

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
Páirc an Fhionnuisce
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Luaigh an uimhir tharaghta seo a leanas le do thoil:
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Ms. Helen Hall
Chief Executive
Policing Authority

Dear Helen

A handwritten signature in black ink that reads 'Helen'.

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

I am pleased to provide the tenth monthly report for 2019 outlining 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.

This report is provided for review in advance of the Policing Authority meeting with the Commissioner on 23 October 2019.

Yours sincerely

A handwritten signature in black ink that reads 'Dermot Mann'.

DERMOT MANN
CHIEF SUPERINTENDENT
OFFICE OF THE COMMISSIONER

FM.
17 October 2019

Message from the Commissioner

Continued progress was made during September 2019 on the roll-out of the Garda Operating Model, with decisions made in relation to the location of Regional and Divisional Headquarters. In making these decisions, we are very conscious of the need to ensure that Superintendents will be located throughout Divisions and not all centrally located in Divisional Headquarters.

During the month of September, we launched a number of initiatives designed to prevent and tackle crime in rural Ireland. Along with key stakeholders, such as the IFA and Muintir na Tíre, the Minister for Justice and Equality and Assistant Commissioner Community Relations launched the National Rural Safety Forum at the Garda stand at the National Ploughing Championships. In tandem with this, a national initiative on property marking was introduced and a joint initiative was launched between the Kilkenny-Carlow Division and An Post to expand the reach of Text Alert. During the Ploughing Championships, which I attended for the second year as Commissioner, many attendees told me of the high regard they have for the members of An Garda Síochána.

Operationally, there were many incidents of excellent police work that kept people safe. Some of these incidents are outlined later in the report, including the seizure of firearms and a significant amount of drugs. Cocaine valued at €1.4m and Cannabis valued at €2m were seized in two incidents alone by national units. Such seizures help protect communities from violence, intimidation and drug dealing. Also during the month, an off-duty Garda in Cavan intervened in a robbery during which staff in a shop were threatened. The Garda's quick action led to the suspect being detained and charged. All of this work demonstrates An Garda Síochána's on-going commitment, not only to reducing crime but also the fear of crime, particularly in rural Ireland.

Project Edward, 'European Day Without A Road Death', took place on 26 September 2019, an initiative of TISPOL, the European Traffic Police Network. An Garda Síochána conducted a number of road safety enforcement activities over the course of the day. In addition, GoSafe checked the speed of 127,522 vehicles and detected 245 vehicles travelling in excess of the applicable speed limit over the course of the 24 hour period. Unfortunately there were two fatalities in Ireland on the day as a result of a road traffic collision in Co. Clare.

I was pleased to attend the 17th Annual Cross-Border Crime Conference on Organised Crime on 25 September 2019. During a joint press briefing with the Chief Constable of the PSNI, we outlined detail of co-operation in tackling criminality and terrorism, planning for the policing implications of Brexit and progress on the joint investigation into the serious assault on a senior executive of Quinn Industrial Holdings.

J.A. Harris
Commissioner

1 Finance

- The overall 'year to date' financial position at end September shows a total net expenditure of €1,228.2m, which is €2.1m less than the profiled spend of €1,230.3m. If savings in some subheads, due to timing differences are excluded, the gross year to date overspend amounts to €32m.
- The management accounts for September show an adverse variance for the Pay Subhead of €1.8m.
- The expenditure on overtime for the year to date (including the Garda College) is €83.5m, which is €11.7m or 16% in excess of the profiled budget.
- An Garda Síochána remains committed to ensuring expenditure is managed within the voted resources and is taking corrective measures to ensure this occurs.

2 Human Resources and People Development (HRPD)

- Garda and Garda Staff strengths as at 30 September 2019, including a breakdown by rank, grade and gender, are outlined below. Information is also provided in respect of family friendly arrangements, sick leave and suspensions.
- The Garda Trainee recruitment campaign continues. Four classes entered the Garda College during 2018. The first class of 2019 entered into the College in April, a further intake in August and the final intake will enter the College in November. Work is ongoing on recruitment to Garda Staff posts sanctioned by the Policing Authority.
- The Workforce Plan is continuing to be refined and revised in consultation with the Policing Authority and Departments of Justice & Equality and Public Expenditure & Reform, ensuring continuous focus on the Garda Reassignment Initiative and progress on the workforce modernisation agenda.
- The number of Garda members reassigned to operational duties as at 4 October 2019 is 509. A chart outlining the rank breakdown is provided to follow.
- Details of numbers and vacancies in specified ranks are outlined at Appendices B and C.

Garda Strengths

Rank	At 30 September 2019	Male	Female	WTE
Commissioner	1	1		1
Deputy Commissioner	1	1		1
Assistant Commissioner	8	6	2	8
Chief Superintendent	47	38	9	47
Superintendent	166	152	14	166
Inspector	379	313	66	379
Sergeant	2,001	1,573	428	1,998.5
Garda	11,599	8,303	3,296	11,550
Total	14,202	10,387	3,815	14,50.5

Of which		Male	Female
Career Breaks (incl. ICB)	80	33	47
Work-sharing	51.5	2.5	49
Secondments (Overseas etc.)	14	8	6
Maternity Leave	71	N/A	71
Unpaid Maternity Leave	62	N/A	62
Paternity Leave	22	22	N/A
Available Strength	13,902	10,322	3,580

Garda Reserves

Garda Reserves Strength as at 30 September 2019	Total	Male	Female
	472	349	123

Garda Staff Strengths

	Total	WTE*	Male	Female
Professional / Technical	55	54.1	32	23
Administrative **	2,656	2,555.3	670	1,986
Industrial	412	251.6	125	287
Total	3,123	2,861	827	2,296

Of which	Total	Male	Female
Career Breaks	20	4	16
Maternity Leave	27		27
Unpaid Maternity Leave	8		8
Paternity Leave	1	1	
Available Total	3,087	826	2,261

* 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
	340	6	334

*** 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	18	18	12	6
AP	42	42	17	25
HEO/AO	149	148	66	83
EO	673	663.3	184	489
CO	1,767	1,677	385	1,382
Total	2,656	2,555.3	670	1,986

Parental Leave

Persons who availed of Parental Leave during 01.09.19 – 30.09.2019	Garda Members	Garda Staff
	213	108

Garda members reassigned to operational duties as at 4 October 2019

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
2018	0.5	4.5	15	39	199	258
2019	0	3	4	40	204	251
Total	0.5	7.5	19	79	403	509

Garda Members - Unavailable for Duty due to Sick Leave

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
August 2019	1,515	164	108	9	11	0	1,634	173
September 2019	1,619	165	129	10	10	0	1,758	175

