilitate go-live of the IMS³ project. As of 31 May 2019, 529,821 Objects have been created in PEMS². An eLearning package has been developed by the Garda College and will be rolled out to the organisation in the near future.

Investigation Management System (IMS): IMS is live in Waterford Division since 28 March 2019. The Support team assisting the transition, available to members in Waterford Division, Garda National Technical Bureau (GNTB), Garda Information Services Centre (GISC) and Specialist Sections will conclude activities on 14 June 2019, following 12 weeks of support. A national rollout of IMS is planned on a regional basis. It is envisaged that IMS will be launched in the remaining divisions in the South Eastern Region before the end of Q3 2019. 'Train the Trainer' activities commenced on 4 June 2019 to support the rollout.

² Automated Fingerprint Identification System

³ Investigation Management System

Public Re-Assurance Following Organised Crime Activity in Dublin and Drogheda

The Commissioner spoke to the media in Drogheda to assure locals about increased resources assigned to the area to tackle organised crime and to highlight the work undertaken to date to address the issue.

Following two murders within 24 hours in Coolock and Darndale in Dublin, Assistant Commissioner DMR held a media briefing at which he appealed for information, outlined the work undertaken recently to prevent and tackle crime in the area and appealed to young people not to get involved in organised crime. This was followed by a similar appearance by the Assistant Commissioner on Crimecall on RTE.

Positive Impact of Operation Thor on Reducing Burglaries

To highlight the significant reduction in burglaries during the latest phase of Operation Thor, a press release was distributed to media with facts and figures relating to the operation. Assistant Commissioner Special Crime Operations also provided interviews. There was wide-spread national and local coverage with a reach of over 2 million views.

Introduction of Anti-Corruption Unit

Speaking to the media at the Superintendents' Association Conference, the Commissioner announced the creation of a Garda Anti-Corruption Unit before the end of the year. This included reasons for its establishment and its key functions. This was covered by all major media.

Awareness of Invoice Re-Direct Fraud

To remind businesses of the financial risks of being a victim of invoice re-direct fraud, a press release highlighted a number of recent cases where commercial organisations suffered significant losses as a result of this fraud. Advice was provided on how to avoid becoming a victim. It was covered by The Irish Times, Irish Independent, Irish Examiner, Daily Mirror, Six One News and Virgin Media News.

Introduction of Vetting Compliance Unit

The introduction of a new Garda Vetting Compliance Unit was announced in conjunction with the first National Garda Vetting Conference. Deputy Commissioner Policing and Security outlined, via press release and a speech at the Conference, the important role vetting plays in child safety and the requirements on all organisations involved in vetting to ensure they comply with the relevant legislation.

Publication of Senior Leadership Agenda and Minutes

For the first time, the agenda and minutes of the Garda Senior Leadership Team were published on the Garda Síochána Portal. This is intended to increase awareness among Garda personnel about issues discussed and decisions made at Senior Leadership Team meetings. It is part of a number of initiatives, being introduced under 'A Policing Service for the Future', to improve internal communications.

Garda Instagram Page

As part of on-going expansion of our social media presence, an Instagram Page was introduced. It is hoped that this channel will reach a younger demographic than those who generally use Facebook. The new page was used to highlight public safety messages for the Spice Girls concert. Despite this being a 'soft launch', the page gained over 4,000 followers in a week.



Interviews / Appeals undertaken

- Chief Superintendent Roads Policing issued an appeal on National Slow Down Day.
- Public Safety messages issued by local commanders for large summer concerts and events.
- Briefings were provided to the media regarding murders and a fatal hit and run.

5 Progress update on embedding the Code of Ethics

Delivery of Ethics Workshops is ongoing throughout the Organisation. The deadline for completion has been extended to Q4 2019 due to extraction rates.

The Garda Ethics and Culture Bureau (GECB) has sought validation of statistics relating to attendance at Code of Ethics Workshops and Organisational signing of the Code of Ethics Declaration. The validation will incorporate the results of a review of data from each Division and Section of An Garda Síochána. An interim update on the review will be provided to the Garda Organisation Development Committee on 17 July 2019.

Work is continuing on the development of the Draft Code of Ethics Strategy. While the strategy focuses on the Code of Ethics and ethical behaviour in An Garda Síochána, there are strong linkages to many of the proposed staff engagement initiatives incorporated in An Garda Síochána's Staff Cultural Engagement Proposal to be piloted in Q3 2019 under the Organisation's Culture Reform Programme.

6 Implementation of Cultural Change – Cultural Vision

'Keeping People Safe' is the guiding principle upon which An Garda Síochána will base strategic and operational decisions for the next three years (2019-2021). The Garda Commissioner's vision for An Garda Síochána is one where it is:

- A victim centred police service
- Focused on keeping people safe
- Protecting the most vulnerable
- Providing a consistently high standard of service
- Responsive to the needs of victims, local communities and the evolving nature of crime
- An innovative and learning organisation

A positive organisational culture is a key enabler for An Garda Síochána in achieving this vision. Therefore, culture reform is embedded in An Garda Síochána Strategy Statement for the next three years with a particular focus on 'Our people - Our Greatest Resource'. This is a significant step, reflecting that organisational culture is interwoven with, impacted by and impacts upon, all strands of activity within An Garda Síochána. The Strategy is conscious of the recommendations of the Cultural Audit. Thereby, demonstrating to all Garda personnel that they are heard, supported and valued.

