



# ANNUAL REPORT AN GARDA SÍOCHÁNA

# 2023

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More than  
**15,000**



personnel had  
**Garda  
mobility  
device**  
by year-end



fall in  
residential  
burglaries  
since  
November  
2015

Over  
**585,000**

vetting  
applications  
were processed



an increase of  
**6.6%**



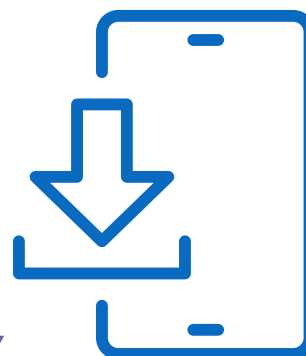
**25**  
awards

presented to young people  
from across the country  
recognised at  
National Garda Youth Awards

The highest total fleet of

**3,420**

in the history of the  
organisation



Close to

**90%** of

Fixed Charge  
Notices (FCNs)

issued by Gardaí using their  
mobility devices



Hard-hitting road safety  
**Lifesaver**  
programme

aimed at young people  
introduced



Almost  
**2,000 Garda**  
personnel

signed up for the  
organisation's Fáinne

# Commissioner's Foreword

**The year 2023 had many positives for An Garda Síochána and its personnel, as well as its share of challenges. I would like to thank all personnel in An Garda Síochána for their hard work, commitment and dedication in service to the people of Ireland throughout this period.**



Although there were countless examples of such hard work, commitment and dedication in 2023, one of the most prominent was the visit of the President of the United States of America, Joe Biden. At short notice, the whole organisation mobilised to ensure that President Biden's visit was a safe and secure occasion for our visitors, and for those who wanted to see the president. The work of An Garda Síochána reflected very well, not only on this organisation, but on Ireland as a whole.

Another prominent example arose in September which also involved our colleagues in Revenue Customs and the Naval Service, as well as international law enforcement partners, resulting in the largest drug seizure in the history of the State. This seizure, as with all drug seizures regardless of their size, will have saved lives here and abroad and protected communities from the harm that flows from the trade in illegal drugs.

Importantly in 2023, the Central Statistics Office lifted the "under reservation" designation of official crime statistics. This milestone decision is a recognition of the progress made by An Garda Síochána in connecting, technology and Garda personnel in the delivery of information-led policing underpinned by robust data quality.

This year also saw a number of other projects that are making a positive difference to the lives of both the people we serve and to the people who serve in An Garda Síochána.

These included:

- Full implementation of GardaSAFE, our modern command and control system that will help us to deliver a more efficient service and provide added protections for frontline Gardaí responding to calls.
- New and refurbished Garda stations and offices opened, including: O'Connell Street Garda Station; the Dublin Regional Control Centre at the new National Train Control Centre; the Dublin Regional Office at Dublin Castle; Rathcormac Garda Station in Cork; and a new Immigration Office at Dublin Port.
- As part of the expansion of mental health and wellness supports, An Garda Síochána became one of the first State bodies to publish a Menopause Guidance document. An Garda Síochána also partnered with Mental Health First Aid Ireland to provide certified training courses to all our personnel, starting in 2024.
- Full implementation of the Operating Model in the Clare/Tipperary, Meath/Westmeath and Louth/Cavan/Monaghan divisions. At the time of writing, the Operating Model has now been fully implemented in 12 divisions.
- Our fleet continued to grow with 3,420 vehicles, including 105 fully electric vehicles.
- Completion of the phased national roll-out of the Domestic Abuse Risk Evaluation Tool.
- An Garda Síochána marked 30 years with the United Nations in Cyprus, a significant milestone that has seen more than 450 Gardaí play their part in peacekeeping there.

While there were many positive advances by An Garda Síochána and its personnel, we also faced a number of difficult challenges.

On 23 November 2023, Gardaí dealt with very serious incidents in Dublin city centre. I want to once again express my thanks to all who worked so professionally and courageously to protect the people of Dublin.

While it is accepted that policing can be a dangerous job, it is completely unacceptable and abhorrent that Gardaí should be attacked and abused while carrying out their daily duties. Verbal and physical attacks on Gardaí were very evident on 23 November 2023. However, they are frequently a reality for Gardaí,

particularly with a significant increase in the number of protests which can be difficult and tense situations to police.

In this regard, a major focus for the organisation during the year has been providing enhanced protective equipment to Gardaí. This will continue in 2024 and will include the provision of stronger incapacitant spray to all Gardaí, which at the time of writing has been delivered upon, and the introduction of body-worn cameras. Following feedback from senior management, rank and file members of An Garda Síochána and the Garda associations, further measures will be introduced to strengthen public order policing numbers, training and resources.

Another area of significant concern in 2023 was the rise in fatal road traffic collisions. Sadly and worryingly, 188 people lost their lives on our roads. Reducing road deaths requires a collective effort by all partners, including An Garda Síochána, as per the Government's Road Safety Strategy. An Garda Síochána continued to co-ordinate with our partners to make our roads safer, beyond our own direct prevention, education and enforcement activities. It is clear that more needs to be done by all of us to spare more families the terrible pain of losing a loved one in such circumstances.

A major focus during the year was on developing our pipeline of new Garda recruits, following the pause in recruitment due to the Covid-19 pandemic. Ireland is currently experiencing full employment. Combined with changing expectations of working life, it is important that An Garda Síochána recruits and retains high-quality Garda trainees as we seek to substantially grow Garda numbers in the coming years.

As part of this, An Garda Síochána introduced a new recruitment campaign and slogan – “It’s a Job Worth Doing” – to reflect the challenges and the rewards that go with being a member of An Garda Síochána. A Recruitment and Retention Strategy Group has also been established, working in conjunction with the Garda associations.

Recruiting and retaining Garda staff also presented a challenge in 2023. An Garda Síochána worked with the Department of Justice and Garda staff trade unions to ensure that the Civil Service status of current Garda staff was not immediately impacted by the passing into law of the Policing, Security and Community Safety Act.

Nonetheless, a significant number of experienced Garda staff transferred out of An Garda Síochána to other Government departments and State bodies over the course of the year.

This, along with constraints on our estate, slowed the roll-out of the Operating Model in some divisions. An Garda Síochána continued to work with the Office of Public Works to address these estate issues, as well as open new Garda stations and buildings during the year.

Conversely, it is clear that many people want to work for An Garda Síochána. For example, our Clerical Officer recruitment competition attracted more than 7,500 applications.

As I mentioned, resolving problems and introducing initiatives to improve our service is only possible with the support of a range of key stakeholders, including the Department of Justice, the Oireachtas Joint Committee on Justice, the Policing Authority, the Garda Síochána Inspectorate, the Garda Síochána Ombudsman Commission and the Office of Public Works, as well as a wide range of State agencies and non-governmental bodies. I want to thank all of these bodies for their support.

Finally, the year 2023 saw a number of notable occasions where An Garda Síochána reflected, as an organisation, on the enormous contribution of its members, both serving and retired, to the protection of our democracy and our fellow citizens.

In March, our thoughts were with the family and friends of our colleague Detective Garda Colm Horkan, as a jury handed down a capital murder conviction following his murder in 2020 while carrying out his duties as a member of An Garda Síochána.

In September, in the presence of President Michael D. Higgins, the refurbished Monument of Remembrance at Garda Headquarters was officially unveiled. We now have a place to honour the memory of all personnel who have died while in service with An Garda Síochána.

Both occasions offered stark reminders of the sacrifices made by Gardaí and their families every day in keeping people safe.

**Commissioner Drew Harris**

# Policing Plan and Key Achievements

## OVERVIEW OF POLICING PLAN 2023

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National Policing Plan 2023 continued to give effect to priorities identified in the 2022-2024 Strategy Statement including: strengthening community partnerships; proactively preventing, disrupting and detecting crime; supporting victims; protecting the security of the State; and supporting sustainable change and innovation.

An Garda Síochána continued to support victims of crime through initiatives such as the Drug Related Intimidation Reporting Programme and the Domestic Abuse Risk Evaluation Tool. The organisation continues to work with community partners to improve engagement with diverse communities and to develop training to support victims of hate crime. Garda divisions are proactively engaged in partnerships to address community concerns through progression of the local community safety partnership pilots in three divisions.

While a majority of the plan was completed, several targets on the National Policing Plan 2023 were impacted by resourcing constraints and external dependencies.

## KEY ACHIEVEMENTS IN THE DELIVERY OF THE POLICING PLAN 2023

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The capability of the Divisional Protective Services Units was enhanced, including the complete roll-out of the Domestic Abuse Risk Evaluation Tool, an aid to general Garda personnel for decision-making in determining a safe course of action for victims that may be suffering abuse. An Garda Síochána also ran regular co-ordinated media campaigns to raise awareness around domestic abuse and coercive control, encouraging victims to make contact.

As part of An Garda Síochána initiatives to prevent, disrupt and detect crime, a new intelligence-led nationwide operation targeting organised retail theft, Operation Táirge, was launched. This will support operational activity in identifying criminals engaging in retail crime.

The procurement process for body-worn cameras commenced. Body worn cameras have the potential to transform Irish policing, strengthening the ability to collect evidence while providing a safeguard to the public and Gardaí.

Collaboration continued with national and international partners to disrupt organised criminal activity. Public and private partnerships were developed to prevent and detect fraud and cyber-enabled crime. Intelligence management structures continued to be improved to develop further responsive and timely operations to tackle new and seasonal crime trends.

Several modern ICT systems to support frontline policing continued to be deployed during the year including completed implementation of GardaSAFE, an upgraded dispatch system to help improve efficiency of calls to service, and further mobile applications to aid frontline personnel in accessing Garda information systems while on patrol. Data quality processes achieved a major milestone by way of the Central Statistics Office removing its reservation on data published by An Garda Síochána.

An Garda Síochána launched the Change Support Network, a structure to collect ideas from personnel, as well as feedback to improve Garda systems and processes. The organisational Climate Action Roadmap 2023-2030 was launched, outlining infrastructure, fleet and estate actions to reach Government sustainability goals. Successes were also made in terms of health and wellbeing support for Garda personnel through the roll-out of Mental Health First Aid training and publishing of the Menopause Guidance document.

## Key Achievements Progress At A Glance

### Achieved

1.2	Deliver a policing service that recognises the diversity of the people we serve
1.3	Work in partnership with other agencies to combat the harm caused by drug dealing in communities
2.1	Deliver proactive, intelligence-led responses to volume crime to address current and emerging trends
3.2	Embed a system of outcomes-based measurement for all crime types, in addition to standard statistical reporting of crime
4.2	Ensure preparedness for major emergencies through training, ongoing awareness building in An Garda Síochána and engagement in Major Emergency Management activities
5.1	Enhance change capacity and capability in An Garda Síochána through the continued implementation of the Change Management Capacity-building Plan
5.3	Build on existing sustainable practices in An Garda Síochána through the development of a Garda Environmental Sustainability Plan aligned to the Government Climate Action Plan
E2.2	Explore and develop opportunities for collaboration with specialists, universities, research hubs and internal and external thought leaders
E5.1	Enhance information-led policing through the implementation of the 2023 ICT Roadmap, advancing the realisation of our Data and Technology Vision
E5.2	Improve the consistency of our data by operationalising the data quality process, validated by an external review

### Partially Achieved

1.1	Work in partnership, through the Community Policing Framework, developing sustainable solutions to community concerns
2.2	Continue to enhance our capacity to address fraud and cyber-enabled crimes
2.3	Proactively disrupt Organised & Serious Crime in collaboration with national and international partners
3.1	Ensure all victims interacting with An Garda Síochána receive the appropriate service and supports with a particular focus on domestic, sexual and gender-based violence
3.3	Promote and enforce responsible behaviour on our roads working in partnership with the Road Safety Authority and other partner agencies
E1.2	Further support our personnel through the implementation of health and wellbeing initiatives aligned to the principles of the Health and Wellbeing Strategy
E2.1	Continue to work with partners to enhance our multidisciplinary approaches
E3.1	Strengthen two-way engagement with national and local level partners, listening to and understanding the needs of our communities
E4.1	Promote and strengthen professional conduct among An Garda Síochána personnel, fostering a culture of empowerment and trust

### Not Achieved

5.2	Evolve towards a future state for An Garda Síochána, strengthening effectiveness, service delivery and realising our strategic objectives, underpinned by the principles of the Commission on the Future of Policing in Ireland
E1.1	Enhance our capacity to provide appropriate human resources, training, learning and development supports, enabling our personnel to succeed in their role
E3.2	Understand and respond to the results of An Garda Síochána Culture Audit.
E4.2	Roll-out of An Garda Síochána's Organisational Operating Model

\*Further details on delivery of each of the above KPIs are available on Garda.ie.

\*\* Progress on KPIs 4.1 and 4.3 relating to National Security was reported directly to the Department of Justice throughout 2023.

\*\*\* For KPIs E1.1 to E5.2, the E stands for Enabler



**Garda Dog Unit**  
detection dogs  
assisted in  
**480**  
searches



Stolen  
**MOTOR VEHICLE  
INVESTIGATION  
UNIT** identified stolen  
vehicles to the value  
of **€2,492,500**



**1,130**  
Garda Air Support Unit  
flights

**€3,736,365**



cash seized

**80**

assassinations  
thwarted  
since 2016

**11,890**  
MISSING PERSONS  
INCIDENTS



**€211,000,000**  
worth of drugs  
seized by  
GNDOCB

**380**

new cases  
and 655 closed cases by  
the Garda National  
Cyber Crime Bureau



# National Policing

## GARDA NATIONAL DRUGS AND ORGANISED CRIME BUREAU (GNDOCB)

Illicit drugs, cash and firearms seized by GNDOCB: March 2015 - December 2023

Category	2023	Total since March 2015
Illicit Drugs	€211 million	€537 million
Firearms	4	150
Ammunition (rounds)	1	5,673
Cash	€1,635,985	€29,714,606
	£31,355	£344,556
	\$56,000	\$59,721
Cash Forfeited to the State *	€3,736,365	€16,999,089.48
	£51,030	£271,260
Interventions – Threat to Life Incidents	0	80**
Arrests for Drug Trafficking, Money Laundering, Possession of Firearms and Kindred Offences	192	1,545

\*This is the amount of cash forfeited to the State, after relevant court proceedings.

\*\*80 threat to life operations since February 5, 2016.

\*\*\*Statistics provided relate to operations involving the GNDOCB and do not include seizures made by any other Garda units.

### Multinational Operation Against Transnational Organised Crime

In September, An Garda Síochána, along with the Customs Revenue Service and the Irish Navy as part of the Joint Agency Task Force supported by Maritime Analysis and Operations Centre - Narcotics (MAOC-N) and the Irish Army Ranger Wing, conducted a maritime intervention operation off the coast of Ireland on a cargo vessel, the MV Matthew, which had arrived at the Irish coast from South America.

This operation resulted in the seizure of 2.2 tonnes of cocaine aboard the cargo ship and the arrest and charging of eight people with drug trafficking and organised crime offences. This was the largest seizure of cocaine in this jurisdiction and dealt a significant blow to international cocaine trafficking.

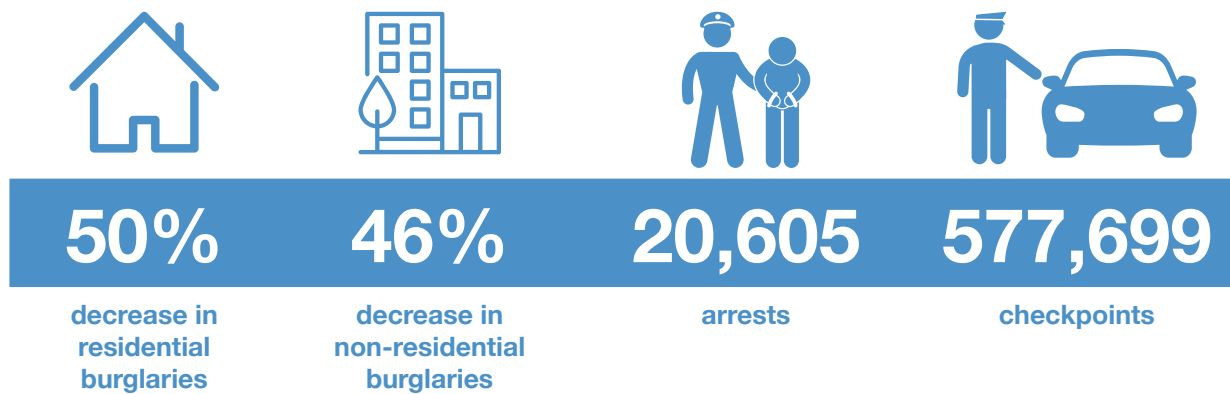


Media briefing on the maritime intervention operation



### Operation Thor

Since its launch in November 2015, our national anti-burglary initiative Operation Thor has led to:



### GARDA NATIONAL PROTECTIVE SERVICES BUREAU (GNPSB)

#### Child Sexual Abuse Reporting (CSAR) Phone Line

An Garda Síochána operates a dedicated phone line for the reporting of child sexual abuse, 24/7 and 365 days a year. The phone number is 1800 555 222. In 2023, the CSAR phone line received 187 calls.

#### National Child Protection Unit

Operation Limelight commenced in October raising awareness of Female Genital Mutilation (FGM). This multi-agency awareness and safeguarding operation took place at Dublin Airport with the Department of Justice, the Border Management Unit and Akidwa, a national network of migrant women.

#### National Domestic Abuse Unit

The Domestic Abuse Risk Evaluation Tool was rolled out nationally in February to aid Gardaí to better estimate, identify, qualify or quantify risk.

Along with many governmental and social justice partners, the National Domestic Abuse Unit continued to support victims of domestic abuse and target offenders. Events such as Go Purple Day and 16 Days of Activism highlighted the message that “you do not need to be bruised to be abused”. The unit supported investigating Gardaí dealing with complex cases and regularly provided training on coercive control.



Go Purple Day - 28th April

### Missing Persons Unit (MPU)

In November, MPU assisted the Isle of Man Police in identifying a person missing since 2013 whose remains were located on the east coast of the UK.

There were no Child Rescue Ireland (CRI) Alerts issued in 2023.

	2019	2020	2021	2022	2023
Missing Person Reports*	9,504	8,496	9,601	10,513	11,890
Persons Reported Missing** (Distinct persons - one or more times per year)	4093	3336	3503	4263	4599
Persons Still Missing at year-end***	18	23	10	30	67

\*Missing Person Reports = A count of all Missing Person incidents on PULSE.

\*\*Persons Reported Missing = The count of distinct Person PULSE IDs associated with all Missing Person Reports per year.

\*\*\*Person Still Missing = The values are distinct Person PULSE IDs associated with Missing Person Reports where the Missing Person Status in relation to the incident is 'Missing' currently.

The above Pulse data is accurate as of 16 January 2024 and is subject to change.

### Human Trafficking

Fifty-three people were identified by An Garda Síochána as potential victims of human trafficking. This was a 26% increase compared to 2022.

#### Key Operations in 2023:

- Eleven charges were made under Operation Avaricious relating to labour exploitation of numerous Latvian nationals.
- Operation Ruhr relates to suspicions of human trafficking from Romania into Ireland and the United Kingdom for the purpose of sexual exploitation. Searches and seizures in co-operation with the Romanian authorities were carried out in both Ireland and Romania.
- A key female suspect was arrested as part of an investigation, Operation Creativity, conducted by the Organised Prostitution Investigation Unit (OPIU) into the activities of a Romanian Organised Crime Group (OCG).
- Operation Stockpot is an ongoing investigation conducted by OPIU into an OCG involved in organised prostitution, brothel keeping and money laundering in the greater Dublin area. A male was arrested in November and charged with multiple offences.

## GARDA NATIONAL ECONOMIC CRIME BUREAU (GNECB)

### Operation Mantel

Following the loss of €4m in funds from four injured parties across different jurisdictions, Operation Mantel was launched in October 2012. After an extensive investigation carried out by the Money Laundering Investigation Unit (MLIU), €1.42m was discovered being laundered through an Irish company account. In October, two men were charged with money laundering offences with both accused entering guilty pleas.

### Financial Intelligence Unit (FIU Ireland)

FIU Ireland received 68,999 Suspicious Transaction Reports (STRs), 3,704 of which were sent as intelligence to Garda divisions/National Units and 18,428 were shared internationally on a FIU to FIU basis. The unit received 1,161 requests for assistance/information from Gardaí and 392 international requests from outside FIUs. FIU Ireland is an active participant on various different committees, groups, partnerships and operations.

### Operation HAECHI

Operation HAECHI is co-ordinated under the auspices of INTERPOL and targets a number of different cyber-enabled financial fraud and associated money-laundering activities. In a recent HAECHI case, FIU Ireland assisted in the recovery and return of almost €1m in funds to the Irish-based victim of a business email compromise fraud.



### Fraud Awareness

GNECB continued and expanded its ongoing meetings with partners in private industry, improving crime prevention awareness, and promoting reporting.

Media briefings were held in November coinciding with International Fraud Awareness Week, as part of a campaign to highlight different types of fraud including account takeover, business email compromise and investment fraud.

### **GARDA NATIONAL CYBER CRIME BUREAU (GNCCB)**

#### Case Management

	2022	2023
New Cases	488	380
Closed Cases	692	655

#### Exhibits processed during 2023

Exhibits received 2023	Exhibits closed 2023
2100	2493

### Online safety awareness

GNCCB contributed to European Cyber Security Month in October via a social media and radio campaign focused on phishing and ransomware. GNCCB participated in the recording of two podcast episodes for Newstalk's Tech Talk series, with one episode broadcast on Newstalk radio.

The bureau delivered numerous cyber safety/awareness talks and presentations in the community including schools, local county councils, local community safety partnerships and local businesses.

### Internal Security Fund (ISF) Projects

Intelligence Network and Secure Platform for Evidence Correlation and Transfer (INSPECTr)

The INSPECTr Project concluded in 2023.

