



An Garda Síochána
Monthly Report to the Policing Authority

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

April 2019

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
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Bí linn/Join us  

Ms. Helen Hall
Chief Executive
Policing Authority

Re: Commissioner's Monthly Report to the Policing Authority

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

Work has continued to provide additional and updated data in accordance with requests of members of the Policing Authority. This report includes a new piece at Section 6, Implementation of Culture Change, which outlines progress made to date following the publication of the Cultural Audit in 2018. We will continue to enhance this area of routine reporting following discussion at the forthcoming Organisation Development Committee meeting. As included in reports since February of this year, Section 8 provides incident data extracted from the PULSE system for the past five years which gives a richer context to trends than year on year comparisons. You will note that trends regarding burglary have been outlined in a separate table this month.

Section 9 again provides an update in respect of projects reported on by the Strategic Transformation Office (STO). As mentioned in last month's report, the STO's core reporting mechanisms are currently focused on projects contained in the policing reform plan, 'A Policing Service for the Future'. Further projects are as usual, listed under the Policing Plan Report at Appendix A.

As addressed in our March report, the 'status' of projects outlined in the Policing Plan Report and those generated by the STO in respect of targets of 'A Policing Service for the Future' will come into alignment in the new Policing Plan reporting period.

We will continue to report to you as part of the Policing Strategy and Performance and the Organisation Development Committees to ensure you are informed on all relevant projects in accordance with your oversight role. We will also continue to engage with you in relation to reporting requirements following the publication of the Garda Síochána Strategy Statement 2019 – 2021 and Policing Plan 2019.

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

Yours sincerely

JOHN TWOMEY
ACTING COMMISSIONER

April 2019

Message from the Commissioner

I acknowledge and note the Policing Authority's *Seventh Report to the Minister in response to the request under Section 117A(2) of the Garda Síochána Act 2005, Monitoring and assessment of the measures taken by the Garda Síochána to implement recommendations of the Garda Inspectorate Report "Changing Policing in Ireland"*.

The points made in this report are valid in the context of the Modernisation and Renewal Programme and importantly, remain valid as we implement the new reform plan. Since the publication of the Commission on the Future of Policing in Ireland's findings and the subsequent implementation plan, 'A Policing Service for the Future', we are seeking to make progress in addressing many of the concerns set out in the Authority's Report. In an organisation as large and complex as An Garda Síochána, change takes time to reach the front lines, but we are confident that we have put a realistic, intentional plan in place to address the concerns.

We are actively working on governance and oversight arrangements for the new reform plan to implement the recommendations in this and previous Authority Reports. We are incorporating lessons learned from the MRP, particularly around the delivery challenges faced by An Garda Síochána's enabling functions (including HR, ICT, Finance and Training). The reports of the Policing Authority have been a key influence in the design of the new implementation plan.

An Garda Síochána is steadily advancing the implementation plan, in particular;

- The creation of a dedicated Human Rights Unit to guide how we deliver our service and ensure that the human rights of all are respected and protected.
- The re-establishment of the Strategic Human Rights Advisory Committee.
- Refresher training on governance for the Senior Leadership Team.
- Recruitment of 261 Garda Staff, expanding the specialist skills and experience within the organisation.
- Redeployment of 79 Gardaí to operational policing, enabled by the recruitment of Garda Staff, a total of 337 since the redeployment programme commenced last year.
- Recruitment of 99 Garda Reserves.
- Delivery of the first phase of a new Investigations Management System.
- Analysis of Security and Intelligence capabilities.
- Implementation of the new Policing Model in four pilot Divisions.
- Continuation of the roll-out of Divisional Protective Services Units.
- Progress on work necessary to deliver mobile technology and new uniform to the frontline.

We are also addressing the Policing Authority's concerns about the "absence of strategic vision" for An Garda Síochána. As you will be aware, a new Strategy incorporating a new Vision for An Garda Síochána has recently been approved. We are also well advanced in the development of a new operating model for the Organisation that will provide a clear roadmap for planning and resource allocation into the future.

Earlier this month I was delighted to announce a new competition for Garda trainees. An Garda Síochána is a growing organisation and we have been attracting high calibre people, but it is vital in a time of almost full employment that this continues. We also know that we need to become a much more diverse organisation so that we properly reflect the society we serve. That is why our campaign is focusing on people who might not have previously considered a career as a Garda member. Many people have the skills we need for a policing role, but they might not have thought they could transfer those to being a Garda.

Policing is a highly rewarding career where every day you can make a difference to the lives of individuals and communities. We want to encourage people from all walks of life to join us. We are

looking for diversity, not only in background but also in skills. In order to encourage candidates from minority communities, An Garda Síochána will consider alterations to the Garda uniform to take account of religious and ethnic requirements subject to operational and health and safety obligations.

For example, An Garda Síochána is to allow the wearing of the turban for members of the Sikh community and the hijab for members of the Muslim community. An Garda Síochána has identified such matters as a major barrier to some people considering becoming a Garda member. Certainly, there has been a positive reaction from those communities to this initiative, which is very welcome.

We recognise that we will not become more diverse overnight; this is a longer-term project, but we hope this campaign will demonstrate that we are serious about becoming more diverse and will encourage people from minority communities to join us as a Garda member, Garda staff or Garda Reserve.

Section 10 of this report outlines many policing successes and the dedication by Garda members to keeping people safe every day throughout the country. This dedication was very evident on 11 March last, when a number of unarmed Gardaí showed great bravery in arresting a male armed with a firearm in Ballymun. The actions of the Gardaí undoubtedly ensured the safety of the people living in that area.

J A Harris
Commissioner
An Garda Síochána

Financial Position –March 2019

The overall, year to date financial position at the end of March shows a total net expenditure of €391.7m which is €3m less than the profiled spend of €394.7m. The expenditure on overtime for the year to date 2019 was €21.7m, which is in line with the profiled budget. In addition, there was €0.3m expended on overtime in the Garda College for the year to date. The expenditure on salaries for March 2019 was €76.8m and the year to date expenditure is €248.4m, resulting in a year to date overspend of €0.3m. There are a number of subheads showing savings for the year to date, however, this situation is as a result of timing issues as the subheads are fully committed. As it will be a very challenging financial year, all budget holders have been advised that they must keep within their allocations for the year.