The delivery of the Strategy will yield a transformed organisational culture where An Garda Síochána:

- Engages, supports and listens to all staff in an open and safe environment
- Identifies and effectively deploys resources to meet demands
- Provides strong, visible and ethical leadership
- Promotes innovation and a learning culture, underpinned by honesty, integrity and a respect for diversity
- Encourages and recognises excellent work and enhanced performance
- Addresses underperformance and unethical behaviour
- Supports the health and wellness of all staff

This will be delivered through the Garda Síochána Strategy Statement 2019 – 2021 and our Annual Policing Plans which will implement actions under '*A Policing Service for the Future*'. This will

strengthen An Garda Síochána service delivery to meet existing challenges and emerging demands. This in-turn will inform and transform An Garda Síochána underlying beliefs and assumptions leading to increased levels of staff engagement.

The resulting organisational culture will enable An Garda Síochána to deliver transformational change so that it can be responsive to the public's needs, visible, behave ethically and professionally and be human rights compliant. As a result, An Garda Síochána will be an ethical, human rights-focused police and security service with a focus on delivering a professional and effective public service for the betterment of society.

7 Risk Management

There are 16 Corporate Risks on An Garda Síochána's Corporate Risk Register. Corporate Risk Owners have been assigned and each is being actively managed.

The Garda Risk Management Unit (GRMU) continues to provide Organisation-wide communications, training, workshops, advice and guidance to all risk management stakeholders 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. GRMU also continues to provide Risk Register Development Workshops to stakeholders on an ongoing basis.

- During May 2019, briefings for Risk Register support staff were held in various Divisions and Sections of An Garda Síochána, including Anglesea Street, Castle Island and Henry Street.
- One-to-one Risk Register Quality Assurance Meetings were held in Fermoy and Anglesea Street on 28 May 2019.
- GRMU briefed attendees at the Inspectors' Development Programme in the Garda College on 14 and 21 May.
- A Key Governance Stakeholder Group meeting was held on 5 June 2019.
- The Risk & Policing Governance Board meeting took place on 17 June 2019.

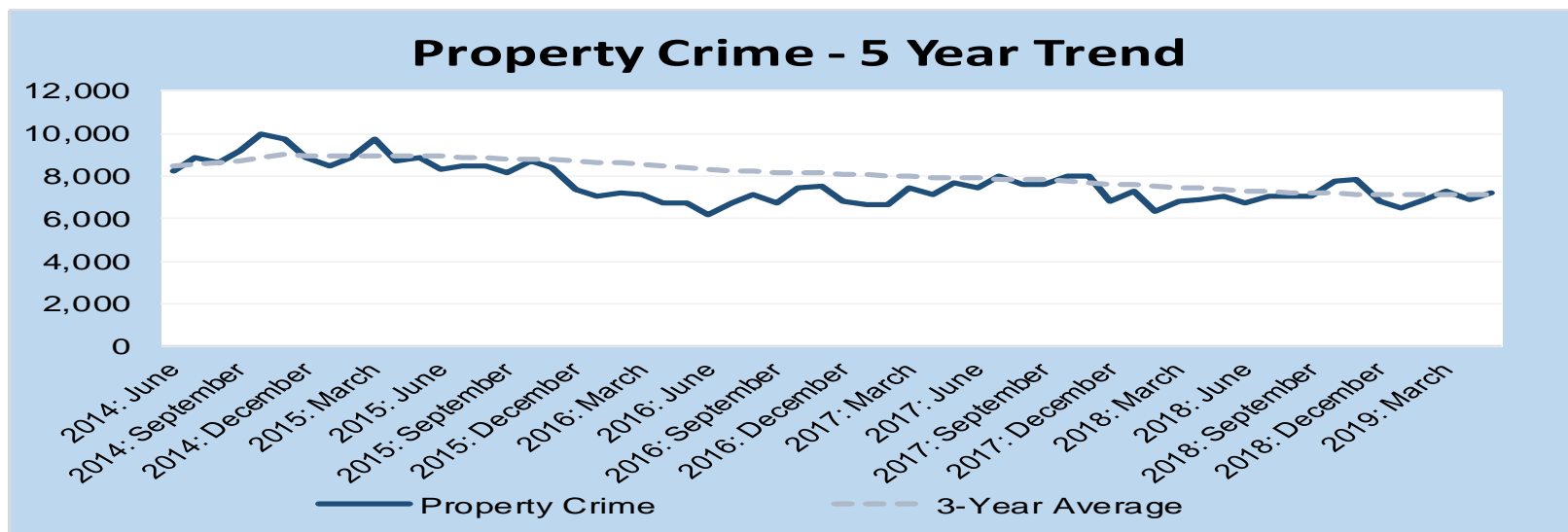
The compliance rate for Q1 2019 is currently at 89%, with submissions still being received.