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
August 2019	1636	164	115	9	11	0	1,762	173
September 2019	1,741	165	137	10	10	0	1,888	175

*Ordinary Illness

**Injury on Duty

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
August 2019	12,292	4,493	1,289	279	150	0	13,731	4,772
September 2019	13,078.5	4,313.5	1,079	278	153	0	14,310.5	4,591.5

Garda Staff - Number who availed of sick leave

	No.
August 2019	269
September 2019	333

Garda Staff - Instances of Absence

	Administrative Grades	Technical and Professional	Total
August 2019	287	3	290
September 2019	348	4	352

Garda Staff - Number of days absent

	Administrative Grades	Technical and Professional	Total
August 2019	2,989	62	3,051
September 2019	3,096.5	64	3,160.5

- 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 as at 2 October 2019

Total	Male	Female
42	36	6

3 Information and Communications Technology (ICT)

Front Line Mobility: In recognition of the progress to date with this project, the Garda ICT Mobility Team was presented with two awards at the Ireland eGovernment Awards in the Mobile and Innovation categories.



Mobility Team receiving their award from Minister Mary Mitchell O'Connor

The Mobility team also attended the National Ploughing Championships and provided app demonstrations to the general public and to some of our key stakeholders, the Minister for Justice & Equality, Charlie Flanagan TD, and the Tánaiste, Simon Coveney TD.



Ploughing Championships 2019

On 24 September 2019, the Mobility team hosted an Innovation Hackathon in Limerick, where they were joined by mobility leads and app developers from the national police services of Sweden, Holland and Denmark. During this event the Irish team shared their own experience and learned from the experience of the other services regarding the deployment of modern mobile devices in a policing context. In October, the Mobility team is continuing to focus on preparations to deploy 2,000 new mobile devices to front-line members by late 2019/early 2020.

Roster and Duty Management System (RDMS): Preparation is continuing for Q4, 2019 rollout to the Garda College, Garda National Vetting Bureau and Fixed Charge Processing Office.

PRÜM: The Netherlands has been added to the AFIS PRÜM workflow in the pre-live test system. Technical test resources are not available in The Netherlands at this time and when available, testing will resume. Portugal has been identified as the next country to commence data sharing with Ireland and encryption certificates have been shared to commence configuration ahead of testing.

Property and Exhibits Management System (PEMS): As of 6 October 2019, 624,872 Objects have been created in PEMS2.

Investigation Management System (IMS): As of 6 October 2019, 8,078 Investigations and 76,700 Investigation Jobs have been created in IMS.

Schengen Information System II (SISII): Informal integration testing has completed with Iceland and testing with The Netherlands is in progress. Further test phases are planned with Germany and Switzerland in October and November, in advance of formal functional testing in December. User acceptance testing (UAT) of all SIS-related systems is progressing. Formal EU testing (Entry into Operation) is scheduled to run from October to November and is currently in planning. The SISII project plan remains on target to achieve technical readiness in December 2019.

Enterprise Content Management (ECM) System: ECM has gone live in 19 of the former Garda Divisions of Louth, Meath, Wicklow, Kildare, Laois/Offaly, Sligo/Leitrim, Cavan/Monaghan, Westmeath, Donegal, Kerry, Limerick, Cork City, Cork North, Cork West, Roscommon/Longford, Clare, Mayo, Galway and DMR East. It has also gone live in the Garda College. It is on schedule to go live in the DMR Region in Q4 2019 and training is ongoing in these areas.

4 Corporate Communications

Announcement of New Regional and Divisional Headquarters

The second announcement relating to the new Garda Síochána Operating Model was provided to Garda personnel, the public and the media. This included information on the new Regional and Divisional Headquarters and the benefits of increased Garda visibility in communities and more localised services.

This further development under the new Operating Model received good coverage in the media. Information on the decisions in relation to the location of Regional and Divisional Headquarters was published internally before the media was informed. The relevant press release was published on Garda.ie and a tweet was issued.

European Day without a Road Death

Project Edward, 'European Day Without A Road Death', took place on 26 September 2019 and is an annual key road safety event. Project EDWARD is an initiative of TISPOL, the European Roads Policing Network. Media were invited to a cross-border roads policing checkpoint on the day resulting in good coverage, particularly on the RTE Six-One News. Garda social media was also utilised to promote the day.



Cross-Border Crime Conference

At the Annual Cross-Border Crime Conference, the Commissioner and PSNI Chief Constable gave a joint press briefing to promote co-operation to tackle criminality and terrorism. They spoke about their plans to deal with policing and security implications of Brexit and outlined the progress on the joint investigation into the serious assault on a senior executive in Quinn Industrial Holdings.

Media Interviews/Briefings included:

- Assistant Commissioner DMR spoke about the work carried out against organised crime gangs in Dublin during a Virgin Media documentary (Inside Ireland’s Gangland: The Next Generation).
- Chief Superintendent, Special Detective Unit, provided detail on work being done to tackle dissident terrorism during a UTV documentary.
- Chief Bureau Officer, Criminal Assets Bureau (CAB), spoke about the work of CAB to seize assets from criminals on RTE Six One News, RTE Drivetime and Pat Kenny Radio Show, Newstalk.

5 Progress update on embedding the Code of Ethics

Ethics Workshops and Sign-Up to the Code of Ethics in An Garda Síochána

On 30 September 2019, the status of participation at Ethics Workshops and the associated sign up to the Code of Ethics Declaration is as follows;

	Total Number	Attended Workshops	% Attended Workshops	Numbers Signed	% attended workshops that signed	% of total number that signed
No. of Garda Members	14,202	13,220	93%	12,096	91%	85%
No. of Garda Staff	3,123	2,024	65%	1,930	95%	62%
Reserves	472	179	38%	134	75%	28%
Total including Reserves	17,797	15,423	87%	14,160	92%	80%
Total excluding Reserves	17,325	15,244	88%	14,026	92%	81%

Garda Decision Making Model (GDMM)

The Garda Ethics and Culture Bureau is continuing to develop a Communications Plan in relation to embedding the Garda Decision Making Model in the Organisation. The Garda College is currently in talks with a third party supplier regarding the development of an e-Learning training initiative in respect of the Decision Making Model.

6 Implementation of Cultural Change

In accordance with A Policing Service For the Future (APSFF), the Garda Commissioner approved 12 initiatives under a Staff Culture Engagement Proposal. The current position in respect of the 12 initiatives is set out to follow:

- Five initiatives were implemented in Q3 which did not require a pilot phase. Monitoring of these initiatives will continue in Q4.
- Two initiatives are awaiting implementation and do not require a pilot phase i.e. a Staff Engagement Charter and a Garda NewsBeat Article on the Staff Culture Engagement Initiatives.
- Two initiatives were piloted in eight divisions (four divisions for each initiative) in Q3 and will transfer to full implementation nationally in Q4.
- Two initiatives have been integrated into other on-going APSFF projects.
- The final initiative examining the potential criteria for a future Cultural Audit post 2019 is ongoing and will continue in Q4.

