



An Garda Síochána
Monthly Report to the Policing Authority

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

May 2019

An Garda Síochána

Oifig an Choimisinéara
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 fifth 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 in response to requests of members of the Policing Authority. This report again includes a new piece at Section 6, Implementation of Culture Change, which outlines progress made to date following the publication of the Cultural Audit in 2018.

As included in reports since February of this year, Section 8 provides incident data extracted from the PULSE system for the past five years which gives a richer context to trends than year on year comparisons. You will note that trends regarding sexual offences have been outlined in a separate table this month.

*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*

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.

As committed to previously, any additional project status not outlined in our core reporting will be provided as required.

Yours sincerely

DERMOT MANN
CHIEF SUPERINTENDENT
OFFICE OF THE COMMISSIONER

May 2019

Message from the Commissioner

The last month saw a wide-range of community engagement and operational activities designed to ensure An Garda Síochána delivers on its mission to keep people safe. For example, the inaugural Garda National Youth Awards demonstrated the great work done by Gardaí in building and developing positive and productive engagement with young people. The Awards, which build on the long-standing Divisional Youth Awards, recognised the contribution of over 100 young people from across the country in making their communities better places to live. The Awards received significant media coverage nationally and locally and generated major goodwill between An Garda Síochána and the groups and individuals that participated.

A road safety seminar in Tipperary was attended by 700 transition year students in the county and through our Campus Watch Scheme, third-level students were provided with advice on how to avoid their bank accounts being used by organised crime gangs.

It is critical that we continue to engage with minority communities so they feel re-assured that we are providing a police service for all the people. Building on our recent announcement that the turban will be allowed as part of the Garda uniform, senior officers from Community Engagement and Public Safety attended the Vaisakhi Day Festival at the invitation of the Sikh community.

Operationally, there were many examples of great work that saved lives, removed guns and drugs from our streets and disrupted the activities of crime gangs. In Kilkenny for instance, Garda hostage negotiators peacefully resolved a situation where a man armed with a knife had barricaded himself in his house with three young children. In Cavan, a mobile patrol stopped and arrested individuals in a car with equipment such as bolt-cutters, gloves, head lamps and a dog silencer. In Mullingar, the activities of an organised crime gang involved in human trafficking and forced prostitution were disrupted and a number of people were arrested.

It was welcome to see that despite a very competitive labour market, that over 5,000 people applied to join An Garda Síochána following our latest recruitment competition. This strong desire among so many people to be a member of An Garda Síochána is, I believe, because of the trust the community have in An Garda Síochána and the positive contribution they see our people making in society.

John Twomey
Acting Commissioner
An Garda Síochána

Financial Position

The overall, year to date financial position at end of April shows a total net expenditure of €544.8m, which is €2.6m less than profiled spend of €547.4m. There are a number of subheads showing savings for year to date, however, this situation is a result of timing issues as the subheads are fully committed.

Management accounts for April show adverse variance for Pay Subhead of €3.6m, which is primarily due to operational exigencies resulting in higher overtime expenditure than profiled budgeted spend. Expenditure on overtime for year to date 2019 was €30.7m, which is €2.1m in excess of the profiled budget. In addition, for year to date, there was €0.4m expended on overtime in the Garda College. The year to date excess was driven by a number of events requiring extra policing resources in addition to available rostered resources. Budget holders are actively implementing a range of corrective measures to ensure that expenditure is within profile over the coming months. As it will be a very challenging financial year, budget holders were advised they must keep within allocations for the year.

Developments in April 2019

- **Modular Building Extension, Garda HQ:** Works were completed and handed over in May 2019.
- **Transaer House:** Works have been completed and the facility was handed over in April 2019. It is expected to become operational in June 2019.
- **Fitzgibbon Street Garda Station:** Enabling works are due for completion in May 2019. Tenders will then be evaluated in Q2 2019, with works expected to start on-site in Q3 2019.
- **Garda Water Unit, Athlone:** In April, a contractor commenced works on-site to renovate the existing facility in Garrycastle, Co. Westmeath. The build time for completion is circa 10 months.
- **Baileboro Garda Station:** The full design team is in place. Planning has been completed and fully approved. The preparation of detailed drawings and tender documents is on-going.
- **Donegal Town Garda Station:** A contractor is currently on site, with works commencing on 15 April 2019, for the refurbishment and extension of the station. This is a 15 month contract, with works to be completed in July 2020.
- **Ballincollig:** Works commenced on-site in April 2019.
- **Drogheda PEMS (Property and Exhibit Management System) Store and Locker Room:** Part 9 planning permission was lodged on 29 April 2019 for the provision of a new building to provide a PEMS Store and locker rooms for Drogheda Garda Station.
- **Upgrade of the Naas PEMS** – Part 9 planning application was lodged on 20 March 2019.
- **Tallaght PEMS** – An Garda Síochána has approved plans for a new PEMS facility in Tallaght Garda Station. The OPW is in the early stages of appointing a design team for the project.
- **New purpose built Garda facility at Military Road:** In April 2019, enabling clearance works were completed on the site. The preparation of tender documents is nearing completion and is on-track for a publication timeframe of Q2 2019. Military Road will not accommodate all Garda Units based at Harcourt Square and OPW is developing proposals to address how the 'shortfall' in accommodation will be met.

Programme to reopen Garda Stations

- **Ballinspittle, Co. Cork:** A tender package was issued in April 2019, with a contractor due to be on site in June 2019.
- **Rush, Co. Dublin:** A tender is being finalised via a measured term maintenance contract. Works are expected to be completed by mid-2019.

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

Budgetary constraints in 2018 - 21 will significantly impact delivery of the Garda Building and Refurbishment Programme 2016 - 2021 and the capacity of An Garda Síochána to provide suitable accommodation to cater for expansion of the Garda workforce.

