



An Garda Síochána

April 2024

Monthly Report to the Policing Authority

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

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
Páirc an Fhionnuisce
Baile Átha Cliath 8
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Luaigh an uimhir tharaghta seo a leanas le do thoil:
Please quote the following ref. number: **CMR_86-28711/24**



Office of the Commissioner
Corporate Affairs
Garda Headquarters
Phoenix Park
Dublin 8
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Ms. Helen Hall
Chief Executive
The Policing Authority

RE: Commissioner's Monthly Report to the Policing Authority

Dear Helen,

I am pleased to provide the fifth report in 2024, outlining the key aspects of the administration and operation of An Garda Síochána for the month of April 2024, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Yours sincerely,

Thelma Watters
THELMA WATTERS
CHIEF SUPERINTENDENT
COMMISSIONER'S OFFICE

24th May 2024

An Garda Síochána: Ag Coinneáil Daoine Sábháilte – Keeping People Safe

Message from the Commissioner

During the month of April 2024, An Garda Síochána was involved in a number of proactive awareness initiatives in the area of road safety and domestic violence.

It was also a month that saw Gardaí and Garda vehicles come under attack during a protest in County Wicklow. On 25 April 2024, Gardaí on duty outside a premises in Newtown Mount Kennedy came under attack by persons gathered at the location. The incident developed as workers attempted to gain access to their site of employment. While An Garda Síochána respects the right of citizens to exercise their constitutional rights, this does not extend to breaches of criminal law, interference with the rights of other citizens to carry out their daily activities, or to attack members of An Garda Síochána. During this incident uniform Gardaí were subjected to both verbal and physical abuse throughout the day. This later escalated into rocks and other missiles being thrown.

An Garda Síochána intervened, with the need to use force as part of an escalating response. I want to acknowledge the efforts made by Gardaí in very difficult circumstances, which resulted in the situation being de-escalated. Six people were arrested for alleged offences under the Criminal Justice (Public Order) Act, 1994 and subsequently appeared before the courts.

In response to rising road fatality trends, and our work in collectively supporting safer roads, an operational order was initiated on 12 April 2024 that sees 30 minutes of high visibility roads policing conducted by all uniform Gardaí (core and non-core) during each tour of duty. This initiative is based on internal research and successful implementation of a similar scheme in Sweden.

Also in the area of road safety, An Garda Síochána held a number of road safety awareness initiatives during the month of April 2024, including our Easter National Road Safety Campaign and National Slow Down Day. Supporting this work, a video series on distracted driving was launched on TikTok, showcasing ongoing work in the area of detection, which served to illustrate examples of distracted driving and the potential dangers associated with this. This series has been viewed 2.8 million times.

Meanwhile, An Garda Síochána in partnership with the University of Limerick (UL) held the road safety reimagined awards event in UL, showcasing road safety marketing campaigns devised by students from three third level institutions. The winning campaigns will feature on our social media channels in time.

Separately, An Garda Síochána was involved in the launch of the fifth annual Go Purple Day, which helps to raise awareness about domestic abuse and local domestic abuse services. This positive initiative was established by Garda Stacey Looby and is supported by external agencies working in the area of domestic abuse.

I would like to take this opportunity to assure victims of domestic abuse that we in An Garda Síochána are there to support them and to encourage them to report to us the crimes being committed against them.

J A Harris
Commissioner

1. Finance

Financial Expenditure and Receipts

	2024 Allocation €'000	Expenditure/Receipts end April €'000	Remaining €'000	Remaining %
Gross Total	2,355,516	726,957	1,628,560	69%
Appropriation in Aid (receipts)	104,206	40,364	63,842	61%
Net Total	2,251,310	686,593	1,564,717	

The total gross 2024 allocation for An Garda Síochána is €2.36b and net allocation is €2.25b. At the end of April 2024, the total combined gross expenditure is €726.96m (31% of allocation), which is more than the end of April 2024 profiled spend by €4.92m, with further detail below on specific areas of over/under profile.

Current Allocation and Expenditure

The gross current allocation for 2024 is €2.19b, which includes pay of €1.47b (including pay for the Garda College). Expenditure on pay in April 2024 was €115.13m and year to date is €479.92m. Expenditure on the salaries, allowances, Employer PRSI elements in April 2024 was €98.68m and year to date is €419.44m, which is €11.42m under budget profile. Expenditure on overtime in April 2024 was €16.45m and year to date is €60.48m, which is €13.69m over budget profile. Overall, pay and overtime is over the profiled budget by €2.26m at the end of April 2024.

In respect of superannuation of €458.05m, expenditure in April 2024 was €35.52m and year to date is €140.7m, which is €8.9m under profile at the end of April 2024. Other non-pay subheads of €259.23m (including for the Garda College). Expenditure on non-pay in April 2024 was €16.42m and year to date is €72.86m. Overall, non-pay expenditure is €1.31m under profile at the end of April 2024, considered in the main due to timing of receipt of goods or services.

Capital Allocation and Expenditure

The gross capital allocation for 2024 is €165.86m (excluding deferred capital). €15m of deferred capital has been carried in to 2024. Expenditure on capital (including the Garda College) in April 2024 was €9.94m and year to date is €33.47m. The capital subheads have a combined over profile spend of €3.03m to the end of April 2024.

Appropriations in Aid

Appropriations in Aid were €40.36m at the end of April 2024, €6.56m ahead of the estimated profiled receipts.

Estate Management April 2024

The following projects are currently onsite and are the subject of active engagement between the OPW and An Garda Síochána;

- **Bailieboro Garda Station:** OPW have advised substantial completion is expected in Q2 2025.
- **Redevelopment of Portlaoise Garda Station:** External enabling works at the main station have been completed. Decant options for main redevelopment are ongoing and being finalised between An Garda Síochána and the OPW. Tenders for main redevelopment were received and are under consideration at OPW.

Other projects at earlier stages of development, which continue to be progressed in conjunction with the OPW, include the following;

- **Drogheda PEMS and Locker Room:** The OPW are still in the process of assessing and evaluating the tender submissions for PEMS, Drogheda.
- **Tallaght PEMS/Naas PEMS:** Tallaght and Naas will follow the main works contract starting onsite in Drogheda.
- **Cell Refurbishment Programme:**
 - Cell upgrade at Athy Garda Station completed. The OPW is arranging handover to local Garda management.
 - Large-scale refurbishment ongoing at Abbeylaxey Garda Station to upgrade cells and custody area, including some minor works to office accommodation.

2. Human Resources and People Development

Workforce Planning

An Garda Síochána are currently working on a three year headcount plan based on key assumptions around joiners and leavers. This will be available in July 2024.