8 Crime Trends

National Overview

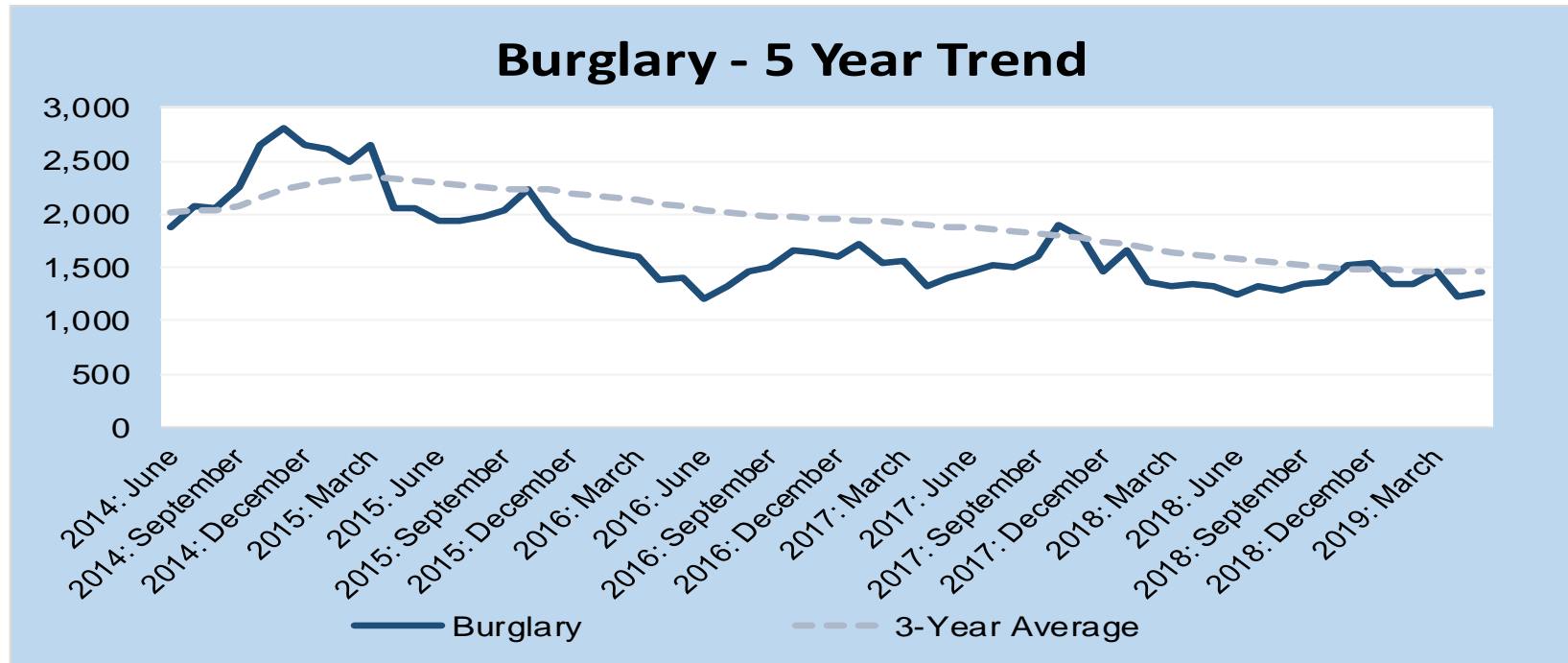
Total property crime continues to trend downwards nationally, with levels -3% lower in the past 12 months than the 12 months prior to this. Decreases were evident across all regions except the Southern Region which was up +1%. Property crime has trended downwards since the end of 2014. Burglary has been trending downwards since the end of 2014 also. Incidents of both residential burglary (-11%) and burglary occurring elsewhere (-10%) are down in the past 12 months compared to the same period last year. Nationally, crimes against the person continue to trend upwards and were up +7% in the 12 month comparison. Assaults causing harm are up +8% while minor assault has increased by +3%.

GISC has implemented a batch data quality check on sexual offences to ensure the correct application of crime counting rules, and as such, this data can be reported on with a one month time lag. Sexual offences have been increasing since early 2015. Over the longer term, total criminal damage incidents have trended downwards while public order offences have trended up, with the 12 month measure being -3% and +8% respectively. Increases in public order offences have been driven by a 24% increase in drunkenness offences. An Garda Síochána 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.



