



An Garda Síochána
Monthly Report to the Policing Authority

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

February 2019

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
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Bí linn/Join us  

Ms. Helen Hall
Chief Executive
Policing Authority

Dear Ms. Hall

Re: Commissioner's Monthly Report to the Policing Authority

I am pleased to provide the second monthly report for 2019 which outlines the key aspects of the administration and operation of An Garda Síochána, in accordance with Section 41A of the Garda Síochána Act 2005, as amended.

Work continues monthly to provide additional and updated data in accordance with requests of members of the Policing Authority. You will note that this month's report includes further HR data in Section 2. Section 7 now includes incident data extracted from the PULSE system for the past five years. The inclusion of five year crime data provides a richer context with clearer trends than a simple, annual, year on year comparison. As you will be aware, crime incident figures extracted from PULSE and the associated trends are based on provisional data. The CSO publications represent the official crime statistics and these are outlined in the CSO's quarterly publications of crime trends and their annual reports. We will continue to engage with you throughout 2019 to incorporate your requirements, to enhance the monthly report and to streamline reporting generally.

You will note that in Section 8, the MRP Status Overview for January 2019 contains a reduction in the number of projects reported on. We are operating our core reporting mechanisms on projects being

prioritised, incorporating recommendations of the Commission on the Future of Policing in Ireland. The Policing Plan will also capture activities and status related to some of our projects.

We are currently considering how we will best progress the Organisation's priorities while at the same time ensure that the Policing Authority is sighted on all relevant projects and is supported in fulfilling its oversight role. There will be full discussion with the Authority in relation to reporting requirements as we finalise the new Strategy Statement and Policing Plan. Detail of any additional project status not outlined in our core reporting will be provided as required.

The Garda Reserve Strategy is in development and is expected to be finalised in Quarter 2, 2019. The Strategy will address the development of five high-level deliverable goals:

- Oversight, Governance and Management
- Community Policing Framework
- Performance Recognition and Incentives
- Recruitment, Equality, Diversity and Inclusion
- Appropriate Training and Learning

An Garda Síochána plans to recruit 100 Reserves in Q1, 2019. The first phase of the Reserve Training Programme is scheduled to take place on 23 and 24 March 2019.

As at 21 February 2019, 92 candidates have been offered a place on the Programme and 72 have accepted the offer. Work is continuing to fill the remaining 28 places. Medicals are scheduled, vetting results are awaited and files are being reviewed. We are optimistic that we will achieve the Q1 commitment.

Yours sincerely

DERMOT MANN
CHIEF SUPERINTENDENT
OFFICE OF THE COMMISSIONER

February 2019

Message from the Commissioner

During January, a major focus for the Organisation was dealing with victims impacted by the outcome of our review of the youth referral process. As outlined at the meeting in public in January, this involved 2,492 individuals and 988 individual organisations who were victims of crime during the seven years examined that did not see their cases progressed properly. There are 3,489 children associated with the referrals not appropriately progressed who were also failed.

A significant amount of work had been undertaken in advance of the meeting in public to ensure we could provide victims with information required. This included the establishment of a helpline and liaison with the independent Crime Victims Helpline. The helpline received 35 relevant calls and 16 emails. In addition, where appropriate, we have started writing to each victim to apologise to them and over 4,000 letters have been sent so far. To date, 57 victims, mainly of serious crimes, have received a personal visit and this remains on-going. Each of the children will also receive a letter from An Garda Síochána. Liaison with victims of crime and the children associated with the referrals will continue over the coming months.

The matter of individual accountability of the 3,230 serving Garda members associated with referrals not appropriately progressed is being examined by Divisional Officers on a case-by-case basis.

An Garda Síochána continues to implement the recommendations of the Commission on the Future of Policing in Ireland in line with the 2019 Implementation Plan, which was launched in mid-December 2018. Senior managers have been selected to ensure the implementation of each of the initiatives and progress is being made in a wide range of areas including local policing delivery, improving our disciplinary processes, introducing new ICT systems, such as the investigation management system, and reform of the roster.

The 2019 Implementation Plan sets us and other State agencies with challenging, but deliverable targets. I have made it clear to Garda senior management the importance of delivering on these plans because of the positive impact they will have on the communities we serve.

We have also been engaged in a consultation process in relation to the 2019 Policing Plan and 2019-2021 Strategy Statement, including setting our policing priorities for the next number of years. I look forward to finalising the Plan and Strategy Statement in consultation with the Policing Authority while taking into account the resource and capacity deployment required to deliver on the recommendations of the Commission on the Future of Policing in Ireland.

Operationally, there was significant good work to prevent and tackle crime locally and nationally. This included an anti-gangland operation with our colleagues in the UK's National Crime Agency, a seizure of Cannabis valued at €950,000 in Drogheda by the Drugs and Organised Crime Bureau and arrests for burglary by local units in Athlone, Ballyshannon and Ranelagh.

A wide-range of community engagement activities were also undertaken including warning older persons on the risks from rogue traders, and engaging with young people, communities and industry on important issues such as cyber bullying and online safety.

Financial Position - January 2019

The overall position at the end of January 2019 shows a total net expenditure of €139.4m. In accordance with instructions from DPER¹, the budget profile for January 2019 is the same as the actual expenditure for January 2019 and thus there are no variances. The profiles for the remainder of the year are being finalised and will be reflected in the February accounts.

The expenditure on overtime for January 2019 was €7.1m. In addition, there was €0.1m expended on overtime in the Garda College and therefore, a total Organisational overtime spend of just under €7.2m. This figure included €0.6m which relates to prior rosters in 2018, of which €0.45m relates to the roster ending on 2 December 2018. As it will be a very challenging financial year, all budget holders have been advised that they must keep within their allocations for the year.

Estate Management

PPP – New Stations at Sligo, Macroom, Clonmel and Custody Suite at Anglesea St. Garda Station

An Garda Síochána awaits the establishment of the Garda PPP Projects by the Department of Justice & Equality (DJE) and the National Development Finance Agency (NDFA). An Garda Síochána has met the DJE and NDFA following which the DJE sought the assistance of the OPW² to provide:

- The maps or plans of the sites acquired by the OPW for the new Garda Stations.
- Sketch designs for the new stations at Clonmel, Sligo and Macroom.
- Updated estimated costings for the above stations.

On receipt of the above data, the NDFA will undertake an assessment to determine the optimum arrangements for the Garda PPP bundle.