Resourcing

- There are currently 26 Garda Staff internal and open recruitment competitions in progress across the organisation.
- Clerical Officer Competition:
 - Batch 4 interviews completed for Dublin, Cork, Westmeath, Tipperary and Louth. Results issue is ongoing.
 - Batch 5 interviews for Dublin commenced Monday 29 April 2024.
- Assistant Principal Officer 2022 Competition: An offer was extended to a candidate on 30 April 2024.
- Assistant Principal Officer competition 2024: Competition is now live with a closing date of 7 May 2024.
- Higher Executive Officer 2024: Competition is now live with a closing date of 24 May 2024.
- Occupational Health Physician: Two candidates have accepted. The first candidate commenced on 4 March 2024 and the second candidate commenced on 29 April 2024.

Staffline support An Garda Síochána in recruiting talent across multiple fields: including Finance and Services; Occupational Health and Wellbeing; Data Communications; Administration; and, Management. A number of competitions for Garda Staff are progressing with the support of Staffline.

Resource Allocation

Promotions in April 2024:

- Chief Superintendent: 1
- Superintendent: 1

Garda Appointments/Recruitment

- 1,025 trainees have commenced in the Garda College since the 2022 Trainee Competition closed
- 187 in April 2024 (76 from 2022 Competition and 111 from the 2023 Competition)
- 186 trainees commenced in the Garda College on 8 April 2024 in Intake 24.1.
- 2024 Garda Trainee competition: The 2024 competition has now closed and the first batch of interviews have been completed. An Garda Síochána have received 134 candidate names from Public Appointments Service to date.
- Ongoing Garda member competitions: There are currently 28 National, 6 Regional, 1 overseas and 50 Divisional member competitions underway.

Human Resources and People Development Analytics and Data

At 30 April 2024, the Garda member strength stood at 14,013 (WTE 13,971.5) and the Garda Staff strength stood at 3,526 (3,337.7 WTE). A full breakdown by rank, grade and gender is outlined below.

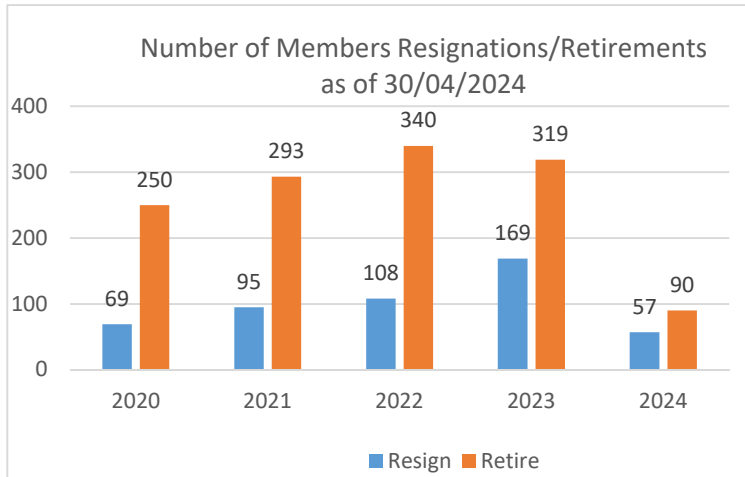
- 2.1 Garda Member Strengths

Rank	As at 30 April 2024	Male	%	Female	%	WTE
Commissioner	1	1	100	0	0	1
Deputy Commissioner	1	0	0	1	100	1
Assistant Commissioner	8	4	50	4	50	8
Chief Superintendent	48	37	77	11	23	48
Superintendent	166	139	84	27	16	166
Inspector	469	372	79	97	21	469
Sergeant	2,157	1,623	75	534	25	2,155
Garda	11,163	7,840	70	3,323	30	11,123.5
Total	14,013	10,016	71	3,997	29	13,971.5

Of which	As at 30 April 2024	Male	%	Female	%
Career Breaks (incl. ICB)	36	19	53	17	47
Work-sharing	41.5	*	*	40	96
Secondments	56	37	66	19	34
Maternity Leave	40	0	0	40	100
Unpaid Maternity Leave	26	0	0	26	100
Paternity Leave	47	47	100	0	0
Available Strength	13,766.5	9,911.5	72	3,855	28

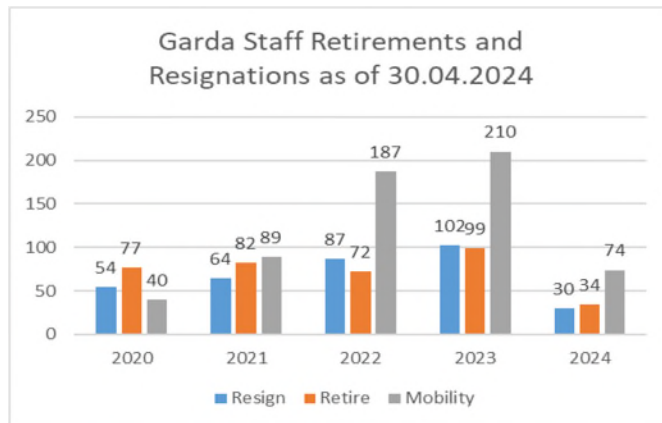
- **2.2 Garda Resignations/Retirements**

Applications to Extend Service



To date 123 applications for extension of service (for Garda Members due to compulsorily retire in 2023 or 2024) have been made pursuant to provisions of An Garda Síochána (Retirement) (No.2) Regulations 1951, (S.I No. 335/1951), to extend service to An Garda Síochána:

Garda Staff Exits by type



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

Garda Reserve Strength

Garda Reserves Strength As at 30 th April 2024	<i>Total*</i>	Male	%	Female	%
	335	259	77	76	23

2.3 Garda Staff Strengths (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	2	67	0	0
Chief Medical Officer	1	1	1	100	0	0	0	0
Director	3	3	1	33	2	67	0	0
PO	28	28	14	50	14	50	0	0
AP	89	89	40	45	49	55	0	0
HEO	202	200.8	76	38	126	62	0	0
AO	17	17	9	53	8	47	0	0
EO	842	831.1	258	31	584	69	0	0
CO	1,971	1,904	518	26	1,453	74	0	0
Total	3,157	3,077.9	918	29	2,239	71	0	0
	Total	WTE*	Male	%	Female	%	Undisclosed	%
Professional/Technical (including Chief Medical Officer)	59	58.6	34	58	25	42	0	0
Administrative **	3156	3076.9	917	29	2239	71	0	0
Industrial/Non Industrial	311	202.2	98	32	213	68	0	0
Total	3,526	3,337.7	1,049	29.8	2,477	70.2	0	0
Of which	Total	WTE*	Male	%	Female	%	Undisclosed	%
Maternity Leave	12	12	0	0	12	100	0	0
Unpaid Maternity Leave	9	9	0	0	9	100	0	0
Paternity Leave	0	0	0	0	0	0	0	0
Secondment/Exchange	0	0	0	0	0	0	0	0
Available Total	3,505	3,316.7	1,049	29.9	2,456	70.1	0	0

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

** Civil Service grades and other administrative posts.

Work Sharing ***	Total	WTE	Male	%	Female	%	Undisclosed	%
	300	78.7	*	*	292	97	0	0

*** Work-sharing figure excludes industrial/non-industrial staff, as many such posts are part-time.

* Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%	Undisclosed	%
	39	20	*	21	31	79	0	0

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

Parental Leave

01.4.2024–30.4.2024	Garda Members	Garda Staff
	99	79

Garda Staff assigned and commenced – as at 30 April 2024

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
	Total number of vacancies filled since 01/01/2024*	83	50	74	59								

*Adjustments to figure previously reported above may occur when promotions are notified at a later date. These include: backfills, new, reassignments and fractional reassignments.

