



An Garda Síochána
Monthly Report to the Policing Authority

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

December 2017

An Garda Síochána

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



Office of the Commissioner
Corporate Affairs
Garda Headquarters
Phoenix Park
Dublin 8
D08 HN3X

Tel/Teileafón:(01)6662018/26
Fax/Facs:(01) 6662021

Láithreán Gréasáin / Website:
www.garda.ie

Luaigh an uimhir tharaghta seo a leanas le do thoil:

Ríomhpost / E-mail:
commissioner@garda.ie

Please quote the following ref. number: **CMR_34-367274/15**

Bí linn/Join us  

Ms. Helen Hall
Chief Executive
Policing Authority

Dear Ms. Hall

Re: Commissioner's Monthly Report to the Policing Authority

In accordance with Section 41A of the Garda Síochána Act 2005, as amended, I am pleased to present the monthly report outlining key aspects of the administration and operation of An Garda Síochána.

An Garda Síochána's progress in fulfilling its commitments under the Policing Plan 2017 is outlined at Appendix B. The Plan is structured around five policing and security priorities:

- 1. National and International Security:** A safe, secure state in which to live, work, visit and invest
- 2. Confronting Crime:** Enhanced feelings of safety in our communities; increased victim satisfaction; and reductions in crime
- 3. Roads Policing:** Enhanced road safety and reduced opportunities for criminal use of our roads
- 4. Community Engagement and Public Safety:** A reduction in the proportion of people who have a fear of crime and an increase in the proportion of people, in particular victims, satisfied with the service provided to them
- 5. Organisational Development and Capacity Improvement:** A modern and renewed organisation delivering professional and accountable services as a beacon of 21st century policing.

Quarterly milestones are set at the beginning of the year for each initiative. These allow An Garda Síochána to manage its performance and ultimately achieve its goals. Progress is then rated 'On Target', 'At Risk' and 'Off Target'.

Data in respect of Freedom of Information Requests, Legal Services Claims and Compensation has been included at Sections 12 and 13. Positive policing successes and a summary of the on-going work across business functions to improve detection rates are detailed at Appendix C.

As was outlined in recent reports, it has not been possible, to date, to capture the discipline data requested due to the systems in place in An Garda Síochána. Internal Affairs Section continues to work actively with the ICT Section, and the development of an electronic returns method of capturing accurate data on a long term basis for disciplinary matters, is at an advanced stage. It is anticipated that forthcoming monthly returns will show cumulative totals for categories broken down by area. These returns will be provided to the Policing Authority and will be published on the Garda Síochána website.

This report complements the following documents which are provided to the Policing Authority on a monthly or quarterly basis:

- Human Resources and People Development figures
- Numbers and vacancies in specified ranks
- Status updates on Modernisation and Renewal Programme 2016 - 2021
- Policing Plan Performance Reports

Yours sincerely

**SUPERINTENDENT
COMMISSIONER'S OFFICE**

December 2017

Financial Position

The overall financial position at the end of November shows a total net expenditure of €1,388.4 million which is €19.1 million more than the profiled spend of €1,369.3 million. The management accounts for November show an adverse variance for the Pay Subhead of €48.1 million which is partly driven by the funding shortfall but also due to operational exigencies which has resulted in higher overtime expenditure than the profiled budgeted spend.

The expenditure on overtime for the year to date, November, was €121 million, resulting in an over spend of €40.8 million which is 51% in excess of the profiled budget. All Assistant Commissioners and Executive Directors have been briefed in detail with regard to their respective overtime expenditure and the requirement to keep within the revised budget. A Supplementary Estimate of €44.2 million was considered before the Select Committee on 30 November 2017 and passed by the Dáil on 7 December 2017.

Procurement

Training - An Garda Síochána Code of Ethics: A contract with Acorn Governance Solutions has commenced and training on the Code of Ethics has been provided to the Senior Leadership Team.

Garda College Restaurant Tenders: A tender for food provision at the Garda College was published by the Office of Government Procurement via eTenders on 17 November 2017.

HRPD Operating Model: The contract was signed by An Garda Síochána and Deloitte on 30 November 2017.

Project Managers for the Strategic Transformation Office: The results of the competition for the supply of Project Managers to assist with various MRP projects issued to the OGP Framework Members on 17 November 2017. Sanction has been sought from the Department of Public Expenditure and Reform to go to contract with the preferred supplier.

Towing Management Contracts –Kildare, Sligo/Leitrim and Limerick Division

- The Sligo/Leitrim tender closed on 10 October and the evaluation process is underway with the aim of a mid to late December completion.
- With regard to Kildare Division, the evaluation process is complete.
- The tender for Limerick Division was published on 9 October and closed on 28 November for the receipt of bids.

On Line Ordering

The on line intranet ordering facility has been extended to include record books such as custody records books, Garda note books, warrant and bail bond books.

Estate Management

The Garda Síochána Building and Refurbishment Programme 2016 – 2021 includes a number of projects which reflect the priorities of An Garda Síochána. Budgetary constraints in 2018 will impact the capacity to deliver on the Capital Building Programme and Modernisation & Renewal Programme.

Works Underway:

- A contract has been signed for works at Carlow Garda Station.
- A contract has been signed for the major refurbishment of Ballinasloe Garda Station.

Projects being advanced to planning and tender stage:

- Works to the cells at Longford Garda Station.
- Replacement Garda Station and a facility for the Garda National Immigration Bureau at Dublin Airport.
- Works at the Bridewell Garda Station, Dublin.
- Enabling works have been completed at Athlone Garda Station.
- Preparatory work to Donegal Town Garda Station is continuing.
- Planning was lodged for new Garda Station at Glanmire.

National Cell Refurbishment Programme - the Cell Refurbishment Programme is progressing well and the position is as follows:

- Cells in 75 Garda stations have been refurbished.
- Refurbishment works are ongoing in one station.
- Contract for the refurbishment of the cells in two Stations has been awarded and preparatory works are underway.
- Contract for the refurbishment of the cells in five Stations is to be awarded imminently.
- Additional 25 Garda Stations are at planning stage with a view to progressing same as part of the Programme in 2018.

Development of the new purpose built Garda facility at Military Road

The OPW is developing detailed proposals for the Military Road scheme for consideration by local Garda management. This follows a rigorous process of engagement between An Garda Síochána and OPW. The process included a series of meetings and site visits between Garda Estate Management and Detective Chief Superintendents in charge of the Bureaus/Units based at Harcourt Square and their management teams with the OPW.

The OPW plans to lodge the Planning application for the Military Road scheme in December 2017 / January 2018. Funding for this project has been agreed by Government under the Mid-Term Capital Review.

