An Garda Síochána

Monthly Report to the Policing Authority

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

February 2018

An Garda Síochána

Ms. Helen Hall
Chief Executive
Policing Authority

Dear Ms. Hall

Re: Commissioner's Monthly Report to the Policing Authority
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In accordance with Section 41A of the Garda Síochána Act 2005, as amended, I am pleased to present the monthly report outlining key aspects of the administration and operation of An Garda Síochána.

Policing Plan 2017

An Garda Síochána's progress in fulfilling its commitments under the Policing Plan 2017 is outlined at Appendix B. A preliminary year end status is also provided to indicate the degree of progress made over the course of the year in each individual initiative/sub initiative. The Plan is structured around five policing and security priorities.

1. **National and International Security:** A safe, secure state in which to live, work, visit and invest
2. **Confronting Crime:** Enhanced feelings of safety in our communities; increased victim satisfaction; and reductions in crime
3. **Roads Policing:** Enhanced road safety and reduced opportunities for criminal use of our roads
4. **Community Engagement and Public Safety**: A reduction in the proportion of people who have a fear of crime and an increase in the proportion of people, in particular victims, satisfied with the service provided to them
5. **Organisational Development and Capacity Improvement:** A modern and renewed organisation delivering professional and accountable services as a beacon of 21st century policing.

Quarterly milestones are set at the beginning of the year for each initiative. These allow An Garda Síochána to manage its performance and ultimately achieve its goals. Progress is then rated 'On Target', 'At Risk' and 'Off Target'.

Challenges

An Garda Síochána commenced 2018 with a number of challenges. These include the following:

Supervision
While awaiting completion of the promotion process, current deficits are causing a considerable challenge. Having sufficient supervisors, particularly at Sergeant and Inspector rank for front-line policing is crucial to ensuring our operational personnel are mentored, monitored, guided and instructed in their daily duties. These responsibilities are also an essential requirement in our specialist units, as well as part of our duty of care to new and Probationer Gardaí as they commence their careers in An Garda Síochána.

Finance - Training for members to ensure progression of the Modernisation and Renewal Programme (MRP)
A number of high-profile initiatives under the MRP are set for deployment in 2018, including inter alia, PALF, the Code of Ethics and the rollout of Divisional Protective Services Bureaus. Timely deployment of these projects is critical to the success of the programme, however budgetary constraints are threatening to impinge on our ability to complete the development of new systems and, most importantly, to deliver training to our staff to implement the initiative in order to ensure we realise the full benefits from these projects under the MRP.

It has been identified that, at this time, almost €4m is required in 2018 to support the training and travel and subsistence costs for training associated with projects being rolled out under the MRP for which no ring-fenced funding has been provided.

Overtime is required to cover training-abstraction in each Garda Region and Specialist Units. As training is provided to members while they are on-duty, there is a consequential requirement to replace such personnel for operational, policing on-street duties, thereby impacting further on the overtime constraints. While these costs were set out in our original Estimates for the Programme, dedicated funds have not been allocated to cover training related travel and subsistence payments.

Data Quality
Work (which commenced in January 2017) is continuing to address issues identified by An Garda Síochána relating to data-quality and crime classification on PULSE. This will ensure the validity and consistency of data to allow the Central Statistics Office to re-commence the publication of crime statistics as expeditiously as possible.

Policy and governance issues identified during the review, which extend beyond the classification matters in respect of 41 deaths, are being dealt with separately by a Working Group, chaired by Assistant Commissioner, Security & Intelligence. This Working Group includes representatives from the Policing Authority, the Department of Justice & Equality, the Central Statistics Office, the Garda Audit Committee, the Garda Síochána Analysis Service, Policy Development, Implementation and Monitoring (PDIM), ICT and other Garda sections as appropriate.

Accommodation Issues
Plans under the Programme for Government include increasing the numbers within An Garda Síochána to 21,000 by 2021. This welcome increase will have significant implications in terms of

personnel, accommodation, uniform and equipment required to support this expansion. However, this will also require significant and continuous financial input into the ongoing budgets and accommodation allocations.

The Divisional Policing Model project is also a major Organisational priority. It is being piloted in four Garda Divisions and carries corporate and reputational risk, relative to accommodation and staffing issues, also previously highlighted.

Awards

The Facility and Energy Management Team at Garda Headquarters won the Excellence in Sustainability Award at the National Facilities Awards 2018. This is the team's fourth National Award.

Additional information sought

Data in respect of Freedom of Information Requests and Legal Services Claims has been included at Sections 12 and 13. Positive policing successes and a summary of the on-going work across business functions to improve detection rates are detailed at Appendix C.

As advised in last month's report, Internal Affairs Section is advancing an electronic based system for the development of statistics. It is envisaged that a complete set of returns covering Garda Compensations and Garda Discipline will be available from March 2018.

This report complements the following documents which are provided to the Policing Authority on a monthly or quarterly basis:

- Human Resources and People Development figures
- Numbers and vacancies in specified ranks
- Status updates on Modernisation and Renewal Programme 2016 - 2021
- Policing Plan Performance Reports

Yours sincerely

**SUPERINTEDENT
COMMISSIONER'S OFFICE**

February 2018

1	**Finance**

The overall position at the end of the January shows a total net expenditure of €132.6 million. In accordance with instructions from the Department of Public Expenditure and Reform, the budget profile for January 2018 is the same as the actual expenditure for January 2018 and thus there are no variances. The profiles for the remainder of the year are being finalised and will be reflected in the February accounts. As the Garda College is now represented by a separate subhead (A.13), this subhead contains details on Salaries, Overtime, Non-Pay and Capital expenditure relating to the Garda College.

The expenditure on Overtime for January 2018 was €8.7m. In addition, there was €0.2m expended on overtime in the Garda College; therefore, a total Organisational overtime spend of just under €8.9m. The briefing time payment which commenced in February 2017, and comes from the Overtime Budget, is estimated to cost in the region of €22m in 2018.

Procurement

- The Tender Office is working on a plan to forward all Divisions/Offices contract cleaning requirements to the Office of Government Procurement (OGP) who will be running and managing the tenders. An Garda Síochána will be involved in the evaluation process.
- There are no OGP frameworks nor are there immediate plans by OGP to put garden maintenance frameworks/contracts in place. However, there is an ongoing demand for seasonal (March to November) garden maintenance contracts, and the overall spend is circa €200,000. As a result, tendering exercises via e-Tenders have been conducted to cover those Divisions that require the service.
- A draft Supplementary Request for Tender has been sent to the Chief State Solicitor's Office on 18 January 2018 for final checking in advance of issue to OGP Framework members for Interpretation Services**.**
- A request for sanction to go to contract for STO Project Managers with preferred supplier was sought on 4 December 2017 and is awaited. Reminders have issued over January.
- Following a meeting on 10 January 2018, a draft Service Level Agreement was prepared to issue to each 'Medical Services for Detainees' Framework Member.
- A 'desk top' evaluation of tenders for food products for the Garda College Restaurant was completed over 15 and 16 January 2018. The next stage is finalisation and sign off of the evaluation report by An Garda Síochána, and issuing of standstill letters. After the standstill period, the preferred supplier's food products are tested/cooked to ensure they meet the specification.
- Contracts have been signed on 15 and 18 January 2018 by ICT in respect of PCs and Notebooks following a mini tender competition under the Framework.
- Sanction has been sought from Digital Government Oversight Unit at the Department of Public Expenditure and Reform to go to tender for Computer Aided Dispatch for An Garda Síochána on 17 January 2018.
- Requests for quotes have been sent to 7 companies for the supply of a summer uniform. The tender closed on 23 January 2018. This process is designed to provide market information to test summer clothing in an operational setting.