7 Risk Management

There are 17 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. Superintendent GRMU undertakes regular meetings with Divisional and District Risk Managers to review and quality assure Risk Registers and GRMU provides Risk Register Development Workshops to stakeholders on an ongoing basis.

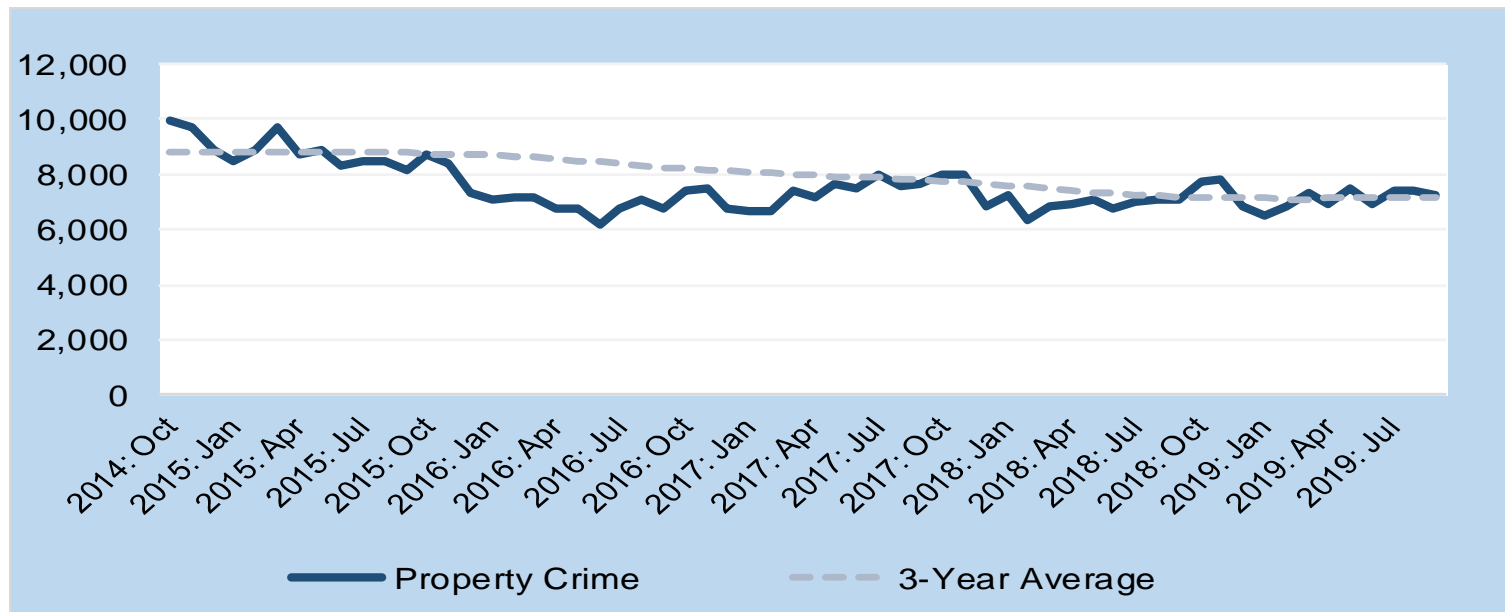
- A one-to-one Risk Register Quality Assurance meeting was held with the Youth Referrals Corporate Risk Owner in September. Further meetings are scheduled for October, including a discussion on 'Professional Conduct and Ethical Behaviour' and Regional Roads Policing.
- Support staff briefings were held in Dublin, Roscommon, Limerick and Cork City during September 2019. A number of further briefings have been scheduled nationwide throughout October to upskill new Risk Management Support Staff. A further round of Risk management briefings to Inspectors' Development Programmes will commence during October.
- The Key Governance Stakeholder Group meeting was held on 4 October 2019.
- The next Audit and Risk committee meeting is due to be held on 11 November 2019.
- A Risk & Policy Governance Board meeting was held on 4 September 2019.
 - A presentation on the 'Brexit' risk was delivered by Assistant Commissioner O'Brien. It was agreed by the Board that 'Brexit' should now be framed under the Corporate Risk Register.
 - The next meeting has been scheduled for 17 October 2019.
- The Garda Risk Management Unit has provided training, briefing or direct support to more than 2,226 Garda members and Garda Staff of all ranks and grades.

Compliance rates from Divisions and Regions have remained consistently high throughout 2018 and the start of 2019. The compliance rate for Q1 2019 is currently at 94%, with submissions still being received.

National Overview

There are currently two distinct trends observable in national crime figures. Crimes affecting property are on a downward trend, whilst crimes against the person, sexual offences and public order offences are showing an upward trend. 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. Nationally, total **property crime** had been trending downwards since the end of 2015, but has shown some indications of an increase in 2018/19. Levels are up +1% in the past 12 months than in the 12 months prior to; property crime figures for the first 9 months of 2019 were +2% higher than the same period in 2018. The Eastern, Dublin and Northern Regions are showing increases in the year-to-date (YTD) change of +9%, +4% and +5% respectively with other Regions registering a decrease.