UNDERSERVED, an ISF-funded project, commenced in June. Its objective is to develop a threat reporting and analysis platform for use by sectors vulnerable to cyber-attacks, but without the means to mitigate.

### GNCCB Cyber Crime Satellite Hub

Personnel from the four hubs provided assistance and support to regional units in the organisation on various operations. These included:

- Operation Equuleus, to date, in excess of €1.2m in crypto assets has been seized, a number of arrests were made, and two suspects charged and in custody. The bureau continues to provide assistance by way of forensic examinations.
- Operation Avaricious was set up to target an international OCG involved in human trafficking, money laundering and fraud. The two main suspects were trafficking Latvian nationals into Ireland on the promise of employment. Four searches were conducted.
- The significant seizure of cocaine from the MV Matthew bulk shipping vessel. Expertise in the examination of various electronic equipment seized from the vessel and also the suspects on board was provided. All data collected such as exhibits, communications and location data was given to the investigation team.

### Inter-Agency Engagement

GNCCB hosted colleagues from the Police Service of Northern Ireland (PSNI) Cyber Crime Centre, the National Cyber Security Centre (NCSC), UK law enforcement partners, the UK's National Crime Agency (NCA) and other stakeholders to carry out a cross-border cyber-attack exercise. Clear communicating structures for sharing intelligence including response protocols in the event of a cross-border cyber-attack against a critical infrastructure or a significant corporate network continue to be developed.

An event about the value of a multi-agency approach to a cyber-critical incident response focusing on the 2021 ransomware attack on the Health Service Executive's critical infrastructure was hosted by the bureau and attended by the HSE, NCSC, as well as cyber incident response teams.

Several other meetings and engagements were held with various other policing counterparts and stakeholders including US Homeland Security, European Multidisciplinary Platform Against Criminal Threats (EMPACT) and the NCA.

### Key updates on operations/activities

- GNCCB manages and coordinates a victim and intelligence capability through the submission of new unidentified victims to INTERPOL's International Child Sexual Exploitation (ICSE) database. The bureau uploaded 7,149 media files resulting in the identification of seven offenders and 14 victims in 2023.
- The bureau continued investigations into the Hive Ransomware Group following the successful Operation Dawnbreaker Group, which was hosted by the FBI and Europol in an effort to identify the affiliate responsible relating to Irish victims.
- Operation Continental was established by Europol in the aftermath of the ransomware attack on Irish-based ICT systems. It actively targets the ransomware group and its affiliates in a number of jurisdictions. The Cyber Investigation Unit has assisted in a number of operations.
- Continued progress has been made in the investigation into the ransomware attack on the HSE involving regular engagement with international law enforcement agencies including Europol and the FBI.

## CRIMINAL ASSETS BUREAU (CAB)

Through targeted operations, utilising the skillsets of multi-agency personnel across the country, CAB continued its focus on high-ranking criminals, while also targeting those operating in mid and lower-level tiers by depriving them of the proceeds from their criminal conduct.

CAB continued to enhance engagement with international partners, actively participating in conferences in the area of asset forfeiture and confiscation.

Full details of the activities of the CAB during 2023 will be published in its annual report.

## GARDA NATIONAL IMMIGRATION BUREAU (GNIB)

### Removal and Refusal of Individuals in 2023

In 2023, GNIB completed 81 removals from the State. This included 51 deportations, 26 EU removals, one Dublin III\* transfer, and three refused leave to land at ports of entry.

#### Case Study

GNIB identified a non-national residing within the State suspected of committing multiple murders in a different country. An operation was implemented to find, arrest and deport the suspect. Enquiries established the suspect had three aliases. Following his declined international protection application, GNIB successfully deported the suspect under escort in September.

#### Key Operations/Activities

Inter-agency days of action were conducted for a number of operations:

- Operation Frankincense is to identify, target and disrupt organised crime groups (OCGs) involved in the smuggling/trafficking of illegal immigrants into Ireland.
- Operation Sonnet is designed to prevent the abuse of the Common Travel Area (CTA), in particular, persons travelling between Northern Ireland and the Republic of Ireland.
- Operation Mombasa focused on a trans-national investigation into the production of false travel documents used for illegal immigration by a Georgian OCG. During 2023 it came to a successful conclusion with a conviction secured.

\* Dublin III Regulations lay down the criteria to determine which EU member state is responsible for examining an application for international protection.

An Airport Liaison Officer (ALO) was deployed to Madrid Airport, Spain. This operation targeted passengers travelling from Madrid Airport to Ireland using fake documents, no visas or under false pretences to circumvent the Irish immigration system. Once detected, the ALO advises the air carrier and/or Immigration Police that such persons will be refused leave to land upon arrival into Ireland.



Opening of the Garda Immigration Office, Dublin Port by Commissioner Drew Harris and Minister for Justice Helen McEntee TD

GNIB deployed CO2 detectors at Rosslare, Dublin and Cork Ports in 2023. They are used to detect stowaways on board curtain-sided trailers and ultimately save lives.

The Garda Immigration Unit for DMR North Central was officially opened in Dublin Port by Commissioner Drew Harris and Minister for Justice Helen McEntee TD in November. This office provides a modern work space for Gardaí to carry out immigration enquiries efficiently. Works carried out ensured the facility has a secure detention area to process detainees, as well as interview rooms and medical facilities.

## GARDA NATIONAL BUREAU OF CRIMINAL INVESTIGATION (GNBCI)

### Extradition Unit

Fugitives arrested	114
Fugitives surrendered to other jurisdictions	114
Fugitives returned to Ireland from other jurisdictions	48

#### Case Study

In March, during the course of an operation, 10 suspects wanted for a variety of offences including fraud, drug trafficking and theft were arrested and subsequently surrendered to the Polish authorities.

### Stolen Motor Vehicle Investigation Unit (SMVIU)

Stolen Vehicle Assets	€2,492,500
Technical examination of vehicles	107
Search Assists	25

#### Case Study

Operation Ragwort was conducted to combat the theft of electric vehicles in the State. A total of 64 vehicles, valued at approximately €1.6 million, were stolen in the DMR and Eastern Region between April 2017 and March 2020.

As part of this operation, a suspect was arrested and interviewed following a stolen vehicle pursuit. A relay device that had electronic capabilities of compromising the security features of keyless start vehicles was then found. The suspect was charged before the Irish courts in December following the execution of a European Arrest Warrant.

### Intellectual Property (IP) Crime Unit

IP crime involves the infringement of copyright by counterfeiting commodities or pirating content. Counterfeiting involves the manufacture, sale or distribution of goods without the IP owner's permission.

#### Case Study

Operation Fleming is an investigation into illegal TV streaming in Meath. Four suspects were being convicted for various copyright and money laundering offences. Accounts were frozen and €92,000 forfeited to the State.

## Agricultural and Marine Crime

### Case Study

Operation Lanyard is an investigation into alleged offences of deception and the use of false instruments relating to horses submitted to an abattoir for slaughter. The alleged offences involved changing the identity of horses by using cloned animal microchips for the purpose of passing them off as animals that were fit for inclusion in the food chain. This extensive investigation resulted in five suspects being charged with a range of offences.

## Passport Fraud

### Case Study

Under Operation Newton, an investigation carried out by GNBCI into fraudulently obtained genuine passports, seven suspects were charged in 2023 for their roles in three linked fraudulent applications made in 2019.

### Case Study

A person was charged in September with a number of offences relating to the issuing of two passports in different names. Identities of two children who had died in infancy in the early 1950s had been used to obtain the passports.

## International Liaison

The bureau continues to liaise with international partners to identify best practice in investigative techniques and sharing experience.

### Key engagements included:

- Presenting a case study on enhanced cognitive interviewing at the National Witness Interviewing Conference hosted by UK Counter Terrorism Policing.
- Representing Ireland at a Europol operational meeting on cross border homicides, and presenting a case study in relation to OCGs in targeting victims. This led to a request from Police Scotland for assistance in an OCG investigation.
- Members of the Serious Crime Review Team conducted a training needs analysis for the Committee on Missing Persons in Cyprus (CMP). The report focused on improving the investigative phase of the project. Recommendations were approved and subsequent training delivered to the CMP.
- GNBCI met with counterparts from the UK NCA's Major Crime Investigative Support team to discuss best practice in investigations and continued collaboration. Arising from this, NCA and advisors in interviewing and forensics were guest speakers at the National Senior Investigating Officers' Conference in November.
- An Garda Síochána, as co-leader in Operation Aphrodite, an EMPACT operational action, with the Guardia Di Finanza (Italian Police), co-ordinated a meeting in the European Intellectual Property Office, Spain. The meeting centred on the sale of counterfeit products on social media and websites.

## OPERATIONAL SUPPORT SERVICES

### Garda Air Support Unit (GASU)

GASU continued to support a range of operations and cross-border initiatives to tackle crime with the PSNI and other agencies. The unit also attended over 621 incidents within the six DMR divisions in 2023.

Contracts have been finalised for the acquisition of two new aircraft with cutting-edge equipment for GASU – one helicopter and one fixed-wing aircraft.



	1,130	flights
	1,014	hours flown
	1,443	incidents attended
	179	suspects detained
	24	missing persons located
	29	vehicles located

#### Case Study

In August, GASU responded to a vehicle pursuit on a motorway.

The crew of AS2 monitored relayed locations of the suspect vehicle allowing ground units to maintain a safe distance from the vehicle. The crew kept the four suspects, who abandoned the stolen vehicle and fled the area, under observation. They successfully directed Gardaí to their locations and suspects were arrested.

#### Garda Dog Unit (GDU)

GDU has 29 dogs. Most are general purpose dogs or in training for same, used in the search for missing persons, suspects in hiding, locating articles/items of evidential nature, and engaging in public order control and high visibility patrols.

In 2023 three new pups went into training to become general purpose dogs.

GDU detection dogs assisted in 340 searches for locating drugs, cash and firearms and 140 searches to ensure security at major events.

#### Case Study

The GDU assisted members of the District Drugs Unit in searching two properties in Dublin. On arrival at the scene, the Garda dog team were informed that €20,000 worth of cannabis herb had already been located at one of the dwellings, but it was believed there could be more at one of the two properties.

While walking along the public road between the two properties, the Garda dog gave a positive indication on a van which was among a number of abandoned vehicles parked on the road. The van was searched and cannabis herb to the value of €220,000 was located.



### Garda Mounted Unit (GMU)

GMU carried out high visibility patrols in the DMR and assisted with Operation Citizen in the city centre, as well as assisting patrols as part of Operation Thor and Operation Thoroughfare.

GMU assisted with high-profile state visits such as President Biden to Dublin, Dundalk and Ballina and President Higgins to the Ploughing Championships.

Assistance was provided by GMU at numerous events including:

- A customs and immigration operation at Rosslare Harbour for the removal of horses from horseboxes
- Numerous protests and demonstrations
- CAB searches
- Garda station open days
- Days of action in various locations including Smithfield Horse Fair
- Easter and St Patrick's Day parades
- Soccer and GAA matches
- Concerts and music festivals

#### Case Study

In March, GMU assisted CAB with searches at two studs in Co. Meath. The role of the Gardaí was to remove and care for horses during the searches. During the course of the searches, 100 horses in both studs were examined and many were in an emaciated condition following serious neglect. Investigations are ongoing.

### Garda Water Unit (GWU)

During 2023, GWU conducted humanitarian missing person searches in all Garda regions and recovered the remains of 11 bodies.

The unit conducted searches for firearms and other weapons connected to the investigation of serious crime, and provided underwater video and still photography to investigating officers.

Security searches and confined space searches were conducted by GWU in advance of visiting dignitaries at marine locations, as well as berth clearing and ship's hull searches.

GWU's Marine Training School provided training to the Garda Emergence Response Unit and other specialist units in boat handling and sea survival.

Support was provided by GWU to local Garda districts in the patrol and search of offshore and inland islands. Assistance was provided to Gardaí investigating the theft of boats, engines and other marine equipment. The unit's extensive network of European Marine Police contacts proved invaluable during the investigation of these crimes.

Patrols to enforce and detect for the purpose of the enforcement of marine legislation including the wearing of lifejackets were carried out, as well as patrols in connection with passenger boat legislation.

#### Case Study

In April, members of GWU recovered a firearm which had been discarded in the River Maigue, Limerick. They made the semi-automatic shotgun safe, and then handed it over to the investigating team.

### Garda National Public Order Unit (GNPOU)

GNPOU focused on expanding tactical knowledge, enhancing partnerships, and developing new avenues of knowledge sharing on best practice through training exercises with Police Scotland and the PSNI.

Nationally extensive training took place with HSE Incident Response Team and the Garda Mounted Unit. Training for level one and two roles included the tactical communication, arrest and self-defence techniques, teamwork and crowd management tactics. This training provides GNPOU commanders and supervisors with tactical options as part of a graduated response. Further training was provided for level three tactical commander and adviser roles that form the command and control structure for public order units.



Schengen Information Systems (SIS II) had

**1,394**

hits on member states alerts and

**867**

hits on Irish alerts



ASU dispatched to over

**2,000**

incidents over half of which were armed calls



The ERU conducted **54 pre-planned operations** in support of national units. Additionally, **59 high risk protection escorts** were conducted in 2023 in respect of VIPs



**Operational commanders** were appointed to **51 incidents nationally**

# National Security and Intelligence

An Garda Síochána occupies a central position in Ireland’s national security apparatus. The dual policing and security service mandate provided to An Garda Síochána is recognised and provided for in the Garda Síochána (Policing Authority and Miscellaneous Provisions) Act 2015, which introduced a series of amendments to the Garda Síochána Act 2005, enshrining a legal definition for security services and firmly placing responsibility for this function with An Garda Síochána. While both functions are complementary, they are separate and distinct functions.

An Garda Síochána is committed to fulfilling its responsibilities and obligations as a modern security service to deliver upon our core mission of keeping people safe. The security of every nation is a critical component of a state’s existence and the obligation to protect the interests of the State and its people, together with protecting and defending the human rights of our citizens, is central to our mission.

Ireland is a modern open economy with strong democratic institutions and civic engagement. As a modern, society Ireland faces threats from a diverse range of areas. These threats are complex and multi-faceted, requiring a dynamic and agile response. An Garda Síochána provides this through a strengthened security and intelligence capability.

An Garda Síochána is committed to identifying, analysing and countering threats to our government, citizens, society and economic wellbeing from wherever they emanate. We work in close co-operation with partners within the jurisdiction and worldwide, at strategic, operational and tactical levels to ensure that our citizens and democratic institutions are kept safe from the threats they face. We use the latest technology and techniques to ensure that we stay ahead of potential threats, anticipate new dangers, and are able to effectively counteract threats as they materialise.

## SECURITY AND INTELLIGENCE SECTION OF AN GARDA SÍOCHÁNA

The Security and Intelligence Section of An Garda Síochána could be described as the internal security service of the Irish State. Having identified potential security threats, one of the most essential functions of the security service is to advise Government of these threats, so that the necessary national security arrangements can be put in place.

The international security situation throughout 2023 was complex and continued to be influenced by world events such as the conflict in Gaza/Israel and the Russian invasion of Ukraine. These global security challenges have an impact on European security, and in turn, Ireland’s national security.

In response to emerging national security challenges, Garda National Crime and Security Intelligence Service (GNCSIS) continued to strengthen its co-operation and intelligence-sharing relationships with European and other international counterparts to ensure that An Garda Síochána is delivering upon its obligations as a security service.

During the visit of President Biden to this jurisdiction, Security and Intelligence provided intelligence to ensure potential threats were identified and risks managed.

Additionally, Security and Intelligence worked closely with other units within An Garda Síochána to combat terrorist financing, and support for terrorist activity, within the State.

GNCSIS works in close collaboration with Irish state agencies in synergizing efforts to counter threats. To this end, GNCSIS is committed to supporting the collective strengthening of national security as recommended by the Commission on the Future of Policing in Ireland.

## SPECIAL DETECTIVE UNIT (SDU)

SDU maintained its priority role as the National Counter-Terrorism Investigation Unit. It safeguards national security through collaborative work with national and international stakeholders and partners. SDU continued to effectively disrupt and prevent terrorist-related activity and violent extremism, including anti-government extremism, through intelligence-led operations, searches, arrests and prosecutions.

A strong working relationship is maintained with neighbouring law enforcement, specifically the PSNI and UK agencies, to mitigate any threat posed by terrorist groups, including the exploitation of the border and to combat dissident republican activity. Numerous cross-border parallel operations, checkpoints and investigations were conducted with local Gardaí and the PSNI in 2023.

A number of prosecutions were initiated in 2023 resulting from investigations that included charges relating to the Criminal Justice (Money Laundering and Terrorist Financing) Act 2010 and the Criminal Justice Act, 2006 in respect of directing criminal organisations.

Support was provided for security screening of refugees to the Department of Justice, Irish Refugee Protection Programme IRPP), and the International Protection Office.

SDU is responsible for enforcement of EU Terrorist Content Online Regulations involving the removal of online content in collaboration with service providers. This work is in conjunction with our Europol colleagues and pan-European law enforcement agencies.

In 2023, the Joint Controllers Agreement was established with SDU working in partnership with the Irish Prison Service and Irish Probation Service in respect of the radicalisation of individuals. SDU is an active participant in the EU Commission Radicalisation Awareness Network. The unit continues to monitor external terrorist threats along with persons involved in foreign conflicts. SDU supported internal and international agencies providing expertise in counter-terrorist related activity.

The Protection Unit provided armed protection for dignitaries residing in or visiting Ireland. Close protection was provided for visits to this jurisdiction by numerous prime ministers and State visits by Presidents of Malta and the U.S.

## SPECIAL TACTICS AND OPERATIONS COMMAND (STOC)

### Emergency Response Unit (ERU)

ERU conducted 54 pre-planned operations in support of national units in 2023. Additionally, 59 high risk protection escorts were conducted in respect of VIPs.

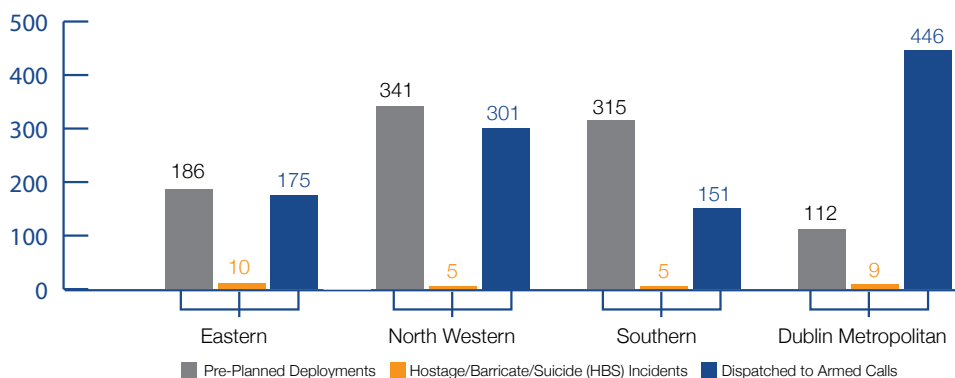
ERU personnel were deployed into an active war zone as security detail for senior Government Ministers visiting Ukraine.

In April, ERU provided a significant protection detail for the US President.

### Armed Support Unit (ASU)

ASU deploys from 12 centres across the four Garda Regions nationally.

ASU National Deployment Statistics





During President Biden's visit to Ireland

### National Negotiation Unit (NNU)

An Garda Síochána presided over the European Union Network of Advisory Teams (EuNAT) and chaired a four-day EuNAT international conference in Lisbon in November 2023.

In May, NNU conducted an operational commander's course resulting in 11 personnel being added to the Operational Commanders' national list.

The unit provided presentations on a number of courses, internally and externally, including the College of Psychiatry, Garda College Senior Investigation Officer (SIO), Detective Sergeant and Detective Garda courses.

Operational Commanders were appointed to 51 incidents nationally.

The assistance of Mental Health Professionals was requested on nine such occasions as per agreed protocols with the central mental hospital. This resulted in valuable advice or relevant medical background information being given to assist in de-escalating situations.

How incidents concluded						
<b>6</b> Missing Persons Located	<b>3</b> Non-fatal Injuries	<b>1</b> Fatal Injuries	<b>2</b> Fled	<b>3</b> Public Order Unit Intervention	<b>3</b> Negotiated Other	<b>17</b> First Responder Negotiated
<b>10</b> First Responder Intervention	<b>11</b> ASU Negotiated	<b>6</b> ASU Intervention (Weapons deployed/with OC)	<b>7</b> ASU Intervention (No weapons deployed/no OC)	<b>5</b> ASU Intervention (No weapons deployed/with OC)	<b>22</b> Garda Negotiator	

### International Input

The Department of Foreign Affairs requested the assistance of the National Negotiation Unit in relation to one incident involving an Irish national in Cambodia.

### International Liaison

In July, An Garda Síochána co-hosted, with the PSNI, the International Senior Leaders Seminar on advanced professional policing practices and welcomed a delegation from the New Jersey State Association Chiefs of Police.

## LIAISON AND PROTECTION

### INTERPOL

INTERPOL Dublin contributed to INTERPOL databases to assist worldwide law enforcement to prevent, disrupt and detect transnational crime.

In 2023, An Garda Síochána participated in INTERPOL-led projects covering areas including cyber-crime, financial crime, organised crime and environmental crimes.

### Europol






Europol assisted An Garda Síochána in conducting a number of cross-border operations targeting serious and organised crime.

As part of Europol’s drive to upskill law enforcement to essential standards, Garda personnel attached to specialist units participated in online training, attended virtual conferences and were involved in joint action days.

In 2023, An Garda Síochána contributed to Europol’s Serious Organised Crime Threat Assessment, the Internet Organised Crime Threat Assessment, and reports on the terrorist situation within the European Union.

### SIRENE

The Schengen Information System (SIS) Recast went live in Ireland in March in conjunction with participating immigration, police, customs and judicial authorities in the EU and the Schengen associated countries. SIS Recast builds on the valuable tools already provided by the current SIS system.

