



**An Garda Síochána**

**Monthly Report for January 2025 to the Policing Authority**

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

# An Garda Síochána

Oifig an Choimisinéara  
An Garda Síochána  
Páirc an Fhionnuisce  
Baile Átha Cliath 8  
D08 HN3X



Luaigh an uimhir tharaghta seo a leanas le do thoil:  
Please quote the following ref. number: **CMR\_86-53736/25**



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Ms. Helen Hall  
Chief Executive  
The Policing Authority

**RE: Commissioner's Monthly Report to the Policing Authority**

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Dear Helen,

I am pleased to provide the Commissioner's monthly report, outlining the key aspects of the administration and operation of An Garda Síochána for the month of January 2025, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Yours sincerely,

A handwritten signature in blue ink that reads 'Thelma Watters' followed by the initials 'c/supt'.

**THELMA WATTERS  
CHIEF SUPERINTENDENT  
COMMISSIONER'S OFFICE**

**24<sup>th</sup> February 2025**

## Message from the Commissioner

During the month of January 2025, I was pleased to welcome Minister for Justice, Home Affairs and Migration Jim O’Callaghan, TD to Irishtown Garda Station, where he formally announced details for our forthcoming Garda Trainee recruitment campaign. This campaign aims to attract a diverse cohort of applicants who upon completion of their training will work to support our mission of Keeping People Safe. It will be rolled out from 6 February 2025, aligning with our “It’s a job worth doing” recruitment campaign. It is our hope that this competition will provide a pipeline where we can continue to build upon our Garda strength, with a view to recruiting 1,000 new Gardaí in 2025.

January 2025 brought a number of significant weather events, prompting emergency responses from Gardaí on the ground. These included ice and snow warnings on 7 January 2025, which saw much of the country affected by hazardous driving conditions and saw some communities experience heavy snowfalls. Meanwhile, on 23 January 2025, Storm Éowyn brought more dangers, with one person unfortunately losing their life during the storm. Following the countrywide status red warning, 768,000 households were left without power. Working as part of the National Emergency Coordination Group, Gardaí issued public safety messages and provided assistance to communities and vulnerable people during this period.

An Garda Síochána launched its St. Brigid’s Bank Holiday Weekend Roads Policing Operation on 30 January 2025 at Garda Headquarters, together with Minister of State at the Department of Transport Seán Canney, TD and RSA CEO Sam Waide. Road safety continues to be a priority for An Garda Síochána. In support of this we continue to conduct the 30 minute roads policing initiative, while Operation Iompar further enhances our capabilities in the area of detecting distracted drivers.

This month there were a number of notable operational successes. Gardaí working in collaboration with Irish Rail conducted an operation targeting anti-social behaviour at train stations in the Raheny and Coolock areas. During the course of the operation, Gardaí from the Dublin Metropolitan Region North arrested four suspects on the 29 January 2025 in connection with eight separate incidents, which occurred in recent months at Irish Rail stations in the north of Dublin.

An Garda Síochána continues to develop its ICT capabilities and this month saw the promotion of our activities at an internal ICT conference attended by more than 90 ICT personnel. Furthermore, young innovators also got to learn more about these innovations at the BT Young Scientist and Technological Exhibition in the RDS in Dublin, where our body-worn cameras were on display.

**Drew Harris**  
**Commissioner**

## 1. Financial Expenditure and Receipts

	2024 Allocation & Supplementary €'000	Expenditure/Receipts end Jan 2025 €'000	Remaining Jan 2025 €'000	Remaining %
<b>Gross Total</b>	2,481,117	209,341	2,271,776	92
<b>Appropriations in Aids (receipts)</b>	113,500	11,948	101,552	89
<b>Net Total</b>	2,367,617	197,393	2,170,224	

The total gross 2025 allocation is €2.48b and net allocation is €2.37b. At the end of January 2025, the total gross expenditure is €209.34m (8% of allocation) and receipts are €11.95m (11% of allocated). An Garda Síochána leadership team continues to place a significant focus on cost management, in particular in relation to oversight and management of overtime.

### Estate Management

The following projects are currently on site and are the subject of active engagement between the OPW and An Garda Síochána:

#### Construction begins on Limerick County Community Engagement Area Headquarters

The contract was awarded by the OPW and work commenced on site on 13 January 2025, with the sod turn event taking place on 14 January 2025.

Garda Commissioner Drew Harris, Assistant Commissioner Southern Region, Eileen Foster, Minister Patrick O'Donovan, TD and Minister of State Kieran O'Donnell, TD attended the official commencement of construction for the new Limerick County Community Engagement Area Headquarters on 14 January 2025.

The development involves the construction of a modern three-story building on Churchtown Road, Newcastle West, spanning 15,000 square feet. Once completed, this state-of-the-art building, located on the site of the former Garda station, will provide modern energy-efficient accommodation for An Garda Síochána, enhancing our ability to serve the community.

The event included a ceremonial turning of the sod to mark the start of the project.



*(L-R) Chief Superintendent Derek Smart, Inspector Niall Flood, Commissioner Drew Harris, Minister Kieran O'Donnell, Minister Patrick O'Donovan, Inspector Barry Manton, Assistant Commissioner Eileen Foster, Superintendent Michael Fleming, Inspector Paul Crowley and Gardaí from the Limerick Division*

### **Pallaskenry Garda Station Re-Opening**

On 16 January 2025, Pallaskenry Garda Station re-opened following a renovation, which saw the OPW commence works in April 2024. Modernisation works undertaken include a new ramp with electronic push button for increased accessibility and microphones for the hearing impaired have been added to the front counter of the public office. A new air to water heating system powered by solar panels as part of the SEAI grants has been installed, as well as new windows, doors, LED lighting and external insulation, making the building more energy efficient. An electric vehicle charging point will also be available. This modernisation work is part of the Modernisation and Renewal Programme, to ensure that the organisation can meet present and future policing and security challenges, and to provide supports for Gardaí to enable them to work effectively and keep people safe.



*Chief Superintendent Derek Smart, Garda Alan O'Donnell, Superintendent Michael Fleming*

### **Armed Support Unit facility launched in Enniscorthy**

Friday, 17 January 2025 saw the opening of our new Armed Support Unit (ASU) facility at Enniscorthy Garda Station. With the strategic location in Enniscorthy Garda Station covering the large population bases of Wexford and Wicklow, there is now a permanent ASU centre in every division of the Eastern Region. This improved geographical location of ASU centres provides optimum levels of armed support and response times to critical incidents. The ASU centre in Enniscorthy also provides additional armed support to a range of strategic locations in the south-east, such as Rosslare Europort.



*Inspector Brian Monaghan, Superintendent David O'Sullivan, Assistant Commissioner Paula Hilman, Commissioner Drew Harris, Chief Superintendent Derek Hughes and Detective Superintendent Colin Furlong*

## 2. Human Resources and People Development

### Minister for Justice Jim O'Callaghan, TD announces Garda Trainee Recruitment Campaign



*Caption: The Minister for Justice, Home Affairs and Migration, Jim O'Callaghan TD and Commissioner Drew Harris at Irishtown Garda Station on January 28, 2025 announcing the forthcoming recruitment campaign.*

The Office of Corporate Communications supported the Department of Justice in the holding of a media briefing with our new Minister for Justice, Home Affairs and Migration, Jim O'Callaghan TD at Irishtown Garda Station. Together with Garda Commissioner, Drew Harris, the Minister announced the forthcoming recruitment campaign, which opens to applications on 6 February 2025. This office prepared a video of the press briefing, which was shared on social media, along with other promotional information for the launch of the campaign. This included communications directing prospective applicants to further details about the recruitment process and training programme in An Garda Síochána.



