



**An Garda Síochána**

**Monthly Report for December 2024 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\_86-28711/24**



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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 December 2024, 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 c/supt'.

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

**January 2025**

## Message from the Commissioner

During the month of December 2024, An Garda Síochána welcomed 169 new Gardaí following an attestation in the Garda College, Templemore. This brings the number of Gardaí attested in 2024 to 601. I was delighted to welcome our newest recruits and I am pleased to report that 1,469 Garda Trainees have commenced training in the Garda College since the 2022 trainee competition closed. This serves to build on our strength into the future, with further recruitment to take place in the year ahead.

This month, An Garda Síochána commenced its annual Christmas Road Safety Campaign, with increased focus placed on the dangers of driving under the influence of an intoxicant, driving at excessive speeds and distracted driving. A national Slow Down Day of action was also conducted during this month, supporting our efforts in this area. During the campaign, 9,973 checkpoints were conducted, with more than 13,500 drivers detected speeding and more than 1,300 drivers detected for holding a mobile phone while driving. Efforts continue in respect of the 30 minute roads policing initiative, but tragically, too many lives are being lost on our roads and so I continue to appeal to motorists to drive safely on our roads. Never drive under the influence of an intoxicant, reduce your speed, always wear a seatbelt and never use a mobile phone while driving. These are lifesaving actions and will have an impact on the number of lives lost on our roads.

Work on the Operating Model continues. In December 2024, the Sligo/Leitrim Division became the eighteenth division to commence the four functional areas. Progress continues in the remaining three divisions; Laois/Offaly, Donegal and Kildare/Carlow.

On 9 December 2024, we welcomed our PSNI colleagues for our annual cross border conference, held this year in Farnham Estate, Co. Cavan. During the two-day event, we launched our Cross Border Strategy 2025-2027.

Furthermore, a memorial event took place this month which saw the unveiling of a monument of remembrance for Recruit Garda Gary Sheehan and Private Patrick Kelly in Ballinamore, Co. Leitrim on the 41<sup>st</sup> anniversary of their deaths. The event was attended by members of the Sheehan and Kelly families, members of the Irish Defence Forces, Garda colleagues past and present, and the local community. This monument sees their sacrifice etched in stone, serving as a lasting reminder of their bravery and courage.

In the run up to Christmas, the Garda National Protective Services Bureau conducted a media briefing creating awareness around domestic abuse, coercive control, sexual and gender based violence. This briefing also served to highlight supports available to victims and encouraged those at risk to make contact with An Garda Síochána.

As this year draws to a close, I'd like to conclude by thanking you for your continued support throughout 2024.

**Drew Harris**  
**Commissioner**

## 1. Financial Expenditure and Receipts

	2024 Allocation & Supplementary €'000	Expenditure/Receipts end Dec 2024 €'000	Deferred Capital (2025) €'000	Remaining Dec 2024 €'000	Remaining %
<b>Gross Total</b>	2,422,396	2,399,486	16,586	6,324	0.3%
<b>Appropriations in Aids (receipts)</b>	133,206	136,522		-3,316	-2%
<b>Net Total</b>	2,289,190	2,262,964	16,586	9,640	

### Provisional Year End 2024 Figures

The total full-year gross 2024 allocation, including supplementary budget approved in December 2024, is €2.42b and net allocation is €2.29b. At the end of December 2024, total gross expenditure is €2.40b (99% of allocation) and receipts are €136.52m (102% of allocated). The Garda Senior 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:

#### Redevelopment of Portlaoise Garda Station:

Works continue at Portlaoise Garda Station, having commenced in November 2024.

#### Newcastle West Garda Station (New Station):

The main tender assessment has been completed by the consultant architect. The main contractor has been issued the letter of intent and a standstill period has now passed. Reserve specialists are also now appointed. The pre-contract award meeting was held on 25 October 2024. Confirmation of approval of the final business case for Newcastle West was received from the Secretary General, Department of Justice by the Garda Commissioner on 3 December 2024. The contract has been awarded by the OPW and work will commence onsite on 13 January 2025.

## **2. Human Resources and People Development**

### **Roster Duty Management System (RDMS)**

RDMS is now fully rolled out to all Garda members. A85s (record of duty and claim form for overtime, and other allowances) are now retired for all Garda members, most recently in the offices of Deputy Commissioner Security, Strategy and Governance, and Deputy Commissioner, Policing Operations from 23 December 2024.

RDMS realignment support was completed for Sligo/Leitrim Operating Model go-live. RDMS planner training update is in progress in preparation for training to resume in January 2025. Preparation and support is ongoing for the ICT lead project on the RDMS migration to the Cloud.

### **Resourcing**

There are currently 25 Garda Staff internal and open recruitment competitions in progress across the organisation.

Interviews are complete in respect of the 2024 Assistant Principal Officer Competition and offers have issued. Interviews for the Higher Executive Officer 2024 competition commenced on 25 November 2024. The results were issued on 6 December 2024, with further interviews scheduled for mid-January 2025.

### **Strategic Recruitment**

The Strategic Recruitment Team ensure the delivery of services via our recruitment partner Staffline for end-to-end recruitment services. Staffline continue to support 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, as well as administration and management.

### **Resource Allocation**

There were two promotions in December 2024. One member was promoted to the rank of Chief Superintendent and one member was promoted to the rank of Sergeant.

### **Dignity Policy Administration**

The HRM Dignity Policy Administration Office will provide presentations on the Executive Officer development programmes that are run by the Garda College. The Dignity Policy Administration Office has attended and provided classes to newly promoted EOs. 130 people were trained in 2024. During 2024, investigator training was rolled out to 140 members at Chief Superintendent, Superintendent and Inspector ranks for the Working Together to Create A Positive Working Environment Policy.

## Garda College

The total current number of Probationer Gardaí in An Garda Síochána is 1,013.

The next planned Garda Trainee intake dates are:

Intake	Planned Intake Dates
Intake 251	10 March 2025
Intake 252	9 June 2025
Intake 253	25 August 2025
Intake 254	17 November 2025

### Attestation Ceremony for Intake 241 in Templemore on 13 December 2024



*Commissioner Harris speaks to Media at the Attestation Ceremony for Intake 241 in Templemore on 13 December, 2024; Trainee Garda Helen McLoughlin pictured following her graduation on 13 December, 2024.*

As An Garda Síochána welcomed 169 new Garda Trainees, the Office of Corporate Communications was involved in promoting the passing out ceremony. This included the issuing of a press release, conducting a live stream from the ceremony, associated photography and video content, together with a press briefing with Commissioner Drew Harris and newly attested Gardaí at the Garda College in Templemore. These activities served to highlight the current strength of personnel in An Garda Síochána, that being a Garda is a job worth doing, as well as ongoing efforts in the area of recruitment. The event was attended by Taoiseach Simon Harris and Minister for Justice Helen McEntee.



### **Fundraiser Event for Temple Street Children’s Hospital**

On 9 December 2024, Trainee Gardaí, Garda instructors and Garda Staff took part in a 5km Santa fun run for Temple Street Children’s Hospital, raising €23,432.



*Garda Stephen Moloney, Superintendent Kieran Ruane, Inspector Amanda Reynolds, Sergeant John O'Sullivan*

### **Garda College Hurling Team**

The Garda College hurling team secured the Division 2 league title on 9 December 2024.