Garda Fleet

Strength of Garda Fleet, broken down by Type as at 30/11/2017

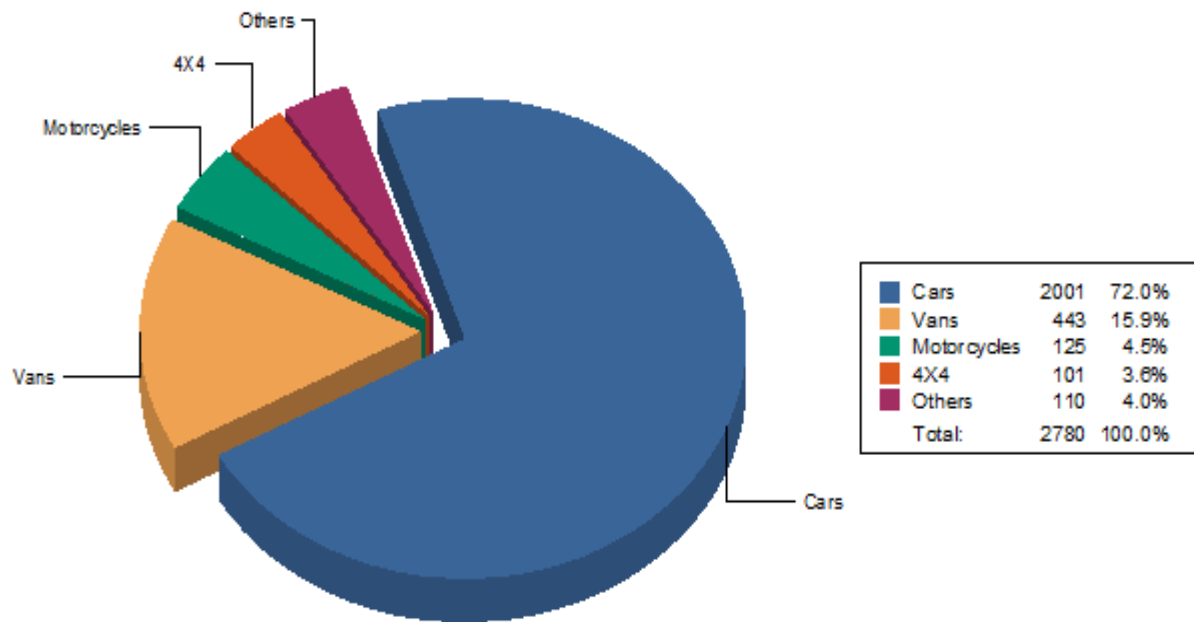
Cars			Vans	Motorcycles	4 x 4	Others	Total
Marked	Unmarked	Total	Total	Total	Total	Total	
809	1,192	2,001	443	125	101	110	2,780

Strength of Garda Fleet, broken down by Age as at 30/11/2017

	Cars	Vans	Motorcycles	4 x 4	Others	Total	% of Total
Total	2,001	443	125	101	110	2,780	100%
< 1 year	220	34	2	14	32	302	11%
1 – 2 years	319	145	60	36	24	584	21%
2 – 4 years	801	64	21	0	19	905	33%
4 – 6 years	198	102	5	2	3	310	11%
> 6 years	463	98	37	49	32	679	24%

Vehicle age is calculated from date of commission

Strength of Garda Fleet, broken down by Type as at 30/11/2017



2 Human Resources and People Development (HRPD)

- The current Garda strength is 13,360, as at 30 November 2017. The current civilian strength as at 1 December is 2189.485 (whole-time equivalent). A full breakdown by rank and grade is outlined at Appendix A.
- The Garda Trainee recruitment campaign continues. A group of 204 student Gardaí commenced training on 6 November 2017. The most recent attestation took place on 8 December 2017.
- Of the sanction received to recruit 111 priority posts this year and the €8m provided in the 2017 Garda Pay Budget for the recruitment of 500 civilian staff, 99 of these posts have been filled.
- The recruitment process for the Executive Director Chief Data Officer post is progressing through the Public Appointments Service and has been advertised.
- In August 2017, the latest iteration of the Workforce Plan was forwarded to the Policing Authority with a commitment to provide further iterations at the end of Quarters 3 and 4. The Workforce Plan includes the Organisational Deployment Survey (Census) as an appendix which identified approximately 2,050 posts meriting further examination for civilianisation. Meetings continue on a regular basis with the Policing Authority and Departments of Justice and Equality and Public Expenditure and Reform to progress the Workforce Plan. Further information on the status of Civilianisation and Redeployment is outlined in Section 5.
- A Civilianisation Project Team has been established comprising Strategic Transformation Office and Human Resources and People Development representatives. A meeting was held on 12 December 2017 where the team agreed its guiding principles, governance and process approach to utilisation of additional resources and counting rules regarding reassignments.
- Details of numbers and vacancies in specified ranks are attached at Appendices D and E.

3 Information and Communications Technology (ICT)

During the past month, the following projects have been deployed to the Live Environment:

- **Microsoft Office 2016:** An upgrade of Microsoft Office from 2007 to 2016 began in September to selected locations. Deployment of Office 2016 is on a phased approach to all Garda PULSE PCs and the upgrade has been deployed to all standard GardaIS PCs.
- **Front Line Mobility:** The Enterprise Mobility Management (EMM) ICT live pilot concluded at the end of September 2017. A new Vehicle Lookup App was deployed to the Live EMM environment and was successfully demonstrated at the Commissioner's Conference on 5 and 6 October 2017. A pilot release took place on 9 December 2017 in the Limerick Division. Additional applications are planned for development and deployment throughout 2018.
- **GSAS Upgrade:** As part of the upgrade to the Garda Síochána Analysis Service (GSAS) Environment, a Virtual Desktop Infrastructure (VDI) image was provided for testing to five users. This is a technology which allows users to securely access the Garda network remotely from laptops or through PCs. Adjustments based on user feedback are under review and will require sign off before full roll out to all GSAS users.
- **Monthly Patching:** Essential Microsoft security updates were deployed to all PCs on 17 November 2017 with further security updates scheduled for 15 December 2017.
- **PULSE 12C:** The PULSE database previously ran on a technology that was nearing end of support. On 26 November 2017, the PULSE database was upgraded to new hardware, flash storage and a new database environment.
- **Reporting Services 9:** Reporting Services is a web based application used to generate reports based data input in to PULSE. Updates to reporting services were deployed on 7 December 2017. These updates provided enhancements to the current reports within the application.
- **GNIB EURP:** An update for the Garda National Immigration Bureau (GNIB) system was deployed on 8 December 2017 to allow the document verification of the new European Residential Permit (EURP) cards. This will replace the existing Certificate of Registration card which is issued to all non-European nationals.
- **Evetting 1.6.1:** An update to the eVetting portal website was deployed on 11 December 2017. This release is to resolve an issue with printing summary information pages.
- **Major Investigations – Oisín R4.5.2:** Phase 2 of a two-part development cycle for the Oisín application is scheduled for 12 December 2017. This release includes a list of 18 agreed Change Requests to improve search capabilities, Landing Screen alterations and Workbasket changes.

Modernisation and Renewal Projects

Property Management: The Property and Exhibits Management system (PEMS2) went live on 21 September 2017. The phased roll out of the peripheral devices and application access is complete and all regions are live on PEMS as of 27 November 2017. To date, 332 users have been provisioned with access to the application with a planned total of 1,200 users after training is complete. 60,000 object records have been created in the system. Ongoing transition support is being provided to ensure a smooth transition to the PEMS2 workflows.