### Roster Duty Management System (RDMS)

The Roster Duty Management System (RDMS) is now fully rolled out to all Garda members and live for pay. RDMS planner training update remains in preparation for training to resume in February 2025. Preparation and support is ongoing for the ICT lead project on RDMS migration to the Cloud. Training needs analysis is now completed for upgrade of the system in Q4 to version 15. Work is ongoing with the Garda Safe team to develop management dashboard of resources.

## **Resourcing**

There are currently 25 Garda Staff internal and open recruitment competitions in progress across the organisation. Regional locations are being reviewed for possible further temporary Clerical Officer and Clerical Officer interviews.

## **Strategic Recruitment**

The Strategic Recruitment team ensure the delivery of services via our recruitment partner Staffline for end-end recruitment services. Staffline supports An Garda Síochána in recruiting talent across multiple fields including Finance and Services; Occupational Health and Wellbeing; Data and Technology; Human Resources and People Development; Strategy and Transformation; Legal; Communications; administration and management.

## **Workforce Planning**

Workforce Planning continues to collaborate with Assistant Commissioners and Divisional Officers in order to meet the resourcing needs of functional areas nationwide. Operating Model implementation continues nationwide with staff at all grades being allocated to divisional functional areas. Workforce Planning specifically focus on divisions approaching their 'go live' date, enabling a smooth transition. The next Clearing House Meeting with the Department of Justice, the Policing Authority and the Department of Public Expenditure NDP delivery and Reform is due to be held in February 2025. The next demand meeting is scheduled for February 2025.

## **Resource Allocation**

There was one member promoted to the rank of Chief Superintendent in January 2025.

## **Overseas Office**

An Garda Síochána currently have twelve members on deployment with the United Nations in Cyprus.

## **Garda College**



Among the first instances, we have a brother and sister training at the same time together at the Garda College. Daniel Thynne is part of Intake 242 and his sister Megan Thynne part of Intake 244.



The Garda College rugby team captain Bradley Nealon represented the team at the Aviva Stadium for the recent draw of the Brendan Johnson Division 1 Cup.



#### The Garda College Social Media

Social Media Channel	Number of Followers	Engagement	Post Reach
 Facebook	37,089	89,784	1,192,734
 Instagram	6,985	8,600	644,800



## Human Resources and People Development Analytics/Data

As at 31 January 2025, the Garda member strength stood at 14,167 (WTE 14,124.5) and the Garda Staff strength stood at 3,677 (3,499.1 WTE). A full breakdown by rank, grade and gender is outlined below.

### 2.1 Garda Member Strength

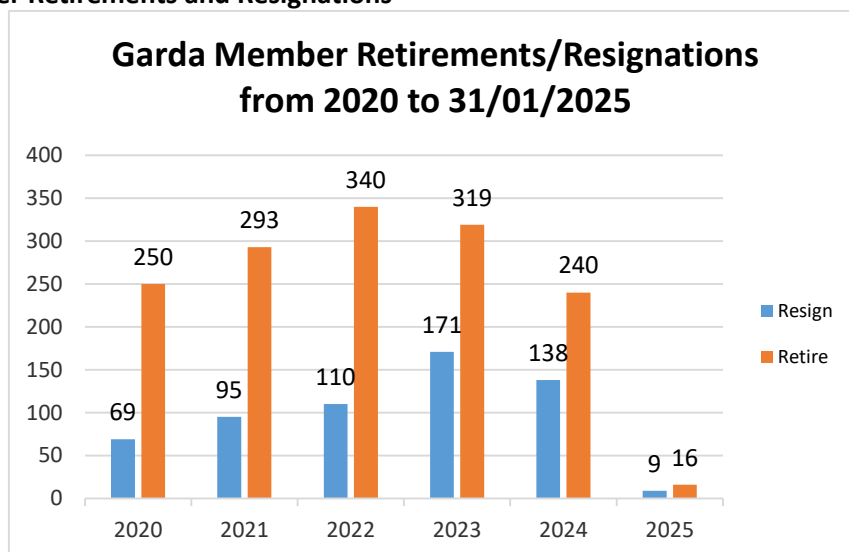
Rank	As at 31 Jan 2025	Male	%	Female	%	WTE
Commissioner	1	1	100	0	0	1
Deputy Commissioner	2	1	50	1	50	2
Assistant Commissioner	7	3	43	4	57	7
Chief Superintendent	46	37	80	9	20	46
Superintendent	166	138	83	28	17	166
Inspector	466	371	80	95	20	466
Sergeant	2,186	1,637	75	549	25	2,184
Garda	11,293	7,914	70	3,379	30	11,252.5
<b>Total</b>	<b>14,167</b>	<b>10,102</b>	<b>71</b>	<b>4,065</b>	<b>29</b>	<b>14,124.5</b>

Of which	As at 31 Jan 2025	Male	%	Female	%
Career Breaks (incl. ICB)	37	21	57	16	43
Work-sharing	42.5	1.5	3.5	41	96.5
Secondments (Overseas etc.)	47	27	57	20	43
Maternity Leave	10	0	0	10	100
Unpaid Maternity Leave	31	0	0	31	100
Paternity Leave	5	5	100	0	0
<b>Available Strength</b>	<b>13,994.5</b>	<b>10,047.5</b>	<b>72</b>	<b>3,947</b>	<b>28</b>

### Garda Reserves Strength

Garda Reserves Strength As at 31 January 2025	Total*	Male	%	Female	%
	318	247	78	71	22

## Garda Member Retirements and Resignations



Retirement figures to include those that retire on compulsory retirements, voluntary retirements and cost neutral early retirement.

## Personnel suspended from An Garda Síochána

Suspensions					
Year	New Suspensions	Lifted	Ended (Resignation /Retirement)	Dismissal	Total (Lifted/ Ended/ Dismissal)
2019	26	4	5	10	19
2020	41	6	9	0	15
2021	44	13	8	1	22
2022	44	11	7	1	19
2023	27	19	13	0	32
2024	18	20	13	1	34
2025	3	1	2	0	3

CURRENT SUSPENSIONS & CORE ISSUES INVESTIGATED BY AGS & GSOC	
Suspension (Ended / Ongoing)	Ongoing
<b>Main Reason</b>	<b>Total</b>
Theft / Forgery / Fraud / Dishonesty	15
Sexual Assault / Sexual Misconduct	10
Driving under Influence of Intoxicant	14
Fixed Charge Notice (FCN) Interference	9
Corruption / Criminal Association	8
Domestic Violence / Coercive Control	9
Disclosure of Information / Data Protection / Abuse of PULSE	8
Assault / Assault Causing Harm	8
Drugs / Drug Related	6
Other	6
<b>Grand Total</b>	<b>93</b>

