

Schedule 1.1 Summary Financial Briefing Document File No: FOI-000322-2017 Requester Name: Claire Murphy

Page No	Description of document	Deletions	Relevant Section of FOI Acts	Reason for decision	Decision Maker's decision
1	Cover Page				Grant
2-4	Contents	3	Part 1(n) of Schedule 1	Out of Scope	Part Grant
5-6	Summary Financial Briefing Document	0			Grant
7-8	Summary Financial Briefing Document	3	Part 1(n) of Schedule 1	Out of Scope	Part Grant
9-11	Summary Financial Briefing Document	6	Part 1(n) of Schedule 1 Section 36	Out of Scope Commercially Sensitive Information	Part Grant
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Summary Financial Briefing Document

Public Accounts Committee

13th July 2017

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1. Finance Overview

The total Net Vote for 2017, which represents the funding being made available to the Garda Vote minus estimated receipts under Appropriations-in-Aid, is €1.506 billion. This represents an increase of 4.6% when compared to the final net outturn figure of €1.440 billion for 2016. This increase is mainly due to an additional provision in the Garda Pay Subhead to address the Garda Pay Deal under the Lansdowne Road Agreement as well as the recruitment of 800 new Gardai and up to 500 new civilian staff in 2017.

Once the Pay, Overtime, Superannuation and Capital budget lines are removed from the Vote, this leaves a residual non pay budget of €165m or 10% of the gross annual budget. Out of this figure must be paid all contractual commitments such as Tetra, software licences, etc. and essential fixed service costs such as for light and heat, cleaning, telephones, vehicle running costs etc. In addition, there are a number of demand led areas of expenditure over which there is effectively very little control, such as RTA Costs, Expenses of Persons Detained, Compensation and Witness Expenses. The net effect of this is that there is very little real discretionary expenditure upon which major cuts can be imposed in order to make up for funding shortfalls in other non-discretionary subheads.

The 2017 Overtime Budget is €88.5m, which is a decrease of €2.5m versus the 2016 outturn of €91m. The 2016 outturn however includes expenditure of €5.4m on one-off events such the 1916 centenary celebrations as well as the state visits of Vice-President Biden and Prince Charles. While this allocation will allow for the continuation of Operation Thor, Organised Crime Operations and the International Counter Terrorism initiatives that were implemented in 2016, it must also cover the new briefing time payment agreed under the recent Garda Pay Deal which amounts to approximately €19m in 2017.

The Garda Reserve budget has been increased by €0.5m to cater for the planned recruitment of approximately 300 additional reserves.

The Clothing Budget has been increased by €1m to €3.8m to cater for the additional recruits in 2017, both members and reserves.

An additional €1m has been provided under the CCTV Subhead in respect of the planned reintroduction of a Community Based CCTV Scheme.

Garda Vote - 2012 to 2016 and REV 2017

	2012 Outturn €000	2013 Outturn €000	2014 Outturn €000	2015 Outturn €000	2016 Provisional Outturn	2017 REV
Pay and Pensions	1,273,014	1,256,364	1,239,630	1,274,277	1,298,772	1,358,022
Non Pay Current Expenditure	171,103	168,116	163,807	170,435	181,044	164,856
Total Gross Current Expenditure	1,444,117	1,424,480	1,403,437	1,444,712	1,479,816	1,522,878
Capital*	21,772	33,760	36,417	58,756	84,102	89,070
Total Gross Current and Capital Expenditure	1,465,889	1,458,240	1,439,854	1,503,468	1,563,918	1,611,948
Appropriations-in-Aid	133,386	136,605	126,892	128,485	123,894	106,002
Net Expenditure	1,332,503	1,321,635	1,312,962	1,374,983	1,440,024	1,505,946

*Excludes Capital Carryover of €6.644 for 2016 and €9.344m for 2017. Under Government Accounting rules a total of 10% can be carried into next year.

1.1 Capital Envelope

The 2017 Capital Budget position for An Garda Síochána is outlined in the table below. Excluding the deferred capital expenditure from 2016 of €9.344m the total capital allocation in the Garda Vote is €89.07m. This provision addresses the ICT, Transport and Building demands of An Garda Síochána.

There was an under spend of approximately €27.5 million in the Capital Building Programme subhead in 2016 due to delays in certain projects including the new Divisional Headquarters in Kevin Street, Dublin 8. As a consequence an amount of €9.344 million has been carried forward, under the capital carry over provisions, to meet costs arising under this subhead in 2017, while the remaining balance of the capital underspend was utilised to fund other capital requirements by bringing forward Garda ICT projects (€14 million) and the purchase of new Garda vehicles (€4 million) that were originally planned for 2017.

SUBHEAD	SUBHEAD DESCRIPTION	2017 Budget Provision
A.2. (v) (1.)	Computers	18,940
A.2. (v)2.(i)	IT External Services - Capital	14,600
A.5. (2.)	Transport Purchases	4,050
A.6. (1.)	Communications	1,900
A.12.1.	Capital Building Programme - Divisional Headquarters	41,580
A.12.2.	Capital Refurbishment Programme	8,000
Total		89,070
A.12	Deferred Capital	9,344

Reason for the Capital Underspend (2016)

The bulk of the underspend arises principally from timing issues in relation to payments for ongoing building works and from construction delays at the new Divisional and Regional Headquarters at Kevin Street and Galway, outlined below.

Kevin Street

Cost: €33.529 million (inclusive of VAT plus contingency)

- [REDACTED]

Galway

Cost: €31.181 million (inclusive of VAT plus contingency)

- [REDACTED]

Garda Building and Refurbishment Programme: Reasons for the Underspend

The Garda Síochána Building and Refurbishment Programme 2016 – 2021, was announced in October 2015 and includes a number of projects which reflect the priorities of An Garda Síochána, including:

- a Public Private Partnership (PPP) project to deliver new Garda stations in key areas;
- major refurbishment of stations/facilities including facilities for meeting victims of crime;
- essential remedial works to existing stations;
- development of large scale Property and Exhibit Management Stores;
- upgrade of cells and provision of improved Custody Management Facilities.

This Programme is in addition to the investment of some €100 million for the construction of 3 new Divisional Regional headquarters in Dublin (Kevin Street), Wexford and Galway.