Budgetary Constraints

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

Estate Management

- Major Garda Station projects continue to be progressed at Kevin St. and Galway. Kevin Street and Galway are scheduled for completion in March and April 2018, respectively.
- A contract has been signed for works at Carlow Garda Station (upgrade of the cells and custody management facilities) with the main contract having commenced in January 2018.
- Preparatory works for the major refurbishment of Ballinasloe Garda Station were completed in early January and the main contract has commenced.
- Preparatory work to Donegal Town Garda Station is continuing. The OPW commenced the pre-qualification of the main contractor in early December and responses were returned in January. These submissions are currently being evaluated.
- Planning was lodged for a new Garda Station at Glanmire on 2 August 2017 and completed on 13 September 2017. Main tenders were returned on 26 January 2018.

Garda Fleet

Strength of Garda Fleet, broken down by Type as at 31/01/2018

Cars			Vans	Motorcycles	4 x 4	Others	Total
Marked	Unmarked	Total	Total	Total	Total	Total	
800	1,165	1,965	458	125	98	116	2,762

Strength of Garda Fleet, broken down by Age as at 31/01/2018

	Cars	Vans	Motorcycles	4 x 4	Others	Total	% of Total
Total	1,965	458	125	98	116	2,762	100%
< 1 year	218	45	0	11	26	300	11%
1 – 2 years	313	140	62	37	33	585	21%
2 – 4 years	787	80	21	2	25	915	33%
4 – 6 years	224	105	5	2	4	340	12%
> 6 years	423	88	37	46	28	622	23%

Vehicle age is calculated from date of commission

Strength of Garda Fleet, broken down by Type as at 31/01/2018

Cars	1965	71.1%
Vans	458	16.6%
Motorcycles	125	4.5%
4X4	98	3.5%
Others	116	4.2%
Total:	2762	100.0%
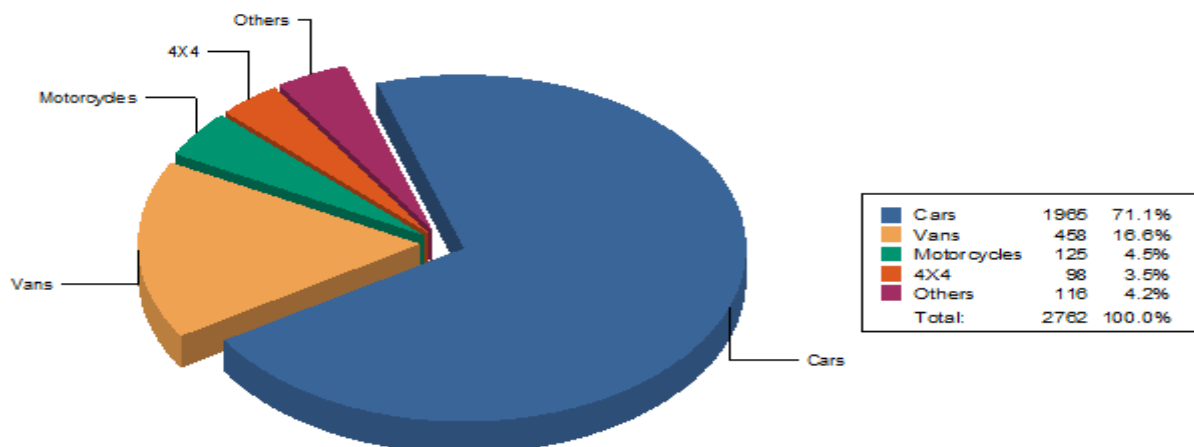
2   Human Resources and People Development (HRPD)

- The current Garda strength is 13,514 and civilian strength is 2240.244 (whole-time equivalent). A full breakdown by rank and grade is outlined at Appendix A.
- The Garda Trainee recruitment campaign continues, with 211 recruits attested on 8 December 2017. 200 students commenced training on 6 November 2017 and the first class of 2018 entered the college in January. A further three planned intakes for this year will bring the total intake for 2018 to 800 trainees.
- Sanctions for the recruitment of additional and new civilian posts are continuing to be received from the Policing Authority and work continues on recruiting to these posts.
- The recruitment process for the Executive Director Chief Data Officer and the Data Protection Officer at Principal Officer level is progressing through the Public Appointments Service.
- The Workforce Plan is continuing to be refined in consultation with the Policing Authority and Departments of Justice and Equality and Public Expenditure and Reform who are anxious to ensure the visibility of the Garda Reassignment Initiative and progress on the workforce modernisation agenda. Further information on the status of Civilianisation and Redeployment is outlined in Section 5.
- Details of numbers and vacancies in specified ranks are attached at Appendices D and E.

3   Information and Communications Technology (ICT)

The following projects were deployed to the Live Environment:

- **Mobility 1:** The Enterprise Mobility Management (EMM) Garda ACTIVE Mobility Pilot was publically launched successfully on 7 December 2017 in the Limerick Division. The Traffic Application allows An Garda Síochána to lookup car registration numbers in PULSE from their mobile device. An update to the Traffic Application was deployed on 24 January 2018. This update included an additional information field for the last date of sale, highlighting of the property status field (e.g. stolen or unauthorised taking) and some minor bug fixes.
- **Portal Release 1:** A maintenance release update for the Garda Síochána Portal was deployed on 29 January 2018. This update was on the request of the National Forensic Coordination Office (NFCO) in the Garda Technical Bureau. This update enabled 'read-only' members of the DNA Tracking (DNAT) Section to view the status of submitted DNA samples.
- **Major Investigations – Oisín R4.5.3:** The Oisín application is a secure Intelligence Management System used by members of Security and Intelligence and the Garda Drugs and Organised Crime Bureau. The final phase of the agreed change request development cycle was deployed on 6 February 2018.
- **GNIB EURP Phase 2:** An update for Garda National Immigration Bureau (GNIB) system was deployed on 9 February 2018 to allow for fingerprint verification of the new European Residential Permit (EURP) cards. This release enabled the printed EURP cards to scan fingerprints saved on the chip of the card to be matched and verified with their holder.
- **Monthly Patching:** Essential Microsoft security updates were deployed to all PCs on 14 February 2018.
- **Pulse 7.3** An update to PULSE is scheduled for 25 February 2018. This release includes 18 bug fixes with 6 functionality changes, which includes integration with Command and Dispatch (CAD), the call taking and dispatching system. This integration will enable PULSE to record data directly from the third party CAD system. This release also includes data verification of various input fields within PULSE.

- **PEMS2 1.1:** An update to the Property and Exhibits Management System (PEMS2) is scheduled for 27 February 2018. This release includes functional changes to the application as agreed with the business owner, including updates to the integration with PULSE and minor bug fixes.

Modernisation and Renewal Projects

Property Management: The Property and Exhibits Management System (PEMS2) Go Live activities are now complete, and application access is available to trained users in all Regions. Phase 2 of the phased roll out of the peripheral devices is now underway, starting with the DMR Region. As of 5 February 2018, 623 users have been provisioned with access to the application, with a planned total of 1,200 users after training is complete. Train the Trainer courses took place in January 2018. Divisional CPD training centre requirements are currently being identified and planning is in progress. A total of 120,892 object records have been created in the system.

Investigations Management: ICT is implementing an Investigations Management System (IMS) to centrally manage all investigations within the Organisation. The target 'go-live' date is Q4 2018. Build and testing phases are currently in progress. The Communications Approach and Plan are to be progressed. A Change Impact Assessment is underway and there is weekly engagement with the Garda College to update the training materials and determine the training approach.

Roster and Duty Management System (RDMS) will implement an off-the-shelf Duty Management System for active duty planning and resource management (time and attendance). The system configuration build is complete and the project is currently in the 'test phase', which consists of preparation and execution of test cases to ensure the quality and requirements of the system are met. During the test phase, System Testing, Technical Testing, Performance Testing and User Acceptance Testing (UAT) of the Duty Management system will be completed. Currently, System Test execution has completed, with preparation of test scripts on-going for Technical Testing and Performance Testing. User Acceptance Testing is ready for commencement. Communications planning and training preparation are in progress with the Garda College for the DMR East Division three-month pilot which will commence in Q2 2018.