Developments in April 2019

- **Old Kevin Street Garda Station:** Due to be handed over in mid-April 2019.
- **Modular Building Extension, Garda Headquarters:** Due to be handed over in mid-April 2019.
- **Fitzgibbon Street Garda Station:** Tenders have been issued for the main contract with a return date of 2 May 2019.
- **Bailieboro Garda Station:** The full design team has recently been appointed. Completion of detailed drawings and preparation of tender documents are continuing.
- **Donegal Town Garda Station:** A 15 month contract has been awarded for the refurbishment and extension of the station. Works are to commence in April 2019 and are due to be completed in July 2020.
- **Ballincollig:** A contract has been awarded to upgrade the station to cater for the Cork Divisional Traffic Corps. Works are due to commence in April 2019.
- **Upgrade of PEMS at Naas:** A planning application for the upgrade of PEMS was lodged on 20 March 2019.
- **Transaer House:** Due to enhanced requirements, the building will be completed in mid-April 2019.
- **New purpose built Garda facility at Military Road:** Tender documents are being prepared with a publication timeframe of Q2 2019. Military Road will not accommodate all Garda Units based at Harcourt Square and OPW is developing proposals regarding how the 'shortfall' in accommodation will be met.

Programme to reopen Garda Stations

- **Ballinspittle, Co. Cork:** Final sign-off has been completed for the works required to reopen Ballinspittle Garda Station. A tender package is currently being finalised by the OPW. Works are expected to be completed by mid-2019.
- **Rush, Co. Dublin:** Final sign-off has been completed for the works required to reopen Rush Garda Station. Works are expected to be completed by mid-2019.
- **Stepaside, Co. Dublin:** Part 9 planning application has been lodged, currently in six week period for submissions/observations. Maintenance/enabling works are ongoing at the station. Works are expected to be completed by mid-2019.

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

2 Human Resources and People Development (HRPD)

- Garda and Garda Staff strengths, as at 31 March 2019, including a breakdown by rank, grade and gender, are outlined below.
- Information is provided in respect of family friendly arrangements, sick leave and suspensions.
- The Garda Trainee Recruitment Campaign continues. Four classes entered the Garda College during 2018. The first class of 2019 will enter the College in April 2019, with further intakes in July and December 2019.
- Work is ongoing on recruitment to Garda Staff posts sanctioned by the Policing Authority.
- The number of Garda members reassigned to operational duties at 29 March 2019 is 337. A chart containing the rank breakdown is provided below.
- Details of numbers and vacancies in specified ranks are outlined at Appendices B and C.

Garda members reassigned to operational duties as at 29 March 2019

Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
0.5	6.5	16	46	268	337

Garda Strengths

Rank	At 31 March 2019	Male	Female	WTE
Commissioner	1	1		1
Deputy Commissioner	1	1		1
Assistant Commissioner	9	7	2	9
Chief Superintendent	47	38	9	47
Superintendent	165	150	15	165
Inspector	368	307	61	368
Sergeant	2022	1600	422	2019.5
Garda	11547	8266	3281	11493.5
Total	14,160	10,370	3,790	14,104

Of which		Male	Female
Career Breaks (incl. ICB)	79	36	43
Work-sharing	56	3	53
Secondments (Overseas etc.)	15	8	7
Maternity Leave	95		95
Unpaid Maternity Leave	42		42
Available Strength	13,873	10,323	3,550

Garda Reserves Strength as at 31 March 2019	Total	Male	Female
	517	380	137

Garda Staff

	Total	WTE*	Male	Female
Professional / Technical	56	55	32	24
Administrative **	2442	2333.9	563	1879
Industrial	427	256.7	127	300
Total	2925	2645.6	722	2203

Of which	Total	Male	Female
Career Breaks	17	3	14
Maternity Leave	23		23
Unpaid Maternity Leave	5		5
Available Total	2,880	719	2,161

* 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
	376	12	364

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

Civil Service Grades

Grade	Total	WTE	Male	Female
PO	15	15	10	5
AP	38	37.9	16	22
HEO	140	138.7	62	78
EO	436	425.6	104	332
CO	1806	1709.7	365	1441
Total	2435	2326.9	557	1878

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

Total	Male	Female
45	38	7

Sick Leave

Garda members unavailable for duty due to sick leave as at 1 April 2019

Garda	Sergeant	Inspector	Superintendent	Higher Ranking Members	Total
557	36	3	1	1	598

Garda Staff unavailable for duty due to sick leave as at 1 April 2019

CO Temp	CO	EO	HEO	Professional	Teacher / Researcher	Total
3	80	14	3	1	1	102

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

- **Enterprise Content Management (ECM):** ECM across An Garda Síochána has been sanctioned for national rollout. The next phase is being progressed with activities underway to commence at the Eastern Region, Southern Region and the Dublin Metropolitan Region (DMR). Training has commenced in the Laois/Offaly Division.
- **Investigation Management System (IMS):** The IMS Phase 1 system has been completed. IMS is live across the Waterford Division since 28 March 2019 and all Incidents requiring investigation will be managed on IMS, including assigning investigative jobs and roles, recording of investigation status recommendations and uploading statements. Support is available to Waterford Division from the Garda National Technical Bureau (GNTB), Garda Information Services Centre (GISC) and from Specialist Sections that have been trained on the system. A national rollout of IMS is planned on a Regional basis and the launch of IMS in remaining Divisions in the South Eastern Region before the end of Q3.
- **Roster and Duty Management System (RDMS):** The RDMS Pilot Evaluation Report has been approved and signed off by the project team and will be presented to the Garda Executive for final approval. The Project Closure Report is currently under review and will be submitted to the RDMS Business Owner in April 2019.
- **PRUM:** Since 7 February 2019, PRUM functionality has been enabled between Ireland and Austria and An Garda Síochána can send and receive Dactyloscopic¹ data with Austria. Ireland is now in the planning phase, to enable PRUM functionality with the Netherlands. ICT awaits confirmation to engage with technical leads in the Netherlands to begin the connectivity and test approach.
- **Computer Aided Dispatch (CAD):** On 5 March 2019, all emergency calls for service (999/112) for the Western and Northern Regions will be diverted to the Regional Control Centre based in Galway. Resources for both Regions will now be dispatched to incidents from the Regional Control Centre. This was a key item in the report of the Commission on the Future of Policing in Ireland. There were issues on 29 March 2019, where parts of the Western Region Headquarters suffered water damage and the resiliency plan was initiated to ensure the public was not inconvenienced while the control room is out of commission.
- **Schengen Information System II (SISII):** The SISII project has experienced a delay of approximately seven weeks due to issues encountered during technical performance testing (Test three of five) with eu-LISA. This test is progressing and the project plan will be revised on successful completion. It is anticipated that technical readiness will still be achieved in Q4 2019. PULSE development and integration tasks are progressing and costs for an associated change to the fingerprint systems (AFIS)² are being finalised. Garda National Immigration Bureau (GNIB)/ Immigration Management Module (IMM) testing will begin in early-mid April. The National Schengen Information System (N.SIS) Service Delivery Model design is also underway.