Persons suspended from An Garda Síochána

Suspensions – 30 April 2024					
Year	New Suspensions	Lifted	Ended (Resignation /Retirement)	Dismissal	Total (Lifted/ Ended/ Dismissal)
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	2	13	5	0	18

Garda Staff transfers out of An Garda Síochána (up to 30/04/2024)

The record includes figures up to 30 April 2024. Figures 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 between from 06/01/2023 to 06/07/2023)

Type	2021	2022	2023	2024*
Mobility	42	115	131	40
Promotion	47	66	65	18
Open Comp.	0	6	14	16
Totals	89	187	210	74
<i>*Year to date</i>				

Grade	2022	2023	2024*
CO	115	129	41
EO	59	51	13
HEO	6	11	10
AO	2	6	2
AP	4	11	7
PO	1	2	1
Totals	187	210	74

Garda College

Monday 8 April 2024 saw the arrival of 186 Trainee Gardaí to the Garda College, Templemore - Intake 24.1.

German Trainees visited the Garda College and were given a tour and overview of An Garda Síochána training.



The National Workplace Wellbeing day on the 26 April 2024 was positively supported by The Garda College Management. It was marked firstly by a guided Walk and Talk on the benefits of Wellbeing to Templemore Town Park. In the afternoon Mr. Niall Breslin gave a talk and had a Q & A on the benefits of Wellbeing which was well attended by Trainees and Garda College Staff.



On 24 April 2024 four Trainees took part in the 4 Nations rugby match between An Garda Síochána and Police in Scotland.



Garda Trainees Jack O' Rourke, Michael Sheehan, Josh Rowland and Robert Teape

On 27 April 2024 seven Trainees took part in the charity 'Push for Paul' event in aid of Paul Murphy who is battling Mitochondrial Myopathy.



Charles Maher, Kevin Ryan, Ross Donnellan, William Flood, Clodagh McManamon, Sean McGuir and Conor Moylette accompanied by Garda Instructor Theresa Wedel.

Digital Learning Hub at the Garda College

The following Projects were worked on by members of the Digital Learning Hub (DLH) through April 2024:

- Roads Policing, supported by DLH studio, recorded content for the Out of Vehicle Safety Training (OVST) eLearning. Work is continuing on this important project which will support the safety of members.
- DLH are collaborating with IT and RDMS to enhance integration between GETS and RDMS. This will focus on effective allocation of members to duties depending on training levels.
- Cultural Awareness Diversity eLearning has been completed.
- Recorded content for a joint Garda/PSNI Community Policing Project for the Tanzanian Police.
- Recorded an eLearning course based on the Code of Practice for Body Worn Cameras.

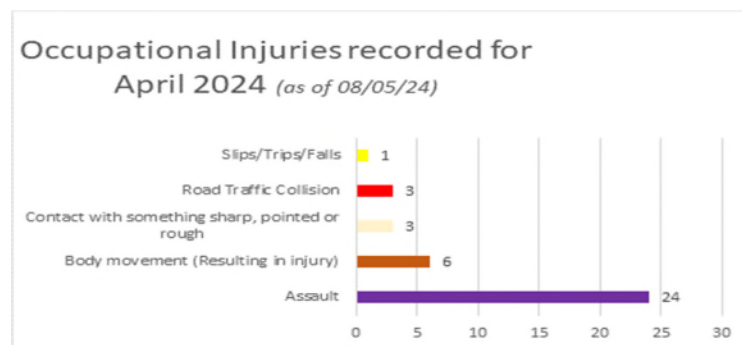
Employee Assistance Service (EAS)

- The table below outlines the various activities carried out by the Employee Assistance Service in April 2024:

Date	Work Type	Location
02/04/2024	Probationers presentation	Kevin Street G/S
08/04/2024	Sergeants Meeting - Pre Tour Parade	Newbridge G/S
11/04/2024	Presentation to Mental Health First Aid Course on Employee Assistance	Letterkenny
11/04/2024	Sergeants Promotional presentation	Nenagh Abbey Court
16/04/2024	Requested to assist CPD re: talk on Services EAS	Tallaght Plaza
17/04/2024	EAS Presentation on Mental Health First Aid	Claremorris
19/04/2024	Pre Tour Parade Presentation	Gort G/S
19/04/2024	Presentation on Psychological Supervision to all new trainees in the DMR South Central DPSU	Angier Street College
23/04/2024	Group Welfare Intervention (CISM)	Claremorris G/S
24/04/2024	Probationer Meeting re: EAS Services	Shankill Station
24/04/2024	Inspector's Promotion	Killeshin Hotel Portlaoise
25/04/2024	EAS Presentation on Mental Health First Aid	Middleton PH
25/04/2024	Probationer Presentation (Classes 234 & 241)	Garda College
26/04/2024	Workplace Wellbeing Seminar (Walk, Coffee etc.)	Kilmeaden
26/04/2024	EAO Information and wellbeing session (2 x 1 hour sessions)	HR Directorate Athlumney House
26/04/2024	Wellness Walk & Talk	Garda College
26/04/2024	National wellbeing day	Naas Garda Station
29/04/2024	Specialist Interviewers Presentation on Blue Button	Virtual
30/04/2024	Wellness Days-Superintendents	Maynooth
30/04/2024	ASIST Workshop	Garda College

Health and Safety

There were 37 Occupational Injuries recorded for April 2024. There were 62 incidents created in April 2024 on the National Incident Management System (NIMS).



Overseas Office

An Garda Síochána currently has 15 members on United Nations Mission in Cyprus. Three of these members were due to complete their mission in April 2024 but were granted 6 month extensions. A new contingent of five members travelled on 23 April 2024 to commence their 12-month mission.

3. Information and Communications Technology

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

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

As part of the next phase of the GardaSAFE programme, ICT has implemented an enterprise mapping platform for An Garda Síochána. On-screen mapping is a key feature of the new GardaSAFE system providing a visualisation of key data for the Dispatchers and Call Takers in our Regional Control Centres including the locations of calls, incidents and responders. The system also provides a secure solution for the development and presentation of geo-data for the organisation including boundary maps, station locations and event management. ICT continue to support the embedding of Garda SAFE to our frontline personnel.