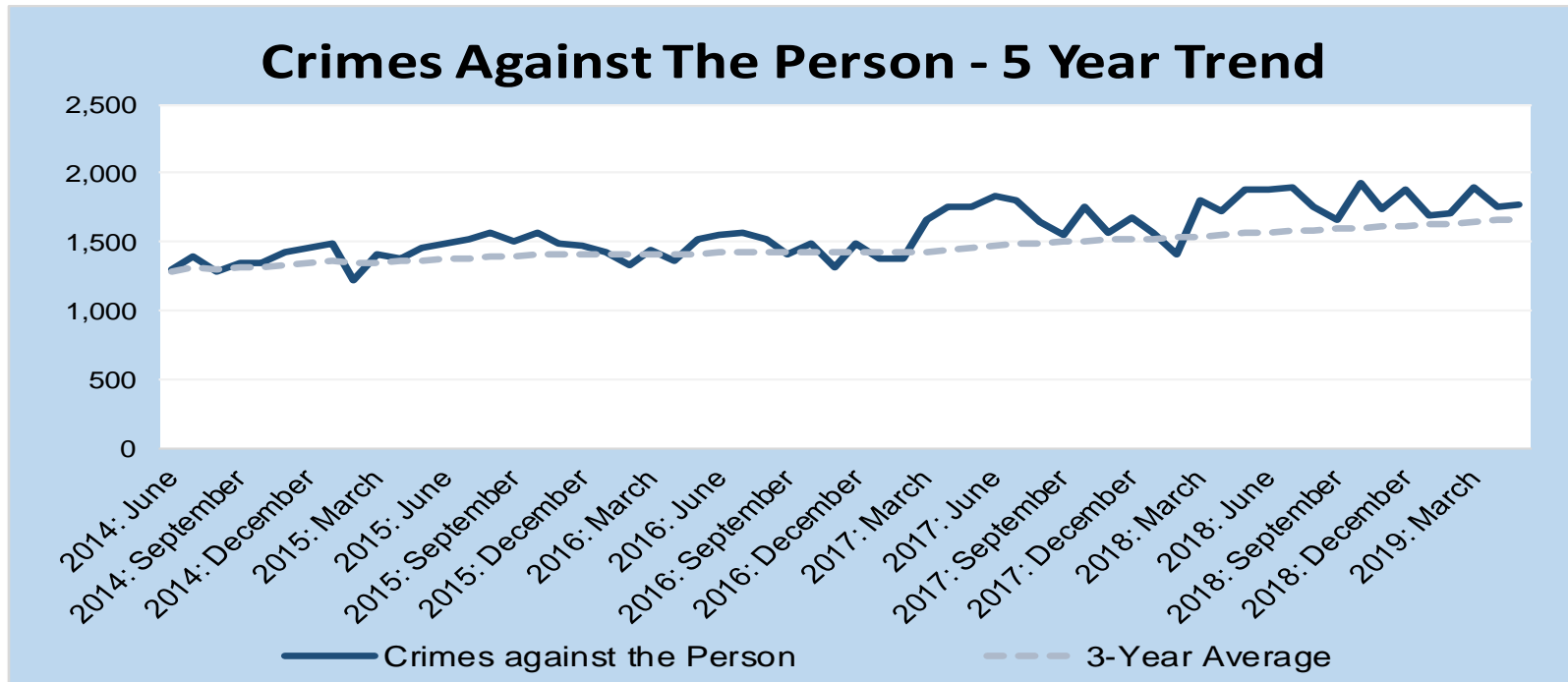
The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