Chart 1: Total Property Crime - 5 Year Trend

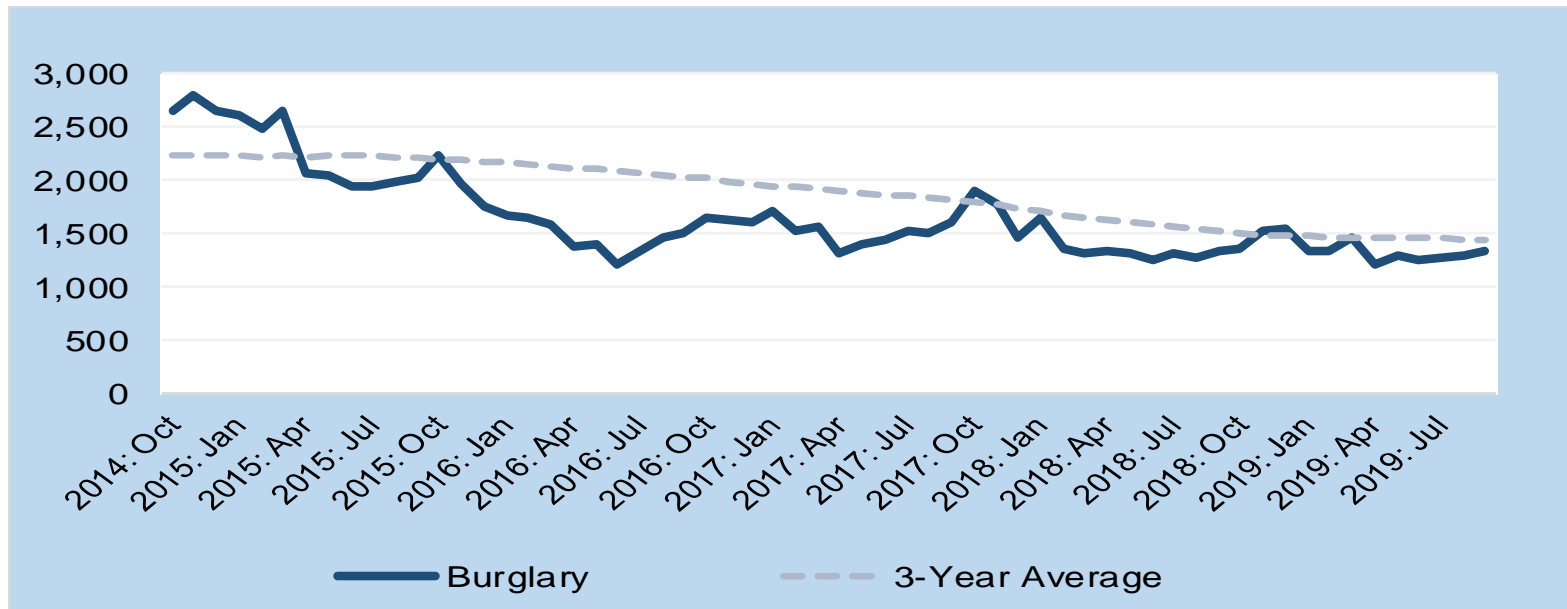


The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

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.

Chart 2: Burglary - 5 Year Trend

Burglary has also been trending downwards, particularly since the commencement of Operation Thor on 02/11/2015. Incidents of both residential burglary (-5%) and burglary occurring elsewhere (-9%) are down in the past 12 months compared to the previous period. Burglary remains susceptible to seasonal variations, with occurrences peaking in the darker winter months. It is anticipated that burglary figures will remain lower than the winter rates until the clocks change at the end of October, in line with previous years.

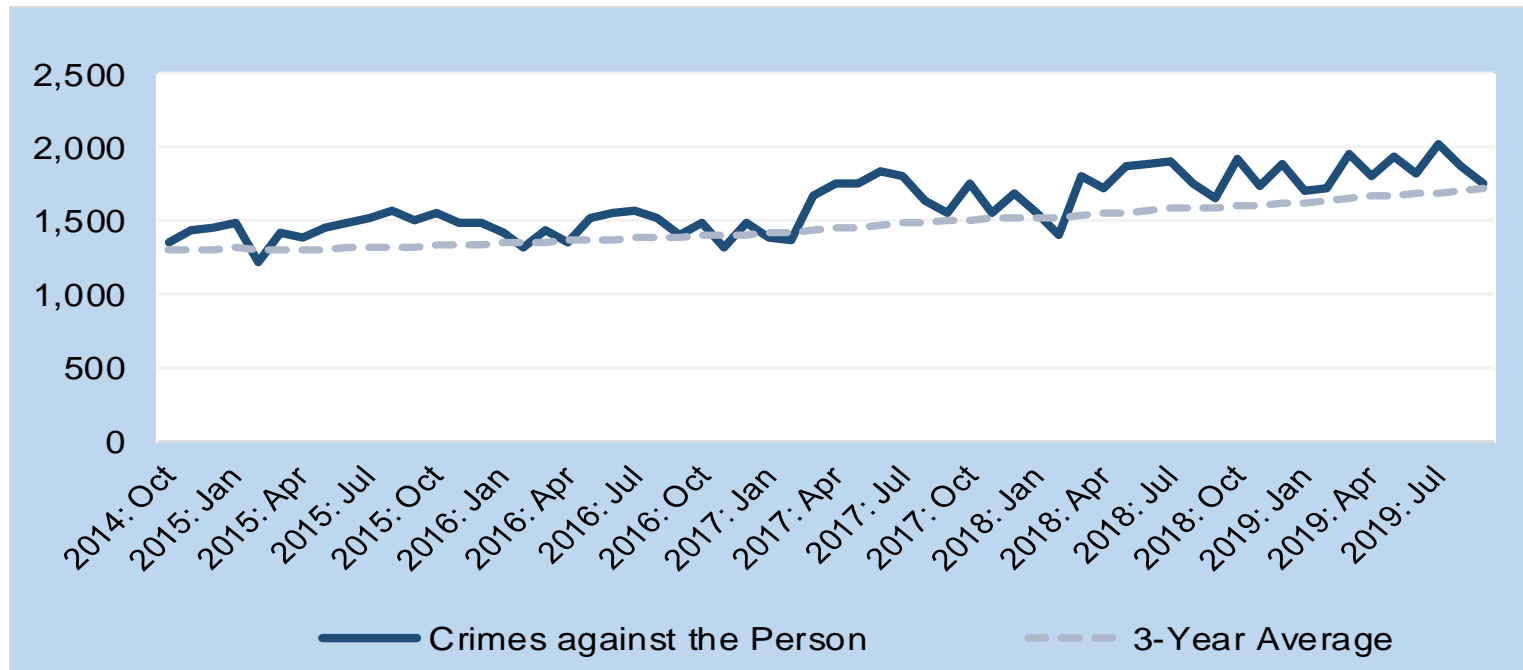


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Chart 3: Crimes against the Person - 5 Year Trend

Nationally, **crimes against the person** continue to trend upwards, with an increase of +8% in the 12 month comparison, primarily driven by an increase in assaults. The strongest increases occurred in the Dublin (+16%) and Southern (+8%) Regions. Further analysis is required to understand the drivers of these increases.