¹ Dactyloscopy relies on the analysis and classification of patterns observed in individual prints

² Automated Fingerprint Identification System

Public Awareness Campaign on Cyberbullying

A number of activities were undertaken in March to provide parents and young people with advice on cyberbullying. A press release highlighting key advice was distributed, a video giving guidance from a Garda expert in the area was published on our social media and e-cards providing top tips were published on Facebook and Twitter. The press release received significant media coverage. The posts shared on Facebook and Twitter reached over 200,000 people. The video was viewed 38,000 times.

Tips for young people



1 **C**yber bullying destroys lives. Stop and think before you post, anyone may see, forward, or screenshot that post.

2 **O**nly post messages you wouldn't mind your parents or teachers seeing. Remember whatever you share online stays there.

3 **C**ontact your parent, guardian, teacher or an adult you trust if you are being bullied online. Do not respond to the bully, report it!

4 **O**nline manners matter. Always treat others how you want to be treated, with respect.



Demonstration of Public Order Capability

Following recent controversial public order events, An Garda Síochána demonstrated the significant investment it makes in training public order units to the highest standards. Media were invited to view a public order training session and were given a briefing from an operational member on the approach to dealing with certain incidents. The session showed different types of incidents that public order units are required to deal with, including engaging with people with severe mental illness and people with drug related issues. This resulted in wide-spread media coverage with a particular focus on the work public order units do in safely dealing with such incidents.



Road Safety Advice before and after Saint Patrick's Day

In advance of St Patrick's Weekend, road safety advice was provided via multi-agency press release and commentary. There were unfortunately a large number of road deaths that weekend and following this, An Garda Síochána again communicated the key messages around road safety, particularly in relation to young people speeding and not wearing seat belts.

Facebook Live - Graduation of Garda Students

The most recent passing out ceremony, on 8 March 2019, was broadcast live over Facebook. This gave family and friends who were not in a position to attend, the opportunity to see individual trainees passing out. It also allowed the general public to see the ceremony. This had a reach of over 120,000 people, with many of those based abroad commenting positively on the day and the initiative.

International Women's Day

To celebrate International Women's Day, a series of photos and videos showing the wide-range of roles held by women across the Organisation was published on our social media accounts on the day. A video album of images was viewed over 7,000 times and one particular tweet was viewed by 21,000 people. On average, the social media posts had an engagement rate of 10.3%. (The industry standard average engagement rate is around 1%).



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

As at 1 April 2019, 14,137 Garda personnel have attended and positively engaged in the Ethics Workshops, with 9,775 signing the Code of Ethics declaration. The figure of 14,137 represents 81% of all Garda personnel having completed workshops. Extraction from day to day policing functions has been a significant factor in the delay in meeting original targets, as set out in the Policing Plan.

The breakdown of these figures is as follows:

- 12,325 serving Gardaí have attended workshops and 8,386 (68%) have signed the Code of Ethics Declaration.
- 1,695 serving Garda Staff have attended workshops and 1,287 (76%) have signed the Declaration.
- 117 serving Garda Reserves have attended workshops with 102 (87%) having signed the Declaration.

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

Code of Ethics Strategy

Arising from the recently published policing reform plan, *'A Policing Service for the Future'*, further revision has commenced on the draft Code of Ethics Strategy. The draft Strategy will focus on the Code of Ethics and Ethical Behaviour within An Garda Síochána. The objective will be to nurture an Organisational culture that embodies the highest ethical standards, embraces diversity and vindicates the human rights of individuals. The strategy will encompass the following three strands:

- Implement an Ethics Governance Framework
- Build an Ethics Communication and Engagement Network
- Ethics Awareness and Development

Code of Ethics Video

Filming has been completed for the ethics video shoots. Two short videos have been created, emphasising the importance of the Code of Ethics and the application of the nine ethical standards and commitments in every-day decision making and policing. One video has an internal focus, whilst the other, an external focus. We were delighted to publish the first video on the Garda website and Facebook page on 11 April 2019.

6 Implementation of Cultural Change

Prior to the publication of *'A Policing Service for the Future'*, An Garda Síochána had drafted a Changing Behaviour Concept Document, which proposed a culture reform approach based on the findings of the Cultural Audit. A key enabler of the project was the employment of external consultants to support the delivery of the proposed programme. The following activities were completed in the development of the document:

Communication and feedback

Following the publication of the Cultural Audit, all Chief Superintendents / Principal Officers were tasked with holding face to face meetings and briefings in their respective areas to discuss the findings and recommendations in the Audit. These 'Town Hall' style briefings are to demonstrate ownership of

the findings and a commitment to addressing them. The top behaviours identified through these sessions are:

- Openness and Transparency
- Communication and Feedback
- Honesty and Integrity
- Respect

These top behaviours will lay the foundation for the development of actions in the initiatives to deliver cultural change in An Garda Síochána.

Identification of methodologies and resources

An Garda Síochána issued a Request for Information (RFI) to private industry on methodologies for cultural reform within organisations. In September 2018, five responses were received and have been reviewed. At this juncture, the information gathered through this process will assist An Garda Síochána in the delivery of a Priority of 'A Policing Service for the Future', to 'Develop Staff Culture Engagement Proposal', in 2019. An Garda Síochána is required to develop the Proposal by the end of Quarter 2, 2019, to be piloted in Quarter 3 2019, with full implementation by Quarter 4 2019. The work to date in developing the Changing Behaviours Concept Document will be incorporated.