PRUM: This project will implement enhancements to the Automated Finger Printing System to step up cross-border cooperation in relation to terrorism, crime and illegal immigration. Tentative arrangements have been made for the Austrian Delegation to travel to Ireland in February 2018 to complete the EU evaluation pending approval at the DAPIX meeting. The technical implementation was completed on schedule into the Garda ICT Production Environment in January 2018.

Schengen: This project allows for information exchanges between Schengen member states on persons and property. Phase 0 of the Schengen Project, allowing for detailed requirements gathering and business process definition, is in the final stages. All requirements and business processes have been defined and agreed following detailed workshops with both operational and specialist groups across An Garda Síochána. Development of the Functional Designs and detailed planning for the remaining Phases are underway.

Enhancing Network Access in Rural locations: ICT is incrementally upgrading non networked stations to enable connectivity to Garda information systems. To date, 62 Garda Stations have been networked by Garda Telecommunications. In the coming weeks, PULSE computers will be installed in the remaining sites in Mayo. A review of the outstanding stations is planned to ascertain if a mobile solution would be more appropriate.

Online Safety Advice
Following a recent successful conviction, Detective Superintendent Declan Daly of the Garda National Protective Services Bureau (GNPSB) provided comment to the media outlining advice for parents and for children on how to increase the safety of children when using digital media. This advice was carried by all major media outlets. Online safety advice from the GNPSB was also provided via a video published across all our Facebook channels.

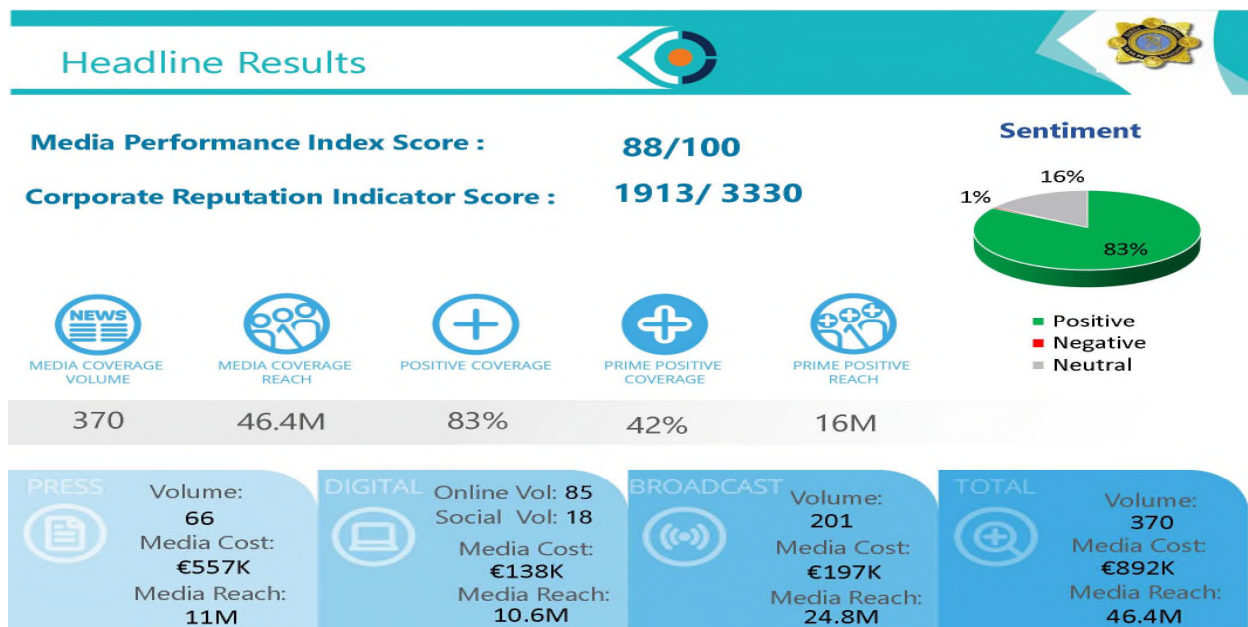**Review into the Death of Baby John, Co Kerry**
Following the decision to launch a review into the death of Baby John, whose body was found with multiple injuries on White Strand Beach in Caherciveen, Co Kerry, on 14 April 1984, a press briefing was held by the investigation team. A significant focus of the briefing was an appeal to the public to come forward with any information they might have that could help provide justice for Baby John. Another key concern of An Garda Síochána was ensuring that the press briefing and the statement included an apology from An Garda Síochána to Ms. Joanne Hayes.

Appeal on the Fifth anniversary of the murder of Detective Garda Adrian Donohoe
On the fifth anniversary of the murder, in the line of duty, of our colleague Detective Garda Adrian Donohoe, Chief Superintendent, Dundalk, provided the media with an update on the progress of the investigation and made an appeal to the public to come forward with any information they might have. A statement from the Acting Commissioner was also released on the day, paying tribute to Adrian, thanking the community for their help and support and appealing for further information.

Success of Winter Phase of Operation Thor
In October and November 2017, burglaries fell nationwide by 23%. A press release detailing the reductions in each of the Regions, the actions taken to target organised crime gangs, and appealing for homeowners to *Lock Up and Light Up* to prevent burglaries, was provided to all media. This resulted in significant media coverage. As seen below, independent analysis of the media coverage of Operation Thor for November and December 2017, shows that it had a media value (i.e. the equivalent of buying the same space for advertising purposes) of €1.1m. 83% of this coverage was positive and only 1% negative, and it had a reach of 46.4m.

Headline Results

Media Performance Index Score : **88/100**

Corporate Reputation Indicator Score : **1913/ 3330**

Sentiment

16%

1%

83%

- Positive
- Negative
- Neutral

MEDIA COVERAGE VOLUME	MEDIA COVERAGE REACH	POSITIVE COVERAGE	PRIME POSITIVE COVERAGE	PRIME POSITIVE REACH
370	46.4M	83%	42%	16M

PRESS	DIGITAL	BROADCAST	TOTAL
Volume: 66 Media Cost: €557K Media Reach: 11M	Online Vol: 85 Social Vol: 18 Media Cost: €138K Media Reach: 10.6M	Volume: 201 Media Cost: €197K Media Reach: 24.8M	Volume: 370 Media Cost: €892K Media Reach: 46.4M

Interviews/Operational Media Briefings

These included:
- Significant fall in road deaths during 2017
- Tackling financial fraud (Irish Independent)
- Anti-assault Garda campaign (Irish Times, RTE Drivetime)
- Social and community impact of drug addiction (TV3 War on Drugs documentary)
- Appeals relating to on-going investigations including murders

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

Status update on recruitment of civilian staff to facilitate Garda Reassignments as of 09.02.2018	Principal Officer	Assistant Principal Officer	Higher Executive Officer	Executive Officer	Clerical Officer
Waiting on names from PAS	1		2	6	21
Currently in vetting				7	25
Awaiting assignment from Internal Panel					
Start date TBC/Waiting on assignment papers/Retain when reached				1	
Start date agreed				6	1
Assigned and started			3	10	18
Total	**1**		**5**	**30**	**65**
	Chief Superintendent	**Superintendent**	**Inspector**	**Sergeant**	**Garda**
Confirmation from Divisions re. Garda reassignment	1		4	3	46

The Human Resources Directorate is currently obtaining confirmation from Divisional Officers regarding reassignment.

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

The Steering Committee to embed the Code of Ethics in An Garda Síochána provided a full update to the Policing Authority's Code of Ethics Committee on 11 January 2018. The most recent meetings of the Steering Committee were on 22 January and 6 February 2018, where progress was made on the Draft Communications Plan, the Draft Ethics Strategy, the Decision Making Model, the internal communication of the Code of Ethics, the completion of training for ethics instructors and the Steering Committee's contribution to internal Garda Síochána reports.