Body Worn Cameras (BWC) and Digital Evidence Management (DEMS)

Body Worn Cameras (BWCs) will be introduced in An Garda Síochána in line with our Digital Strategy. Body Worn Cameras will be operational in a Proof of Concept (POC), using three separate vendors in Dublin, Limerick and Waterford. The Garda stations taking part in the trial are Store Street (DMR North Central), Kevin Street, Pearse Street, (DMR South Central), Henry Street (Limerick) and Waterford City.

Legislation and stakeholder engagement are advancing with external stakeholders. Docking stations have been set up in each station taking part - 100 cameras in Store Street (DMR North Central), 50 cameras in Kevin Street and 50 Cameras in Pearse Street, (DMR South Central). The Senior Leadership Team (SLT) were given a demonstration on 30 April 2024 on the capabilities of Body Worn Cameras and the underlying Digital Evidence Management Systems (DEMS).



Body Worn Cameras (BWCs) at Kevin Street Garda Station, Store Street Garda Station and Pearse Street Garda Station.



Tim Willoughby demonstrating the capabilities of BWCs to the SLT

Mobile App Development – Vehicle Insurance

The vehicle insurance app continues to be successfully deployed to member's mobility devices providing private insurance policy data. The successful detections, many of which were supported by this app, are documented later in this report.

Fleet policy data is expected to be piloted in the summer, once the Fleet data is available from the insurance companies. ICT is currently preparing the necessary software changes to handle the Fleet policy data.

Human Resource Information System (HRIS)

The project from an ICT perspective involves the procurement of a Human Capital Management (HCM) system. This supports a wider modernisation of HR business processes as part of the HR Information System (HRIS). A Project Steering Committee, under the chair of Acting Executive Director of HRPD, meets on a regular basis to progress the project. Workshops with HR, which will be used to develop the request for tender document, commenced on 15 April 2024

Roster and Duty Management System (RDMS) Deployment

The rollout of RDMS across An Garda Síochána has successfully concluded. ICT is progressing efforts to enhance the capacity of RDMS to ensure optimal effectiveness for An Garda Síochána.

ESRI Ireland Customer Success Awards

The GardaSAFE project team were shortlisted for the ESRI Ireland Customer Success Awards for their implementation of a map layer which displays the location of every Eircode in Ireland within GardaSAFE. This has greatly enhanced the ability to locate incidents and calls for our assistance and helps our responders get to the people who need us as quickly as possible.



(L to R): Sgt Fergal McLoughlin (GardaSAFE team), Aeneas Leane (Director ICT), Insp Martin Walsh (GardaSAFE team), Fintan Brady (GardaSAFE Programme Lead), Stephen Amith (GardaSAFE Support Manager)

4. Corporate Communications

Throughout the month of April 2024, the Office of Corporate Communications continued to communicate internally and externally on a broad range of policing activities undertaken by An Garda Síochána nationwide in our mission to keep people safe.

The Office of Corporate Communications supported a number of high-level communications and campaigns including media briefings and press releases promoting national road safety campaigns during the Easter period. Here, a focus was placed on enforcement for drink and drug driving, speed, driving without a seatbelt and the use of mobile phones while driving.

Supporting this work, this office launched a video series on distracted driving on TikTok, which was shared across other social media platforms, showcasing work ongoing in the area of detection, which served to illustrate examples of distracted driving and the potential dangers associated with this.

This series was very successful receiving a total of 2.80 million views, and reaching more than 2 million people. In particular, it proved most popular among a younger audience, with 43.8% of the engagement in the 18 to 34 age range.

In the area of recruitment, social media posts highlighted new recruits at a recent graduation and promoted number of Garda Staff recruitment campaigns, including an article on Garda Staff recruitment in the April 2024 edition of Eolas Magazine.

The Office of Corporate Communication continued to support investigators in highlighting the work being carried out including providing updates in respect of a Serious Public Order Incident in Newtownmountkennedy, Wicklow on 25 April 2024. Meanwhile, social media content was also generated around promoting internal activities such as public order training, which took place during the month of April 2024.

Media Briefings: 2024 Easter Bank Holiday Road Safety Enforcement Operation



Chief Supt Jane Humphries National Roads Policing Bureau together with Minister Jack Chambers, T.D., Professional Cyclist Imogen Cotter and RSA Chief Executive Sam Waide

Working to communicate key road safety messaging in advance and over the course of the Easter period, this office conducted a media briefing in conjunction with the RSA, which was facilitated by Chief Supt Humphries, National Roads Policing Bureau together with Minister Jack Chambers T.D., pictured above.

Community Engagement /Roads Safety Outreach: Road Safety Reimagined Awards Presentation Event University of Limerick 16 April 2024



Superintendent Liam Geraghty Garda Press Officer speaking to media at University of Limerick during the 2024 Roads Safety Reimagined Awards ceremony in Limerick on April 16.



Sgt Tony Miniter Limerick Garda Division co-founder of Roads Safety Reimagined pictured with award winners at the 2024 Roads Safety Reimagined Awards Ceremony held in University of Limerick, Limerick.

On Tuesday 16 April 2024, students from the University of Limerick, South East Technological University, Maynooth University showcased their Road Safety Reimagined projects highlighting the dangers posed by drug driving. This road safety initiative, is led by An Garda Síochána and the University of Limerick, and this year saw 800 students across Ireland engaging in a potentially lifesaving project as part of Road Safety Reimagined. It is hoped to showcase the winning projects in the coming weeks on our social media channels. The overall winning concept was devised by students from Maynooth University. Entitled ‘Chances of you getting home safe aren’t as high as you are’, they utilized an image of a dice to stress the unpredictability of drug driving.

Proactive Campaigns: Go Purple Day Launch Navan Garda Station - 19 April 2024



(L-R) Garda Stacey Looby, Minister for Justice Helen McEntee T.D., Assistant Commissioner Eastern Region Paul Cleary and Cathaoirleach of Meath County Council Tommy Reilly

In advance of the fifth Go Purple Day, which helps to raise awareness about domestic abuse and local domestic abuse services, this office supported an official launch event on Friday 19 April 2024 in Navan Garda Station, which was attended by the Minister for Justice Helen McEntee T.D. The colour purple has become closely associated with bringing about an end to domestic violence.