7 Risk Management

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

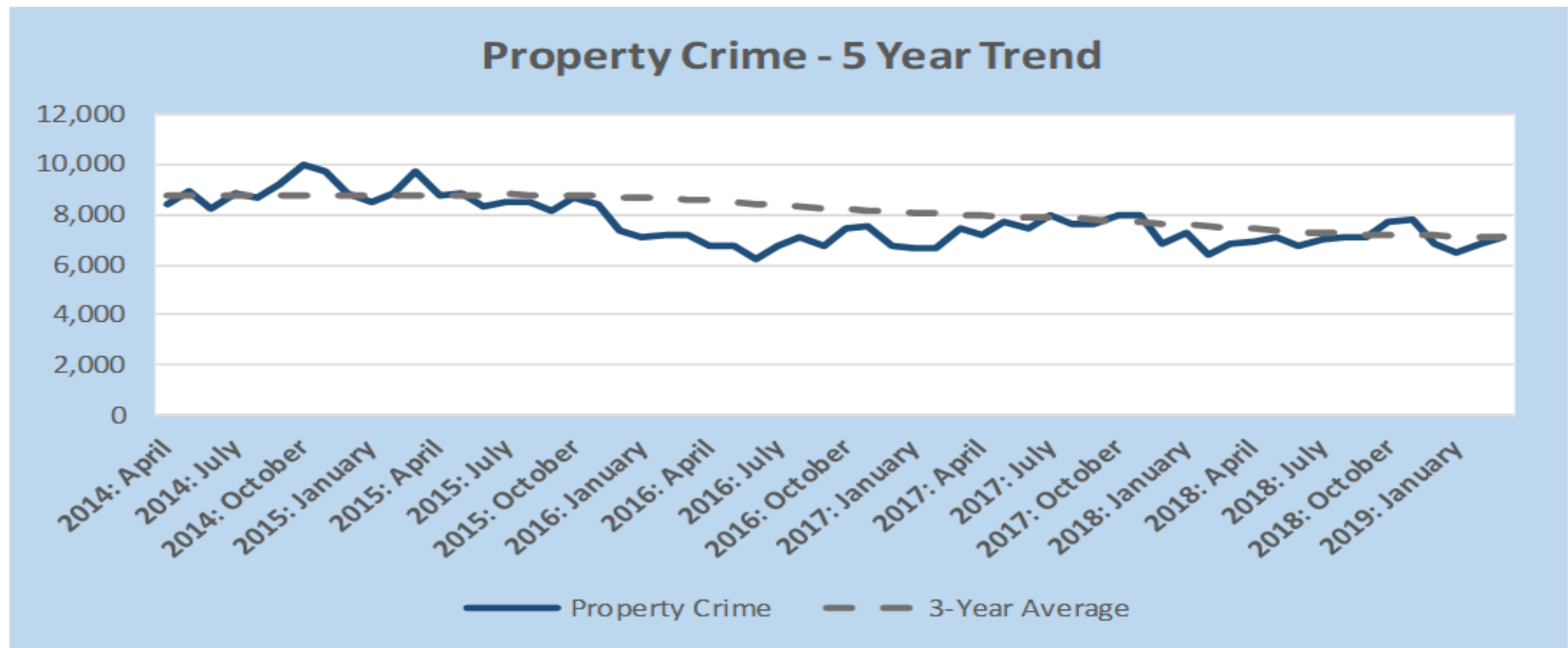
The Garda Risk Management Unit (GRMU) continues to provide Organisation-wide communications, training, workshops, advice and guidance to all risk management stakeholders with the objective of embedding risk management firmly within the Organisation's culture. Superintendent GRMU undertakes regular meetings with Divisional and District Risk Managers to review and quality assure their Risk Registers. GRMU also continues to provide Risk Register Development Workshops to stakeholders on an ongoing basis.

- During March 2019, briefings for Risk Register support staff were held in various Divisions and Sections of An Garda Síochána including Dublin, Navan, Wicklow and Wexford.
- On 27 March 2019, the GRMU briefed attendees at the Inspectors' Development Programme in the Garda College.
- The most recent Risk & Policing Governance Board meeting took place on 11 April 2019.
- The GRMU is currently scheduling 'refresher' briefings across the Organisation during April 2019.
- Senior management training has been scheduled for 17 April 2019.

Since October 2016, the GRMU has provided training, briefings and direct support to more than 1,715 members of An Garda Síochána, of all ranks and grades.

National Overview/ Operational Challenges

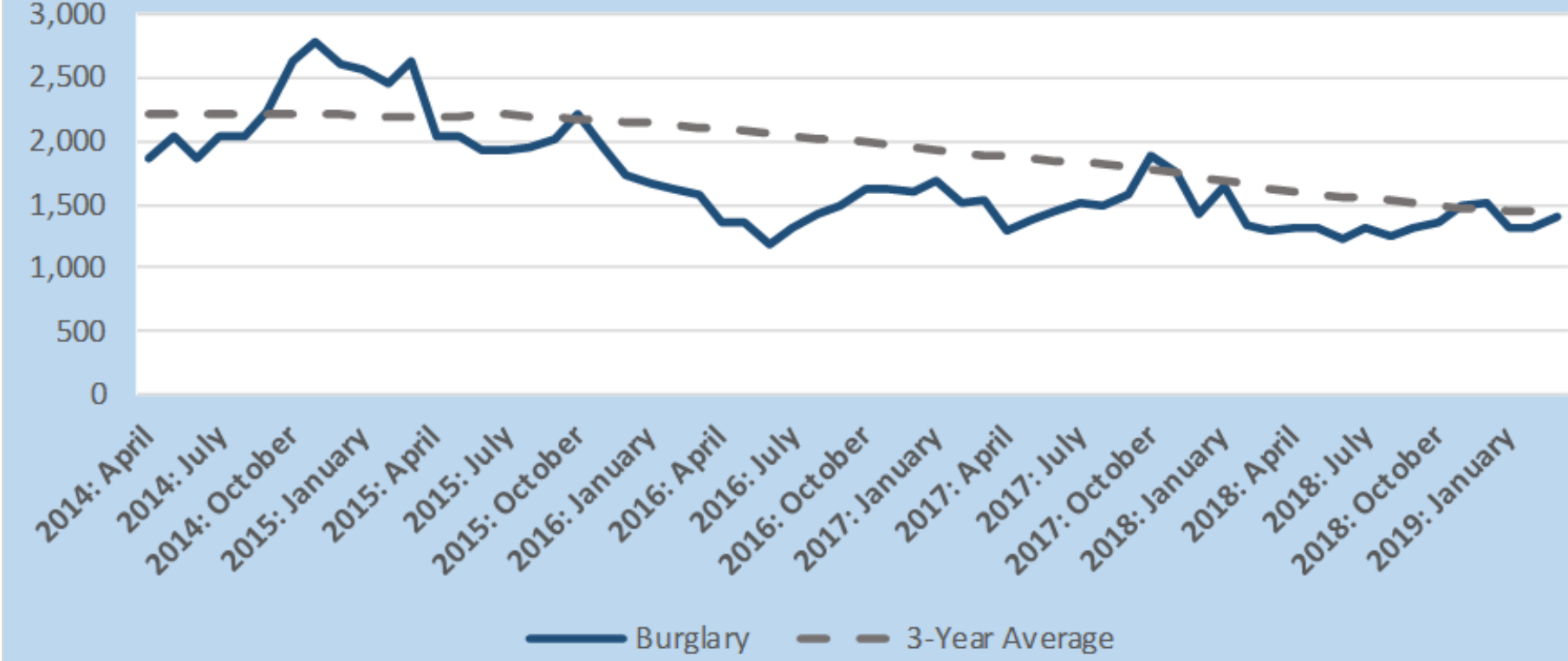
Total property crime continues to trend downwards nationally, with levels -4% lower than last year. Decreases were evident across all regions except the Southern Region which was up +1% in the past 12 months compared to the previous period. Property crime has trended downwards since the end of 2014. Burglary has been trending downwards since the end of 2014 also. Incidents of both residential burglary (-12%) and burglary occurring elsewhere (-8%) are down in the past 12 months compared to the same period last year. Nationally, crimes against the person continue to trend upwards. Longer term trends for sexual offences could not be completed due to issues around the application of crime counting rules. Ongoing work to amend records on PULSE, to ensure they are cased correctly means there is currently a break in trend data before and after July 2017. Over the longer term, total criminal damage incidents have trended downwards, while total public order incidents continue to trend upwards. The increase in public order offences is largely driven by an increase in drunkenness offences. An Garda Síochána closely monitors crime trends and disseminates analysis on a Regional and Divisional basis. This feeds directly into planning operational activities aimed at reducing and preventing crime.