## 2.3 Garda Staff Strengths as at 31 January 2025 (Administrative and Civil Service, and Chief Medical Officer)

Grade	Total	WTE	Male	%	Female	%	Undisclosed	%
CCO	1	1	0	0	1	100	0	0
Executive Director	3	3	1	33.3	2	66.7	0	0
Chief Medical Officer	1	1	1	100	0	0	0	0
CIO	1	1	1	100	0	0	0	0
Director	3	3	1	33.3	2	66.7	0	0
PO	28	28	15	53.6	13	46.4	0	0
AP	111	110.8	51	45.9	60	54.1	0	0
HEO	201	199.8	82	40.8	119	59.2	0	0
AO	18	18	8	44.4	10	55.6	0	0
EO	885	873.8	279	31.5	606	68.5	0	0
CO	2,073	2,008.6	562	27.1	1,511	72.9	0	0
<b>Total</b>	<b>3,325</b>	<b>3,248</b>	<b>1,001</b>	<b>30.1</b>	<b>2,324</b>	<b>69.9</b>	<b>0</b>	<b>0</b>
	<b>Total</b>	<b>WTE*</b>	<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>	<b>Undisclosed</b>	<b>%</b>
Professional/Technical (including Chief Medical Officer)	55	54.8	28	50.9	27	49.1	0	0
Administrative ***	3,324	3,247	1,000	30.1	2,324	69.9	0	0
Industrial/Non Industrial	298	197.3	94	31.5	204	68.5	0	0
<b>Total</b>	<b>3,677</b>	<b>3,499.1</b>	<b>1,122</b>	<b>30.5</b>	<b>2,555</b>	<b>69.5</b>	<b>0</b>	<b>0</b>
<b>Of which</b>	<b>Total</b>	<b>WTE*</b>	<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>	<b>Undisclosed</b>	<b>%</b>
Maternity Leave	20	20	0	0	20	100	0	0
Unpaid Maternity Leave	9	9	0	0	9	100	0	0
Paternity Leave	1	1	1	100	0	0	0	0
Secondment/Exchange	0	0	0	0	0	0	0	0
<b>Available Total</b>	<b>3,647</b>	<b>3,469.1</b>	<b>1,121</b>	<b>30.7</b>	<b>2,526</b>	<b>69.3</b>	<b>0</b>	<b>0</b>

\* Whole time equivalent – Garda Staff work on a number of different work-sharing patterns.

\*\* Garda Staff headcount is exclusive of temporary Clerical Officers.

\*\*\* Civil Service grades and other administrative posts.

Work Sharing ***	Total	WTE	Male	%	Female	%	Undisclosed	%
	273	77.2	6	2	267	98	0	0

\*\*\* Work-sharing figure excludes industrial/non-industrial staff. Many posts are part-time.

\*Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%	Undisclosed	%
	24	24	8	33	16	67	0	0

\*\*\*\* Staff on career breaks are not included in total numbers above.

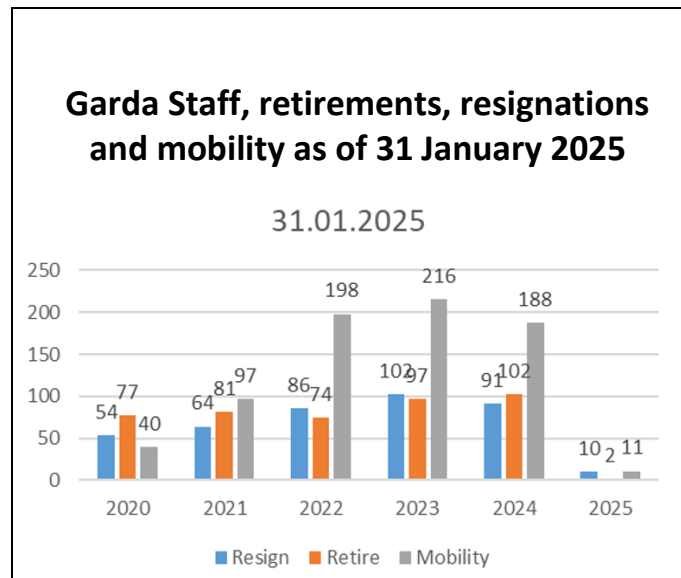
### Parental Leave

As at 31.01.2025	Garda Members	Garda Staff
	126	84

### Garda Staff assigned and commenced – as at 31 January 2025

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
	Total number of vacancies filled since 01/01/2025*	47											

### Garda Staff Exits by Type



The table above, which captures Garda Staff departures, includes Garda Staff who have transferred out on competition, promotion and those who have transferred through Civil Service mobility.

### Garda Staff transfers out of An Garda Síochána (up to 31/01/2025)

Records include figures up to 31 January 2025 pertaining to year to date transfer out via promotion, Civil Service mobility and open competition (equivalent grade transfer). Please note that Clerical Officer mobility outbound was paused for a six month period from 06/01/2023 to 06/07/2023.

Type	2021	2022	2023	2024	2025*
Mobility	41	116	140	90	4
Promotion/Open Competition	56	82	76	98	7
Totals	97	198	216	188	11

\*Year to date.

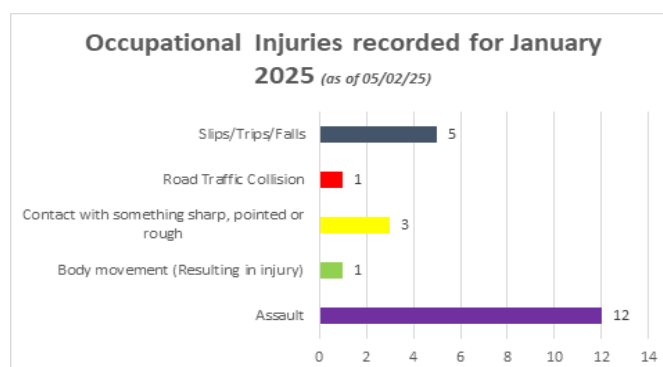
Open Competition = grade equivalent to role external role.

### Employee Assistance Service (EAS)

During the month of January 2025, the Employee Assistance Service carried out various activities nationally in support of colleagues, including welfare interventions, Applied Suicide Interventions Skills Training (ASIST) workshop with Garda Trainee class 242B, information sessions, wellness walks, and an information session to new call takers in Command and Control. There are currently 1,596 Garda personnel engaging with the the Employee Assistance Service; 1,240 Garda Members and 356 Garda Staff. Additionally, the Employee Assistance Service is also engaged with 34 retired members.

### Health and Safety

22 occupational injuries were recorded for January 2025 (as of 05/02/25).



The number of National Incident Management System (NIMS) incidents created in January 2025 is 94.

21 personnel trained as safety representatives in the Dublin Metropolitan Region, and the Organised and Serious Crime Region in January 2025.

### 3. Information and Communications Technology

In 2025, ICT will continue to progress the delivery of key projects in line with An Garda Síochána strategic goals and in line with our data and technology vision on 'Information-Led Policing'. We also continue to support and enhance the operational needs of the organisation in the office, on the frontline and working remotely, by enabling An Garda Síochána personnel access Garda information systems in a secure manner where needed, particularly in the use of digital collaboration tools for desktop and mobile.

#### Human Capital Management (HCM) System

This project, as reported last month, is part of a wider modernisation of HR business processes as part of the transformation of Human Resources across An Garda Síochána. The business case for the new Human Capital Management System has been approved by the Department of Justice, a peer review group has been put in place and the first meeting is to take place on 14 February 2025. The drafting of the request for tender documentation is ongoing, the draft outputs have been shared with HR for review and signoff.

#### Additional Information

ICT held a conference in Dublin Castle on 7 January 2025. The conference was attended by over 90 ICT staff. Agenda items discussed on the day included 2024 in review, 2025 strategy, the impact of ICT and the future of technology in policing. Very positive feedback was received from staff that attended.