Developments in January 2019

- **Old Kevin St Garda Station (for STOC³):** Works have commenced on site, to be ready for occupation by mid-March 2019.
- **Modular Building Extension, Garda Headquarters:** Works have commenced on site, to be completed for occupation in March 2019.
- **Garda Water Unit, Athlone:** The tender process has recently been completed for new accommodation for the Garda Water Unit in Athlone and the contract has been awarded.

Development of the new purpose built Garda facility at Military Road

Part 9 Planning has been awarded for the new Garda facility at Military Road. The OPW will shortly begin site clearance works. Pre-qualification for the main contractor has been published on e-tenders and OJEU⁴. Military Road will not accommodate all Garda Units based at Harcourt Square and An Garda Síochána awaits OPW proposals regarding how this 'shortfall' in accommodation will be met.

¹ Department of Public Expenditure and Reform

² Office of Public Works

³ Special Tactics and Operations Command

⁴ Official Journal of the European Union

2 Human Resources and People Development (HRPD)

- Garda strengths at 31 January 2019 are set out to follow.
- A breakdown by rank, grade and gender is outlined.
- The Garda Trainee Recruitment Campaign continues.
- Work is ongoing on the recruitment to Garda Staff posts sanctioned by the Policing Authority.
- Information on the status of redeployment is outlined to follow.
- Details of numbers and vacancies in specified ranks are outlined at Appendices B and C.
- The number of Garda members reassigned to operational duties at 1 February 2019 is 261. A chart containing the rank breakdown is provided below.

Garda members reassigned to operational duties as at 1 February 2019

Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
0.5	4.5	15	42	199	261

Garda Strengths

Rank	At 31 January 2019	Male	Female	WTE
Commissioner	1	1		1
Deputy Commissioner	1	1		1
Assistant Commissioner	9	7	2	9
Chief Superintendent	45	37	8	45
Superintendent	161	146	15	161
Inspector	342	287	55	342
Sergeant	1993	1588	405	1990
Garda	11454	8187	3267	11399.5
Total	14,006	10,254	3,752	13,948.5

Of which		Male	Female
Career Breaks (incl. ICB)	90	40	50
Work-sharing	57.5	3	54.5
Secondments (Overseas etc.)	15	9	6
Maternity Leave	87		87
Unpaid Maternity Leave	45		45
Available Strength	13,711.5	10,202	3,509.5

Garda Reserves Strength as at 31 January 2019	Total	Male	Female
	526	387	139

Garda Staff

	Total	WTE*	Male	Female
Professional / Technical	55	54	32	23
Administrative **	2322	2215.3	516	1806
Industrial	432	259.2	130	302
Total	2809	2528.5	678	2131

Of which	Total		Male	Female
Career Breaks	17		3	14
Maternity Leave	19			19
Unpaid Maternity Leave	6			6
Available Total (excludes career break and maternity leave)	2,767	2,486.5	675	2,092

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

** Civil service grades and other administrative posts

Work Sharing ***	Total	Male	Female
	379	12	367

*** Work-sharing figure excludes Industrial/Non-Industrial staff. Many of these posts are part-time.

Civil Service Grades

Grade	Total	WTE	Male	Female
PO	16	16	10	6
AP	37	36.9	15	22
HEO	142	140.8	63	79
EO	405	394.4	89	316
CO	1715	1620.2	333	1382
Total	2315	2208.3	510	1805

Suspensions: Persons suspended from An Garda Síochána at 31 January 2019

Total	Male	Female
44	37	7

Sick Leave

Garda members unavailable for duty due to sick leave at 31 January 2019

Garda	Sergeant	Inspector	Assistant Commissioner	Total
560	53	3	1	617

Garda Staff unavailable for duty due to sick leave at 31 January 2019

CO Temp	CO	EO	HEO	AP	Teacher/Researcher	Professional	Total
1	71	15	2	1	2	1	93

- The total number of sick days recorded on SAMS (Sickness Absence Management System) is the number of calendar days that Garda members and Garda Staff are absent. This includes absences due to injury on duty / occupational injury and may also include weekends and rest days.
- Statistics provided are by rank/grade only, as SAMS reporting does not breakdown by gender profile.

Modernisation and Renewal Projects

- **Front Line Mobility:** After the successful completion of the Mobility Pilot in Limerick, a full review of the system configuration is currently in progress. The development of new functionality for checking NCT status of vehicles is now in the test phase.
- **PRUM:** ICT received a request from the Garda National Technical Bureau to enable the operational deployment of the technical solution with Austria. On 7 February 2019, PRUM functionality was enabled between Ireland and Austria. An Garda Síochána can now send and receive Dactyloscopic data with Austria.
- **Enterprise Content Management (ECM):** ECM Phase 2 deployment was completed in December 2018 and over 800 users have been provisioned with access to the system. The national rollout plan is being progressed and activities are underway to commence the next rollout phase to the Eastern Region, Southern Region and the Dublin Metropolitan Region (DMR).
- **Roster and Duty Management System (RDMS):** The RDMS Pilot ended on 3 December 2018. The evaluation of the Pilot is being collated, incorporating recommendations for National rollout, and is due to be submitted in February 2019. RDMS will continue as 'business as usual' within the DMR East Division while the approach is formalised to bring on-board the next Divisions.
- **Investigation Management System (IMS):** Go-live for IMS is scheduled for Q1 2019 with a national rollout planned throughout 2019. Phase 1 of the rollout will take place in the Waterford Division. Training in Waterford and a number of specialist sections took place in December 2018. Planning for Go-live and Post Go-Live Support is continuing.

BT Young Scientist & Technology Exhibition:

The 55th BT Young Scientist & Technology Exhibition took place in Dublin's RDS from 9 – 12 January 2019. This year, the Garda Síochána Mobility Project Team attended at the Garda stand to showcase the Garda 'Mobility' technology. The Minister for Justice & Equality, Charles Flanagan, TD was also in attendance at the BT Young Scientist Exhibition and received a demonstration of the Garda Mobility App and secure mobile device.



Garda Brian Duddy, Limerick Roads Policing demonstrates the Garda ANPR motorbike to the Minister for Justice & Equality.



Members of the public and students who attended the Exhibition got to try out some of the 'mobility' technology.



Statistical Review of Electronic Youth Referrals 2010 – 2017

In order to inform the public, the media and the Policing Authority of the outcome of the Garda Statistical Review of electronic youth referrals, a number of communication activities were undertaken. Firstly, the media received a technical briefing, under embargo, from senior officers on the nature and extent of the problem. They also spoke about the measures taken to resolve the issue and our plans to inform and support victims. Following this, the Commissioner provided a detailed briefing in public to the Policing Authority. This included a public apology to those affected by the problem. The Commissioner and the Chair of the Policing Authority then conducted a media briefing.