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

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

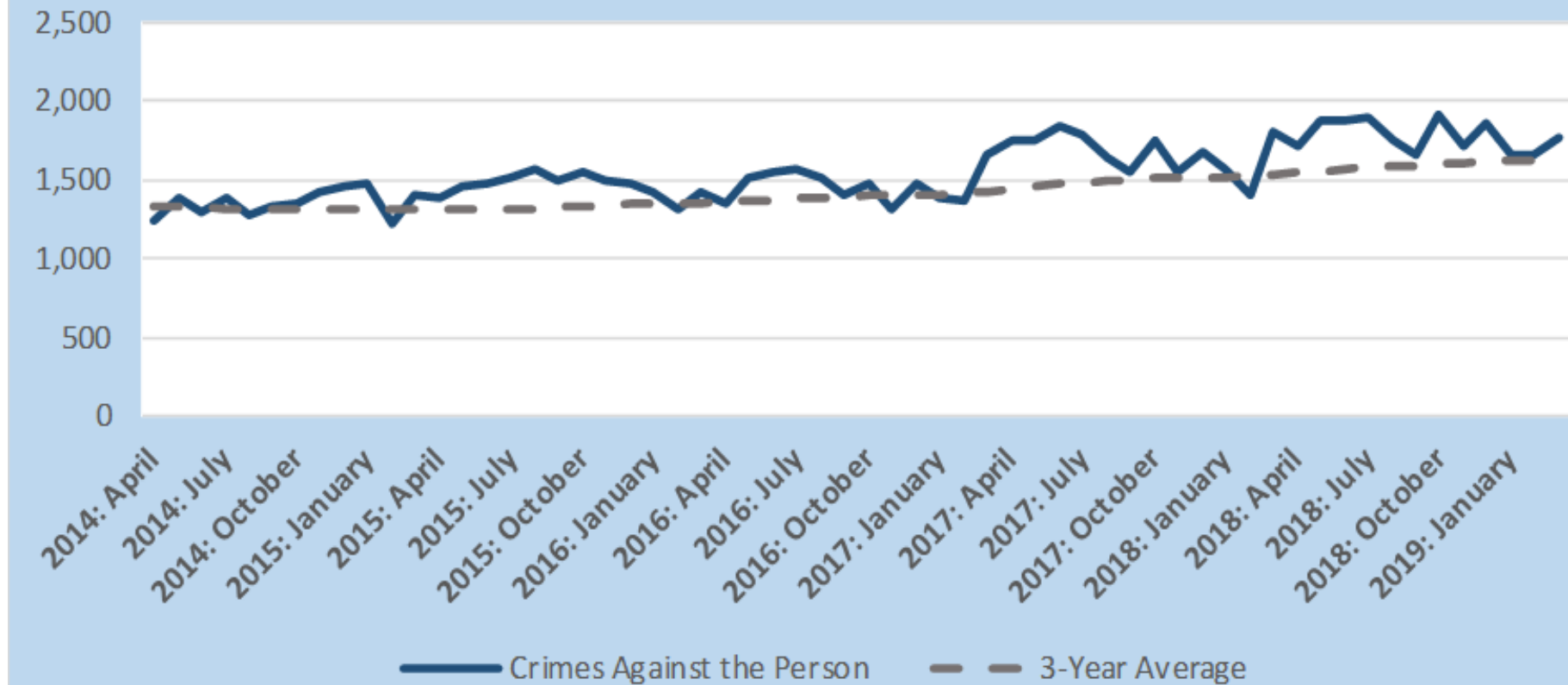
Burglary - 5 Year Trend



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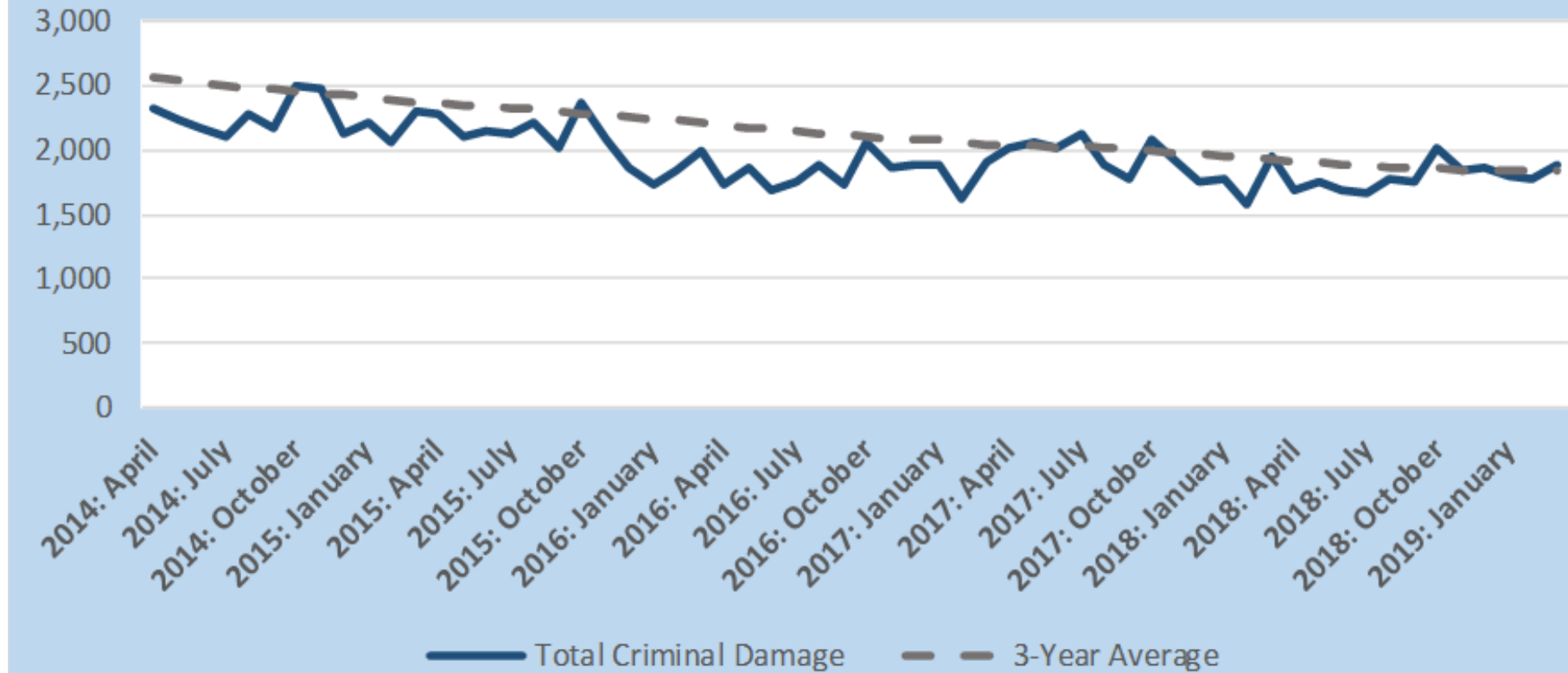
Crimes Against the Person - 5 Year Trend