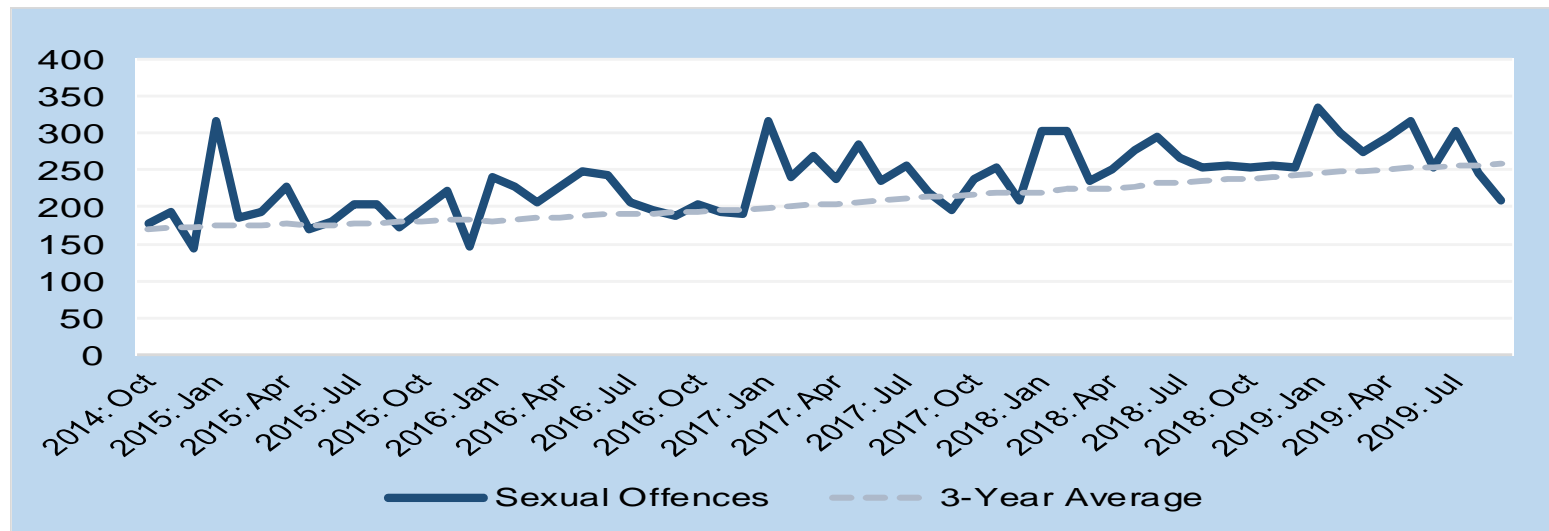


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Chart 4: Sexual Offences - 5 Year Trend

The Garda Information Services Centre (GISC) have 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 and are up +5% in the past 12 months as compared with the 12 months prior to this. This increase is not unique to Ireland¹ and may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. However, given that Crimes against the Person is also on an upward trend, it cannot be precluded that there has been an increase in the number of sexual crimes occurring.



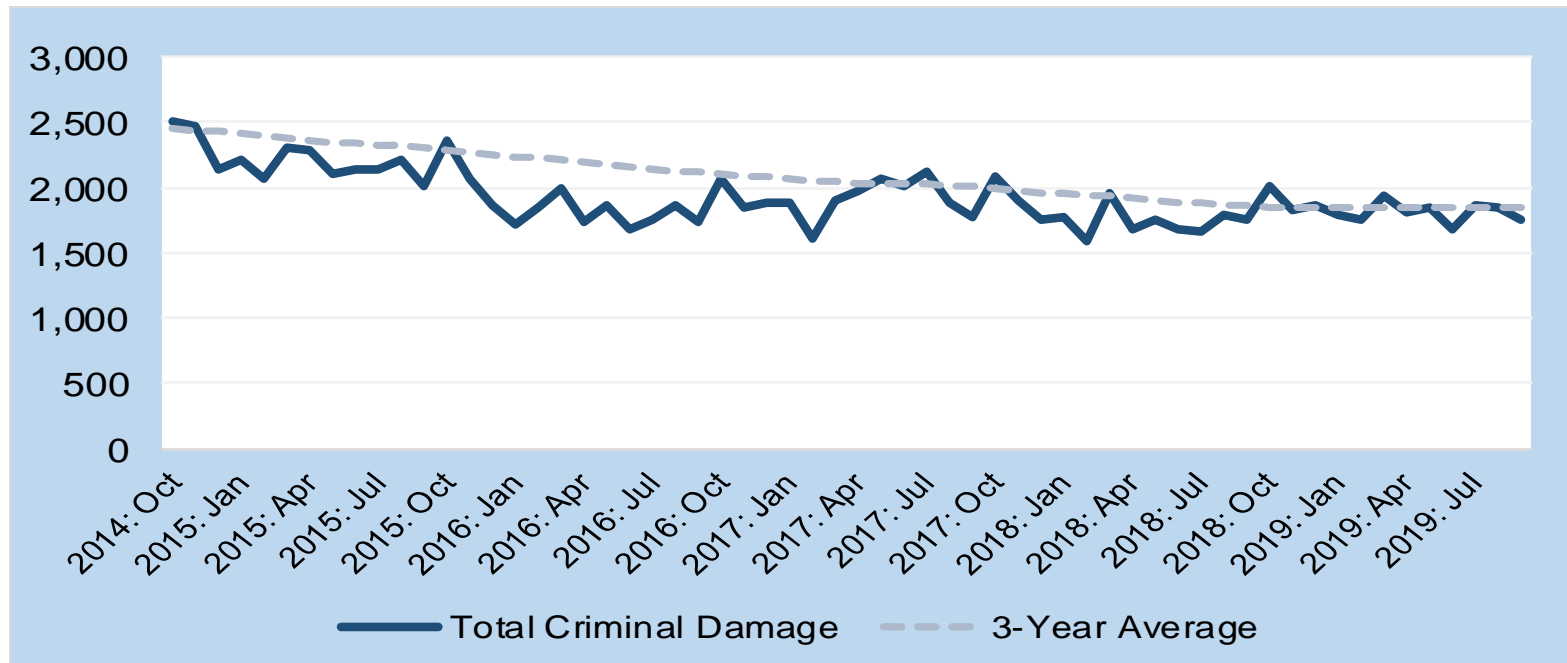
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Note: Crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.

¹ The Eurostat dataset indicates that there is Europe-wide increase in the reporting of sexual crimes. <https://ec.europa.eu/eurostat/web/crime/data/database>

Chart 5: Total Criminal Damage - 5 Year Trend

Nationally, total **criminal damage incidents** have trended downwards, but have recorded a +3% increase in the last 12 months compared to the previous period. However, there are regional variations on this figure; the South Eastern and Western Regions have recorded decreases of -5% and -1% respectively, there have been increases in the Dublin (+8%), Northern (+3%) and Southern Regions (+1%).