While a number of projects included in the programme are being undertaken or will be commenced in 2016, a number of other projects did not proceed as quickly as originally anticipated. **It is expected that out of the 2016 provision of €8m, only €1.5m will be spent before the end of the year.**



[REDACTED]

[REDACTED]. The pace of development of the Garda Capital Investment Programme 2016-2021 has been slower than would have been expected.

Explanatory Note on Garda Subhead A.2(vi) - Maintenance of Garda Premises

Subhead A.2(vi) includes provision for certain minor works related to the maintenance and effective operation of the Garda estate. In 2016, €3.8 million was spent from this subhead. In brief, this subhead provides funding for:

- fire safety works;
- maintenance works to the grounds of Garda facilities;
- District Officer's imprest accounts; and
- improvement works to the Garda estate to support the effective discharge of Garda functions.

As well as the routine expenditure that is required for the daily functions of the Garda estate, significant improvements have been carried out in a wide number of locations in relation to providing bespoke accommodation solutions for a range of Garda functions, in particular addressing security and health & safety matters.

[REDACTED]

The following expenditure is in relation to capital spending and implementation of capital projects and programmes since the publication of the Capital Plan in 2015

SUBHEAD	SUBHEAD DESCRIPTION	2015 Actual	2016 Actual	2017 Rev
GARDA	VOTE 20	€000	€000	€000
A.2. (v) (1.)	Computers	37,251	31,657	18,940
A.2. (v) 2.(i)	IT External Services - Capital	0	18,215	14,600
A.5. (2.)	Transport Purchases	8,861	9,993	4,050
A.6. (1.)	Communications	1,251	1,779	1,900
A.12.1.	Capital Building Programme - Divisional HQs	9,827	21,189	41,580
A.12	Deferred Capital	0	6,644	9,344
A.12.2.	Capital Refurbishment Programme	0	1,264	8,000
Total	Total Capital Expenditure	57,190	84,097	98,414

Total capital expenditure of €141.3m has been by An Garda Síochána in 2015 and 2016 in the areas of ICT, Vehicles and Buildings as per the table above.

A12.1 Subhead - Divisional Headquarters Expenditure

	2015	2016	2017	Total
Kevin Street Divisional HQ	6,356,676	10,748,096	16,267,673	33,372,445
Wexford Divisional HQ	2,830,746	10,386,180	12,944,825	26,161,751
Galway Divisional HQ	639,336	6,698,756	21,711,502	29,049,594
Total	9,826,758	27,833,033	50,924,000	88,583,791

There is a potential shortfall in respect of the Divisional Headquarters due to timing delays. The full commitment including contingencies and fit outs is circa €99m. Per the table above, the sum of the expenditure incurred to date plus the total funding available in 2017 is €88.6m thus leaving a shortfall of €10.4m.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Galway Garda Station

A number of claims have been submitted on the Galway project totalling approximately €1.5m ex vat. The claims are under review at present and are the subject of ongoing negotiations between the contractors and the Design Team Quantity Surveyor. Final figures are yet to be agreed and will be submitted to the Project Board in due course. The OPW is engaging with the CSSO, Crystal Homes and the Bank of Ireland in relation to resolve an access road issue to the Galway Garda Station. It is understood that substantial progress has been made on this issue at the end of 2016. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

A5.2 Subhead - Transport

Official vehicles are mission critical resources to support the delivery of operations across all the Corporate Strategic Goals of An Garda Síochána.

The capital investment over the last two years has delivered 874 additional Garda vehicles across a broad range of duties to support delivery of policing services.

The objective in these years has been to replace the standard marked and unmarked cars that are expected to reach end of life and to address a number of specific areas whose fleets have aged or diminished when funding was limited in recent years.

In particular over these two years:

- 59 higher powered vehicles were acquired. [REDACTED]
- 433 cars were acquired to replace vehicles that have reached end of life [REDACTED]
- 123, 2nd hand cars were acquired [REDACTED]
- 61 motorcycles were acquired [REDACTED]
- 12 Minibuses were acquired [REDACTED]
- 167 Vans were purchased and fitted out for specific operational requirements - [REDACTED]

<i>New Vehicles</i>	2015	2016
Saloon Cars	95	129
Estate Cars	83	126
Higher Powered cars	24	35
4 x4's	6	13
Motorcycles	28	33
Small Van's	63	29
Large Vans	50	25
Ford Transit Minibus	2	10
Total New Purchases	351	400
Pre owned cars	61	62
Total Purchases	412	462

Garda ICT Expenditure 2015-2016

A2 (V) 1 & 2 Subheads – IT and External Services Capital

IT Expenditure Category	2015 Actual €000	2016 Actual €000	Total €000
IT Hardware	3,907	3,526	7,433
IT Support and Maintenance	3,790	3,205	6,996
IT Software Licences	6,057	4,310	10,366
IT Consumables/Peripherals	1,216	1,173	2,389
IT Systems Upgrades	2,847	5,392	8,239
Skilled Resources - Live Operations	7,310	9,422	16,732
Skilled Resources - GNIB	839	827	1,666
Skilled Resources - AFIS	312	307	619
Skilled Resources - MIMS	739	1,027	1,766
Skilled Resources - Application and Development	3,028	3,219	6,247
Skilled Resources - Strategic Transformation Office	1,251	3,597	4,848
MIMS Phase 3a - Enterprise Content Management	3,076	2,620	5,696
MIMS Phase 3b - Investigations Management	1,784	2,327	4,111
MIMS Phase 5 - Property & Exhibits Management	1,096	1,458	2,554
GoAML	0	728	728
Intrusion Prevention and Detection System	0	1,242	1,242
Rosters & Duty Management	0	1,491	1,491
Schengen	0	4,000	4,000
Grand Total	37,251	49,872	87,124

A6.1 Subhead – Communications Capital

Telecommunications Expenditure Category	2015 Actual €000	2016 Actual €000	Total €000
Telecoms Equipment Replacement/Upgrades	722	342	1,064
National Digital Radio System	19	132	151
Networks	505	665	1,170
SIVRE	5	639	644
Total	1,251	1,779	3,030

1.2 Mid Term Capital Review 2016 to 2021

The following submission was made to the Department of Justice & Equality and the Department of Public Expenditure and Reform under the Mid Term Capital Review. A total of €317m additional funding has been sought as outlined below.