2 Human Resources and People Development (HRPD)

- Garda and Garda Staff strengths, as at 30 April 2019, including a breakdown by rank, grade and gender, are outlined below.
- Information is 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 the 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 3 May 2019 is 342. 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 3 May 2019

Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
0.5	6.5	16	46	273	342

Garda Strengths

Rank	At 30 April 2019	Male	Female	WTE
Commissioner	1	1		1
Deputy Commissioner	1	1		1
Assistant Commissioner	9	7	2	9
Chief Superintendent	47	38	9	47
Superintendent	169	154	15	169
Inspector	362	302	60	362
Sergeant	2013	1592	421	2011
Garda	11524	8246	3278	11469.5
Total	14,126	10,341	3,785	14,069.5

Of which		Male	Female
Career Breaks (incl. ICB)	78	35	43
Work-sharing	56.5	3	53.5
Secondments (Overseas etc.)	14	8	6
Maternity Leave	97		97
Unpaid Maternity Leave	444		44
Available Strength	13,836.5	10,295	3,541.5

Garda Reserves Strength as at 30 April 2019	Total	Male	Female
	508	373	135

Garda Staff

	Total	WTE*	Male	Female
Professional / Technical	56	55	32	24
Administrative **	2454	2345.6	576	1879
Industrial	427	257.8	129	300
Total	2937	2658.4	737	2200

Of which	Total	Male	Female
Career Breaks	18	4	14
Maternity Leave	20		20
Unpaid Maternity Leave	7		7
Available Total	2,892	733	2,159

* 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
	371	12	359

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

Civil Service Grades

Grade	Total	WTE	Male	Female
PO	15	15	10	5
AP	40	39.9	17	23
HEO	142	140.7	64	78
EO	442	431.7	107	335
CO	1808	1711.2	372	1436
Total	2447	2338.5	570	1877

Suspensions: Persons suspended from An Garda Síochána at 30 April 2019

Total	Male	Female
42	35	7

Sick Leave – persons unavailable for duty due to sick leave as at 30 April 2019

Garda	Sergeant	Inspector	Superintendent	Total
528	43	1	1	573

CO Temp	CO	EO	HEO	AO	Accountant	Professional	Teacher / Researcher	Total
1	66	10	6	1	1	1	1	87

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

Enterprise Content Management (ECM): Training has commenced in accordance with the deployment plan, with the first Go Live targeted for completion in May.

Roster and Duty Management System (RDMS): The RDMS Pilot Evaluation Report has been approved and signed off by the project team and will be presented to the Garda Executive for final approval. The Project Closure Report is currently under review and will be submitted to the RDMS Business Owner in May 2019.

PRÜM: PRÜM 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. An Garda Síochána is in contact with other stakeholders to progress the expansion of connectivity with other Prüm Member States.

Computer Aided Dispatch (CAD): There were issues on 29 March 2019 where parts of the Western Region Headquarters suffered water damage. The resiliency plan was initiated to ensure the public was not inconvenienced while the control room was out of commission. As of 19 April 2019, the Western Region Headquarters has been back operational. Work is now continuing to progress the South East and Southern Control Rooms.

Schengen Information System II (SISII): Formal connectivity and compliancy testing is in progress with euLISA. A delay of six weeks has been confirmed due to issues encountered during performance testing. Preparation for the next test (T4B) is underway. This will involve executing functional test scripts with four other member states in Q3. Final test (T5 – full functional test) is scheduled for November 2019. A project plan, under revision with technical readiness, is anticipated by Q4 2019. Finalised costs of Automatic Fingerprint Identification System (AFIS) are still outstanding.

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. N.SIS¹ Service Delivery Model design is progressing and the resource model for the new N.SIS Office is being finalised. Development of policy and procedures is on target. A team from An Garda Síochána will attend SIS training for new member states in eu-LISA offices in June. Further training will be provided in Dublin in Q4.

The EU Commission has issued a generally favourable draft Data Protection report following the formal Evaluation (SchEval) which took place in November 2018. The project team has provided feedback and clarification on the report's content. Requirements for the next iteration of SIS have been circulated by the EU Commission. These are under review and will be managed under a separate SIS project when the current project completes.

¹ National Schengen Information System

The 'Difference is You' Recruitment Campaign

To encourage people from a range of backgrounds to apply to join An Garda Síochána, a new recruitment brand was developed - The Difference is You. The campaign is based on research with Garda trainees and new members who said they joined An Garda Síochána to help people; it was not like any other job and had great variety. The campaign is designed to highlight how everyday skills can translate into policing skills, which can then impact positively on individuals and communities.

The campaign included television, print and online advertising, as well as promotion on our own social media channels. The TV ad was 'Ad of the Week' on Adworld.ie and was viewed over 100,000 times on YouTube. A post on the Garda Facebook page launching the campaign was viewed more than 200,000 times.

As part of this new approach to recruitment, the decision was made to allow Garda members to wear the hijab or the turban. Deputy Commissioner Policing and Security held a media briefing to promote this initiative which received wide-spread positive publicity.



Coercive Control Public Awareness Campaign

To highlight the new offence of coercive control, a public awareness campaign was undertaken. This campaign particularly focused on how victims can report the crime. A video, featuring a specialist Garda in the area, highlighting the key steps victims can take, was posted on our social media channels. An infographic with this advice was posted in conjunction with the video. A press release with quotes from Chief Superintendent Protective Services Bureau was also released. The video reached over 80,000 people on Facebook and had an engagement rate of 8.3%. (Industry standard engagement rate is 1-2%).

Code of Ethics Video

A video featuring the Commissioner and Garda members and staff at various ranks and grades, promoting the key aspects and benefits of the Code of Ethics was distributed to all personnel via the Garda Síochána Portal and was promoted on our internal newsletter, Newsbeat. It was also published on Garda.ie and promoted on our social media channels.

Students and Money Mules Public Awareness Campaign

Students are increasingly being targeted by organised crime gangs to use their bank accounts to transfer and launder money. To make students aware of this, a press release was developed in conjunction with the Banking and Payment Federation's Fraud Smart that highlighted how this was happening, the consequences for students and the scale of the activity. This was the lead item on the news bulletins on Morning Ireland on RTE Radio 1 and it received wide-spread media coverage.

Garda National Youth Awards

The first ever Garda National Youth Awards saw over 100 young people from across the country recognised for their contribution to making their communities better places to live. Some of these award winners were showcased in a series of pieces on RTE's Today Show.

The Awards event was covered by RTE News, Virgin Media News, as well as national and local radio and print media. Total traditional media reach was over 8 million and reach on social media was estimated to be 1.9 million.

Interviews / Appeals undertaken

- The Commissioner spoke to the media on a range of policing issues before addressing the AGSI and GRA Conferences.
- Chief Superintendent Protective Services featured on a Day of Action on the purchase of sex.
- Chief Superintendent CAB was interviewed on Claire Byrne Live on RTE 1 regarding recent seizures.
- Today with Sean O'Rourke on RTE Radio 1 featured 'Behind the scenes' at road safety checkpoints.