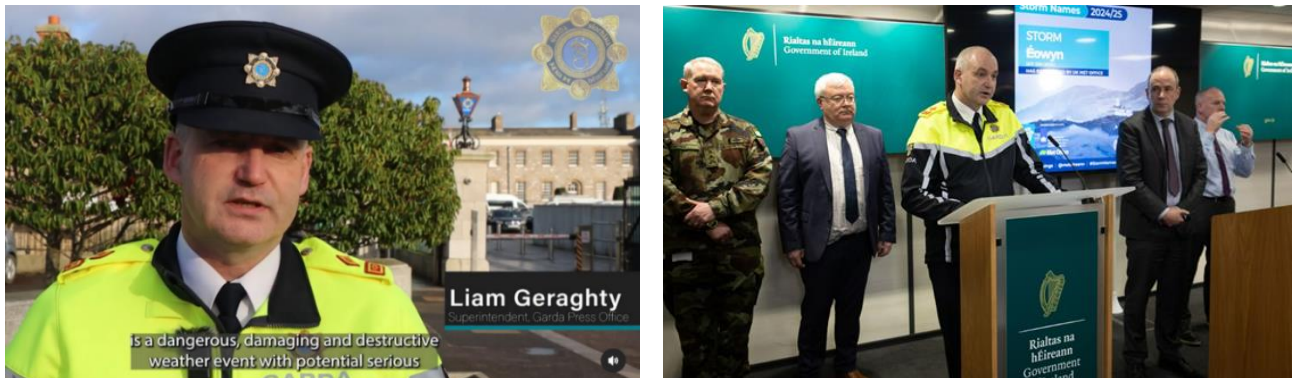
*Fiona Greene, Andrew O'Sullivan, Catherine Kearney, David Kelly, Aeneas Leane*

## 4. Corporate Communications

Throughout the month of January 2025, the Office of Corporate Communications continued to communicate internally and externally on a broad range of policing activities undertaken by An Garda Síochána.

### Office of Corporate Communications Activities:

#### Public Safety Appeal: Storm Éowyn Public Safety Appeal Garda Press Office Superintendent Liam Geraghty



*Superintendent Liam Geraghty delivers a public safety message in respect of Storm Éowyn from An Garda Síochána at Garda Headquarters and as part of the National Emergency Coordination Group on 23 January 2025.*

In advance of a number of extreme weather events affecting the country during January 2025, this office conducted media interviews, issued press releases and published video messaging on our social media channels providing important public safety advice. Communications were issued in respect of Storm Éowyn on 23 January 2025 and as part of the National Emergency Coordination Group, facilitated by Garda Press Office Superintendent Liam Geraghty, as well as public safety messaging around ice and snow warnings, which came into effect on 7 January 2025. The latter saw a number of communities affected by heavy snowfalls and treacherous icy conditions. Regular updates were provided in relation to these conditions. These included further video communications delivered by Superintendent Geraghty from affected communities, as work continued within An Garda Síochána to assist those who were vulnerable and isolated due to the impacts of this weather event.

#### Garda Press Office Activity

The Garda Press Office operates 7am-11pm, seven days a week, responding to hundreds of queries, coordinating external communications and media relations, and regularly updating our social media platforms. Some of this month's activity included; the issuing of 212 press releases, including 60 missing person appeals relating to 28 missing persons; 21 in respect of witness appeals; together with those related to successful operations undertaken by the organisation.

Further to those already outlined, this month's activity included:

- Media Briefing: Update on the Christmas Road Safety Campaign, 29 November 2024 to 6 January 2025.
- Renewed appeal on 31<sup>st</sup> anniversary of Imelda Keenan's disappearance.
- Launch event for Garda Children's workbook with Assistant Commissioner Richardson at the North Western Regional Headquarters, in conjunction with Galway County Council on 15 January 2025.

### Notable interviews with media in January 2025:

This office was responsible for coordinating the following media interviews and providing support and guidance to those conducting these engagements.

Requestor / Media Outlet	Topic	Interviewee	Publication date
Paul Quinn Virgin Media News	Disappearance of Imelda Keenan	Superintendent Gavin Hegarty	02/01/2025
Ann Murphy Irish Examiner	Disappearance of Imelda Keenan	Superintendent Gavin Hegarty	02/01/2025
Rachel English RTÉ News at One	Disappearance of Imelda Keenan	Superintendent Gavin Hegarty	02/01/2025
Eoghan Dalton The Journal	Disappearance of Imelda Keenan	Superintendent Gavin Hegarty	02/01/2025
Shannon Sweeney Waterford News and Star	Disappearance of Imelda Keenan	Superintendent Gavin Hegarty	02/01/2025
Yvonne Igoe RTÉnaG	Poor weather conditions nationwide conducted in Irish	Sergeant Ray Moloney	08/01/2025
Dave Sherry RTÉ Drivetime	Poor weather conditions nationwide	Superintendent William Geraghty	08/01/2025
Katie Makk East Coast Radio	Poor weather conditions nationwide	Sergeant John Fitzpatrick	08/01/2025
Cathy Farrell Morning Ireland RTÉ	Driving during poor weather conditions	Superintendent William Geraghty	10/01/2025
Barry Cummins PrimeTime	Garda National Economic Crime Bureau on fraud crime trends that occurred in late 2024 and over the Christmas period	Detective Superintendent Cryan	14/01/2025
Liam O'Brien RTÉ	Missing Person Jon Jonsson	Sergeant Damian Beakey	27/01/2025

### Social Media Activities








The Office of Corporate Communications oversees six official social media channels for An Garda Síochána: Facebook, Instagram, TikTok, LinkedIn, X (formerly Twitter) and Bluesky. Within these channels there are 43 separate accounts, including regional Facebook and regional Instagram profiles. There are approximately 2.3million followers across all platforms. These channels are used to promote activity within the organisation, highlighting the good work that is being done nationwide.

These channels are further used to provide key communications to the public on behalf of An Garda Síochána. These communications may include public information regarding traffic disruption, public appeals for information, alerts i.e. CRI alerts, and campaigns. In the month of January 2025, this office began posting to Bluesky, a relatively new social media platform, which is similar to Twitter predating its rebrand to X. We will monitor activities in this space and continue to review it as a platform for use.



The Office of Corporate Communications measure the success of these communications by capturing:

- The number of followers/individual users who have subscribed to each account.
- The rate of engagement with the account. A high percentage indicates we are producing compelling posts that resonate with our audience. Typically, a good engagement rate is in the region of 1-5%.
- The number of engagements with the content/posts we produce.

Social Media Channel	Number of Followers	Engagement Rate
 Facebook - @AnGardaSíochána	419,495	1.08%
 Facebook – Missing Persons	22,569	4.58%
 Instagram - @GardaInsta	230,186	2.64%
 X- @GardaInfo	295,995	4.16%
 X - @GardaTraffic	628,262	5.22%
 LinkedIn – An Garda Síochána	68,481	12%
 TikTok – @GardaInfo	56,433	2.94%

### Internal Communications

In January 2025, An Garda Síochána Internal Communications team delivered nine comprehensive Newsbeat updates, including a Newsbeat roads policing special. The average Newsbeat open rate is 65%, significantly higher than the industry standard open rate of 57.6% for internal newsletters, and the 49.5% average within Government and public service organisations. Also published this month was a safety message for all personnel ahead of Storm Éowyn.

Key highlights from January 2025 Newsbeat updates included:

- Garda recruitment campaign: Garda Commissioner Drew Harris and Minister for Justice Jim O’Callaghan TD announced the launch date for the 2025 Garda recruitment campaign.
- Newsbeat, focus on road safety: This served to highlight our ongoing work and the investments being made into helping us to achieve safer travel for all on our roads.
- Baseball caps: This communication supported the introduction of the baseball cap as part of the new operational uniform and highlighted its use for operational duties for those of Garda, Sergeant and Inspector ranks.
- Uniform gilet: The new operational uniform gilet was also introduced as a new item of uniform for those of Garda, Sergeant and Inspector ranks.
- Storm Éowyn: A thank you was issued to all Gardaí who worked through Storm Éowyn, one of Ireland’s most severe weather events.
- Armed Support Unit: Newsbeat covered the opening of our new Armed Support Unit facility at Enniscorthy Garda Station.