Notable interviews with media in April 2024:

Requestor / Media Outlet	Topic	Interviewee	Date Published/Broadcast
Sean Dunne – Drivetime RTÉ	Easter Bank Holiday Road Safety Campaign	Chief Superintendent Jane Humphries	02/04/2024
Peter O’Connell – Morning Ireland RTÉ	Investment Fraud in 2023	Detective Superintendent Michael Cryan	04/04/2024
Caroline Orr – Highland Radio	Investment Fraud in 2023	Detective Superintendent Michael Cryan	05/04/2024
Sinead Hubble – Midlands 103	Operation Soteria and Knife Crime	Sergeant Graham Kavanagh	18/04/2024
Emma Tyrrell – 98FM	Operation Stargrew (with Europol) targeting organised fraud	Detective Superintendent Michael Cryan	18/04/2024
Dave Sherry – Drivetime RTÉ	Operation Stargrew (with Europol) targeting organised fraud	Detective Superintendent Michael Cryan	18/04/2024
Moira Hannon – Morning Ireland RTÉ	National Slow Down Day	Superintendent Liam Geraghty	19/04/2024

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.

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

There were numerous press releases related to successful operations undertaken by the organisation including the following drug and cash seizures: €2.4m cannabis seized by GNDOCB and Revenue in Co Meath on 23 April 2024; €890,000 cannabis seized and arrests effected in Galway on 19 April 2024; €700,000 cannabis seized and arrests, Co. Roscommon on 9 April 2024; €500,000 in cash seized and Arrest made as part of GNDOCB Organised Crime Operation Dublin City on 12 April 2024.

Internal Communications

During April 2024, An Garda Síochána internal communications team delivered 10 comprehensive Newsbeat updates and one leadership update which related to the Serious Public Order Incident in Newtown Mount Kennedy.

Key highlights from regular Newsbeat updates include:

- Update on the Public Service Agreement pay increases 2024.
- Article on the 30 minutes of high visibility roads policing operations by all uniform Gardaí, core and non-core.
- Go Purple Day was officially launched in Navan.
- Recognition of An Garda Síochána’s achievements, having been shortlisted twice in the Internal Communications and Engagement Awards 2024, the Civil Service Awards, ESRI Ireland Customer Success Awards and the Workplace Excellence Awards 2024.

- Information on new round shields being provided to Public Order Units.
- Coverage of National Workplace Wellbeing Day and related events being organised by An Garda Síochána for personnel.
- An article on a Galway event highlighting the valuable work of Garda Reserves.



Garda Portal

The Garda Portal and digital signage received ongoing content updates, and these digital displays, including screensavers and portal banners, were visible on desktops across the organisation.

Key updates delivered to personnel included:

1. Reminder of the upcoming Go Purple Day.
2. Information on the online submission platform for reporting anti-corruption.
3. Screensaver featuring Newsbeat, our internal newsletter.
4. PALF deadline.

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). 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. These communications may include public information regarding traffic disruption, public appeals for information, alerts i.e. CRI alerts, and campaigns.

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

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.

Top Monthly Post Per Channel



Facebook - @AnGardaSíochána

Post Engagement: 186,508/ Reach: 2,070,771

An Garda Síochána
Published by Michael Staines · April 17 at 1:24 PM ·

Passing the driving test makes you a qualified driver, but not an experienced one. N-plates let the motorists around you know that they must be particularly cautious as you are a novice driver. After passing your test, it is a legal requirement to display N-plates for two years. #SaferRoads

1:19 / 2:17

Post Impressions	Post reach	Engagement
2,070,771	2,070,771	186,508



Instagram - @GardaInsta

Post Engagement/Reach: 36,880

1,948 likes, 66 comments, 57 shares

Overview

Accounts reached	36,880
Accounts engaged	-
Profile activity	200

Reach

36,880 Accounts reached

98.9% Followers, 1.1% Non-Followers

Impressions

From Home	44,064
	41,173

1,948 likes
gardainsta We continue to resource and train our Garda Public Order Units.

Those that are trained in public order are predominantly drawn from frontline resources and are deployed on both planned, proactive operations and reactive operational activity in support of their colleagues working on the frontline.

In addition to the increased strength incapacitant spray which was issued to all Gardaí in February, Public Order Units now use larger capacity canisters of incapacitant spray like those photographed here.

Our Public Order Units have also commenced training with these smaller round public order shields which facilitate more mobile public order tactics and response.

As an organisation, we continue to listen to, resource, equip and train frontline Gardaí to keep both our own members and the public safe.

#KeepingPeopleSafe
View all 66 comments



X - @GardaTraffic

Post Engagement: 6,501 / Reach: 195,346



Impressions	Engagements	Engagement rate
195,346	6,501	3.3%



LinkedIn – An Garda Síochána LinkedIn

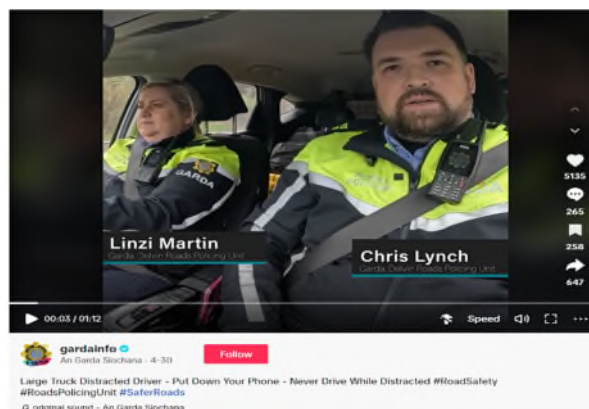
Post Engagement /Reach: 14,890



TikTok – @GardaInfo

5 videos were posted during the month of April in respect of our Distracted Driving Video series.

- Total Series Views: 2.80m
- Series Reach: 2.01m
- Series Engagement: 98,090
- Series Engagement Rate: 14.9%



5. Implementation of Cultural Change

Culture Reform Programme

On 25 January 2024, the Senior Leadership Team approved an implementation plan stemming from the last Culture Audit and GECB continue to progress the next steps in the Culture Reform in An Garda Síochána. GECB convened a meeting of the Culture Audit Steering Group on 23 April 2024 and sought updates from the business owners of each initiative on progress of how they implemented the plan in Quarter 1 2024.

Arising from the implementation plan was the development of the Garda Occupation and Wellbeing Directorate which has led to An Garda Síochána being shortlisted as a finalist in the Workplace Excellence Awards 2024 in the category of Excellence in Mental Health and Workplace Wellbeing.

As of 1 May 2024, 98% of An Garda Síochána personnel have affirmed their commitment to the Garda Code of Ethics.

Enhancing Professional Conduct

Edition 5 of 'Learning the Lesson' was published on Newsbeat on the 30 April 2024, titled 'Professional Boundaries and Abuse of Power for Sexual Gain'. A one-page aide memoire was forwarded to each Sergeant and Executive Officer in An Garda Síochána suggesting that it be discussed at team/unit briefing, parade or Performance and Accountability Framework meetings. The Lessons Learned Working Group met on 15 April 2024 to discuss the topic for the next Lessons Learned publication.