AIRCRAFT CAPITAL

1) Proposal Description: New Fixed Wing Aircraft

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Projected Costs:

The overall cost of this proposal will be in the region of 10 million euro in staged payments over a likely two year period. An Garda Síochána is working towards the commencement of the purchase in 2018.

2) Proposal Description: New Garda Helicopter

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[REDACTED]

[REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Projected Costs:

The overall cost of this proposal will be in the region of 8 million euro in staged payments over a likely two year period. An Garda Síochána is working towards the commencement of the purchase in 2019.

3) Proposal Description: New Police Role Equipment for Helicopter 272

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Projected Costs:

The overall cost of this proposal will be in the region of €2.6 million in 2018.

Capital Building Programmes

- The Garda Capital Investment Programme 2016-21 included a **PPP project to provide new Garda Stations at Macroom, Clonmel and Sligo**. In late 2016, discussions were held between An Garda Síochána, the Department of Justice and Equality, the Office of Public Works and the NDFA to finalise a new Garda PPP project to include the three above Garda Stations and possibly other projects such as a major new custody suite in Anglesea St, Cork for Cork City. We understand now that these projects may not now be included in the PPP Programme and therefore funding will have to be sourced from the Exchequer Capital Plan. The OPW’s indicative cost estimate for the construction element of the above projects is Macroom €8m, Clonmel €13m, Sligo €37m and Anglesea St €15m, a total of €73m

In the event that the funding is provided by way of traditional exchequer funding, the funding required is broken down as follows:

Year	2017	2018	2019	2020	2021
Funding €m	0	5	22	32	14

- **Replacement facility for Harcourt Square at Military Road**

The OPW has recently agreed a new non renewable six year lease on the Harcourt Square complex commencing 1 January 2017. This creates the necessity to vacate the Harcourt Square complex by 31 December 2022. Proposals are being advanced by An Garda Síochána, the Department of Justice and Equality, the Office of Public Works and the National Development Finance Agency (NDFA) for the development of the new purpose built replacement facility at Military Road. The OPW provisional estimate for this project is €80.3m. In the event that the funding is provided by way of traditional exchequer funding, the funding required is broken down as follows:

Year	2017	2018	2019	2020	2021
Funding €m	0	4	25	35	16

- As Garda Síochána has developed a brief of requirements (BOR) for the refurbishment of **Fitzgibbon Street Garda Station**. The BOR represents the minimum necessary to support the delivery of the new Divisional policing structures under the Garda Modernisation and Renewal Programme. The OPW appointed architect has developed a scheme for the refurbishment of Fitzgibbon St which has been agreed by AGS. It is estimated that the cost of the project will be €8.3m and will commence in 2018. The OPW has provided figures to the Department of Justice and Equality in relation to the funding required, by year, in relation to this project.
- The Garda Capital Investment Programme 2016-21 included a PPP project to provide **new PEMS stores at 5 locations**. In mid 2016, the Department of Justice and Equality advised An Garda Síochána that it is the view of the National Development Finance Agency that the provision of PEMS stores, which involve the conversion/extension of existing buildings on Garda Station sites, is not suitable to PPP and will not be part of the Garda PPP project.

AGS understands that funding will have to be sourced from the Exchequer Capital Plan. Accordingly and having regard to the organisational imperative of providing Stores for the storage of property and evidential material in a number of Garda Divisions, funding is required to provide PEMS Stores [REDACTED]

[REDACTED]. The funding required is broken down as follows:

Year	2017	2018	2019	2020	2021
Funding €m	0	2	4	4	0

- **Garda College:** €2.5m of capital funding is required in 2018 for the purposes of progressing urgent capital works at the Garda College in Templemore, Tipperary, to enable it to deliver its short-term Garda Foundation Training services and trainee throughput in line with the accelerated Garda recruitment programme. A new ten (10) unit two storey classroom block with ancillary toilets is required on the site of prefabs which previously provided classroom accommodation (prefabs have been removed due to their end of life status).

In the context of a longer-term masterplanning programme at the College, it is also proposed to progress two projects that comprise:

- (a) a new purpose-built education and training facility, that would comprise in the main classroom, break out room, and ancillary teaching and administration functions; and
- (b) new or expanded residential accommodation predominantly for use by trainee Gardaí undergoing foundation training.

Preliminary costings indicate order of costs of €18.2m and €12.7m (including VAT) for each development respectively. The funding required is broken down as follows:

Year	2017	2018	2019	2020	2021
Funding €m	0	6.5	11	13	3

- **New Control Rooms**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

A final decision has not been made on the number of Control Rooms that are to be put into operation across the organisation. At this stage, the likelihood is that the number will be three. Funding is required for the accommodation element of three new Control Rooms in the amount of €9m, as follows:

Year	2017	2018	2019	2020	2021
Funding €m	0	1	3	4	1

- **Expansion of Garda workforce**

In July 2016, the Government approved that the Garda workforce should increase in size to 21,000 personnel by 2021 comprising 15,000 Garda members, 2,000 Garda Reserve members and 4,000 civilians.

As of 30 September 2016, the numbers of Garda members, Garda Reserve members and civilian staff were 12,850, 756 and 1,999, respectively, a total of 15,605 personnel. Accordingly, the overall number of Garda personnel will increase by 35% from September 2016 to the end of 2021.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

In view of this it is essential that the accommodation costs, both potential rents and fit out costs, associated with this expansion of staff numbers are identified and adequate funding provision is made in the matter. Additional funding will be required to lease and fit out accommodation to facilitate the expansion in the Garda Workforce. A very preliminary estimate is that an annual rental budget in the order of €8m will be required in addition to one off, capital fit costs of €18m.