*Back Row – Daire O Leary, Dan Vaughan, Rossa O Brien, Ronan Molloy, Eoin O Flaherty, Shane O Riordan, Joe Burke, Luke Doran, Evan Hawkes, Declan Hayes, Ciallan Quiad, Jake Cooper, Dylan Carey, Darragh Dooley, Sean Doyle, Dylan Walsh, Lorcan Carr, Shane O Brien, Keith Dervan*

*Front Row – Mark Carey, Ciaran Kirwan, Cian Boyle, Podge Delaney, Sean Wiley, Mark O Connell, Ciaran McCormack, Daryl Ryan, Diarmuid Leahy, Luke O Dwyer, Seanie Ryan.*

### **The Garda College Social Media**

- Facebook post reach of 1.5million (the number of people who saw a specific post from the Garda College Facebook account in their Facebook feed).
- Engagement of 143,000 (the number of people who engaged with the posts, i.e. likes, comments, shares and clicks on the Garda College post content).
- 36,183 Facebook followers.
- Instagram post reach of 253,500.
- Engagement of 5,000.
- 65,901 accounts reached.

### **Leadership, Management and Professional Development**

The Commissioner attended the opening seminar for Superintendents and Assistant Principal Officers, Inspectors and Sergeants on 18 of December 2024 in Co. Kildare.

## Human Resources and People Development Analytics/Data

As at 31 December 2024, the Garda member strength stood at 14,191 (WTE 14157.5) and the Garda Staff strength stood at 3,678 (3,500.9 WTE). A full breakdown by rank, grade and gender is outlined below.

### 2.1 Garda Member Strength

Rank	As at 31 December 2024	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	47	37	79	10	21	47
Superintendent	167	139	83	28	17	167
Inspector	468	372	79	96	21	468
Sergeant	2,190	1,641	75	549	25	2,189
Garda	11,309	7,924	70	3,385	30	11,276.5
<b>Total</b>	<b>14,191</b>	<b>10,118</b>	<b>71</b>	<b>4,073</b>	<b>29</b>	<b>14,157.5</b>

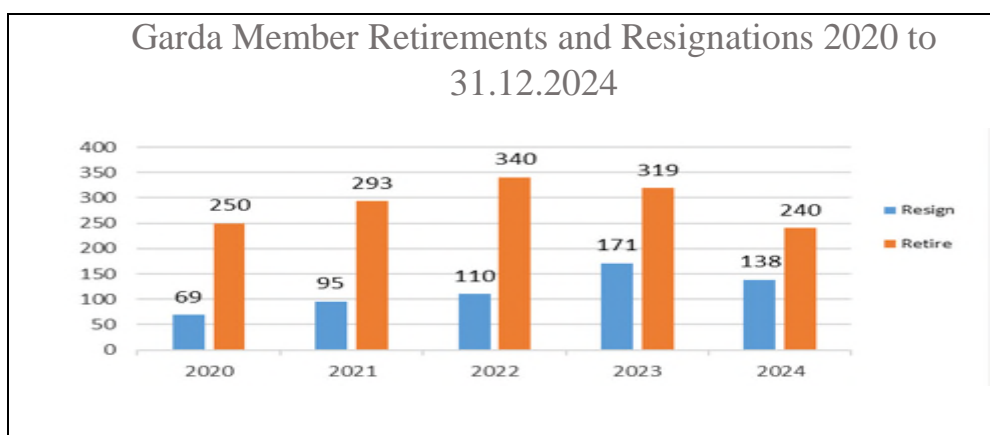
Of which	As at 31 December 2024	Male	%	Female	%
Career Breaks (incl. ICB)	30	18	60	12	40
Work-sharing	33.5	1	3	32.5	97
Secondments (Overseas etc.)	51	30	59	21	41
Maternity Leave	54	0	0	54	100
Unpaid Maternity Leave	36	0	0	36	100
Paternity Leave	7	7	100	0	0
<b>Available Strength</b>	<b>13,979.5</b>	<b>10,062</b>	<b>72</b>	<b>3,917.5</b>	<b>28</b>

### Garda Reserves Strength

Garda Reserves Strength	<i>Total*</i>	Male	%	Female	%
As at 31 December 2024	<b>319</b>	247	77	72	23



## 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

CURRENT SUSPENSIONS & CORE ISSUES INVESTIGATED BY AGS & GSOC	
Suspension (Ended / Ongoing)	Ongoing
Main Reason	Total
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 December 2024 (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	4	4	2	50	2	50	0	0
PO	29	29	15	51.7	14	48.3	0	0
AP	101	100.8	45	44.6	56	55.4	0	0
HEO	211	210.4	86	40.8	125	59.2	0	0
AO	18	18	8	44.4	10	55.6	0	0
EO	884	873.2	283	32	601	68	0	0
CO	2,072	2,008.5	559	27	1,513	73	0	0
<b>Total</b>	<b>3,325</b>	<b>3,249.9</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)	56	55.6	29	51.8	27	48.2	0	0
Administrative ***	3,324	3,248.9	1,000	30.1	2,324	69.9	0	0
Industrial/Non Industrial	298	196.4	94	31.5	204	68.5	0	0
<b>Total</b>	<b>3,678</b>	<b>3,500.9</b>	<b>1,123</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	6	6	0	0	6	100	0	0
Paternity Leave	0	0	0	0	0	0	0	0
Secondment/Exchange	0	0	0	0	0	0	0	0
<b>Available Total</b>	<b>3,652</b>	<b>3,474.9</b>	<b>1,123</b>	<b>30.8</b>	<b>2,529</b>	<b>69.2</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	%
	237	75.5	8	3	229	97	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	%
	26	26	8	31	18	69	0	0

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

### Parental Leave

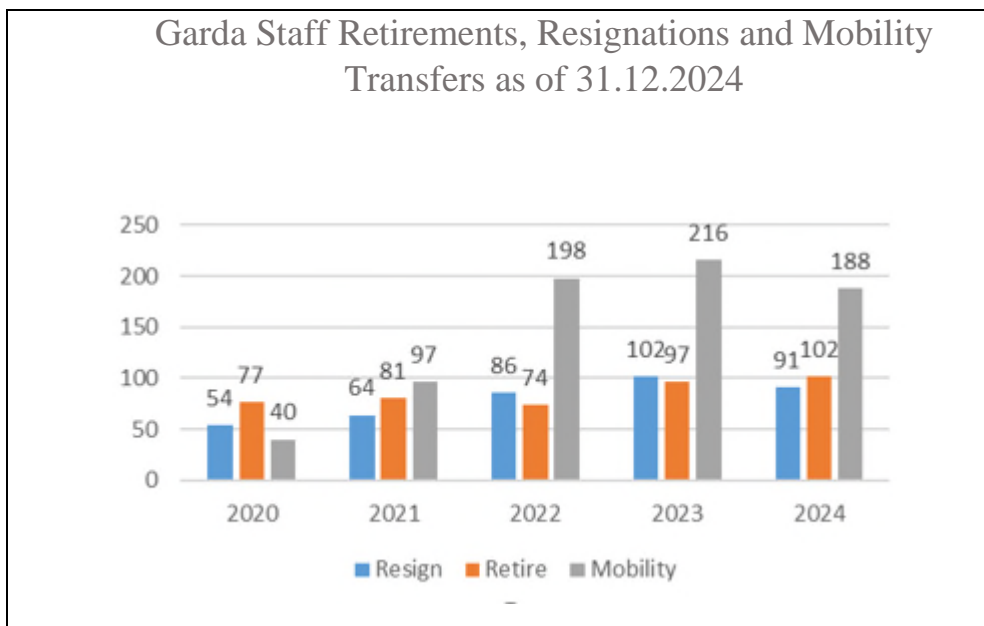
As at 31.12.2024	Garda Members	Garda Staff
	169	87

### Garda Staff assigned and commenced – as at 31 December 2024

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
	Total number of vacancies filled since 01/01/2024*	84	50	74	59	58	95	86	63	110	83	25	

\*Numbers adjusted following reconciliation exercise.