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



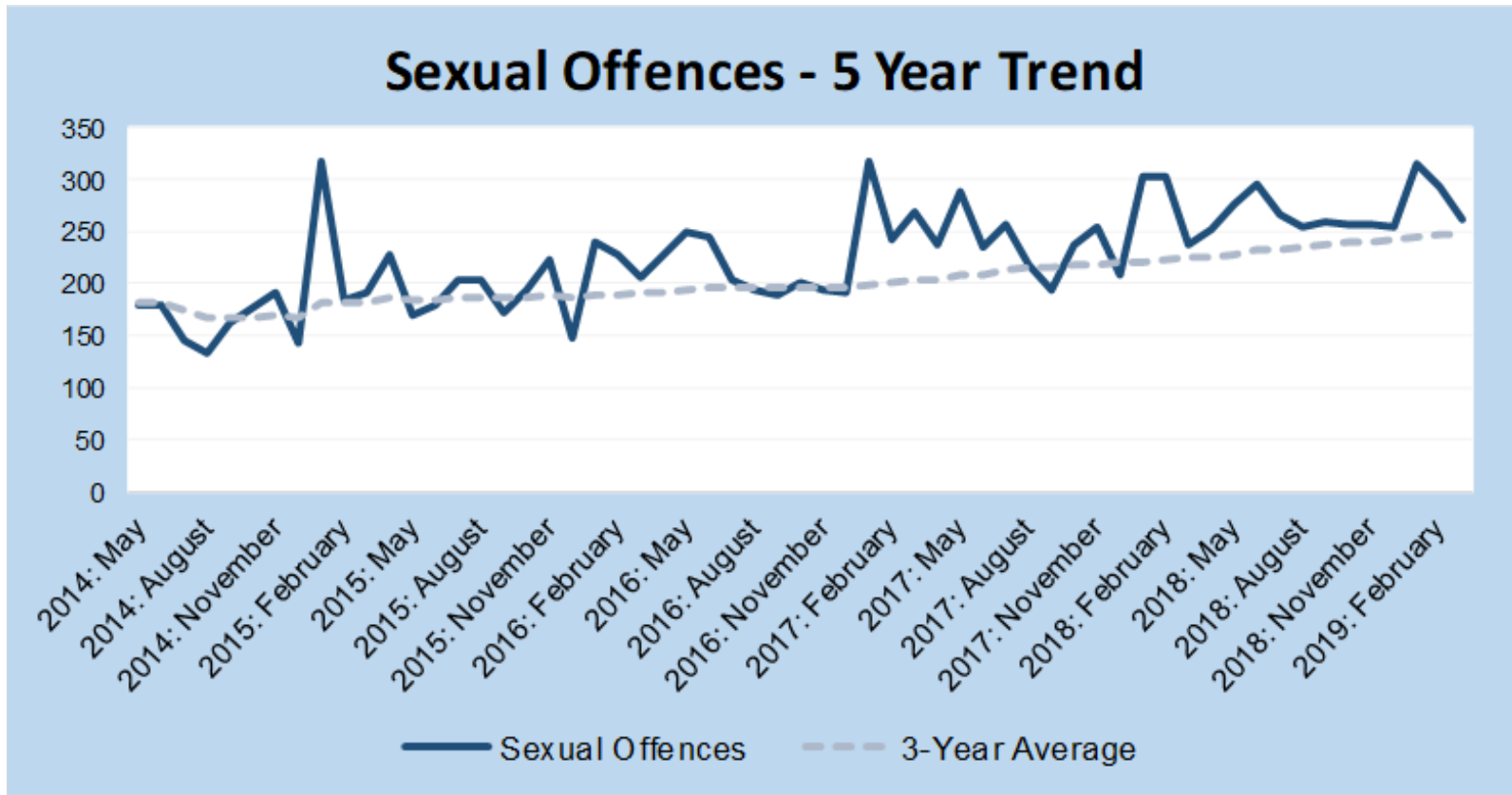
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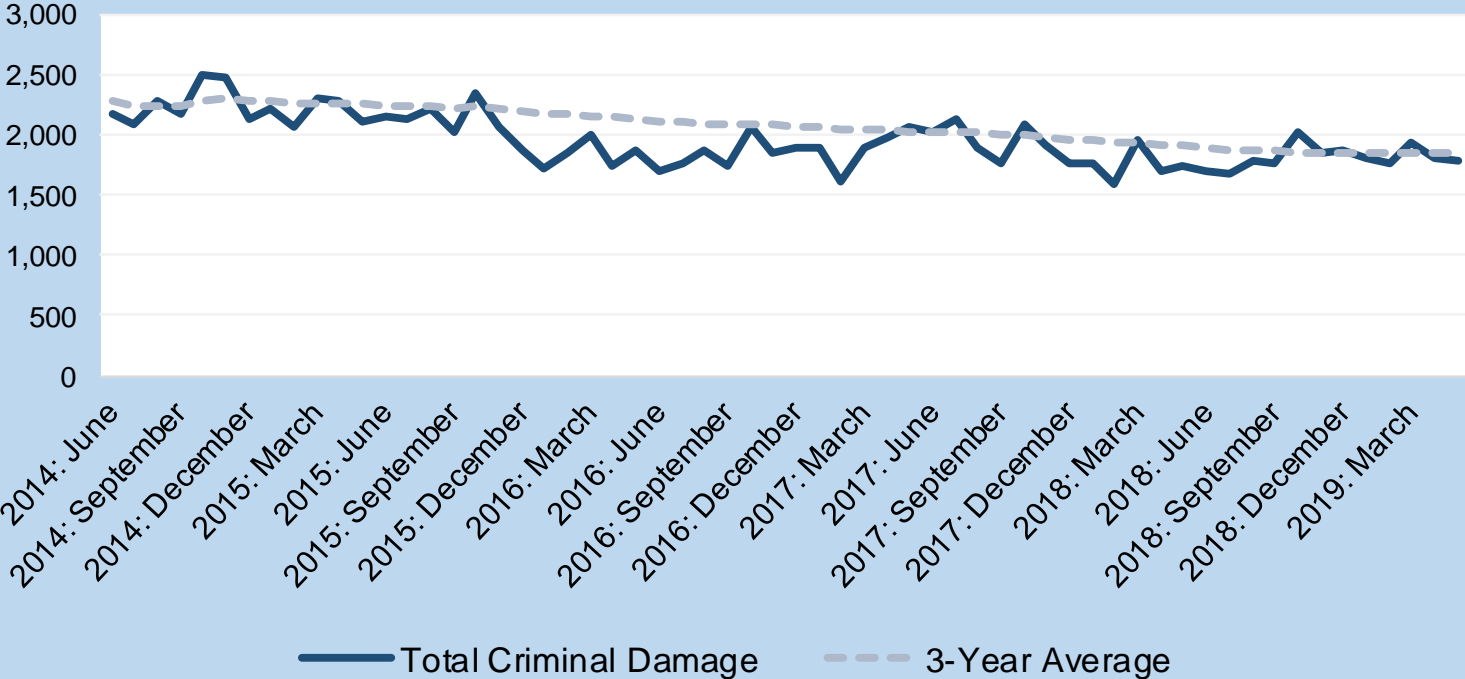
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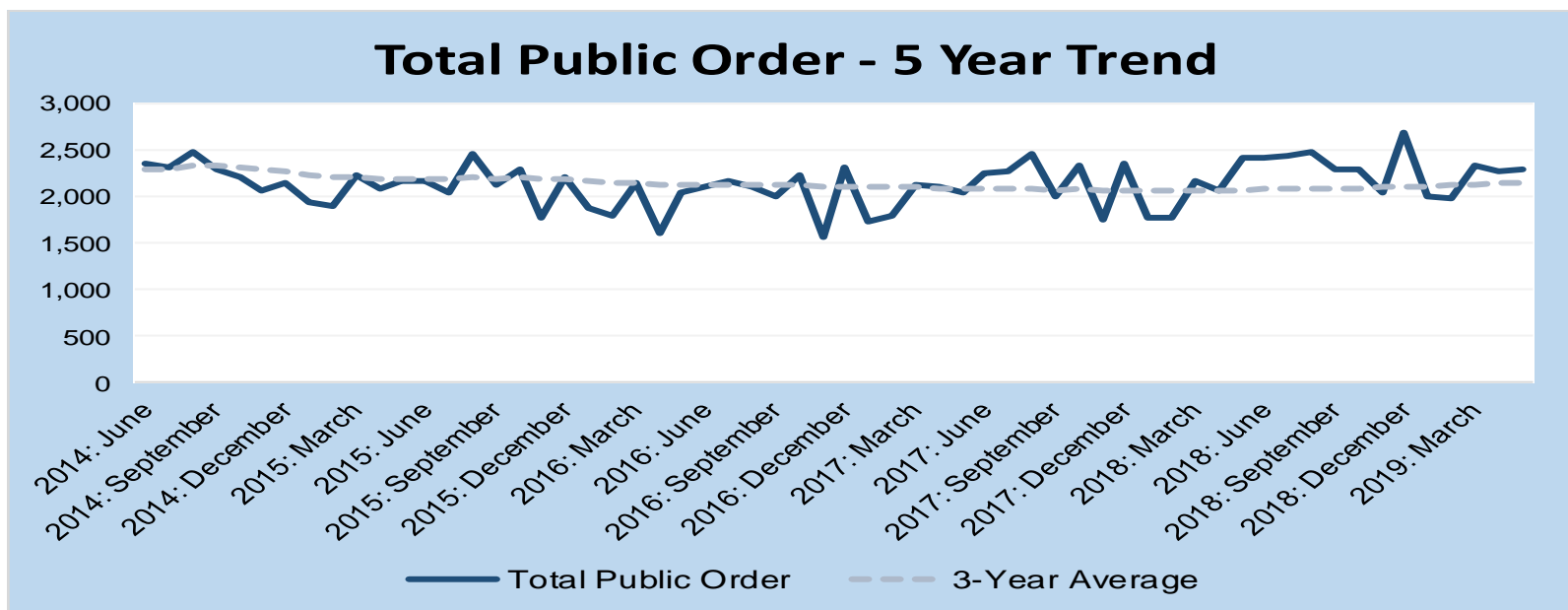
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Total Criminal Damage - 5 Year Trend