Investigations Management System (IMS): will centrally manage all investigations within the Organisation. The target go-live date is Q4 2018. One Functional Design has been issued for final review and is awaiting sign-off and all other designs are now signed off. Build and testing phases are in progress and stakeholder analysis is completed. A Change Impact Assessment is underway and discussions with the Garda College on the training plan are in progress.

Roster and Duty Management System (RDMS): ICT is implementing an off-the-shelf Duty Management System for active duty planning and resource management (time and attendance). The project is currently in the 'build phase' where the system configuration build has commenced and is due for completion in mid to end-December 2017. System test preparation, communications planning and training preparation are all currently in progress. The project team is currently reviewing pilot options for early 2018.

PRUM: ICT will implement enhancements to the Automated Finger Printing System to step up cross-border cooperation in relation to terrorism, crime and illegal immigration. The Department of Justice and Equality submitted the Questionnaires on sharing fingerprinting data to the EU Council, to indicate readiness to commence the EU evaluation process on 10 November 2017, to be represented at the EU Council DAPIX¹ meeting on 30 November 2017. Tentative arrangements have been made for the Austrian Delegation to travel to Ireland in February 2018 to complete the EU evaluation pending approval at the DAPIX meeting. The technical implementation of PRUM is due to be implemented on schedule into the Garda ICT Production Environment in January 2018.

Schengen: The Schengen project allows for information exchanges between Schengen member states on persons and property. Phase 0 of the Schengen project, allowing for detailed requirements gathering and business process definition, is in progress. All 'requirements gathering' workshops involving operational and specialist groups across the Organisation have been completed and the associated requirements deliverables are now going through final reviews with the respective stakeholders in advance of Business Owner Sign-Off.

4 Corporate Communications

Anti-Organised Crime Activity: Significant operational activity in tackling organised crime, resulting in arrests and seizures was publicised through press releases, image releases and media briefings. These received widespread coverage. This included a major operation that involved co-ordination with communications colleagues in the Dutch Police.

Operational Activity under Operation Thor

The arrest of a major travelling burglary gang was publicised and Garda officers gave interviews to a number of media outlets to provide public re-assurance that An Garda Síochána was tackling burglaries, particularly in isolated rural areas. Successes under Operation Thor were also publicised. Our social media channels were also used to highlight crime prevention activity being undertaken in local areas and key advice on how to protect your home from burglary.

Public Safety Advice on Online Shopping

In the run up to Cyber Monday and Christmas, and in conjunction with the Banking & Payments Federation of Ireland and Retail Excellence, a campaign was run to highlight how to shop online safely. The campaign was launched through a media briefing that received significant coverage and 12 key tips were distributed via our social media channels.

¹ DAPIX - The Working Party on Information Exchange and Data Protection

Operation Enable

This is an operation targeting people who mis-use/abuse disabled parking permits. The effectiveness of the operation was highlighted on social media and via Crimecall.



Interviews / Operational Media Briefings

- Irish Times feature on construction crime
- Taskforce to tackle crime in Midlands (Sean O'Rourke Show)
- Anti-drugs initiative in Blanchardstown
- Appeals relating to on-going investigations

Level of post	Sanctioned: February 2017	Sanctioned: additions during year	Total sanctioned	Number appointed	Progress
Executive Directors (ED)	2	1	3	2	ED Strategy & Transf. appointed 29/6/17. ED Legal & Compliance appointed 6/11/17. ED Chief Data Officer being progressed by PAS.
Chief Medical Officer	1		1	1	CMO appointed 29/6/17.
Principal Officers	5	1	6	3	3 POs appointed (internal panel) 28/9/17. Job specifications with PAS for ICT posts (on hold pending outcome of discussions on sanction conditions between D/Justice & Equality and DPER. HR post advertised by PAS.
Assistant Principal Officers	16	4	20	15	9 posts filled (internal panel) including 2 in ICT, 6 from PAS panel for GISC, Housing and HRPD. 1 in vetting for HRPD. PAS requested to provide further candidates; Job specifications with PAS for ICT posts (on hold as above).
Professional Accountant Grade 1	1		1	1	PAS panel used.
Solicitors	2		2	1	Utilisation of PAS panel at APO higher level. Panel exhausted. Additional requirement with PAS to fill this sanction.
Higher Executive Officers	14		14	14	Internal and External panels utilised
Executive Officers	24		24	24	Internal and External panels utilised.
Clerical Officers	29		29	29	PAS panel used.
Cleaners/Supt of Cleaners/Service attendants		11	11	9	Remaining 2 posts of Service Attendant interviewed and successful candidates in vetting.
	94	17	111	99	

Status update on recruitment of civilian staff to facilitate Garda Reassignments as of 08.12.2017	Higher Executive Officers	Executive Officers	Clerical Officers
Internal panel used			
Waiting on names from PAS		4	11
Currently in vetting		6	6
Awaiting assignment from Internal Panel			
Start date TBC/Waiting on assignment papers		3	5
Start date agreed		1	
Assigned and started	2	7	16
Total	2	21	38
Confirmation from Divisions re. Garda reassignment	2*	2	4

* One Inspector has been reassigned and replaced by a Civilian HEO and a Sergeant was promoted to Inspector, internally reassigned and replaced by a Civilian HEO.

The Human Resources Directorate is currently obtaining confirmation from Divisional Officers regarding reassignment.

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

The Steering Committee to embed the Code of Ethics in An Garda Síochána continues to meet on a regular basis and the associated project is progressing well. The most recent meeting was held on 4 December 2017. The Steering Committee met with the Policing Authority's Code of Ethics Committee on 7 December 2017 and provided a full update.

On 20 November 2017, the Steering Committee met with the external ethics experts selected through tender for 'provision of the ethics training and related activities' and work is progressing on the communications plan, training plan and all other ethics activities. The experts also met with senior management at the Garda College on 1 December 2017.

The first Regional Launch was held on 11 December 2017 and a second event will take place on 15 December 2017. These launches incorporate personnel from the Dublin Metropolitan Region, Special Crime Operations, Security and Intelligence and Garda Headquarters (Harcourt Square and Phoenix Park). All remaining Regional Launches will take place in January 2018.

The Garda Síochána Ethics Advisory Group met on 20 November and 7 December 2017. To date, the group has provided expertise on the draft Ethics Strategy, the Organisation's Decision Making Model, the Communications Plan, scenarios for ethics training and the Code of Ethics posters. Plans are also underway for Ethics focus groups which will be held nationally during Q1, 2018.

The text and format for the posters were agreed and the posters in the English language have been printed. The poster is currently being translated into the Irish language and once printed, they will be distributed nationally in January 2018.

Senior management in An Garda Síochána are currently selecting suitable staff members to deliver Code of Ethics training throughout the Organisation. Suitable nominees will be appointed from all ranks and grades and training will commence in Q1, 2018.