### 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.

**Employee Assistance Service (EAS)**

During the month of December 2024, the Employee Assistance Service carried out various activities nationally in support of colleagues. This included; information sessions, a wellness walk, post-incident debrief and an Employee Assistance end of year meeting.

**Health and Safety**

There were 21 occupational injuries recorded for December 2024 (as of 06/01/25).

The number of National Incident Management System (NIMS) incidents created in December 2024 is 92.

### 3. Information and Communications Technology

As we near the end of 2024, ICT continues to progress with regard to Policing Plan target E5.1; to deliver the key projects in the 2024 roadmap in line and in support of An Garda Síochána strategic goals, and our data and technology vision of '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.

#### **GardaSAFE – The new Garda Computer Aided Dispatch (CAD) System**

Throughout the month of December 2024, two high profile ticket items were resolved. Further enhancements and updates have been released to the main GardaSAFE system, based on user feedback. The system was stable over the Christmas period, with only general business as usual requests coming to the team. The web client has had a number of improvements implemented based on user feedback, and the inclusion of new roles and functionality for events management.

#### **Investigation Management System (IMS) Deployment:**

During December 2024, the Investigation Management System (IMS) technical team was closely monitoring the performance of the IMS 2.1 release, which went live at the end of November 2024. The development work on the next release, IMS 2.2, is continuing. The analysis and early design work on the major changes targeting the IMS 2.3 release was also started.

## 4. Corporate Communications

Throughout the month of December 2024, the Office of Corporate Communications continued to communicate internally and externally on a broad range of policing activities undertaken by An Garda Síochána. This month saw the office promote our annual Christmas Road Safety Campaign, which was launched with the Road Safety Authority (RSA) on 2 December 2024. Commissioner Drew Harris conducted a one to one interview with Carla O'Brien on Crimecall and provided an overview of activities throughout 2024, together with a Christmas road safety appeal. Road safety was to the forefront of activities during the month of December 2024, with the launch of our Christmas Road Safety Campaign and promotion of National Slow Down Day.

Support was also provided for Missing Persons Day, which highlighted An Garda Síochána continued efforts to provide answers for the families of those missing.

An Garda Síochána hosted the annual Cross Border Conference with our partners in the PSNI. As part of this event, this office held a media briefing promoting the updated Cross Border Strategy. This was facilitated by Commissioner Drew Harris and Chief Constable Jon Boucher.

### Office of Corporate Communications Activities:

#### Media Briefing: Cross Border Strategy Launch Co. Cavan, 9 December 2024



*Commissioner Drew Harris and Chief Constable Jon Boucher speak to media at the launch of the Cross Border Strategy 2025-2027*

This office facilitated the holding of a press launch and media briefing for the release of the Cross Border Strategy 2025-2027, at the annual Cross Border Policing Conference held in Co. Cavan on 9 December 2024. Commissioner Drew Harris and PSNI Chief Constable Jon Boucher spoke to media during the event, highlighting the benefits of continued cross border cooperation in the fight against those organised crime groups who seek to exploit the border to conduct their criminal enterprises.

## Garda Commissioner Drew Harris Conducts Christmas Appeal on CrimeCall on 16 December 2024



*Presenter Carla O'Brien interviews Commissioner Drew Harris on CrimeCall, broadcast on RTÉ One on 16 December 2024.*

The Office of Corporate Communications supported the hosting of Garda Commissioner Drew Harris on an episode of CrimeCall on 16 December 2024. This interview provided an opportunity to detail the good work that has been done throughout 2024 to keep the people of Ireland safe. It also afforded an opportunity for the Commissioner to share an important appeal in respect of road safety, targeting those using our roads over the busy Christmas period.

## Media Briefing: Domestic Violence Awareness Campaign, 20 December 2024



*Left to right: D/Supt Derek Maguire, D/Supt Sinéad Greene, D/Chief Supt Colm Noonan and D/Supt Ian Lackey of the Garda National Protective Services Bureau.*

This office facilitated the hosting of a media briefing on 20 December 2024 on a Christmas awareness appeal in respect of domestic abuse, coercive control or sexual and gender-based violence. This was conducted by the Garda National Protective Services Bureau and raised awareness around domestic violence and the support available. They encouraged victims to come forward and speak to An Garda Síochána, even if they feel they cannot go ahead with a complaint right now, as An Garda Síochána can still help. Social media posts also supported the awareness communications.



## **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 227 of press releases; 94 missing person appeals relating to 48 missing persons; 20 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:

- A day of action in Rathkeale, Co. Limerick, where 33 people were arrested on 19 December 2024.
- Collaboration and support in respect of National Missing Persons Day with the Department of Justice.
- Highlighting of Garda participation in Go Purple Day 2024.
- Continued coverage of the 16 Days of Activism against Gender-Based Violence Campaign on social media channels.

## **Digital Signage**

The Garda Portal and digital signage received ongoing content updates. These digital displays, including screensavers and portal banners, were visible on desktops across the organisation. Notable updates provided to personnel during this period were:

- Garda Operating Model: 18 divisions now live.
- Health and safety messaging: Help prevent fires.
- Mental health supports: It's okay not to be okay.
- Thank you message to all personnel.












## Social Media Activities

The Office of Corporate Communications oversees five official social media channels for An Garda Síochána: Facebook, Instagram, TikTok, LinkedIn and X (formerly Twitter). Within these channels, there are 42 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. They are also used to provide key communications to the public on behalf of An Garda Síochána.

This month, social media activities including the sharing of a Christmas video message wishing the public a safe and happy Christmas. This featured messages from our specialist units and concluded with the Garda Commissioner.

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

1. The number of followers/individual users who have subscribed to each account.
2. 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%.
3. The number of engagements with the content / posts we produce.

Social Media Channel	Number of Followers	Engagement Rate
 Facebook - @AnGardaSíochána	414,084	1.14%
 Facebook – Missing Persons	20,570	8.80%
 Instagram - @GardaInsta	205,334	1.89%
 X- @GardaInfo	295,326	1.61%
 X - @GardaTraffic	626,926	4.62%
 LinkedIn – An Garda Síochána	66,621	12.9 %
 TikTok – @GardaInfo	37,373	4.43%

## Internal Communications

In December 2024, An Garda Síochána Internal Communications Team delivered seven comprehensive Newsbeat updates. The final Newsbeat of 2024 was a special edition titled “Reeling in our Year”, providing a retrospective of the year’s events. The average Newsbeat open rate is 64%, 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 Christmas and New Year message from Commissioner Drew Harris.



AN GARDA SÍOCHÁNA  
KEEPING PEOPLE SAFE



20 December 2024



Coleagues,

As 2024 draws to a close, I want to thank you all for your work, commitment and dedication in service to the people of Ireland throughout the year.

While there have been challenges, Garda personnel once again demonstrated their professionalism and resolve in adapting to evolving situations to provide the public with a highly effective, community-focused policing and security service.



# NEWSBEAT

REELING IN OUR YEAR 2024

23 December 2024

## It's a job worth doing



2024 has been another successful and rewarding year for An Garda Síochána in keeping the people of Ireland safe. Your dedication and service has made a real difference in people's lives, and all of us, Gardai, Garda Staff, Reserve Gardai, should be proud of our achievements.

There have been countless moments of outstanding police work, from within local communities and on the international stage.

In Dublin, Garda Steven Carton and Garda Jonathan O'Dowd get a florist to the chapel on time after her van broke down, while in Galway, Garda Randal Considine and Garda Shane Riddell were instrumental in saving a man's life from the water in Kinvara. In Kerry, the heroics of Garda Eleanor Shiels, Garda Mark Cushen and Garda Ryan Hill saved the life of seven week old baby Precious, rushing her to hospital without hesitation after a distressed call from her mother.