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

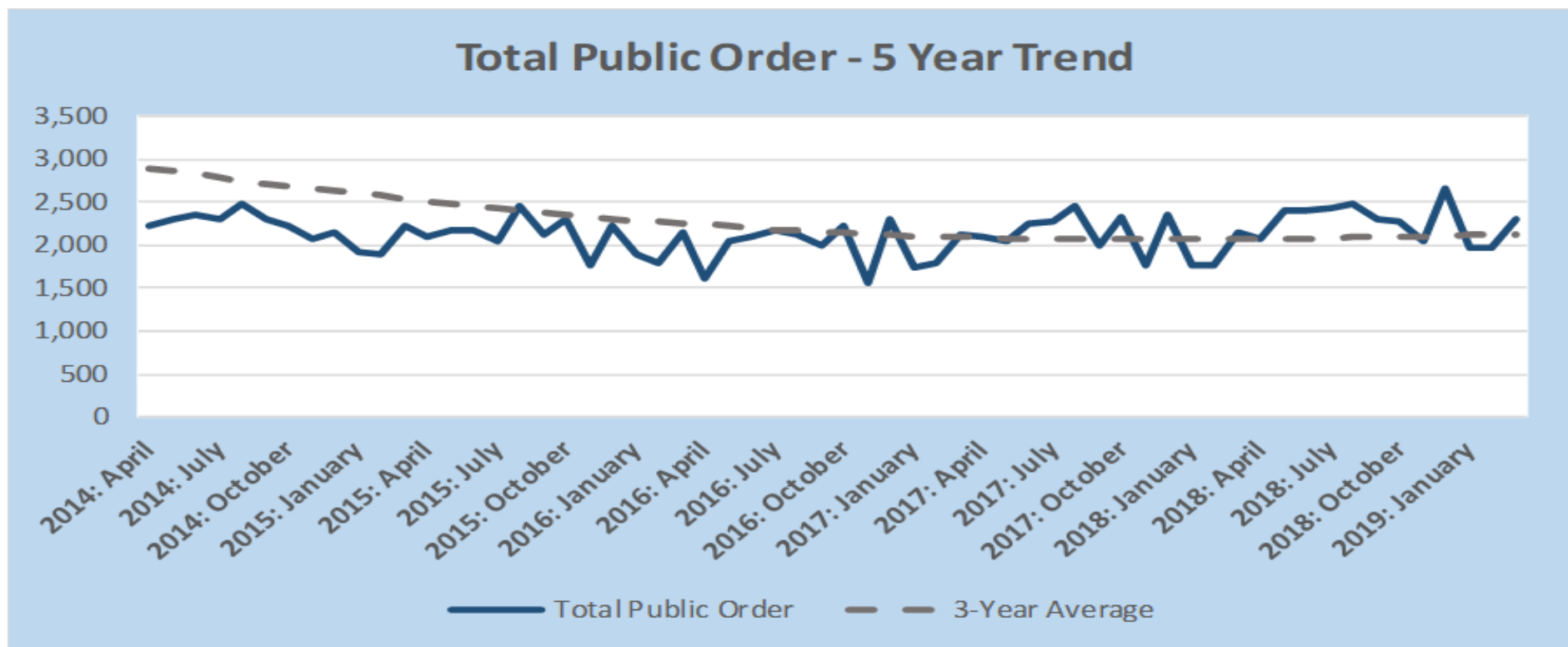
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Total Criminal Damage - 5 Year Trend



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Organisational Challenges

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

March 2019

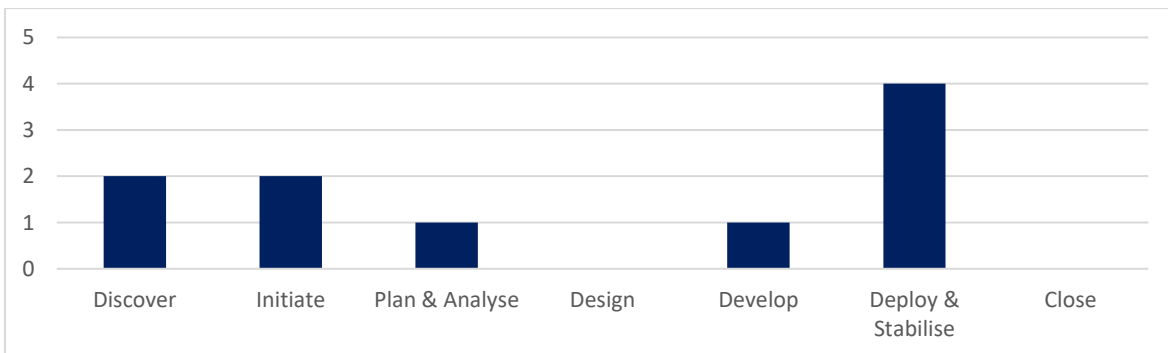
Project Status View

Project – STO RAG Status			
Control Room CAD Part 1	Yellow	Control Room CAD Part 2	Red
Control Room CAD Part 1 – National Rollout	Yellow	Roster & Duty Management	Red
Control Room –Contact Management	Yellow	ECM	Yellow
Control Room – Phone Numbers/Communications	Yellow	PALF	Yellow
Control Room Accommodation	Yellow	Court Presenters	Green

Project Status Breakdown

Critical	Under Control	On Track	Total Projects
2	7	1	10

Project Breakdown by Phase



10 Policing Successes and Community Engagement

Throughout the month of March 2019, there were numerous incidents of notable police work performed by members of An Garda Síochána in the course of their routine operational policing duties, supported by specialist personnel from Units under the remit of Assistant Commissioners Special Crime Operations, Security & Intelligence, Roads Policing and Community Engagement and Public Safety.