Alert	 Article 26	 Article 32	 Article 34	 Article 36	 Article 38	Total
<b>Hits on other member states</b>	87	53	338	587	329	<b>1,394</b>
<b>Hits on Irish alerts</b>	40	26	168	379	254	<b>867</b>

### International Co-ordination Unit

The ICU has co-ordinated the role of An Garda Síochána in a number of EU ISF and Horizon Europe (research and innovation) projects.

Throughout 2023, the ICU co-ordinated and administered six projects including cyber security; cybercrime; major emergency management; organised crime; child sexual abuse, and counter-terrorism.



Command and Control Base

### Garda Liaison Officer's Network

Garda Liaison Officer (GLOs) play a crucial role in facilitating communication and co-operation between An Garda Síochána and other law enforcement agencies. GLOs assist in investigations and provide support by sharing information on transnational criminal activities, co-ordinating operations, fostering positive relationships and building trust to enhance cross-border collaboration.

### Protection Section

The Protection Office continues to engage with a variety of Government Departments in the implementation of policing plans relevant to visiting VIPs.

The Garda Technical Advisory Group (GTAG) provided enormous assistance to Diplomatic Corps domestically and internationally. GTAG continued to provide technical expertise and advice on security for sensitive, high-risk locations and high-risk persons. The group engages with a variety of Government and non-Government agencies to review and improve security of their assets and personnel in Ireland and abroad. It works closely with financial institutions to ensure the safe delivery and storage of cash, and are participants in EU Commission-funded projects designed to protect public places and places of worship. GTAG supports the divisional Crime Prevention Officer network ensuring the most up-to-date crime prevention advice is available.

The Ministerial Protection Unit continues to provide a high level of security to a large number of State officials and Ministers.

### National Major Emergency Management (MEM) Office

Major Emergency Management structures how the response agencies of the State co-ordinate the planning, training, response and recovery phases of dealing with major emergencies, or incidents that have the potential to become a major emergency.

At an operational level the MEM Office is involved in joint planning, protocol development, and exercise development with the other principal response agencies (health service executive and local authorities), as well as other assisting agencies including Defence Forces, Irish Coast Guard, Civil Defence and all voluntary emergency services. Internally the MEM Office has a background advisory role at incidents and events that are of high importance or have the potential to have national significance. The role of the office during the visit of President Biden, and during the concern over the online purchase of "chemical suicide packs" illustrate this key role.

Throughout 2023, the staff of the MEM Office continued to have responsibility for An Garda Síochána's Covid-19 Co-ordination Unit.



**25**  
**Awards**  
presented for  
National Garda  
Youth Awards

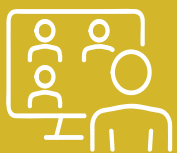
National  
Community  
Engagement  
week took  
place in May



**Over 40,000**  
young people applied for the  
**Age Card**



**210 Garda personnel**  
trained in Youth Mental  
Health First Aid Programme



**86.5%**  
of the organisation  
have completed the  
**Online Hate  
Crime Training**

**90% of Fixed Charge Notices  
(FCNs) were issued by Gardaí  
using mobility devices**



**Lifesaver project**  
launched in October

# Community Safety

## GARDA NATIONAL COMMUNITY ENGAGEMENT BUREAU (GNCEB)

### Crime Prevention and Community Engagement Campaigns

Crime prevention campaigns were continued on key crimes:

- Burglary prevention
- Bogus callers/fraud
- Online safety
- Public safety and harm reduction
- Rural safety
- Vehicle safety

### Garda National Crime Prevention Unit (GNCPU)

#### Park Smart

In February, Park Smart, a campaign to raise awareness about securing a vehicle to prevent it from being stolen, was launched.

#### Safer Internet Day

The 20th Safer Internet Day took place in February creating awareness of being safe online for all users, in particular children and young people.

#### Operation Twin Tracks

In November, in partnership with Iarnród Éireann and Transdev Ireland, Gardaí engaged in Operation Twin Tracks with pro-active patrolling of the DART, Luas and eight inter-city rail routes to prevent and detect anti-social behaviour. This operation has two primary elements – community engagement and rail safety, achieved by high visibility patrolling and delivery of crime prevention advice.

#### Operation Táirge – National Strategic Retail Forum

GNCPU hosted the bi-annual National Strategic Retail Forum attended by stakeholders from the retail industry. Topics such as retail theft, crime trends and anti-social behaviour were discussed. Arising from these forums, a strategy was developed by GNCEB that led to the launch in December of Operation Táirge, an intelligence-led approach to tackle rising retail crime.

### Crime Prevention Officers (CPOs)

#### Training

Fifteen CPOs commenced a Level 4 Crime Prevention for Practitioners training course in the Garda College in May. This qualification is a more detailed examination of crime prevention practices and is aimed at those who will be providing specialist advice within their role.

### Garda National Offender Recidivism Unit (GNORU)

GNORU participated in the annual Irish Criminal Justice Agencies conference. The theme focused on putting community at the heart of the criminal justice system. A variety of topics were presented.

The Association for Criminal Justice Research and Development seminar, which looked at the development of the criminal justice system of the EU, was also attended by the unit.



### Garda National Community Policing Unit

#### *Schools Programme/Campus Watch*

The process of school's programme returns has been streamlined and systemised. The increase in staff in the unit has enabled a more dedicated focus on the development of support materials for both the Schools Programme and Campus Watch initiatives.

Almost 400,000 students engaged in the 2022/23 Garda Schools Programme throughout the country.

#### *Major National Public Events*

The unit has continued to meet the demands of procurement, event planning, management, co-ordination and staffing with regard to major national public events such as the annual Bloom Festival, the National Ploughing Championships and Bray Air Show.

In addition, community policing supported a number of regional day events and for the first time attended the BT Young Scientist and Technology Exhibition (BTYSTE). This allowed for the showcasing of a number of new technological developments, for example, body-worn cameras, the Garda property app and new Garda vehicles.

#### *Garda Youth Awards 2023*

The annual Garda Youth Awards, at national and divisional level, celebrated outstanding young people aged between 13 and 21 years, and recognised the good work they are doing throughout their communities. In 2023, there were 25 awards presented to acknowledge the remarkable contributions made in a number of Garda divisions by many exceptional young people.

#### *National Community Engagement Week*

As part of the National Rural Safety Forum, supported by An Garda Síochána in making communities safer places to live, National Community Engagement Week took place in May. The five priorities listed in the Rural Safety Plan 2022–2024 were incorporated into daily topics and included the themes of community safety; road safety and pedestrian safety; burglary and theft; personal safety and wellbeing, and farm and rural safety.

#### *Supporting Local Initiatives/Community Policing*

##### *Transition Year Programmes*

Across the country numerous week-long transition year programmes were held. The programme gives students an insight into the work of An Garda Síochána. They had the opportunity to attend court and hear Gardaí give evidence, observe checkpoints, take part in public order training, and meet the specialist units such as the Mounted and Armed Support Units. A certificate of completion is given to each student at the end of the week.





### Go Purple Day

In April, personnel across the country donned purple and set up events for the annual Go Purple Day which aims to raise awareness about domestic abuse and local services/supports available for victims.



### Property Marking

Numerous property marking events took place in divisions throughout the country where locals could avail of crime prevention advice and have their valuable items laser stamped with an inscription of their choice to aid in identifying items should they be stolen. Property marking also acts as a deterrent to thieves.

### Open/Information Days

A series of open days at Garda stations was held providing an opportunity to local communities to visit and interact with local Gardaí.



### See Something, Say Something

Gardaí in Co. Kerry extended the text alert initiative to the towns of Dingle and Listowel. A new user interface was developed and it was rebranded. In addition, the system was made available in Irish to communities in the West Kerry Gaeltacht.

### Garda Text Alert

A new text alert service pilot launched in Listowel in December. The service, which is the first in the country, aims to provide community and business groups with regular crime prevention advice and safety information. It also seeks public assistance in solving crimes that may occur in the area. The new system, which is provided at no cost to the public, complements the See Something, Say Something initiative and provides the facility to distribute information locally.



### *Garda Halloween Door Hangers*

During October, Tralee Community Policing Unit developed the idea of a Halloween door hanger to provide a safe and friendly way to inform trick-or-treaters that a household was not participating in Halloween activities.

The initiative aimed to assist vulnerable persons such as elderly residents, persons with autism or others who may feel somewhat unsafe in their homes during Halloween.

The distribution of the door hangers included engagement with primary and post-primary students as well as sports clubs and community groups.

In total 6,000 door hangers were distributed in the Kerry Division in the run-up to Halloween. The initiative created significant positive traction both locally and nationally featuring in national print and television.

### *Road Safety – Cork*

Road Safety initiatives were a key area of focus across Cork County Division throughout 2023. One initiative involved the students at a national school near Mitchelstown carrying out a survey of drivers' behaviour as they were passing the school. The students sent their findings to Mitchelstown Roads Policing Unit (RPU).

Mitchelstown RPU Gardaí liaised with the school to organise patrols and checkpoints in the area. A number of detections were made and members of the RPU subsequently visited the school to update the students and thank them for their efforts in improving road safety.

### *Kids Court – Longford*

Longford Community Policing and Roads Policing Units with the support of the Longford Community Safety Partnership for the second time ran the Drivers and Students Road Safety Programme 'Kids Court' at Stone Park National School in September. This anti-speeding initiative and educational project was successfully rolled out with a view to changing drivers' behaviour around speeding.

### *Hospital Watch - Sligo University Hospital*

In January, the Hospital Watch crime prevention initiative was launched at Sligo University Hospital. The aim of scheme is to prevent crime within the hospital setting. The launch focused on crime prevention, addressing the fear of crime within the hospital, raising awareness among staff and the service users, facilitating engagement among stakeholders, and keeping the hospital safe.

### *Money Muling – Donegal*

Letterkenny Gardaí gave a presentation to the students in the law faculty of Atlantic Technological University Donegal in relation to money muling and money laundering. This new initiative was well received and requests followed for similar presentations to be given at secondary school level.

### *Football Tournament for Primary Schools – Galway*

Sixteen primary schools took part in a football tournament organised by Galway County East Community Engagement Garda personnel. The tournament aims to create positive interactions between nine and 12 year olds and Gardaí.

### *Engagement with Older People*

#### *Age Friendly Ireland National Awards – Cavan/Monaghan*

Cavan/Monaghan Community Policing won a Safety and Security Award at the Age Friendly Recognition and Achievement Awards for the 'Older Persons Wellbeing Event'.

This initiative, led by An Garda Síochána and supported by an array of other agencies, involved reaching out to older people and holding an event where they could get information on various resources available to them within the community to help them feel safe, secure, and to help enhance their lives. Two major events, the first of their type, were held in Monaghan and Cavan with over 200 people attending across both counties.



Harry Styles concert, Slane, Co. Meath

### *Friends of the Elderly – Dublin*

Following collaboration with the Friends of the Elderly charity, Gardai of DMR North Central organised an event at which the Garda Band played. The charity is dedicated to combating loneliness and social isolation among older people.

### *Garda Older Persons Association (GOPA) – Dublin*

GOPA was established in 2009 with the purpose of meeting the policing requirements of older people living in the Garda DMR Eastern Division. It is chaired by An Garda Síochána and comprises of representatives from local statutory and voluntary agencies who have an interest in addressing the needs older people.

Three Garda safety and security seminars were held providing information on how to identify scams and protect against becoming victims of such crimes.

### *Harry Styles Concert – Meath*

In June, Harry Styles played to a full capacity crowd of 83,200 people at Slane Castle, Co. Meath. A major policing plan was put in place by Navan District to ensure the safety of all patrons. It was one of the youngest ever audiences to attend a Slane concert. The policing plan took account of early queuing – a phenomenon at Harry Styles concerts – and the higher volume of cars arising from parents driving children to the event.

### *Community Bus/Transport – Kildare*

During 2023, the Kildare Community Bus was used extensively throughout the county. The bus was supplied to An Garda Síochána by Kildare County Council Naas Municipal District. This bus provides a vital service for numerous groups within the county allowing for better engagement with communities. The bus had a key role in the story of “Johnny Magory and the Mystery of the Missing Puppies”, a book that was launched as part of Kildare Disability Week 2023.

## **GARDA YOUTH DIVERSION BUREAU (GYDB)**

### *Monitoring Unit*

The unit engaged with its stakeholders at GYDB regional meetings during the year. Further engagement continued with the Garda Information Services Centre (GISC) and other stakeholders involved in the youth referrals process to ensure good governance and oversight. It also assisted in the incident outcomes working group.

Monthly reports were provided to each Garda Region highlighting the number of youth referrals deemed unsuitable for the programme and requiring action or progression at a District or Divisional level. These reports also served as reminders for outstanding files and the delivery status of cautions to children referred to the Diversion Programme.

In addition, monitoring reports are now issued on a monthly basis to Regional Assistant Commissioners highlighting the number of incidents requiring attention, with details of the average number of days since a direction was made at the national Garda Youth Diversion Bureau and information on trends for specific regions.

### National Age Card

Approximately 40,000 young people applied for the card, which is a decrease on last year's figure.

### Monitoring Committee

The 2022 Annual Report of the committee appointed to monitor the effectiveness of the Diversion Programme was forwarded to the Department of Justice, as required under Section 44 of the Children Act, 2001.

### Youth Mental Health First Aid (YMHFA)

Juvenile Liaison Officers (JLOs) nationally continued to report rising mental health issues among young people. In response to this crisis, throughout 2023, GYDB supported the roll-out of a new two-day Youth Mental Health First Aid Programme for JLOs and community policing Gardaí.

The Youth Mental Health First Aid programme is designed for adults who live with, work with, or support young people aged between 12 and 18 years. Using a practical, evidence-based action plan, participants learn how to assist a young person who may be experiencing a mental health problem or a mental health crisis, until appropriate professional help is received or until the crisis is resolved.

Over 210 Gardaí and Garda staff have been trained this year and further courses are planned for 2024.

### Youth Justice Strategy

An Garda Síochána is a key stakeholder in the Youth Justice Strategy 2021–2027, launched in April 2021. GYDB is represented on the Youth Justice Oversight Group (YJOG).

## HUMAN RIGHTS, EQUALITY, DIVERSITY AND INCLUSION

### Garda National Diversity Unit (GNDU)

An Garda Síochána is committed to engaging with external stakeholders in a proactive and inclusive manner, to build trust and identify the policing needs of all diverse, minority and 'hard to reach' communities.

GNDU, supported by the Garda Diversity Officers Network, engaged with these communities through a variety of means, including attendance at events, workshops, meetings and conferences across the country.

These included:

- Attendance at various LGBTQIA+ Pride events.
- Building relationships at a number of Traveller Pride events including Longford and Mullingar and the Southside Travellers Action Group, Dublin.
- Ongoing engagements with refugees, international protection applicants and minority communities.
- Attendance at numerous religious and cultural festivals including Eid celebrations, Africa Day and India Fest.



### Case Study

An Garda Síochána in Portlaoise continued their engagement with the Laois Ukrainian Response Community Forum. This group, established by Laois County Council, consists of statutory and voluntary groups/agencies operating across the county. The Community Policing Unit was instrumental in sourcing a premises for a pop-up charity shop aimed at Ukrainian refugees providing them with everything from toiletries to clothing. The unit maintained ongoing engagement and liaison with the various residential facilities for Ukrainian refugees and international protection applicants.

### Hate Crime

Publication of hate crime data, a valuable resource for comparative analysis informing policing responses, has continued with reports for 2021 and 2022 available on the Garda website. Figures for 2023 will be published in early 2024.

### Online Hate Crime Training

The mandatory training has been completed by 86.5% of the organisation. Diversity and Cultural Awareness training will be rolled out in 2024 with the aim of developing Garda personnel's competency and capacity to interact more effectively and positively with migrants, refugees, victims of hate crime and people from diverse and minority backgrounds.

### Garda Diversity Officer Training

GNDU in conjunction with community representatives delivered a two-day Garda Diversity training course for new and existing Garda Diversity Officers (GDOs). There are currently 586 Garda Diversity Officers across every Garda division. A full list is available on the Garda website.

### Partnership Development

#### *LGBTQIA+ Information Day for Garda Diversity Officers (GDOs) in the DMR*

GNDU, in conjunction with LGBTI+ stakeholder groups, held an open day for GDOs in the DMR. It was a great opportunity for the participants to build informal referral pathways and to develop understanding of LGBTI+ community concerns and policing needs.

#### *Garda-Traveller Dialogue Days*

GNDU, along with the Traveller Mediation Service, hosted a number of Garda-Traveller Dialogue Days in divisions in 2023. These days bring together local Gardai and Traveller community members to help break down barriers and develop positive working relationships.

#### *Security of Jewish Communities in Ireland Event, Dublin*

The unit contributed to an event hosted jointly by the Dublin City Interfaith Forum and the Tolerance and Non-Discrimination Unit in the Office for Democratic Institutions and Human Rights. The event was aimed at ensuring the continued security of the Jewish community in Ireland.



#### *Community Policing in Europe: United Nations (UN) International Organisation for Migration (IOM)*

GNCEB attended and presented at the UN IOM, Ireland Community Policing conference held in Dublin. The conference was attended by policing representatives from 10 EU countries. Presentations were provided on the theme of the event, Community Policing in Europe: Breaking Barriers and Building Trust.

### Dignity at Work Policy and Monitoring Unit

Training for the roles of equality adviser for the Working Together to Create A Positive Working Environment Policy and contact persons for Dignity at Work Policy, was rolled out across the four regions in 2023. This training was the first to be conducted since the implementation of both policies. A total of 132 people of all grades and ranks were trained in both policies from all four regions.

In addition to this, an investigator training programme was designed and delivered to the organisation for the first time. A total of six Principal Officers, 44 Assistant Principal Officers and 76 Higher Executive Officers were trained on how to conduct an investigation under the policy.

### Equality, Diversity and Inclusion (EDI) Office

The EDI Office produced, in co-operation with GNDU, the Equality, Diversity and Inclusion Strategy 2024-2026. The aim of this strategy is to bring to life a culture of EDI within An Garda Síochána, where Garda personnel can thrive, and one that is reflective of the communities and societies we serve. It aims to build upon these efforts by placing EDI at the heart of how we exercise our Human Rights and People Development. All change will be supported through the delivery of a series of actions under the following pillars: Our Communities, Our People, Our Leaders, In Partnership.

A number of outreach programmes were conducted including participating in the EO/HEO Development Programme, a careers fair with Munster Technical University, Garda Diversity Officer Training, and schools summit fairs in Munster, Connacht and Leinster. The EDI Office also engaged with Dublin Pride to assist the organisation's successful participation in the largest Pride parade in Ireland.

A Diversity Calendar 2024 was produced to highlight major religious, cultural and international days and is available to personnel.

### An Garda Síochána Diversity Internship Programme

The second phase of the programme was successfully launched in June with an intake of eight school leavers and nine graduates.

The Garda Internship Programme was highly commended at the CIPD Ireland HR Awards 2023 in the Large Organisation Inclusion and Diversity category.

### Human Rights Champions/Training

In 2023 two further intakes of Human Rights Champions undertook the Policing and Human Rights Law in Ireland course.

Over 3,000 members of Garda personnel of all ranks and grades have had the opportunity to complete this training to date, and a further 1,000 will have the opportunity in 2024.

All Human Rights Champions can further develop their knowledge on a human-rights based approach to policing by undertaking a series of learning sessions on topics such as neurodiversity, unconscious bias, mental health awareness, suicide intervention, and Down syndrome. These sessions focus on the lived experience and reinforce how important it is to understand the different types of vulnerabilities that exist in our communities.

In 2023, the section added a seventh learning session as part of the Human Rights Champion initiative to create awareness of Down Syndrome throughout the organisation. A video interview on the subject was recorded in collaboration with Down Syndrome Ireland.

### Strategic Human Rights Advisory Committee (SHRAC)

The SHRAC, chaired by the Commissioner, met four times in 2023.

The Human Rights Section supports this committee in a secretariat role. The current terms of reference for SHRAC are:

- To advise on the general strategy for embedding and ensuring compliance with the human rights standards described in the Human Rights Framework in all aspects of the work of An Garda Síochána.
- To provide evaluation of compliance of An Garda Síochána with the human rights standards described in the Human Rights Framework and make appropriate recommendations on ways to strengthen compliance.
- To evaluate delivery and make recommendations on training in human rights in An Garda Síochána.
- To report annually on the work of the committee during the previous year.





The current terms of reference for the SHRAC, as above, are currently under review and subject to change before publication of the Annual Report 2023.

The SHRAC publishes an annual report each year and these are available on [www.garda.ie](http://www.garda.ie).

## GARDA NATIONAL ROADS POLICING BUREAU (GNRPB)

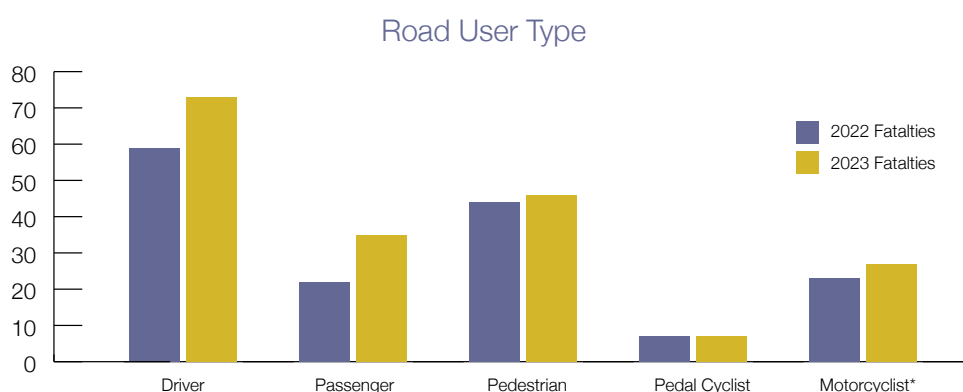
All information in this report is based on data contained in the PULSE and Fixed Charge Processing System databases as of 22 January 2024 and is liable to change.