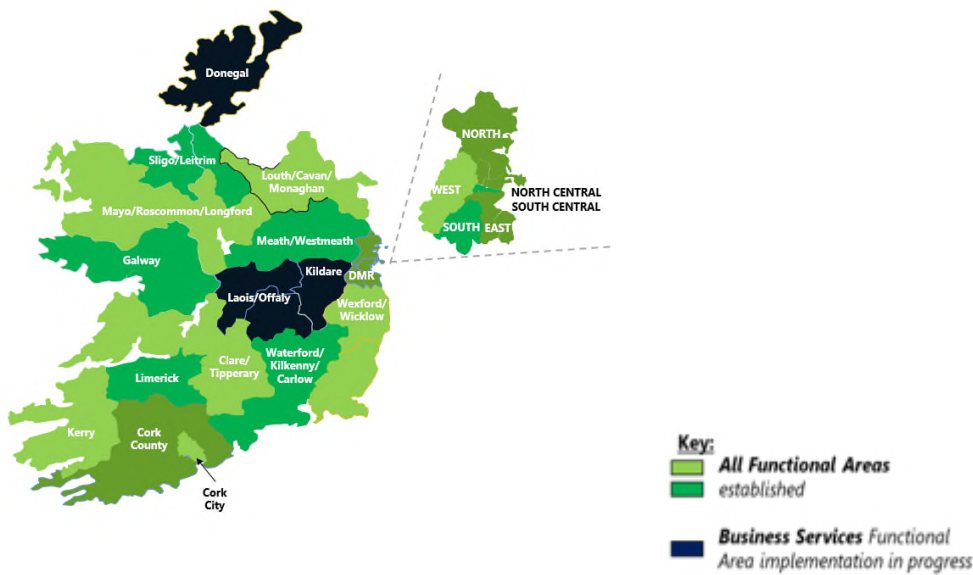
## 5. Operating Model

The Sligo/Leitrim Division became the eighteenth division to commence the four functional area structures (Business Services, Performance Assurance, Crime and Community Engagement). Two regions, the Southern Region and the Dublin Metropolitan Region now have all divisions fully operating under Operating Model structures.

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 (Laois/Offaly, Donegal and Kildare/Carlow) to transition to the Operating Model, progress is continuing with Business Services and Performance Assurance implementation.

### Implementation Overview (31 December 2024)



## 6. Implementation of Cultural Change

### Culture Reform Programme

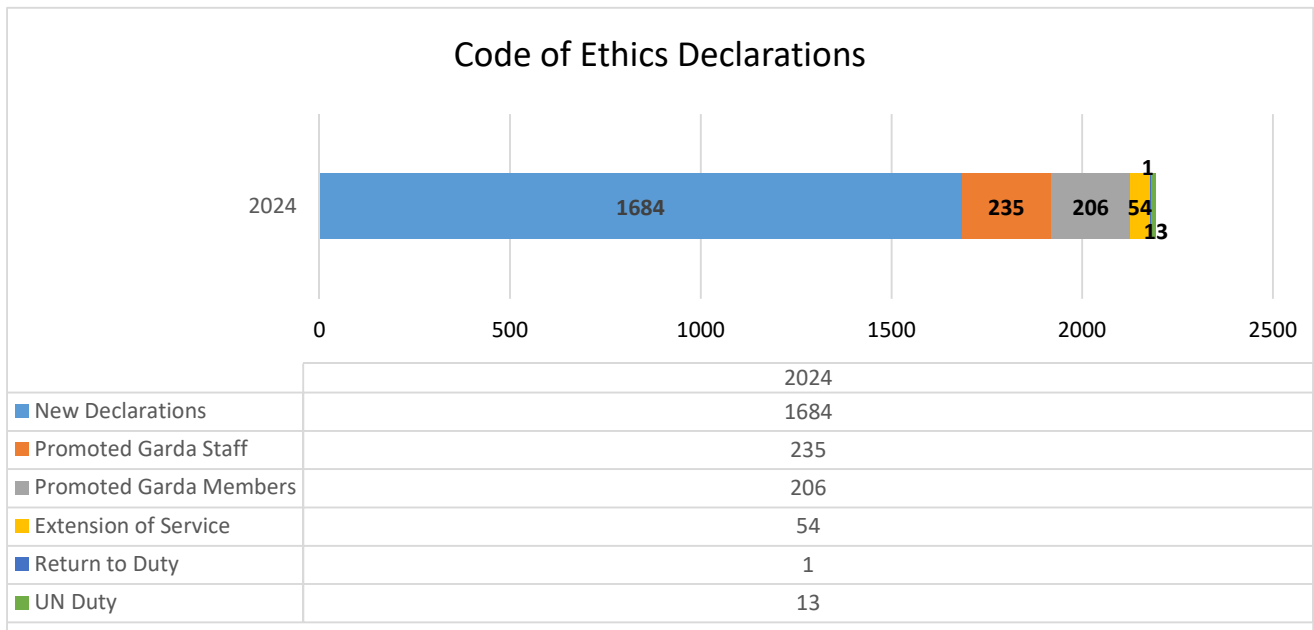
On 18 December 2024, as part of Governance and Accountability ‘Roadshow’ engagements for Q4, 2024, the Superintendent in the Garda Ethics and Culture Bureau (GECB) delivered a presentation on governance to a conference of new Superintendents and Assistant Principal Officers in Co. Kildare. The presentation was met with considerable enthusiasm from all participants.

As of the end of December 2024, the Q3 updates on the initiatives from the Culture Audit 2022 Implementation Plan have been received from business owners in An Garda Síochána. The final Q4 updates have been requested and are expected in Q1, 2025.

### Enhancing Professional Conduct

A full review of Code of Ethics declarations received at the GECB was conducted at the end of December 2024 for the year. Throughout 2024, GECB has 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 1,684 new declarations were received by GECB and there were 509 reaffirmation declarations recorded.

*Code of Ethics Declarations/reaffirmations received in 2024.*



## 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 at 89%. Compliance rates for Q4, 2024 are currently being collated.

During the month of December 2024, GRMU:

- Held one-to-one meetings with all corporate risk owners/support staff, to assist in the review and update of their risk registers.
- Held risk register development workshops with personnel attached to Organised and Serious Crime.
- Held risk register development workshops with personnel attached to the Office of Executive Director, Legal.
- Delivered risk management presentations as part of the Executive Officer's development course.
- Superintendent GRMU delivered risk management presentations as part of the Inspectors development course.
- Delivered briefings on the 'e-Risk' ICT system to personnel in the Eastern Region to facilitate rollout of the system in that region.
- Superintendent GRMU attended a meeting of An Garda Síochána Audit and Risk Committee.

## 8. Data Quality and Operational Value of Data

### Garda Information Services Centre (GISC) Update

In December 2024, An Garda Síochána published a review of the quality of PULSE crime data for Q3 2023, available at the following link: [ags-review-of-the-quality-of-pulse-crime-data-for-q3-2023.pdf](https://www.garda.ie/ags-review-of-the-quality-of-pulse-crime-data-for-q3-2023.pdf) ([garda.ie](https://www.garda.ie)). This review was carried out by the Garda Information Services Centre (GISC), with the support of the Garda Síochána Analysis Service and it examines key aspects of data quality.