On 5 March 2019, the Criminal Assets Bureau (CAB) obtained orders under Section 2 of the Proceeds of Crime Act 1996, as amended, in respect of €25,000 cash and a 171 registered vehicle, valued at €20,000. On 7 March 2019, CAB conducted a search operation in Co. Kildare targeting the assets of an individual member of an Organised Crime Group involved in the commission of burglaries. A 171 Volkswagen car was seized under an Order of the High Court.

On 11 March 2019, Gardaí responded to an armed incident in Ballymun, Dublin 11. Members of the public had witnessed a male brandishing a gun outside a convenience shop. Three uniformed, unarmed Gardaí arrived at the scene and observed the male entering a house. They followed him into the premises where a struggle ensued, during which the male discharged a number of shots from the gun in the direction of the members. The members successfully restrained the male, disarmed him and secured the weapon. Gardaí then located a grenade in the bathroom with the pin pulled out. The male was arrested for offences contrary to Section 30 of the Offences Against the State Act, 1939/98 and was detained at Ballymun Garda Station. He remains before the Court. An EOD Team (Explosives Ordnance Disposal) attended the scene and carried out a controlled explosion on the grenade which, following examination was determined to be faulty, hence the reason it did not detonate. No injuries were sustained by the general public or the male subsequently arrested, as a result of the actions of the three unarmed Garda members, who were assisted by various national and Divisional personnel, including the ERU and ASU.

On 15 March 2019, searches were carried out in Co. Limerick as part of an ongoing investigation into an Organised Crime Gang involved in the sale and supply of drugs in the Munster Region by CAB, assisted by the ERU, GNDOCB, GNBCI [Stolen Motor vehicle Investigation Unit], the Garda Dog Unit and the Garda Technical Bureau. The searches resulted in the seizure of 115 motor vehicles, €43,000 in cash and a volume of related documentation.

On 16 March 2019, as part of an ongoing investigation into the sale and supply of drugs by the GNDOCB, a car was stopped in Clondalkin, Dublin 22 and approximately 9kgs of Cocaine (worth an estimated €630k) was located in the boot. The male driver (sole occupant) was arrested and detained, pursuant to Section 2 of the Criminal Justice (Drugs Trafficking) Act 1996 at Lucan Garda Station and was subsequently charged with offences contrary to Sections 3 and 15 of the Misuse of Drugs Act 1977/84 and remains before the Courts.

In the early hours of 18 March 2019, a male was observed jumping from the Town Bridge, Athlone into the River Shannon. This was reported to Gardaí who, together with the RNLI, based in Athlone, attended the scene where the male was located in the water, by Gardaí using torches. While the water was moving quickly, the Garda members maintained a presence on both sides of the river, talking to the man and encouraging him to remain calm, while simultaneously liaising with the RNLI personnel on the river, until there was an opportunity to rescue him, when he was taken to hospital for treatment.

On 20 March 2019, as part of an investigation into a theft from a fuel station, Gardaí from Kilmacthomas Garda Station stopped a vehicle bearing false registration plates and arrested the

driver, on suspicion of theft. The driver was detained at Tramore Garda Station, pursuant to Section 4 of the Criminal Justice Act 1984, as amended, and was questioned in relation to a number of other similar incidents. Following a search his vehicle, registration plates were found, which had been stolen previously and he was charged with three counts of theft and following objections to bail, was remanded in custody. An investigation file in relation to a large number of similar incidents is currently being prepared for the Law Officers.

Also during March, a comprehensive investigation was conducted by US Law Enforcement Officers assisted by EU Law Enforcement, including Europol and An Garda Síochána [GNPSB, Online Child Exploitation Unit, ONCE] into the production and distribution of child pornography, contrary to the Child Trafficking and Pornography Act, 1998. A suspect, holding dual Irish and American citizenship, and residing in Ireland, following a protracted appeals process before the Courts, was extradited to the US, where he has since been charged with related criminal offences in that jurisdiction and faces a significant term of imprisonment, should he be found guilty.

As a result of ongoing investigations under the auspices of the Joint Agency Task Force (JATF), searches were conducted on 30 March 2019, pursuant to warrants under the Finance Act, 2001, by Garda personnel from Dundalk Garda District, supported by the Garda Air Support Unit (ASU), the Northern Region ASU and officials from the Revenue Commissioners, a large-scale alcohol and tobacco production facility was located. Industrial equipment for the manufacture of cigarettes, several tonnes of raw tobacco, associated packaging and labelling, equipment for the manufacture of alcohol, a large quantity of glass bottles and associated labelling were found. While no persons were found on the premises, a vehicle observed approaching the building was intercepted and stopped nearby. The details of the persons on board were obtained and the investigation into this significant manufacturing facility remains ongoing.

11 Organisational Initiatives

Garda Reserves

On 23 March 2019, Assistant Commissioner Community Engagement and Public Safety attended a graduation ceremony at the Garda College, during which 99 Trainees from seven diverse ethnic backgrounds were attested to the Garda Reserve. The occasion, while increasing the number of Garda Reserves nationwide, presents additional opportunities for An Garda Síochána given the diversity, life experience, gender and age profile of the new trainees.



'Rock Your Socks'

On 21 March 2019, Gardaí from Tullamore Community Policing Unit participated in the 'Rock Your Socks' campaign, in aid of Offaly Down Syndrome.



International Multicultural Day

On 23 March, 2019, Assistant Commissioner Community Engagement & Public Safety Orla McPartlin, attended the International Multi-cultural Day hosted by the Islamic Cultural Centre of Ireland (ICCI Mosque) in Clonskeagh, Dublin 14. The event was attended by approximately 3,000 members of the public. During the visit, Assistant Commissioner McPartlin met with senior clerics from the Islamic community to mark the last day of International Week against Racism. Personnel from Donnybrook Garda District Community Policing Unit and representatives from the Garda Dog and Garda Mounted Units also attended the event, which was a significant occasion for the Islamic community in Ireland and illustrated the excellent professional relationship and partnership approach developed over the last 20 years between An Garda Síochána and the Islamic Cultural Centre of Ireland, in Clonskeagh.



Seachtain na Gaeilge

Also during March 2019, as part of Seachtain na Gaeilge, Roscommon / Longford Community Policing Unit attended the local Direct Provision Centre to teach Irish to some of the residents. The classes included the basics of the Irish language, the history and heritage of Longford Town and an explanation of the origins and meanings of townland names in the county. Some of the countries represented at the classes included Somalia, Sierra Leone, the DR Congo, Kuwait, Zimbabwe and India.