On 7 February 2018, all Garda Síochána personnel who were nominated as instructors on the Code of Ethics completed their training programme and presentations were provided by Assistant Commissioner Pat Leahy, the Ethics Steering Committee, the external ethics experts and the Garda College. National training plans are being developed and training has commenced.

The Ethical Standards and Commitments in the Code of Ethics will be displayed on all Garda Síochána personal computers from the end of February. Code of Ethics posters have been delivered to all Regions nationally.
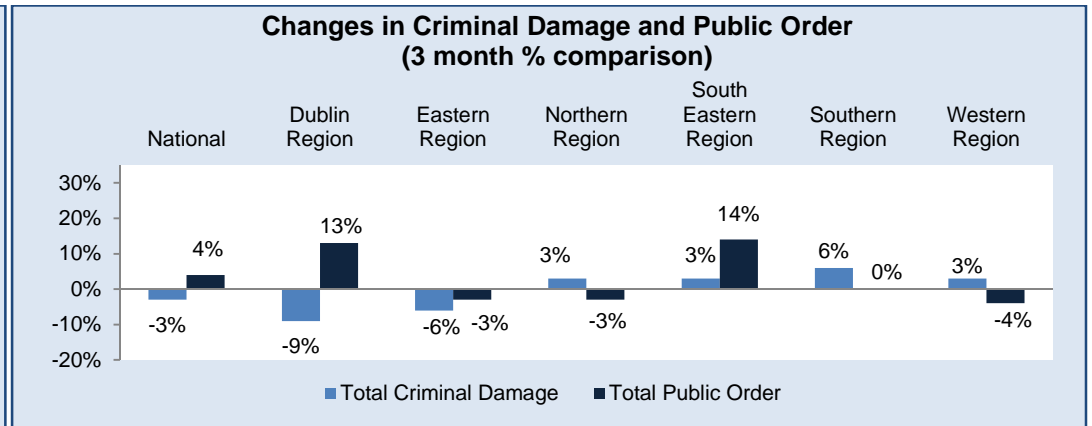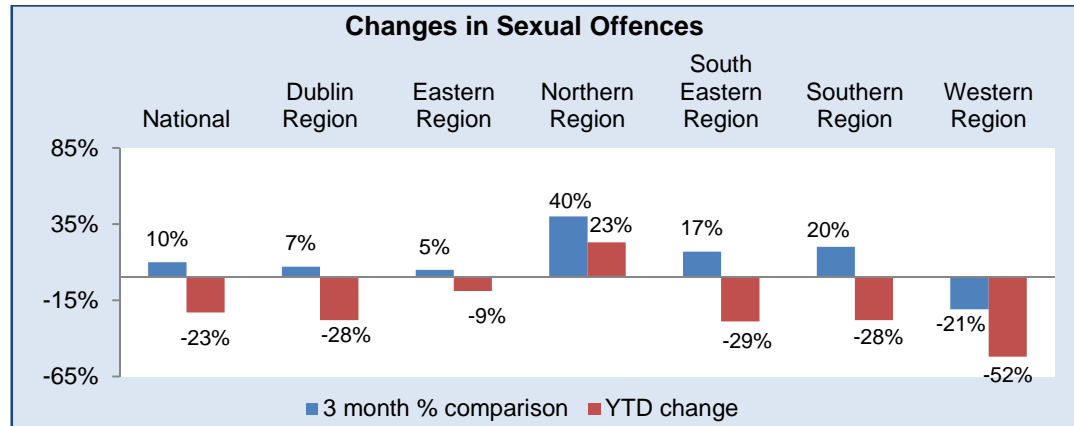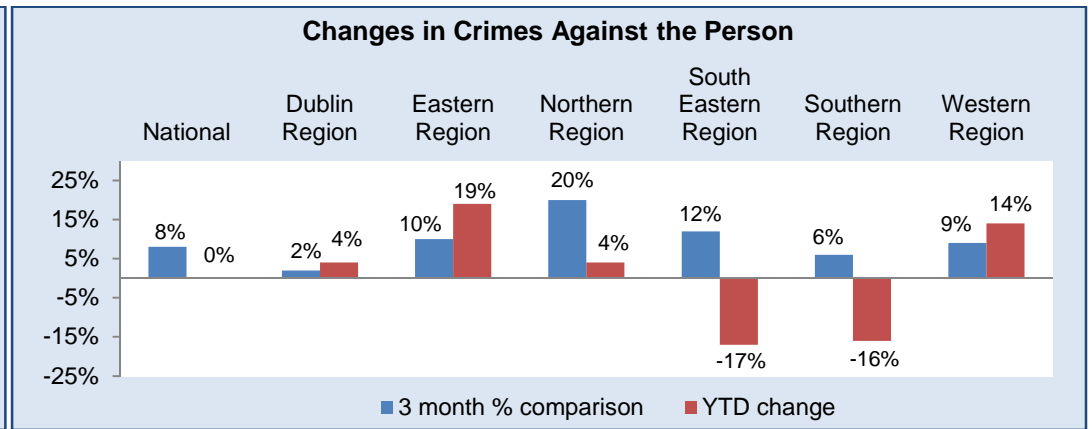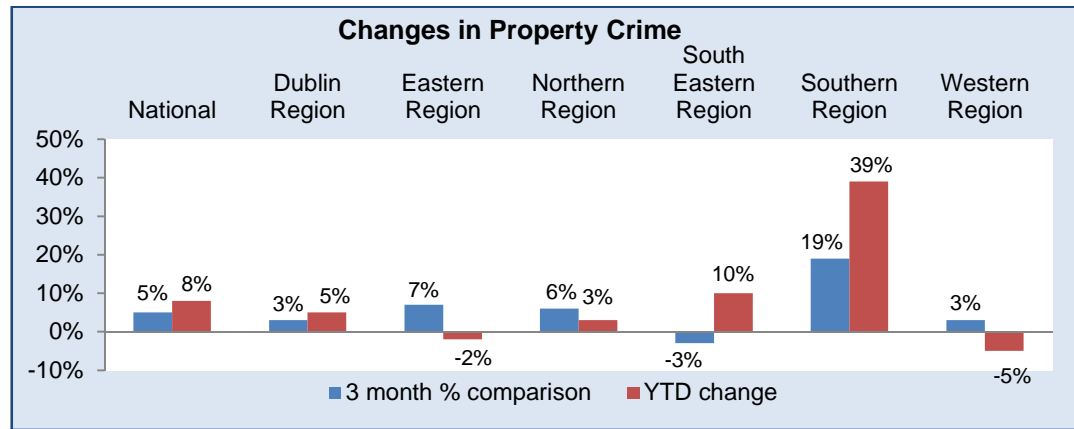
7   Public Attitude Survey
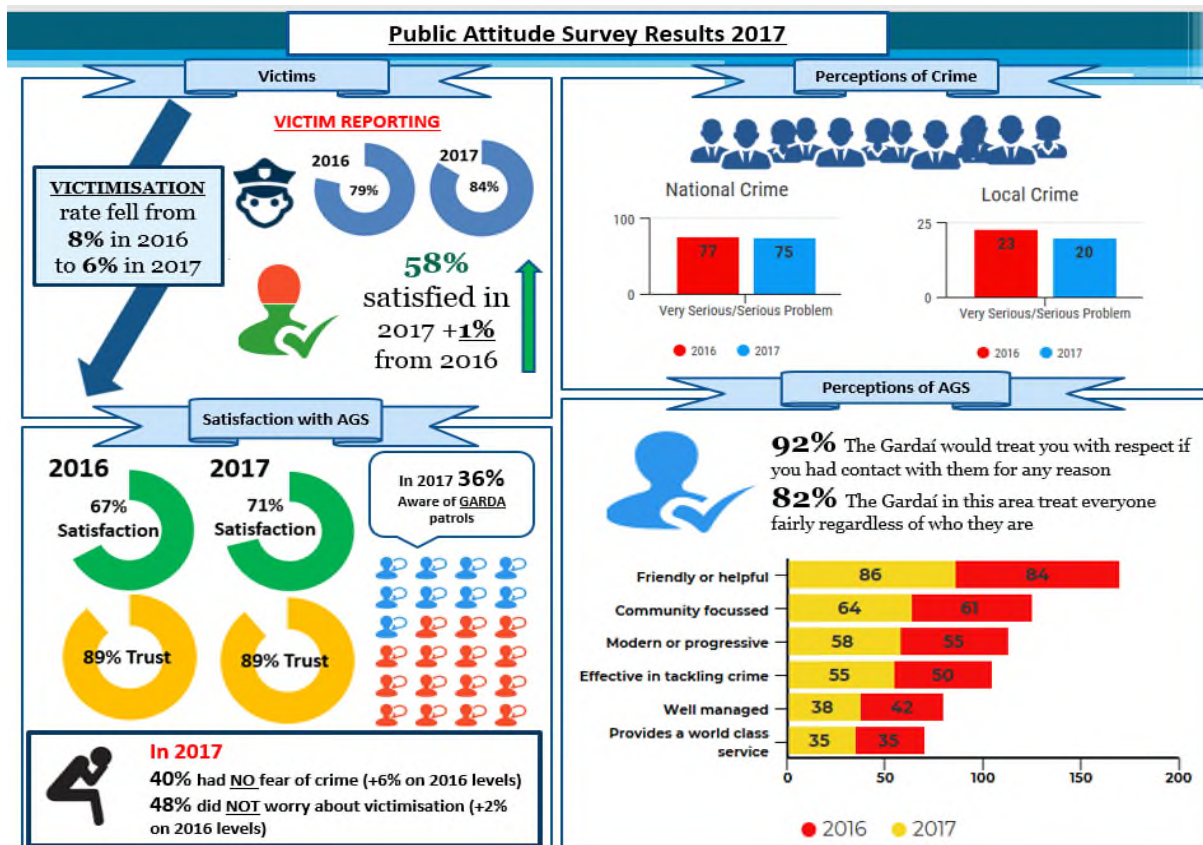
National Overview