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Organisational Challenges

As outlined in previous reports, work is ongoing internally to identify incidents where the crime counting rules have not been applied correctly, for example, certain sexual offences, 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 and address concerns. A data quality improvement plan is being devised in consultation with the CSO, setting agreed criteria for lifting the reservation. Initiatives to improve data quality continue to be rolled out across An Garda Síochána.

9 Policing Successes and Community Engagement

Through the month of May 2019, there have been numerous incidents of notable police work performed by members of An Garda Síochána in the course of their routine operational policing duties, supported by specialist personnel from Units under the remit of Assistant Commissioners Special Crime Operations, Security & Intelligence, Roads Policing and Community Relations Bureau.

In the early hours of 1 May 2019, Gardaí from Cavan Garda Station responded to a report of a burglary. Gardaí arrived at scene within minutes and observed the Injured Party, attempting to restrain the Suspected Offender, who was in possession of a flick knife. The Suspected Offender was subsequently subdued, arrested and conveyed to Cavan Garda Station where he was detained under the provisions of section 4, Criminal Justice Act, 1984, as amended. He was charged with Burglary, Assault Causing Harm and Possession of an Offensive Weapon and was brought before Cavan District Court, where he was remanded in custody.

On 2 May 2019, the Criminal Assets Bureau, in conjunction with the Garda National Drugs and Organised Crime Bureau (GNDOCB), conducted 18 searches at residential and professional premises in Dublin and Kildare resulting in the seizure of a significant volume of documentation, high-end jewellery, designer clothing, media devices and cash, with an amount in excess of €70,000 restrained in related bank accounts.

On 3 May 2019, GNDOCB conducted searches at an unused premises in an industrial estate in Dublin City Centre, during which two firearms, a rifle and a handgun, with a small quantity of ammunition was found. While no persons were arrested, the investigation remains ongoing and it was established the rifle had been stolen from an unattended vehicle in Co. Laois in 2016.

On 11 May 2019, Gardaí in Tipperary responded to a call concerning a vehicle being driven erratically at Birdhill, Co. Tipperary. Gardaí arrived at scene and a road-block was established at which the vehicle failed to stop. Following a short pursuit, the vehicle came to a stop, however, as a Garda approached the passenger side of the vehicle it began to move forward resulting in the member being dragged for approximately 50 metres. The offending vehicle then fled the scene. CCTV footage from nearby premises was examined and, as a result of enquiries, a suspect was identified and arrested a short time later, on suspicion of having committed an offence contrary to section 13, Non-Fatal Offences Against the Person Act, 1997. The prisoner was conveyed to Nenagh Garda Station and charged with Dangerous Driving. He was brought before a special sitting of Nenagh District Court, where he was granted bail with strict conditions imposed. An Investigation File will be prepared for the Director of Public Prosecutions, recommending more serious charges. The injured Garda attended hospital as a result of the injuries received.

On 14 May 2019, plant machinery was reported stolen to Gardaí in Longford. As a result of enquiries with the Stolen Motor Vehicle Investigation Unit, it was established the vehicle was fitted with a 'tracker'. Details of the vehicle were circulated to Interpol and it was established that the vehicle was in Germany. On 26 May 2019, the vehicle was intercepted by German Police in Kiel resulting in the seizure of an articulated lorry and a JCB, with the lorry-driver arrested. The JCB has now been returned to its owner.

The Annual Conference for Garda Liaison Officers was held at Garda Headquarters on 16 and 17 May 2019. This conference was attended by the eight Garda Sergeants serving with Europol, Interpol, Maritime Analysis and Operations Centre Narcotics and in the Irish Embassies in London, Paris and Madrid.