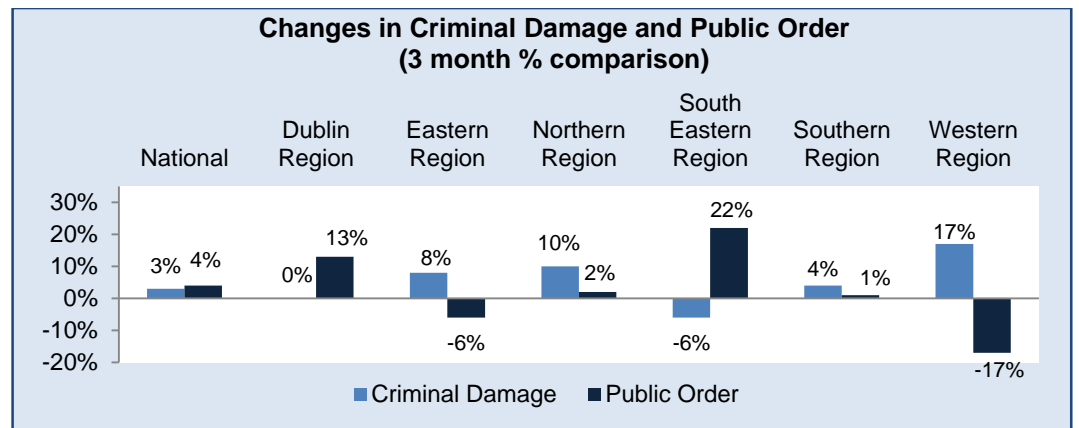
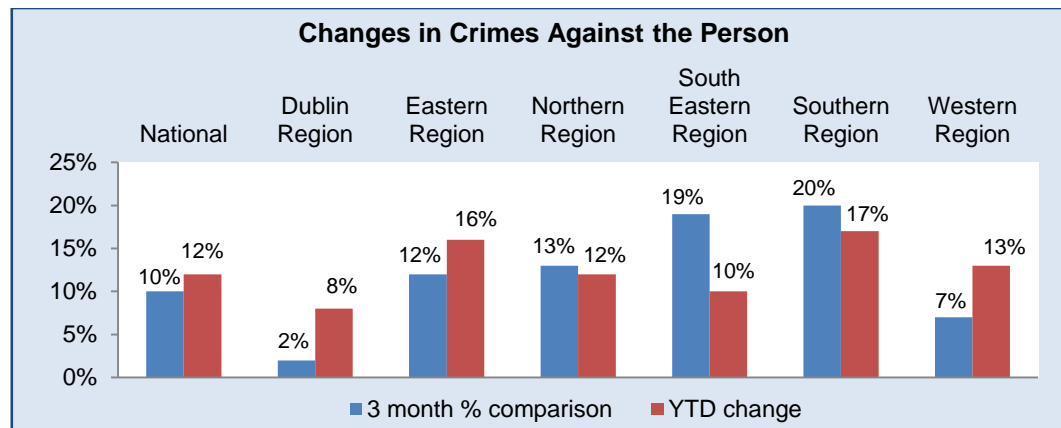
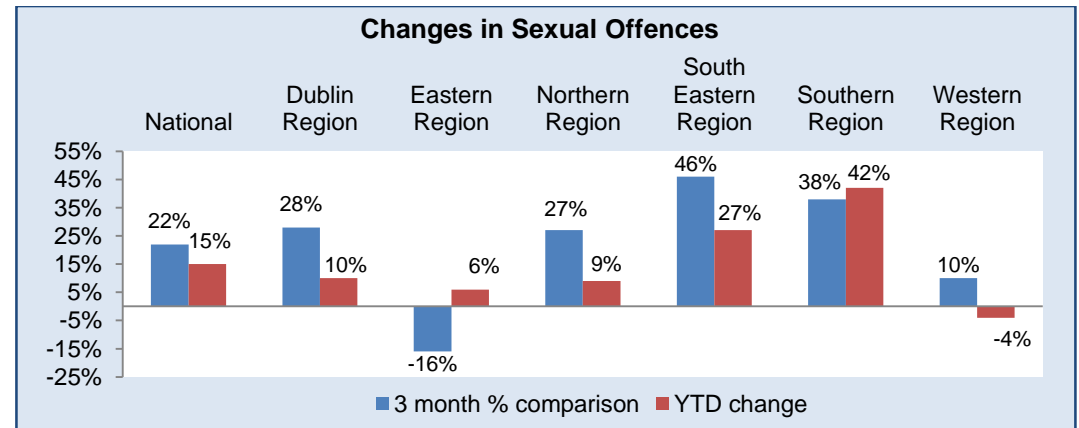
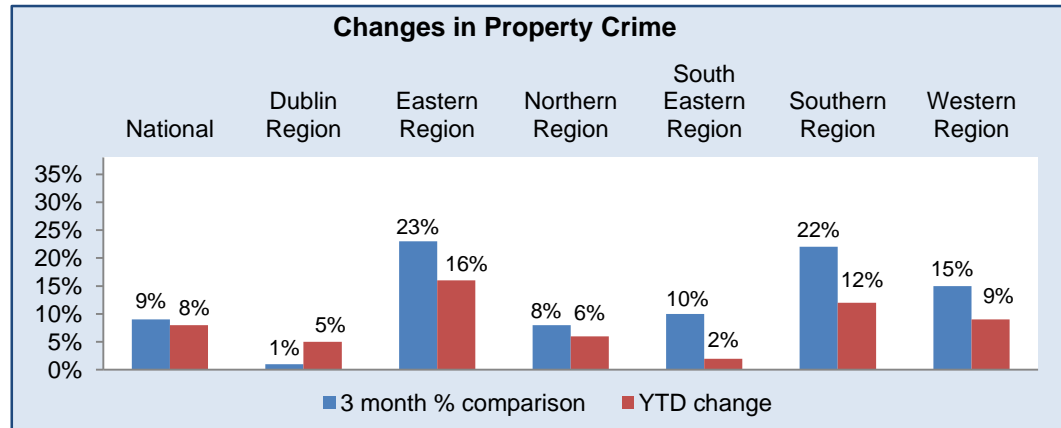
National Overview

Property crime incidents have increased by 8% in the year to date and by 9% when September, October and November are compared to the same period in 2016. All regions reported increases in both the three month and year to date comparisons. Crimes against the person are up 12% in the year to date. There has been a 15% increase in reported sexual offences when this year is compared with the same period last year. Criminal damage is running 3% higher and public order offences are running 4% higher compared to the same three months of last year.

Note: Crime incident figures and the associated trends above are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publication of crime trends and in their annual reports. Regional incident counts for some crime categories are low; therefore, percentage changes should be interpreted with caution.

Emerging Challenges

Over recent months there have been increases in Property crime incidents, with year to date increases in burglary (not aggravated), theft from vehicle and theft from shop offences. Similarly, crimes against the person have increased across all Regions; the main high volume subcategory in this group is minor assault, which is up by 13% compared to the same period in 2016. The deferred publication of Recorded Crime Statistics by the CSO due to data quality concerns continues to be an ongoing challenge for the Organisation.



