



An Garda Síochána

Monthly Report to the Policing Authority

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

November 2019

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
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Ms. Helen Hall
Chief Executive
Policing Authority

Dear Helen

Re: Commissioner's Monthly Report to the Policing Authority

I am pleased to provide the eleventh monthly report for 2019 outlining the key aspects of the administration and operation of An Garda Síochána, in accordance with Section 41A of the Garda Síochána Act 2005, as amended.

This report is provided for review in advance of the Policing Authority meeting with the Commissioner, in public on 27 November 2019.

Yours sincerely

**DERMOT MANN
CHIEF SUPERINTENDENT
OFFICE OF THE COMMISSIONER**

November 2019

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Message from the Commissioner

An Garda Síochána is a growing organisation and now has more personnel than at any time previously in the last decade. At the end of October, there were a total of 14,166 Gardaí, 3,164 Garda Staff and 466 Garda Reserves. Since 2017, we have recruited approximately 2,000 Garda members and more than 1,000 Garda Staff. A further 2,700 personnel, comprising 1,500 Garda members and over 1,200 Garda staff will join us by 2021.

Over the last couple of years, more than 500 Gardaí have been re-deployed to work in front-line policing roles and this will increase by a further 1,000 by 2021 under the new Operating Model. At a time when many police services across Europe are cutting back on numbers, we are growing, with the number of Gardaí on the front-line increasing all the time.

We are also investing in our capacity in important areas such as community policing, crime investigation and roads policing. We are making major advances in providing our personnel with the modern equipment they need to do their jobs effectively and efficiently. The new Operating Model will see us provide a policing service more tailored to the local needs of the communities we serve.

Some examples of notable police work to keep people safe are provided in this report. This includes arrests of an organised crime gang involved in a series of burglaries in the south of the country, the arrest of an individual who carried out a robbery of a post office armed with a knife and numerous seizures of firearms, drugs and cash.

In the last month, ten Gardaí were honoured at the National Bravery Awards for exceptional acts of bravery, which included saving lives and tackling armed robbers. These awards are another demonstration of the dedication and courage shown by Garda members across the country on a daily basis.

I was delighted this month to launch the Garda Diversity and Integration Strategy. This Strategy will improve how we engage with people from diverse backgrounds and will prevent and tackle hate crime, which is an invidious crime that aims to reduce a person's individual freedoms and make them feel unsafe and unwelcome. An Garda Síochána looks forward to delivering on this Strategy, to provide a policing service that has the confidence, support and co-operation of all communities.

J.A. Harris
Commissioner

1. Finance

The overall 'year to date' financial position at the end of October shows a total net expenditure of €1,374.3m which is €2.7m less than the profiled spend of €1,377m. The year to date underspend is due to a combination of the implementation of a programme to reduce expenditure, capital and current, by €36m and the termination of any discretionary expenditure, plus some timing differences. The expenditure on overtime for the year to date (including the Garda College) is €92.4m, which is €13m or 16% in excess of the profiled budget. The year to date excess was driven by a number of events which required extra policing resources in addition to the available rostered resources.

The Departments of Justice & Equality and Public Expenditure & Reform have agreed that An Garda Síochána will be provided with a supplementary estimate to cover the cost of policing the US President and Vice President visits. In addition to this, the acquisition of mobility devices will be funded.

The Supplementary Estimate amounting to €17.5m will be considered before the Justice Committee by the end of November 2019 and then passed by the Dáil in December 2019.

Estate Management Developments in October 2019

- **Fitzgibbon Street Garda Station:** The contract was awarded in October 2019. Works are expected to start on-site in Q4 2019.
- **Garda Water Unit, Athlone:** Works are progressing to renovate the existing facility in Garrycastle, Co. Westmeath. The OPW has taken over Unit 4 under licence to create a Government "Complex" (An Garda Síochána sharing with the Department of Education).
- **Bailieboro Garda Station:** A full design team is in place. Planning has been completed and fully approved. Detailed drawings and preparation of tender documents are on-going by the OPW.
- **Donegal Town Garda Station:** Works are continuing on-site for the refurbishment and extension of the station. It is anticipated that works will be completed in early Q3, 2020.
- **Drogheda PEMS & Locker Room:** Part 9 planning permission was approved on 28 August 2019 for the provision of a new building to facilitate a PEMS Store and locker rooms for Drogheda Garda Station. A design team has been appointed and is progressing with detailed design documents.
- **Upgrade of Naas PEMS:** Part 9 planning permission was granted on 27 August 2019. The OPW is in the final stages of appointing a design team for the project.
- **Tallaght PEMS:** An Garda Síochána has approved plans for a new PEMS facility in Tallaght Garda Station. The OPW is in the final stages of appointing a design team for the project.
- **Cavan Armed Support Unit:** Plans have been approved by An Garda Síochána. The OPW is in the process of preparing a tender package.
- **Athlone Garda Station:** Phase one of the two phase refurbishment is completed and is operational. Phase two enabling works are progressing.

Programme for Government commitment to reopen six Garda Stations

- **Ballinspittle, Co. Cork:** Handover date expected in December 2019.
- **Rush, Co. Dublin:** Refurbishment completion expected by end November, before handover to An Garda Síochána for fit out.
- **Stepaside, Co. Dublin:** Refurbishment completion expected by end November, before handover to An Garda Síochána for fit out.
- **Leighlinbridge, Co. Carlow:** A brief of requirements has been provided to the OPW, which is currently under review. Planning is required and works are expected to be completed in late 2020.
- **Bawnboy, Co. Cavan:** A brief of requirements was provided to OPW and is under review. Planning is required and works are expected to be completed in late 2020.

2. Human Resource and People Development (HRPD)

- Garda and Garda Staff strengths at 31 October 2019, including a breakdown by rank, grade and gender, are outlined below. Information is also provided in respect of family friendly arrangements, sick leave and suspensions.
- The Garda Trainee recruitment campaign continues. Four classes entered the Garda College during 2018. The first class of 2019 entered the College in April, a further intake in August and the final intake enter the College in November. Work is ongoing on recruitment to Garda Staff posts sanctioned by the Policing Authority.
- Refining and revision of the Workforce Plan continues in consultation with the Policing Authority and Departments of Justice & Equality and Public Expenditure & Reform, ensuring continuous focus on the Garda Reassignment Initiative and progress on the workforce modernisation agenda.
- The number of Garda members reassigned to operational duties as at 8 November 2019 is 550. A chart outlining the rank breakdown is provided to follow.
- Details of numbers and vacancies in specified ranks are outlined at Appendices B and C.