On 22 May 2019, the Criminal Assets Bureau conducted a search operation in County Dublin targeting the assets and activities of an individual involved in the sale and supply of controlled drugs, which also resulted in a sum of money, in excess of €200,000, being restrained in related bank accounts.

As part of the ongoing investigation by the Garda National Economic Crime Bureau into insurance fraud, one person was arrested on 23 May 2019 in connection with 'staged' collisions. The prisoner was released without charge and an Investigation File will now be prepared for the Law Officers.

As part of a "day of action" by members in Trim District, a multi-agency initiative took place on 23 May 2019, involving officials from the Revenue Commissioners, Department of Social Protection, Meath County Council (Environmental Department), Bord Gáis and the ESB, during which searches pursuant to section 10, Criminal Justice (Miscellaneous Provisions) Act, 1997 and section 26, Misuse of Drugs Act, 1977/84 were conducted, targeting persons suspected of being involved in the distribution of counterfeit currency, the sale and supply of drugs and the theft of goods nationwide. Assistance was provided by Eastern Region ASU, the Stolen Motor Vehicle Investigation Unit and the Garda Dog Unit. During the searches a significant quantity of goods, including an assortment of power tools, a caravan (confirmed as stolen in 2016 in the UK), car parts, a bicycle, numerous weapons and canisters of incapacitant spray, as well as a small quantity of cocaine, were seized.

Also during this joint operation, a number of vehicles were tested by Custom Officials and two vehicles, found to be using "green" diesel, were seized. Another vehicle was also seized pursuant to section 41, Road Traffic Act, 1994. During the searches, a gas meter was found to have been interfered with and was removed by Bord Gáis. Four persons were arrested, one for firearms offences and one on foot of an existing warrant. An Investigation File will be prepared for the Law Officers. The items seized were published on the Meath Garda Division Crime Prevention 'Facebook' Page, a number of which have now been identified by their owners.

On 28 May 2019, an attempted hijacking in Douglas was reported to Gardaí in Cork City Division. The driver of the vehicle was threatened with a knife and the suspect fled on foot. A description of the suspect was circulated and searches, including the Garda Dog Unit, commenced, during which the suspect was located in a ditch. Following a struggle, the suspect was arrested for Attempted Hijacking contrary to section 10, Criminal Law (Jurisdiction) Act, 1976 and conveyed to Togher Garda Station where he was detained pursuant to section 4, Criminal Justice Act, 1984, as amended. The suspect was brought before the District Court, where he was remanded in custody.

On 30 May 2019, a burglary occurred in South County Dublin, during which a flatbed truck was used to gain entry to the premises and a large quantity of outdoor clothing was stolen. Following investigations, Gardaí conducted searches in Tallaght on 3 June 2019 and a significant volume of the clothing and a vehicle (which had been stolen in a burglary in Dun Laoghaire in February 2019) was recovered. One person was arrested at the scene for an offence contrary to Section 18, Criminal Justice (Theft and Fraud Offences) Act, 2001 and was detained at Tallaght Garda Station under the provisions of Section 4, Criminal Justice Act, 1984. The prisoner was brought before the District Court, where bail was granted, subject to strict conditions. This investigation remains ongoing and an Investigation File will be submitted to the Law Officers. The recovered clothing has been returned to the owner.

During the month of May 2019, the Criminal Assets Bureau secured Orders, pursuant to sections 2 and 7, Proceeds of Crime Act 1996, as amended, over assets in excess of €3.8 million, including two plots of land, residential properties, vehicles, jewellery, cash and monies held in bank and credit union accounts.

Garda Teenagers and Active Retirement Project (GTAAR)

A pilot project has taken place in the DMR East Division to champion inter-generational communication between St. Raphaela's Secondary School's transition year students and Active Retirement Groups from the Rosemount Active Retirement group. The project is managed by Blackrock/Dundrum Community Gardaí and representatives from Dun Laoghaire Rathdown County Council, in association with the Institute of Art and Design, Kill Avenue.

The initiative is part of An Garda Síochána's "Older Persons Advisory Network" in partnership with the "DLR Co. Co. Age Friendly Strategy 2016-2020". The topics discussed by the group are based on Age Friendly Pillars, ranging from "outdoor spaces" to "Safety and Security".

The project's objective is to:

- Further engage with young and mature people
- Facilitate a forum to promote positive engagement between young and mature people
- Engage with young and mature and facilitate dialogue between them
- Discuss issues that have arisen in relation to engagement between both the selected school and the mature person.

The pilot concluded with the awarding of Certificates of Achievement at a ceremony at St. Raphaela's School on 4 April 2019.



National Slow Down Day

National 'Slow Down Day' was held over a 24 hour period between 7am on Friday 24 May and 7am on Saturday 25 May 2019. The initiative aims to remind drivers of the dangers of speeding, increase compliance with speed limits and deter excessive speeding. It was hoped the event would discourage unacceptable speeding on Irish Roads.

In total, An Garda Síochána and GoSafe checked 195,768 vehicles and detected 304 vehicles travelling in excess of the applicable speed limit.



Harolds Cross Bealtaine Festival

On 19 May 2019, Community Gardaí at Rathmines and Tereure held an Information day at the Harolds Cross Bealtaine Festival. It was estimated that, in excess of 3,000 people attended the festival and there were many visitors to the Garda Stand.