MRP Status Overview

Project Status View

National Policing	National Security	Community Safety	Cross Org Services
ANPR Central Monitoring Office	Schengen	Community Policing Framework Strategy	Health & Wellbeing Strategy
National Op Framework	ECM System Phase 1	Contact Management System	P.A.L.F
JARC	ECM System Phase 2	Control Room Phone Number/Communications	Policy Governance Structure (P1)
SAOR	Investigations Management System	CAD Part 2	Policy Ownership Matrix (P2)
Protective Service Units 1	PEMS Part 2	Control Room Accommodation	Roster & Duty Management System
Protective Service Units 2	PEMS Part 3	Corporate Services	Bullying & Harassment Policy
Court Presenters	Prüm (Fingerprint Data Exchange)	Enhancing Network Access to Rural Locations	Cultural Audit
Electronic RC1	Garda National Cyber Crime Bureau	Establish the Office of Corporate Communications	Equality, Diversity & Inclusion Strategy
GoAML		CAD Part 1	Garda Síochána Analysis Service
PAF Processes & Procedures		CAD Part 1 - National Rollout	Garda Employee Assistance Service System
PAF Technology Support		CCTV Management Strategy	General Data Protection Regulation
Code Of Ethics		Garda Mobility Strategy	HR Operating Model
			Revised Approach to Risk Management

Project Status Breakdown

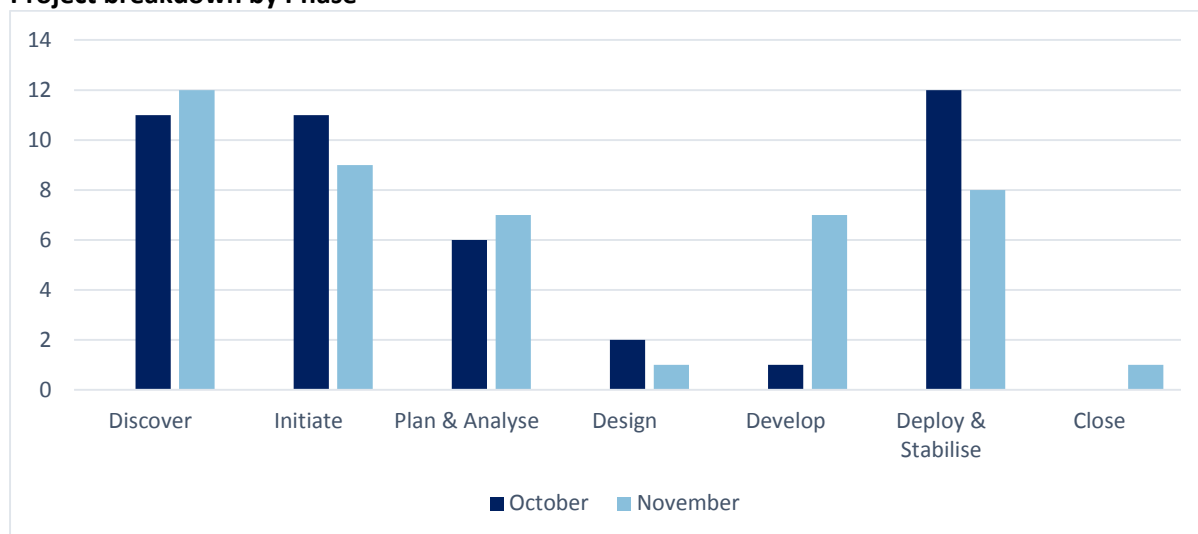
Critical	Under Control	On Track	Total Projects
6	19	20	45

Project Status Comparison to previous month

Critical	No Net Change (+1, -1)	<ul style="list-style-type: none"> Health & Wellbeing Strategy moved from Amber
Under Control	+4 (+5, -1)	<ul style="list-style-type: none"> Schengen moved from Red ECM Phase 2 (organisational roll out) added as a new project PEMS Part 3 moved from Green Prüm moved from Green Roster & Duty Management System moved from Green
On Track	-2 (-3, +1)	<ul style="list-style-type: none"> CAD 1 – National Rollout added as a new project

MRP Phase Overview

Project breakdown by Phase



Project movement by Phase

Phase	Project	Comment
Discover	CAD Part 1 – National Rollout	New Project
Initiate	N/A	N/A
Plan & Analyse	General Data Protection Regulation	Previously in Initiate
	Schengen	Previously in Initiate
	ECM – Phase 2	For reporting purposes, the ECM project has been separated into two phases: ECM Phase 1 relates to the initial rollout and ECM Phase 2 relates to the rollout across the rest of the organisation.
Design	N/A	N/A
Develop	Cultural Audit	Previously in Plan & Analyse
	Roster & Duty Management System	Previously in Plan & Analyse
	PAF Processes & Procedures	Previously in Design
Deploy & Stabilise	N/A	*Following a review of project phases, three projects have been recategorised to the Develop phase.
Close	Revised Approach to Risk Management	Previously in Deploy & Stabilise

Note: As noted above, three projects have been recategorised to the Develop phase to accurately reflect their status within the updated MRP project lifecycle. These are: Policy Governance Structure (P1), Policy Ownership Matrix (P2), and Prüm (Fingerprint Data Exchange).

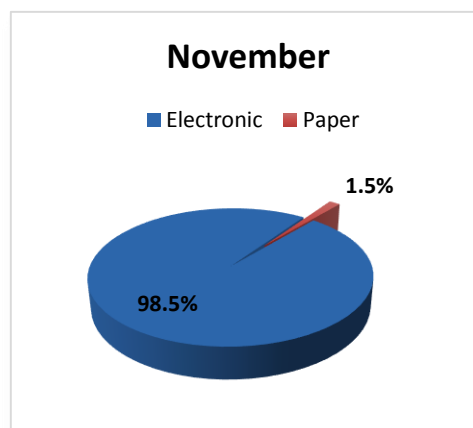
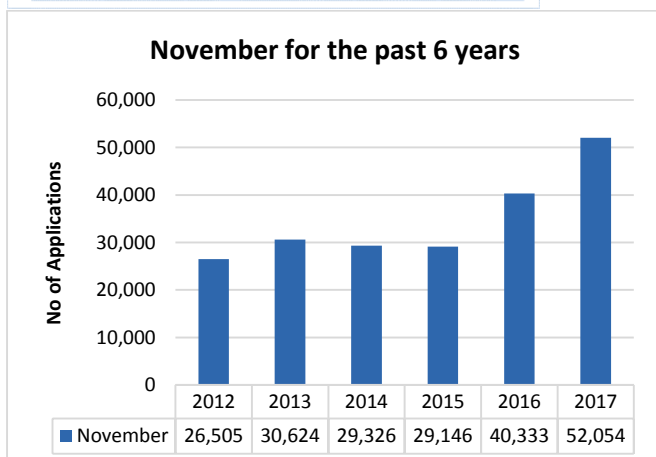
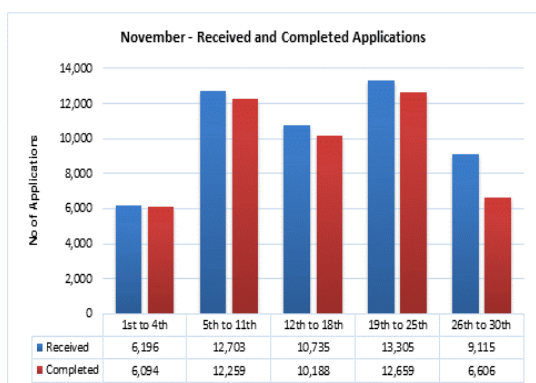
Upcoming deployments or milestones