### Fatalities Summary 2023

- There were 188 fatalities in 177 fatal collisions. The highest number of fatalities since 2014.
- 33 more fatalities and 28 more fatal collisions compared to 2022 (21% increase in fatalities).

### Fatalities per Road User

- Passenger deaths have more than doubled since 2019, albeit from a low level. Passenger fatalities increased by more than 50% compared to 2022.
- Increases in fatalities since 2022 for passengers (+13), drivers (+14), motorcyclists (+4) and pedestrians (+2). Pedal cyclist fatalities were in line with the previous year.
- 2018-2023 has seen year-on-year increases in motorcyclist fatalities.
- Approximately two out of every five (43%) fatalities were vulnerable road users in 2023. This compares to 48% in 2022.



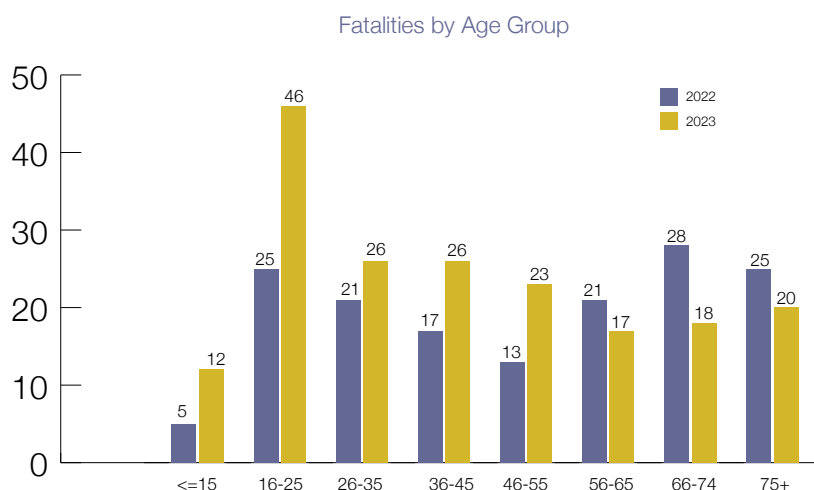
\*Motorcyclist fatalities include pillion passengers.

### Fatalities per County:

- Approximately one-in-four of all fatalities occurred in Tipperary (16), Dublin (15) and Cork (15)
- August was the month with the highest number of fatalities (26).
- 29% occurred on urban roads and 71% on rural roads. This compares to 30% on urban roads and 70% on rural roads in 2022\*.

\*An urban road has a speed limit of 60 km/h or less, while a rural road has a speed limit of 80 km/h or greater.

Fatalities by Age Group:



- Despite the 21% increase in fatalities compared to 2022, there has been a decrease of 19 in fatalities for the over-55 age groups. This contrasts with the age groups under 25 which have seen an increase of 28 fatalities. Fatalities among those under 25 almost doubled last year.
- When combining age group and road user, the largest increase can be seen in the driver and passenger age group in the 16-25 age group. There were 31 driver and passenger fatalities in this age group last year compared to 17 in 2022.

Key Enforcement Data Relative to Traffic Volumes

Lifesaver Offences

	2019	2022	2023	Change 22/23(%)	Change 19/23(%)
Lifesaver Offences*	185,681	198,201	185,649	-6%	0%

\*Lifesaver offences consist of a combination of detections for speed, mobile phones and seatbelts, as well as intoxicated driving arrests.

Enforcement levels for lifesaver offences in 2023, although down on the previous year (-6%), were in line with 2019 levels.

Traffic Volumes

Data based on the most recent Transport Infrastructure Ireland Monthly Traffic Summary Dashboard\*\*

	Last week's average traffic volume				
	2023	% change in 2023 relative to			
		2019	2020	2021	2022
All	22,717	-7%	+19%	+3%	+7%
Car	18,074	-9%	+20%	+4%	+7%
HGV	1,419	-3%	+6%	-3%	+6%

The table shows that while enforcement levels for lifesaver offences in 2023 were in line with those for 2019, traffic volumes for cars were still down 9% on 2019.

However, while enforcement levels for lifesaver offences in 2023 were down 6% on 2022, traffic volumes for cars were up 7%.

\*\*The table was prepared based on data from all traffic counters installed on the national road network. This report is from 04/09/2023.





Speed Gun - Trucam II/TruSpeedSxb

### Public Awareness Activity for 2023

A number of campaigns were conducted by An Garda Síochána and the Road Safety Authority (RSA) including:

- Five National Slow Down Days held throughout the year
- Christmas and New Year Road Safety Campaign
- Information-led Road Safety Operations for each bank holiday weekend
- Make Way Day/Operation Enable
- Tyre Safety Day
- Driving for Work Seminar
- Cycle Safety Week
- Lifesaver Project launch and national roll-out

### Crimecall

Road safety topics covered included pedestrian safety, speed enforcement and advice, launch of the BikeSafe programme and motorcycle safety, multi-agency checkpoints, and intoxicated driving.

### Lifesaver Project

The Lifesaver Project is a new road safety education programme developed and delivered by Gardaí. It is a hard-hitting and realistic road safety presentation highlighting the devastating effects that road traffic collisions have on people's lives. It is a two-hour programme of interactive engagement with the audience supported by video inserts and personal experiences of road traffic collision victims and/or their families. The programme delivers a strong road safety message that everyone needs to hear and helps address the current rising deaths and serious injury collisions on our roads.

The project is being rolled out nationwide with Gardaí from across the country already trained in delivering the presentation. The project received a Road Safety Authority "Leading Lights" Award in December.



### Roads Policing Technology

2023 Overview						
Year	Detections	Number of Times Vehicles Checked	Deployments	Non Compliance per hour	% Compliance	Vehicles per hour
2023	133,310	41,281,790	42,904	1.47	99.68%	457

### Overview by Speed Zone

Speed Zone	Top Detection Speed	Detections	Vehicles checked	Deployments	Non Compliance per Hour	% Compliance
50 km/h	161	41,001	9,583,092	11,333	1.83	99.57%
60 km/h	183	20,751	4,559,105	4,663	2.19	99.54%
80 km/h	191	18,720	7,142,026	12,134	0.74	99.74%
100 km/h	245	33,135	14,426,150	11,927	1.28	99.77%
120 km/h	224	19,703	5,571,417	2,847	2.64	99.65%

#### Mobility App

Almost 90% of Fixed Charge Notices (FCNs) were issued by Gardaí using their mobility devices. Tickets issued from the mobile app are sent straight from the device to our internal systems to allow ticket issue.

Total FCNs by Gardaí to end of 2023		
Mobile Apps	158,188	89%
Note Tickets	19,675	11%
T tickets*	88	0%




\*T tickets – these have not been issued via the mobility app or a note ticket but have been manually input by the FCN office.

#### Speed Gun Purchase

In December, An Garda Síochána received 60 new speed detection devices. The Trucam II has the ability to detect speeding vehicles from distances over one kilometre and provides a high-resolution image of the vehicle registration and a video of the traffic offence committed. A smaller device, the TruSpeed Sxb, is capable of intercepting a greater number of speeding offences due to size and quick deployment capabilities.



**OVER 7,500 APPLICATIONS RECEIVED FOR THE CLERICAL OFFICER RECRUITMENT COMPETITION**

		
13,998	3,444	351
MEMBERS	GARDA STAFF (WHOLE TIME EQUIVALENT)	RESERVES
Staffing Level as at 31 December 2023		

**585,576** vetting applications were processed, an increase of 6.6%

**388** Garda Trainees attested

 Over 15,000 mobile devices deployed by the end of 2023

**2 MILLION** social media followers – an increase of 7%

 GNTB received **601 firearms** for forensic examination – a 12.5% increase

As of December, **98% of the organisation** have signed the Code of Ethics declaration



Over 500,000 incidents created on PULSE by GISC

# Cross-Organisation Services

## KEY ACHIEVEMENTS IN THE DELIVERY OF A POLICING SERVICE FOR OUR FUTURE

### GardaSAFE

Following a successful launch in November, GardaSAFE is now operational in all four Regional Control Centres.

### Change Support Network

Through a network of champions change support focuses on two-way engagement and feedback with colleagues. The network concentrated on innovation and continuous improvement, digital and policing practices. The roll-out of the digital network commenced in Louth, Cavan, Monaghan, and the DMR Divisions. The Innovation and Continuous Improvement network launched across the organisation in October.

### Electronic Content Management (ECM) System

During 2023, ECM was rolled out in four operational locations (DMR South Central, Kilkenny, Carlow and Tipperary) deploying the system to over 89 Garda stations and staff. Twenty-eight bespoke ECM shared sites were also deployed to Garda National Bureaux.

### Investigation Management System (IMS)

IMS was deployed to a number of national bureaux and sections across the organisation during the year.

### Roster and Duty Management System (RDMS)

All regional Divisions now have RDMS following the deployment to eight divisions during 2023.

### Human Rights Training

To date, over 3,000 Garda personnel have had the opportunity to participate in training to enable them to become Human Rights Champions within the organisation.

### Code of Ethics

As of December, 98% of the organisation have signed the Code of Ethics declaration.

### Garda Electronic Training System (GETS)

This new system was rolled out in quarter one, bringing all aspects of training programmes onto one platform to allow for better accessibility and engagement with courses.

## THE OPERATING MODEL

The Operating Model is transitioning An Garda Síochána from a geographically-based policing service to a functionally-based service at a Divisional level, with districts being replaced by four functional areas (Community Engagement, Crime, Performance Assurance and Business Services) in each Division.

A comprehensive review of the three county divisions within the Operating Model was conducted during June and July. Based on this assessment and detailed consultation with the Senior Leadership Team, the Commissioner decided that the three-county divisions listed in the table below should be reconfigured to a two or one county division resulting in an increase of the number of divisions under the Operating Model from 19 to 21.

Current Divisional Structures	New Divisional Structures
Waterford/Kilkenny/Carlow	Waterford/Kilkenny
Laois/Offaly/Kildare	Kildare/Carlow
Donegal/Sligo/Leitrim	Laois/Offaly
	Sligo/Leitrim
	Donegal

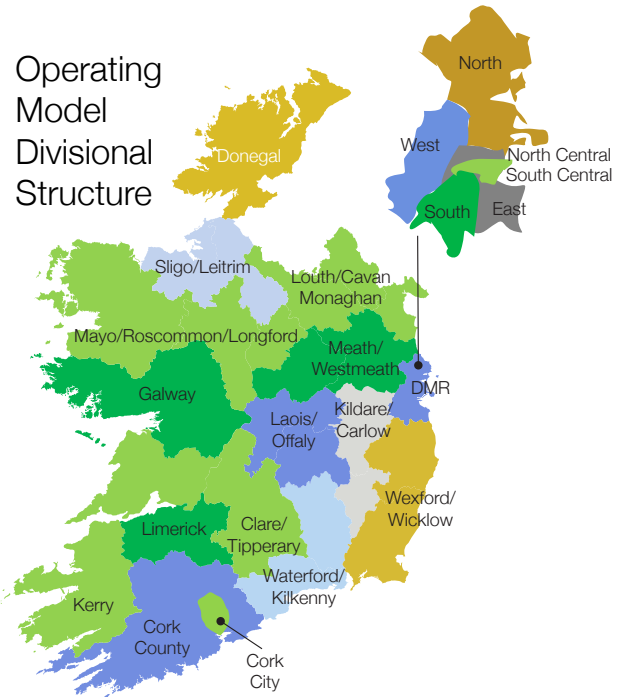
Ten divisions were operating under the four functional areas structure and, following PULSE 7.8 deployment, PULSE incidents have been successfully allocated to the Crime and Community Engagement Functional Areas in these Divisions.

Standardisation of the ways of working across the organisation remains a key element of the Operating Model.

Twenty divisions were at various stages of implementation of the business services standardised processes. Sixteen Divisions commenced utilising the performance assurance standardised processes.

The regional office operating model phased implementation was ongoing in the Southern Region commencing with performance assurance in Q3, 2023. A re-alignment of a number of processes to the divisional offices in the Southern Region was undertaken in Q4, and a review and analysis of feedback is to take place in January 2024.

Documentation and design of the standardised crime and community engagement processes continued. Approximately, 150 Garda personnel have been involved in the quality assurance of over 350 of these processes.



\*Green Shaded Divisions indicate they have established the Four Functional Areas.

### GARDA ETHICS AND CULTURE BUREAU (GECB)

By year-end, 97.9% of An Garda Síochána personnel had signed the Code of Ethics declaration, affirming their commitment to adhere to the Code’s standards. GECB continued to encourage sign-up as part of promotion and internal competition vetting processes.

The main area of focus for GECB was to follow up on the findings from the second Culture Audit of An Garda Síochána, which was published in 2022, and develop an implementation plan.

The findings indicated high levels of organisational pride and commitment and strong alignment between personal values and the values of the Code of Ethics. There has also been an increase in trust in senior leadership since the 2018 audit. However, the findings also indicated that there is work to be done to give our people the support and tools they need to do their jobs efficiently and effectively, to ensure people feel they are treated fairly, and they are being supported in their very challenging and pressurised work.

GECB completed 14 focus groups during 2023 to gather additional qualitative data to support the findings of the audit report. A comprehensive report including a draft implementation plan to address the issues identified was forwarded to senior management.

A presentation on the Culture Audit was delivered to the Governance Forum, which was hosted by the Institute of Public Administration in 2023.

The Learning the Lessons Working Group, comprising representatives from the GECB, Garda Professional Standards Unit, Internal Affairs, and the Garda Anti-Corruption Unit met frequently throughout the year and through collaborative efforts, have published four editions of Learning the Lessons:

- Inappropriate Use of Garda Systems
- Abuse of Authority
- Criminal Conduct
- Garda Síochána Acceptance of Gifts, Hospitality and Sponsorship Policy

## **POLICING AUTHORITY LIAISON OFFICE (PALO)**

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During 2023, PALO continued to engage with the Policing Authority on behalf of An Garda Síochána, providing information and documentation in support of the Policing Authority's activities and oversight function.

This included preparation for meetings with senior leadership, various areas of the organisation and monthly Policing Authority meetings with the Commissioner. In addition, the office continued to develop and publish the Commissioner's 12 Monthly Reports to the Policing Authority.

The office facilitated preparation for five meetings of the Policing Authority's Policing Strategy and Performance Committee and four meetings of the Garda Organisation Development Committee. Liaison was also conducted between both organisations in preparation for 11 Policing Authority meetings with the Commissioner, five of which were held in public.

Over 41 further meetings were organised by the liaison office with specialist and other sections of An Garda Síochána throughout the country. The office also processed various requests from the Policing Authority, including 38 Garda Actions Register Requests which sought information regarding individual Garda strategies, policies, initiatives and the implementation of recommendations of internal and external oversight reports.

## **SYSTEM OF INTERNAL CONTROLS**

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An Garda Síochána maintains and operates an effective system of internal control. This responsibility takes account of the requirements of the relevant provisions of the Code of Practice for the Governance of State Bodies.

### *Review of Effectiveness*

There has been a review of the effectiveness of the system of internal control and this work has engaged the senior management within An Garda Síochána responsible for the development and maintenance of our internal controls.

In this context, An Garda Síochána continuously reviews our system of internal control, arising from revised derogations from/adaptations of the Code requirements for the Garda organisation, agreed with the Department of Justice.

Any system of internal control can provide only reasonable and not absolute assurance that assets are safeguarded, transactions authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected in a timely manner. Maintaining the system of internal control within An Garda Síochána is an evolving process and the system and its effectiveness are kept under ongoing review.

### *Compliance with the Code of Practice for the Governance of State Bodies*

In accordance with the derogations from/adaptations of the Code of Practice for the Garda organisation, An Garda Síochána has continued to progress its compliance with the applicable sections of the Code of Practice in 2023.

An overview of An Garda Síochána compliance with the agreed reporting requirements, in respect of 2023, is set out in Table One.

Description	Fully Effective	Partially Effective
Strategic - Strategic Plan and Performance Management	7	-
Strategic - Organisational Structure	6	-
Strategic - Internal Control Environment	4	1
Strategic - Risk Management	8	1
Strategic - Funding	3	-
Audit & Risk Committee	5	-
Human Resources	7	8
Data Quality	3	2
ICT	20	7 & 1 Non Compliance
Social Media/ Publications	6	-
Finance - General Financial Controls	29	-
Financial Statement Line Items	66	1
Internal Audit Function	4	1
Government Pay Policy	1	1
Public Spending Code	2	-
Procurement	4	-
Clearance/Compliance	8	-
Disposal of Assets and Access to Assets by third parties	2	-
Reporting Arrangements	4	-
Health and Safety Management	8	2
GDPR	7	7
Statement of Internal Control	2	-
Protected Disclosures	1	1
Freedom of Information	4	-

In regards to matters where partial compliance is recorded, work is ongoing to manage compliance in these areas.

#### *Garda payroll and pension overpayments*

The overpayment of Garda members and staff salaries arises largely from the late notification of sick leave, retirements, resignations, unpaid maternity leave and family friendly application to the Payroll Shared Service Centre.

In 2023, recovery plans have been agreed in respect of 73% of identified overpaid Garda members and staff salaries. Recovery plans have been agreed in respect of 4% of identified overpaid Garda pensions. The overpayment of Garda pensions is mainly due to the payment of pensions in advance, rather than in arrears which is the public sector norm.

In accordance with the requirements and financial reporting disclosures in the Code of Practice for the Governance of State Bodies, An Garda Síochána provides a Comprehensive Report to the Minister for Justice setting out assurance of the Garda organisation's compliance with the Code of Practice and other related matters.

### *Financial Control Environment*

A control environment containing the following elements is in place:

- Financial responsibilities have been assigned at management level with corresponding accountability.
- Reporting arrangements have been established at all levels where responsibility for financial management has been assigned.
- Formal procedures have been established for reporting significant control failures and ensuring appropriate corrective action.
- There is an Audit & Risk Committee to advise the Commissioner in discharging responsibilities for the internal financial control system.
- Procedures for all key business processes have been documented.
- There are systems in place to safeguard the assets.

### *Procurement*

An Garda Síochána has an appropriate focus on good procurement practice in the award of all contracts and that procedures are in place to ensure compliance with all relevant guidelines. Expenditure on goods and services, including the cost of contractor/managed services, amounted to a total of €392.4 million in 2023.

An Garda Síochána has provided details of 105 non-competitive contracts in the annual return in respect of Circular 40/2002 to the Department of Public Expenditure, National Development Plan Delivery and Reform. An Garda Síochána complied with the guidelines with the exception of 47 contracts in excess of €25,000.00 (exclusive of VAT) undertaken without a competitive process, totaling €5,924,621 (exclusive of VAT) as set out below:

- Nine cases to a value of €637,950.00 for various facilities services were procured without competitive procurement. These services will be reviewed with the aim to tender and put contracts in place where necessary.
- Five cases to a value of €859,153.00 for various equipment provisions were procured without competitive procurement. These services will be reviewed with the aim to tender and put contracts in place where necessary.
- Two cases to a value of €580,900.00 for uniforms/accessories were procured without competitive procurement. These items will be reviewed and tendered for future supply.
- One case to a value of €101,612.00 in respect of ICT Services/equipment where no contract was in place.
- One case to a value of €92,363.00 in respect of premises hire where no contract was in place
- The other 29 cases with a value of €3,652,643 related a variety of purchases without competitive procurement.
- The above procurements have been included in the 40/2002 annual return.

### *Administrative Controls and Management Reporting*

A framework of administrative procedures and regular management reporting is in place including segregation of duties and a system of delegation and accountability, in particular that:

- There is an appropriate budgeting system with an annual budget which is kept under review by Senior Management.
- There are regular reviews by Senior Management, periodic and annual financial reports which indicate financial performance against forecasts.
- A risk management system and Corporate Risk Register operates within An Garda Síochána.
- There are systems aimed at ensuring the security of the ICT systems
- There are appropriate capital investment control guidelines and formal project management disciplines.

### *Garda Internal Audit Service and Audit & Risk Committee*

An Garda Síochána has an internal audit function, Garda Internal Audit Service (GIAS), which operates in accordance with an approved written charter with appropriately trained personnel. GIAS has a legislative basis under the Garda Síochána Act 2005.

GIAS advises the Commissioner in relation to the financial and property controls in place within the Garda organisation. It does this by undertaking thematic audits encompassing issues across the organisation, conducting periodic and systematic audits based on audit procedures, as well as undertaking value-for-money type reviews within An Garda Síochána on behalf of the Commissioner.

GIAS's work is informed by analysis of the financial risks to which An Garda Síochána is exposed and its annual internal audit plans, approved by the Commissioner, are based on this analysis. These plans aim to cover the key controls on a rolling basis over a reasonable period. The internal audit function is reviewed periodically by the Commissioner and the Audit and Risk Committee, with procedures in place to ensure that the reports of the internal audit function are followed up.

The Audit & Risk Committee was established under the Garda Síochána Act 2005, to independently and objectively oversee the system of the internal control in An Garda Síochána, and to evaluate the related risk management arrangements in place.

As part of ongoing systematic reviews of the control environment and governance procedures within An Garda Síochána, the role of the Committee includes overseeing and advising on matters relating to the operation and development of the internal audit function, and reporting to the Commissioner in relation to the operation and development of that function. The Committee meets quarterly and prepares an annual report in accordance with its obligations under the Garda Síochána Act 2005 as amended by the Garda Síochána (Policing Authority Miscellaneous Provisions) Act 2015.

#### *Risk and Control Environment*

An Garda Síochána has a formal risk management process which provides a structured approach to risk management with an emphasis on governance, accountability and transparency.

A Risk Champion Network is in place across the Garda organisation to assist with the implementation, coordination, management and support of risk management function.

The Garda Risk Management Unit (GRMU) oversees An Garda Síochána risk management function and Risk Champion Network. The GRMU provides organisation-wide support in terms of communications, training, advice and guidance to all risk managers within An Garda Síochána, with the objective of embedding risk management firmly within the organisation's culture.