6. Risk Management

An Garda Síochána Corporate Risk Register captures 11 principal 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, Risk and Policy Committee (RPC), and supported by the Garda Risk Management Unit (GRMU).

During the month of April 2024, the Garda Risk Management Unit (GRMU);

- Held one-to-one meetings with all corporate risk owners/support staff, to assist in the review and update of their risk registers.
- Issued a 'Risk Champion Network' bulletin.
- Continue to roll out an initiative to improve and embed risk management under the Performance Assurance Functional Area in the Operating Model Divisions. GRMU conduct Risk Management Refresher Training and Risk Register Development Workshops with Performance Assurance Functional Area Personnel.
 - GRMU delivered a Risk Management presentation to Performance Assurance Functional Area of the Wicklow Wexford Division.
- Delivered system familiarisations/briefings in relation to the 'e-Risk' ICT system to the Chief Superintendents of the DMR Region.
- Delivered a Risk Management briefing as part of the Executive Officer Development course and the Inspector's Development course.

7. Data Quality and Operational Value of Data

GISC Update

A new class of nine GISC Incident Creation Representatives (ICRs) began in GISC with training commencing for the class on 22 April 2024. GISC provided a Briefing on Incident Outcomes in the North Western Region on 25 April 2024. Further briefings are planned for the other Regions in the coming weeks.

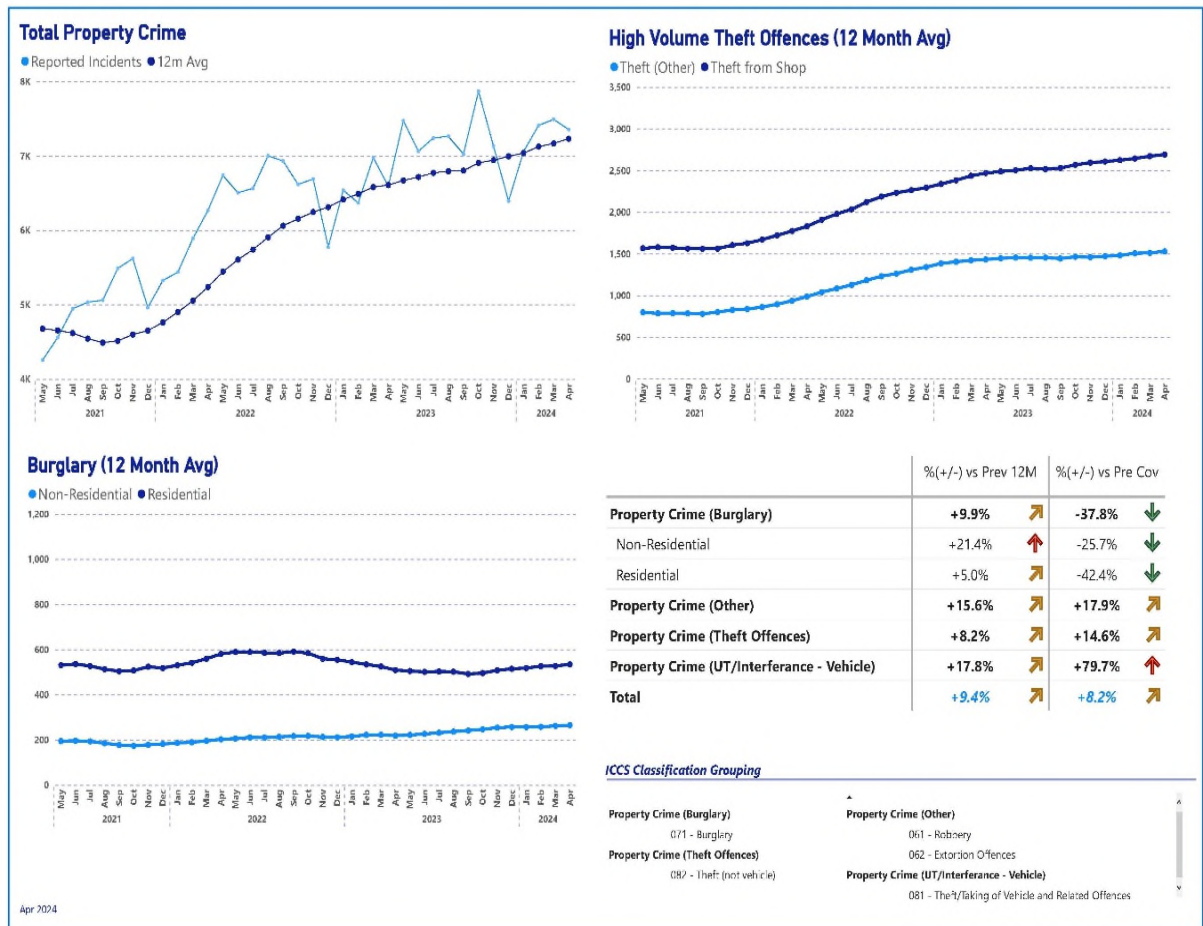
Data Quality and Operational Value of Data