Garda Strengths

Rank	At 31 October 2019	Male	Female	WTE
Commissioner	1	1		1
Deputy Commissioner	1	1		1
Assistant Commissioner	8	6	2	8
Chief Superintendent	47	38	9	47
Superintendent	166	151	15	166
Inspector	381	314	67	381
Sergeant	1,981	1,559	422	1,978.5
Garda	11,581	8,289	3,292	11,525.5
Total	14,166	10,359	3,807	14,108

Of which		Male	Female
Career Breaks (incl. ICB)	78	31	47
Work-sharing	58	2	56
Secondments (Overseas etc.)	14	8	6
Maternity Leave	66	N/A	66
Unpaid Maternity Leave	49	N/A	49
Paternity Leave	15	15	N/A
Available Strength	13,886	10,303	3,583

Garda Reserves

Garda Reserves Strength as at 31 October 2019	Total	Male	Female
	466	346	120

Garda Staff Strengths

	Total	WTE*	Male	Female
Professional / Technical	55	54.1	32	23
Administrative **	2,701	2,601.2	686	2,015
Industrial	408	250.8	124	284
Total	3,164	2,906.1	842	2,322

Of which	Total	Male	Female
Career Breaks	20	4	16
Maternity Leave	30		30
Unpaid Maternity Leave	8		8
Paternity Leave	0	0	
Available Total	3,126	842	2,284

* 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
	338	7	331

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

Administrative and Civil Service

Grade	Total	WTE	Male	Female
CAO	1	1	1	
Executive Director	5	5	4	1
Director	1	1	1	
PO	19	19	12	7
AP	42	42	17	25
HEO/AO	148	146.8	65	83
EO	711	701.3	194	517
CO	1,774	1,685.1	392	1,382
Total	2,701	2,601.2	686	2,015

Parental Leave

Persons who availed of Parental Leave during 01.10.19 – 31.10.2019	Garda Members	Garda Staff
	213	114

Garda members reassigned to operational duties as at 8 November 2019

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
2018	0.5	4.5	15	39	199	258
2019	0	3	4	45	240	292
Total	0.5	7.5	19	84	439	550

Garda Members - Unavailable for Duty due to Sick Leave

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
September 2019	1,619	165	129	10	10	0	1,758	175
October 2019	1,704	155	120	11	7	1	1,831	167

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
September 2019	1,741	165	137	10	10	0	1,888	175
October 2019	1830	156	125	11	7	1	1,962	168

*Ordinary Illness **Injury on Duty

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
September 2019	13,078.5	4,313.5	1,079	278	153	0	14,310.5	4,591.5
October 2019	13541.5	4301.5	823.5	321	117	1	14,482	4,623.5

Garda Staff - Number who availed of sick leave

	No.
September 2019	333
October	418

Garda Staff - Instances of Absence

	Administrative Grades	Technical and Professional	Total
September 2019	348	4	352
October 2019	449	11	460

Garda Staff - Number of days absent

	Administrative Grades	Technical and Professional	Total
September 2019	3,096.5	64	3,160.5
October 2019	3,153	100	3,253

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

Suspensions: Persons suspended from An Garda Síochána as at 5 November 2019

Total	Male	Female
41	37	4

3. Information and Communications Technology (ICT)

Front Line Mobility: In October 2019, the Garda ICT Active Mobility Team continued its preparation for the deployment of 2,000 mobile devices to frontline members by the end of 2019. The public tender process is now complete and responses to the tender are currently being evaluated. Other activities being conducted throughout November include the completion of the IT infrastructure build-out and the completion of key risk management workshops and reports.

Roster and Duty Management System (RDMS): RDMS Rollout for Q4 2019 was completed for Garda members at the Garda College, Garda National Vetting Bureau and Fixed Charge Processing Office on 4 November 2019. The rollout to Garda Staff commenced on a pilot basis at the Garda National Vetting Bureau on 18 November 2019.

Property and Exhibits Management System (PEMS): At 3 November 2019, a total of 647,329 Objects have been created in PEMS2.

Investigation Management System (IMS): As of 3 November 2019, a total of 8,811 Investigations and 84,825 Investigation Jobs have been created in IMS. A number of high priority defect fixes and Change Requests will be deployed into the live environment in November. IMS will commence the Phase 2 rollout to Kilkenny/Carlow, Wexford and Tipperary on week commencing 18 November 2019.

Schengen Information System II (SISII): This project is on track to achieve technical readiness in December 2019. Functional testing has been completed with Iceland, Netherlands and Germany and further tests commenced on 12 November 2019 with Switzerland. Formal testing is scheduled for December 2019. User acceptance testing of all SIS-related national systems is progressing and is scheduled to be completed at the end of November. Training materials are in development for delivery in Q1 2020 and initial Schengen communications are available on the Garda website. Schengen “go-live” is at the discretion of the EU Commission but the indication is that this will be scheduled for end of March / beginning of April 2020.

4. Corporate Communications

Launch of the Garda Diversity and Integration Strategy

On 9 October 2019, the Commissioner and Minister of State for Equality, Immigration and Integration, David Stanton TD, launched the Garda Síochána Diversity and Integration Strategy, 2019 – 2021. The Strategy has significant focus on enhancing reporting and investigation of hate crime and has introduced for the first time a working definition of ‘Hate Crime’ for An Garda Síochána.

A joint press release with Minister Stanton was issued, alongside social media messages and publication to Garda.ie and the portal. Our key message around a new hate crime definition received widespread coverage.

Storm Lorenzo

The Garda Press Office attended preparatory meetings of the National Emergency Coordination Group ahead of predicted Storm Lorenzo and issued warnings to the public via social media from 2 to 4 October 2019.

New Digital Internal Communications Channel – Desktop Screensavers

A new Internal Communications Department was established in An Garda Síochána in May 2019, with the aim of improving communications within the Organisation. As part of this, a new digital internal communications channel was developed and rolled out in October 2019, through desktop screensavers. These screensavers are designed and developed by the Internal Communications Department and each screensaver contains a key message, relevant to the majority of personnel.

The screensavers are on all desktop computers in the Organisation and become visible on screens after 10 minutes of inactivity. These screensavers will be updated on a monthly basis and will become part of the overall package of internal communications channels available to disseminate messages across the organisation.



Launches and Initiatives

A number of key initiatives and events took place during the month of October, including:

- Publication of the Garda Public Attitudes Survey Q2 2019 on 4 October 2019. Key points included:
 - Year-on-year growth in people who don't worry about becoming a victim of crime
 - Satisfaction with local Garda service at 80%
 - 89% of people trust An Garda Síochána
 - Public perception of Garda visibility at highest level in a year
- Operation THOR 'Winter Phase' 2019/2020 was launched on 8 October 2019. An Garda Síochána commenced the Winter Phase 2019/2020 of Operation Thor on 1 October 2019 which will run until end of March 2020.
- On 9 October 2019, An Garda Síochána, the Road Safety Authority and the Irish Tyre Industry Association launched a campaign targeting defective tyres on vehicles; 'Tyre Safety Day' will be held during Irish Road Safety Week to remind all road users to check their tyres.