The GRMU provides administrative support to the Chief Risk Officer and the Risk and Policy Committee and advises them with respect to new and emerging corporate risks. The GRMU has an important role in ensuring organisation-wide compliance with risk management policy by way of audit and quality assurance.

The Risk and Policy Committee is chaired by Deputy Commissioner Strategy, Governance & Performance who has been delegated by the Commissioner as the Chief Risk Officer for An Garda Síochána.

The Committee is a collective advisory group of key senior managers who oversee and provide strategic direction with respect to risk management and the management of policy in An Garda Síochána. It has responsibility for ensuring that robust, fit for purpose policies are in place across the organisation and where necessary, strengthen policies where gaps are identified, to manage and mitigate corporate risks effectively to enable An Garda Síochána to achieve organisational objectives as outlined in Strategy Statements and Policing Plans.

#### *Financial Internal Control Issues*

Any weaknesses in the Financial Internal Controls identified in relation to 2023, that require disclosure, are set out in the Appropriation Account.

In 2023, An Garda Síochána with the support of an external Financial and Tax Advisory Service analysed and quantified the value of the historical tax liability regarding travel and subsistence claims and made an unprompted voluntary qualifying disclosure to Revenue in December 2023.

The total payment on account, amounted to €7,499,999.00 this includes a disputed payment which we continue to engage with Revenue on. This disclosure, which stemmed from a review of travel and subsistence claims has necessitated some changes to the management of and control environment involving travel and subsistence claims, with other areas being reviewed also. There remains ongoing engagement with Revenue to conclude matters.

In addition, in 2023, An Garda Síochána has taken steps to address identified weaknesses in relation to inventory/stock issues which followed from the lack of availability of personnel. Additional resources have been hired including the establishment of a Head of Procurement and Services position, and the recruiting of additional staff directly into stores. This will enable a focus on improving the warehouse management team.



Full stock takes have also been performed, and progress has been made in relation to the reintroduction of cycle counting to the stores, expected in 2024. This will contribute to enhanced accuracy, complemented by parallel projects on stock management (procedures and process for movement in and out) and planning. No other weaknesses in internal financial control were identified in relation to 2023 that require disclosure in the appropriation account.

**GARDA INTERNAL AUDIT SERVICE (GIAS)**

GIAS operates the internal audit function in accordance with an approved written charter. The mission of GIAS is to enhance and protect organisational value by providing risk-based and objective assurance, advice, and insight. This mission is fulfilled through the provision of independent assurance and consulting services designed to add value and improve An Garda Síochána operations.

In 2023, GIAS undertook a risk-based schedule of audit engagements. These engagements were planned to provide an independent assessment of the effectiveness of risk management, control, and governance processes within An Garda Síochána. Through these engagements GIAS worked with senior management to improve process performance. Throughout the year GIAS followed up on the implementation of agreed performance improvement actions.

**GARDA RISK MANAGEMENT UNIT (GRMU)**

The Risk and Policy Committee has overall responsibility for the risk management process and for certifying its continuation and effective functioning. The Committee continued to meet quarterly and provide an annual assurance statement to the Garda Commissioner. The Committee also has responsibility for approving corporate risks, managing the Corporate Risk Register, assigning Corporate Risk Owners, and monitoring the effectiveness of controls for each corporate risk.

GRMU supports the Chief Risk Officer, the Risk and Policy Committee and all Risk Management stakeholders. The unit also ensures organisation-wide compliance with risk management policy by way of guidance, support and quality assurance of local/corporate risk registers.

Compliance rates in respect of local risk registers has remained consistently high throughout 2023, averaging 91% overall.

The ‘e-Risk’ Risk Management System was built, with testing taking place during Q4 2023, conducted by GRMU and Garda ICT personnel.

A Risk Champion Network is in place across the organisation to assist with the co-ordination, management and support of the risk management process, and assist in embedding risk management firmly into organisational culture. In 2023, the Risk Champion Network continued to be revised and updated to reflect new governance arrangements in the Operating Model divisions.

During 2023, GRMU delivered training and briefings to personnel, commensurate with their involvement in the risk management process. Outlined below are some of the training/briefings delivered throughout 2023.

 <p>Sergeants, Inspectors and Senior Management Development Programmes</p>	 <p>Support Staff Briefings</p>	 <p>Risk Management Seminars to Operating Model divisions</p>	 <p>Risk Register Development Workshops</p>	 <p>Monthly Review Meetings with Corporate Risk Owners / Support Staff</p>
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## FINANCIAL MANAGEMENT

An Garda Síochána is financed through the annual estimates process whereby Dáil Éireann approves estimates of receipts and expenditure each year, and gives statutory effect to the estimates in an annual Appropriation Act. As Accounting Officer, the Garda Commissioner is responsible for An Garda Síochána's Annual Appropriation Account, which provides details of the outturn for the year against the amount provided by Dáil Éireann, based on the cash amounts of payments and receipts. The prior-year outturn is also shown for comparison purposes.

The annual Appropriation Account is furnished to the Comptroller and Auditor General on or before 31 March each year, who on completion of their audit, presents the account, together with their certificate on the account, to Dáil Éireann and publishes same at <https://www.audit.gov.ie/en>.

The Commissioner signs a Statement of Internal Financial Control (SIFC), acknowledging his responsibility for ensuring that an effective system of internal financial control is maintained and operates within the Garda organisation. The SIFC addresses the internal control environment within An Garda Síochána with particular regard to the financial control environment, the framework of administration controls, management reporting and internal control, a statement of compliance with procurement guidelines, and confirmation that an Audit and Risk Committee and internal audit function are in place.

A budget process is in place to support the Commissioner in his responsibility for the proper management, efficient and effective use of public funds. The Finance Directorate monitors An Garda Síochána spend against budgets and provides monthly reports to the Commissioner, Senior Leadership Team and other relevant parties on spend and any associated variances.

In addition, a monthly report of expenditure against profiled budget is submitted to the Department of Public Expenditure, NDP Delivery and Reform as part of the budgetary monitoring process. Further monthly reports on expenditure are submitted to the Policing Authority and the Financial Management Committee of the Department of Justice.

An Garda Síochána is currently working with the National Shared Services Office to facilitate the migration of payments processing to the National Shared Services Office in conjunction with other Government votes. This is currently expected to happen at the end of Q2 in 2025.

## FINANCIAL HIGHLIGHTS 2023

<b>Expenditure and Income</b>	<b>2023 Provisional €'000</b>	<b>2022 Outturn €'000</b>
<b>Pay (Including Superannuation)</b>	1,870,304	1,746,198
<b>Non-Pay</b>	247,727	235,782
<b>Total Current Expenditure</b>	<b>2,118,031</b>	<b>1,981,980</b>
<b>Capital Expenditure</b>	185,510	171,214
<b>Gross Expenditure</b>	<b>2,303,541</b>	<b>2,153,194</b>
<b>Appropriation in Aid (Income)</b>	132,836	130,515
<b>Net Expenditure</b>	<b>2,170,705</b>	<b>2,022,679</b>
Figures in the table above are inclusive of the Garda College		
Extract from Appropriation Account		
<b>EXPENDITURE AND INCOME</b>	<b>2023</b>	<b>2022</b>
	<b>€'000</b>	<b>€'000</b>
Provisional Figures *		
Expenditure:		

Salaries and wages	1,413,575	1,320,140
Travel and subsistence	22,028	17,733
Training and development and incidental expenses	35,613	28,222
Postal and telecommunications services	58,754	52,391
Office equipment and external IT services	103,626	90,720
Maintenance of Garda premises	5,254	5,878
Consultancy services and value for money and policy reviews	1,142	926
Station services	34,495	29,642
Garda Reserve	123	126
Clothing and accessories	10,612	21,554
St. Paul's Garda Medical Aid Society	124	124
Transport	36,367	38,751
Communications and other equipment	29,232	26,833
Aircraft	22,821	1,738
Superannuation, etc.	428,042	403,772
Witnesses' expenses	2,724	2,305
Compensation	15,650	19,617
Witness security programme	150	600
Capital building programme	47,248	64,720
Garda College	35,961	27,402
<b>Total Gross Expenditure</b>	<b>2,303,541</b>	<b>2,153,194</b>
Income (Appropriations-in-Aid)		
Contributions to the Garda Síochána spouses' and children's pension scheme	13,096	12,862
Contributions to the Garda Síochána pension scheme	25,405	25,125
Miscellaneous receipts	26,231	18,662
Garda College receipts	670	441
Firearm fees	3,854	9,945
Safety cameras – certain receipts from fixed charges	12,993	14,754
Receipts from additional superannuation contributions on public service remuneration	50,587	48,726
<b>Total Income</b>	<b>132,836</b>	<b>130,515</b>
<b>Total Net Expenditure</b>	<b>2,170,705</b>	<b>2,022,679</b>

\*2023 are provisional unaudited figures and will be audited by the Comptroller and Auditor General.

## ENERGY MANAGEMENT

Multiple energy saving initiatives were implemented across the organisation including:

- Successfully achieved re-certification to best practice ISO 50001 standard for energy management.
- Added Kevin Street Divisional HQ to the scope of our ISO 50001.
- Established our Green Team & completed a green team training course.
- Integration of 63 new electric vehicles into the Garda transport fleet in 2023, which makes for a total of 105 full EV's on the fleet.
- Introduction of electric vehicle charge points across several key nationwide locations.
- Completed training courses in ISO 50001 and a course for building management.
- Participated in the OPW's Optimising Power @ Work scheme, which is a State-wide energy conservation campaign.
- Published our Climate Action Roadmap 2023 – 2030.

An Garda Síochána has reduced its total primary energy requirement (TPER) consumption by 102,478 MWh since 2009 – a reduction of 37.2%. A range of efficiency measures, including the continued implementation of ISO 50001, have contributed to cumulative energy savings of €41 million and carbon emissions savings of 49.2% since 2009.



## PROCUREMENT

In 2023, a total of:

- 19 tenders (13 EU Journal and 6 eTenders) were published by An Garda Síochána.
- 45 contracts awarded (35 EU Journal and 10 eTenders).
- Seventeen (17) contracts awarded following mini competitions from the Office of Government Procurement (OGP) Framework Agreements.
- Eight (8) OGP contract activations completed.

## ESTATE MANAGEMENT

A number of projects/accommodations were completed or progressed in 2023:

- Four national bureaus were temporarily accommodated until a successful move to a permanent location, Clyde House, providing a modern bespoke office accommodation in Q4 of 2023.
- The redevelopment of Block J, Garda Headquarters was completed in Q4 providing accommodation for over 100 staff from Community Engagement, Roads Policing and Youth Diversion Bureaus.
- Newcastle West Garda Station – Planning permission was granted for a new Garda Station in Limerick in March. Following a tender process, the old station was demolished in December.
- In May, the Minister for Justice announced the development new Garda Stations in Macroom and Clonmel had been de-coupled from the Justice PPP project and would be funded through direct

exchequer funding. Since then Garda Estate Management have been engaging with the OPW and local management. The tender for the new station will be issued in 2024.

- Portlaoise Garda Station – Enabling works were carried out and the award of the contract to redevelop the Divisional Headquarters will happen in 2024.
- Rathcormac Garda Station – The Station officially reopened in Q3 following major upgrade works.
- Carlow Garda Station – A replacement porta cabin was provided at Carlow Garda Station in September to facilitate a number of units/offices and a conference room.
- In October, Tramore Garda Station provided temporary accommodation for the Eastern Regional Control Room to facilitate the temporary decant of staff from the control room at Waterford Garda Station and to allow for planned expansion works.
- New Ross Garda Station – Conversion of a garage at New Ross Garda Station into temporary accommodation for the Armed Support Unit while waiting on works at Enniscorthy to be completed.
- The provision of a new Garda Station to provide a presence to the public and businesses on O’Connell Street and the City centre environs was completed and handed over in March.
- The Garda Monument of Remembrance was completed in May and a rededication ceremony took place in September.
- Swords Garda Station – First phase of redevelopment was completed in Q4.
- Ronanstown Garda Station – Project to provide enhanced locker facilities completed in Q3.
- Renovation of Mapping and Photography Technical Bureau, Garda Headquarters – This project came to a conclusion in September
- Technical Bureau Roof Works – Works including a full insulation of the roof commenced in 2022 were completed in April 2023.

**FLEET MANAGEMENT**

By the end of 2023, 271 had been allocated nationwide, bringing the fleet to 3,420.

Net increase for 2023 was 108 vehicles.

	Cars	Vans	Motorcycles	4x4's	other	Total
Vehicles Allocated 2023	229	27	12	3		271
Vehicles Decommissioned 2023	145	12	5	1		163
Garda Fleet as at 31/12/2023	2601	529	136	101	53	3420



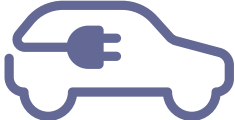



**Fleet Strength 2014-2023 +27%**

At year-end, of the 3,420 vehicles in the Garda Fleet, 418 (12.2%) were electric or hybrid.





Fleet Size  
2011 - 2023

	As at 31 December 2023	Number of vehicles	% of vehicles
	<b>Electric</b>	105	3.1%
	<b>Plug In Electric Hybrid</b>	13	0.4%
	<b>Hybrid Unleaded</b>	100	2.9%
	<b>Mild Hybrid Diesel</b>	200	5.9%
	<b>Total</b>	418	12.2%

## GARDA PROFESSIONAL STANDARDS UNIT (GPSU)

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GPSU progressed examinations, included in the GPSU business plan, providing assurance regarding compliance with policy, procedure and policy performance in order to promote the highest standards of practice in An Garda Síochána and to identify measures to improve performance.

A report following a joint audit/examination in the DMR North was completed. A report on the Review of Firearms Licensing processes and procedures, concentrating on four identified Garda divisions across the regions, was almost complete at year-end.

GPSU continued to liaise with the Garda National Roads Policing Bureau and the Fixed Charge Processing Office team, to ensure on going compliance with the cancellation policy for Fixed Charge Notices (FCNs). GPSU also monitored searches conducted by personnel on PULSE, now concentrating on serious incidents, frequently reported in the media, which can result in unusual search trends.

GPSU oversaw compliance by Chief Superintendents, Principal Officers, Superintendents, and Assistant Principal Officers in completing inspections and reviews divisionally or nationally each quarter. The roll-out of the online Inspections and Reviews Recording System software, which was upgraded during 2023 to be user-friendly and align with the Operating Model, was supported by GPSU personnel.

Engagement remained ongoing with recently appointed Performance Assurance Superintendents and Regional Chief Superintendents, as part of the continued roll-out of the Operating Model, to increase compliance rates and improve the quality of inspection and review submissions. This is part of the devolution of governance and accountability functions and responsibilities.

## POLICY AND GOVERNANCE CO-ORDINATION UNIT (PGCU)

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2023 saw significant progress in the development and implementation of policies and governance mechanisms.

PGCU continued to work closely with policy owners and writers to ensure that new policies or related HQ Directives were issued to the organisation in an effective and professional manner. This work resulted in the publication of several important policies, including those on the Garda Reserve, Open Source Intelligence, and Provision of Garda Services for Certain Events and Associated Charges.

The unit also reviewed and managed the updating of the Policy Ownership Matrix. This matrix outlines the ownership of all An Garda Síochána policies at a strategic level. Due to significant changes in the Garda organisation since its issue in 2018, a review of the Policy Ownership Matrix was conducted. In total, 931 policies and policy areas were reallocated since the original matrix. The number of policy owners was reduced from 20 to 16 due to the re-allocation of policy ownership from the Garda Executive and the amalgamation of certain regions.

## INTERNAL AFFAIRS (IA)

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During 2023, 1,713 files were opened relating to discipline and complaints. A total of 27 new suspensions commenced with the suspension of 32 members removed. At the end of December 2023, the cumulative total of all Gardaí suspended was 110.

The Gearain Office manages requests for information/documentation from the Garda Síochána Ombudsman Commission (GSOC). In 2023, the office received 811 requests from GSOC, with 779 requests being concluded during the year.

The Local Intervention Initiative addresses service level complaints that are referred to An Garda Síochána by GSOC. In 2023, GSOC referred 322 cases to An Garda Síochána, with 262 cases being returned to GSOC as closed or resolved. Of the 262 cases, 151 were resolved, 80 were returned to GSOC to consider admissibility, and 31 were closed by GSOC.

Across 2023, IA undertook a desktop review of training methodology adopted during 2022 and continued to deliver scheduled training presentations and briefings to approximately 50 events consisting of promotion classes, divisional management, performance assurance hubs and divisional staff.

In Q4 2023, IA received funding from the Garda College to deliver a two-day Board of Inquiry training

course. This course was delivered to 60 attendees consisting of Presiding Officers (barristers & solicitors), Chief Superintendents and Superintendents from across the organisation.

IA worked closely with colleagues across An Garda Síochána, GSOC and the Department of Justice to support the enactment of the Policing, Security and Community Safety Bill 2023. Regular working groups have been established to understand the operational implications of enactment regarding the new complaints processes, conduct regulations and notification of incidents of concern. Processes, structure and policy changes have been identified to support the new legislation, and work with all relevant parties to identify areas of impact and challenge from the Bill is ongoing.

The Garda Síochána (Compensation) Act 2022 was introduced in April and the establishment of an office to enable the Act took place in November. The Act provides a scheme for compensation where personal injuries (including injuries causing death) were maliciously inflicted on Gardaí in the course of their duties. Since the commencement of the new Act, 645 applications for compensation were received in 2023. During the year, €5,111,898 was awarded in compensation, which included 89 High Court cases and awards under the new Act.

### GARDA ANTI-CORRUPTION UNIT (GACU)

GACU delivered briefings nationwide, including to Garda personnel attending internal training courses, development programmes, and to student Gardaí.

Over 14,500 Garda personnel have completed a bespoke online programme to further promote professionalism and integrity in the organisation, creating awareness of GACU and of existing Garda anti-corruption policies.

The unit undertook a number of investigations in 2023 and continued to develop its investigative capacity.

GACU continued to contribute to implementing recommendations from the Garda Síochána Inspectorate Report 'Countering the Threat of Internal Corruption'. These recommendations are being implemented under the umbrella of a Joint Implementation Plan developed in partnership by An Garda Síochána and the Department of Justice, which was published by the Minister for Justice.

Work also progressed towards the introduction of substance misuse testing, commencing with substance misuse testing of Garda applicants in September. The introduction of substance misuse testing of Garda personnel is expected to commence during 2024.

Garda personnel attached to the unit participated in a number of internal exchange/training programmes in 2023 including an EU-backed (CEPOL) exchange with the Swedish Police. Personnel also attended a professional development programme facilitated by the New York Police Department (NYPD).

Internationally, GACU continued to participate as members of the Internal Criminal Investigations Network, the European Partners against Corruption and the European contact-point network against corruption.

### HUMAN RESOURCES AND PEOPLE DEVELOPMENT (HRPD)

Staffing Level as at 31 December 2023

Gardaí	Garda Staff	Reserves
<b>13,998</b> (WTE 13,957)	<b>3,444</b> (3254.6 WTE)	<b>351</b>





Gardaí Probationers in the Dublin Metropolitan Region

## Garda College

### Foundation Training – 2023

Garda Trainee Summary						
<b>Intake Number</b>	<b>231</b>	<b>232</b>	<b>233</b>	<b>234</b>	<b>235</b>	<b>Total Attested 2023</b>
<b>No of Class Participants</b>	<b>127</b>	<b>154</b>	<b>174</b>	<b>174</b>	<b>109</b>	
<b>Phase 1 Start Date</b>	20/02/2023	15/05/2023	31/07/2023	16/10/2023	27/12/2023	<b>388</b>
<b>Date of Attestation</b>	13/10/2023	15/12/2023	05/04/2024	28/06/2024	20/09/2024	

### Probationer Monitoring

The current total of Probationer Gardaí in the Foundation Training Programme at year end was 809.

### Norwegian Exchange

Three members from the Norwegian Police University College in Oslo visited the Garda College in June to observe the BA in Applied Policing training programme.

### Extraction/Training Days 2023

The total extraction/training days offered was 44,433 and the total days taken was 28,737 across Crime Specialists and Operational Skills Training, and Leadership Management and Professional Development.

For more information on the breakdown of extraction/training days in 2023, see appendix.

### Sergeants/Inspectors Promotion Exams



The Sergeants and Inspectors promotion examinations were held in September and October, the first since 2019.

The examinations took on a new format of multiple choice questions. The platform was provided by an external service provider via a live, supervised online platform.

Almost 4,000 applications, across both examinations, were received by the Garda College. Over 1,800 Sergeants and 600 Inspectors sat the examinations. Results were issued in October to all candidates.

### Executive Coaching

Executive coaching was provided to all newly promoted senior management as part of their development programme with 24 Chief Superintendents and Principal Officers, 92 Superintendents and Assistant Principals availing of this module of their programme.

### Digital Learning Hub (DLH)

The DLH completed the transfer of data from the old Garda Learning Management System onto the new GETS platform along with the upload of over 250,000 historic training records. The roll-out of GETS training to each Division will continue throughout 2024.

### Hosting International Ambassadors

The Garda College hosted four members of the French Gendarmerie in May. This culminated with a visit by the French Ambassador to Ireland, Vincent Guérend who inspected Garda Trainees while they paraded.

In June, the Belgian Ambassador to Ireland, Karen Van Vlierberge and the Belgian Minister of the Interior, Annelies Verlinden visited the Garda College. Ambassador Van Vlierberge carried out an inspection on Garda Trainees.

## HUMAN RESOURCE MANAGEMENT

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### Equality, Diversity and Inclusion/Dignity at Work Policy and Monitoring Unit

For more on this see Human Rights, Equality, Inclusion and Diversity in the Community Safety Section.

## GARDA NATIONAL HEALTH AND SAFETY POLICY UNIT

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### Regional Safety Adviser

The total number of completed Regional Safety Adviser requests in 2023 was 286. See appendix for breakdown.

### Occupational Injuries

692 occupational injuries were recorded in 2023 (as of 12/01/24). See appendix for breakdown.