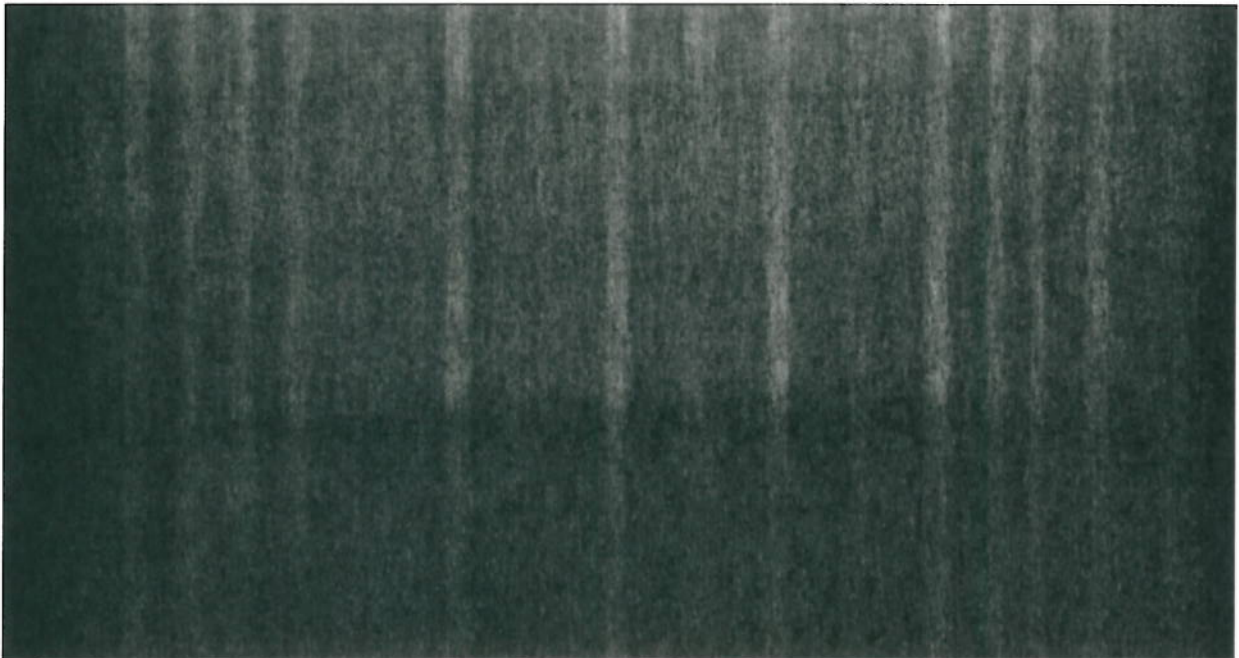
Year	2017	2018	2019	2020	2021
Fit out cost €m	0	2	5	7	4
Annual Rent	0	2	4	6	8

ICT

[REDACTED]

[REDACTED]

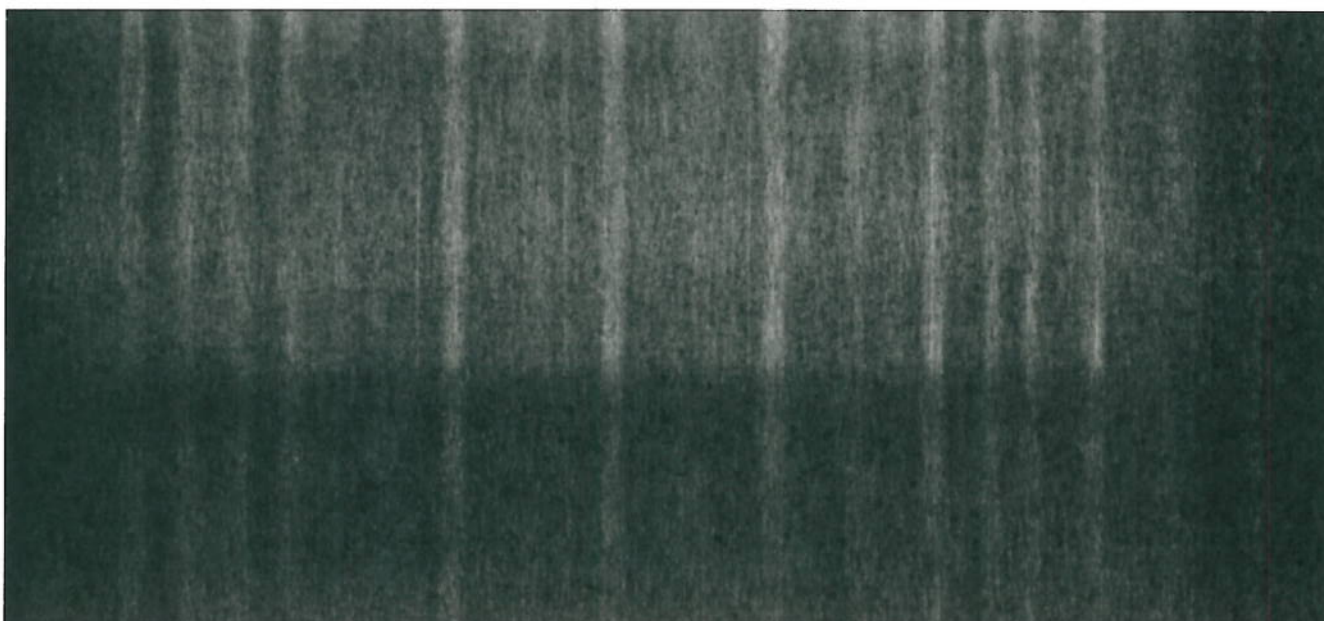
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]



Modernisation and Renewal Programme

In September 2015 additional capital funding of €205m was allocated to An Garda Siochana in respect of Garda technology and systems under the Modernisation and Renewal Programme (MRP). The MRP incorporates over 43 reports including the ICT Roadmap & Vision document. This additional provision was based on an initial funding submission made by An Garda Siochana for approximately €300m. The resultant shortfall means that the commencement of some of the ICT projects included under the MRP will have to be delayed until the publication of the next Capital Envelope, unless additional funding is provided within the current Capital Review 2016-2021.

However, this potential shortfall of circa €100m has subsequently been reduced in acknowledgment of a number of factors impacting on the implementation of the Modernisation and Renewal Programme. A number of projects have yet to commence and are only at the very early planning stage. Detailed business cases outlining the full system requirements must first be completed and all projects will also be subject to normal public sector procurement procedures. Other factors which will influence the timelines of these projects include the capacity issues relating to both the Garda ICT Section and the Garda College. Notwithstanding these issues, it is expected the projects will be in a position to commence before the end of the existing Capital Envelope period of 2016-2021 subject to available funding. To this end, it is estimated that circa €19m will be required to commence the following projects over the period 2018 to 2021.