- ‘National Slow Down Day’ was held over a 24 hour period between 7am on Friday 18 October and 7am Saturday 19 October 2019. In total, An Garda Síochána and GoSafe checked 204,849 vehicles and detected 286 vehicles travelling in excess of the applicable speed limit.
- On 24 October 2019, An Garda Síochána and the Road Safety Authority held a Safety Bank Holiday Weekend Press Briefing at Store Street Garda Station.
- Operation Tombola was promoted across all social media platforms. Incidents of fireworks seizures and safety messages were highlighted in particular.

Media Interviews/Briefings included:

- 3 October 2019 – Inspector James Hallahan provided information on Storm Lorenzo (96FM).
- 4 October 2019 – Inspector Gary McPolin and Sergeant Tim O’Keefe gave briefings on the night of Junior Certificate Results (96FM and Radio Kerry).
- 10 October 2019 - Media interviews with Assistant Commissioner O’Sullivan (Security and Intelligence) on Garda action to tackle dissident terrorism, the far-right, and Jihadi terrorism.

5. Progress update on embedding the Code of Ethics

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

On 31 October 2019, the status of participation at Ethics Workshops and the associated sign up to the Code of Ethics Declaration is as follows;

	Total Number	Attended Workshops	% Attended Workshops	Numbers Signed	% attended workshops that signed	% of total number that signed
No. of Garda Members	14,166	13,141	93%	12,095	92%	85%
No. of Garda Staff	3,164	2,039	64%	1,932	95%	61%
Reserves	466	168	36%	134	80%	29%
Total including Reserves	17,796	15,348	86%	14,161	92%	80%
Total excluding Reserves	17,330	15,180	88%	14,027	92%	81%

Garda Decision Making Model (GDMM)

- On 15 October 2019, Chief Superintendent Garda Ethics and Culture Bureau (GECB) attended a critical incident decision making course with the Northern Ireland and Irish Prison Services. The content and presentation approach will inform An Garda Síochána’s presentation approach on the GDMM.
- Chief Superintendent GECB delivered a presentation on the new GDMM at a STOC conference in University of Limerick on 23 October 2019 to an attendance of approximately 60 Chief Superintendents and Superintendents.
- The Garda College is currently in talks with a third party supplier regarding the development of an e-Learning training initiative in respect of the Decision Making Model.

6. Implementation of Culture Change

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

- Five initiatives were implemented in Q3 which did not require a pilot phase. Monitoring of these initiatives will continue in Q4.
- Two initiatives which were piloted in Q3 will now transfer to full implementation nationally in Q4.
- Two initiatives have been integrated into other on-going APSFF projects.
- Two initiatives are awaiting implementation and do not require a pilot phase i.e.
 - Staff Engagement Charter: The Charter was disseminated to the organisation on 12 November 2019 and the document is due to be published on the Garda Portal in mid-November 2019.
 - Special issue of Garda NewsBeat – A special issue of Newsbeat, dedicated to Staff Culture Engagement Initiatives is being prepared.
- The final initiative which examines the potential for a future Cultural Audit post 2019 remains ongoing and a Tele-conference was held with a potential third-party provider on the 11th October 2019.

7. Risk Management

There are 17 Corporate Risks on An Garda Síochána's Corporate Risk Register. Corporate Risk Owners have been assigned and each is being actively managed. The Garda Risk Management Unit (GRMU) continues to provide Organisation-wide communications, training, workshops, advice and guidance to all risk management stakeholders. Superintendent GRMU undertakes regular meetings with Divisional and District Risk Managers to review and quality assure Risk Registers and GRMU provides Risk Register Development Workshops to stakeholders on an ongoing basis.

- One-to-one Risk Register Quality Assurance meetings were held with:
 - Assistant Commissioner Governance and Accountability, the Corporate Risk owner for 'Professional Conduct and Ethical Behaviour' on 2 October 2019, and
 - Assistant Commissioner North Western Region, who is the Corporate Risk Owner for 'Brexit', on 15 October 2019.
- Support staff briefings were held in Castlebar, DMR Harcourt Square and Mullingar during October 2019. A further round of Risk management briefings to Inspectors' Development Programmes commenced in October.
- The Key Governance Stakeholder Group meeting was held on 4 November 2019.
- The Audit and Risk Committee held a meeting on 11 November 2019.
- A Risk & Policy Governance Board meeting was held on 17 October 2019. The next meeting will concentrate solely on a review of Corporate Risks.

Compliance rates from Divisions and Regions have remained consistently high throughout 2018 and the start of 2019. The compliance rate for 2019 to date is currently 94%.