In conjunction with the Commissioner's briefing to the Policing Authority, details of the support being provided to victims and the number for the victims' helpline, set-up by An Garda Síochána, were published on our website and across our social media channels.

Public Awareness on Rogue Traders

Following an incident where an elderly person in Cork was pressured into buying a significant amount of electrical equipment, the Southern Region Communications Co-ordinator developed a press release on the incident. This included advice to the public on rogue traders and bogus callers. A video was also produced for use on Garda social media pages with the same advice. There was widespread coverage of the incident including interviews by Garda officers on RTE Radio News at One and the Tonight Show on Virgin Media. Total media coverage was independently estimated at 11 million views.

Public awareness on filming of road collisions

As a result of the distribution on social media of graphic footage of a fatal road collision on the M50, the Garda Press Office issued an appeal in the interests of those involved and their families. Interviews were provided to media including RTE Six One News to re-enforce the appeal and this was supported in public and on social media by the RSA.

On 5 February, An Garda Síochána tweeted an incident where a person was arrested in Dublin 8 for holding a mobile phone and filming while driving past the scene of a road collision.

Road Safety Campaigns

On Thursday 17 January 2019, Chief Superintendent Finbarr Murphy appeared on the Today Show with Maura and Dáithí to discuss the new law for unaccompanied learners, drink and drug driving and the rise in pedestrian fatalities last year.

Chief Superintendent Murphy highlighted;

- The need for pedestrians to take precautions when out walking/running etc. and to wear high visibility clothing.
- The penalties for unaccompanied learners and the owner of the vehicle.
- How drivers are tested for drugs/alcohol and the figures for arrests over the Christmas period.



2018 LIFESAVER OFFENCE REVIEW



Anti-organised crime operations

Assistant Commissioner, Special Crime Operations gave comment to the media on the successful joint operation in the UK between the Garda Drugs and Organised Crime Bureau and the National Crime Agency in the arrest of a senior Kinahan cartel member.

Following the conviction of a prominent gangland figure, the Chief Superintendent in charge of the investigation thanked the public for their support.

5 Progress update on the plan to embed the Code of Ethics

The delivery of Ethics Workshops is ongoing throughout the Organisation with 'mop up' workshops being held in Q1 2019 to reach remaining personnel who did not attend in 2018.

On 8 February 2019, a message to all staff from the Commissioner was published on the Garda Portal, to encourage attendance at workshops and sign up to the Code of Ethics. The Commissioner asked everyone in An Garda Síochána who has not yet been in a position to attend a Code of Ethics Workshop, to make a personal effort in the coming weeks to attend Workshops in their Divisions / Sections and sign the declaration form.

The Commissioner said that the commitment of all personnel signing up to the Code of Ethics is a powerful statement to our colleagues and to the public we serve, that these are the standards and commitments we live by and the standards that can be expected of us as we go about serving our communities.

We will continue to provide up to date statistics as workshops progress.

6 Risk Management

The Garda Risk Management Unit (GRMU) continues to provide Organisation-wide communications, training, workshops, advice and guidance to all risk management stakeholders with the objective of embedding risk management firmly within the Organisation's culture.

- Superintendent GRMU undertakes regular meetings with Divisional and District Risk Managers to review and quality assure their Risk Registers. In January 2019, meetings were held with Risk Managers and support staff in;
 - The HR Directorate,
 - Nenagh District,
 - Garda National Youth Diversion & Crime Prevention Bureau,
 - DMR West Division.
- Briefing workshops were held in Drogheda District and the DMR.
- A Corporate Risk Development Workshop and Corporate Risk Review meeting were held.
- A Risk & Policy Governance Board meeting took place on 14 February 2019.
- The Risk Management IT System Project Initiation Document has been approved by the Business Sponsor and is expected to be presented to the Community and Cross Organisation Programme Board at its next meeting.

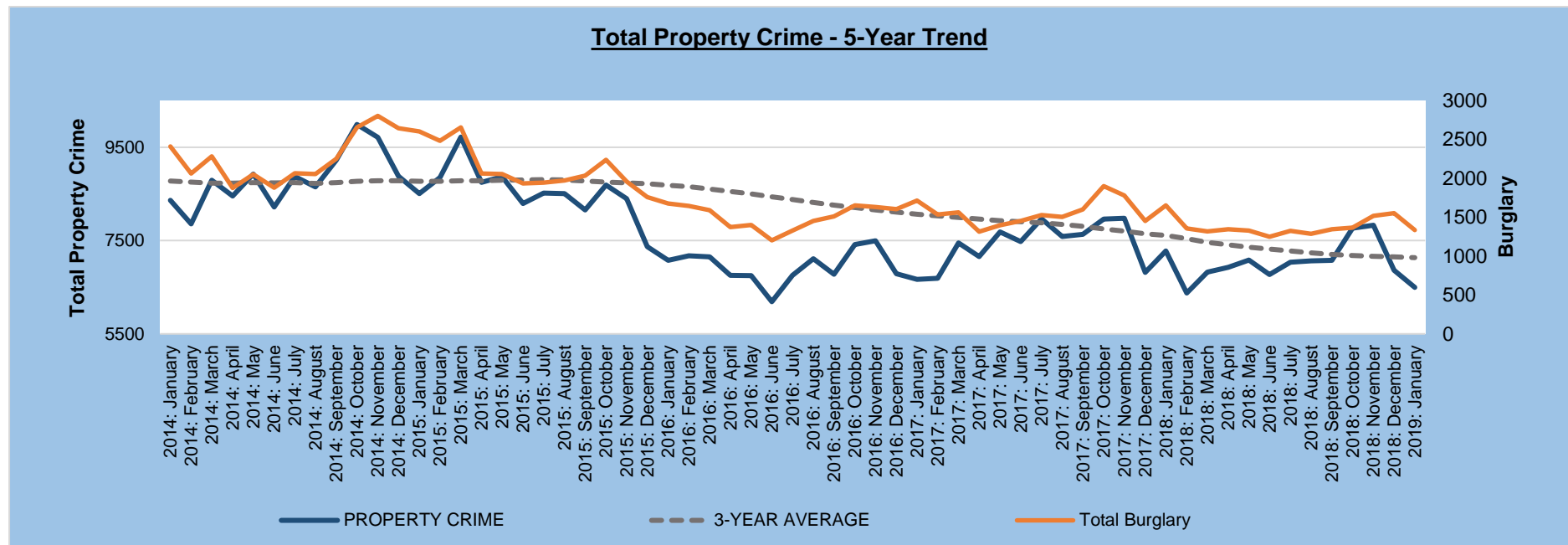
Since October 2016, the GRMU has provided training, briefings and direct support to more than 1,715 members of An Garda Síochána, of all ranks and grades.