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

As at 25 April 2019, 14,204 Garda personnel have attended and positively engaged in the Ethics Workshops, with 9,830 signing the Code of Ethics declaration. The figure of 14,204 represents 83% of all Garda personnel having completed workshops. Extraction from day to day policing functions has been a significant factor in the delay in meeting original targets, as set out in the Policing Plan.

The breakdown of these figures is as follows:

- 12,379 serving Gardaí have attended workshops and 8,429 (68%) have signed the Code of Ethics Declaration.
- 1,706 serving Garda Staff have attended workshops and 1,298 (76%) have signed the Declaration.
- 119 serving Garda Reserves have attended workshops with 103 (87%) having signed the Declaration.

Further Ethics Workshops will be held on 21 May 2019 in Westmanstown. The objective of these workshops is to capture new entrants (in particular Principal Officers and Assistant Principals) that have joined the Organisation in the last quarter.

Code of Ethics Strategy

Arising from the recently published policing reform plan, 'A Policing Service for the Future', revision of the draft Code of Ethics Strategy is ongoing. The revised strategy document is scheduled for completion in Q2, 2019.

6 Implementation of Cultural Change

As advised in last month's report, An Garda Síochána has drafted a Changing Behaviour Concept Document which proposed a culture reform approach based on the findings of the Cultural Audit. This was done prior to the publication of *'A Policing Service for the Future'*.

A priority of *'A Policing Service for the Future'*, is to develop a Staff Cultural Engagement Proposal by the end of Quarter 2, 2019, to be piloted in Quarter 3, 2019, with full implementation in Quarter 4.

The research phase of the project is complete and work has commenced on collating material and drafting the proposal document. The development of the proposal is at an advanced stage and on schedule for completion at the end of Quarter 2, 2019.

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.

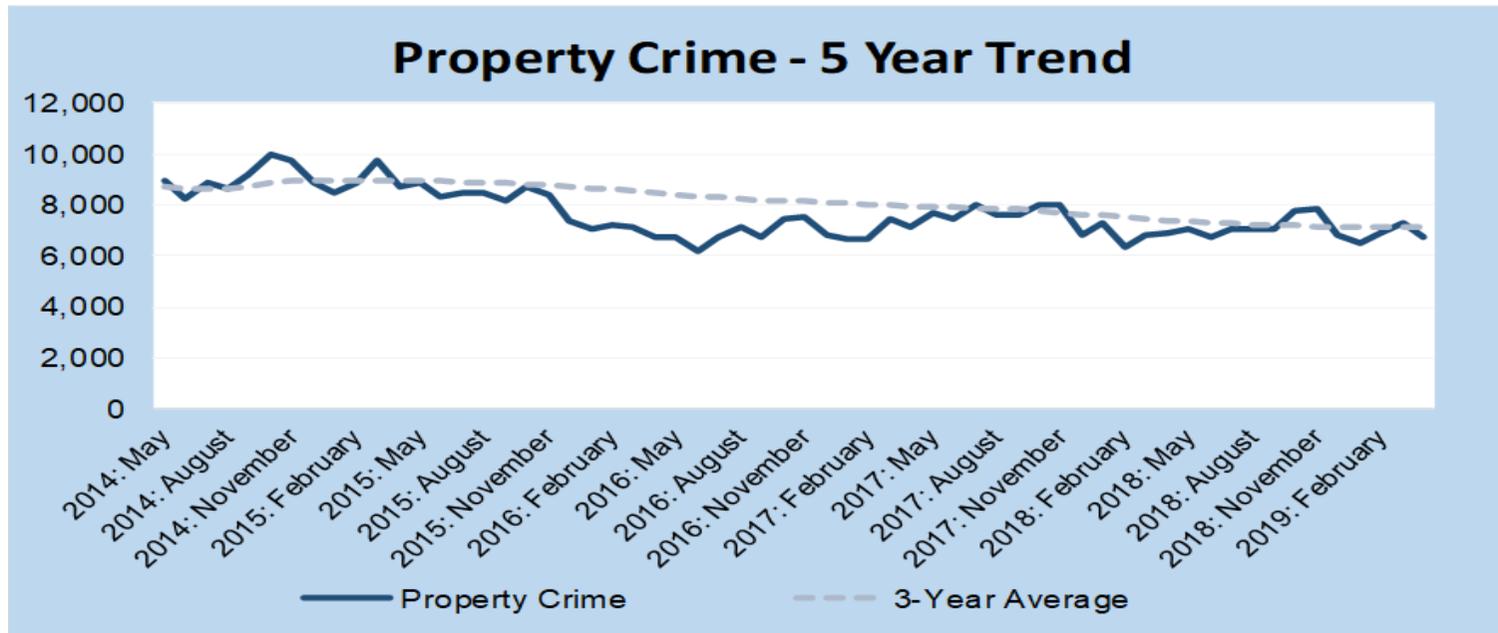
- During April 2019, briefings for Risk Register support staff were held in various Divisions and Sections of An Garda Síochána, including Store Street, Templemore, Ballymun, Kilkenny, Kevin Street, Letterkenny and Sligo. These briefings will continue across the Organisation throughout May.
- GRMU briefed attendees at the Inspectors' Development Programme in the Garda College on 2, 9 and 30 April. Senior Management training was also held on 17 April 2019.
- A 'Key Governance Stakeholder Group' meeting took place on 3 April 2019.
- The next Risk & Policing Governance Board meeting is scheduled to take place on 23 May 2019.

Since October 2016, the GRMU has provided training, briefings and direct support to more than 1,715 members of An Garda Síochána, of all ranks and grades. Risk management training is also delivered to all development / promotion programmes approved by the Garda College.