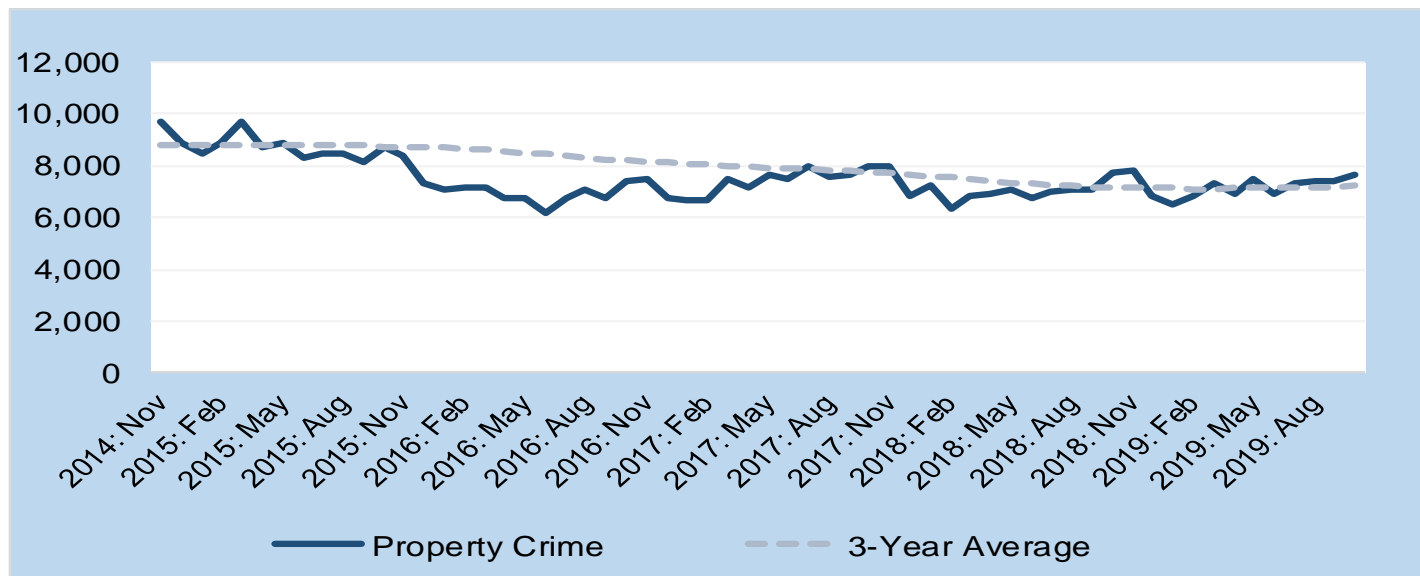
8. Crime Trends

National Overview

Long term trends in property crime and burglary have plateaued, having been decreasing over the previous four years. Crimes against the person and sexual offences continue a long term increase. While public order has been increasing since 2018, criminal damage, which had been decreasing, has now begun to stabilise.

Chart 1: Total Property Crime - 5 Year Trend

Nationally, total **Property Crime** had trended downwards since the end of 2015, but has shown some indications of an increase in 2018/19. Levels are up +1% in the past 12 months than in the 12 months prior and property crime figures for the first 10 months of 2019 were +2% higher than the same period in 2018.

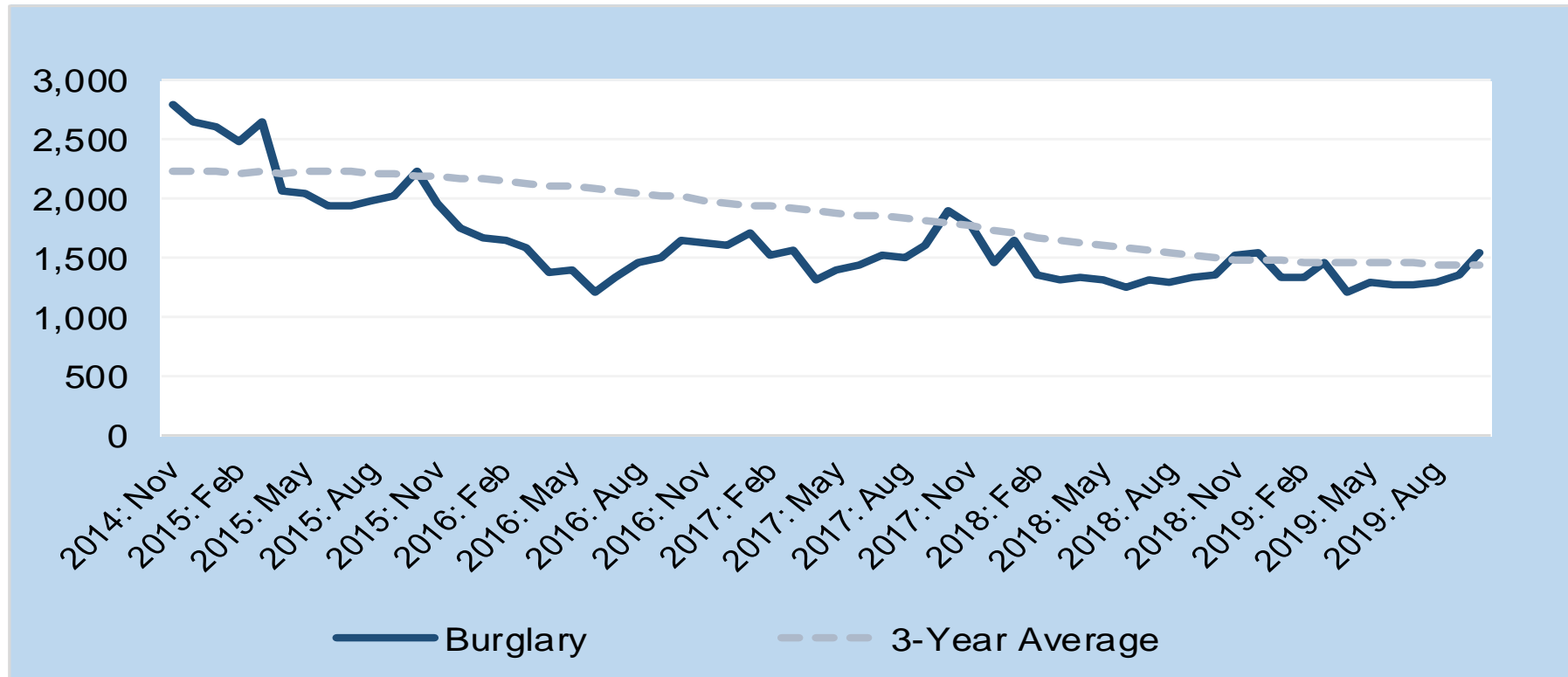


The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

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

Chart 2: Burglary - 5 Year Trend

Burglary has also been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015. Residential burglary is up 1% and burglary occurring elsewhere is down -9% in the past 12 months compared to the previous period. Burglary remains susceptible to seasonal variations, with occurrences peaking in the darker winter months.