Property crime is up +5% in the three-month comparison and +8% when comparing January 2018 to January 2017. Crimes against the Person are up +8% in the three-month comparison with an increase in incidents evident across all Regions. The number of sexual offences recorded overall, is up +10% in the three-month comparison. Total Criminal Damage incidents are down -3% and Public Order offending is up +4% in the three-month comparison.

Operational / organisational emerging challenges

There has been a peak in violent property crime incidents over recent months; robbery from the person and robbery of an establishment are driving this trend. Crimes against the person continue to increase nationally; assault minor and assault causing harm offences are the main contributors of these trends. The deferred publication of Recorded Crime Statistics by the CSO due to data quality concerns continues to be an ongoing challenge for the Organisation.

Note: Crime incident figures and the associated trends above are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports. Regional incident counts for some crime categories are **low**; therefore, percentage changes should be interpreted with **caution.**

Changes in Property Crime

Changes in Crimes Against the Person

Changes in Sexual Offences

Changes in Criminal Damage and Public Order (3 month % comparison)

MRP Status overview for January

The STO commenced an exercise in prioritisation of projects under its governance. Projects have now been aligned into Group 1, 2 or 3 with each group representing a different service level from the STO.

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

Project Status View

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

Project Status Breakdown

Critical	Under Control	On Track	Total Projects
7	19	21	47

Project Status Comparison to previous month

Critical (red)	**+1**	• Roster and Duty Management moved from Amber
Under Control (amber)	**+1** (+2, -1)	• GDPR moved from Green • Roster and Duty Management move to Red • Prüm (Fingerprint Data Exchange) moved from Green
On Track (green)	**-2** (0, -2)	• GDPR moved to Amber • Prüm (Fingerprint Data Exchange) moved to Green

Project Breakdown by Phase
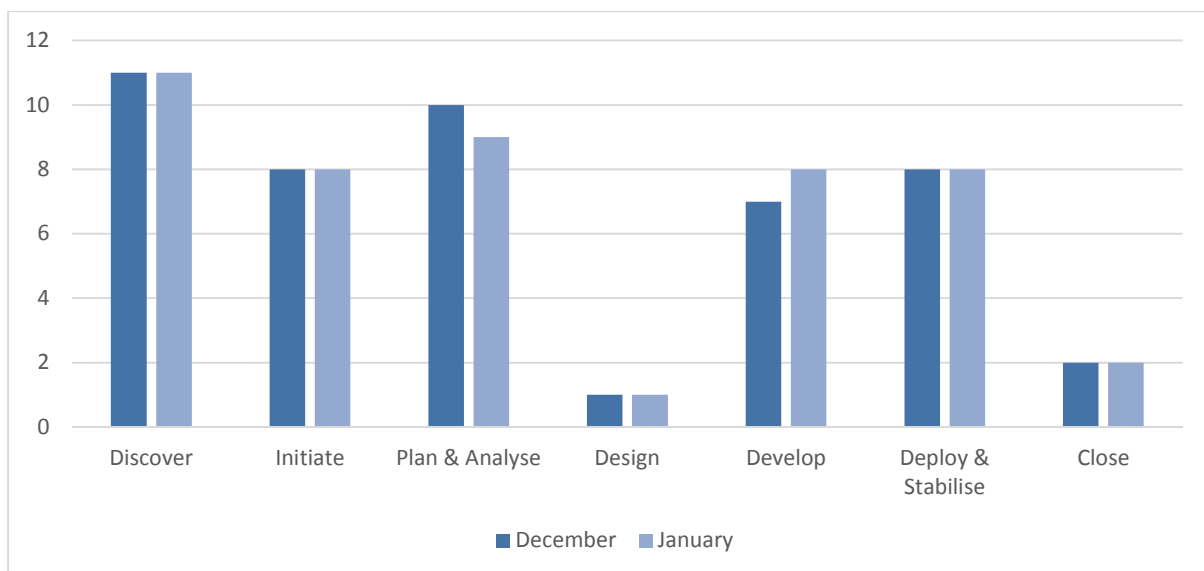
10   Risk Management

- The first meeting of the Risk & Policy Governance Board meeting for 2018 took place on 1 February 2018.
- A meeting of the Management Assurance Stakeholder Team (GPSU, GIAS, Strategic Planning, STO, GRMU) was held on 6 February 2018.
- The Garda Risk Management Unit continues to provide Organisation-wide communications, training, advice and guidance to all risk management stakeholders, with the objective of embedding risk management firmly within the Organisation's culture. This included the following briefings/workshops during the month of January:
  - EO Development Programme
  - Senior Management Development Programme
  - Risk Register Development Workshops and specific support, guidance and advice to stakeholders
- Since October 2016 the Garda Risk Management Unit has provided training, briefings or direct support to more than 1,250 members of An Garda Síochána, of all ranks and grades.