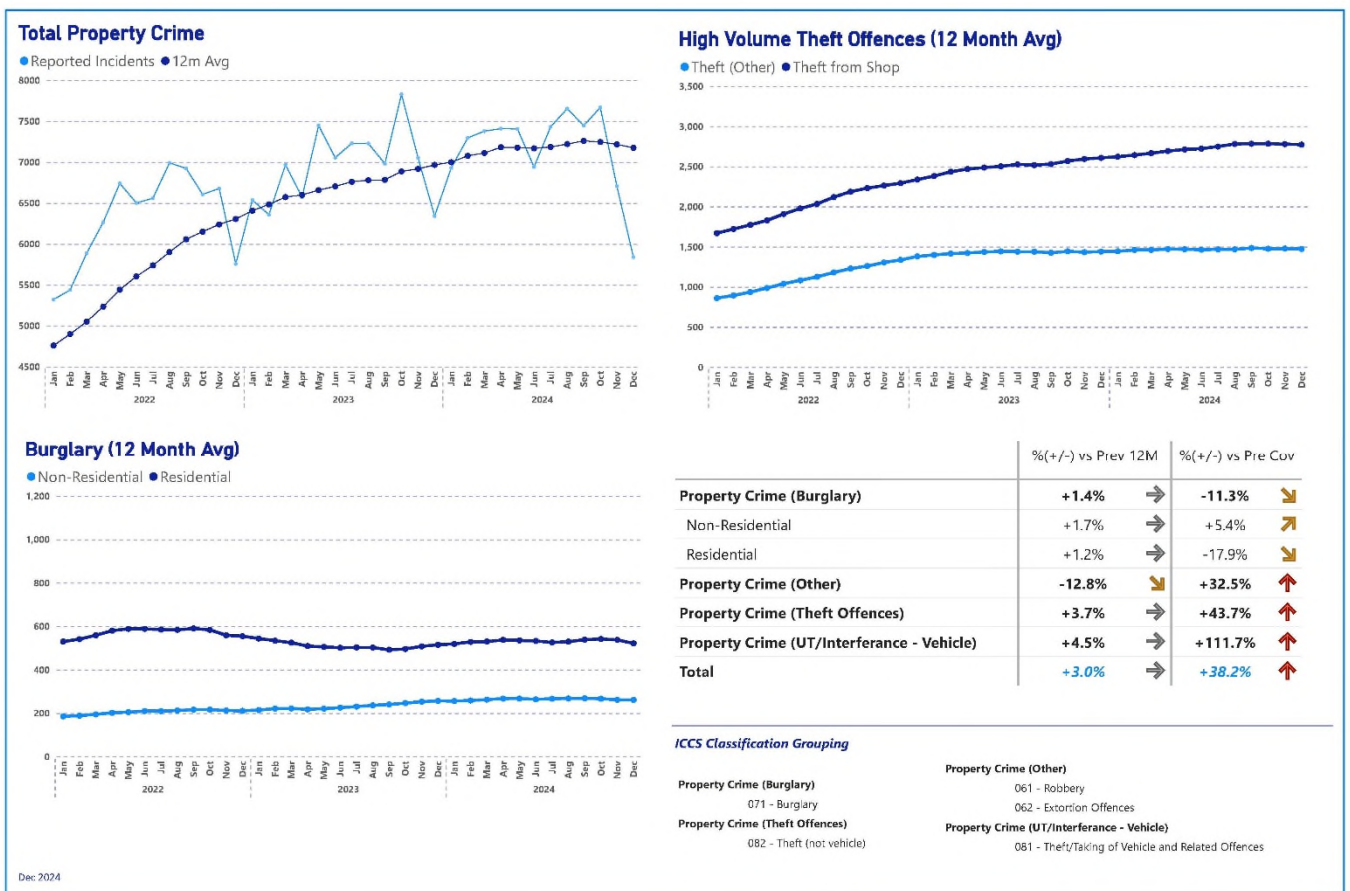
Among the positive findings of the review were:

- 99% of sampled non-crime PULSE incidents that were examined were deemed to have been correctly classified as non-crime incidents.
- 100% of sampled PULSE cases were found to comply with the crime counting rules.
- 98.3% of sampled PULSE crime incidents contained information in the descriptive data fields to confirm the classification was appropriate.

The report also identified a delay in processing Section 19 referrals from financial institutions.

### Crime Trends

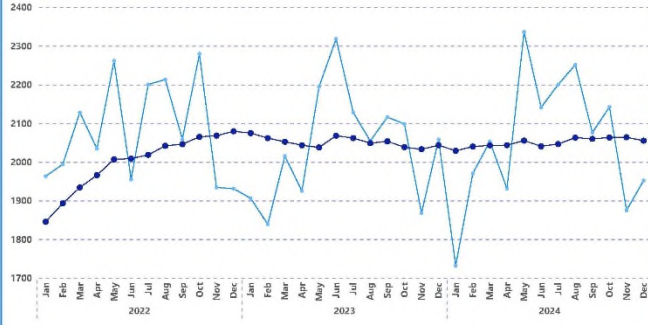
The Garda Síochána Analysis Service closely monitors crime trends, and disseminates analysis on a regional and divisional basis. This feeds directly into planning operational activities aimed at reducing and preventing crime. Crime incident figures and the associated trends are based on provisional data, 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>	+0.0%	+26.7%
Non-Residential	+2.0%	+45.1%
Residential	-4.2%	-0.5%
<b>Crimes Against the Person (Other)</b>	+3.3%	+1.4%
<b>Total</b>	+0.6%	+21.1%

#### ICCS Classification Grouping

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

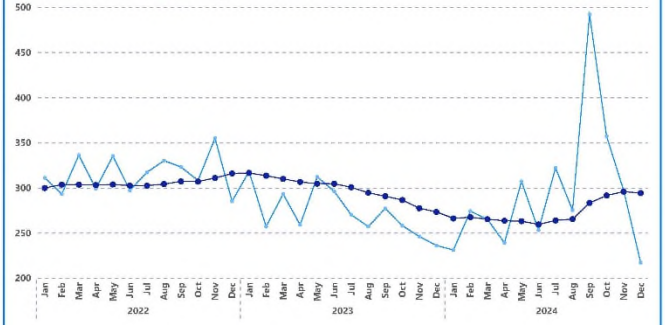
032 - Assaults

##### 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>	-23.2%	-51.9%
<b>Sexual Offences (Rape/Sexual Assault)</b>	+10.5%	+25.1%
<b>Total</b>	+7.6%	+14.0%

#### ICCS Classification Grouping

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

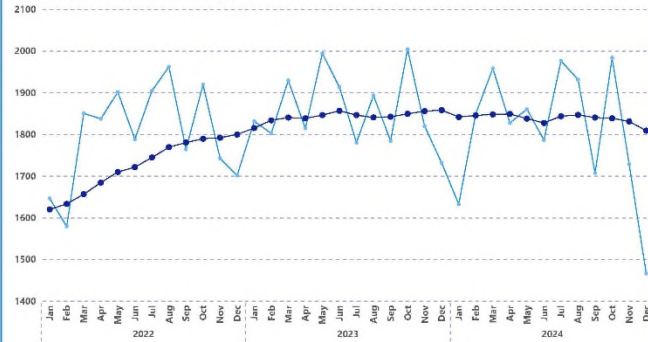
- 0222 - Child pornography offences
- 0223 - Child pornography - obstruction of warrant

##### 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>	-2.7%	+12.2%
Non-Residential	-4.8%	+9.3%
Residential	+0.3%	+16.2%
<b>Total</b>	-2.7%	+12.2%

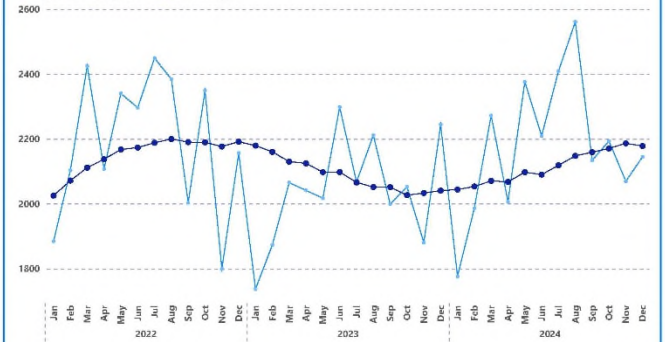
#### ICCS Classification Grouping

##### 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 (Drunkenness)</b>	+3.2%	+19.2%
<b>Public Order (Public Order Offences)</b>	+8.9%	+2.3%
<b>Total</b>	+6.7%	+7.9%

#### ICCS Classification Grouping

##### Public Order (Drunkenness)

- 1313 - Drunkenness offences

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

- 1312 - Public order offences

## Garda National Vetting Bureau (GNVB) Update

### Vetting

Garda standard vetting average turnaround times continue at their long-term figure of seven working days once an application is received. 614,661 Garda vetting applications were received to the end of December 2024. A year-on-year increase of 4.4% on vetting applications received to the end of December 2024.