Project Description	2018	2019	2020	2021	Total
	€000's	€000's	€000's	€000's	€000's
Information Management	0	0	1,660	1,000	2,660
New Community Channels	500	500	500	0	1,500
[REDACTED]	0	5,000	5,000	5,000	15,000
Total	500	5,500	7,160	6,000	19,160

While the €19m is spread across a four year period per the above table, it is requested that the full amount is provided for in 2019. The ICT capital allocation increases to €76.4m and €74.4m in 2020 and 2021 respectively, whereas the 2019 allocation is a substantially lower figure of €51.4m which will result in financial pressures that year due to expected commitments.

Capital Funding 2018-2021 - Summary Table

Project	2018	2019	2020	2021	Total
	€m	€m	€m	€m	€m
Aircraft					
Replacement of Fixed Wing Aircraft	6.0	4.0			10.0
Replacement of Helicopter 256		4.0	4.0		8.0
Police Role Equipment for Helicopter 272	2.6				2.6
Aircraft Total	8.6	8.0	4.0	0.0	20.6
Buildings					
Divisional Headquarters	10.4	0.0	0.0	0.0	10.4
New Stations at Macroom, Clonmel, Sligo and Anglesea St	5.0	22.0	32.0	14.0	73.0
Refurbishment of Fitzgibbon St. Station	4.0	4.4			8.4
Military Road	4.0	25.0	35.0	16.0	80.0
PEMS Stores	2.0	4.0	4.0	0.0	10.0
Garda College	6.5	11.0	13.0	3.0	33.5
Control Room	1.0	3.0	4.0	1.0	9.0
Expansion of Garda workforce	4.0	9.0	13.0	12.0	38.0
Buildings Total	36.9	78.4	101.0	46.0	262.3
ICT					
██████████	8.0	5.0	1.0	1.0	15.0
Information Management	0.0	0.0	1.7	1.0	2.7
New Community Channels	0.5	0.5	0.5	0.0	1.5
████████████████████	0.0	5.0	5.0	5.0	15.0
ICT Total	8.5	10.5	8.2	7.0	34.2
Total Capital	54.0	96.9	113.2	53.0	317.1

1.3 Garda Overtime

The table below sets out the amounts expended on overtime and pay/allowances in the Garda Vote (including civilians) for the years 2010 to end of June 2017 and the 2017 Estimate:

Expenditure	2010	2011	2012	2013	2014	2015	2016	2017 (Jan-Jun)	2017 Estimate
Total overtime	€78.2 m	€80.9 m ¹	€42.4 m	€44.0 m	€37.7 m	€56 m	€91.1 m ²	€61.2 m ³	€88.5 m
Total salaries, allowances etc (Subhead A1)	€1.026 bn	€1.037 bn	€955 m	€947 m	€931 m	€963 m	€979 m	€532 m	€1.025 bn
Overtime % of	7.60%	7.80%	4.40%	4.65%	4.04%	5.8%	9.3%	11.5%	8.6%

The nature of Garda work and the requirement that the Garda authorities respond at short notice to immediate policing demands mean that occasions for overtime expenditure will arise to ensure effective policing. Accordingly, there will always be a need for a certain level of overtime to allow the Garda Síochána flexibility in responding to circumstances which require personnel resources for specific operations over and above those available from Gardaí on rostered duty.

The overtime element of the additional monies provided to An Garda Síochána will allow An Garda Síochána to maintain the necessary policing response to the current situation on an ongoing basis and will allow for:

- concentrated policing targeting gang related crime;
- the continued intensive and strategic targeting of burglaries and related crime through ongoing support for Operation Thor;
- continued support for measures against terrorism.

Outside of ring-fenced specific policing operations, overtime typically arises in the following circumstances:

¹ This figure includes €23.8m for the State Visits of Queen Elizabeth and President Obama.

² This figure includes €28.6m for the 1916 Celebrations, the visit of US Vice President Biden, the Prince of Wales Visit, the Port Security Operation, Operation Thor and Organised Crime Operations.

³ This figure includes €4.3m for Operation Thor, Organised Crime Operations and the Port Security Operation.

Crime investigation	30%
Attendance in court	25%
Protection, security & escort duties	10%
Traffic, major events & other duty	35%

1.4 Specific overtime-intensive operations

Operation Thor - Overtime Expenditure @ end of June 2017

Region	2015	2016	2017(Jan-Jun)	Total
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	€1,887,377
DMR	€328,265	€2,505,074	€1,596,447	€4,429,786
Eastern	€217,554	€887,973	€274,637	€1,380,164
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	€719,409
Northern	€36,757	€803,514	€247,304	€1,087,575
South Eastern	€145,763	€1,046,443	€719,848	€1,912,054
Southern	€80,089	€925,402	€287,533	€1,293,024
Western	€183,873	€606,899	€312,084	€1,102,856
Roads Policing and Major Event - Emergency	€0	€0	€1,635	€1,635
Grand Total	€1,006,478	€8,710,877	€4,096,525	€13,812,245

[REDACTED]

[REDACTED]

Organised Crime Operations - Overtime Expenditure @ end of June 2017

Region	2016	2017 (Jan-Jun)	Total
██████████	██████████	██████████	€2,863,874
DMR	€8,262,877	€4,980,813	€13,243,690
Eastern	€661,192	€678,599	€1,339,791
██████████	██████████	██████████	€2,884,214
Northern	€82,798	€711,464	€794,262
South Eastern	€5,311	€0	€5,311
Southern	€323,618	€319,541	€643,159
Western	€2,257	€0	€2,257
Office of Corporate Communications	€0	€982	€982
Roads Policing and Major Event - Emergency	€0	€116,095	€116,095
Grand Total	€13,605,649	€8,287,985	€21,893,635

However, there are a significant number of other organised crime operations taking place throughout the country which are targeting other gangland figures. In addition, given the increased manpower on targeted organised crime operations it has also led to significant consequential overtime as regular units must be supplemented by members on overtime.