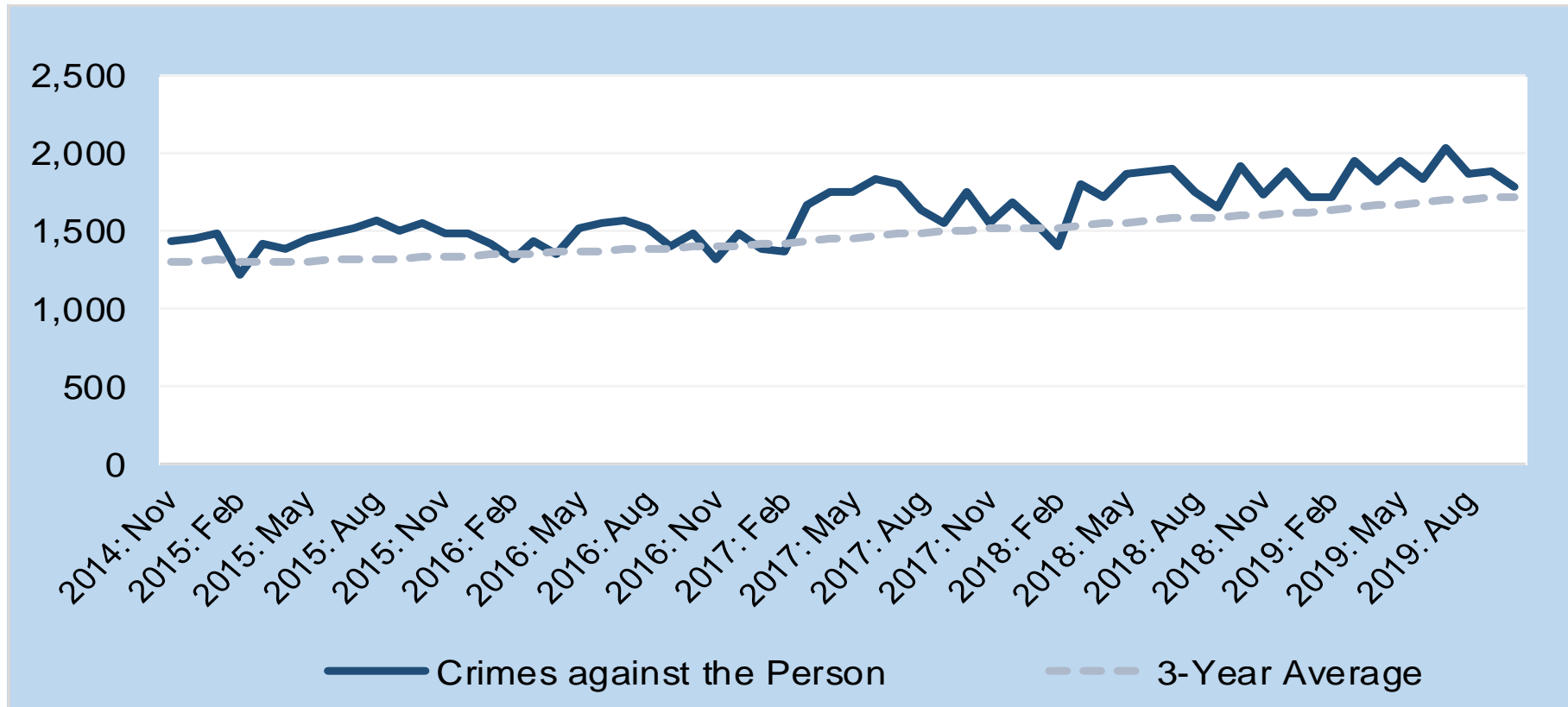


The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

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

Chart 3: Crimes against the Person - 5 Year Trend

Nationally, crimes against the person continue to trend upwards, with an increase of +6% in the 12 month comparison, primarily driven by an increase in assaults.

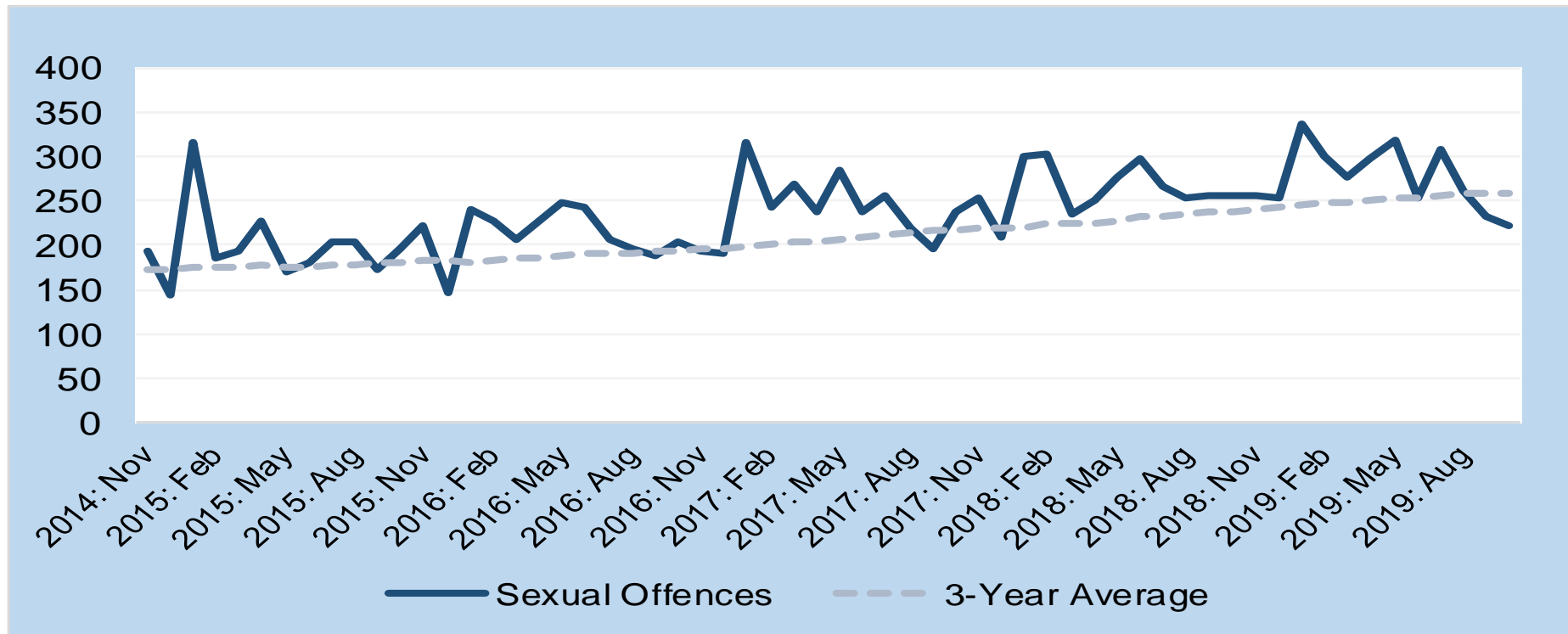


The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

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Chart 4: Sexual Offences - 5 Year Trend

The Garda Information Services Centre (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 and are up +4% in the past 12 months as compared with the 12 months prior to this. This increase is not unique to Ireland and may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. However, given that crimes against the person are also on an upward trend, it cannot be precluded that there has been an increase in the number of sexual crimes occurring.