### Use of Force December 2024

Category	December 2024
<b>Total UOF for Month</b>	1,013
Civilians Injured	21
Garda Members Injured	17
Pepper Spray Deployed	112
Batons	24
Handcuffs	952
Anti-spit guard	1
Unarmed Restraint	188
Taser	0
Less Lethal Firearm	0
Firearm	0
Gender Subject to Force – Male	825
Gender Subject to Force – Female	121
Drugs Involved	259
Alcohol Involved	640
Division with highest level UOF – DMR South Central	151
Percentage of UOF Deployments occurring Friday, Saturday and Sunday	48%



## 9. Policing Challenges

### Demonstrations

An Garda Síochána continues 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 involved. The Israel/Palestine conflict and anti-immigration/housing of refugees continue to be the main causes for protests/demonstrations.

Table 1 - Demonstration (Non Crime) - 2024YTD

Region	2024 YTD
Dublin Region	657
Southern Region	204
Eastern Region	243
North Western Region	80
Total	1,184

Table 2 - Demonstration (Non Crime) – December 2024

Region	Dec-24
Dublin Region	31
Southern Region	6
Eastern Region	18
North Western Region	4
Grand Total	59

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 15/01/2025. Please note that data is operational and liable to change.

### Policing at events

The planning for, resourcing and policing of major events continues to provide a challenge in terms of policing resources. December 2024 marked another busy month across the country, with visitor numbers remaining high and a number of major events drawing people into Dublin City. Of particular note were the Euro 2025 qualifier match of the Ireland womens' national football team against Wales at the Aviva Stadium and the New Year's Festival in Dublin Castle.

### Roads Policing

An Garda Síochána continues to respond to road safety challenges. In December 2024, 15 people died in fatal collisions. There were 72 serious injury collisions reported in December 2024. Almost two out of every five fatalities this year have been drivers.

An Garda Síochána continues to implement the 30-minute roads policing initiative to increase visibility on our roads. In December 2024, there were 4,864 MIT checkpoints conducted. There was an average of approximately eight arrests per day nationally for driving under the influence of drugs, 15 per day for driving under the influence of alcohol and there were over 2,100 vehicles seized under the provisions of Section 41 of the Road Traffic Act in December 2024.

	December 2024	YTD 2024
Mobile Phone FCNs	1,105	21,719
SEAT BELT FCNs	311	5,788
Intercept Speed FCNs	2,237	40,875
Non-Intercept Speed FCNs	5,794	93,799
Total Speed FCNs	8,031	134,674
Driving under the influence of alcohol	492	4,784
Driving under the influence of drugs	258	2,887

Section 41 Detentions	December 2024	YTD 2024
Vehicle Detained (Sc. 41 RTA)	2,127	31,443
Vehicle Detained (Sc. 41 RTA) - no ins.	1,237	18,676
Vehicle Detained (Sc. 41 RTA) - no tax	758	12,767
Vehicle Detained (Sc. 41 RTA) - no NCT	329	5,427
Vehicle Detained (Sc. 41 RTA) - unaccompanied learner drivers	447	6,441

MIT Checkpoints - Breath/Oral Fluid Tests	December 2024	YTD 2024
MIT Checkpoints - Breath Tests performed	21,214	194,583
MIT Checkpoints - Oral Fluid Tests performed	919	7,398

*\*2024 YTD figures cover the time period from 01/01/2024 to 31/12/2024, inclusive.*

*\*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 02/01/2025 and is liable to change. Crime counting rules were not applied.*

### Static Speed Safety Cameras

Three static speed safety cameras went live for enforcement on 20 of December 2024. Between that period and 16 of January 2025, there are a total of 1,760 offenders\* detected as set out hereunder. These are being progressed through the Fixed Charge Notice system. Additionally, Gardaí are investigating criminal damage to one of those static speed safety cameras at the N17 on 31 of December 2024. The damage was repaired and the device is operational again.

Location	Detections
Aubwee (Galway)	43
Ballinsmaula (Mayo)	967
Killyverry (Donegal)	750
<b>Grand Total</b>	<b>1,760</b>

*\* GSAS statistics. Please note that these are operational figures and as such are liable to change.*

## Christmas and New Year Road Safety Campaign

The Christmas and New Year Road Safety Campaign was launched at an event attended by Assistant Commissioner Paula Hilman, Mr. Sam Waide, CEO of the Road Safety Authority and Professor Dennis Cusack of the Medical Bureau of Road Safety. The policing operation was an information-led, operational plan put in place to cover the Christmas and New Year period, commencing at 07:00 on 29 November 2024 and concluding at 07:00 on 6 January 2025. The objective was to reduce the number of deaths and serious injuries on our roads through high visibility proactive policing. Lifesaver offences (speeding, holding a mobile phone while driving, seatbelt use and driving while intoxicated) were the primary offences targeted in the operation.



*Sam Waide, RSA, Prof. Dennis Cusack and Assistant Commissioner Paula Hilman.*

During the campaign, there were 9,973 checkpoints conducted, 5,606 of which were MIT checkpoints. Early detection figures show that there were 13,573 drivers detected speeding, 375 seatbelt offences, 1,311 drivers caught holding a mobile phone while driving and 939 drivers arrested on suspicion of driving under the influence of alcohol and/or drugs. The campaign involved weekly updates on enforcement to both highlight the work being done by An Garda Síochána in keeping the roads safe, and also to serve as a reminder to motorists in relation to safe and responsible driving over the festive season.

The office of Corporate Communications provided a media briefing and promoted activities at the launch. Subsequently, that office conducted road safety media briefings in locations around the country during the month of December 2024, including one on the Condell Road in Limerick City with Inspector Pdraigh Sutton, who also provided an advisory in relation to Storm Darragh.



*Left: Assistant Commissioner Paula Hilman speaks to media at the RSA Christmas Bank Holiday Road Safety Campaign launch on 2 December 2024 in Dublin.*

*Right: Inspector Pdraigh Sutton, Roads Policing Limerick Garda Division, conducts a media briefing on road safety and Storm Darragh on 6 December 2024.*

## 10. Immigration Policing

### **A multi-agency law enforcement exercise aimed at tackling immigration abuse through the Common Travel Area (CTA)**

From 2–4 December 2024, members attached to the Garda National Immigration Bureau (GNIB) participated in a multi-agency (UK Home Office led) law enforcement intensification exercise. The GNIB officers provided a support role in this jurisdiction, with GNIB liaison officers present in the Home Office Intelligence Hub in the UK. This coordinated operation involving both jurisdictions resulted in a number of people identified as abusing the Common Travel Area and the necessary actions were taken. These three days of action are an example of how shared efforts can disrupt criminality, with 35 people arrested and seizures which included a sum of cash suspected to be the proceeds of crime, a car and fraudulent identity documents.