## 5. Operating Model

On 16 January 2025, the Kerry Division, having previously implemented the four Functional Area structure on 7 August 2022, transitioned from one to two Community Engagement Functional Areas.

Eighteen divisions have implemented the four Functional Area structures (Business Services, Performance Assurance, Crime and Community Engagement). Two regions, the Southern Region and the Dublin Metropolitan Region, have all divisions operating under the Operating Model four Functional Area structure.

The Operating Model Central Implementation Team continues to engage with divisions following implementation, to provide support to the respective divisional management teams in managing the transitional and post-implementation phases.

Across the remaining three divisions to transition to the Operating Model, progress is continuing with Business Services and Performance Assurance implementation.

### Implementation Overview (31 January 2025)



## 6. Implementation of Cultural Change

### Culture Reform Programme

During January 2025, a meeting was arranged between the Garda Ethics and Culture Bureau (GECB) and Durham University for early February 2025, to progress the next steps for the Culture Audit 2025. Quarter 4 2024 returns were sought from all business owners regarding initiatives from the Culture Audit 2022 Implementation Plan. On receipt of outstanding returns, this will conclude the 2022 audit and a full report can be drafted on the implementation plan progress.

On 9 January 2025, GECB submitted contributions towards An Garda Síochána Annual Report 2024 to Assistant Commissioner, Governance and Accountability. The contribution related to key updates on GECB's progress in enhancing professional reform.

With effect from 7 January 2025, Chief Superintendent, Garda Professional Standards Unit, assumed responsibility for GECB. On 21 January 2025, Superintendent Keane and the GECB team met with Chief Superintendent Franey, GPSU, to discuss current projects and responsibilities of GECB. Future plans for GECB were also discussed.

### Enhancing Professional Conduct

A monthly review of Code of Ethics declarations received at GECB was conducted at the end of January 2025. GECB have continued to embed the Code of Ethics within An Garda Síochána through the capture of Code of Ethics declarations/reaffirmations from all new recruits and Garda personnel at significant stages of their careers. A total of 193 new declarations were received by GECB and there were 34 reaffirmation declarations recorded.



The Learning the Lessons Working Group met on three occasions during January 2025 to progress the next edition of Learning the Lessons. The focus for the edition will be on roads policing, with a spotlight also on Garda Staff human resources policy. A meeting is being arranged with Garda Internal Communications for their additional input into future Learning the Lessons publications. The Key Risk Action Plan for the month of January 2025 was submitted to Assistant Commissioner, Governance and Accountability on 27 January 2025.

## 7. Risk Management

An Garda Síochána Corporate Risk Register captures ten risks currently facing the organisation. An Garda Síochána corporate risks are being managed effectively by their assigned corporate risk owners, overseen by the Chief Risk Officer, and the Risk and Policy Committee, supported by the Garda Risk Management Unit (GRMU). Compliance rates at local level for Q3, 2024 remain consistently high. Compliance rates for Q4, 2024 are currently being collated.

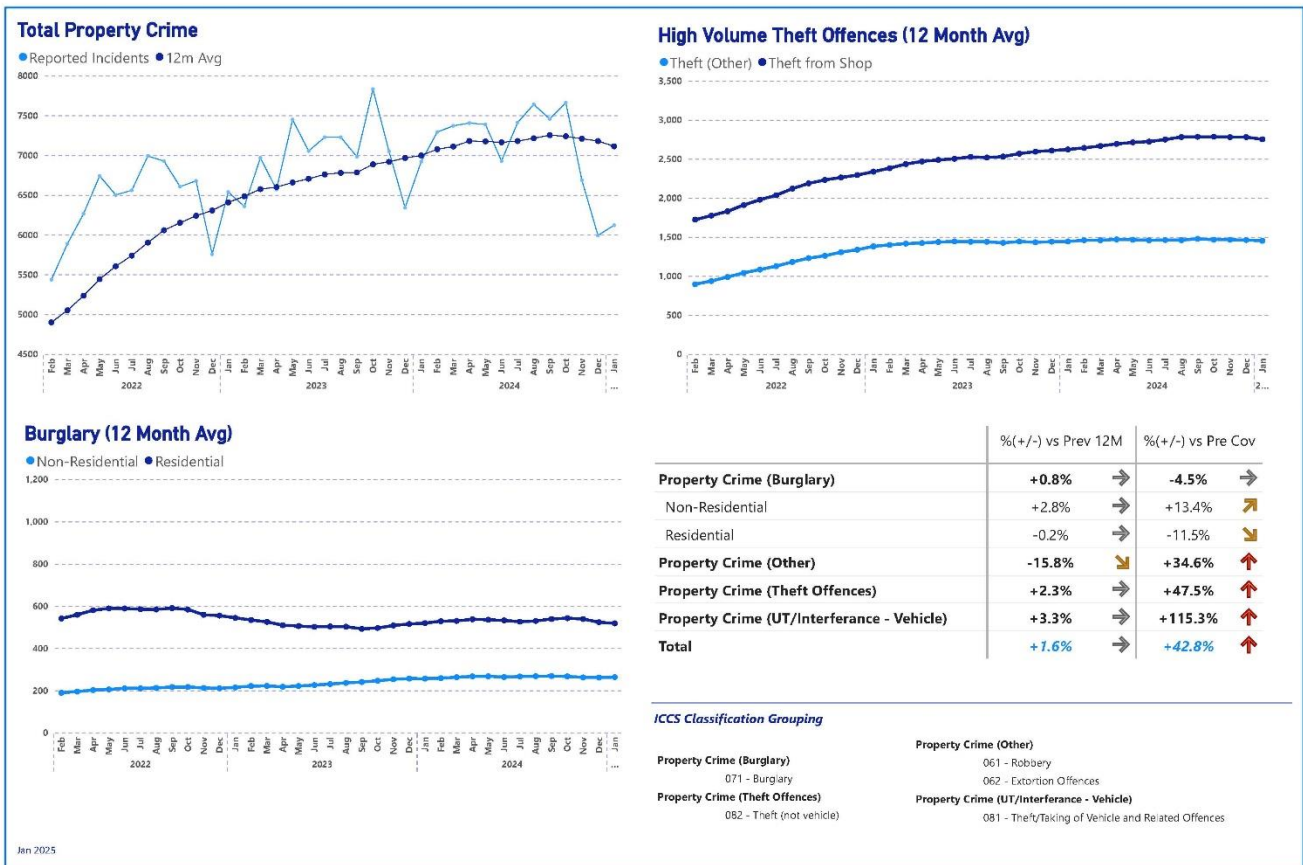
During the month of January 2025:

- Chief Superintendent Paul Franey was appointed as Chief Superintendent over GRMU.
- GRMU held one-to-one meetings with all corporate risk owners/support staff, to assist in the review and update of their respective corporate risks.
- Commenced the rollout of the '*e-Risk*' ICT system in the Eastern Region, delivering briefings to Garda personnel.
- Delivered briefings on the '*e-Risk*' ICT system to Chief Superintendent, DMR.
- GRMU continue to engage with the Institute of Public Administration (IPA) in the finalisation of their current review of risk management in An Garda Síochána.

## 8. Data Quality and Operational Value of Data

### Crime Trends

The Garda Síochána Analysis Service closely monitors crime trends, and disseminates analysis on a regional and divisional basis. This feeds directly into planning operational activities aimed at reducing and preventing crime. Crime incident figures and the associated trends are based on provisional data, and are subject to change following review. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.