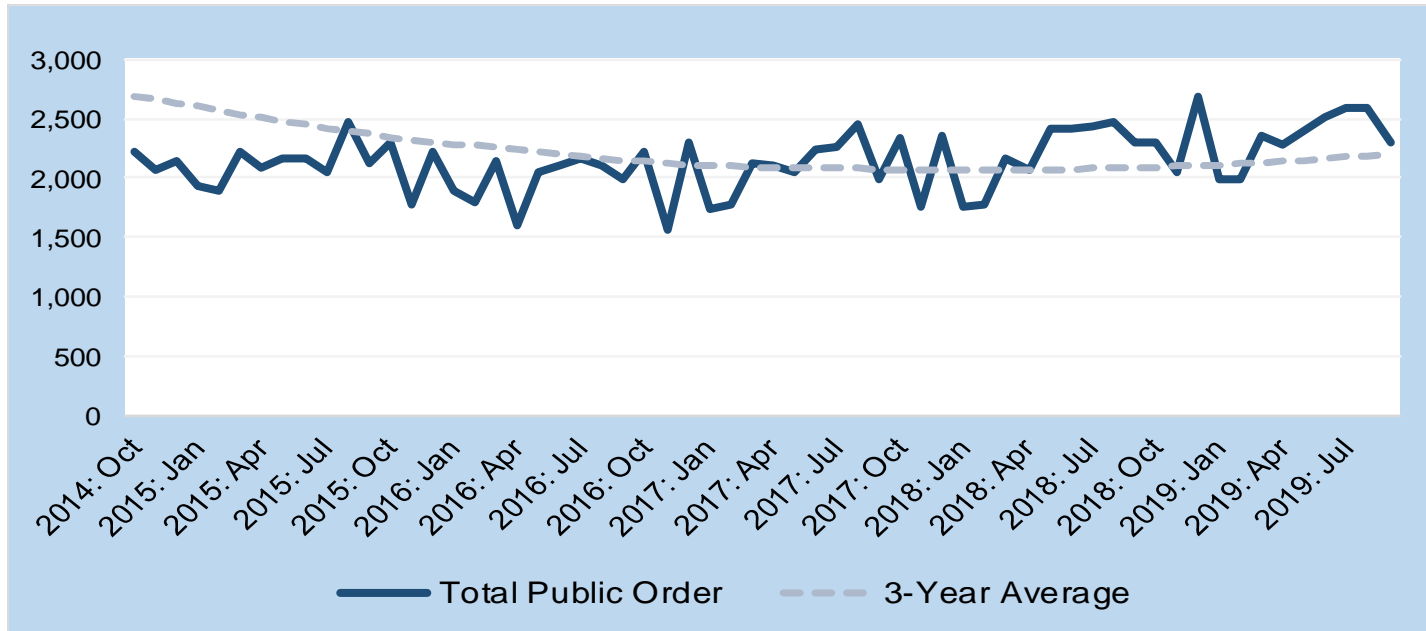


The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

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.

Chart 6: Total Public Order - 5 Year Trend

Total **public order incidents** have been showing an increasing trend since mid-2018. There has been a +7% increase in the number of recorded offences in the last 12 months compared to the previous period. Increases in public order offences have been driven by a -15% increase in drunkenness offences over the same period. The Dublin, Eastern and Northern Regions have registered decreases of -14%, -13% and -11% respectively in the 12 months measure.



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.

Organisational Challenges

Work is ongoing to identify incidents where the crime counting rules have not been applied correctly, for example certain sexual offences, so that issues can be resolved. As outlined in previous reports, the CSO has taken the decision to resume publication of Recorded Crime statistics under a new category entitled "Under Reservation". An Garda Síochána is continuously working with the CSO to rectify data quality issues and address concerns. A data quality improvement plan is being devised in consultation, setting out agreed criteria for lifting the reservation. Initiatives to improve data quality continue to be rolled out across the Organisation.

9 Policing Successes

Throughout September 2019, there were numerous incidents of noteworthy police work performed by members of An Garda Síochána in the course of their routine operational policing duties. They were supported by specialist personnel from units under the remit of Assistant Commissioners Special Crime Operations, Security & Intelligence, Roads Policing and Community Relations.

On 10 September 2019, a luxury vehicle was seized during searches conducted by the Criminal Assets Bureau as part of an operation targeting an organised crime gang involved in the sale and supply of controlled drugs in the Dublin 10 area.

On 14 September 2019, as part of an intelligence led investigation, a vehicle was stopped in Coolock by personnel from the Garda National Drugs & Organised Crime Bureau, assisted by the Emergency Response Unit and a firearm, balaclavas, gloves and a can of petrol were found. Three males were arrested and detained at Clontarf and Raheny Garda Stations pursuant to Section 30 of the Offences Against the State Act, 1939/98, as amended. Following consultation with the DPP, one of the males was charged with an offence contrary to Section 27A(1) of the Firearms Act, 1964, as amended for possession of a firearm in suspicious circumstances. This investigation remains ongoing.

On 16 September 2019, a male entered a newsagents in Cavan. He made his way behind the counter where he forced open the till and removed a quantity of cash before fleeing the scene. As a result of viewing the CCTV footage available and taking witness accounts, Gardaí identified a suspect. A short time later, a male, matching the suspect's description, entered another premises and proceeded behind the counter. He produced a screwdriver, threatened the staff and demanded cash. When this was refused he fled the scene. An off-duty Garda observed the suspect running from the premises and followed him to a nearby carpark, where he obtained the registration number and direction of travel of the suspect's vehicle. The vehicle was subsequently intercepted and the male was arrested. He was later charged with Burglary and Possession of an offensive weapon and was remanded in custody by the Court.

Following a spate of thefts in County Longford on 16 and 17 September 2019, a vehicle of interest was identified by Gardaí from CCTV footage obtained during the investigation. The vehicle was located in Drumlish, Co. Longford on 19 September 2019 and property, identified as stolen, including vehicle batteries, milk-churns and other scrap-material were recovered. Two males were arrested and were detained at Granard Garda Station. Both were subsequently brought before Longford District Court on 23 September 2019, where both pleaded guilty to a number of road traffic offences and to handling stolen property, contrary to the Criminal Justice (Theft & Fraud Offences) Act, 2001. The two men received custodial sentences.

Twelve individuals appeared before Killarney District Court on Tuesday 17 September 2019 in respect of various road traffic offences, including dangerous driving. This was a result of a Roads Policing Operation, put in place by Killarney Gardaí during the Rally of the Lakes Festival in May 2019 to ensure the safety of spectators, participants and other road users. All 12 persons were disqualified from driving for a number of years and fined between €300 and €500 by the Court, which is a significant endorsement for An Garda Síochána in enforcing road safety.