### **Arrest contrary to Section 6 (1) of the Criminal Justice (Smuggling of Persons) Act 2021**

On 14 December 2024, two people arrived in Dublin airport on a flight from Spain. One passenger presented a genuine passport (EU country) and the second passenger, presented what was suspected to be a fraudulent passport. Enquiries conducted by both the Border Management Unit (BMU) and members of GNIB. The suspect was arrested and interviewed, and subsequently charged with an offence contrary to Section 6(1) of the Criminal Justice (Smuggling of Persons) Act, 2021. The matter remains before the Courts for DPP directions.

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

On 10 December 2024, during routine immigration checks on a vessel which had sailed to Rosslare from Cherbourg, France, Immigration Officers discovered one person in a curtain-sided trailer. Without a passport or relevant documentation, the person was refused leave to land and returned to Cherbourg. Another person was discovered by crew on the same vessel taking the same route on 18 December 2024. Without travel documents, the person was again refused leave to land, but subsequently made an application for international protection.

A person was discovered on trailer at a freight compound on 19 December 2024, having travelled by sea from Cherbourg, France to Rosslare Europort the previous day. The person was refused leave to land and through an interpreter, sought international protection.

One person on a vessel which arrived at Rosslare Europort was refused leave to land having arrived from Cherbourg, France on 21 December 2024. The person was removed from the State and returned to Cherbourg.

### **Deportations**

The year-end total of deportation orders enforced by GNIB in 2024 is 134. This is an increase on enforced deportation from previous years, with 51 enforced deportations in 2023 and 24 in 2022. GNIB are in the planning phase of commencing chartered flights to remove people from the State in Q1, 2025.

## 12. Community Engagement and Organisational Initiatives

Throughout the month of December 2024, 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 December 2024 are set out hereunder.

### **New approach to tackling human trafficking online**

From 19–22 November 2024, members of the Human Trafficking Investigation and Coordination Unit (HTICU) participated in an Interpol operation at Interpol HQ, Lyon. This event brought together police from nine different countries for three days of intensive investigative action in the form of a law enforcement 'hackathon'. The action days sought to detect potential cases of human trafficking and exploitation online, and identify potential suspects and victims. Throughout the action days, participating countries worked side by side studying information from websites and messaging apps. Significant results included the identification of 68 potential victims, 146 potential exploiters, recruiters and facilitators, and 365 usernames and 162 URLs linked to suspicious activity.

This operation also provided assistance to a separate ongoing investigation into the exploitation of Brazilian women in Ireland. Throughout the action days, members of HTICU and Brazilian Police, who were also participating, worked together to identify potential victims and suspects, in both Ireland and Brazil.

### **International Day for People with Disabilities**

An Garda Síochána marked International Day for People with Disabilities, which takes place annually on 3 December 2024, by lighting Garda Headquarters purple. The founder of the campaign, Gary Kearney, met with Assistant Commissioner Paula Hilman, Roads Policing and Community Engagement, with the aim of promoting the day and celebrating inclusion in society.



### **National Road Safety Authority Leading Lights Award for the 'Kids Court'**

On 4 December 2024, members attached to Longford Garda Station and the Community Safety Partnership won the National Road Safety Authority Leading Lights Award for the 'Kids Court' initiative. 'Kids Court' is an educational initiative first rolled out in Longford, that will hopefully change drivers' behaviour when it comes to the dangers of speeding. The ingenuity of 'Kid's Court' has won praise nationwide.

### **Road Safety Event in Granard**

On 5 December 2024, personnel attached to Community Policing in Granard, Co. Longford, in liaison with Longford Community Safety Partnership and Family Resource Centre, hosted a road safety educational event. Granard Fire Brigade attended and demonstrated aspects of their work, including how a person would be cut from a vehicle at the scene of a serious road traffic collision. 'A personal



experience' from an individual who received life changing injuries following a serious road traffic collision was delivered to the audience.

### **Annual Facing Fact Network**

The Garda National Diversity Unit attended the third annual Facing Fact Network meeting in Brussels from 4–5 December 2024. The meeting was facilitated by CEJI (A Jewish Contribution to an Inclusive Europe), who act as the secretariat for the network. The meeting was an opportunity for members to:

- Receive policy updates in the areas of hate crime and hate speech.
- Strengthen connections with existing and new members.
- Contribute to the Network's activity plan and policy priorities for the upcoming year.
- Reflect on the needs of members, and the role and activities that organisations can implement with the support of the Network.
- Create a space for sharing concerns, questions and experiences, reinforcing the Network's culture of listening and learning.
- Participate in a session with the European Commission coordinators on different forms of hatred and discrimination, to discuss challenges in the advancement of national action plans against different forms of racism and discrimination.



*Robin Sclafani, CEJI (A Jewish Contribution to an Inclusive Europe) and members of the EU Commission*

### **InterMu-Se Project**

On 10 December 2024, the Garda National Diversity Unit attended the first information seminar of the InterMu-Se Project, which is an international initiative aimed at combatting discrimination and intolerance, particularly against Jewish and Muslim communities. The aim being to build trust and understanding between Christian, Jewish and Muslim communities.

### **Coastal Watch Information Session**

On 10 December 2024, the Garda National Crime Prevention Unit held a Coastal Watch information seminar with Coastal Watch Liaison Inspectors. During the meeting, each Liaison Inspector provided an overview of the active schemes under their remit. Coastal Watch is a multi-agency initiative aimed at the prevention and detection of illegal drug importation, and to promote vigilance from coastal communities and the wide range of organisations and agencies that operate at sea, and along our coast and harbours. Similar to Neighbourhood Watch, this programme encourages community participation and works on the basis that every member of a community can help to improve the quality of life in the area by keeping a look out for neighbours and reporting suspicious activities to An Garda Síochána.

### **National Business Crime Centre (NBCC) Single Point of Contact Meeting**

On 10 December 2024, the Garda National Crime Prevention Unit attended the National Business Crime Centre (NBCC) single point of contact meeting. The NBCC represents UK police forces who work in partnership with the business community to tackle crimes against businesses. The focus of the organisation is to prevent violence and tackle organised crime, while developing and sharing good practice between forces and private sector industries. The Garda National Crime Prevention Unit found the meeting incredibly worthwhile and learned of best practice initiatives from our international counterparts.

### **Youth Justice Strategy Mid-Term Implementation Review Event**

On 12 December 2024, representatives from the Garda National Youth Diversion Bureau attended the Youth Justice Strategy Mid-Term Implementation Review Event at the Department of Justice. The Department of Justice, Department of Education, Department of Children, Equality, Disability, Integration and Youth, TUSLA, Youth Diversion Projects, Juvenile Liaison Officers and Community Gardaí were represented. The purpose of the event was to obtain feedback from informed participants about what is working well, what are the issues that need attention and obtain views about future priorities in relation to the implementation of the Youth Justice Strategy. The feedback obtained will be presented in a report to the Department of Justice.

### **Monument of Remembrance for Recruit Garda Gary Sheehan and Private Patrick Kelly, 16 December 2024**

On 16 December 2024, a memorial ceremony was held with an unveiling of a sculpture outside of Ballinamore Garda Station in honour of Recruit Garda Gary Sheehan and Private Patrick Kelly, both of whom lost their lives in service on 16 December 1983 at Derrada Wood near Ballinamore, Co. Leitrim. Both men had been drafted in to search for kidnapped businessman Don Tidey. During the course of the search, both men were shot and died from their injuries.

This event was attended by Garda Commissioner Drew Harris, the Minister of State of the Department of Justice, Mr. James Browne TD, Brigadier General Rossa Mulcahy of the Irish Defence Forces, members of the Sheehan and Kelly families, along with many serving and retired members of An Garda Síochána and the Irish Defence Forces.