Project	Date	Comment
Mobility pilot project	December 2017	A mobile Traffic App to be piloted in Limerick with 50 users
Policy Governance Structure	December 2017	Sign off from Executive
Garda Employee Assistance Service (GEAS) System	December 2017	ICT deployment in December 2017, live date for users will be January 2018
Cultural Audit	December 2017	Interim Report due, based on Cultural Audit survey results
Schengen – Phase 0	December 2017	Requirements gathering completed and signed off

9 Risk Management

- Seven meetings of the Risk & Policy Governance Board (R&PGB) have been held to date in 2017, with the most recent meeting taking place on 18 October 2017.
- The most recent meeting of the Key Governance Stakeholders group (GPSU, GIAS, Strategic Planning, STO, GRMU) took place on 7 December 2017.
- A closure report was submitted at the last Cross Org Programme Board meeting on 15 November, formally closing Project One; *'Implement a Revised Approach to Risk Management in An Garda Síochána'*. Project Two of the initiative *'Development/Procurement of Risk Management IT System'* has now commenced.
- Since October 2016, the Garda Risk Management Unit has provided training, briefings or direct support to more than 1000 members of An Garda Síochána, of all ranks and grades.
- The Garda Risk Management Unit continues to provide Organisation-wide communications, training, advice and guidance to all risk management stakeholders, with the objective of embedding risk management firmly within the Organisation's culture.
- The following briefings and workshops were held on various dates throughout November;
 - Sergeant, EO and HEO Development Programmes
 - Risk Register Development Workshops and specific support, guidance and advice to stakeholders
 - Corporate Risk Owner support workshops
 - Members of staff from GRMU attended Department of Justice Risk Management Training on 13 November 2017.
 - Members of staff from GRMU attended at an IPA Governance Forum Briefing on Risk Management on 10 November 2017.

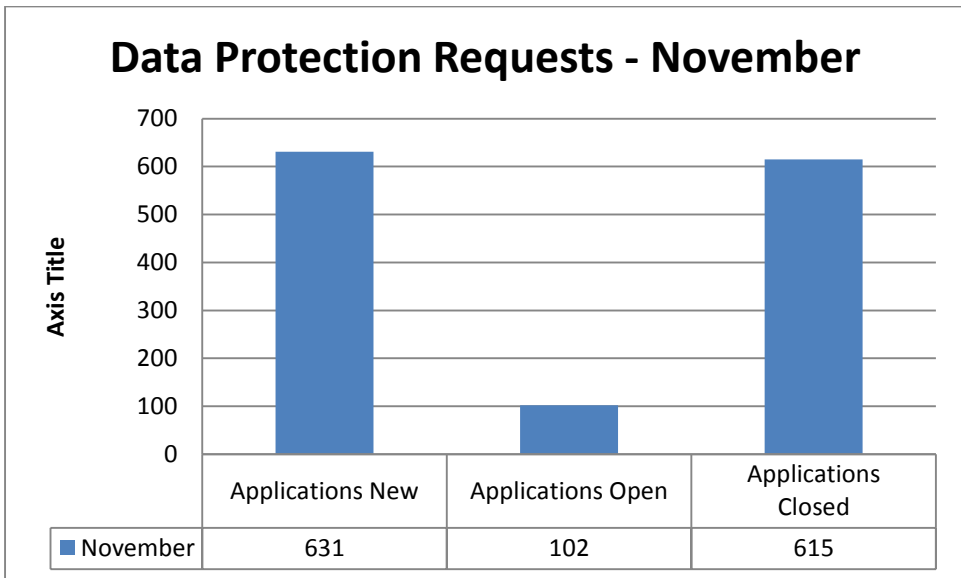
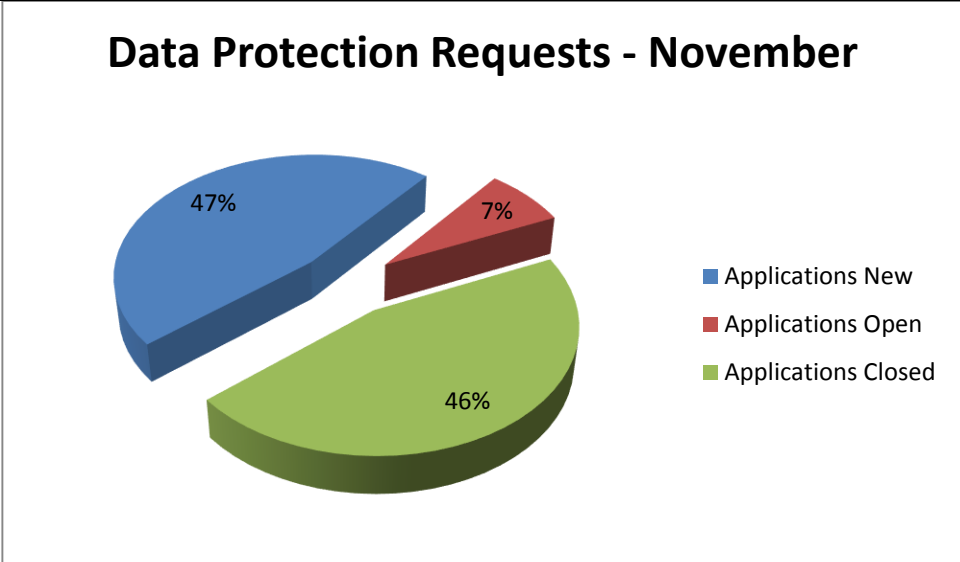
10 Vetting



It should be noted that as the turnaround time for vetting is 5 working days, the figure relating to the number received and completed for the period 26 - 30 November is reflective of a point in time which is within the 5 working day period, and therefore the completed figure is disproportionately affected.

11 Data Protection

Applications	New	Open	Closed
November	631	102	615



12 Freedom of Information (FOI)

The FOI system records a total of 521 requests, incorporating a total of 971 questions, received between 1 January and 24 November 2017. The majority of these requests were submitted by journalists (214), followed by requests from members of the public (188). The remaining requests were submitted by business groups, solicitors and academics. Six requests have been received from members of the Oireachtas.