The overtime element of the additional funding announced allocation will be targeted at organised crime operations nationwide, along with the continuation of Operation Thor ██████████

1.5 Non Public Duty

Non-public duty is performed by members of the Garda Síochána under arrangements with organisers of events such as football matches, concerts, and race meetings etc. who seek to engage the services of members of An Garda Síochána to perform duties to which they would not normally be assigned. This role is strongly reinforced by the Codes of Practice for Safety at Sports Grounds and Outdoor Pop Concerts as published by the Department of Education in 1996 and by the Hamilton Report (1990).

Traditionally, members of the Force have been made available for the performance of such duties and the State has charged for their services. The work is done by members who would otherwise be off duty. In the past, it has been to practice to charge Organisations for the costs of duties performed by members inside the event. In general the cost of policing duties performed by Gardaí outside the event, such as traffic control, beat patrols and other policing duties which would be additional to those normally performed at the location, are not paid by the Organisation hosting the event but fall to be paid from the Garda Vote.

In many cases it is difficult to define where the public duty ends and where the non-public liability of the organisation begins but at all times it is the policy of An Garda Síochána that the safety of the public must be the ultimate consideration.

Category	2014	2015	2016
Sporting Fixtures	1,467,782	1,498,910	1,420,910
Concerts/Festivals	1,311,371	1,165,786	1,277,640
Other Events	1,677,556	1,979,333	2,514,397
Total	4,456,709	4,644,029	5,212,947

2. Strength of Force

2.1 Salaries Wages & Allowances & Superannuation

The 2017 budget allocation for salaries and allowances is €936m. The expenditure incurred under this subhead at the end of June was €471m which has resulted in a €6.8m under spend for the year to date. It is expected that the pay subhead for 2017 will remain within budget for 2017.

This section contains briefing on the following areas:

- Strength of the Force/Garda Numbers
- Superannuation & Garda Retirements/Departures
- Recruitment
- Civilian Staff Numbers

Strength of the Force/Garda Numbers

The strength of the Force as at 31st December 2016 was 12,943, while the strength of the Force as at 30th May 2017, was 13,137, broken down by rank was as follows;

Rank	Number /12/2010	Numbers 31/12/2011	Numbers 1/12/2012	Numbers 1/12/2013	Numbers 1/12/2014	Numbe 31/12/15	Numbers 31/12/2016	Numbers 30/05/2017
Comm.	1	1	1	1	1	1	1	1
D/Com	1	2	2	1	0	2	2	2
A/Com	10	7	9	8	8	5	8	9
C/Supt.	45	37	41	44	39	42	45	40
Supt.	170	149	153	147	140	160	165	164
Insp.	336	319	262	270	297	247	308	301
Sgt.	2,135	2,024	1,903	1,860	1,919	1,835	1,944	1,919
Garda	11,679	11,355	11,053	10,762	10,395	10,524	10,470	10,701
TOTAL:	14,377	13,894	13,424	13,093	12,799	12,816	12,943	13,137

The table below reveals the significant changes in Garda strength from 1998 to date.

Year Attested / Strength of Force					
1998	11,235	2005	12,264	2012	13,424
1999	11,458	2006	12,954	2013	13,093
2000	11,640	2007	13,755	2014	12,799
2001	11,815	2008	14,412	2015	12,816
2002	11,895	2009	14,547	2016	12,943
2003	12,017	2010	14,377	30/05/2017	13,137
2004	12,209	2011	13,894		

Gender Breakdown 28.06.2017

	Male	Female
Gardaí	7652	3044
Sgt	1572	343
Inspector	257	43
Superintendent	148	15
C/Superintendent	34	5
A/C	7	1
D/C	2	0
Commissioner	0	1
Total	9672	3452

Age Profile – 28.06.2017

Age Range	Number:	%:
19 - 28	727	5.54
29 - 38	5950	45.33
39 - 48	4452	33.92
49 - 58	1909	14.55
59 - 63	86	0.66

Service Profile as at 28.06.2017:

Service (Years)	Comm	D/Comm	A/Comm	C/Supt	Supt	Insp	Serg	Garda	Total	Total %
<5					1			966	967	7.37
5 to 9							22	2556	2578	19.64
10 to 14						2	223	3161	3386	25.8
15-19					1	51	616	1970	2638	20.10
20-24					11	75	419	954	1459	11.12
25-29					26	62	224	398	710	5.42
30+	1	2	8	39	124	110	411	691	1386	10.55
Total Strength	1	2	8	39	163	300	1915	10696	13124	100%

2.2 Garda Departures

Members of An Garda Síochána who joined the Force **prior to 1 April 2004** may retire once they have completed 30 years service and have reached 50 years of age. Members of An Garda Síochána who joined the Force **after 1 April 2004** may retire once they have completed 30 years service and have reached 55 years of age. In all case members **must** retire when they reach 60. The new Single Public Service Pension Scheme (“Single Scheme”) commenced with effect from 1 January 2013.

All new entrants to pensionable public service employment on or after 1 January 2013 are, in general, members of the Single Scheme. The number of departures from the Force in 2016 was 263 compared to 282 in 2015. In addition the number of departures from the Force as of the 27th June to year end was 164.

Garda Departures 2010 -2017 as of 27 June, 2017

	Vol. Retire	Comp Retire	Medical Discharge	Dismissal	Resign	Resign in lieu of Dismissal	Dismissal on probation	Death	CN ER	Total
2010	353	9	16	5	15	1	0	7	1	407
2011	428	8	6	2	26	0	1	8	2	481
2012	417	5	5	3	21	0	0	7	2	460
2013	279	11	6	2	25	1	0	4	6	334
2014	236	12	10	0	27	0	0	5	1	291
2015	222	14	9	3	20	0	0	12	2	282
2016	207	20	7	0	24	0	0	4	1	263
2017	102	41	3	0	17	0	0	1	0	164

Garda Departures (by rank) 2010 -2017 as of 27 June, 2017

	Comm	Deputy Comm	A/Comm	Chief Supt	Supt	Inspector	Sergeant	Garda	Total
2010	1	0	2	3	14	8	100	279	407
2011	0	0	3	8	23	19	109	319	481
2012	0	0	1	5	19	24	118	293	460
2013	0	1	1	2	16	13	91	210	334
2014	1	0	0	4	8	15	83	180	291
2015	0	0	1	4	11	14	83	169	282
2016	0	0	2	5	6	16	64	170	263
2017	0	0	3	5	6	10	43	97	164