*Left: Commissioner Drew Harris pictured with Deputy Commissioner Justin Kelly and Chief Superintendent Aidan Glacken at the monument of remembrance to Recruit Garda Gary Sheehan and Private Patrick Kelly in Ballinamore, Co. Leitrim. Right: Members of the Ceremonial Unit involved in the procession in Ballinamore.*

### **Intelligence-led operations – organised crime investigations**

In the course of intelligence-led investigations into an organised crime group targeting domestic residences in the Midlands and Connacht in early December 2024. Three individuals were arrested and detained when their vehicle was stopped by Gardaí. A number of items were seized, including suspected burglary implements and a quantity of jewellery and cash.

On 17 December 2024, as part of an intelligence-led operation targeting organised crime, Gardaí carried out a coordinated operation. Following the interdiction of a vehicle, a 9mm Glock 17 semi-automatic pistol and 10 rounds of 9mm ammunition was recovered. A number of locations were subsequently searched under warrant.



*Photo of 9mm Luger calibre Glock model 17 semi-automatic pistol seized 17/12/24.*

Also on 17 December 2024, Gardaí from DMR North Central conducted a Day of Action, the aim of which was to tackle the use of electric motorbikes, e-scooters and e-bikes, which are being used for criminal activity, including drug distribution, money laundering, transporting firearms, drug related intimidation and other serious offences. During this day of action, 24 properties were searched under warrant. Items seized included one motorbike (suspected stolen), six high-powered electric motorbikes, six e-bikes, 20 e-scooters, 19 shotgun cartridges, designer goods and a quantity of cash and suspected drugs. Investigations and proactive policing efforts continue against those suspected of involvement in these forms of criminality.



## Launch of Armed Support Unit (ASU) Vehicles nationwide

Members of the Armed Support Unit (ASU) attended Garda Headquarters, and linked in with the Garda Press Office and Fleet Management for the official press release in relation to the launch of ASU vehicles nationwide.



*Inspector, Armed Support Unit Damien Maher*

## Community Christmas Events during December 2024

On 4 December 2024, Gardaí from Dungarvan and Lismore opened the 'Santa on the Strand' Festival with the Lismore Community in Co. Waterford. Prior to this, Superintendent Larry Sheahan met with all the families of our Honorary Gardaí and presented them with gifts for their loyal service. Several thousand people watched our members and Little Blue Heroes parade from the GAA field in Lismore to the town centre, where the Little Blue Heroes switched on the Christmas lights for Lismore. The Community Gardaí were assisted by the Traffic Unit in Fermoy, the Garda Mounted Unit, the Air Support Unit, members from Waterford City and Probationer Gardaí.



*Superintendent Larry Sheahan, Waterford County CE at the 'Santa on the Strand' Festival in Lismore.*

On 9 December 2024, Gardaí in the DMR East hosted the Annual Senior Citizens Christmas Party in Stillorgan. The senior citizen community enjoyed a day of festivities, delicious Christmas dinner and entertainment by the Garda Band.

The Meath North CE Community Policing Unit held the annual Christmas Meals On Wheels event on 11 December 2024, with a Christmas party in Navan. 57 additional meals were delivered to the homes of those who could not attend the event. Upwards of a hundred people attended the reception and three-course meal at the hotel. Extremely positive feedback was received from all recipients and staff of Meals on Wheels. The time given by each member made the day so enjoyable for everyone there.

On 11 December 2024, the Garda National Community Policing Unit supported Gardaí at Coolock with the hosting of an Emergency Service Christmas Community Village for families of Coolock, Swords and Malahide at Malahide Castle. The Garda National Community Engagement van was utilised by Garda members from Garda National Community Policing Unit to engage with families. They provided

Christmas safety advice and childrens' Garda activity books, which has a safety theme for children. There was very positive feedback from attendees and added to the festivities leading up to Christmas.

On 17 December 2024, Gardaí attached to the DMR South Central joined Santa aboard his speedboat for the journey down the Liffey to the Ringsend and Irishtown Community Centre. Staff and children awaited their arrival which followed with festive celebrations.

On 24 and 25 December 2024, Gardaí in Buncrana assisted with Christmas dinner at the Exchange, Buncrana. They assisted in preparing the lunch and they delivered dinners to elderly people in the community who were not in a position to attend the Exchange.

### **Operation Merile – Limerick City Centre Christmas Operation**

Throughout December 2024, the Garda National Community Engagement van supported the community policing initiative of the Limerick City Centre Gardaí, called Operation Merile. The operation enhanced Garda visibility and public safety over the Christmas and New Year celebrations in Limerick City. The plan for Operation Merile included:

- High-visibility Garda patrols in Limerick City Centre to prevent crime and support local businesses.
- Focus on issues such as shoplifting, aggressive begging and drug-related criminality.
- The Garda National Community Engagement van was utilised in the city centre, increasing accessibility for reporting incidents and public interaction with Gardaí.

### **Women's Network Event**

On 18 December 2024, the Dublin Metropolitan Region, Organised and Serious Crime, and Garda Headquarters Women's Network hosted an inspiring session in Dublin, designed to help participants take control of their career journey. The event provided those in attendance with the opportunity to reflect on their achievements, evaluate their current position, and set clear goals for 2025 and beyond. Led by Tracy Gunn, co-founder of Platform55, the session featured practical advice, engaging discussions and inspiring stories by women within An Garda Síochána.



*Assistant Principal Sharon Lawless, Inspector Andrina McCarthy, Chief Superintendent Majella Armstrong, Tracy Gunn, Platform 55, Assistant Commissioner Angela Willis and Executive Officer Lorna Hanratty*

### **16 Days of Activism Against Gender-Based Violence**

Following the completion of the 16 Days of Activism Against Gender-Based Violence campaign, which ran from 25 November to 10 December 2024, An Garda Síochána held a press conference on 20 December 2024, to reinforce the messaging behind the campaign. The following details were provided during the course of the press conference:

- In excess of 61,000 domestic abuse related calls have been received by An Garda Síochána to date in 2024, a 9% increase over the same period in 2023.
- In excess of 700 individuals have contacted An Garda Síochána in relation to physical and sexual abuse in day and boarding schools run by religious orders, since the publication of the 'scoping report'.

There has been an increase in prosecutions under new domestic abuse-related legislation:

- 51 prosecutions for the new offence of non-fatal strangulation have commenced since this offence was introduced on 1 November 2023 – 35 of which were related to domestic abuse.
- 11 prosecutions for the new offence of stalking have commenced since this offence was introduced.
- There have been 41 prosecutions for coercive control in 2023 and 2024.

## 13. Garda Occupational Health and Wellbeing



### Garda Occupational Health and Wellbeing (GOHW)



#### Mental Health First Aid Programme Update

- In line with the An Garda Síochána Health & Wellbeing Strategy (2021 to 2025) commitment to delivering various training and other interventions to engender and support good mental health in the workplace, the internal capacity building programme between An Garda Síochána and Mental Health First Aid Ireland (MHFA Ireland) is now completed.
- In 2024 MHFA Ireland have trained over **60 suitable candidates** from within An Garda Síochána to be fully accredited Garda Síochána MHFA Training Facilitators by delivering the accredited MHFA Instructor course.
- From January 2024 to date, the four cohorts of MHFA Training Facilitators have delivered MHFA Workshops to **approximately 2300** Garda personnel across the organisation.
- 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 2025 - 2030.

- The National Health and Wellbeing Survey was launched to all Garda personnel on **Monday 25 November 2024**.
- The survey closed on **Monday 16 December 2024** and the results will be key inputs into developing our Health & Wellbeing Strategy for 2025-2030.