National Overview/ Operational Challenges

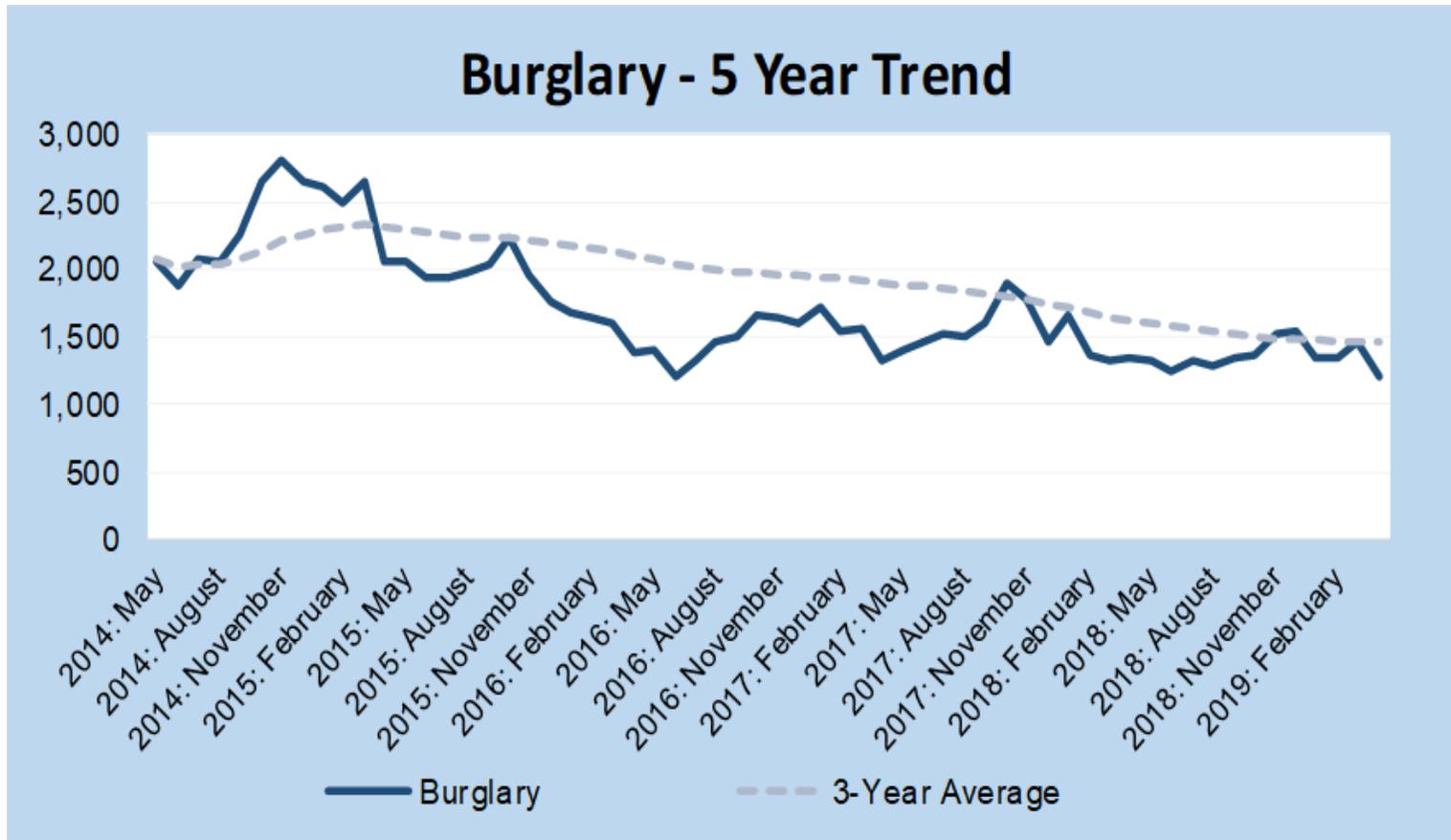
Total property crime continues to trend downwards nationally, with levels -4% lower in the past 12 months than the 12 months before this. Decreases were evident across all regions except the Southern Region which was up +1%. Property crime has trended downwards since the end of 2014. Burglary has been 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. 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 total public order incidents continue to trend upwards. The increase in public order offences is largely driven by an 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.



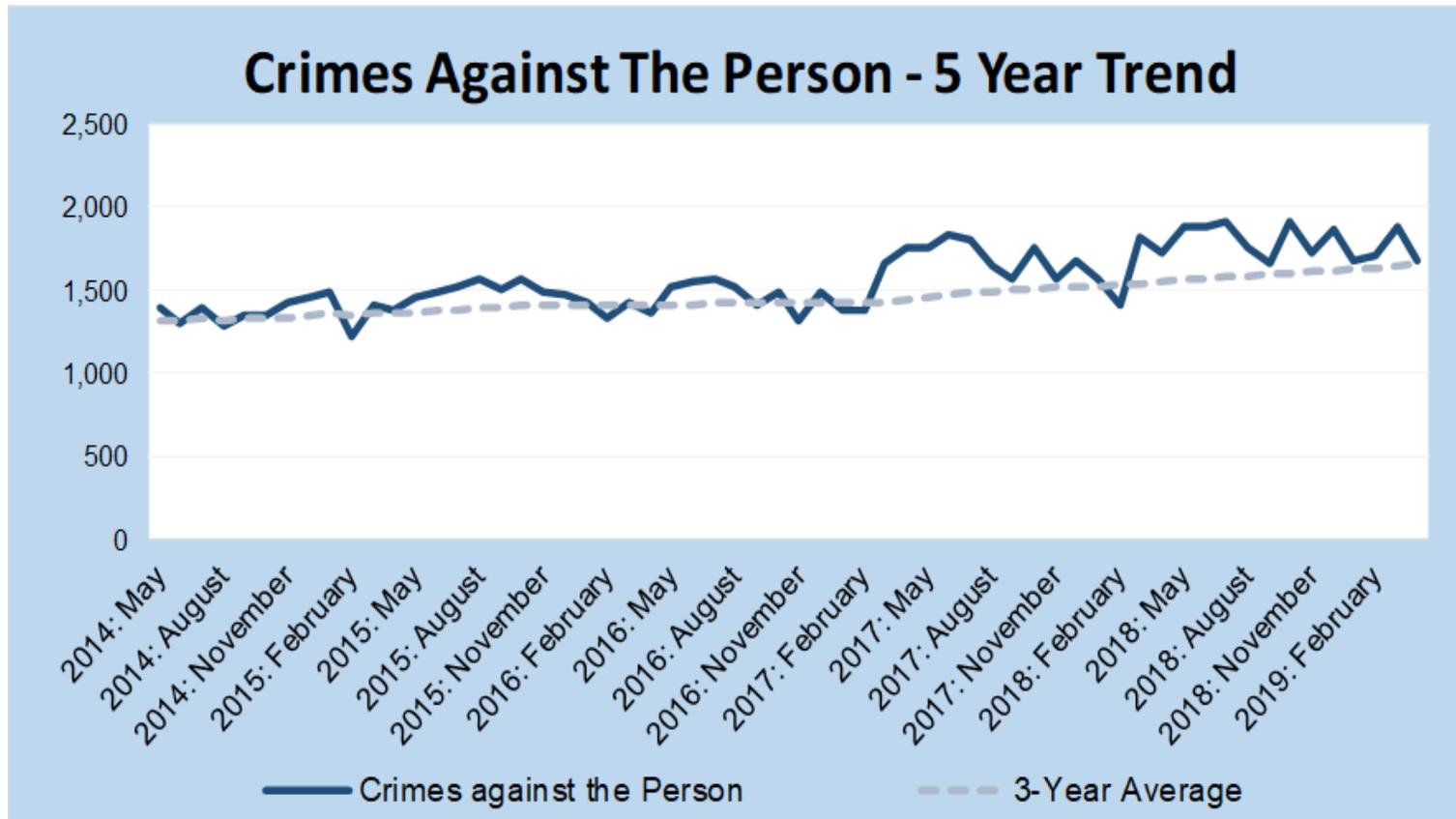
The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