Compliance rates from Divisions and Regions have remained consistently high throughout 2018:

- Quarter 1 – 93%
- Quarter 2 – 86%
- Quarter 3 – 91%

National Overview/ Operational Challenges

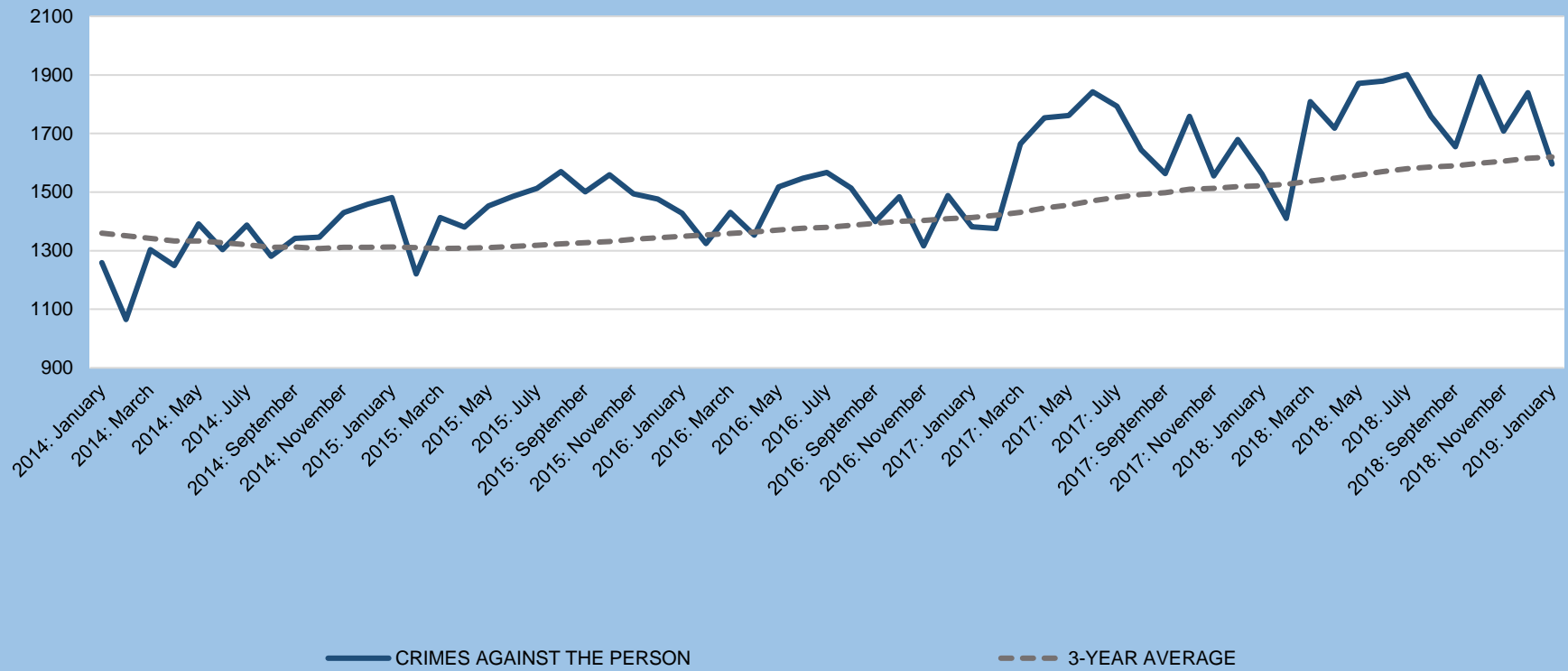
Total property crime continues to trend downwards, with levels remaining lower than last year. Decreases were evident across all regions. Property crime has trended downwards since the end of 2014 and total burglary incidents have followed a broadly similar trend. Incidents of residential burglary had increased towards the end of 2018, however in January 2019 they decreased to levels seen for most of 2018. Nationally, crimes against the person continue to trend upwards. Longer term trends for sexual offences could not be completed due to issues around the application of crime counting rules. Ongoing work to amend records on PULSE to ensure they are cased correctly means there is currently a break in trend data before and after July 2017. Over the longer term, total criminal damage incidents have trended downwards, while total public order incidents continue to trend upwards. The increase in public order offences is largely driven by an increase in drunkenness offences. The Garda Organisation 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.



The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

Note: Crime incident figures and the associated trends are based on provisional data. 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.