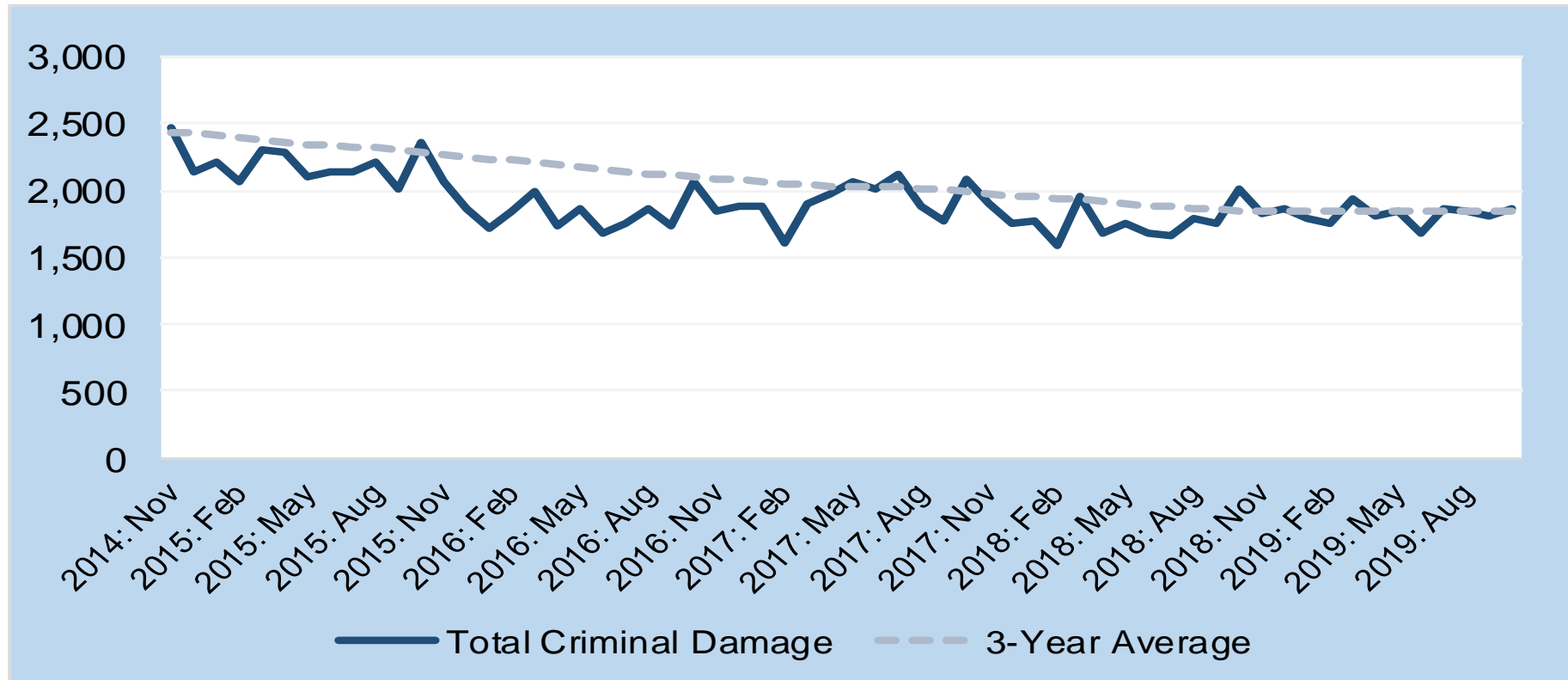


The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

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Chart 5: Total Criminal Damage - 5 Year Trend

Nationally, total criminal damage incidents have trended downwards, but have recorded a +2% increase in the last 12 months compared to the previous period.

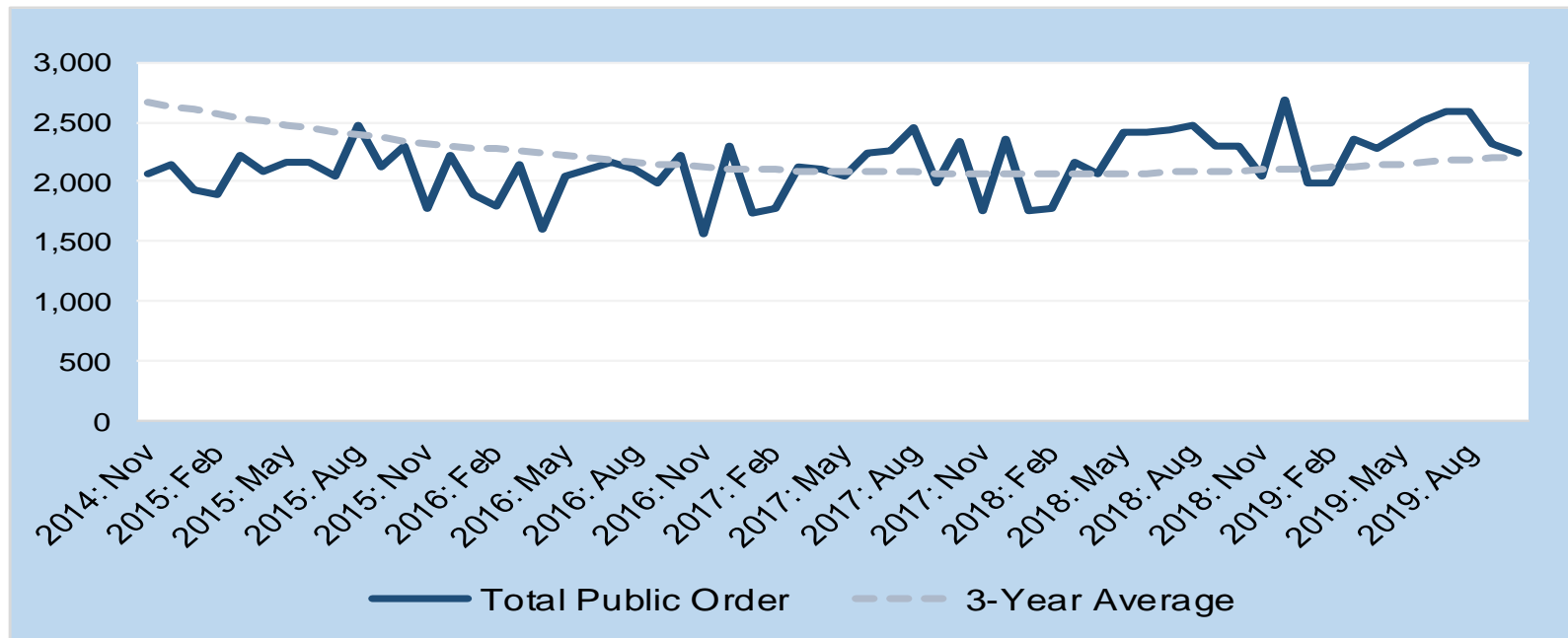


The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

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

Chart 6: Total Public Order - 5 Year Trend

Total public order incidents have been showing an increasing trend since mid-2018. There has been a +6% increase in the number of recorded offences in the last 12 months compared to the previous period. Increases in public order offences have been driven by a +12% increase in drunkenness offences over the same period.