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.



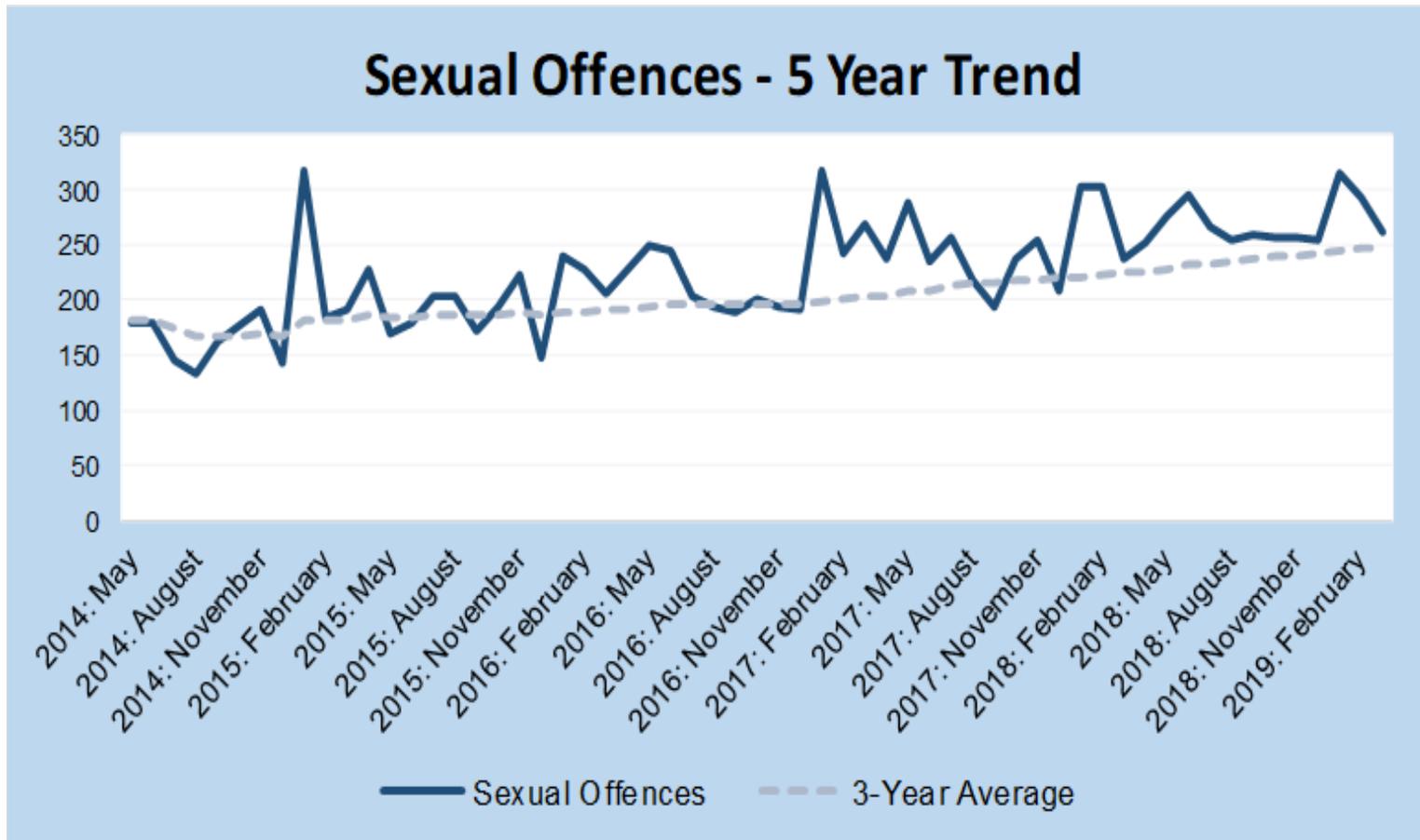
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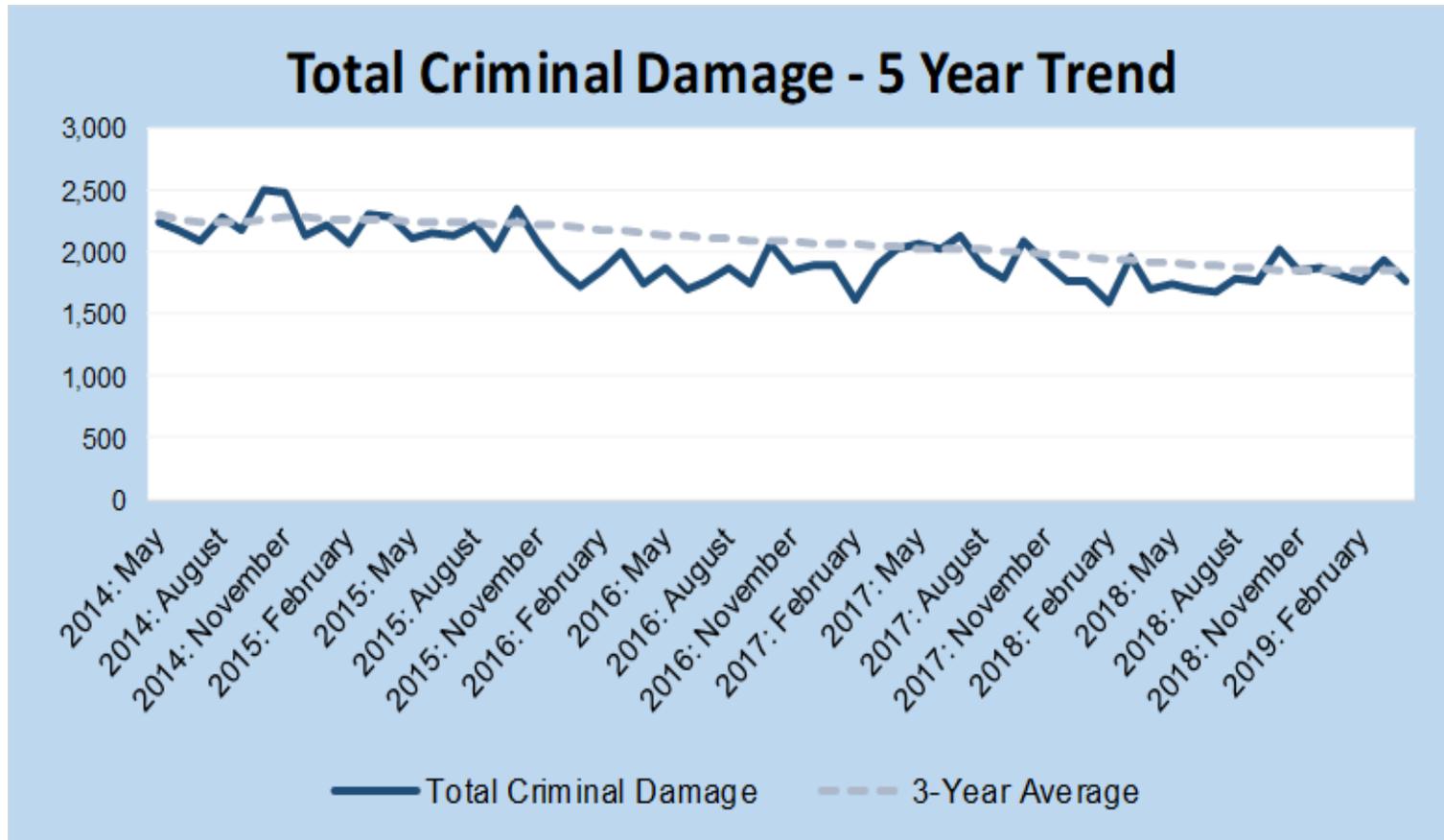
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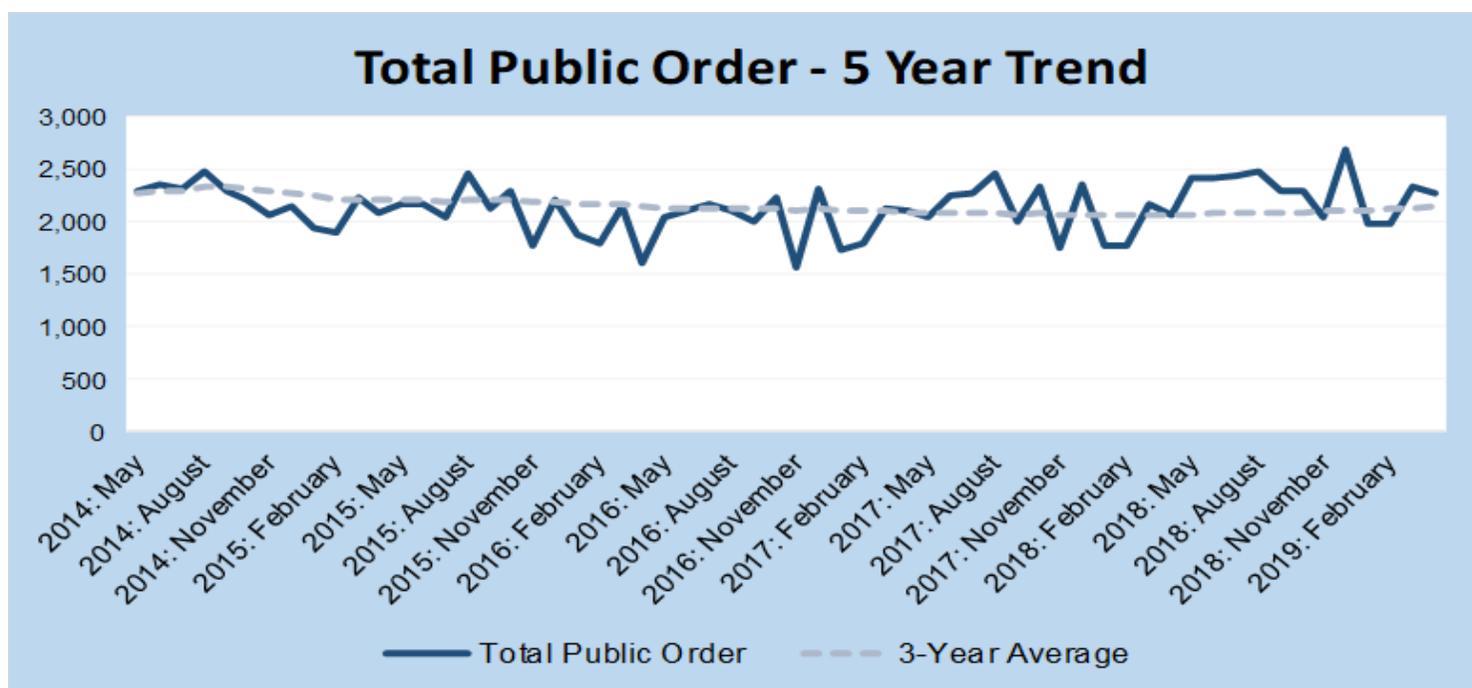
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Organisational Challenges

Internally, 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. 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 with the CSO, setting out 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

Throughout the month of April 2019, there were 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 Engagement and Public Safety.