January

	January
2017	33,320
2018	45,802

37% Increase

January - Received and Completed Applications

	1st to 7th	8th to 14th	15th to 21st	22nd to 28th	29th to 31st
Completed	7,631	9,298	8,934	12,054	6,789
Received	7,661	9,387	9,071	12,315	7,368
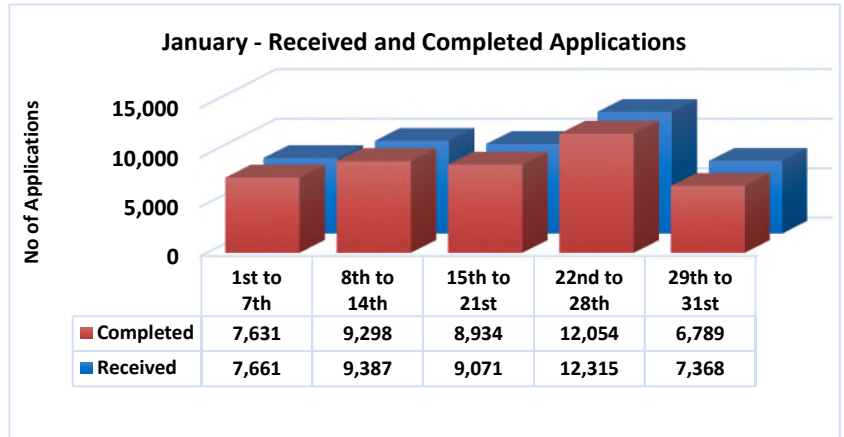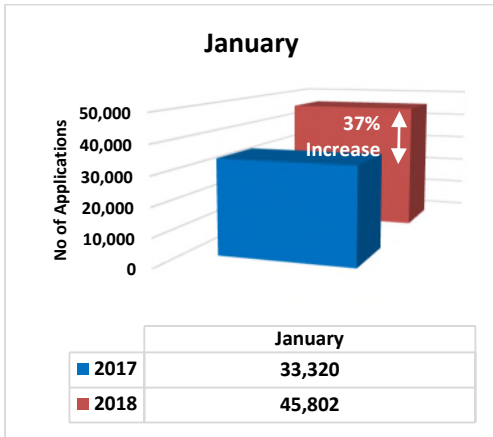
Applications	New	Open	Closed
January	762	220	542

Data Protection Requests - January

	Applications New	Applications Open	Applications Closed
January	762	220	542

Data Protection Requests - January

- 50% Applications New
- 14% Applications Open
- 36% Applications Closed
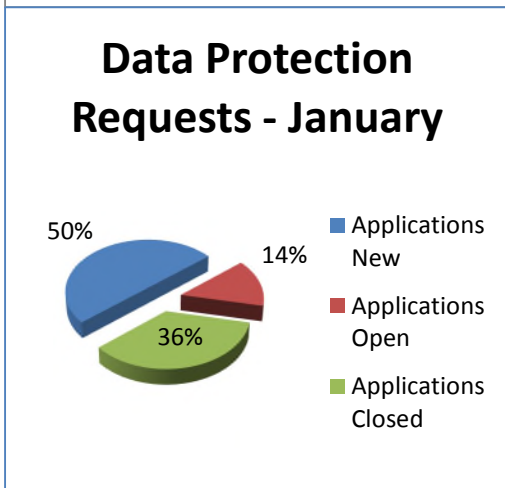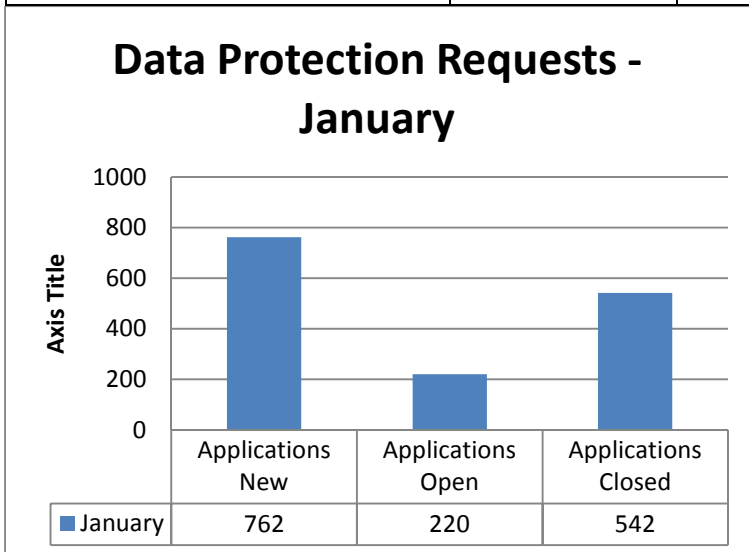
12   Freedom of Information (FOI)

The eFOI tracking system records a total of 52 requests, incorporating a total of 99 questions, received between 1 January and 31 January 2018. The majority of these requests were submitted by journalists (22), followed by requests from members of the public (17). The remaining requests were submitted by business groups, solicitors and academics.

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

MONTHLY STATUS UPDATE – January 2018			
FOI Requests	**Year To Date**	**January**	**Comments/Issues**
Finance: General	13	13	
Finance: Procurement	3	3	
FOI Section	21	21	
Human Resources	15	15	
Internal Audit	0	0	
Total Requests	52	52	
Additional Requests	31	31	These comprise of out of scope requests that require attention by An Garda Síochána (crime reporting etc.)
FOI Decisions	**Year To Date**	**January**	**Comments/Issues**
Granted	4	4	
Part-granted	7	7	
Refused	17	17	
Withdrawn	0	0	
Withdraw & redirect	0	0	
Total Decisions	28	28	28 decisions made in January 2018 of which 6 referred to FOI requests received in 2017
Response Times	**Year To Date**	**January**	**Comments/Issues**
Within time	26	26	
Out of time	2	2	

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

13   Legal Services Claims

January 2018

File Type	New				Finalised			
	Garda		Non-Garda		Garda		Non-Garda	
	Litigation	Pre-Litigation	Litigation	Pre-Litigation	Litigation	Pre-Litigation	Litigation	Pre-Litigation
Article 40								
Assault								
Assault (Sexual)								
Constitutional								
Defamation							1	
Bullying						1		
Damage to Property				9				1
Discovery	1		1	2				
Equal Status Act								
Employment Cases								
False Imprisonment	1							
Fixed Charge Notice				2				
Judicial Review			3				2	
Injunction								
Inquest								
Malicious Prosecution							1	
Negligence								
Penalty Points			1					
Personal Injury		3		4				1
Police Property Application								
PSV								
Slip/Trip/Fall								
SCA Assist								
Unlawful Arrest								
Unlawful Search								
Unlawful Seizure								
Vetting				1				
Warrant Case								
Other				2		2		1
Total	**2**	**3**	**5**	**20**	**0**	**3**	**4**	**3**

- The figures provided above refer to the number of new files opened and finalised in Legal Services in the month of December 2017.
- The files are broken down into the categories of "Garda " / "non-Garda" files.
- The figures are further broken down into files which are "pre-litigation" (legal proceedings have not been instituted) and "litigation" (files which are the subject of legal proceedings).

Human Resources and People Development (HRPD)

Rank	Strength at 31 January 2018
Commissioner	0
Deputy Commissioner	2
Assistant Commissioner	9
Chief Superintendent	44*
Superintendent	167*
Inspector	264
Sergeant	1,865
Garda	11,163
Sub - Total	**13,514**
Career Breaks (incl ICB)	144
Work-sharing (Equates to 104 members)	54
Secondments (Overseas etc)	18
Maternity Leave	86
Unpaid Maternity Leave	28
Total	**13,184**

* There was a late notification of the promotion of a Superintendent to the rank of Chief Superintendent and the strengths of those ranks now stands at Chief Superintendent: 45 and Superintendent: 166.