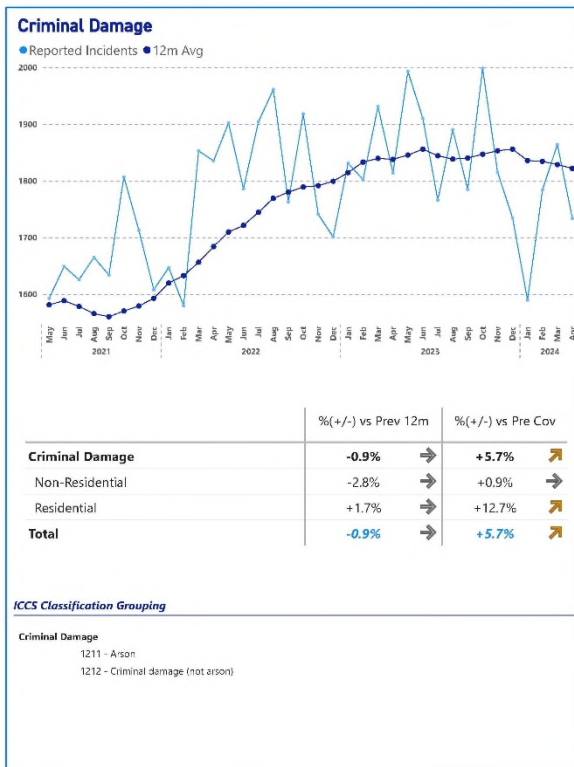
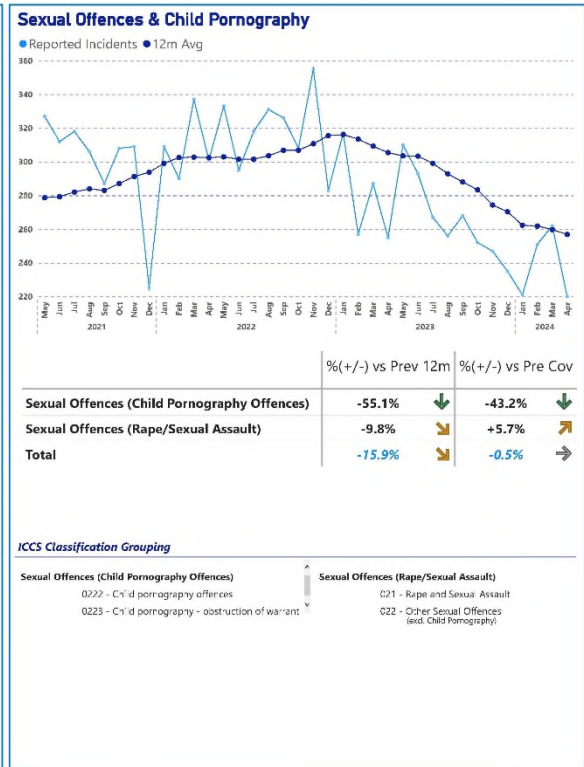
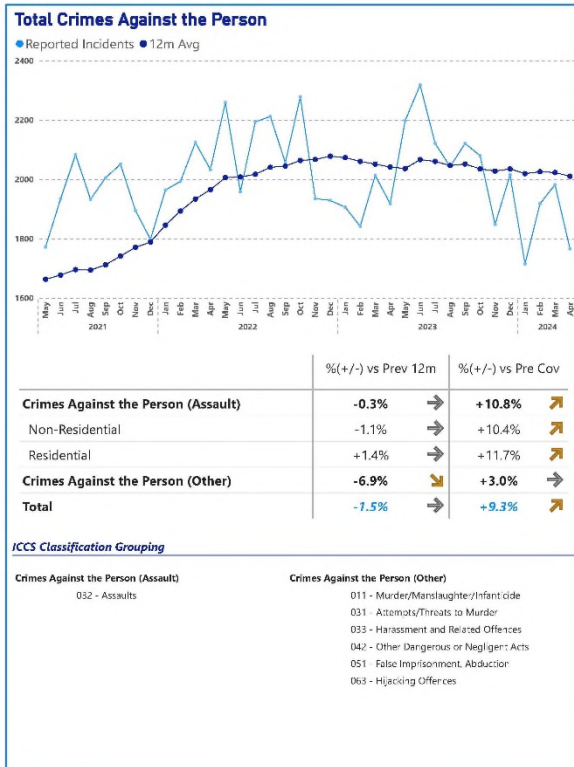
The data quality metrics for April 2024 are available at the link below:

Link: [AGS Crime Incident Data Quality Metrics 30 April 2024 \(garda.ie\)](https://garda.ie/AGS-Crime-Incident-Data-Quality-Metrics-30-April-2024)

Crime Trends

GSAS 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.





Garda National Vetting Bureau Update

Vetting

Garda Standard Vetting average turnaround times continue at 6 working days once an application is received. There were 212,835 Garda Vetting Applications received to end of April 2024. There is a 9% year on year increase on vetting applications received to end of April 2024.

Compliance

- 1,334 Role Relevancy Checks were carried out by our Compliance Team in April 2024 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 (GNVB) carried out 2 Compliance Inspections in relevant organisations in the month of April 2024.

European Criminal Records Information System (ECRIS)

- 101 requests from operational Garda Members for criminal record information in respect of nationals of EU member states who are being investigated/prosecuted by An Garda Síochána were processed by the ECRIS section of the GNVB in April 2024. This criminal record information is significant in the successful investigation/prosecution of individuals here and also allows courts to make more informed sentencing decisions.

9. Policing Challenges

Roads Policing Enforcement

The contribution of all members of An Garda Síochána to roads enforcement is well established. In 2023, non-roads policing Gardaí were responsible for 70% of all driving under the influence detections and almost one quarter of all mobile phone, seatbelt and speeding offence detections.

Notwithstanding that, in response to the upward trend of road fatalities a number of key initiatives were implemented including the a 30 minute roads high visibility initiative by each uniform member of An Garda Síochána. Reporting on the increase in detections has been reported in a number of public forums. However of note there were:

- 55% increase in fixed charge notices for mobile phone use
- 40% increase in the number of breath tests at MIT checkpoints
- 17% increase in those detected driving under the influence
- 30% increase in the number of vehicles seized under S.41 of the Road Traffic Acts

13,000 Gardaí working frontline have the capacity to check vehicle insurance status while on the roadside utilising the Garda Mobility App. Since its introduction, the new system has led to the seizure of 7,307 vehicles since January 2024, with 1,840 vehicles were seized for no insurance in the month of April.

Divisions	Apr-24
Clare/Tipperary	74
Cork City	98
Cork North	32
Cork West	21
D.M.R. Eastern	29
D.M.R. North Central	91
D.M.R. Northern	172
D.M.R. South Central	80
D.M.R. Southern	136
D.M.R. Western	253
Donegal	40
Galway Div	100
Kerry	37
Kildare Div	84
Laois/Offaly	49
Limerick	85
Louth/Cavan/Monaghan	101
Mayo/Roscommon/Longford	90
Meath/Westmeath	93
Sligo/Leitrim	31
Waterford/Kilkenny/Carlow	63
Wexford/Wicklow	81
Grand Total	1840

Immigration Policing

An Garda Síochána continue to respond to immigration policing challenges. GNIB continue to work cohesively with other stakeholders in this area. Additionally, a member of GNIB is operationally deployed in Belfast supporting immigration investigations.

GNIB focus investigations to prevent abuse of the Common Travel Area (CTA), investigate facilitators involved in the smuggling of persons illegally across the Irish border, and returning persons to the UK whom have been refused leave to land in Ireland (having been detected arriving illegally into Ireland and have not claimed international protection). Persons have been detected travelling across the Irish border using a variety of modes of transport; including buses, trains, private cars, taxis and rental cars.

In Q4 of 2023 GNIB conducted 11 Days of Action, with a further 9 Days of Action in Q1 of 2024. This consists of significant checkpoint operations on the M1 motorway, which have resulted in the inspection of 172 vehicles and 102 people being detected entering the State without the requisite visas or identity documents. Immigration Enforcement Teams from the Home Office, Northern Ireland and mainland UK provide assistance. During these Operations all persons entering Ireland illegally were refused leave to land (RLTL) and returned to the UK by ferry from Dublin Port to Holyhead. A small portion were returned to Belfast, where it was confirmed that they were resident in Northern Ireland.