2.3 Garda Recruitment

To date there has been 12 intakes of Trainees into the Garda College:

Date Recruited	Number Recruited	Date Attested
15 th September 2014	100	23 rd April 2015
15 th December 2014	100	23 rd July 2015
2 nd February 2015	101	10 th September 2015
4 th August 2015	99	February 2016
2 nd November 2015	75	8th June 2016
30 th November 2015	75	7 th July 2016
11 th April, 2016	150	17 th November 2016
27 th June, 2016	151	02 nd February 2017
12 th September, 2016	147	24 th April 2017
28 th November, 2016	203	
13 th February, 2017	195	
02 nd May, 2017	206	

A new Garda recruitment competition was announced on 11th May 2017 with a closing date of 1st June 2017. The new competition has 3 streams - Main Stream, Garda Reserve Stream who have to meet pre-determined criteria, and Fluency in Irish Stream.

There were 5,136 applications received.

Trainees will be sourced from the remaining 2013, January 2016, and September 2016 competitions and from the new competition.

200 invites have been issued to applicants for the August intake.

Sanction has been granted by the Minister for Justice and Equality to recruit 800 Garda trainees in 2016/2017.

A new Garda Reserve recruitment competition was announced on the 23rd March 2017, with a closing date of 11th April 2017.

Applied – 2,394

Successful following questionnaire – 1,593

600 interviews held to date with 167 successful applicants forwarded to An Garda Síochána

2.4 Civilian Staff Numbers

The number of whole-time equivalent (WTE) civilian personnel working in An Garda Síochána at end December 2005 to the 30/04/2016 was as set out hereunder.

Date	Garda Strength	WTE Civilian Strength	Ratio Garda/Civilian
31/12/2005	12,264	1,166	10.5:1
31/12/2006	12,954	1,282	10.1:1
31/12/2007	13,755	1,688	8.2:1
31/12/2008	14,412	2,099	6.9:1
31/12/2009	14,548	2,105	6.9:1
31/12/2010	14,377	2,098	6.9:1
31/12/2011	13,894	2,074	6.7:1
31/12/2012	13,424	2,028	6.6:1
31/12/2013	13,093	2,071	6.3:1
31/12/2014	12,799	2,054	6.2:1
13/12/2015	12,816	2,007	6.4:1
30/04/2016	12,825	2,003	6.4:1

Civilians have always worked in An Garda Síochána and there have been significant increases in their numbers in recent years, 1,688 at the end of 2007 to approximately 2,003 (Whole Time Equivalents) as of 30 April 2016.

The ratio of civilian staff to sworn members is currently in the region of 1 civilian for every 6.4 Gardaí.

Civilians are employed in a wide range of management, administrative, technical and operational duties covering such positions as Chief Administration Officer, Executive Director of Finance, Crime Analysts, Head of Legal Affairs, clerical officers, photographers etc. The post of Executive Director of Human Resources and Personnel Development has been filled by a civilian.

The rapid augmentation of civilian staffing in the organisation since 2006 resulted from a number of report recommendations including the Garda Síochána Inspectorate reports and included the recruitment of civilians to a wide range of specialist and managerial roles.

Apart from the above posts and the administrative support duties in Garda stations and offices, civilianisation has also enabled the establishment or expansion of some vital services which are wholly or largely provided by civilian staff – including the Garda National Immigration Bureau, the Garda Information Service Centre, the Garda Central Vetting Unit, the Fixed Charge Processing Office, the Call Taking function in the Command and Control Centre and Immigration Control officers in Dublin airport.

The review of An Garda Síochána, which is being conducted under the Haddington Road Agreement will encompass all aspects of the operation and administration of the organisation and will include a review of the deployment of members and civilian staff to relevant and appropriate roles.

Broadly speaking the civilian staff can be classified into three different categories as follows:-

- **Professional/Technical** such as the Chief Medical Officer, Accountants, teachers, legal experts, photographers, Crime Analysts
- **Administrative** such as the Chief Administration Officer, call-takers, clerical officers etc
- **Industrial staff** such as cleaners, traffic wardens etc

2.5 Civilian Staffing Strength as at 10 June 2017

Professional/Technical		Administrative		Industrial	
Head of Training and Development	0	Executive Director of HR and People Development	1	General Op	11
Teacher	16.6	CAO		Electrician	1
Researcher	2	Executive Director of Finance	1	Store Keeper	1
Professional Accountant Grade I	4	Executive Director of IT	1	Carpenter	1
Professional Accountant Grade II	3	Director	1	Charge hand	1
CMO	1	PO*	5	Plumber	1
Assistant CMO	1	AP**	18.6	Traffic Warden	8
Occupational Health Physician	1	HEO***	82.2	Coffee Shop Attendant	0
Nurse	3.8	EO ****	93.731	Driver	16.6
Photographer	3	SO/DFO	178.286	Store man	6
Cartographer	2	CO	1326.948	Store Officer	2
Telecoms Technician	18.6	Supt. of Cleaners	1.8	Groom	1
Examiner of Maps	1	Cleaner	156.20		
Head of Legal Affairs (Director level post)	1	Service Attendant	31.76		
Accident Damage Co-ordinator	1	Seasonal Cleaner /SA	9.05		
Technical Supervisor	1	Service Officer	5		
Workshop Supervisor	1				
Total	61		1912.575		49.6

* Includes 1 Senior Crime & Policing Analyst

** Includes 2 Higher Crime & Policing Analysts

*** Includes 28 Crime & Policing Analysts, and 2 Assistant Accountants

**** Includes 7 Crime & Policing Analysts

GRAND TOTAL: 2023.175 (whole-time equivalent)

3. Garda ICT

The Programme for a Partnership Government recognises that Gardaí must have the modern technology and resources necessary to detect and investigate crimes, and to prevent loss and harm to citizens and their property on a 24/7 basis.

Some €330 million, including €205 million under the Capital Plan, is being invested in Garda ICT infrastructure between 2016 and 2021 to enable An Garda Síochána to deploy the latest cutting edge technologies in the fight against crime.