Professional/Technical		Administrative		Industrial	
Head of Training & Development	0	CAO	1	General Op	11
Teacher	16.6	Exec Director Finance	1	Electrician	1
Researcher	2	Exec Director HRPD	1	Store Keeper	1
Senior Solicitor	1	Exec Director ICT	1	Carpenter	1
Professional Accountant Grade I	4	Exec Director S&T	1	Charge hand	1
Professional Accountant Grade II	2.8	Exec Director L&C	1	Plumber	1
Professional Accountant Grade III	1	Director	1	Traffic Warden	6
CMO	1	PO*	9	Coffee Shop Attendant	0
Assistant CMO	1	AP**	30	Driver	15.8
Occupational Health Physician	0	HEO***	115	Store man	4
Nurse	3	EO ****	324.386	Store Officer	1
Photographer	3	CO	1425.048	Groom	1
Cartographer	2	Supt. of Cleaners	2		
Telecoms Technician	12.6	Cleaner	155		
Examiner of Maps	1	Service Attendant	32.31		
Head of Legal Affairs (Director level)	1	Seasonal Cleaner /SA	6.7		
Accident Damage Co-ordinator	1	Service Officer	7		
Technical Supervisor	1	Catering Staff	28		
Workshop Supervisor	1				
Total	**55**		**2141.444**		**43.8**

* Includes 1 Senior Crime & Policing Analyst
** Includes 2 Higher Crime & Policing Analysts
*** Includes 29 Crime & Policing Analysts, and 2 Assistant Accountants
**** Includes 10 Crime & Policing Analysts
GRAND TOTAL: 2240.244 (whole-time equivalent)

Appendix B (i)   Policing Plan 2017 – December performance at a glance

No.	PRIORITY 1: NATIONAL AND INTERNATIONAL SECURITY* Strategies / Projects	Monthly RAG Rating	Preliminary Year End Status
5	Collaborative engagement with key minority groups.	On Target	Achieved
7	a) Establishment of a Cyber Crime Investigation Unit at the Garda Cyber Crime Bureau.	On Target	Achieved
	b) Development of new cyber crime strategy by Q4 2017.	On Target	Progressed

No.	PRIORITY 2: CONFRONTING CRIME Strategies / Projects	Monthly RAG Rating	YE Status
8	Publish National Crime Prevention and Reduction Strategy.	On Target	Achieved
10	Establishment of Protective Services Units in 3 Garda Divisions by Q4.	On Target	Achieved
12	Implementation of COSC strategic actions pertaining to 2017.	On Target	Achieved
13	Implementing the recommendations of the review of the victims services offices.	Off Target	Progressed
14	Provision of information on Criminal Justice system, etc through the new Garda website.	Off Target	Progressed
15	Deployment of CAD nationally by Q4 2017 (Not progressed in 2017)	Off Target	Not Achieved
15a	Deployment of CAD nationally by Q4 2017 - CAD I (Cork/Kerry)	On Target	Achieved
15b	Deployment of CAD nationally by Q4 2017 - CAD II (Control room strategy)	Off Target	Progressed
16	a) Each **non-sexual crime** incident has investigating officer and supervisor assigned.	On Target	Achieved
	b) Each **sexual crime** incident has an investigating officer and supervisor assigned to it.	On Target	Achieved
18	Collaboration with international police targeting OCGs and individuals involved in criminality.	On Target	Achieved
19	Deployment of new evidence-based framework by Q4 2017. (Not progressed in 2017)	Off Target	Not Achieved
20	Roll-out of JARC to 12 Garda Divisions by Q4 2017.	Off Target	Not Achieved
21	The roll-out of SAOR to all Garda Divisions by Q4 2017.	Off Target	Progressed
22	Active participation by An Garda Síochána in the Youth Justice Action implementation.	On Target	Achieved
	Metrics		
9	b) Decreased *incidents of burglary* by 5% in 2017	Off Target	Not Achieved
	c) Decreased *incidents of robbery* by 10% in 2017.	Off Target	Not Achieved
	d) Decreased *incidents of assault* by 6% in 2017.	Off Target	Not Achieved
	f) Increased recordings of incidents with a hate motive against 2016 baseline.	On Target	Achieved
11	f) Increased reporting of sexual offences.	On Target	Achieved
	g) Increased detection of sexual offences.	On Target	Achieved
	h) Increased number of victims of Human Trafficking identified.	On Target	Achieved
16	c) Improved *detections of burglary* compared to 2016.	Off Target	Not Achieved
	d) Improved *detections of robbery* compared to 2016.	Off Target	Not Achieved
	e) Improved *detections of assault* compared to 2016.	Off Target	Not Achieved
17	a) Increased detections for sale and supply of drugs compared to 2016.	On Target	Achieved
	b) Increased number of firearms seized compared to 2016.	On Target	Achieved
	Public Attitude Survey (Reported each quarter)		
9	a) Improve public opinion on ability of An Garda Síochána to tackle crime from 57% to 60%.		Awaited
	e) Enhanced feelings of public safety as measured by the Public Attitude Survey.		Awaited
13	a) Increased victim satisfaction from 57% in 2015 to 65% in 2017.		Awaited

No.	PRIORITY 3: ROADS POLICING Strategies / Projects	Monthly RAG Rating	YE Status
24	Facilitation of the Road Safety Authority in the collection of data and conducting of research.	On Target	Achieved
25	Participate in planned Multi-agency Checkpoints as per Roads Policing Plan 2017.		Awaited
26	Phase 1 of the ANPR Strategy completed by Q3 2017.	Off Target	Progressed
27	Reviewing all collision prone zones by Q4 of 2017. (Done on a quarterly basis.)	On Target	Achieved
28	All recommendations and improvements within the remit of An Garda Síochána implemented.	On Target	Achieved
29	Audit of the Garda Fixed Charge Processing system complete by Q4 2017.	On Target	Achieved
30	Tailored education and training provided to all members of Roads Policing units.	Off Target	Progressed
31	10% more personnel allocated to RP Units in all regions by end Q4 2017 vs. end of Q4 2016.	Off Target	Progressed
32	100% completion of planned exercises in each region.	On Target	Achieved
	Metrics		
23	a) Increased road-user compliance, as measured by the Road Safety Authority.	Off Target	Not measurable
	b) Increased Garda visibility, as measured by the Road Safety Authority.	Off Target	Not measurable
	c) Less than 136 fatalities on our roads in line with the Government's Road Safety Strategy.	Off Target	Not Achieved
	d) Less than 380 serious injuries in line with Government's Road Safety Strategy.	Off Target	Not Achieved

Appendix B (ii)

No.	Strategies / Projects	Monthly RAG Rating	Preliminary Year End Status
PRIORITY 4: COMMUNITY ENGAGEMENT & PUBLIC SAFETY			
33	New Community Policing Framework developed and implemented by Q4 of 2017.	Off Target	Progressed
35	Phase 1 of PALF completed by Q4 of 2017.	On Target	Achieved
38	a) Garda Diversity and Inclusion Strategy implemented by Q3 2017.	Off Target	Progressed
	d) Increasing the scope of the Public Attitude Survey to include 16-18 year olds.	On Target	Achieved
39	PACE Pilot completed in 6 Divisions.	Off Target	Not Achieved
40	Schools programme review completed by Q3 2017.	Off Target	Progressed
42	Minimum of one Crime Prevention Day per quarter held in each division.	On Target	Achieved
43	Analysts contribute to operational activity undertaken by all units.	On Target	Achieved
44	All Joint Policing Committee meetings attended by nominated Chief Supt.	On Target	Achieved
45	6 Garda Stations re-opened by end Q4 2017.	Off Target	Progressed
	Metrics		
36	Level of online engagement ahead of industry standards (figures reported quarterly) (Website)	Off Target	Progressed
37	Level of online engagement ahead of industry standards (figures reported quarterly) (S. Media)	On Target	Achieved
	Public Attitude Survey (Reported each quarter)		
34	a) Increased perception that An Garda Síochána is community focused to a level of 64% of higher.		Awaited
	b) Reduced fear of crime (baseline 2016).		Awaited
	c) Increased Garda visibility as per the Public Attitude Survey (baseline 2016).		Awaited
38	b) 72% or higher level of satisfaction with the service provided to local communities.		Awaited
	c) Increased proportion of people who feel AGS treats all people equally, irrespective of background		Awaited
41	80% or higher of respondents aware of Garda Crime Prevention campaigns.		Awaited