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

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

Organisational Challenges

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 setting out agreed criteria for lifting the reservation. Initiatives to improve data quality continue to be rolled out across the Organisation.

9. Policing Successes

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

On 5 October 2019, a vehicle failed to stop for Gardaí on Bunratty Road, Dublin 17 and collided with a traffic island. The three occupants alighted from the vehicle and were followed on foot. One of the occupants dropped a package, which, when recovered, was found to contain a firearm and ammunition. A male was arrested on suspicion of unlawful possession of a firearm/ammunition and was conveyed to Coolock Garda Station, where he was detained contrary to Section 30 of the Offences Against the State Act 1939. As part of that investigation, a search warrant was executed on 12 October 2019, supported by the Emergency Response Unit (ERU). On 14 October 2019, the male was charged with two offences contrary to section 27(a) 1 of the Firearms Act 1964, as amended, and brought before the Criminal Court of Justice (CCJ) where, following Garda objections, he was remanded in custody.

On 16 October 2019, Gardaí in the Limerick Division arrested two men in connection with seven burglaries in business premises in Limerick, which occurred on 19 April 2019. These arrests followed an investigation into the activities of an organised crime gang suspected of being involved in burglaries across the Southern Region. Both males were arrested under section 73(1) of the Criminal Justice Act, 2006. When presented with the volume of evidence gathered, admissions were made in respect of the incidents concerned. Both appeared before Limerick District Court, where following Garda objections, they were remanded in custody.

Also on 16 October 2019, the Cavan Armed Support Unit (ASU) attended the scene of a robbery at Ardagh, Co. Longford. A male armed with a knife, had entered a post office and escaped in a vehicle stolen from a customer in the post office. The vehicle was intercepted by the ASU and following a brief struggle, the male was arrested. He was detained for questioning at Granard Garda Station and was charged with an offence contrary to Section 4 of the Theft Act 2001 and was remanded in custody.

On 17 October 2019, the Criminal Assets Bureau, supported by the Regional ASU conducted searches in Co. Limerick, targeting the assets of an individual suspected of being involved in the construction industry. A high-end vehicle and documentation were seized.

On 18 October 2019, a report was received at Ashbourne Garda Station that an intruder had gained entry to an unoccupied house in a rural location in Co. Meath. As Gardaí were responding to the call, the suspect left the scene in a car and collided with another vehicle a short distance away. Uniformed members pursued the male on foot and he was arrested in possession of a sum of cash. The suspect was charged with burglary related offences and appeared before the Criminal Courts of Justice on 19 October 2019, where he was remanded on bail.

On 22 October 2019, members from Drogheda Garda Station attended the scene of an armed robbery involving two males armed with a firearm and a handgun at a convenience store in Drogheda, Co. Louth. Customers successfully detained one of the suspects who was arrested by Gardaí. All monies stolen were recovered. The suspect was charged with one count of robbery and appeared before Dundalk District Court where he was remanded in custody. The investigation remains ongoing.

Also on 22 October 2019, the Criminal Assets Bureau, supported by the Regional ASU, conducted searches in Co. Waterford, targeting the assets of an organised crime gang suspected of being involved in the sale and supply of controlled drugs in the Waterford area. The searches resulted in the seizure of two high-end vehicles.

On 25 October 2019, following investigations by the Garda National Drugs and Organised Crime Bureau (GNDOCB) into an organised crime gang suspected of involvement in the importation and distribution of drugs, searches were carried out in Dublin 11. The searches resulted in the recovery of almost €650,000 in cash. One male was arrested and charged with an offence contrary to Section 7 of the Criminal Justice (Money Laundering and Terrorist Financing) Act 2010, as amended, and brought before a special sitting of the Criminal Court of Justice on 26 October 2019, where he was remanded on bail.

On 30 October 2019, as a result of an intelligence-led investigation, personnel from GNDOCB stopped and searched a vehicle in North Dublin, resulting in the seizure of a handgun and ammunition. Three suspects were arrested pursuant to Section 30 of the Offences Against the State Act 1939/98, as amended, and detained at Ballymun and Coolock Garda Stations. One male was subsequently charged with two offences, contrary to Section 27(a)1 of the Firearms Act 1964, as amended, and appeared before a special sitting of the Criminal Courts of Justice on Saturday 2 November 2019, where he was remanded in custody.

During the month of October 2019, the Criminal Assets Bureau obtained six orders, pursuant to Section 3 of the Proceeds of Crime Act 1996, as amended, over assets, including two mobile homes, four vehicles, a race horse, a residential property, €90,000 in cash and approximately €338,000 held in accounts.

10. Community Engagement and Organisational Initiatives

Sligo Business Awards

On 4 October 2019, An Garda Síochána Sligo/Leitrim Division won an award in the Best Corporate Social Responsibility Category at the Sligo Business Awards Ceremony. The award recognised the Sligo/Leitrim Divisional Facebook page, launched in April 2018, for its contribution to Corporate Social Responsibility in the North West.



'Operation Runabay'

Operation Runabay was launched by the Garda National Protective Services Bureau (GNPSB) in January 2017 to identify remains located on the western coast of Britain, who may be persons reported missing in Ireland. On 22 October 2019, under the auspices of 'Operation Runabay', DNA samples compared with the UK authorities resulted in the positive identification of remains located in Wales as those of an Irish National who had been reported missing in August/September 1983. Through liaison between An Garda Síochána and UK Constabularies to date, ten recovered remains have been identified as persons who were previously reported missing, using comparative familial DNA.

Garda Diversity and Integration Strategy 2019 – 2021

On 9 October 2019, The Garda Diversity and Integration Strategy 2019 - 2021 was launched in Balbriggan Community Centre by the Commissioner and Minister of State with responsibility for Equality, Immigration and Integration. The Launch was attended by local representatives and internal/external stakeholders across the diversity spectrum who had assisted in the development of the Strategy. The Strategy runs for three years and will see a significant focus on identification, reporting, investigation and the prosecution elements of hate crime, coupled with the introduction of a tiered level of diversity training within An Garda Síochána.



An Garda Síochána

Keeping People Safe

- Age
- Disability
- Race
- Colour
- Nationality
- Ethnicity
- Religion
- Sexual Orientation
- Gender

Part funded by
EU Internal Security Fund Police

LET'S STOP HATE TOGETHER

REPORT HATE CRIME NOW

Hate Crime Definition
Any criminal offence which is perceived, by the victim or any other person to, in whole or in part, be motivated by hostility or prejudice, based on actual or perceived age, disability, race, colour, nationality, ethnicity, religion, sexual orientation or gender.