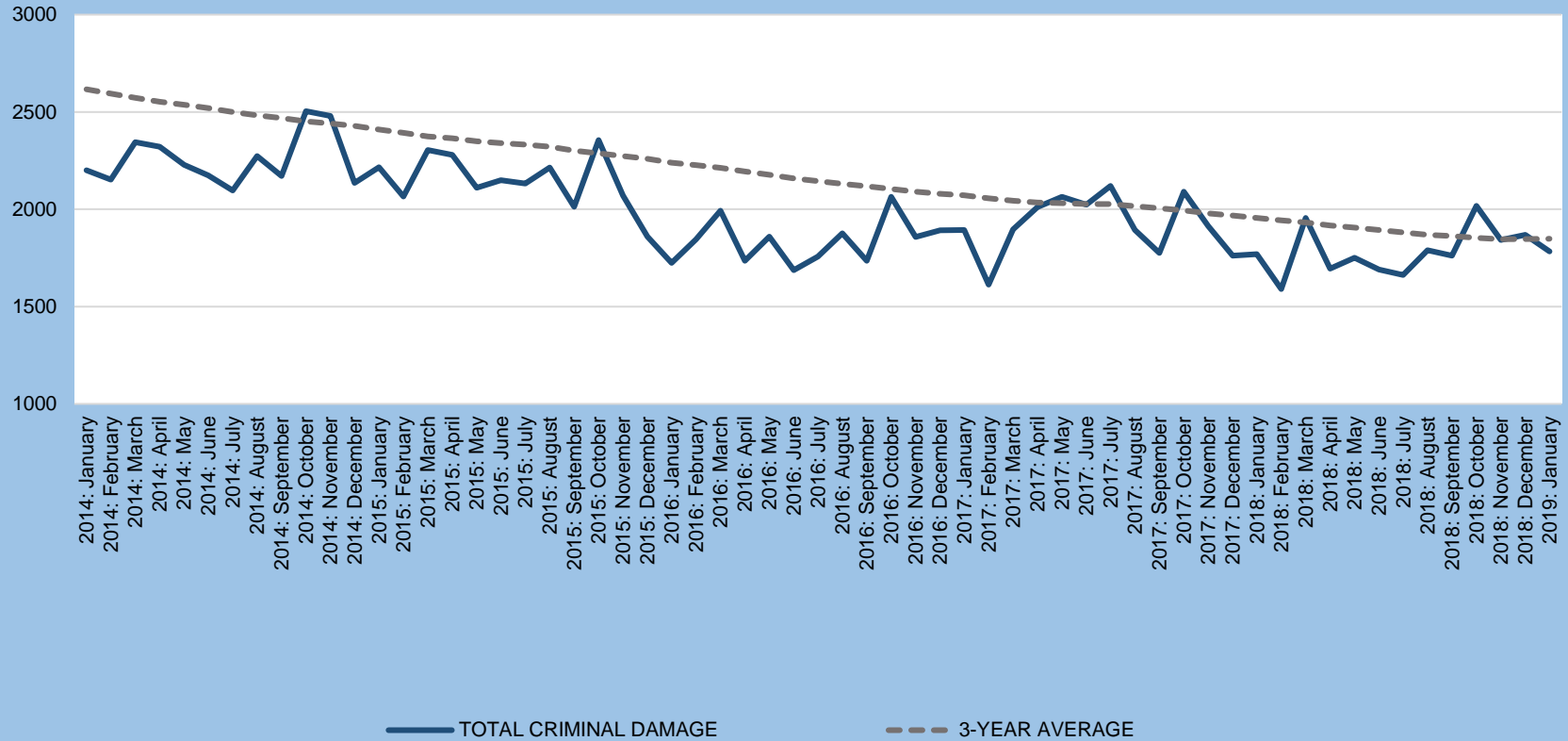
Total Crimes Against The Person - 5-Year Trend



The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

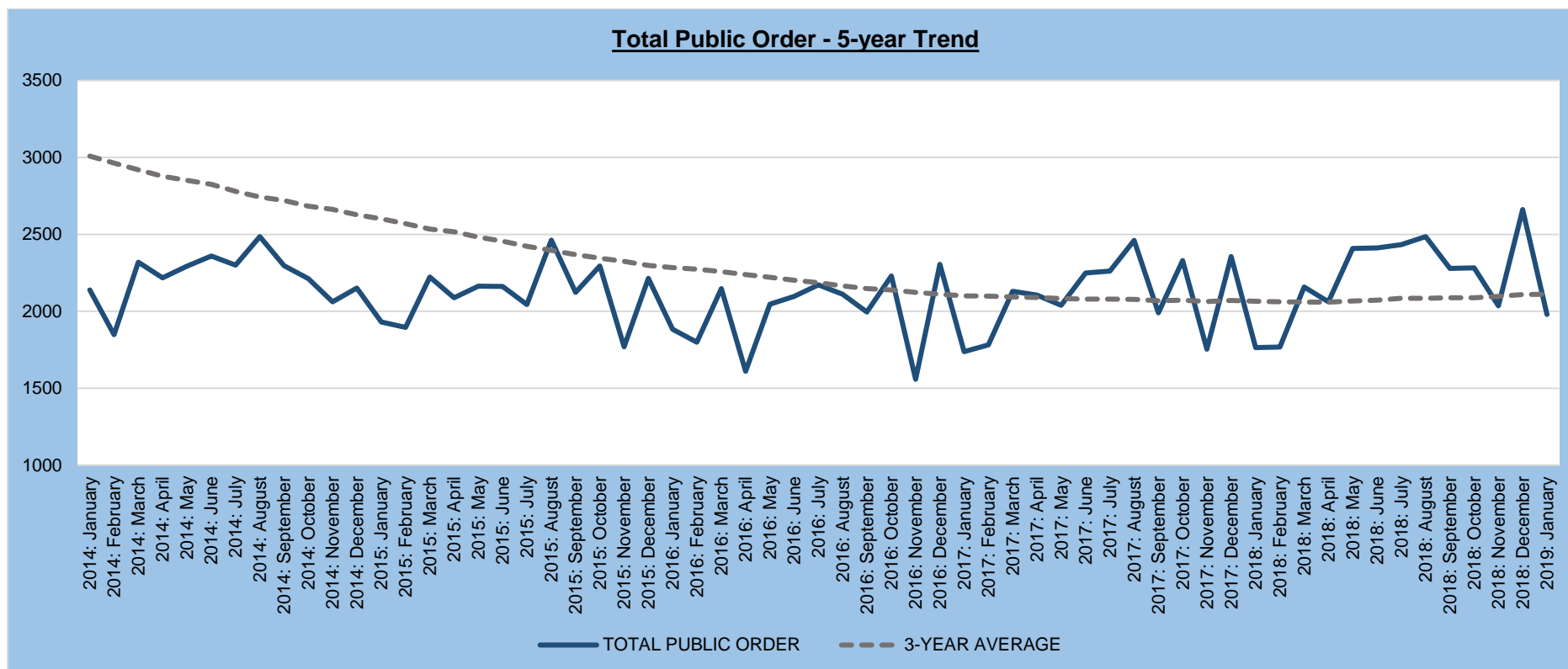
Note: Crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.

Total Criminal Damage - 5-Year Trend



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Organisational challenges

Internally, work is ongoing to identify incidents where the crime counting rules have not been applied correctly, for example certain sexual offences, so that issues can be resolved. The CSO has taken the decision to resume publication of Recorded Crime statistics under a new category entitled "Under Reservation". An Garda Síochána is continuously working with the CSO to rectify data quality issues and address concerns. A data quality improvement plan is being devised in consultation, setting out agreed criteria for lifting the reservation. Initiatives to improve data quality continue to be rolled out across An Garda Síochána.