On 2 April 2019, Gardaí at Cavan Garda Station on mobile patrol, responded to a report of a vehicle acting suspiciously and stopped the vehicle. While searching the vehicle, items including bolt-cutters, gloves, head-lamps and a dog silencer, were recovered and the four occupants were arrested. The prisoners were detained pursuant to section 4 of the Criminal Justice Act 1984, as amended, and were subsequently charged with Possession of Certain Articles, contrary to Section 15 of the Criminal Justice (Theft and Fraud Offences) Act, 2001. The prisoners were brought before Virginia District Court, where they subsequently pleaded guilty and each received a 6 month custodial sentence at Castlereagh Prison.

On 8 April 2019, Gardaí attached to Kilkenny Division responded to call, where a female caller reported that her partner had come home intoxicated and a heated argument had ensued. The female was in fear for herself and her three young children. On the arrival of Gardaí, the male became aggressive, armed himself with a large kitchen knife and made several threats to stab the members present. The female resident and Gardaí withdrew from the address, at which point the male barricaded himself inside with the three young children. The assistance of Armed Support Unit personnel and the services of a negotiator were sought. Following their arrival and a short period of negotiation, the male surrendered himself and he was arrested and subsequently charged with one offence contrary to Section 11 of the Firearms & Offensive Weapons Act, 1990 and one offence contrary to Section 3 of the Criminal Damage Act, 1991. He was remanded in custody.

Following an investigation into the activities of a Nigerian Organised Crime Gang involved in Human Trafficking and forced prostitution in the State, carried out by Gardaí in Mullingar, two females were arrested on 14 April 2019 on suspicion of having committed offences contrary to Section 73 of the Criminal Justice Act, 2006 and were detained pursuant to Section 50 of the Criminal Justice Act 2006.

On 18 April, 2019, directions were received by way of preliminary charges for both prisoners to be charged as follows:

- Suspect 1 was charged with one offence, contrary to Section 9 of the Criminal Law (Sexual Offences) Act, 1993 for directing and organising prostitution and also with 11 offences contrary to Section 7(1)a of the Criminal Justice (Money Laundering and Terrorist Financing) Act, 2010.
- Suspect 2 was charged with one offence contrary to Section 9 of the Criminal Law (Sexual Offences) Act, 1993 for directing and organising prostitution and also with three offences contrary to Section 7(1)a of the Criminal Justice (Money Laundering and Terrorist Financing) Act, 2010.

Both prisoners were brought before a special sitting of Mullingar District Court on 18 April 2019 where they were remanded in custody. On 30 April 2019, a third person was also arrested and detained at Mullingar Garda Station. He was subsequently released without charge and an Investigation File will be prepared for the Law Officers.

On 16 April 2019, as part of an ongoing investigation into the sale and supply of drugs by Organised Crime Gangs, members from the Garda National Drugs & Organised Crime Bureau stopped a vehicle on the N4 at Lucan. On searching the vehicle, it was found to contain almost 100kgs of Cannabis Herb, with an estimated street value of almost €2m. The male driver of the vehicle was arrested and detained at Lucan Garda Station pursuant to Section 2 of the Criminal Justice (Drug Trafficking) Act, 1996 and was subsequently charged with

offences contrary to Sections 3 and 15 of the Misuse of Drugs Acts. He was remanded in custody and remains before the court.

On 17 April 2019, the Criminal Assets Bureau (CAB), supported by the Garda Emergency Response Unit (ERU), the Garda National Stolen Motor Vehicle Investigation Unit, the Garda Dog Unit, the Garda Mounted Unit and local Garda personnel in Cork Garda Division conducted searches in Co. Cork. The searches targeted the assets of members of an extended family involved in criminality, including theft, fraud, deception and intimidation, in the Munster Region. Nine vehicles, five Rolex watches, a selection of designer handbags and in excess of €34,000 in cash were seized. Further searches were also conducted in Wicklow, Wexford and Waterford and resulted in further high-end items of jewellery being seized.

Also on 17 April 2019, Gardaí from Elphin conducted searches as part of an ongoing investigation into thefts from petrol stations in Roscommon / Longford and Sligo / Leitrim Garda Divisions over a period of six-months. The Gardaí from Elphin were accompanied by personnel from the Boyle District. The searches were carried out at a residential address in Elphin, during which a number of items, including a vehicle, clothing and vehicle registrations plates were seized. One male was arrested and detained at Castlerea Garda Station during which he made full admissions to all offences. He was charged with 14 offences of theft and remains before the courts.

On 24 April 2019, a number of searches at private residences and professional offices were conducted in the Dublin West area by the Garda National Economic Crime Bureau (GNECB). These searches were carried out as part of an ongoing investigation into insurance fraud, which involves over 20 claims. GNECB was accompanied by personnel from CAB and the DMR West Garda Division and supported by ASU personnel. During the searches, an extensive volume of documentation was seized, which will be examined as part of this ongoing investigation. Other property, including 6 high-end vehicles and jewellery, worth in excess of €300,000 were also seized.

As part of an investigation into an incident of violent disorder in Cahir on 24 March 2019, five suspects were arrested on 24 April 2019, for offences contrary to Section 4 of the Criminal Law Act, 1997 for the offence of Violent Disorder contrary to Section 13 of the Criminal Justice Public Order Act, 1994. Following detention, all five suspects were charged with Assault Causing Harm, contrary to Section 3 of the Non-Fatal Offences against the Person Act, 1997 and were brought before Cashel District Court on 25 April 2019, where bail was granted with conditions attached.

Also on 24 April 2019, Gardaí at Tallaght Garda Station recovered a handgun, a machete and documentation while conducting searches pursuant to the Misuse of Drugs Acts. In further follow-up searches, a machine-gun and 50 rounds of ammunition, concealed in a shopping bag, were also located. A male subsequently presented at Tallaght Garda Station where he was arrested and detained under the provisions of the Offences Against the State Act, 1939/98. Following this and having made certain admissions, he was charged with offences contrary to the Firearms Acts and was brought before the courts. He was granted bail on strict conditions.

As part of Operation 'Quest', targeting those involved in organised prostitution, a series of National Days of Action took place 26, 27 and 28 April 2019. These Days of Action were carried out under the direction of Detective Chief Superintendent GNPSB, in respect of the offence of Purchasing Sexual Activity with an individual in prostitution, contrary to Part 4 of the Criminal Law (Sexual Offences) Act 2017. Over 30 persons in 6 Garda Divisions were stopped and spoken to by members of An Garda Síochána on suspicion of having purchased sexual services from an individual in prostitution. Investigation Files will now be prepared for the Law Officers.