### Total Crimes Against the Person

Reported Incidents • 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
<b>Crimes Against the Person (Assault)</b>	+1.3%	+30.9%
Non-Residential	+3.0%	+52.4%
Residential	-2.3%	+0.3%
<b>Crimes Against the Person (Other)</b>	+4.2%	+3.4%
<b>Total</b>	+1.8%	+24.7%

#### ICCS Classification Grouping

##### Crimes Against the Person (Assault)

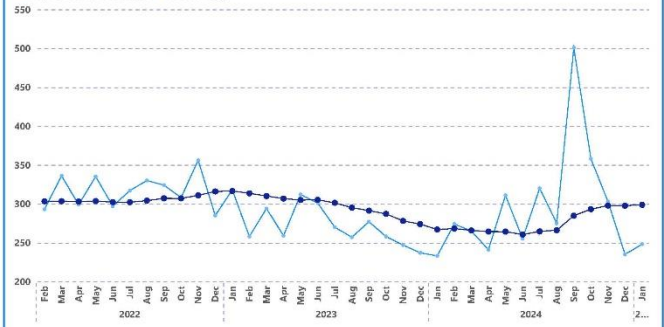
032 - Assaults

##### Crimes Against the Person (Other)

011 - Murder/Manslaughter/Infanticide  
 031 - Attempts/Threats to Murder  
 033 - Harassment and Related Offences  
 042 - Other Dangerous or Negligent Acts  
 051 - False Imprisonment, Abduction  
 063 - Hijacking Offences

### Sexual Offences & Child Pornography

Reported Incidents • 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
<b>Sexual Offences (Child Pornography Offences)</b>	-12.5%	-50.2%
<b>Sexual Offences (Rape/Sexual Assault)</b>	+14.1%	+28.4%
<b>Total</b>	+12.0%	+16.8%

#### ICCS Classification Grouping

##### Sexual Offences (Child Pornography Offences)

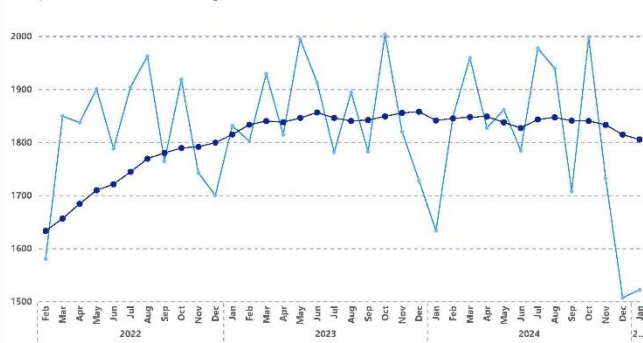
0222 - Child pornography offences  
 0223 - Child pornography - obstruction of warrant

##### Sexual Offences (Rape/Sexual Assault)

021 - Rape and Sexual Assault  
 022 - Other Sexual Offences (excl. Child Pornography)

### Criminal Damage

Reported Incidents • 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
<b>Criminal Damage</b>	-2.0%	+14.3%
Non-Residential	-4.5%	+12.2%
Residential	+1.4%	+17.0%
<b>Total</b>	-2.0%	+14.3%

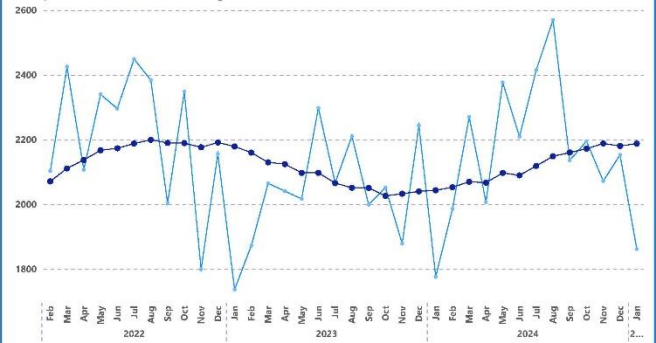
#### ICCS Classification Grouping

##### Criminal Damage

1211 - Arson  
 1212 - Criminal damage (not arson)

### Total Public Order

Reported Incidents • 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
<b>Public Order (Drunkennes)</b>	+3.7%	+22.9%
<b>Public Order (Public Order Offences)</b>	+9.1%	+4.7%
<b>Total</b>	+7.1%	+10.8%

#### ICCS Classification Grouping

##### Public Order (Drunkennes)

1313 - Drunkenness offences

##### Public Order (Public Order Offences)

1312 - Public order offences

## Garda National Vetting Bureau (GNVB) Update

### Vetting

There were 45,764 Garda vetting applications received to end of January 2025, which is a 1.2% year on year increase on vetting applications received. 1,246 role relevancy checks were carried out by our Compliance Team in January 2025, leading to 42 vetting applications being rejected as they did not meet the criteria of relevant work or activities as set out in Schedule 1 of the National Vetting Bureau (Children and Vulnerable Persons) Acts, 2012 to 2016. The Garda National Vetting Bureau carried out six compliance inspections in relevant organisations in the month of January 2025.

### Use of Force January 2025

Category	January 2025
<b>Total UOF for Month</b>	929
Civilians Injured	12
Garda Members Injured	15
Pepper Spray Deployed	105
Batons	22
Handcuffs	860
Anti-spit guard	0
Unarmed Restraint	170
Taser	5
Less Lethal Firearm	0
Firearm	0
Gender Subject to Force – Male	736
Gender Subject to Force – Female	112
Drugs Involved	248
Alcohol Involved	526
Division with highest level UOF – DMR South Central	198
Percentage of UOF Deployments occurring Friday, Saturday and Sunday	43%

## 9. Policing Challenges

### Demonstrations

An Garda Síochána continue to provide a policing response, including traffic management, to a great number of protests nationally. This type of incident can be resource-intensive due to potentially large numbers of people being involved. The Israel/Palestine conflict and anti-immigration/housing of refugees continue to be the main causes for protests and demonstrations.

Table 1 - Demonstration (Non Crime) – 2024 YTD

Region	2024
Dublin Region	657
Southern Region	204
Eastern Region	243
North Western Region	80
<b>Total</b>	<b>1,184</b>

Table 2 - Demonstration (Non Crime) – January 2025

Region	Jan 2025
Dublin Region	25
Southern Region	11
Eastern Region	5
North Western Region	4
<b>Grand Total</b>	<b>45</b>

Table 1 above relates to incidents reported between 01/01/2024 and 31/12/2024. Data as available on PULSE at 01:00am on the morning of 10/02/2025. Please note that data is operational and liable to change.

### Policing at Events

January 2025 marked a busy month for policing, security and traffic management across the country. Tourist numbers remained high and a number of major events drew people into Dublin City. On 1 January 2025, the New Year's Day Festival took place across three days with a number of outdoor concerts held at Dublin Castle. The event required appropriate policing resources which were deployed to ensure public safety and crowd control.

The All-Ireland Junior and Intermediate Club Championship Hurling Finals were held in Croke Park on 11 January 2025, followed by the All-Ireland Junior and Intermediate Club Championship Football Finals the next day. The All-Ireland Senior Club Championship Hurling and Football Finals took place on 19 January 2025. The Leinster vs Bath Investec Champions Cup clash was held on 18 January 2025 in the Aviva Stadium.



## Roads Policing

An Garda Síochána continues to respond to road safety challenges. In January 2025, 14 people died in fatal collisions. There were 61 serious injury collisions reported in January 2025.