[REDACTED]

[REDACTED]

[REDACTED]

3.3 Enterprise Content Management

Enterprise Content Management (ECM) is a web-based content management solution which provides a single repository for the entire organisation to store electronic content. It is designed to be a scalable solution that can be expanded to support the current and future needs of An Garda Síochána. The solution will be deployed to the entire organisation of 15,000 plus users and will be capable of supporting the functionality including:

- [REDACTED]

[REDACTED]

• [REDACTED]
[REDACTED]
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[REDACTED]

4. Garda Estate Management

This section contains information on:

1. Maintenance of Garda Premises – Subhead A2(vi)
2. Capital Expenditure on Construction Projects 2015 (Subhead A12) - New Stations at Galway, Wexford and Kevin St

Supplementary Information

1. Harcourt Square/Military Road
2. Current Position on New Garda Stations under construction
3. Garda Building and Refurbishment Programme
 - a. Capital Investment Programme 2016-2021
 - b. National Cell Refurbishment Programme
 - c. New Garda Station PPP Projects
4. Fitzgibbon Street Garda station.
5. Expansion of Garda Workforce 2021
6. Funding sought in Mid-term Capital Review of expenditure

4.1 Maintenance of Garda Premises – Subhead A.2(vi)

The A.2 (vi) budget provision for 2015 was €3.5m. Expenditure was €3.34m.

In this context, expenditure on the Garda Vote relating to the Garda Estate arises in relation to:

- Minor capital works to the Garda Estate which provide for increased facilities for staff and members of the public, e.g. works to upgrade public offices, reconfiguration of station facilities to provide offices for Victims Services.
- Works to facilitate operational initiatives, e.g. minor refurbishments to facilities to support District and Divisional policing plans, provide facilities/accommodation to meet new or changing operational requirements such as the provision of accommodation for the DMR Armed Support Unit in Harcourt Square.
- Works conducted on an emergency basis from the District Officer's Imprest Account, e.g. resolving minor electrical or plumbing issues.
- Garden maintenance works
- Fire Safety Equipment and Servicing.

4.2. Capital Building Programme – Subhead A12

Government Stimulus Package 2012 – New Stations at Kevin St, Wexford and Galway

In July 2012, the Government announced a stimulus package which included three major Garda construction projects, namely the development of new Divisional HQ Stations at Kevin St and Wexford and the development of a new Regional/Divisional HQ Station in Galway.

The total project costs are:

- Kevin Street €33.529m inclusive of VAT plus contingency
- Galway €31.181m inclusive of VAT plus contingency
- Wexford €27.829m inclusive of VAT plus contingency

The projects represent significant capital investment in the Garda estate and will provide An Garda Síochána with:

- Improved office and incident management facilities
- appropriate facilities for meeting members of the public (including facilities to support victims of crime and provide universal access)
- appropriate facilities for custody management
- enhanced training facilities for members
- Stores for Property and Exhibit Management, to support the property management system of An Garda Síochána so that property and exhibits may be safely and securely stored.

The capital allocation for 2015 (subhead A.12) was €16.644m for these three major projects. In light of slower than anticipated progress on one particular project, expenditure within the total A12 subhead was not at the level expected.

The costs incurred in 2015 are outlined below:

Kevin Street Divisional HQ	€6,356,676
Wexford Divisional HQ	€2,830,746
Galway Divisional HQ	€639,336
Total	€9,826,758

Kevin St.

This project is scheduled for completion in Q4 2017. Works commenced in February 2015 and the expenditure incurred in 2015 was in the order of €6.356m.

The reason why the funding provision in the A12 Subhead was not utilised in 2015 is primarily down to the delays that arose on the Kevin St. project. The project encountered difficulty in 2015 due to

water ingress into the site arising from certain defects in the pile foundations from the previous Phase 1 works (archaeological works). This required significant additional pumping of water which caused delay in the initial phase of the project. These delays significantly affected the project schedule and the expenditure on the project in 2015.

Galway Garda Station

This project is on course for completion in Q1 2018. Works commenced in September 2015 and the expenditure incurred in 2015 was in the order of €0.639m.

Wexford Garda Station

The project is on course for completion in Q3 2017 and the current expenditure profiles show that the project is running slightly under budget. The development of Wexford Garda Station commenced in August 2015 and incurred expenditure of €2.830m in 2015.

Supplementary Material – Public Account Committee July 2017

4.2.1 Harcourt Square/Military Road

Leasing extension and funding requirement to build Military Road facility

A new lease arrangement on the Garda complex at Harcourt Square has been negotiated by the OPW for 5 years commencing on 1 January 2017 which removes the immediate need for An Garda Síochána to leave the complex and provides certainty of accommodation for that period.

A key element of the arrangement is that vacant possession must be handed up by the end of the lease – 31 December 2022. Failure to do so will result in the imposition of a significant penalty, on the OPW as the leaseholders, of some €80 million.

[REDACTED]

Following an evaluation in 2015/2016 of six potential sites, a site in the possession of the OPW at Military Road, Dublin was identified as suitable for a replacement facility. The estimated cost of the development as at January 2017 is circa. €80 million. This is subject to the final scheme for Military Road, which has yet to be agreed, being costed. AGS understands that the Department of Justice and Equality has applied for funding for the Military Road project in the context of the mid-term review of the Capital Plan, to be finalised in October 2017.

[REDACTED]

[REDACTED]

[REDACTED]

4.2.2 New Garda Stations under construction

This Programme is in addition to the investment of some €100 million for the construction of 3 new Divisional Regional headquarters in Dublin (Kevin Street), Wexford and Galway.

Kevin St Garda Station

Contract Price	- €27,480,604.70 (ex VAT)
Contingency	- €2,061,045 (ex VAT)
Construction Budget	- €29,541,649.70 (ex VAT)

Construction Budget (incl VAT) - €33,529,772

[REDACTED]

[REDACTED]

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[REDACTED]

[Redacted]

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[Redacted]

Galway Garda Station

Contract Price	- €24,974,632.39 (ex VAT)
Contingency	- €2,497,500 (ex VAT)
Construction Budget	- €27,472,632.39 (ex VAT)
Construction Budget (incl VAT)	- €31,181,437

[Redacted]

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[Redacted]