8 Modernisation and Renewal Plan

MRP Status Overview - January 2019

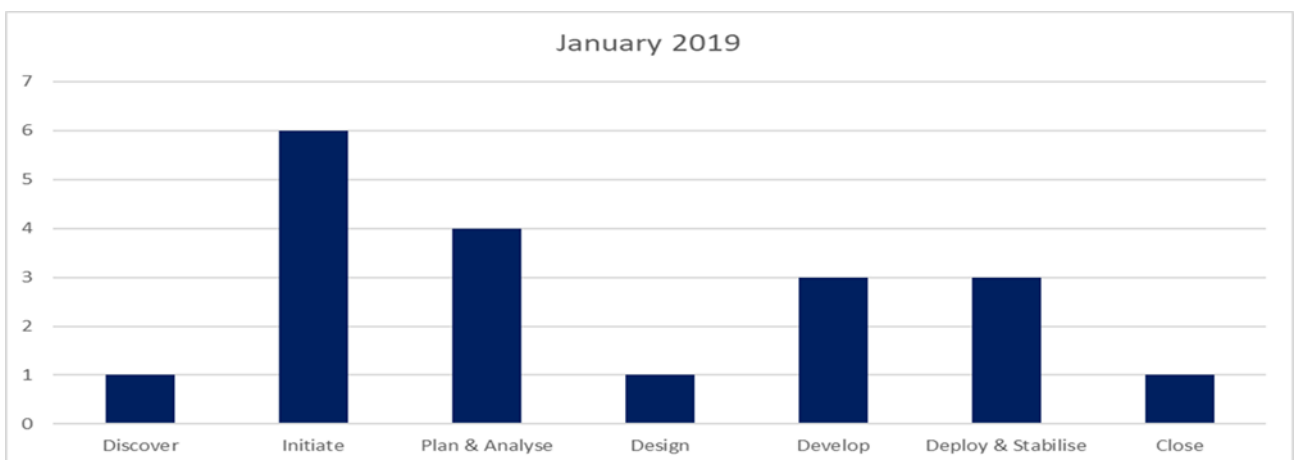
Project Status View

National Policing and Security Programme Board		Community and Cross Organisation Programme Board	
PEMS Part 2		CAD Part 2	
Garda National Cyber Crime Bureau - Project 1		Divisional Protective Service Units 1	
Investigations Management System		Divisional Protective Service Units 2	
Schengen		Roster & Duty Management System	
ECM		CAD Part 1	
PAF Processes and Procedures		CAD Part 1 - National Rollout	
PAF Technology Support		Control Room Accommodation	
Code of Ethics		Control Room Phone Number/Communications	
Court Presenters		Contact Management System	
		Risk Management	

Project Status Breakdown

Critical	Under Control	On Track	Total Projects
5	9	5	19

Project Breakdown by Phase



9 Policing Successes and Community Engagement

Throughout the month of January 2019, there were various incidents of notable police work performed by members of An Garda Síochána in the course of their routine operational policing duties. Many of these were supported by specialist personnel from units under the remit of Assistant Commissioners Special Crime Operations, Security & Intelligence, Roads Policing and Community Engagement and Public Safety.

On 6 January 2019, Gardaí from Ballyshannon Garda Station observed a vehicle with four occupants travelling at speed. Gardaí stopped and searched the vehicle, during which a number of items including a sledge hammer, gloves, a saw and screw drivers were recovered. All four occupants were charged with an offence contrary to Section 15(1) and (5) of the Criminal Justice (Theft and Fraud Offences) Act, 2001. The four defendants appeared before Donegal Town District Court on 14 January 2019 and were remanded in custody. Two of the defendants are suspects for burglary offences which occurred in May 2018.

Gardaí in Bantry, Co. Cork received a report from a 70 year old female who had been pressurised by two males, who 'cold called' to her home, into purchasing a large amount of power tools, including chainsaws and generators, worth approximately €21,000, which she did not want or need. The victim provided Gardaí with a description of the culprits and their vehicle. Following a protracted investigation, two males in their 30s, were arrested on 17 January 2019 and detained in Bantry Garda Station. Both suspects were subsequently charged with making a gain by deception, contrary to Section 6 of the Criminal Justice (Theft and Fraud Offences) Act 2001 and despite strenuous objections, both were granted bail. As a result of the immediate reporting of the incident to An Garda Síochána, the majority of her money was recovered by Gardaí.

On 18 January 2019, the Garda National Drugs and Organised Crime Bureau carried out a search in Dublin 12 as part of an investigation into the sale and supply of drugs. 3kg of Heroin, 1kg of Cannabis Herb, 2kg of Cannabis Resin and ¼kg of Cocaine with a total value of €469,500 were recovered. Two persons were arrested and charged with Sections 3 and 15 of the Misuse of Drugs Act 1977/84. In the District Court, both suspects were granted their own bail with an independent cash surety.

On 21 January 2019, as part of an ongoing investigation into prostitution, by members of the Garda National Protective Services Bureau (Operation Quest), two males appeared before the Criminal Courts of Justice having been summoned for an offence contrary to Section 7A of the Criminal Law (Sexual Offences) Act 1993, as inserted by Section 25 of the Criminal Law (Sexual Offences) Act 2017, (Payment for Sexual Activity). One suspect entered a guilty plea and the court imposed a €200 fine, which was the first recorded conviction under this legislation.

Also on 21 January 2019, 47.5kg of Cannabis Herb valued at €950,000 was recovered in Drogheda, Co. Louth. This was recovered as part of a Day of Action by the Garda National Drugs and Organised Crime Bureau. Two persons were arrested and charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act 1977/84. Both suspects were remanded in custody.

On 23 January 2019, a number of males entered a home in Athlone which was occupied at the time by a 14 year old. One of the suspects produced a knife and held it to the throat of the 14 year old, while the other males stole property. Gardaí from Athlone attended the scene and the males were stopped and arrested a short distance from the scene. This resulted in all property being recovered. Directions were sought from the National Child Diversion Office and one of the suspects was charged with Burglary, Section 3 Assault, Section 4 Theft and Section 11 Non-Fatal Offences against the Person

Act, 1997. This suspect was taken to Mullingar District Court on 25 January 2019 where he was remanded in custody and an Investigation file is being prepared for the Law Officers in respect of the remaining suspects.

Also on 23 January 2019, two members from Tramore Garda Station of Sergeant and Superintendent Rank observed an individual causing damage to a car with a screwdriver in Waterford City. The individual fled the scene and entered a local third level institute, where he proceeded to stab a male with the screwdriver, causing minor injury. The suspect was successfully apprehended and disarmed by the uniformed Sergeant with the assistance of a Security Guard. He was arrested and detained under the provisions of the Section 12 of the Mental Health Act 2001.