On 22 September 2019, a report was received at Dun Laoghaire Garda Station from the parents of a 21-year old female. They had returned from holidays and were seriously concerned for their daughters' well-being, and reported her missing. Investigating members liaised with the Security & Intelligence Section in Garda Headquarters, and through the telecommunications service providers, it

was established that the 21 year old's mobile phone 'pinged' in Galway. Again, the investigating members liaised with colleagues in Galway and her whereabouts were established. However, on entering her location, Gardaí found her unconscious. Medical attention was urgently sought and she was removed to hospital for treatment.

On 26 September 2019, searches were conducted in Dublin and Wexford by the Criminal Assets Bureau, targeting the activities of an individual involved in the sale and supply of controlled drugs in Dublin 24. This resulted in the freezing of €17,000 in a bank account and the seizure of a quantity of miniature mobile phones, two jet-skis and expensive jewellery. On 27 September 2019, searches were also conducted in Dublin by the Criminal Assets Bureau, targeting the activities of an individual involved in the sale and supply of controlled drugs in the Dublin 10 area. This resulted in the seizure of two high-end vehicles.

There were no Applications by the Criminal Assets Bureau before the Courts under Proceeds of Crime legislation during the month of September 2019 as the Courts were on recess.

Also on 27 September 2019, as part of an ongoing intelligence-led investigation, personnel from the Garda National Drugs & Organised Crime Bureau, stopped and searched a vehicle pursuant to the provisions of Section 23 of the Misuse of Drugs Act 1977/84. During the search, 20kgs of Cocaine, worth an estimated €1.4m was found. A stun gun was also seized and one male was arrested. He was subsequently charged with offences contrary to Section 15 of the Misuse of Drugs Act 1977/84, as amended (sale and supply of drugs) and was remanded in custody.

In a separate operation, personnel from the Garda National Drugs & Organised Crime Bureau stopped and searched a vehicle in Ballyfermot on 27 September 2019. 12kgs of Cocaine, 9kgs of Heroin and 2kgs of Cannabis Resin, worth an estimated €2m were seized. One male was arrested and was subsequently charged with offences contrary to Section 15 of the Misuse of Drugs Act 1977/84, as amended and was remanded in custody by the Court.

On 30 September 2019, personnel from Westmeath Garda Division travelled to Dublin Airport, where they arrested a person who had returned to this jurisdiction from Norway. He was arrested on suspicion of committing fraud offences against older persons within the Division, as well as in counties Donegal, Sligo and Waterford. This arrest occurred on foot of information received from the Garda National Economic Crime Bureau. The arrested man was conveyed to Mullingar Garda Station, where he was detained pursuant to Section 4 of the Criminal Justice Act, 1984, as amended. Following this, he was charged with 31 offences contrary to Section 4 of the Criminal Justice (Theft & Fraud) Offences Act, 2001, which had occurred during March / April, 2019. He appeared before Longford District Court, where he was remanded in custody.

As part of an EMPACT [European Multi-Disciplinary Platform Against Criminal Threats] initiative, specifically targeting sexual exploitation, the Garda National Protective Services Bureau co-ordinated a Week of Action under the auspices of Operation 'Quest'. This was carried out from 16 – 21 September 2019 in nine Garda Divisions, during which 10 search warrants were executed to obtain evidence relating to organised prostitution and brothel-keeping. A total of 38 persons were interviewed during this initiative.

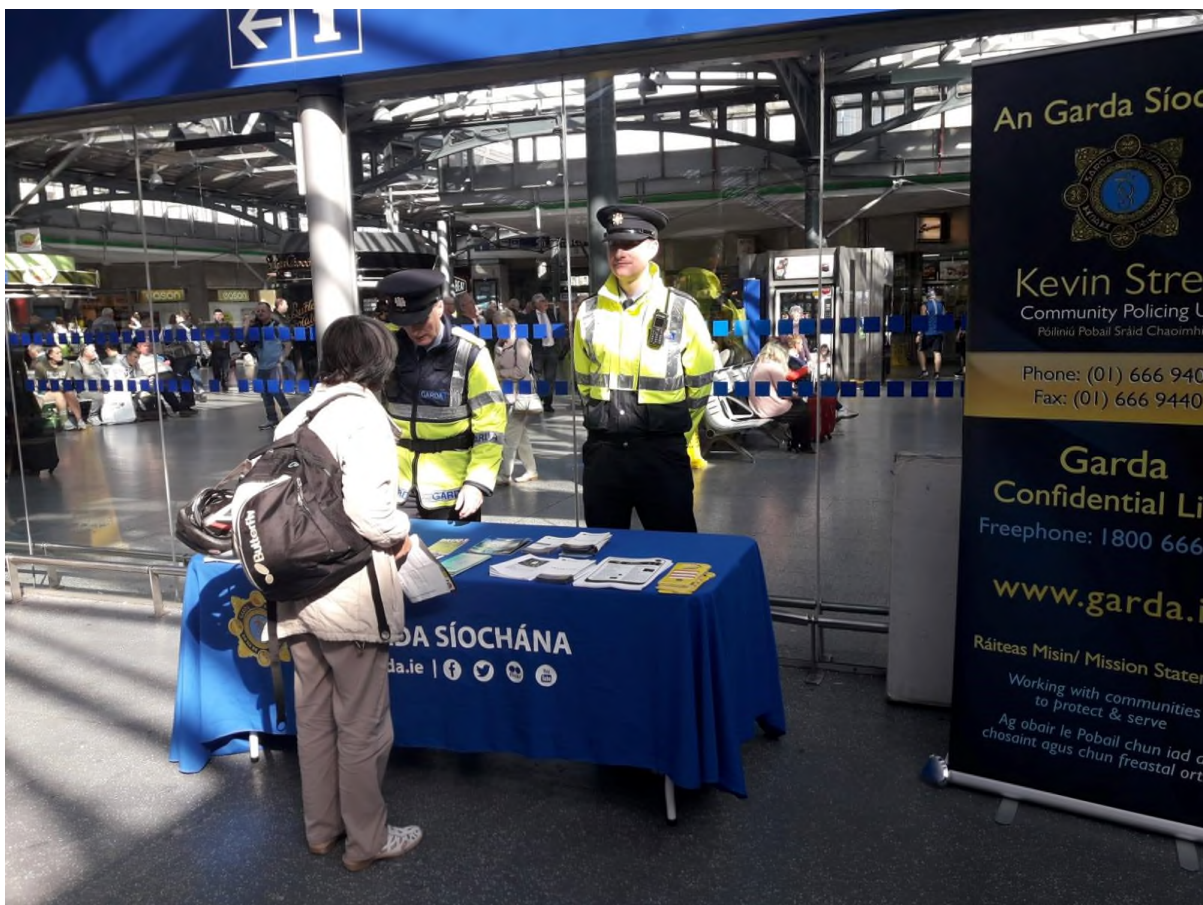
Operation Twin Track

Operation Twin Tack took place on 13 September 2019 with up to 50 members of An Garda Síochána travelling on Dart, Luas and commuter rail services nationwide. The initiative followed engagement between An Garda Síochána, Iarnród Éireann, Transdev (LUAS) and other members of the Rail Safety Advisory Council to support transport operators in ensuring a safe and secure travelling environment for customers. It is hoped the initiative, focusing on rail-based transport will be the first of a series.