No.	Strategies / Projects	Monthly RAG Rating	YE Status
PRIORITY 5: ORGANISATIONAL DEVELOPMENT & CAPACITY IMPROVEMENT			
46	Cultural Audit to measure staff willingness to bring forward issues, including Protected Disclosures.	Off Target	Progressed
47	Cultural Audit published by end of Q3 2017.	Off Target	Progressed
48	a) Communications plan developed for Gardaí, Reserves & civilians re: ethical matters by end Q1.	Off Target	Progressed
	b) Code of Ethics incorporated into training programmes in the Garda College by end of Q2 2017.	Off Target	Progressed
49	New governance structure deployed nationwide by end of Q1 2017.	On Target	Achieved
50	New approach to Risk Management fully implemented by end of Q1 2017.	On Target	Achieved
51	Quarterly reports provided to relevant oversight bodies, including the Policing Authority, outlining progress with implementation of 3rd party report recommendations.	On Target	Achieved
52	a) HR Strategy and Operating Model developed.	Off Target	Progressed
	b) Attitudes toward HR Strategy and Operating Model assessed through the Cultural Audit.	Off Target	Not measurable
54	Up-to-date intelligence and technology used to obstruct online child exploitation.	Off Target	Progressed
55	Scheduled reporting on MRP projects to relevant oversight agencies.	On Target	Achieved
58	165 officers redeployed and replaced with civilian staff as part of 5-year redeployment plan.	Off Target	Progressed
59	4 hybrid functional policing model pilots completed and evaluated.	Off Target	Progressed
60	Data Quality Unit established and operating within GISC.	On Target	Achieved
	Metrics		
53	a) 95% of all vetting applications processed on eVetting by Q4 of 2017.	On Target	Achieved
	b) 80% of all eVetting applications completed within 5 working days of receipt.	On Target	Achieved
56	a) 200 Garda recruited and in training per quarter in 2017.	On Target	Achieved
	b) 500 civilian support staff recruited by end of Q4 2017.	Off Target	Progressed
57	300 Garda Reservists recruited and in training by end of Q4 2017.	Off Target	Progressed
61	a) Increased proportion of incidents correctly classified on PULSE.	On Target	Achieved
	b) Increased proportion of detections correctly classified on PULSE.	Off Target	Progressed

Note: Items in this summary reflect the "year-end targets" for the various Policing Plan 2017 initiatives.
Where items appear with no rating, no progress has been reported.

Evidence based reporting on initiatives 23a 23b and 52b not possible. Error at Goal setting stage.

Appendix C

Policing successes and summary of on-going work

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

On 16 January 2018, Gardaí in Blackrock, Dublin arrested a male at a hotel in Dublin 24 following a complaint concerning stolen property relating to a web advertisement. The prisoner was detained at Blackrock Garda Station under the provisions of section 4, Criminal Justice Act, 1984, was interviewed by Detective personnel and was subsequently charged with offences contrary to the Criminal Justice (Theft & Fraud Offences) Act, 2000 and was brought before Blanchardstown District Court. As a result of this arrest, search warrants were obtained by Gardaí in Carlow and a further 26 power tools were recovered. Efforts are continuing to identify the owners of the recovered property with photos and other information uploaded onto the Divisional Facebook page.

On 17 January 2018, the Carlow / Kilkenny Divisional Burglary Response Unit was conducting a high-visibility crime-prevention checkpoint at Templemartin, Kilkenny when a vehicle approached. On speaking to the driver, the members detected a strong smell of Cannabis emanating from the vehicle and following a search of the vehicle, Cannabis and Cocaine (with an estimated street value of €48,000 and €8,000 respectively) were found at the back of the van. The driver and passenger were arrested and detained at Kilkenny Garda Station.

As part of the ongoing work of the Garda Crime Prevention National Centre of Excellence (GCPNCE) meetings of various focus groups take place. Following such a meeting in 2017 with Campus Watch Liaison Officers (CWLOs), an information 'gap', insofar as issues relating to drug misuse among its officers was identified. In consultation with the Garda National Drugs & Organised Crime Bureau (GNDOCB), an updated programme was developed and a further meeting was arranged on 26 January, 2018 with participation by external experts, Dr. Christopher Luke, Mercy Hospital, Cork and Mr. Barry McLoughlin, The Communications Clinic. Over 130 Garda personnel were in attendance, including Campus Watch Liaison Officers, Crime Prevention Officers and Juvenile Liaison Officers. An informed and informative presentation was provided by GNDOCB personnel on emerging trends in Ireland's illicit drugs market including such topics as the Dark Net, crypto-currencies, synthetic drugs and specific issues relating to drug-debt intimidation. Dr. Luke made a presentation, entitled 'A little Nightclub medicine', which included public health and policing issues associated with the night-time economy. Mr. Barry McLoughlin advised those present on how best to plan and deliver communications / talks to large groups.

In the early hours of Sunday, 28 January 2018 in Castleblaney, Co. Monaghan, Gardaí attended the scene of a partially submerged vehicle, where on arrival, they observed a body floating in the water. The person was observed waving from the water with no life-buoy was visible and the person appeared to be going underwater. The members decided to enter the water and, with assistance, the injured party was safely removed from the water and was immediately treated until the fire and ambulance personnel arrived. The person was then removed to hospital, where they recovered from the incident.

Firearms Incidents

On 12 January 2018 in Dublin 1, an intelligence-led operation by personnel from the GNDOCB, resulted in the recovery of two firearms, a pistol and revolver with ammunition and the arrest of a male. An Investigation File is being prepared for the Law Officers.
On 21 January 2018 in Balgaddy, Lucan, following searches by personnel from GNDOCB, a machine pistol and ammunition were recovered. A male was subsequently arrested and an Investigation File is being completed for the Law Officers.

Operation Thor

On 19 January 2018, following the interception of a vehicle at Enfield, Co Meath three persons were arrested on suspicion of Burglary following a series of burglaries reported in Sligo. The vehicle was also seized. The prisoners were subsequently charged with burglary.

On 24 January 2018, a UK-registered vehicle found with false registration plates was stopped in Kildare, as the vehicle had been reported at a number of burglaries and robberies previously. One person was arrested on suspicion of Aggravated Burglary and was detained at Leixlip Garda Station.

On 25 January 2018, following a number of searches in the Tallaght area, a quantity of gold jewellery with an approximate value in excess of €100,000 was recovered. Two persons were arrested, charged with burglary and remanded in custody.

In Carlow / Kilkenny, under the auspices of Operation Thor, an initiative 'Storm' took place from 29 - 31 January 2018. The initiative included high visibility targeted tactical deployment of operational resources in Kilkenny District to prevent crime, disrupt criminal activity, apprehend criminals wanted on warrant and enhance public relations. Searches and arrests were conducted, supported by Regional Armed Response Unit (ASU) personnel. Specific checkpoints were conducted on 31 January 2018 at various locations within the District which had been identified during meetings held by the Garda Management Team with local community stakeholders.

A total of 19 searches were conducted and 55 persons were arrested for offences including theft, assault, fraud, robbery, burglary and the sale and supply / cultivation of drugs, contrary to the Misuse of Drugs Acts 1984/2016. Twenty seven persons were detained pursuant to s4, CJA, 1984, as amended, with 19 persons charged. Eighteen warrants were executed with 16 persons arrested. Sixty checkpoints were conducted with one vehicle detained under s41, RTA.

The Divisional Officer and the senior management team met with the local business community in Kilkenny and a number of community engagement activities were conducted. These included visits to local national schools with Community Engagement teams and the Garda Mounted Unit. Personnel were also deployed on high-visibility 'beat' patrols which included visits to more vulnerable older persons and nursing homes, as part of the Divisional Age Action Strategy. A total of 27 Trainee Gardaí from the Garda College Templemore assisted with the operation.

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

Schedule of Expected Vacancies

Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2018												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2018
Assistant Commissioner		1											1
Chief Superintendent			1					1			1		3
Superintendent	1		3	1	2		1		2	1	1	1	13
Total	1	1	4	1	2	0	1	1	2	1	2	1	17

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks
Data as at the end of January 2018

Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	8	9									0	9	-1
Chief Superintendent	45	43	2								2	45	0
Superintendent	166	165	4				1			2	1	166	0
Total	219	217	6	0	0	0	1	0	0	2	3	220	-1