### State Claims Agency National Incident Manager

The unit successfully rolled out the State Claims Agency's National Incident Management System (NIMS) across the organisation. This led to a significant improvement in the reporting of adverse incidents to the State Claims agency. In recognition of this, An Garda Síochána won the NIMS Innovation Award at the Enterprise Risk Network Recognition Awards 2023.

Total number of adverse incidents reported to the State Claims Agency in 2023 was 1,217 (as of 04/01/24).

### Doctors' Payments

The office processed almost 47,000 invoices in 2023 totalling €2.7 million. This is an increase of 25% on the year previous.

### Overseas Office

In 2023, 12 members of An Garda Síochána were deployed to UNFICYP Mission in Cyprus.

### Resource Allocation

- 338 promotions across ranks; Assistant Commissioner, Chief Superintendent, Superintendent, Inspector and Sergeant.
- 388 newly attested Probationer Gardaí allocated to Training Garda stations nationwide.
- 536 Trainee Gardaí allocation to Phase 1 Stage 2 stations.

### Employee Assistance Service (EAS)

EAS is a confidential, professional, support service to help individuals resolve work or personal issues that are causing stress, worry or disruption to their lives.

In March, following a successful competition, five new Employee Assistance Officers (EAOs) joined the service bringing the total to 17 full-time staff delivering this service.

Peer Supporters are colleagues who have received appropriate training in helping Gardaí cope with the effect of a traumatic incident in the workplace. There are approximately 1,100 trained Peer Supporters. In 2023, 10 Peer Support Training courses were delivered by EAS, which resulted in a further 240 Garda personnel being trained.

#### 24/7, 365 Independent Counselling Service



Since 2016, a 24/7, 365 independent helpline and counselling service has been available to all Garda personnel. This service is available for both work and personal difficulties. The service is not mandatory and uses self-referral. It is provided by Inspire Wellbeing. For a breakdown of one-to-one sessions availed of see appendix.

#### Psychological Support Programme

This programme is designed to support Garda personnel working in certain areas risk assessed as being particularly psychologically hazardous in nature, in the form of confidential mandatory psychological support, confidential voluntary psychological support and emergency intervention procedures.

This programme commenced in 2021 and included all personnel in GNCCB, GNPSB, each DPSU and all Specialist Victim Interviewers. In August 2023, it was extended to all personnel attached to the Technical Bureau, Divisional Scene of Crime and Forensic Collision Investigators. For a breakdown of one-to-one sessions availed of see appendix.

#### Roll-out of Wellness Days and Training Programmes

A number of wellness days and bespoke training programmes were developed and delivered during 2023 to Garda personnel of all ranks.

#### EAS Welfare Presentations

A total of 80 presentations were delivered by EAS to promote awareness and education around the availability of supports within An Garda Síochána, and role in providing that support.

#### Interventions Following Major Traumatic/Critical Incidents

In 2023, a total of 32 Psycho Social Educational Interventions took place for Gardaí who attend and investigate major traumatic incidents.

#### Roster and Duty Management System (RDMS) National Support Office

The RDMS National Support Office's primary objective is to implement and support the standardised duty planning system that enhances resource efficiencies and policing service.

Key activities in 2023:

- By the end of 2023 more than 13,000 Gardaí were using RDMS for duty planning and to book on and off duty. This achievement supports the strategic planning, control of overtime and delivery of resource efficiencies throughout An Garda Síochána.
- An organisation-wide RDMS training programme was delivered to further support the organisation's transformation and to achieve the elimination of paper-based records.
- The RDMS National Support Office provided continuous functional support assisting with more than 4,000 functional queries, with a one-day average response time, to maximise the RDMS benefits and support organisational transformation.
- In collaboration with ICT, the functionality of RDMS has been enhanced by integrating with GardaSAFE to provide for the deployment of Garda resources to emergency calls.
- Further system integrations are in progress including with the GETS to improve duty planning and emergency dispatch where decisions can be made based on the appropriate skill set of members.



### Workforce Planning (WFP)

WFP continues to collaborate positively with our internal and external stakeholders. The Demand Prioritisation meeting with senior management in conjunction with the Clearing House partnership has proven to be successful in allowing for positive and pro-active engagement with the Department of Justice and the Policing Authority along with Department of Public Expenditure, NDP Delivery and Reform (DPENDR). Throughout 2023, WFP has actively progressed many business cases, using a Business Case Validation Framework, on behalf of a wide range of business functional areas.

WFP is developing of a Strategic Workforce Plan for An Garda Síochána. The plan aims to develop a strong strategic framework, setting out goals, to be increasingly responsive based on good quality management information, set within a robust strategic framework.

## HR DIRECTORATE

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### Single Pension Scheme

Single Pension Scheme compliance was achieved for the first time since 2020. Based on achieving staffing levels to support the administration of the Single Pension Scheme, this year the Databank update is complete to record all single pension scheme members on central DPENDR database for future pension payment needs. All pension benefit statements and leaver benefit statements have been issued.

### Public Service Sick Leave Regulations

Changes to the management of sickness absence pay was delivered in September. This changed the basis of Temporary Rehabilitation Remuneration (TRR) payments. A project commenced to automate the payment of TRR.

### Human Capital Management (HCM)

A Request for Information for a new Human Resources Information System/HCM solution was issued in November. Resources have been assigned to support the conclusion of the business case, progress the RFT and a readiness assessment/change implementation approach.

### Internship

Second phase of Garda Internship programme was successfully launched in June with an intake of eight school leavers and nine graduates.

### CIPD Ireland Awards



The Garda Internship was Highly Commended at the CIPD Ireland HR Awards 2023 in the Large Organisation Inclusion and Diversity category.

### Career Breaks

Revised approach to the management of career breaks outside of exceptional circumstances continued in 2023. Currently there are 36 Gardaí and 45 staff availing of career breaks.

### Gardaí and Garda Staff Sickness Absence Section

Please see appendix for tables showing a breakdown and comparison of the number of days lost for both Garda staff and Gardaí during the years 2013–2023.

### Departures

The team processed 520 exits for Gardaí and 99 for Garda staff for 2023. For a breakdown on departures by rank/grade see appendix.

### Strategic Recruitment

#### Key Outputs in 2023

- Establishing the Strategic Recruitment section.
- Attaining sanction from DPENDR for the procurement of an end-to-end recruitment company to assist with the recruitment of specialised Garda staff.
- On-boarding Staffline, following the award of the contract in December, as one of our recruitment partners for 2024.
- Assisted in the development of a Retention and Recruitment Strategy alongside consultant partners. Preliminary report due Q1 2024.

### Employee Relations Bureau (ERB)

The ERB manages all individual and collective grievances and disputes within the framework of the Disputes Resolution Procedure (DRP) for Garda members and the Grievance Procedure for Garda staff.

#### Key activities for 2023:

- ERB played a key role in establishing a renewed set of talks on roster reform that commenced in December, presided over by an Independent Facilitator.
- Eight personnel were trained as mediators enhancing the ability to assist in resolving disputes and grievances informally. A total of three internal mediations were undertaken during 2023.
- During 2023, the ERB ensured that over 50 corporate and operational policy reviews and developments have been notified to representative bodies for consultation purposes resulting in significant and meaningful engagement among all parties.
- 165 grievances were handled by the bureau during 2023 at all stages of the DRP. Forty-six of these progressed to the Workplace Relations Commission Adjudication Service and several were appealed to the Labour Court for final arbitration.
- Five collective claims have been referred to the WRC Conciliation Service and hearings were ongoing during 2023.
- Six disputes have been resolved under the Civil Service Grievance Procedure at mediation under the Conciliation and Arbitration Scheme.
- Intensive engagement occurred in relation to verification of progress achieved under Building Momentum to ensure sanction of pay increases. Garda management participated in national talks that commenced in December 2023 on a successor to Building Momentum.
- An Garda Síochána Conciliation Council met on four occasions during 2023. In addition, 10 meetings were held between the representative associations and the Executive Director, HRPD. The Garda Staff Council met three times.

### Resource Management – Highlights of 2023

- A total of 792 Garda staff were recruited and assigned to various administrative and technical roles.
- A further 523 vacancies were being processed at various stages of recruitment.
- In partnership with Public Appointments Service (PAS), we successfully ran competitions for Digital Forensic Examiner for Cyber Crime and Incident Creation Representatives in GISC and continued to progress the Crime and Data Analyst competition commenced in 2022.
- A new competition for Call Operatives for all four regions was advertised in December with over 2,000 applications received by the closing date in January 2024.

- Garda staff mobility saw 131 of our staff accept Civil Service mobility transfers to other Government Departments, notwithstanding the pause on such transfers from January through to June of 2023.
- 32 candidates were attracted via Civil Service mobility throughout 2023, which was 50% higher than in previous years.
- 163 Garda staff were facilitated with transfers to their preferred locations supporting the delivery of the Divisional Operating Model.
- 25 staff were successful for acting up positions.
- 901 completed the invite to vetting with 767 passed and 81 pending by year-end. Also 53 withdrew from the process or failed vetting.
- 103 Temporary Clerical Officers (TCOs) were recruited for temporary positions throughout 2023.

### Garda Staff Competitions

In 2023, the Garda Staff Competitions team ran 32 competitions. During 2023, the Garda Staff Competitions team progressed further interviews and continued to make offers and assignments relating to the Executive Officer and Assistant Principal competitions run in 2022.

### Number of staff promoted by internal competition in 2023

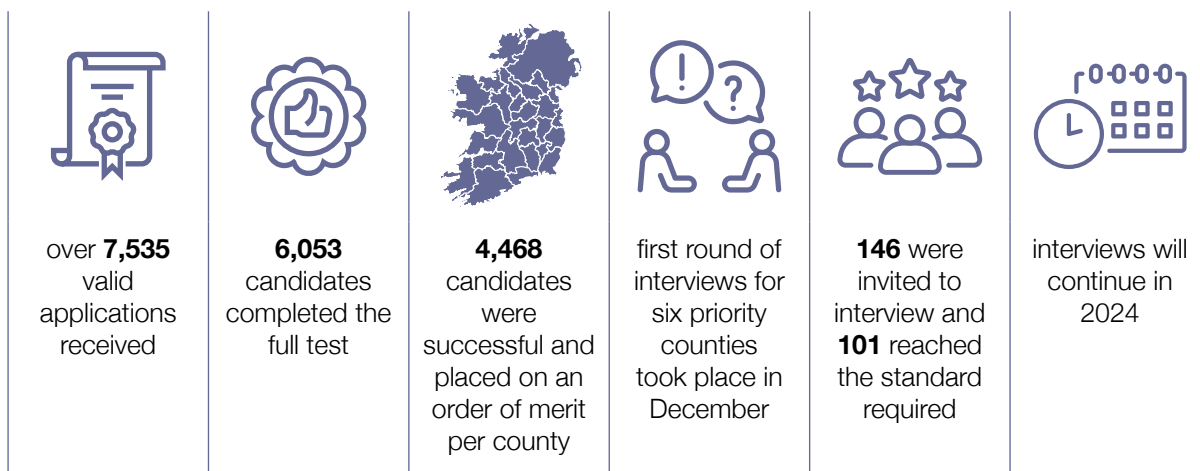
Over 130 staff have been promoted internally (for further breakdown see appendix).

### Open Clerical Officer Competition

In previous years, Clerical Officers have joined An Garda Síochána following appointment from PAS. In 2023, the focus moved to recruiting Clerical Officers directly. As part of the planning process, we engaged with internal and external stakeholders. An advertising campaign was delivered.

The competition was launched in September and attracted a large volume of applications and queries.

Key statistics/activities:



### Internal Confined Temporary Clerical Officer to Clerical Officer (permanent) Competition

In September, An Garda Síochána had in excess of 400 Clerical Officer vacancies. It was deemed advantageous to work to retain those Temporary Clerical Officers (TCOs) who already were working in the organisation as they had gone through the vetting process, thus reducing the time in the recruitment cycle.

There were 107 TCOs eligible from which we received 87 applications. All were interviewed and 73 have been successfully placed into full-time roles in the organisation.

### Garda Recruitment

In 2023, HR worked in partnership with PAS to prepare and launch a new Garda Trainee recruitment campaign in Q1 2023 and to prepare for our 2024 campaign, which launched in January 2024. This has bolstered our candidate pipeline in order to continue to increase and maintain a steady pipeline.

### Internal Garda Recruitment

In 2023, 11 national, eight overseas, two regional and 126 divisional internal Garda competitions were concluded, to resource 576 specialist vacancies across the organisation.

## WORKFORCE MODERNISATION

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The Workforce Modernisation initiative continued in 2023 with a view to identifying additional roles for Garda staff within the organisation, where value could be delivered in terms of freeing Gardaí from roles and functions not requiring their Garda powers, experience or expertise, thus contributing to the availability and visibility of Gardaí to the public. Seventeen Garda posts were reassigned to Garda staff during the year bringing the total Garda posts reassigned to 898.5.

## NATIONAL PERFORMANCE MANAGEMENT OFFICE (NPMO)

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The work of the National Performance Management Office, established in 2021, continued throughout 2023 to oversee, monitor and drive performance management within the organisation. The system in place for performance managing Gardaí, the Performance and Learning Framework (PALF), had a participation rate at the end of December of 86%. A working group chaired by the NPMO concluded its review of the PALF Policy and Procedures, with both documents ready to be forwarded to the Executive Director of HRPD for approval.

In addition, work progressed on the development of the IT system to support the performance management for Garda staff, the civil service-wide Performance Management and Development System. Training materials for three online modules were designed and finalised by the office along with online guides to support the training required to launch the project.

## EXIT INTERVIEWS

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Since an exit interview process was launched in April, 105 people volunteered to participate of which 79 interviews were completed. Garda personnel who indicated that they intended to transfer, resign or retire before their retirement age were invited to participate. The purpose of the process was to develop a comprehensive understanding of the factors influencing people's decision to leave the organisation. This information will inform the development of the next Recruitment and Retention Strategy.

## PROMOTING THE IRISH LANGUAGE – IRISH LANGUAGE OFFICE

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### Irish Stream Recruitment

Twenty-four Irish stream candidates were successful at interview stage in the 2022 Garda Trainee competition. Eleven have commenced training to date. An additional six candidates were successful at interview in the 2023 competition.

A number of careers days to promote job opportunities for those with Irish were held throughout 2023. Videos with the Irish stream trainees were published by the Garda College at regular intervals.

Outreach opportunities with Irish-speaking communities have expanded over recent competitions and further opportunities are to be identified in 2024.

### Irish Language Proficiency Panel (ILPP)

The promotion of the ILPP remains active internally. Nine transfers to various Gaeltacht stations took place in 2023 for personnel on ILPP.

The Irish Allocations Sub-Group was established in June 2022 and its focus in 2023 centred on:

- Terms of Reference for Irish Language Champions Network
- Consideration of Irish Allowance business case
- Events promoting the use of the Irish language
- Promotion of the ILPP
- Local issues around Irish language speakers



Body-Worn Cameras (BWC)

### Bilingual Services

With the support of the Research Unit, a questionnaire has been drafted to gather data on fluency across the entire organisation (previous data gathering focused on Gaeltacht stations).

Engagement with Language Planning Officers has commenced across the organisation.

### Enhancing Irish Language Development

One of the main goals of the Irish Language Strategy is to provide opportunities for personnel to improve their Irish language skills. In December, expressions of interest were sought from personnel to undertake an online TEG (European Certificate in Irish) course for 12 weeks beginning in February.

There has been ongoing promotion of online training developed by Gaelchultúr throughout 2023 and a second course will launch in early 2024.

The Irish language remained a priority in 2023 for academic educational funding.

### Irish Language Gaeltacht Programme

The Gaeltacht courses are hugely important and instil awareness and, more often than not, a renewed grá for the language.

2023 saw the return of the Gaeltacht immersion courses, the most recent course taking place in Coláiste na Rinne in October with over 25 Garda personnel in attendance.

### Fáinne

Over 2,000 have signed up to wear a Fáinne since the launch of the 'Labhair í. Is linn í' initiative in 2022.

### Relationships with External Groups

The Irish Language Officer attended the Garda stand at Oireachtas na Gaeilge with two Irish-speaking Gardaí demonstrating commitment to the Irish-speaking community. The stand provided information on the Irish stream, the strategy, crime prevention material and activities for children.

An Garda Síochána Irish language, had an advert for the Irish stream in the festival's official programme, and there is also a banner advert on the Oireachtas na Gaeilge website, which remained throughout the year, promoting the Irish stream in the recruitment process.



## GARDA NATIONAL RESERVE SUPPORT UNIT

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The responsibility for the Garda National Reserve Support Unit transferred to the HR Directorate in September.

Key activities:

- A revised Garda Reserve Policy was launched in January in support of the Garda Reserve Strategy.
- The Garda Reserve allowance was revised and communicated in November.
- Garda Reserve guidelines were produced.
- Garda Reserves' contribution of hours performed for 2023 was approximately 17,000 (not all divisional returns for Q4 had been completed by time of publication).

## GARDA OCCUPATIONAL HEALTH AND WELLBEING (GOHW)

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An Garda Síochána Mental Health First Aid Programme for all Garda Personnel

- Following the signing of a Memorandum of Understanding between An Garda Síochána and Mental Health First Aid Ireland (MHFA Ireland) in July, MHFA Ireland and An Garda Síochána are collaborating to deliver the standard accredited MHFA training to all Garda personnel over the coming years.
- Following a restricted pilot expression of interest call, the inaugural MHFA Instructor Training course under the An Garda Síochána Mental Health First Programme commenced in November.

Local Health and Wellbeing Partnership Network

To embed a partnership approach to Occupational Health and Wellbeing, a Health and Wellbeing Training and Development Officer was appointed to the Garda National Wellbeing Office. A key objective of this role is to establish a formal Health and Wellbeing Partnership Network.

KOPS Wellbeing App Updates and Review

- The app was updated with new content on a monthly basis in 2023.

Expansion of Psychological Support Programme (PSP)

- In 2023, following a full review, the programme was expanded to include specified additional sections/units.

Menopause Guidance Recognition

- Following on from the publication of our Menopause Guidance Document in February, An Garda Síochána was recognised as one of Ireland's Menopause Workplaces of Excellence in 2023 and was one of the selected finalists at the awards held in October.
- An Garda Síochána was a panellist at the Menopause Summit in Cork in October.

Occupational Health and Wellbeing Promotion

- The Wellbeing Hub was launched on the intranet to serve as a one stop & shop for everything to do with supports and information on personal health and wellbeing for all Garda personnel.
- Free flu vaccine campaign 2023 launched and communication issued to all Garda personnel.

Safety Critical Duties Medical Clearance Reviews in 2023 (Firearms, Competency Based Driving (CBD) course level 2 & above and Motorcycle)

- Courses and competitions – 1,205
- SCD Standard periodic clearance – 2,130

## GARDA NATIONAL TECHNICAL BUREAU (GNTB)

### Management Support Office

The system of administration of the GNTB is managed and co-ordinated by the Management Support Office.

The office recorded 673 requests for GNTB services in 2023.

Of these, there were 41 requests for full teams (comprised of members from Ballistics and Forensic Investigation Section, Photographic Section and Mapping Section) to attend scenes of a serious nature which included murders, suspicious deaths, technical examinations and forensic excavations. These figures do not include the general case submissions to each of the expert sections by way of Property Exhibit Management System (PEMS).

### Ballistics & Forensic Investigation Section

#### *Forensic Firearms Report*

During 2023, 601 firearms or suspected firearms were received for examination and classification under legislation. This is a 12.5% increase on 2022 figures.

Furthermore, 1,912 rounds of ammunition and 194 discharged cartridge cases and bullets were submitted for examination and report.

#### *Explosives and Improvised Explosive Devices (IEDs)*

A total of 25 explosive related cases were received in 2023. This is in keeping with 2022 figures. Eleven Improvised Explosive Devices (IEDs) were submitted and technically examined and reported on.

#### *Destruction of Seized and Surrendered Firearms*

The following represents items received for destruction nationally in 2023:

Assorted firearms	Rounds of assorted calibre ammunition	Knives/Swords	Pipe Bombs/Components
<b>4,497</b>	<b>21,124</b>	<b>11</b>	<b>8</b>

Resulting from this there were 9.8kg of material destroyed.

### Photographic Section

In 2023, the section attended/assisted with 59 callouts (full and part team) to the scenes of serious crimes and associated investigations.

Operators completed 38 Evo-FIT (facial identification) interviews with victims/witnesses to crime.

The section printed approximately 144,724 individual photographic prints, used by investigation teams and for presentation during criminal trials with 670 separate Court Album applications.

Numerous training courses were given by the Photographic Section providing forensic-related photography training in Scenes of Crime Examiner and Fire Investigation courses. Members also attended courses in Disaster Victim Identification (DVI).

### Mapping Section

The section has experienced an increase in the volume and type of work required in preparing mapping exhibits for court over the last number of years due to advances in the technology used to solve crime e.g. GPS tracking, CCTV etc.

The use of modern technology is increasing at crime scene investigations with some scenes being surveyed using a 3D scanner. In addition to preparing maps for criminal investigations, the section also provides administrative mapping services including:

- Preparation of Sub-district, District and Divisional maps.
- Re-alignment of boundaries when requested.
- Management of digital maps on the intranet/portal.

- Preparation of Community Policing maps.
- Provision of maps and apps for special events e.g. concerts, sporting events etc.

#### *Maps on the Garda Portal*

There was a total of 594 jobs applied for through the mapping application system on the Garda intranet/portal. This represents a 2% increase on 2022 figures.

#### National Forensic Co-ordination Office (NFCO)

The NFCO continued to manage and monitor all donor biometrics namely: DNA, fingerprints, palm prints and donor photographs taken by Gardaí. The Biometric Tracking Application enables the management and monitoring of the destruction and retention requirements of all biometric data in accordance with the Criminal Justice (Forensic Evidence and DNA Database System) Act 2014.