The distribution of these requests over Human Resources, FOI Section, Internal Audit, Finance and Procurement is displayed in the table below:

MONTHLY STATUS UPDATE - November 2017			
FOI Requests	Year To Date	November	Comments/Issues
Finance: General	99	9	
Finance: Procurement	10	1	
FOI Section	305	23	
Human Resources	101	10	
Internal Audit	6	1	
Total Requests	521	44	
Additional Requests	294	30	These comprise of out of scope requests that require attention by An Garda Síochána (crime reporting etc.)
FOI Decisions	Year To Date	November	Comments/Issues
Granted	52	3	23 Internal Reviews (7 from same requester) and 3 OIC Appeals completed
Part-granted	105	2	
Refused	316	22	
Withdrawn	32	1	
Withdraw & redirect	0	0	
Total Decisions	505	28	
Response Times	Year To Date	November	Comments/Issues
Within time	494	27	
Out of time	11	1	

13 Legal Services Claims and Malicious Injury Compensation

November 2017

File Type	New				Finalised			
	Garda		Non-Garda		Garda		Non-Garda	
	Litigation	Pre-Litigation	Litigation	Pre-Litigation	Litigation	Pre-Litigation	Litigation	Pre-Litigation
Article 40							1	0
Assault			1	3			2	0
Assault (Sexual)			0	1				
Constitutional								
Defamation								
Bullying								
Damage to Property	0	2	0	15				
Discovery			4	2			3	
Equal Status Act								
Employment Cases								
False Imprisonment							1	0
Judicial Review	1	0			1	0	4	0
Injunction								
Inquest								
Malicious Prosecution								
Negligence								
Personal Injury	0	2	2	6				
PSV							0	1
SCA Assist								
Unlawful Arrest								
Unlawful Search			0	1				
Unlawful Seizure								
Vetting			0	1			1	0
Warrant Case								
Other	1	1	2	5	1	1	2	1
Total	2	5	9	34	2	1	14	2

- The figures provided above refer to the number of new files opened and finalised in Legal Services in the month of November 2017.
- The files are broken down into the categories of “Garda “ / “non-Garda” files.
- The figures are further broken down into files which are “pre-litigation” (legal proceedings have not been instituted) and “litigation” (files which are the subject of legal proceedings).

Malicious injuries compensation

Cases on hand at Compensation Section, Garda Headquarters	1458
New cases received from the Department of Justice and Equality	12
Cases finalised:	20

Appendix A

Human Resources and People Development (HRPD)

Rank	Strength at 30 November 2017
Commissioner	0
Deputy Commissioner	2
Assistant Commissioner	9
Chief Superintendent	43
Superintendent	166
Inspector	273
Sergeant	1,881
Garda	10,987
Sub - Total	13,361
Career Breaks (incl ICB)	165
Work-sharing	53.5
Secondments (Overseas etc)	18
Maternity Leave	89
Unpaid Maternity Leave	39
Total	12,996.5

Professional/Technical		Administrative		Industrial	
Head of Training & Development	0	CAO	1	General Op	11
Teacher	16.6	Exec Director Finance	1	Electrician	1
Researcher	2	Exec Director HRPD	1	Store Keeper	1
Senior Solicitor	1	Exec Director ICT	1	Carpenter	1
Professional Accountant Grade I	3	Exec Director S&T	1	Charge hand	1
Professional Accountant Grade II	2.8	Exec Director L&C	1	Plumber	1
Professional Accountant Grade III	1	Director	1	Traffic Warden	6
CMO	1	PO*	9	Coffee Shop Attendant	0
Assistant CMO	1	AP**	30	Driver	15.8
Occupational Health Physician	0	HEO***	110	Store man	4
Nurse	3	EO ****	313.255	Store Officer	1
Photographer	3	CO	1421.81	Groom	1
Cartographer	2	Supt. of Cleaners	2		
Telecoms Technician	12.6	Cleaner	152.33		
Examiner of Maps	1	Service Attendant	32.49		
Head of Legal Affairs (Director level)	1	Seasonal Cleaner /SA	6.8		
Accident Damage Co-ordinator	1	Service Officer	7		
Technical Supervisor	1				
Workshop Supervisor	1				
Total	54		2091.685		43.8

* Includes 1 Senior Crime & Policing Analyst

** Includes 2 Higher Crime & Policing Analysts

*** Includes 29 Crime & Policing Analysts, and 2 Assistant Accountants

**** Includes 10 Crime & Policing Analysts

GRAND TOTAL: 2189.485 (whole-time equivalent)

Appendix B (i)

Policing Plan 2017 – October performance at a glance

PRIORITY 1: NATIONAL AND INTERNATIONAL SECURITY*

No.	Strategies / Projects	RAG Rating
5	Collaborative engagement with key minority groups.	On Target
7	a) Establishment of a Cyber Crime Investigation Unit at the Garda Cyber Crime Bureau.	On Target
	b) Development of new cyber crime strategy by Q4 2017.	On Target

PRIORITY 2: CONFRONTING CRIME

No.	Strategies / Projects	RAG Rating
8	Publish National Crime Prevention and Reduction Strategy.	On Target
10	Establishment of Protective Services Units in 3 Garda Divisions by Q4.	On Target
12	Implementation of COSC strategic actions pertaining to 2017.	On Target
13	Implementing the recommendations of the review of the victims services offices.	At Risk
14	Provision of information on Criminal Justice system, etc through the new Garda website.	Off Target
15	Deployment of CAD nationally by Q4 2017	Off Target
15a	Deployment of CAD nationally by Q4 2017 - CAD I	On Target
15b	Deployment of CAD nationally by Q4 2017 - CAD II	Off Target
16	a) Each non-sexual crime incident has investigating officer and supervisor assigned.	At Risk
	b) Each sexual crime incident has an investigating officer and supervisor assigned to it.	At Risk
18	Collaboration with international police targeting OCGs and individuals involved in criminality.	On Target
19	Deployment of new evidence-based framework by Q4 2017.	Off Target
20	Roll-out of JARC to 12 Garda Divisions by Q4 2017.	Off Target
21	The roll-out of SAOR to all Garda Divisions by Q4 2017.	Off Target
22	Active participation by An Garda Síochána in the Youth Justice Action implementation.	At Risk
	<i>Metrics</i>	
9	b) Decreased incidents of burglary by 5% in 2017	Off Target
	c) Decreased incidents of robbery by 10% in 2017.	Off Target
	d) Decreased incidents of assault by 6% in 2017.	Off Target
	f) Increased recordings of incidents with a hate motive against 2016 baseline.	At Risk
11	f) Increased reporting of sexual offences.	On Target
	g) Increased detection of sexual offences.	On Target
	h) Increased number of victims of Human Trafficking identified.	On Target
16	c) Improved detections of burglary compared to 2016.	Off Target
	d) Improved detections of robbery compared to 2016.	Off Target
	e) Improved detections of assault compared to 2016.	Off Target
17	a) Increased detections for sale and supply of drugs compared to 2016.	On Target
	b) Increased number of firearms seized compared to 2016.	
	<i>Public Attitude Survey (Reported each quarter)</i>	
9	a) Improve public opinion on ability of An Garda Síochána to tackle crime from 57% to 60%.	Off Target
	e) Enhanced feelings of public safety as measured by the Public Attitude Survey.	On Target
13	a) Increased victim satisfaction from 57% in 2015 to 65% in 2017.	Off Target