Also during April 2019, similarities were identified by personnel at the Missing Persons Unit with remains found on a beach in Courtown, Co. Wexford in 1999. This work was carried out as part of an investigation into a person reported missing in September 1999 and as a result of significant scientific developments in the intervening period, especially in DNA.

Following the exhumation of remains in March 2019, DNA was developed, which allowed a match be identified with a DNA sample taken from a member of the missing person's family. In April, Gardaí were able to inform the family of the person reported missing in September 1999 that their loved one had, in fact, been recovered and was now identified. Personnel from the Missing Persons Bureau worked closely with local Garda personnel, staff from Forensic Science Ireland and with the Coroner and his staff in progressing this investigation.

During the month of April 2019, the Criminal Assets Bureau obtained orders, under Sections 2, 3, 4A and 7 of the Proceeds of Crime Act 1996, as amended, in respect of a property in Co. Tipperary, two vehicles, a Rolex watch and €87,500 cash.

10 Organisational Initiatives

Road Safety Seminar at Limerick Institute of Technology (LIT) Thurles

The 9th Annual Road Safety Seminar for Transition Year students was held at LIT Thurles Campus from 29 April to 1 May 2019. This event was organised by Thurles Roads Policing Unit with assistance on the day being provided by members of Thurles Garda Station and Cahir Roads Policing Units.

Almost 700 people, from secondary schools across North Tipperary, attended over the three days.

- The RSA was in attendance at the seminar with their rollover car & interactive shuttle.
- Two serious injury survivors recounted their horrific crashes in the hope that lives can be saved.
- The National Ambulance Service assisted to detail the sheer extent of the injuries.
- Gardaí gave airbag deployment demos to show what happens when an airbag deploys and the passenger has his feet on the dashboard.

It was an excellent seminar which received very positive feedback.



“Creating Fraud Awareness” Campaign

The Garda Campus Watch "Creating Fraud Awareness" Campaign commenced on 10 April 2019 and will run until 31 May 2019. Throughout the Campaign, Campus Watch Liaisons (CWLs) and Crime Prevention Officers (CPOs) will engage with members of the student body and staff or visitors to the campus in matters relating to fraud crimes with a particular warning for young adults; *"Never allow your bank account to be used by someone else"*.

An Garda Síochána is supporting the FraudSMART initiative of the Banking & Payments Federation of Ireland (BPI) in advising consumers, particularly young adults, to be alert to the risks and consequences of recruitment as "Money Mules".

A new survey commissioned by BPI as part of its FraudSMART campaign for 2019 shows strong evidence of "Money Mule" activity among young people in Ireland. The practice involves criminals recruiting young people to help launder stolen or illegal money using their bank account – often unwittingly. FraudSMART aims to raise awareness of the latest financial fraud activity and trends and how consumers and businesses can act to protect themselves.

More information on the FraudSMART initiative can be found at <https://www.garda.ie/en/about-us/our-departments/office-of-corporate-communications/press-releases/2019/april/an-garda-siochana-issue-warning-re-money-mules-on-the-10-4-19.html>

MONEY MULING



Garda National Youth Awards

The first ever Garda National Youth Awards were held on 27 April 2019 to recognise youths from across the country who have made their communities better places to live. The event was hosted by Anne Cassin, with the Minister for Justice & Equality and the CEO of the Policing Authority present. It was also attended by senior Garda Officers which included Deputy Commissioner John Twomey and Assistant Commissioner Anne Marie McMahon. A total of 22 awards were presented to over 100 young people aged 13 to 21 years old.



The National Awards build on the highly successful Divisional Garda Youth Awards which have been running for the last 20 years. There are now 25 Garda Divisions with Divisional Youth Awards. Of these, 21 Divisions have nominated young people/groups in four categories for the National Awards. In order to qualify for a National Award, the nominees have each already won a Garda Divisional Youth Award in their local area. A judging panel, established with an independent chair, adjudicated each of the National Award winners.

Awards were presented in four categories:

- Individual Award: Making a positive contribution to their community, making it a better place to live.
- Group Award: Group of two or more, making a positive contribution to their community, making it a better place to live.
- Special Achievement Award: Overcome difficult circumstances, defied all the odds and whose commitment deserves recognition.
- Community Safety Award: Through a crime prevention or safety initiative / innovation, have made their community a safer place to live.

The event received widespread media coverage at national, regional and local levels with photos posted on Garda social media platforms. #GardaYouthAwards was used by schools, youth clubs and winners throughout the country.



Vaisakhi Day Festival

On 14 April 2019, Assistant Commissioner Community Engagement and Public Safety accompanied by personnel from the Community Relations Bureau attended the Vaisakhi Day Festival celebrations at the Gurdwara Guru Nanak Darbar (Sikh Temple) in Ballsbridge, Dublin 4 at the invitation of the Sikh Community of Ireland and Gurdwara Director, Mr. Manmeet Singh.



Special Olympics Athlete Presentation

On 10 April 2019, an awards ceremony took place at Pearse St. Garda Station to honour the achievement of Special Olympics Ireland Athlete, Ms. Eimear Gannon. The event was attended by personnel from the Garda Community Relations Bureau and from the wider DMR Region.



Appendix: A Policing Plan 2019 - Performance at a glance, April 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	Green	25	Divisional Protective Services Units	Green
7	GCCB Criminal Intelligence Function	Green	26	Sexual Assault Detections	Yellow
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	Yellow	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	Red
19	GNECB Liaison Units	Green	38	Roads Policing Operations Plan	Green
20	IMS Deployment	Green	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		Green
44			49		Green
45	6 Cs Stay Safe Campaign	Green	50	Major Emergency Management	Green
46	Identify Security Requirements	Yellow			

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	Green

Priority 5 – Our People – Our Greatest Resource

57	Learning & Development Strategy	Green	69	Garda Reserve Strategy	Green
58	Learning & Development Exec. Director	Green	70	Leadership Training Programme	Green
59	Learning & Development Review Group	Green	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	Green
62.2	Recruitment – Garda Staff	Green	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	Green	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	Green
105	Severance Package	Green	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		2			1			5
Superintendent	4	3		3		1			1	1	1		14
Total	5	3	0	3	1	1	2	1	1	2	1	0	20

Appendix C

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks
Data as at the end of April 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									0	47	0
Superintendent	168	168	3				1	2		0	0	168	0
Total	224	224	3	0	0	0	1	2	0	0	0	224	0