Throughout 2023, the NFCO continued the roll-out of a number of additional enhancements to streamline overall governance in respect of biometric management. The Biometric Tracking Application was updated to allow for the recording of fingerprint, palm prints and photographs obtained through new powers introduced by the Sex Offender (Amendment Act) 2023. The NFCO continued to support the Operating Model Team in the roll-out of the new biometric management procedures included in the Divisional roll-out.

The NFCO in conjunction with PEMS2 ICT Support Team introduced the new Biometric “Notional” Shelf facility on PEMS2 that allows for temporary local storage of biometric samples in a safe / tracked manner.

#### Controlled Drugs Co-ordination Office (CDCO)

In 2023, 22,022 drugs cases were submitted to CDCO for destruction and 15,960kg of drugs were destroyed.

#### Garda National Technical Bureau Stores

GNTB stores manages the budget for purchasing all equipment required by both GNTB and Divisional Scenes of Crime members in accordance with procurement guidelines. It is also responsible for the production of monthly transaction/budget reports and the monitoring of Weekly Cycle Counts (stock-taking) in conjunction with Finance Section.

#### Quality Management Office

During 2023, the GNTB underwent a number of external audits by our accreditation bodies, the Irish National Accreditation Board and Alcumus ISOQAR. These audits were successful, resulting in both ISO 9001:2015 and the ISO 17025:2017 accreditations being maintained.

## **INFORMATION AND COMMUNICATIONS TECHNOLOGY (ICT)**

An Garda Síochána successfully delivered on its ICT Roadmap in 2023 including major upgrades and new national scale systems in support of the Information-Led Policing Vision.

These have already delivered benefits to public safety as we continue to digitalise policing. All are enterprise scale solutions for a workforce of over 17,000 personnel including remote and mobile working tools. As well as significant modernisation, we maintained our large estate of complex policing and corporate information systems along with the underlying 24x7 infrastructure required for an emergency service.

A key achievement for the year was the introduction of the GardaSAFE Computer Aided Dispatch (CAD) System across all four Garda regions. This system places An Garda Síochána at the forefront of emergency call taking and dispatch technology. It is a national system allowing for the seamless transfer and sharing of information between the four regional control centres as needed. As well as the significant new technology support in the control centres, there are now over 6,000 Garda users of the new CAD mobile app. This provides frontline Gardaí with key incident, intelligence and warning details as well as turn by turn directions to a scene.

Key deliverables:

- A major upgrade to the Schengen Information System (SIS Recast) was successfully implemented in March in co-ordination with other EU member states for a simultaneous deployment. This was a complex

upgrade that delivers new categories of alerts, the sharing of biometric identifiers and the entering of preventative alerts on vulnerable persons.

- Request for Information issued for Body-Worn Cameras and Digital Evidence Management based on a Garda design following extensive consultation with other European police services.
- Request for Information issued for a consolidated HR System in support of wider HR modernisation.
- The Investigation Management System (IMS) was substantially enhanced. Four new system releases delivered improved functional and usability features. A mobile app for the system was developed and is due to be tested for deployment in early 2024.
- A major milestone was reached with the deployment of the Roster and Duty Management System (RDMS) to all operational divisions and the vast majority of specialist sections, providing significantly enhanced resource management capabilities to supervisors.
- Over 15,000 mobility devices have now been deployed to Garda personnel, providing real-time access to key policing information without the need to return to the station. New apps have been delivered which provide frontline Gardaí with the ability to carry out person searches on PULSE and SIS, a CAD incident app providing mobile integration with GardaSAFE, and the ability to search vehicle insurance data actions. This technology has helped lead to a number of significant arrests.
- ICT provided significant support to the ongoing implementation of the new Operating Model including the upgrade of key information systems such as PULSE and IMS.
- 155 live application and service updates in 2023, providing enhanced functionality to our personnel, an almost five-fold increase on the previous year.
- There were 129,000 support tickets logged and managed across all ICT teams, an increase of approximately 12% on the previous year, reflecting increasing technology usage.
- Following the commissioning of a new Garda Data Centre, almost 33% of all applications and services were migrated to the new infrastructure with no unplanned interruptions to service. The remaining migrations are scheduled to be completed throughout 2024.

## GARDA LEGAL

### Civil Legal

#### *Legal Actions*

The section deals with civil litigation brought against the Garda Commissioner relating to personal injury, judicial reviews, tort actions, commercial actions and defamation cases. It also deals with Article 40 applications and non-party discovery orders. The section liaises with internal and external stakeholders including the Chief State Solicitor's Office, the Attorney General's Office, the State Claims Agency and the Department of Justice. Legal representation for the Garda Commissioner at statutory inquiries, commissions of investigation, tribunals and coroner's inquests is also arranged by the office.

Since 2011 the office of the Head of Legal Services has significantly reduced the overall legal compensation budget within An Garda Síochána. There was a continued focus on managing and achieving further costs reductions particularly in respect of early intervention in cases where liability can be identified



Garda Marquee at the National Ploughing Championships

and any associated risks mitigated. The office has previously advised the organisation on the implementation of the Haddington Road agreement and what extra hours were required to be worked by Garda personnel.

### Corporate Legal Advice

The section provides legal advice on key IT and transformational projects, together with advising the organisation generally on contract law, European law, constitutional law, administrative law, regulatory law, data protection, freedom of information, defamation, copyright, privilege, witness protection and vetting. It also advises on the interpretation of primary and secondary legislation issues pertaining to Garda policy.

In 2023, the office in addition to ongoing work, dealt with approximately 533 new litigation cases and 107 new corporate advisory matters.

### Employment Law

All internal legal matters relating to the Commissioner and Garda personnel, as well as litigation in the WRC, Labour Court and judicial review matters pertaining to dismissal, discipline and Garda probationers are dealt with by this section.

The office provides legal advice about a large range of employment law issues to the Garda organisation on areas such as bullying and harassment cases, protected disclosure issues, sick leave disputes and imminent changes arising in the Police, Security and Community Safety Act, 2024 implementation.

### Crime Legal

The Divisional Office provides a central point of contact for a wide range of justice partners including the Irish Prison Service, the Parole Board, the Mental Health Review Board, Hague Convention requests, Maintenance Act enquiries and historical requests.

2023 Type of Request	Number of Requests
Mental Health (Criminal Law) Review Board	39
Transfer of Sentenced Person	35
Parole Board Requests	98
Maintenance Act Enquiries	48
Hague Convention Access Application	50
Requests for Historical Files	10
<b>Total</b>	<b>280</b>

### Legal Section

The Legal Section continued to provide legal advice and guidance to operational personnel on a myriad of issues ranging from legislative enforcement and guidance, together with policy development and information on decisions from the superior courts.

The section also continued to monitor and assess developments within the legal environment that impact operational policing. It prepared HQ Directives on new legislation and decisions of the courts that impact on the work of An Garda Síochána.

During 2023, the section provided submissions on a large number of heads of bills impacting on policing, for example:

- General Scheme of Sale of Alcohol Bill
- General Scheme of the Health (Termination of Pregnancy Safe Access Zones) Bill 2022
- Criminal Justice (Miscellaneous Provisions) Bill 2022
- Garda Síochána (Recording Devices) Bill 2022
- General Scheme of Criminal Justice (Protection, Preservation of and Access to Data on Information (Systems) Bill.

### Legacy Section

The Legacy Section continued to liaise with the Office of the Chief State Solicitor throughout 2023 in co-operating with the Coroner Service for Northern Ireland. This section continued to co-ordinate responses

and provide assistance and documentation to Northern Irish authorities, as legislation permits.

A Ministerial direction pursuant to section 25 of the Garda Síochána Act 2005 and the Data Protection Act 1988 (Section 2B) Regulations 2023 issued to establish communication between An Garda Síochána and the Victims' Payments Board of Northern Ireland (VPB). This will facilitate requests for information to An Garda Síochána by the VPB, in order to process applications to the Northern Ireland Troubles Permanent Disablement Payment (TPDP) Scheme, and provide a legal basis for co-operation and data sharing between An Garda Síochána and the VPB. The TPDP scheme was established to acknowledge the harm suffered by those injured in the Troubles, and promote reconciliation between people in connection with Northern Ireland's troubled past. The Legacy Section continued to liaise with the VPB to facilitate the co-operation of An Garda Síochána with the TPDP scheme.

#### Mutual Assistance

In 2023, the section received and processed 1,113 new applications for mutual assistance from Garda divisions throughout the country, seeking evidential material from outside jurisdictions in respect of ongoing criminal investigations. The section also received 660 incoming requests for assistance from other jurisdictions in respect of criminal investigations being carried out by overseas police services.

It continued to co-ordinate and administer nine ongoing Joint Investigation Teams, as well as establishing two new Joint Investigation Teams with Latvia and Northern Ireland in respect of serious criminal investigations involving human trafficking, murder, drugs and organised crime.

#### Firearms Policy Unit (FPU)

There are approximately 204,529 firearms licensed throughout the jurisdiction.

The unit provided support to operational Gardaí tasked with implementing often extremely complex firearms legislation, providing assistance regarding District Court appeals of refusals to grant firearm certificates, shooting range authorisations and revocation of firearm certificates and authorisations.

To assist Gardaí in their oversight of licensed firearms within their respective policing areas, the unit performed systems status checks on renewal of certificates and outstanding applications while also liaising with the Department of Justice on importing and exporting of firearms.

A revised Firearm Certificate Application form was implemented by the unit in 2023 for improved recording of information on PULSE. Through constant monitoring of the firearm reports on PULSE, FPU assisted Gardaí with these reports to ensure an efficient and effective firearms licensing system.

FPU continued to build on the working relationship with Revenue Commissioners in respect of items of interest seized by Customs at various delivery hubs in the State.

## DATA PROTECTION UNIT (DPU)

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Throughout 2023, the DPU worked to support An Garda Síochána in continuing to discharge its responsibilities as a data controller under relevant data protection legislation and act as the key contact point for data subjects seeking to exercise their rights, the lead liaison with the Data Protection Commission (DPC), and the main source of data protection advice and guidance.

Key activities included:

- Processing of 4,743 subject access requests from data subjects.
- Consultation with the DPC on an updated Code of Practice for Data Protection in An Garda Síochána and a range of Data Protection Impact Assessments for new processing activities.
- Support and guidance to business areas on the development of data sharing agreements with partner organisations.
- Ongoing training and awareness raising on data protection responsibilities resulting in increased internal notifications of potential breach incidents and notifications to the DPC, where required.
- Ongoing recruitment and training of new staff within the unit's Policy, Audit and Compliance section.
- Ongoing advice and support on data protection issues related to the Garda Síochána (Recording Devices) Act 2023 and the consideration of amendments to provide a clear legal basis for advanced processing activities related to footage collected from body-worn cameras, CCTV and other sources.

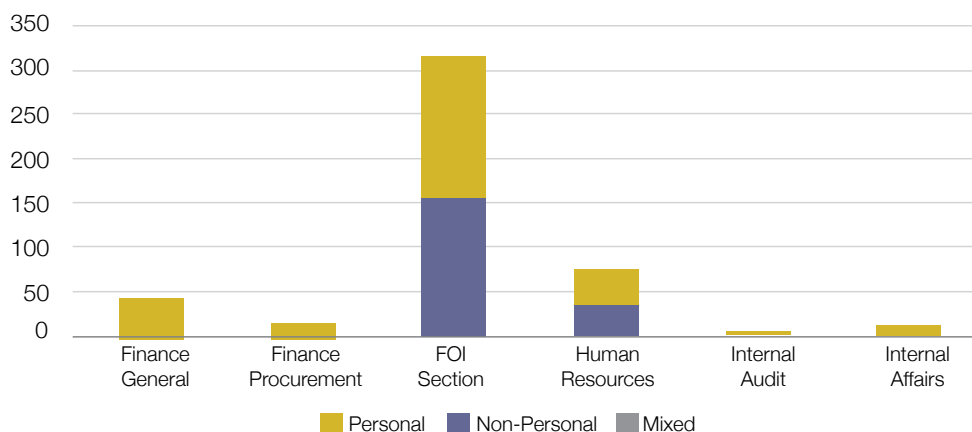
## FREEDOM OF INFORMATION (FOI) OFFICE

In 2023, there were 447 FOI requests. The majority were submitted by members of the public (267), journalists (102), Garda personnel/former personnel (48), business/interest groups (25), and public representatives (5).

The FOI Office issued 457 decisions in 2023 (including decisions relating to 10 requests carried over from 2022). Of these requests, 97% were processed within the statutory 20-day timeframe. Fifteen requests have been carried into 2024. Thirteen requests were subject to internal review, with three of these appealed to the Office of the Information Commissioner.

In 2023, 436 requests for assistance that fell outside the scope of the FOI Act were received and dealt with by the FOI Office which are categorised as non-eligible FOI requests.

2023 Request Types



Of the FOI decisions issued, 8% were granted in full, 22% part granted, 69% refused and 1% withdrawn following agreement with the requestor.

The FOI Office publishes decisions made on requests for non-personal information in the FOI Decision Log on the Garda website. The website also includes a publication scheme where frequently sought information is made available to the public.

In addition, the FOI Office manages the responsibilities of An Garda Síochána under the Access to Information on the Environment Regulations. Nine such requests were received in 2023. Four of these requests came from interest groups, two from solicitors and one each from journalists, academics and members of the public. Six of these requests were part granted and three refused.



## GARDA INFORMATION SERVICES CENTRE (GISC)

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During 2023, GISC created nearly 503,000 incidents on the PULSE system on behalf of Gardaí, as well as hundreds of thousands of updates to existing incidents.

GISC also performs data quality control reviews on PULSE incidents to ensure they are correctly classified and correctly recorded to the required standard. In 2023, GISC performed this task nearly 1.4 million times.

GISC continued to play a key role in enhancing the data quality framework and the data ecosystem through the delivery of key data quality activities.

This included delivery on several critical projects:

- Completed and published a Review of the Quality of PULSE Crime Data for 2022, marking another important milestone in the implementation of our data quality plan.
- Ongoing development and implementation of Data Quality Coherency Checks including publication of metrics on the coherency checks on the Garda website.
- In line with the Policing Plan Goal for 2023, GISC led on the introduction of incident outcomes to the organisation, following the successful pilot in the Galway Division. Go-live for incident outcomes took place in November on a national basis, with in excess of 7,990 crime incidents having a non-sanction outcome applied as of December.
- Worked with external consultants in completing a review of data quality processes.
- GISC introduced a restriction on Invalidation of PULSE Crime Incidents to GISC staff. This change was introduced in November to improve data quality and consistency.

### Delivering on Information-Led Policing

The Central Statistics Office (CSO) compiles and publishes Recorded Crime Statistics for Ireland. These are intended to inform users about the set of criminal offences which are reported to, or become known to An Garda Síochána.

Since March 2018, the CSO has categorised the recorded crime data, exclusively based on data received from the PULSE system, as “Under Reservation”. This was done to inform users of issues relating to the underlying quality of the data, as first highlighted in the 2014 Police Inspectorate report and in four subsequent CSO quality reviews.

In October, the CSO announced the lifting of this reservation as part of its fifth review of the quality of recorded crime data. The decision is a recognition of the progress made by An Garda Síochána in connecting data, technology and Garda personnel in the delivery of information-led policing. It also recognises the huge contribution of all Garda personnel in adopting data and technology in their work.

A number of key factors influenced the CSO in reaching this decision including:

- The establishment of a formal Data Quality Management Framework.
- The appointment of the Chief Information Officer (CIO) in November 2019 and increased capacity within the CIO functions, including increased capacity at the GISC, data architecture, Garda Síochána Analysis Service (GSAS) and ICT.
- An independent review commissioned by An Garda Síochána that found evidence of good controls.
- The CIO functions work closely with each other and across the organisation to deliver Information-Led Policing, which in turn has embedded a culture that values high quality data.
- Increased external transparency through published data quality metrics and reports, such as ground-breaking data on domestic, gender and sexual violence.

## GARDA NATIONAL VETTING BUREAU (GNVB)

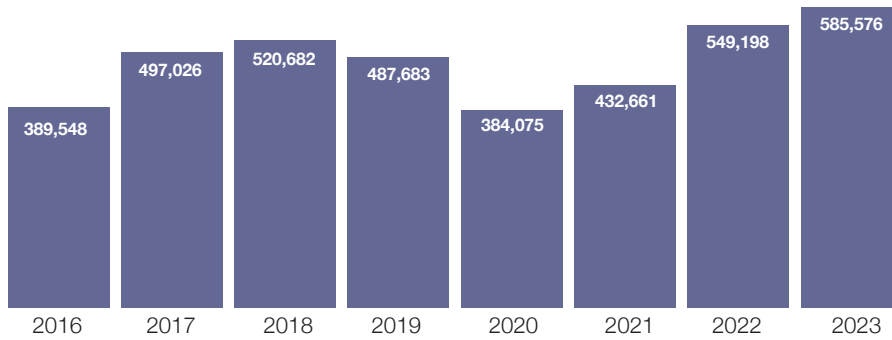
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The demand for Garda vetting and the services of GNVB increased significantly in 2023 with the GNVB receiving 585,576 vetting applications. This represents an increase of 6.6% on the previous year, which was our previous highest year to date.

The total number of vetting applications received in the past eight years is 3,846,449.



The total number of vetting applications received in the past eight years at GNVB



**Key Achievements**

- Highest ever number of 27,192 relevant organisations registered for vetting.
- Highest ever number of European Criminal Records Information System (ECRIS) requests and notifications ever processed in a single year by the GNVB in our capacity as the designated Central Authority for Garda Criminal Records in Ireland within the ECRIS Framework. Over 48,000 ECRIS requests and notifications from 27 EU member states or the United Kingdom (UK) were processed.
- Through the ECRIS system, the GNVB provided operational assistance to 651 Gardaí, processing 839 requests for previous convictions of nationals of EU member states and the UK criminal investigations and court purposes.
- In 2023, 498 new vetting applications were referred to the Specified Information Team, a 29% increase on 2022. (Specified information is information that reasonably suggests a bona fide concern that the individual may harm a child or vulnerable person).

**GARDA SÍOCHÁNA ANALYSIS SERVICE (GSAS)**

GSAS is the centre of expertise for turning internal and externally sourced data into information and insight that both directly supports investigations and management decisions. GSAS provides support across the organisation including at regional level for An Garda Síochána and also across national and specialist units.

In line with the recommendations contained in the Commission on the Future of Policing in Ireland to significantly expand GSAS, a key focus in 2023 was on continuing recruitment and workforce planning. Following an open competition, 26 new analysts joined GSAS, each completing a bespoke induction programme before being assigned to their respective work areas. Open competitions also led to the appointment of a further two Assistant Principal Officers and the first Director of GSAS.

GSAS continued to provide a range of analytical work, including for crime prevention programmes and operational support. Analysts appeared as witnesses in criminal trials throughout the year. GSAS has also been working on creating dynamic reports to inform strategic and operational policing. A trial version of a Crime Trends dashboard was demonstrated at the Ploughing Championships in September and a further iteration of this was rolled out to a senior management user group in December. This is part of a wider programme to provide Garda management with relevant, accessible and timely information in support of operational decisions.

As part of efforts to increase proactive publication of our data and share insights publicly, GSAS led or contributed to a number of publications during 2023. These included the release of information on hate related incidents, roads policing statistics and the Garda Diversity study in conjunction with the CSO, making An Garda Síochána the first public service body to publish comprehensive data on diversity in its workforce.

The Garda Research Unit (GRU) completed the analysis and report on the results of the Public Attitudes Survey (PAS) 2022, developed a new format for quarterly bulletins and worked to enable the PAS sample size to be increased in 2024 to reflect changes to the Garda Divisional boundaries. The GRU also contributed to a number of internal research projects. All publications are available on the Garda website.

The Garda Big Data Analytics Platform became operational in 2023, providing tools necessary for analysts to securely process the rapidly increasing variety, volume and velocity (or rate of change) of crime data.

## OFFICE OF CORPORATE COMMUNICATIONS (OCC)

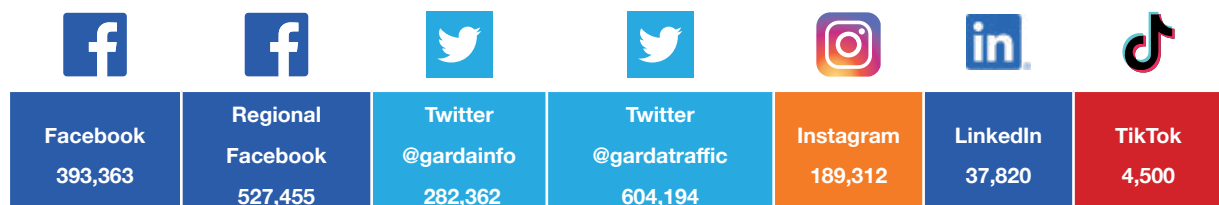
OCC worked closely with numerous sections/units throughout the organisation to provide the public with crime prevention and public safety advice, appeal for information to aid investigations and highlight the great work of the organisation.

Activities included:

- Issuing over 2,100 press releases.
- Handling over 15,000 media queries.
- Organising media briefings on major initiatives and crimes such as the Joint Task Force Operation MV Matthew, body-worn cameras and the launch of GardaSAFE.
- Running impactful public information campaigns such as raising awareness of sextortion, the launch of the Lifesaver Project and #GoPurpleDay.
- The visit of the President of the United States of America, Joe Biden.
- Working with RTÉ to deliver Crimecall, which has an average viewership of approximately 300,000, playing an important role in tackling and preventing crime, and in assisting high-profile investigations.
- Publishing over 100 editions of our internal newsletter, which is read by approximately 60% of the organisation on a bi-weekly basis, while over 340 portal notices were issued through the intranet (internal portal).
- Producing over 80 videos in-house for both internal and external communications on topics such as domestic abuse, fraud, and historic crimes that had millions of online views.
- Delivering content and engagement across our 21 national and local social media channels.

### Social Media

An Garda Síochána had a social media following of over 2 million by the end of 2023, an increase of 7% from 2022:



### Website

During 2023, Corporate Communications worked closely with sections across the organisation to keep the Garda website up-to-date and promote key campaigns and projects including:

- Human Resources and People Development for the Garda Trainee Recruitment and the Clerical Officer competitions.
- The unveiling of the Monument of Remembrance and the lists of names thereon.
- National Community Engagement Week.