An Garda Síochána continues to implement the 30 minute roads policing initiative which was introduced in April 2024 to increase visibility on our roads. In January 2025, there were 3,337 MIT checkpoints conducted. There was an average of approximately eight arrests per day nationally for driving under the influence of drugs, 13 per day for driving under the influence of alcohol and there were over 2,400 vehicles seized under the provisions of Section 41 of the Road Traffic Act in January 2025.

	Jan-25
Mobile Phone FCNs	1,929
Seatbelt FCNs	357
Intercept Speed FCNs	1,918
Non-Intercept Speed FCNs	6,290
Total Speed FCNs	8,208

Driving While Intoxicated*	595
Driving While Intoxicated - alcohol as a factor	384
Driving While Intoxicated - drugs as a factor	227

Section 41 Detentions	Jan-25
Vehicle Detained (Sc. 41 RTA)**	2,457
<i>Vehicle Detained (Sc. 41 RTA) - no insurance</i>	1,371
<i>Vehicle Detained (Sc. 41 RTA) - no tax</i>	923
<i>Vehicle Detained (Sc. 41 RTA) - no NCT</i>	358
<i>Vehicle Detained (Sc. 41 RTA) - unaccompanied learner drivers</i>	547

MIT Checkpoints - Breath/Oral Fluid Tests	Jan-25
MIT Checkpoints - Breath Tests performed	12,185
MIT Checkpoints - Oral Fluid Tests performed	537

\* Driving While Intoxicated excludes incidents of type 'Driver Under The Limit (No Offence Disclosed)' and 'In Charge Under The Limit (No Offence Disclosed)'.

\*\*It is important to note that vehicles may be detained under S.41 of the Road Traffic Act for more than one reason. Information contained in this section is based upon operational data from the Pulse and FCPS systems as was available on 05/02/2025 and is liable to change. Crime counting rules were not applied.

## National Day of Action – Mobile Phones and Distracted Driving

From 7am on 15 January 2025 to 7am on 16 January 2025, An Garda Síochána held a national day of action focussed on the detection of holding a mobile phone whilst driving and driving while distracted. During the course of the 24-hour operation, there were 301 fixed charge notices issued to drivers detected using a mobile phone. Recent unmarked additions to the roads policing fleet such as HGV tractor units, cars and motorcycles were utilised in support of this day of action. Local and national social media channels were utilised to spread awareness, and showcase the levels of enforcement happening around the country, with upwards of 15 million views for unmarked HGV videos on social media.



## New equipment to make our roads safer

Having the right tools is essential in helping us to keep our roads safe. In addition to new equipment for Gardaí working in Roads Policing, a new two-day induction briefing has been developed for new Gardaí joining Roads Policing.

Recently, we procured calibrated tyre gauges to assist Gardaí in easily checking tyre condition. We also distributed tyre depth key rings. These key rings will aid personnel in explaining the importance of tread depth requirements to the public and act as an aide to assist in enforcement. The tyres on a vehicle are the only part of a vehicle in contact with the road. Therefore, they play a vital role in vehicle safety. Based on an analysis of road traffic collision reports, it is estimated that defective tyres are a factor in as many as one-in-ten fatal collisions.



L to R: Calibrated tyre gauge and tyre depth key ring

## Operation IOMPAR Promotional activity



*Gardaí on duty as part of Operation IOMPAR featured as part of a distracted driving social media video series.*

As part of the promotion activities associated with Operation IOMPAR, the Office of Corporate Communications conducted a series of distracted driving videos which were published on 15 January 2025 across all our social media platforms. The aim of the video series was to create awareness for Operation IOMPAR while emphasising road safety messaging around distracted driving. Both videos received 14.8 million views across all our social media platforms, received 290,000 reactions/likes, 11,100 comments and were shared approximately 65,000 times. The videos were most successful on TikTok with 8 million views, followed by Instagram at 5.6 million views. Interestingly, the content was most popular with a male audience, with 79% of those who viewed recorded as male, while 72% of the audience reached was under 35 years of age.

## Road Safety Briefings: St. Brigid's Bank Holiday Weekend Roads Policing Operation on 30 January 2025



*Assistant Commissioner, Roads Policing and Community Engagement Paula Hilman speaks to media together with newly appointed Minister of State at the Department of Transport Seán Canney, TD and RSA CEO Sam Waide*

During the month of January 2025, a number of road safety related briefings were conducted highlighting important messaging ahead of bank holidays on 1 January and 3 February 2025. These served to promote our roads policing operations and to deliver safety messaging. Media briefings were also held following the unfortunate traffic collision in Rathoe, Co. Carlow on 31 January 2025. Media briefings were conducted at Garda Headquarters ahead of the St. Brigid's Day Bank Holiday Weekend Roads Policing Operation on 30 January 2025. This was conducted with newly appointed Minister of State at the Department of Transport Seán Canney, TD and RSA CEO Sam Waide. This office supported the briefing, and provided a press release and social media video highlighting key messaging ahead of the bank holiday operation.

## **10. Immigration Policing**

### **Transfer of registration responsibilities from An Garda Síochána to Immigration Service Delivery (ISD)**

In January 2025, the final remaining responsibility for all nationwide first time registration of Irish immigration residence permissions transferred from An Garda Síochána to Immigration Service Delivery (ISD) of the Department of Justice. This transfer of function will free up the Garda Immigration Officers nationwide to commence an enforcement role surrounding immigration, in particular the execution of deportation orders. The new enforcement role aligns the functions of Immigration Officers with the mission of An Garda Síochána and will better serve the organisation in meeting our goals around crime prevention and investigation, community safety, immigration and community engagement.

### **Arrest and conviction of suspect for offences contrary to Section 26 and 29 of the Theft and Fraud Offences Act 2001**

In January 2025, members of the Garda National Immigration Bureau (GNIB) received information suggesting that a suspect was due to board a flight at Dublin Airport with a false passport. An operation was put in place and when the suspect attempted to utilise two false documents as identification, the suspect was arrested for offences contrary to Section 26 and 29 of the Criminal Justice (Theft and Fraud Offences) Act, 2001 and detained. The suspect was later charged with a total of five offences, four offences under the Criminal Justice Act, 2001 and one offence pursuant to Section 12 of the Immigration Act, 2004. On 23 January 2025, the accused appeared before the court where they entered a plea of guilty to all five charges. They were sentenced to six months' imprisonment.

### **Immigrations/Deportations at Rosslare Europort**

On 6 January 2025, during the course of routine immigration checks on freight disembarking a vessel, an articulated lorry was stopped by Immigration Officers. Both the driver and passenger were not in possession of valid Irish entry visas, and were refused leave to land on these grounds. Both were detained at Wexford Garda Station prior to removal to Dunkirk, France that evening.

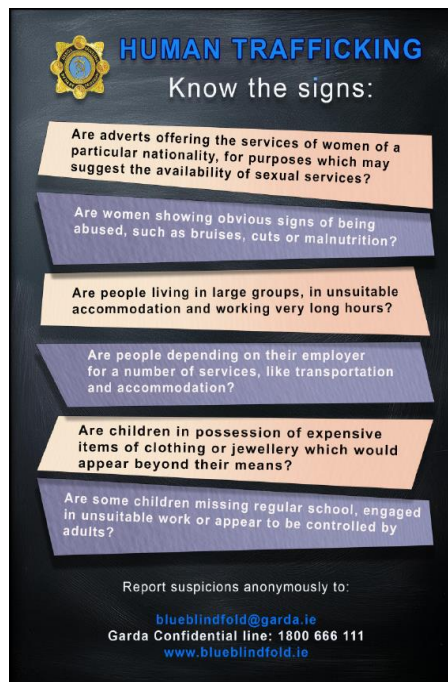
In January 2025, an emergency call was received from a person reporting that they and eight others were inside a transport trailer at Rosslare Europort having travelled from Dunkirk, France on board a vessel, which had arrived at Rosslare a number of days earlier. Due to the adverse weather conditions, the collection of this trailer had been delayed. Members attached to the Immigration Unit, Ambulance Service and Irish Rail staff attended the port and located the trailer. The doors were forced open as the seals were intact and nine foreign nationals were located within. All nine people were refused leave to land and conveyed to Wexford Garda Station. Two were deemed to be under 18 years of age and were taken into the care of Tusla. One adult sought international protection and was processed accordingly. The remaining six adults were subsequently returned on a sailing back to Dunkirk.