This was part of the Rathmines / Terenure Garda District Summertime Burglary Campaign and the themes highlighted were 'light up and lock up', 'personal safety' and 'neighbourhood watch'. Gardaí also distributed high visibility material as part of their ongoing Road Safety Campaign.



Garda Annual Memorial Day

The Annual Garda Memorial Day, honouring members of An Garda Síochána killed in the line of duty, took place at An Garda Síochána's Memorial Garden, Dubh Linn Garden, Dublin Castle, on 18 May 2019.

The service was celebrated by the Archdeacon and Garda Chaplain and was attended by family members of An Garda Síochána, the Commissioner, Deputy Commissioner and Minister for Justice and Equality who laid wreaths with blue ribbons at the granite memorial to those killed in the line of duty.

The Commissioner paid tribute to Gardaí who have lost their lives, describing their commitment as “the definition of bravery”. He acknowledged that Gardaí must sometimes put their lives on the line, which is “a heavy burden” for their families, but it is a burden accepted by members of An Garda Síochána because “it is what is required to protect our society and our democracy”.

The service included prayers of the faithful read by family members of Gardaí who lost their lives. Representatives from the State's Sunni Muslim, Shia Muslim, Christian Orthodox, Hindu, Buddhist, Sikh, Baha'í and Pentecostal communities also read prayers at the event.



Use Your Brain Not Your Fist

An Garda Síochána was delighted to support the GAA Health and Wellbeing Event at Tyrone GAA Centre, Garvaghey Centre, Co. Tyrone on 11 May 2019, where delegates heard presentations from the PSNI and An Garda Síochána, promoting their anti-assault campaigns, “One Punch” (PSNI) and “Use your Brain Not Your Fist” (AGS). Assaults, whether on the pitch or off it, can leave families and communities devastated as a result of injuries or death and GAA clubs are continuing to play their part in preventing assaults.



Traveller and Garda Dialogue Day

Members from the Garda National Diversity and Integration Unit assisted the Kennedy Institute for Conflict Intervention, Maynooth University and the Traveller Mediation Organisation, in organising a Traveller & Garda Dialogue Day which took place on 1 May 2019 at Maynooth University. It proved to be a constructive and positive occasion, where experiences of Garda-Traveller interactions were shared and discussed.



National Rural Safety Forum

As a result of ongoing engagement between An Garda Síochána and the Irish Farmers Association (IFA), a National Rural Safety Forum has been established to identify and develop the policing needs of rural Ireland, including rural isolation.

On 17 May 2019, Assistant Commissioner, Garda Community Relations Bureau chaired the inaugural meeting of National Rural Safety Forum, attended by key stakeholders who were invited to collaborate with An Garda Síochána in the delivery of an effective policing service in rural Ireland. The core objectives of the Forum include:

- Community Reassurance
- Information Sharing & Communication Network
- Increased Community Engagement
- Crime Prevention & Crime Opportunity Reduction

The key stakeholders participating in this forum include the Department of Justice & Equality, Department of Youth and Children Affairs, Department of Rural and Community Development, Age Friendly Ireland, IFA, Active Retirement Ireland, Foróige, Macra Na Feirme, Muintir na Tíre, GAA, Neighbourhood Watch, Irish Countrywomen's Association, ESB Networks, Irish Cattle and Sheep Farmers Association and the City and County Managers Association.

Invoice Redirect Fraud Awareness

During May 2019, the Garda National Economic Crime Bureau, supported by the Garda National Community Policing Unit, Garda Community Relations Bureau promoted an 'Invoice Redirect Fraud' Awareness Campaign. Various support materials, including posters and infographics, were produced by the Garda Community Relations Bureau, for distribution to the media.

Also during May 2019, following reports to GNECB concerning incidents of invoice re-direct fraud, over \$1m was frozen in bank accounts in Hong Kong, Belgium and India, including in one instance, where over €11,000 was fraudulently obtained through online banking. This has now been returned to the Injured Party's account.



Little Blue Heroes

On 8 May 2019, a special intake of 10 'Honorary' Gardaí, were welcomed by the Garda Commissioner at Garda Headquarters, as part of the charity initiative, Little Blue Heroes Foundation. The new elite unit commenced duty by inspecting the Garda Band, Garda Dog Unit and Garda Mounted Unit. Each received a medal of bravery and Certificates of Attestation.



Appendix A

Policing Plan 2019 - Performance at a glance, May 2019

Priority 1 – Community Policing

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

Priority 2 – Protecting People

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

Priority 3 – A Secure Ireland

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

Priority 4 – A Human Rights Foundation

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

Priority 5 – Our People – Our Greatest Resource

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

Priority 6 – Transforming our Service

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

Additional Information – Non-Policing Plan APSFF Projects

104	Streamlining Allowances	Green	107	Reporting Structures (See PAF 74 above)	Green
105	Severance Package	Red	108	Industrial Relations Structures	Green
106	Tenure Policy for SLT	Green	109	ICT Technology Report	Green

Appendix B

Schedule of Expected Vacancies													
Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	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	1	2			1			6
Superintendent	4	3		3		1			1	1	1		14
Total	5	3	0	3	1	2	2	1	1	2	1	0	21

Appendix C

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

Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	9	9									0	9	0
Chief Superintendent	47	47	1				1				0	47	0
Superintendent	168	168	1				0	0		1	0	168	0
Total	224	224	2	0	0	0	1	0	0	1	0	224	0