On 26 January 2019, a number of items of jewellery were taken during the course of a burglary in Ranelagh, Dublin 6. Upon examination of the scene, Gardaí discovered a mobile phone at the property which it was believed had been left at scene by the culprit. Following receipt of a telephone call, Gardaí made arrangements to meet the person, where arrangements were also made for surveillance to be put in place. This resulted in the arrest of the subject for an offence contrary to Section 12 of the Criminal Justice (Theft & Fraud Offences) Act, 2001. He appeared before Dublin District Court on 28 January 2019, where he was granted bail.

During the month of January 2019, the Criminal Assets Bureau secured orders pursuant to Section 3 of the Proceeds of Crime Act 1996, for technical equipment, jewellery, watches and a significant amount of cash (including over €100,000, plus Sterling, Singapore Dollars and Malaysian Ringgit).

Community Engagement

At an awards ceremony in Co. Meath on 18 January 2019, An Garda Síochána Clifden received an Investing in Children's Award administrated by Tusla. An Garda Síochána Clifden work alongside Galway Children and Young Peoples Services Committee, Forum Connemara CLG Adolescent Support Project and Connemara North and West School Completion Programme on this project. Investing in Children (IiC) is a UK initiative that promotes the human rights of children and young people. The Award Scheme recognises and celebrates examples of imaginative and inclusive practice with children and young people. The project commenced in 2015 when issues were raised by young people through the Galway Children and Young Peoples Services Committee and Forum which was carried out by Connemara Adolescent Support Project. This award recognises the ongoing positive engagement by 40 Gardaí with more than 300 young people in the Clifden District. A number of events were held to improve relations with young people including bubble soccer events, a trip to Killary Adventure Centre, Fun Days in Clifden Garda Station and a community fun-run.

Staff from the Garda National Community Oriented Policing Bureau attended the BT Young Scientist Exhibition in the RDS from 10 - 12 January 2019 where they engaged with a significant number of children and young people from both primary and secondary schools around the country along with their teachers, parents and relatives. Staff distributed crime prevention material and gave advice on personal safety, road safety and information on careers in An Garda Síochána.

At the end of January 2019, tributes were paid by the Southern Law Association, Judges and staff at Washington Street Courthouse, Co. Cork to Garda Denis Ring, who was retiring, having served over 24 years at the Courthouse. He was commended for his empathy, diligence and in ensuring the safekeeping of the Courthouse during his tenure.

10 Organisational Initiatives

Campus Watch Schemes

The Garda National Crime Prevention Unit has ascertained that there are over fifty Campus Watch Schemes operating nationally. Following a meeting with the Association of University Chief Security Officers and in consultation with the Union of Students in Ireland and the Technical Higher Education Association, four Campus Watch themed crime prevention campaigns were identified to run during academic year 2018/19.

The second of these campaigns commenced on 1 December 2018. The objective of this campaign was to focus on Creating Personal Safety Awareness based around the following categories;

1. Sexual Offences
2. Assaults (where the victim is 18 to 24)
3. Robberies and Thefts (where the victim is 18 to 24)
4. Personal Online Safety



Each Divisional Campus Watch Liaison received a toolkit, drafted in partnership with the Garda Síochána Analysis Service, Garda National Protective Services Bureau, Garda National Cyber Crime Bureau and Corporate Communications, and comprised of;

- A Campus Watch Liaison Briefing Document
- A Quick Reference Guide
- A PowerPoint Presentation
- Infographics

The aim of the toolkit is to support the Campus Watch Liaisons and provide them with a greater appreciation of key information to promote physical safety and enhance virtual safety when engaging with students and staff on campus.



Safer Internet Day 2019

Safer Internet Day is an EU wide initiative to promote a safer internet for all users, especially young people. This year it took place on 5 February 2019 and An Garda Síochána was involved in a number of initiatives to mark its importance.

- **Cyber Bullying Information Campaign**

An Garda Síochána and the Government have joined forces with Eir to launch a new cyberbullying information campaign. Working with An Garda Síochána, children’s services, charities and campaigners, Eir has produced an information leaflet and website to inform parents, guardians and young people on steps to take if they are concerned about cyber bullying or online harassment.

Assistant Commissioner, Special Crime Operations John O’ Driscoll and Minister for Children & Youth Affairs, Dr Katherine Zappone joined Eir to launch the initiative on 5 February, which was also Safer Internet Day 2019. This campaign will help tackle the use of technology to harass, threaten, embarrass, or target another person. The crucial message shared is ‘Don’t ignore it, report it’.



Assistant Commissioner Special Crime Operations said: *“An Garda Síochána is aware that cyber bullying can have a significant impact on people’s lives and is committed to tackling it in an impactful way. For this purpose, we welcome the opportunity to join with Eir in implementing an initiative designed to prevent the occurrence of cyber bullying. We would encourage victims of cyber bullying to report the bullies and provide us with the evidence which will help to ensure other people will not become victims of this terrible behaviour”.*

- **#BeinCtrl #SayNo**

The Garda National Protective Services Bureau (GNPSB) and “Webwise” launched a video on 5 February 2019 to coincide with Safer Internet Day.

The video was created to compliment the ‘Be in Ctrl’ teaching resource and depicts the stories of two teenagers subjected to online sexual coercion and extortion. The purpose of this video is to inform young people that this behaviour is a crime, to raise awareness of how young people can protect themselves online, where to find help and support and to give them Ctrl!

The video can be viewed here - <https://www.garda.ie/en/about-us/our-departments/office-of-corporate-communications/news-media/-beinctrl-sayno-safer-internet-day-2019-%E2%80%93-tuesday-5th-february-2019.html>

Commissioner meeting Social Innovators in Limerick

On 9 January 2019, the Commissioner met the title-holders of Young Social Innovators (YSI) of the Year 2018 from Ardscoil Mhuire, Corbally, Co. Limerick. The students gave a presentation on their work and had a discussion with the Commissioner about their concerns in relation to ‘sexting abuse’ among minors in Ireland.

As part of their work, the YSI project team, 'Keep It PG', has worked closely with local Community Gardaí in Limerick and held workshops and information sessions for students. They produced informational and instructive materials and suggested responses that recipients of such messages might use.

The students won the national title at the Young Social Innovators of the Year Awards held in Croke Park in May 2018. They also received a Community Award at the Limerick Divisional Garda Youth Awards in November, as well as a nomination for the National Garda Youth Awards to be held in April 2019.