If you've experienced an act of violence, intimidation or hostility because of who you are, you may have been the victim of a Hate Crime. Hate Crime can include verbal abuse, intimidation, threats, harassment, assault or criminal damage to your property and can impact individuals, families and communities. An Garda Síochána takes Hate Crime very seriously. We will investigate all reports of Hate Crime thoroughly and sensitively.

Report Hate Crime at your local Garda Station.

For a full Garda Station directory: www.garda.ie
Find your local Garda Diversity Office: www.garda.ie
Contact the Garda Confidential Line: **1800 666111**
Garda Diversity & Integration Strategy: www.garda.ie
Have online hate speech / abuse removed: www.hotline.ie

Garda National Diversity & Integration Unit
Garda Community Relations Bureau
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An Garda Síochána
Keeping People Safe

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Annual Crime Prevention Officer Conference

The Annual Crime Prevention Officer (CPO) Conference took place in the Garda College on 10 and 11 October 2019. The conference focused on awareness of physical security measures with presentations made to the CPOs by industry experts.



'Building Trust and Bridging Divides'

A one-day Regional Workshop, entitled 'Building Trust and Bridging Divides' was held in Athlone on 11 October 2019 and was facilitated by the Traveller Mediation Service and the Garda National Diversity & Integration Unit. Workshops will take place on a Regional basis in the future.

Garda Diversity Officer Conference

The Garda Diversity Officer Conference was held in the Sheraton Hotel, Athlone from 22 – 24 October 2019. The conference was officially opened by Assistant Commissioner Garda Community Relations Bureau and was addressed by the Commissioner and the Minister of State with responsibility for Equality, Immigration and Integration. The conference was attended by over 220 Garda Diversity Officers and Regional Inspectors and the themes included diversity in policing, hate crime and anti-radicalisation.



'Operation Tombola'

As in previous years during the run-up to Halloween as part of Operation 'Tombola', An Garda Síochána and other emergency services issued warnings and awareness campaigns concerning the serious dangers associated with fireworks, with the public reminded that the sale, possession or use of fireworks in this country is illegal.

The Garda National Community Policing Unit prepared a "Stay Safe on Halloween" presentation, tailored for parents, guardians and adults, which was delivered to Neighbourhood Watch, Community Alert, Business Watch and other community group meetings. A separate "Halloween Safety" presentation was prepared for secondary schools and activity sheets for primary schools.



National Bravery Awards

Ten Gardaí were honoured at the National Bravery Awards for exceptional Acts of Bravery. These included saving lives and tackling armed robbers. Three Bronze Medals for Bravery were also awarded and a further five recipients received Silver Medals.



National Drugs Strategy Training

In line with our Organisational harm reduction commitments under the National Drugs Strategy, 'Reducing Harm, Supporting Recovery, A Health Led Response to Drug and Alcohol Use in Ireland' 2017-2025, the fourth National Drugs Strategy Training Programme was completed in the Garda College in October 2019.

This programme is designed to support Divisions by providing training to Gardaí locally and provides expert presenters to deliver harm reduction talks to requesting agencies or bodies within their Division. To date, 70 Gardaí and Sergeants have been trained from Community Policing Teams or Drug Units. The programme participants receive expert talks from the Health Service Executive, Department of Health, National Family Support Network, Merchants Quay Ireland, clinical psychologists working in the area of addiction, Health Products Regulatory Authority, the Health Research Board, the Probation Service, the Office of the DPP, Forensic Science Ireland, the Criminal Assets Bureau and the Garda National Drugs and Organised Crime Bureau. Feedback from presenters is very positive in supporting this programme into the future.



'Community Dialogue: Debunking Myths on FGM' Conference



The Garda National Diversity and Integration Unit attended a Female Genital Mutilation (FGM) Conference entitled "Community Dialogue: Debunking myths on FGM" on 22 October 2019 at the Irish Human Rights and Equality Commission.

Maritime Analysis Operations Centre (Narcotics) Award

The Maritime Analysis Operations Centre (Narcotics), (MAOC N), is an international Law Enforcement Organisation based in Lisbon. It comprises Law Enforcement and Military personnel from seven European countries, including Ireland. The role of MAOC N is to prevent illegal maritime drug trafficking into Europe.

This year, the co-ordination of the interception of Cocaine shipments from South America by MAOC N resulted in seizures totalling €1.8 billion from transnational organised crime groups and led to the arrest of a significant number of persons on suspicion of drug trafficking offences.

Each year, MAOC N presents an award to individuals who have displayed extraordinary commitment to the fight against international drug trafficking. This year, MAOC N recognised the outstanding contribution of Detective Superintendent Seán Healy from Cork.

Detective Superintendent Healy has been involved in the investigation of major drug importation cases into Ireland over the past 25 years. His commitment, drive and successful operational activity has been recognised at an international level and he is regarded as an expert on Maritime Law.

Detective Superintendent Healy received the MAOC N Medal for Distinction from the Director of MAOC N, Mr. Michael O'Sullivan at a ceremony in Lisbon, attended by law enforcement and dignitaries from the seven countries. The award presented to Detective Superintendent Healy is the first such medal to be received by a member of An Garda Síochána.



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

Priority 1. Community Policing

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

Priority 2. Protecting People

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

Priority 3. A Secure Ireland

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

Priority 4. A Human Rights Foundation

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

Priority 5. Our People – Our Greatest Resource

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

Priority 6. Transforming our Service

82	Management of New Rostering	Red	93	Internal Communications Strategy	Green
83	Estate Management	Red	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	Red
87	Costed Policing Plan	Red	98	Data Quality Assurance Plan	Green
88	Budget & Sanctions Framework	Red	99	Digital Strategy	Green
89	Corporate Governance Framework	Green	100	Mobile Devices Procurement	Red
90	PAF Phase 2	Green	101	ECM Deployment	Green
91	Risk Management Framework	Green	102	CAD Deployment	Green
92	Head of Internal Communications	Green	103	RDMS Deployment	Red

Additional Information. Non-Policing Plan APSFF Projects

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

Appendix B

Schedule of Expected Vacancies

Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2019												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2019
Assistant Commissioner								1					1
Chief Superintendent	1				1	1	2			1			6
Superintendent	4	3		3		1			3	1	1		16
Total	5	3	0	3	1	2	2	1	3	2	1	0	23

Appendix C

Return to the Policing Authority: numbers and vacancies in the specified ranks - end of October 2019

Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	9	8									0	8	1
Chief Superintendent	47	47	1				1				0	47	0
Superintendent	168	165	3					1		1	1	166	2
Total	224	220	4	0	0	0	1	1	0	1	1	221	3