## 11. Human Trafficking

### Successful Conviction for Multiple Offences

The Human Trafficking Investigation and Coordination Unit are conducting an investigation centred around a South American transnational criminal group operating within this jurisdiction. A number of suspects have already been arrested and sentenced as part of this investigation. In November 2023, a suspect was arrested at Dublin Airport on suspicion of human trafficking for sexual exploitation contrary to Section 4 (1) of the Criminal Law (Human Trafficking) Act, 2008. This suspect was subsequently charged with 60 offences, including money laundering, brothel keeping, false documents. Deception and possession of child pornography. A guilty plea has been tendered and the suspect remanded for sentence.

The Human Trafficking Investigation and Coordination Unit continues to raise awareness of human trafficking across the country. Recently, the Garda National Protective Services Bureau designed a new information leaflet/poster, which will be sent to all Garda stations across the country. Furthermore, an A5 leaflet size of this poster will be distributed to non-governmental organisations that work with suspected victims of human trafficking, sample hereunder:



## 12. Community Engagement and Organisational Initiatives

Throughout the month of January 2025, An Garda Síochána were involved in a number of initiatives to improve interagency cooperation with international partners. A number of proactive awareness initiatives took place, highlighting the services available that align with our mission of 'Keeping People Safe'. A synopsis of some of those initiatives that occurred during the month of January 2025 are set out hereunder.

### **UTC0 Youth Referrals – No Associated Charge/Summons/FCN Dashboard**

On 1 January 2025, the Garda National Youth Diversion Bureau (GNYDB) launched a new dashboard to replace the existing key performance indicator (KPI) reports. This innovative dashboard is designed to enhance the management and review of youth referrals deemed unsuitable for diversion (unsuitable this case only (UTC0)), specifically cases with no associated charge, summons, or fixed charge notice and the sanction status is still 'live'. Key features of the dashboard include:

- RAG (Red-Amber-Green) illustration highlighting incidents where statute of limitations applies, age-out index and UTC0 directions over 30-90 days old.
- Breakdown of offences by crime type.
- Breakdown of referrals by Incident category/type.
- Filter options by crime type (indictable/hybrid/summary) offence, division or Functional Area.

As part of the launch, details of the features and benefits of the dashboard, and detailed steps on how to gain access were disseminated to the organisation through an article on Newsbeat, publication of a corporate notice on the Garda Portal and dissemination of email notifications to all divisions.

### **BT Young Scientist and Technological Exhibition**

From 8 – 11 January 2025, An Garda Síochána were invited to attend the BT Young Scientist and Technological Exhibition, and set up a Garda community engagement stand. The purpose of the competition, which celebrated its 61<sup>st</sup> year, is to encourage interest in science in secondary schools. In line with the themes of the exhibition, An Garda Síochána promoted the Garda Property App along with a Garda community policing mobile van, which can be used for engagement and as an office at community policing events, exhibitions and festivals. The event also allowed An Garda Síochána to promote road safety with the aid of VR goggles as part of Operation Lifesaver. Members of our Digital Services and Innovation team were also in attendance to display body-worn cameras, which are being used as part of a proof of concept period in An Garda Síochána. In addition, information about crime prevention/safety and community policing initiatives, accessing Garda services and recruitment was provided to all in attendance.



*BT Young Scientist 2025 winners - sisters Louise, Ciara and Saoirse Murphy with Garda Orla Cashel, Sgt David Murphy and Garda Ray O'Brien*

### **Mutual Learning and Good Practices Workshop of the DISMANTLE Project**

On 10 January 2025, members of the Garda National Diversity Unit were invited to support a meeting of the DISMANTLE Project, whose aims are to support the improvement of the response of the police in Germany, Spain, Greece and Cyprus to (intersectional) discrimination, racism, antisemitism, LGBTIQ+-phobia and all forms of intolerance. To this end, the project proposes the following outputs:

- Provision of training of police staff.
- Promotion of the adoption of non-discrimination policies regarding police interactions with members of vulnerable groups (facing multiple forms of (intersectional) discrimination), as well as through strengthening the cooperation between the police, and other public and private actors that support the rights of vulnerable communities/people.
- Boosting the trust of vulnerable groups in the police through targeted awareness-raising.

### **GoAML Training**

From 13 – 24 January 2025, the Financial Intelligence Unit under the remit of the Garda National Economic Crime Bureau took part in GoAML (anti-money laundering) training with the United Nations Office on Drugs and Crime.

### **Bilingual Workbook launch at North Western Region Headquarters**

On 15 January 2025, the North Western Region launched a bilingual workbook for fifth and sixth class school children at the North Western Region Headquarters, with a large number of children from local national schools in attendance. The workbook is being delivered to schools around Co. Galway by Community Gardaí and is also available to download on the Garda website, in both English and Irish.

### **Inaugural Diversity Forum Meeting**

On 22 January 2025, An Garda Síochána held the first Diversity Forum meeting at the Bracken Court Hotel, which was arranged by members attached to the Balbriggan District, with support from the Garda National Diversity Office. The forum showcased the benefits of such engagement for An Garda Síochána and community representatives. The enthusiasm and interest in engaging with the community, especially through initiatives involving young people and sporting activities, was truly commendable.

### **National Rural Safety Forum**

On 29 January 2025, the Garda National Crime Prevention Unit attended a National Rural Safety Forum event in the Killeshin Hotel, Portlaoise. The forum comprises organisations and people with a common purpose of ensuring rural safety and working to develop a nationwide network for the distribution of consistent, highly effective crime prevention advice, while increasing engagement within communities and reducing the opportunities for crime. Efforts are ongoing to develop the next Rural Safety Plan.

### **Fostering positive relationships with Diverse and Minority Communities**

Throughout January 2025, the Garda National Diversity Unit attended a number of events and meetings to promote the work of the Garda National Community Engagement Bureau, Garda Diversity Officers and to foster positive working arrangements. These events included a meeting with the Council of Imams, an event to celebrate 40 years of the Southside Travellers Action Group, a Traveller Arts Conference and the Holocaust Memorial Conference.



## Garda Occupational Health and Wellbeing



### Mental Health First Aid Programme Update

- In January 2025, the four cohorts of Mental Health First Aid (MHFA) Training Facilitators have delivered seven standard 2-day MHFA workshops.
- Mental Health First Aid (Phase 2) will involve a programme evaluation and redesign to enhance programme delivery.



### Health and Wellbeing Survey 2024

In preparation for the Health and Wellbeing Strategy 2026 – 2030;

- The National Health and Wellbeing Survey was launched to all Garda personnel on 25 November 2024.
- The survey closed on 16 December 2024 and the results will be key inputs into developing our Health and Wellbeing Strategy for 2026 -2030.
- The Garda National Health and Wellbeing Office are working with an independent consultancy, Sia Partners, who are now carrying out the survey analysis and will deliver a draft report on the results, which will ensure confidentiality and an objective assessment.