Speaking at the meeting, the Commissioner said; *"I am delighted to meet this group of young social innovators today. This is a great example of young people developing their own solutions for the problems facing their generation. Social media has created great opportunities to communicate, but also problems such as the sending of inappropriate material to minors. It is vital that all of us involved in protecting young people utilise all the tools available to help us with this and this excellent initiative is another welcome means in combating online child abuse."*



Appendix A (i)

Policing Plan 2018 – Performance at a glance, January 2019

Priority 1

Organisational Development
and Capacity Improvement

1a	HR Strategy	Red	14	GIS Service Levels	Red
1b	HR Operating Model	Green	15a	PULSE Inc. Recording (Process)	Green
2a	Recruit 200 Gardaí (Qtr.)	Green	15b	PULSE Inc. Rec. (Monitoring)	Grey
2b	Recruit 500 Staff (Year End)	Red	15c	PULSE Domestic Abuse m/o	Green
2c	Recruit 500 R.Gdaí (Year End)	Red	15d	PULSE 'Detected' Incidents	Green
3	Reassignment of Gdaí (3-4)	Red	16	Enterprise Content Mgt.	Red
4	Divisional Policing Model	Red	17a	Ident. Cultural Audit Issues	Green
5	Roster and Duty Mgt.	Red	17b	Cultural Audit Strategy	White
6	Court Presenters	Green	18a	Ethics Strategy	White
7	Computer Aided Dispatch	Red	18b	Phase 1 of Ethics Training	White
8	Investigation Mgt. System	Red	18c	Gifts and Hospitality Policy	Green
9a	PALF (Individual Reviews)	Red	19	Strategic Planning F/W	Red
9b	PALF (Data Quality Goal)	Green	20	Policy Ownership Matrix	Green
10	PMDS Training Commenced	Red	21	Inspection and Review IT	Green
11	Appoint Chief Data Officer	Red	22	Costing the Policing Plan	Red
12a	Appoint DP Officer	Red	23a	Risk Registers	Green
12b	DP Impact Assessment Plan	Red	23b	Sharing Risk Data	Green
13	Centralised Inc. Classification	Green	23c	Gov. Assurance Framework	Red

Priority 2

National and International
Security

24			29b	Prüm Information Exchange	Red
25			29c	Mobile Immigration Data	Green
26a	Training in 8 MEM Regions	Red	29d	European Union PNR Directive	Green
26b	Emergency Planning Task Force	Green	30	Scanning Security Environment	Green
27a	Specialist Firearms Procedures	Red	31a	GCCB Intelligence Function	Red
27b	Critical & Firearms Inc. Cmd.	Green	31b	Cyber Forensic Exam. Units	Red
28			31c	Forensic Computer Examination	Red
29a	Schengen information Sharing	Green	32	National Cyber Security Desk	Grey

**Appendix A (ii)
Policing Plan 2018**

Priority 3

Confronting Crime

33	CJ (Victims of Crime) Act 2017	Green	39b	ID Victims of Sex Exploitation	Green
34a	Defining Hate Crime	Red	40a	Safeguarding Statement	Green
34b	Proc. to Record Hate Crime	Red	40b	PULSE Automated Children First	Green
34c	Rpt. Hate Crime Campaign	Red	40c	Integrate PULSE/TUSLA NCCIS	Red
35a	Div. Protective Services Units	Green	41a	Crime Prevention Officer Proc.	Red
35b	Dom. Abuse/Sex Cr. Risk Ass.	Red	41b	Crime Prevention Mobile App.	Red
35c	Facilitating SORAM Workshops	Green	44a	GNECB Regional Liaison	Red
36a	Domestic Homicide Review	Red	44b	N. Fraud Prevention Office	Red
36b	Reporting/Detection of Sex Off.	Grey	44c	Fraud Prevention Camp.	Green
37a	Domestic Abuse Interventions	Green	44d	Anti-Corruption & Bribery	Green
37b	Reporting of Domestic Abuse	Grey	44e	Corruption/Bribery Ph. Line	Green
37c	Domestic Abuse Call-Backs	Grey	45a	Reports to PA on OCG's per Q.	Green
38a	THB Training	Green	45b	Dev. Matrix to assess OCG's	White
38b	Identification of victims of THB	Grey	46	Drug Intimidation Rpt. Pg.	Green
39a	Dist. of Child Pornography	Green	47	Enhanced GoAML Function	Red
42a	Maintain Det. Rate (Assault)	Grey	43	Decrease Inc. Level (Assault)	Grey
42b	Maintain Inc. Level (Burglary)	Grey	44f	Increase in M. Laundering Inv.	Grey
42c	Maintain Det. Rate (Burglary)	Grey	45c	Increase Det. (S/S Ctrl. Drugs)	Grey
42d	Maintain Inc. Level (Robbery)	Grey	45d	Increase Det. (Firearms)	Green
42e	Maintain Det. Rate (Robbery)	Grey	45e	European Arrest Warrant Ex.	Grey
42f	Det. Rates Narrative (Not Rated)	Grey			

**Appendix A (iii)
Policing Plan 2018**

Priority 4

Roads Policing

48	Crowe Horwath Action Plan	Red
49a	Divisional Roads Policing Units	Red

50	Roads Policing Operations Plan	Green
52	Road Safety Nat. Media Strat.	Green

Priority 4

Metrics

49b	Roads Policing Personnel	Red
51	Multi-Agency Checkpoints	Red
53a	Enforcement Focus on KLO's	Grey

53b	Decrease Road Fatalities	Grey
53c	Decrease Serious Injuries	Grey

Priority 5

Community Engagement
and Public Safety

54ab	ComPol Segment/Allocation	Green
55	Garda Reserve Strategy	Red
56a	New Garda Website	Green
56b	Social Media Engagement	Green
57	Crime Prev.(Vulnerable People)	White
58a	Plan to Attract Diverse Groups	Red
58b	Implement Plan (see 59a)	Red

58c	ID Barriers to Diverse Groups	Red
59a	Diversity & Inclusion Strategy	Red
59b	Diversity Training	Green
60	J-ARC Recommendations	Green
61	SAOR Implementation	Green
62a	Juvenile Diversion Action Plan	Green
62b	Implement Plan (see 62a)	White
63	Major Event Mgt. Review	Red

Appendix B

Schedule of Expected Vacancies													
Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2019												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2019
Assistant Commissioner								1					1
Chief Superintendent	1				1		2			1			5
Superintendent	4	3		1					1	1	1		11
Total	5	3	0	1	1	0	2	1	1	2	1	0	17

Appendix C

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks
Data as at the end of January 2019

Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	9	9									0	9	0
Chief Superintendent	47	44	2				1				1	45	2
Superintendent	168	165	2				2	2		2	-4	161	7
Total	224	218	4	0	0	0	3	2	0	2	-3	215	9