An Irish event was also held at the centre with music provided by Longford Comhaltas Ceoltóirí Éireann and music, songs and dance by the Mullinalaghta Céilí and Ballad group. Seán Ó Murchadha of Conradh na Gaeilge attended the event and presented the students with 'Cúpla Focal' badges. Following this, two of the residents were interviewed on local radio, partly in Irish, about the lessons and what it meant to them. Many of the students attended the St. Patrick's Day festivities wearing their badges and were recognised by members of An Garda Síochána on duty at the parade.

Appendix A (i)

Policing Plan 2018 – Performance at a glance, March 2019

Priority 1

Organisational Development
and Capacity Improvement

1a	HR Strategy	Red	14	GISC Service Levels	Red
1b	HR Operating Model	Green	15a	PULSE Inc. Recording (Process)	Green
2a	Recruit 200 Gardai (Qtr.)	Green	15b	PULSE Inc. Rec. (Monitoring)	Grey
2b	Recruit 500 Staff (Year End)	Red	15c	PULSE Domestic Abuse m/o	Green
2c	Recruit 500 R.Gdai (Year End)	Red	15d	PULSE 'Detected' Incidents	Green
3	Reassignment of Gdai (3-4)	Red	16	Enterprise Content Mgt.	Red
4	Divisional Policing Model	Red	17a	Ident. Cultural Audit Issues	Green
5	Roster and Duty Mgt.	Red	17b	Cultural Audit Strategy	Red
6	Court Presenters	Green	18a	Ethics Strategy	Red
7	Computer Aided Dispatch	Red	18b	Phase 1 of Ethics Training	Red
8	Investigation Mgt. System	Red	18c	Gifts and Hospitality Policy	Green
9a	PALF (Individual Reviews)	Red	19	Strategic Planning F/W	Red
9b	PALF (Data Quality Goal)	Green	20	Policy Ownership Matrix	Green
10	PMDS Training Commenced	Red	21	Inspection and Review IT	Green
11	Appoint Chief Data Officer	Red	22	Costing the Policing Plan	Red
12a	Appoint DP Officer	Red	23a	Risk Registers	Green
12b	DP Impact Assessment Plan	Red	23b	Sharing Risk Data	Green
13	Centralised Inc. Classification	Green	23c	Gov. Assurance Framework	Red

Priority 2

National and International
Security

26a	Training in 8 MEM Regions	Red	29b	Prüm Information Exchange	Red
26b	Emergency Planning Task Force	Green	29c	Mobile Immigration Data	Green
27a	Specialist Firearms Procedures	Red	29d	European Union PNR Directive	Green
27b	Critical & Firearms Inc. Cmd.	Green	30	Scanning Security Environment	Green
29a	Schengen information Sharing	Green	31a	GCCB Intelligence Function	Red
			31b	Cyber Forensic Exam. Units	Red
			31c	Forensic Computer Examination	Red
			32	National Cyber Security Desk	Grey

Appendix A (ii)

Policing Plan 2018

Priority 3

Confronting Crime

33	CJ (Victims of Crime) Act 2017	Green
34a	Defining Hate Crime	Red
34b	Proc. to Record Hate Crime	Red
34c	Rpt. Hate Crime Campaign	Red
35a	Div. Protective Services Units	Green
35b	Dom. Abuse/Sex Cr. Risk Ass.	Red
35c	Facilitating SORAM Workshops	Green
36a	Domestic Homicide Review	Red
36b	Reporting/Detection of Sex Off.	Grey
37a	Domestic Abuse Interventions	Green
37b	Reporting of Domestic Abuse	Grey
37c	Domestic Abuse Call-Backs	Grey
38a	THB Training	Green
38b	Identification of victims of THB	Grey
39a	Dist. of Child Pornography	Green
39b	ID Victims of Sex Exploitation	Green
40a	Safeguarding Statement	Green
40b	PULSE Automated Children First	Green
40c	Integrate PULSE/TUSLA NCCIS	Green
41a	Crime Prevention Officer Proc.	Red
41b	Crime Prevention Mobile App.	Red
44a	GNECB Regional Liaison	Red
44b	N. Fraud Prevention Office	Red
44c	Fraud Prevention Camp.	Green
44d	Anti-Corruption & Bribery	Green
44e	Corruption/Bribery Ph. Line	Green
45a	Reports to PA on OCG's per Q.	Green
45b	Dev. Matrix to assess OCG's	Red
46	Drug Intimidation Rpt. Pg.	Green
47	Enhanced GoAML Function	Red
42a	Maintain Det. Rate (Assault)	Grey
42b	Maintain Inc. Level (Burglary)	Grey
42c	Maintain Det. Rate (Burglary)	Grey
42d	Maintain Inc. Level (Robbery)	Grey
42e	Maintain Det. Rate (Robbery)	Grey
42f	Det. Rates Narrative (Not Rated)	Grey
43	Decrease Inc. Level (Assault)	Grey
44f	Increase in M. Laundering Inv.	Grey
45c	Increase Det. (S/S Ctrl. Drugs)	Grey
45d	Increase Det. (Firearms)	Green
45e	European Arrest Warrant Ex.	Grey

Appendix A (iii)

Policing Plan 2018

Priority 4

Roads Policing

48	Crowe Horwath Action Plan	Red	50	Roads Policing Operations Plan	Green
49a	Divisional Roads Policing Units	Red	52	Road Safety Nat. Media Strat.	Green

Priority 4

Metrics

49b	Roads Policing Personnel	Red	53b	Decrease Road Fatalities	Grey
51	Multi-Agency Checkpoints	Red	53c	Decrease Serious Injuries	Grey
53a	Enforcement Focus on KLO's	Grey			

Priority 5

Community Engagement
and Public Safety

54ab	CompPol Segment/Allocation	Green	58c	ID Barriers to Diverse Groups	Red
55	Garda Reserve Strategy	Red	59a	Diversity & Inclusion Strategy	Red
56a	New Garda Website	Green	59b	Diversity Training	Green
56b	Social Media Engagement	Green	60	J-ARC Recommendations	Green
57	Crime Prev.(Vulnerable People)	Red	61	SAOR Implementation	Green
58a	Plan to Attract Diverse Groups	Red	62a	Juvenile Diversion Action Plan	Green
58b	Implement Plan (see 59a)	Red	62b	Implement Plan (see 62a)	White
			63	Major Event Mgt. Review	Red

Appendix B

Schedule of Expected Vacancies													
Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2019												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2019
Assistant Commissioner								1					1
Chief Superintendent	1				1		2			1			5
Superintendent	4	3		3					1	1	1		13
Total	5	3	0	3	1	0	2	1	1	2	1	0	19

Appendix C

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

Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	9	9									0	9	0
Chief Superintendent	47	45	2								2	47	0
Superintendent	168	158	12							2	10	168	0
Total	224	212	14	0	0	0	0	0	0	2	12	224	0