### Garda Trainee Recruitment

In March, a promotional campaign for Garda recruitment under the tagline of #ItsAJobWorthDoing went live across TV, national and local print and radio, online, social media, and outdoor. The campaign also targeted Irish people living in countries such as the UK, US, Canada, Australia and New Zealand.

The campaign was based on insights from Gardaí and featured real-life examples from individual Gardaí of how they have helped people and communities.

The campaign showed the nature of the job – working at 4am, making arrests, being physically active, as well as the significant personal and social benefits such as engaging with communities, arresting criminals, helping victims of crime, and the camaraderie of colleagues.

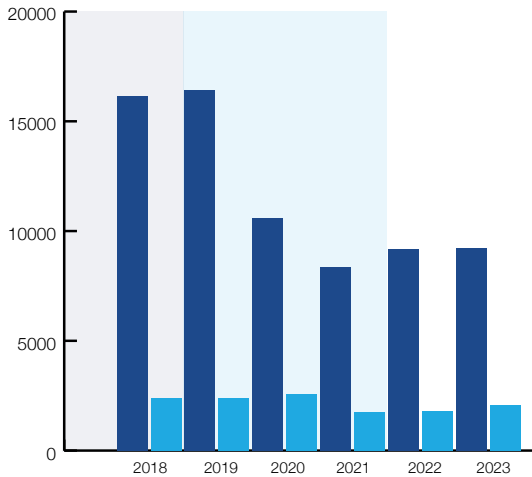
It delivered 15,500 click-throughs to the application page on publicjobs.ie.

# Statistics

In the following section, we present annual data from 2023 compared with 2022 and the three-year strategy period of 2019 to 2021. It should be noted that the figures presented below are operational and subject to change.

The Covid-19 pandemic in 2020 presented a unique set of circumstances, which make comparisons with other strategy periods difficult. The Covid-19 policing response included increased patrols, checkpoints and community engagements. At the same time, changes in public life and the operation of businesses affected the opportunities for crime to occur.

## Burglary



Year	Incidents	Detections
2018	2,451	2,393
2019	16,415	2,388
2020	10,585	2,556
2021	8,382	1,772
2022	9,188	1,817
2023	9,207	2,083

### Recorded Incidents of Burglary

**2019-2021 average:** 983/month  
**2022-2023 average:** 766/month  
 Difference between the 2022 and 2023 results: +19 (0%)

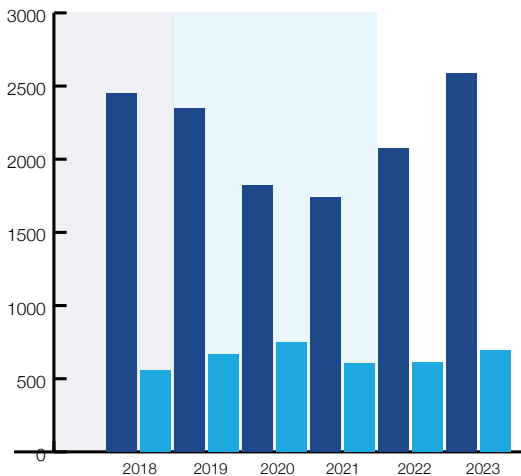
### Burglary Incidents Marked as Detected\*

**2019-2021 average:** 187/month  
**2022-2023 average:** 163/month

Source: Operational PULSE Data ICCS Types: 0711, 0712

\*The introduction of PULSE 7.3 on 25 February 2018, with new processes being introduced as to how incidents are recorded as detected on PULSE, has affected detection figures. Detections data from before and after the PULSE upgrade should not be compared.

## Robbery



Year	Incidents	Detections
2018	2,451	557
2019	2,346	666
2020	1,822	745
2021	1,739	602
2022	2,074	610
2023	2,589	696

### Recorded Incidents of Robbery

**2019-2021 average:** 164/month  
**2022-2023 average:** 194/month  
 Difference between the 2022 and 2023 results: +515 (+25%)

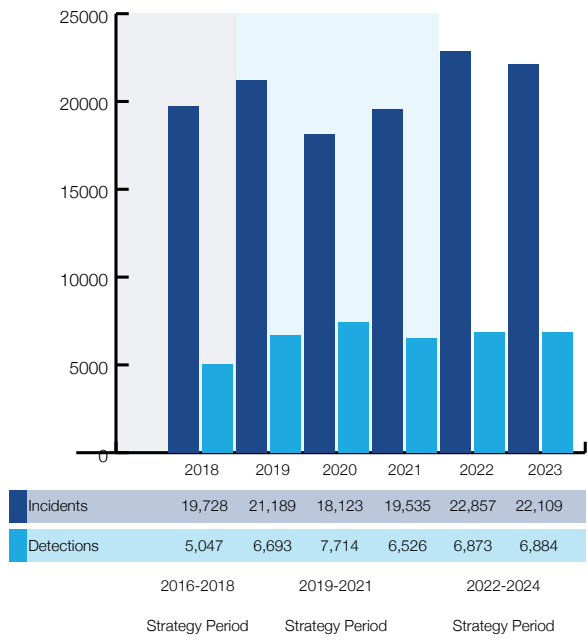
### Robbery Incidents Marked as Detected\*

**2019-2021 average:** 56/month  
**2022-2023 average:** 54/month

Source: Operational PULSE Data ICCS Types: 0611, 0612, 0613, 0621, 0631

\*The introduction of PULSE 7.3 on 25 February 2018, with new processes being introduced as to how incidents are recorded as detected on PULSE, has affected detection figures. Detections data from before and after the PULSE upgrade should not be compared.

## Assault



### Recorded Incidents of Assault

**2019-2021 average:** 1,635/month  
**2022-2023 average:** 1,874/month  
 Difference between the 2022 and 2023 results:  
 -748 (-3%)

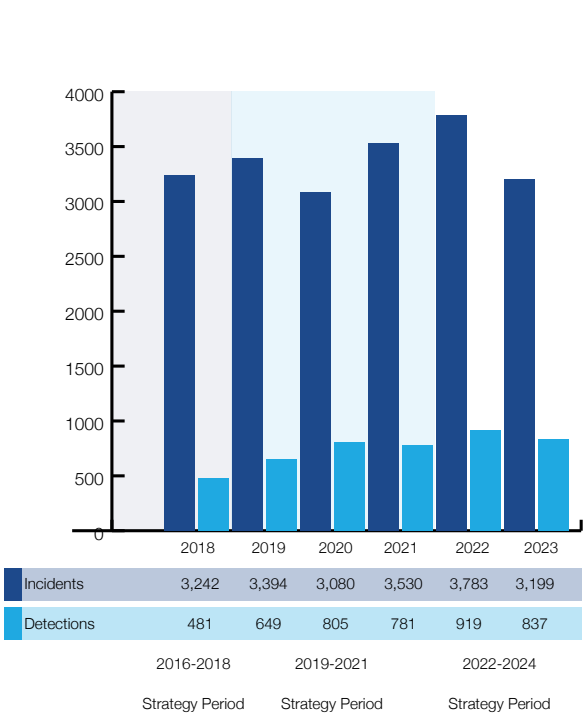
### Assault Incidents Marked as Detected\*

**2019-2021 average:** 573/month  
**2022-2023 average:** 573/month

Source: Operational PULSE Data ICCS Types: 0311, 0312, 0321, 0324, 0331, 0333, 0334, 0335

*\*The introduction of PULSE 7.3 on 25 February 2018, with new processes being introduced as to how incidents are recorded as detected on PULSE, has affected detection figures. Detections data from before and after the PULSE upgrade should not be compared.*

## Sexual Crime



### Recorded Incidents of Sexual Crime

**2019-2021 average:** 278/month  
**2022-2023 average:** 291/month  
 Difference between the 2022 and 2023 results:  
 -584 (-15 %)

*Comment: This type is seen as potentially under-reported and an increase is seen as a “desirable correction”.*

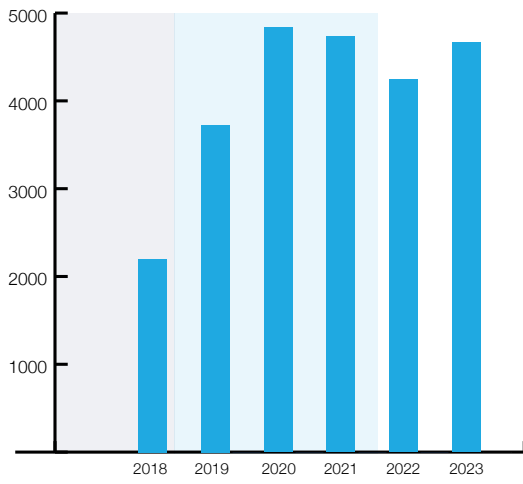
### Sexual Crime Incidents Marked as Detected\*

**2019-2021 average:** 62/month  
**2022-2023 average:** 73/month

Source: Operational PULSE Data ICCS Subgroup: 021, 022

*\*The introduction of PULSE 7.3 on 25 February 2018, with new processes being introduced as to how incidents are recorded as detected on PULSE, has affected detection figures. Detections data from before and after the PULSE upgrade should not be compared.*

## Detected Sale and Supply of Drugs



Strategy Period	2016-2018	2019-2021	2022-2024
Detections	2,199	4,836	4,662

### Incidents of Sale and Supply of Drugs Marked as Detected\*

**2019-2021 average:** 369/month

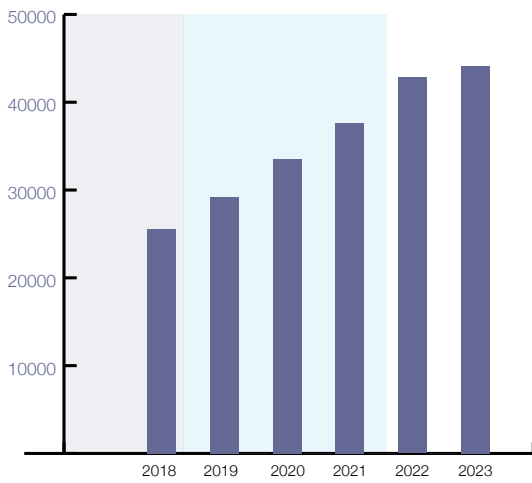
**2022-2023 average:** 371/month

Difference between the 2022 and 2023 results: +415 (+10%)

Source: Operational PULSE Data ICCS Types: 1011, 1012, 1021

*\*The introduction of PULSE 7.3 on 25 February 2018, with new processes being introduced as to how incidents are recorded as detected on PULSE, has affected detection figures. Detections data from before and after the PULSE upgrade should not be compared.*

## Domestic Abuse Incidents



Strategy Period	2016-2018	2019-2021	2022-2024
Incidents	23,582	37,686	44,130

### Recorded Incidents of Domestic Abuse

**2019-2021 average:** 2,790/month

**2022-2023 average:** 3,623/month

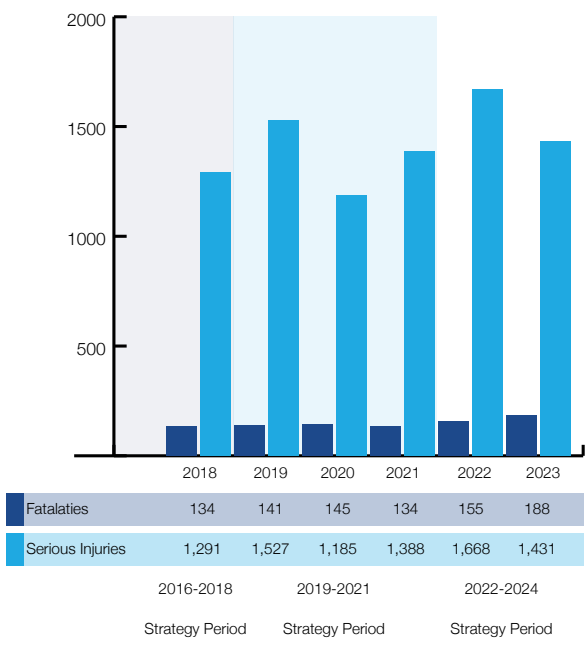
Difference between the 2022 and 2023 results: +1316 (+3%)

*Comment: This type is seen as potentially under-reported and an increase is seen as a "desirable correction".*

Source: Operational PULSE Data. Non-Crime Type: Domestic - No Offence Identified

*Other: Incident with the MO Domestic Abuse*

### Traffic Collision Fatal & Serious Injury

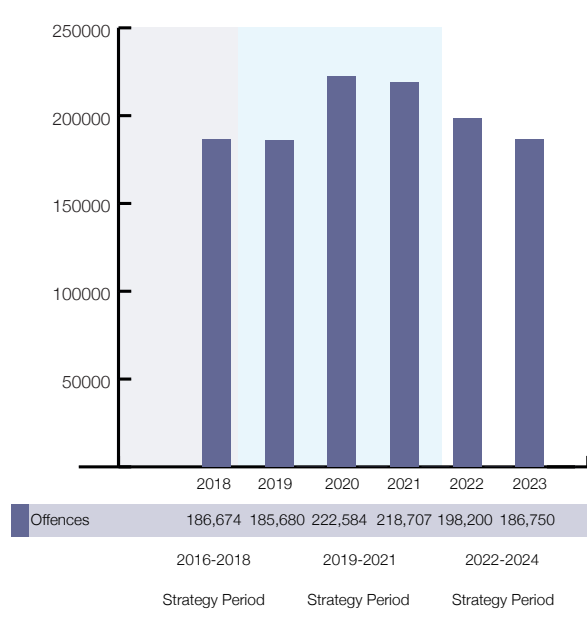


**Traffic Collisions - Fatalities**  
 2019-2021 average: 12/month  
 2022-2023 average: 14/month  
 Difference between 2022 and 2023 results: +33 (+21%)

**Traffic Collisions - Serious Injuries**  
 2019-2021 average: 114/month  
 2022-2023 average: 129/month  
 Difference between 2022 and 2023 results: -237 (-14%)

Source: PULSE and FCPS Data

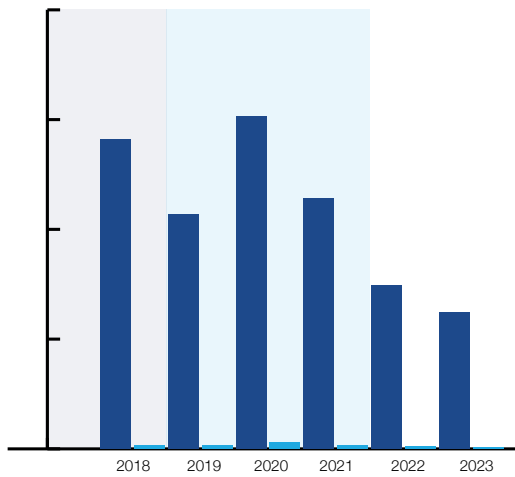
### Traffic Lifesaver Offences



**Traffic Lifesaver Offences**  
 2019-2021 average: 17,416/month  
 2022-2023 average: 16,039/month  
 Difference between 2022 and 2023 results: -11,450 (-6%)

Source: PULSE and FCPS Data

### Behaviour Warnings & Orders (ASBO)



	2016-2018	2019-2021	2022-2024
Warnings	1,411	1,067	747
Orders	16	16	10

Strategy Period      Strategy Period      Strategy Period

#### Behaviour Warnings & Contracts (ASBO)

**2019-2021 average:** 103/month

**2022-2023 average:** 57/month

Difference between the 2022 and 2023 results:  
-124 (-17%)

#### Behaviour Orders (ASBO)

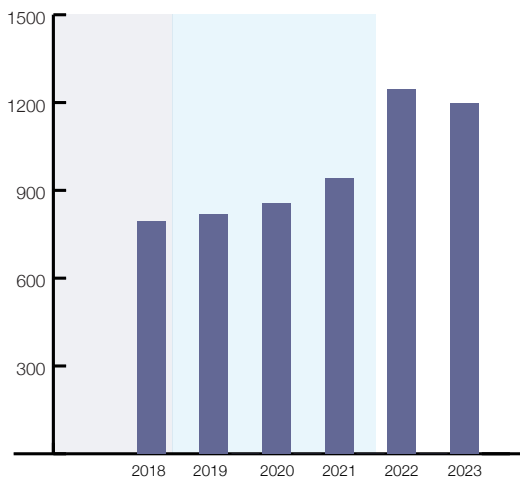
**2019-2021 average:** 1.7/month

**2022-2023 average:** 0.8/month

Difference between the 2022 and 2023 results:  
-2 (-20%)

Source: Operational PULSE Data. PULSE Types: Behaviour Warnings (Children), Behaviour Warnings (Adults), Good Behaviour Contracts, Civil Orders (adults), ASBO (Only) Offences.

### Section 12 Child Care Act Invoked



	2016-2018	2019-2021	2022-2024
Incidents	794	855	1244

Strategy Period      Strategy Period      Strategy Period

#### Removal of a Child to Safety (Section 12 Child Care Act)

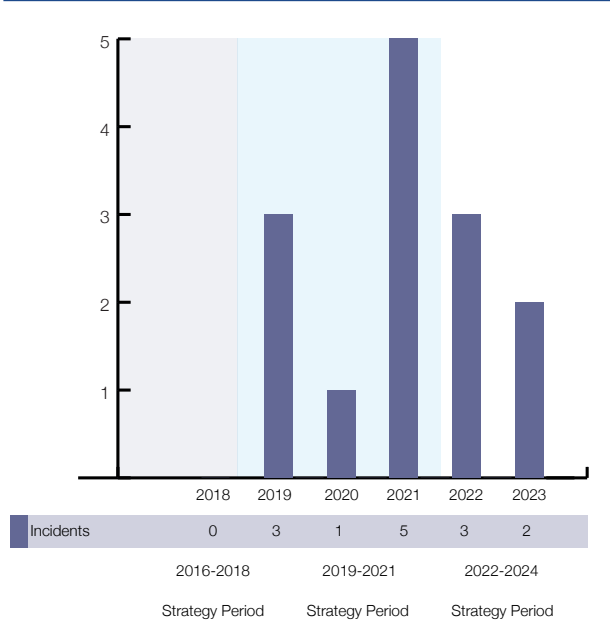
**2019-2021 average:** 73/month

**2022-2023 average:** 102/month

Difference between the 2022 and 2023 results:  
-46 (-4%)

Source: Operational PULSE Data. PULSE Type Section 12 Childcare Act Invoked

### Deaths in Garda Custody



**2019-2021 average:** 3.0/year  
**2022-2023 average:** 2.5/year

Source: An Garda Síochána Internal Affairs

### Drug Seizures 2023 (Garda Only)

Quantities of drugs tabulated in the table below are provided by Forensic Science Ireland on the basis of records maintained by the laboratory relating to quantities of drugs analysed at the laboratory.

Category	2023 - Full Year		
	grams/mls/plants	Tbls/Sqr/Caps	Value
Anabolic Steroids		1,456	€874
Benzodiazepine	137	428,761	€593,071
Cannabis Herb	952,819		€19,056,381
Cannabis Plants*	3,306		€2,644,800
Cannabis Resin	110,800		€664,801
Cathinone	776	15	€38,893
Cocaine	297,040		€20,792,773
Hallucinogen	12,881	3,467	€1,122,171
Diamorphine	16,834	2	€2,356,802
Mixing Agents	138,679	1,060	€69,340
Opioids Other	6,242	532	€3,559
Phenethylamine**	17,727	43,644	€942,352
Sleeping Agent	13	100,918	€201,840
Solvent	1,351		€1,351
Synthetic Cannabinoid	4,170	4,135	€108,436
THC Edibles***	69	9,953	€59,869
			<b>€48,657,314 ****</b>



\* Cannabis plants are calculated based on figures recorded on PULSE as not all plants seized are routinely sent to the FSL Forensic Science Ireland.

\*\* Phenethylamines include ecstasy (MDMA) and other similar related drugs.

\*\*\*While Tetrahydrocannabinol (THC) is not assigned a price as per pricing guidelines, the DOCB Project office has provided a price for THC edibles. THC edibles refers to sweets, chocolate and baked goods infused with the active ingredient THC.

\*\*\*\* This total figure is based on Garda only seizures as recorded by FSI and PULSE. The Garda National Drugs and Organised Crime Bureau (GNDOCB) figure may differ for a number of reasons, such as the inclusion of seizures outside of the remit of FSI and PULSE; GNDOCB report based on seizure data, FSI based on analysis date; weights/quantities may differ once confirmed by FSI.

All figures are provisional, operational and subject to change as of 03/02/2024.

#### SECTION 25 OF THE GARDA SÍOCHÁNA ACT, 2005 MINISTERIAL DIRECTIVES

Under Section 25(1) of the Garda Síochána Act, 2005, following the approval of the Government, the Minister for Justice may issue to the Garda Commissioner written directives concerning any matter relating to An Garda Síochána. In 2023, there were no Ministerial Directives issued.

#### SECTION 41 OF THE GARDA SÍOCHÁNA ACT, 2005

Under Section 41 of the Garda Síochána Act, 2005, the Garda Commissioner provides information to the Minister for Justice on matters relating to significant developments on the policing or security of the State. In 2023, there were 20 reports made by the Garda Commissioner's Office.

#### SECTION 22 OF THE PROTECTED DISCLOSURES ACT, 2014

Under Section 22 of the Protected Disclosures Act, 2014, each body is required to publish an annual report setting out the number of protected disclosures received in the preceding year and the action taken (if any). This report must not result in persons making disclosures being identifiable.

This annual report of An Garda Síochána covers the period from 1 January 2023 to 31 December 2023.

There have been 26 protected disclosures made to An Garda Síochána in the period covered by this report. The disclosures are outlined as follows:

- One is under investigation.
- Nineteen are at assessment stage.
- Five have been sent for examination.
- One has been closed (on being assessed, did not fall within the remit of a protected disclosure as prescribed in the 2014 Act).