GNIB have established an operation to identify and prosecute non-nationals that enter the State with no documents. To date there have been 101 prosecutions, with an associated 163 charges and breakdown of the results of the Court case shown in the below table:

Court Outcome	No (from the 76 arrested)
Convicted & Sentenced	62
Facts heard and case Struck Out/Dismissed	13
Remanded in Custody	21
Bench Warrant issued	3
Convicted & Fine	1
<i>Pending results</i>	<i>1</i>

10. Community Engagement and Organisational Initiatives

Safety briefing provided to the National Union of Journalists

On 8 April 2024, the Garda National Crime Prevention Unit provided a safety briefing to the National Union of Journalists. Crime prevention and safety advice in addition to advice regarding online abuse experienced by members of the press was the main thread of the assembly. Concerns regarding personal safety, protests and online harassment and abuse were covered in a Q&A session. While discussing the reporting process for the Media Engagement Group, attendees were encouraged by An Garda Síochána to continue to report crimes.

International Roma Day

To mark International Roma Day on 8 April 2024, the Garda National Diversity Unit attended an event hosted by Musicantia Roma in the Lark Centre, Balbriggan. Minister Joe O'Brien T.D., along with other government representatives addressed the event. Musicantia's Angel Choir and Big Band along with a variety of other young musicians were on hand to provide the entertainment.

The 2nd Annual North-South PSNI/An Garda Síochána Operational Conference

On 9 April 2024, personnel from the Garda National Community Policing Unit participated in the 2nd Annual North-South PSNI/An Garda Síochána Operational Conference at Armagh City Hotel. Presentations were delivered on public disorder in Dublin City Centre, Community Impact Assessments, Road Safety and Problem Solving in Operational Policing - Theory and Case Studies. This conference afforded members of An Garda Síochána and the PSNI a valuable learning opportunity by way of sharing ideas and best practice advice from their respective experiences.

An Garda Síochána engagement event in collaboration with Deliveroo

On 10 April 2024, An Garda Síochána, in collaboration with Deliveroo, hosted an event to engage with both management and delivery riders. Among the relevant concerns discussed were personal safety, vehicle safety, road safety and crime prevention. At the event, Deliveroo riders were encouraged to have their bicycles and motorised cycles engraved by the Property Marking Machine.



The Migrant Expo and Job Fair in Dublin

On 11 April 2024, An Garda Síochána participated in a Garda information and engagement stand at the Migrant Expo and Job Fair in Dublin, organised by the New Communities Partnership aimed at recruiting jobseekers from diverse backgrounds. Members engaged with the participants on issues such as hate crime, Garda recruitment and the work of national units.

Travellers Transforming Conflict Conference

On 16 April 2024, the Garda National Diversity Unit participated in the Travellers Transforming Conflict Conference in Dublin Castle, organised by the Traveller Counselling Service in partnership with Exchange House Ireland and the Traveller Mediation Service. The conference explored the impact of inter-family conflict on Traveller mental health.

Joint Agency Response to Crime Bridge – Change Works Open Day

On 19 April 2024, the Garda National Offender Recidivism Unit participated in the Joint Agency Response to Crime (JARC) Bridge - Change Works Open Day at the Bridge Project in Francis Street, Dublin 8. Serving the Greater Dublin Metropolitan Area, the Bridge Project is a community-based alternative to custody for adult males with a history of offending. Bridge is a limited company with charitable status and is overseen by a voluntary Board comprising of inter-agency representatives, including the Probation Service and the City of Dublin Education and Training Board, core funders for the project. Participants may be referred directly from the Courts, the prison service or Probation Officers.

The Limerick School Attendance Conference

On 25 April 2024, the Garda National Youth Diversion Bureau attended the Limerick School Attendance Conference. This event was the culmination of a two-year inter-agency collaboration between multiple partners across all areas of child and family services in the community and statutory sector. A research-based resource for working with children to address school avoidance/truancy was launched. It is intended for the resource to provide information and advice for dealing with a minor who has difficulties attending school.

11. Operating Model

Thirteen Divisions have fully commenced the four functional area structures (Business Services, Performance Assurance, Crime and Community Engagement). Progress continues with Business Services Functional Area (BSFA) and Performance Assurance Functional Area (PAFA) implementation across the remaining eight Divisions, with preparation continuing to transition DMR West to the Operating Model structure on 26 May 2024.

The following 13 divisions are operating in the four Functional Area structure.

- | | |
|-------------------------------|--------------------------|
| i. Cork City | viii. DMR South Central |
| ii. Kerry | ix. Clare/Tipperary |
| iii. Galway | x. Meath/Westmeath |
| iv. Limerick | xi. Louth/Cavan/Monaghan |
| v. Mayo/Roscommon/Longford | xii. DMR North Central |
| vi. Waterford/Kilkenny/Carlow | xiii. Wexford/Wicklow |
| vii. DMR South | |

Business Services and Performance Assurance

Twenty-one Divisions have commenced implementation of Business Services.

The implementation of the Performance Assurance Functional Area standardised processes in the thirteen fully commenced Operating Model Divisions is ongoing. In addition, Superintendents have been assigned to Performance Assurance in the DMR West, DMR East, DMR North, Laois/Offaly and Kildare/Carlow Divisions. They have commenced utilising the Performance Assurance standardised processes and are at various stages of implementation within these Divisions.

Current Emerging Issues

Across all Divisions, the mobility of Garda Staff at EO and CO grades is having a significant impact on the implementation of the Functional Areas due to the increasing number of sanctioned and backfill vacancies. However, an open competition for Clerical Officer/Temporary Clerical Officer has resulted in a successful candidate pipeline which can be drawn from when vacancies arise. The mobility of a number of Assistant Principals along with retirements/promotions at this grade is having an impact on the implementation of the Business Services Functional Areas.

The Assistant Commissioners are working with the Deputy Commissioner Policing Operations to ensure the optimum number of Superintendents and Inspectors are assigned to each Division to support successful implementation.



An Garda Síochána Mental Health First Aid Programme



- The second cohort of participants in the Mental Health First Aid (MHFA) Instructor Training course, under the Garda Síochána Mental Health First Aid Programme, have commenced delivering the required pre-accreditation standard 2-day MHFA training to Garda personnel.
- MHFA Ireland considers MHFA Instructor trainees within An Garda Síochána as provisional MHFA Instructors until they have co-delivered the mandatory pre-accreditation standard two-day MHFA course on two occasions to groups of 20 participants.
- These courses are being delivered, in their Divisions, in May and June 2024.
- From January 2024 to end of May 2024, the first two cohorts of MHFA Training Facilitators will have delivered MHFA to 909 Garda personnel across the organisation.
- The expectation is that when fully accredited, these Garda Síochána MHFA Training Facilitators will continue to deliver the standard 2-day MHFA training to Garda personnel in the coming years as the programme roll out takes place across the organisation.
- In May 2024, the Garda National Wellbeing Office in Garda Occupational Health and Wellbeing will open the Expression of Interest to the whole organisation for Garda personnel to become Garda Síochána MHFA Training Facilitators.