Members of An Garda Síochána travelled on board DART, LUAS and Commuter rail services from 3pm for the remainder of the evening and Garda information points were in place at major Intercity rail stations to engage with the public and provide general crime prevention tips and assistance.

Superintendent Kevin Daly, who coordinated the initiative, said "An Garda Síochána is pleased to be working in partnership with Iarnród Éireann and Transdev to deliver crime prevention and community engagement initiatives which will improve confidence in the use of public transport networks. This national initiative will facilitate high visibility policing and positive public engagement aimed at achieving our mission of 'Keeping People Safe'."

The initiative received considerable media and social media coverage. A Multi-agency review of the initiative took place on 30 September 2019 with our partners, and consideration is being given to having other high-visibility engagement with the transport service providers in the future.



The National Ploughing Championships

The National Ploughing Championships took place in Fenagh, Co Carlow from 17 to 19 September 2019. In over two million feet of trade-space, there were over 297,000 visitors and 1,700 exhibitors in attendance over the three day event and the economic impact of the event is in excess of €36m.

Critical to the success of this event was ensuring the experience of both visitors and local residents was as positive as possible, and therefore, planning for the event commenced early in 2019. There was close collaboration with key stakeholders, including the National Ploughing Association, Carlow Local Authority and the local communities who were most affected by large traffic volumes. This resulted in a major Roads Policing Traffic Management Plan being put in place for the duration of the event.



The National Rural Safety Forum, comprising An Garda Síochána and key partners including the Irish Farmers' Association and Muintir na Tíre, was launched by the Minister for Justice & Equality, Mr. Charlie Flanagan TD at the National Ploughing Championships on 18 September, 2019.



Launch of joint crime prevention initiative by Kilkenny Carlow Division and An Post

On 17 September 2019, the Kilkenny Carlow Division launched a joint initiative by An Garda Síochána and An Post to enhance the feeling of safety throughout communities across the counties of Kilkenny and Carlow. Chief Superintendent Dominic Hayes, along with An Post Head of Security Services, Brendan Cloonan, announced a number of crime prevention initiatives that will make people feel safer in their homes.

A new Text Alert Scheme involving An Post's network of local postal delivery staff forms an integral part of the new initiative being launched. It is anticipated that this joint venture between An Garda Síochána and An Post will further demonstrate both organisations' commitment to the rural communities of Kilkenny and Carlow. The text alert will be used to inform local postmen and postwomen of any suspicious or criminal activity in their postal area once it is reported to Gardaí. It will also advise on any other policing matters relevant to a particular area.

Another element of this initiative is the delivery by post of a cohesive crime prevention message to all homes across the Division. The information will reinforce the 'Keeping People Safe' mission that forms the basis of this campaign.

The final part of this initiative will see crime prevention stands popping up in Post Offices throughout the two counties. These stands will be manned by Garda members who will distribute crime prevention advice to the general public while also increasing the visibility of Gardaí in the community.

The initiative is based on An Garda Síochána Policing Plan in which the Commissioner outlined the mission of An Garda Síochána for the next three years; "It is as important as it is simple: 'Keeping people safe.' As guardians of the peace, keeping people safe and safeguarding human rights is central to what we do. Keeping people safe will be the guiding principle upon which we will base strategic and operational decisions".



MEASC Summer Festival

On 15 September 2019, Assistant Commissioner, Garda Community Relations Bureau attended the annual MEASC Summer Festival, which celebrates the religious and cultural diversity of Dublin. This took place at Herbert Park in Dublin. Fifteen different faith communities were represented, including Baha'i, Buddhist, Christian, Hindu, Jewish, Muslim and Sikh, with the Festival providing a welcome opportunity to learn about these faiths and their traditions.

Garda Colouring Book

The new Garda Colouring Book, designed by the Garda National Community Policing Unit with assistance from the Irish Girl Guides, was launched on 28 September 2019 at Irishtown Emergency Services Day. The new colouring book is now available to the public on the Garda Website (www.garda.ie).



Appendix A - Policing Plan 2019 - Performance at a glance, September 2019

Priority 1. Community Policing

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

Priority 2. Protecting People

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

Priority 3. A Secure Ireland

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

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	Red
56	Human Rights of the Vulnerable	Yellow







Priority 5. Our People – Our Greatest Resource

57	Learning & Development Strategy	Green	69	Garda Reserve Strategy	Red
58	Learning & Development Exec. Director	Red	70	Leadership Training Programme	Green
59	Learning & Development Review Group	Yellow	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 – Gardai	Green	74	Performance Management	Red
62.2	Recruitment – Garda Staff	Green	75	PALF Engagement	Green
63	Recruitment – Garda Reserves	Green	76	Garda Probation Monitoring Policy	Red
64	Census & Workforce plan	Green	77	Discipline Processes Review	Red
65	Job Specifications	Green	78	Anti-Corruption Unit	Green
66	Garda Redeployment	Yellow	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	Red	93	Internal Communications Strategy	Red
83	Estate Management	Red	94	Social Media Engagement	Green
84	Procurement Process	Red	95	Chief Data Officer	Green
85	Operating Model	Yellow	96	Data Collection and Management	Green
86	Divisional Policing Model	Green	97	GISC Service Level Targets	Red
87	Costed Policing Plan	Grey	98	Data Quality Assurance Plan	Green
88	Budget & Sanctions Framework	Grey	99	Digital Strategy	Green
89	Corporate Governance Framework	Red	100	Mobile Devices Procurement	Red
90	PAF Phase 2	Green	101	ECM Deployment	Green
91	Risk Management Framework	Green	102	CAD Deployment	Green
92	Head of Internal Communications	Green	103	RDMS Deployment	Red

Additional Information. Non-Policing Plan APSFF Projects

104	Streamlining Allowances		107	Reporting Structures	
105	Severance Package		108	Industrial Relations Structures	
106	Tenure Policy for SLT		109	ICT Technology Report	

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			3	1	1		16
Total	5	3	0	3	1	2	2	1	3	2	1	0	23

Appendix C

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks
Data as at the end of September 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	8									0	8	1
Chief Superintendent	47	47									0	47	0
Superintendent	168	164	4				1	2			1	165	3
Total	224	219	4	0	0	0	1	2	0	0	1	220	4