PRIORITY 3: ROADS POLICING

No.	Strategies / Projects	RAG Rating
24	Facilitation of the Road Safety Authority in the collection of data and conducting of research.	On Target
25	Participate in planned Multi-agency Checkpoints as per Roads Policing Plan 2017.	On Target
26	Phase 1 of the ANPR Strategy completed by Q3 2017.	Off Target
27	Reviewing all collision prone zones by Q4 of 2017. (Done on a quarterly basis.)	On Target
28	All recommendations and improvements within the remit of An Garda Síochána implemented.	On Target
29	Audit of the Garda Fixed Charge Processing system complete by Q4 2017.	On Target
30	Tailored education and training provided to all members of Roads Policing units.	On Target
31	10% more personnel allocated to RP Units in all regions by end Q4 2017 vs. end of Q4 2016.	At Risk
32	100% completion of planned exercises in each region.	At Risk
	<i>Metrics</i>	
23	a) Increased road-user compliance, as measured by the Road Safety Authority.	On Target
	b) Increased Garda visibility, as measured by the Road Safety Authority.	Off Target
	c) Less than 136 fatalities on our roads in line with the Government's Road Safety Strategy.	Off Target
	d) Less than 380 serious injuries in line with Government's Road Safety Strategy.	Off Target

Appendix B (ii)

PRIORITY 4: COMMUNITY ENGAGEMENT & PUBLIC SAFETY

No.	Strategies / Projects	RAG Rating
33	New Community Policing Framework developed and implemented by Q4 of 2017.	Off Target
35	Phase 1 of PALF completed by Q4 of 2017.	On Target
38	a) Garda Diversity and Inclusion Strategy implemented by Q3 2017.	Off Target
	d) Increasing the scope of the Public Attitude Survey to include 16-18 year olds.	On Target
39	PACE Pilot completed in 6 Divisions.	Off Target
40	Schools programme review completed by Q3 2017.	Off Target
42	Minimum of one Crime Prevention Day per quarter held in each division.	On Target
43	Analysts contribute to operational activity undertaken by all units.	At Risk
44	All Joint Policing Committee meetings attended by nominated Chief Supt.	On Target
45	6 Garda Stations re-opened by end Q4 2017.	
	<i>Metrics</i>	
36	Level of online engagement ahead of industry standards (figures reported quarterly).	Off Target
37	Level of online engagement ahead of industry standards (figures reported quarterly).	On Target
	<i>Public Attitude Survey (Reported each quarter)</i>	
34	a) Increased perception that An Garda Síochána is community focused to a level of 64% of higher.	At Risk
	b) Reduced fear of crime (baseline 2016).	On Target
	c) Increased Garda visibility as per the Public Attitude Survey (baseline 2016).	On Target
38	b) 72% or higher level of satisfaction with the service provided to local communities.	At Risk
	c) Increased proportion of people who feel AGS treats all people equally, irrespective of background	On Target
41	80% or higher of respondents aware of Garda Crime Prevention campaigns.	On Target

PRIORITY 5: ORGANISATIONAL DEVELOPMENT & CAPACITY IMPROVEMENT

No.	Strategies / Projects	RAG Rating
46	Cultural Audit to measure staff willingness to bring forward issues, including Protected Disclosures.	Off Target
47	Cultural Audit published by end of Q3 2017.	Off Target
48	a) Communications plan developed for Gardai, Reserves & civilians re: ethical matters by end Q1.	Off Target
	b) Code of Ethics incorporated into training programmes in the Garda College by end of Q2 2017.	Off Target
49	New governance structure deployed nationwide by end of Q1 2017.	On Target
50	New approach to Risk Management fully implemented by end of Q1 2017.	On Target
51	Quarterly reports provided to relevant oversight bodies, including the Policing Authority, outlining progress with implementation of 3rd party report recommendations.	On Target
52	a) HR Strategy and Operating Model developed.	Off Target
	b) Attitudes toward HR Strategy and Operating Model assessed through the Cultural Audit.	Off Target
54	Up-to-date intelligence and technology used to obstruct online child exploitation.	At Risk
55	Scheduled reporting on MRP projects to relevant oversight agencies.	On Target
58	165 officers redeployed and replaced with civilian staff as part of 5-year redeployment plan.	Off Target
59	4 hybrid functional policing model pilots completed and evaluated.	Off Target
60	Data Quality Unit established and operating within GISC.	On Target
	<i>Metrics</i>	
53	a) 95% of all vetting applications processed on eVetting by Q4 of 2017.	On Target
	b) 80% of all eVetting applications completed within 5 working days of receipt.	At Risk
56	a) 200 Garda recruited and in training per quarter in 2017.	On Target
	b) 500 civilian support staff recruited by end of Q4 2017.	Off Target
57	300 Garda Reservists recruited and in training by end of Q4 2017.	Off Target
61	a) Increased proportion of incidents correctly classified on PULSE.	At Risk
	b) Increased proportion of detections correctly classified on PULSE.	Off Target

Note: Items in this summary reflect the "year-end targets" for the various Policing Plan 2017 initiatives. Where items appear with no rating, no progress has been reported.

Appendix C

Policing successes and summary of on-going work

Throughout the month of November 2017, there have been a number of examples of excellent police work demonstrated by members of An Garda Síochána attached to frontline policing duties.

As part of an investigation, uniformed Gardaí and local detectives carried out a search of a house in Longford on 4 November 2017. During the course of this search, 80 Cannabis plants (subject to analysis) with an estimated street value of €64,000 were recovered. A 29-year-old man was arrested and detained at Longford Garda Station under Section 4 of the Criminal Justice Act, 1984.

Following a Garda operation targeting an Organised Crime Gang involved in burglaries, four men were arrested in Lucan, Co. Dublin on 8 November 2017. These men were intercepted by National and Regional Garda Units following a report of a burglary in Mullingar Co. Westmeath. The four men, one in his 60's, one in his 20's and two in their 30's, all from Dublin, were taken to Mullingar Garda Station where they were detained under Section 4 of the Criminal Justice Act, 1984.

On 8 November 2017, Customs Officers at Dublin Port intercepted a pallet of goods which contained suspected controlled drugs. Gardaí and Revenue launched a joint operation and on 9 November, 150kg of suspected Cannabis resin and 3kgs of suspected Cocaine (both pending analysis) were seized. The seized drugs have an estimated street value of €1.1 million. A man in his 40s was arrested and brought to Ballyfermot Garda Station where he was detained under Section 2 of the Criminal Justice Drug Trafficking Act, 1996.

Following a number of burglaries in the south Kilkenny area, uniformed Gardaí in Thomastown, together with detectives as part of Operation Thor carried out a search of premises in the South Co. Kilkenny area on 14 November 2017. During the course of the search, a substantial amount of property was recovered, including two caravans, a 4 X 4 vehicle, a trailer, quad bikes and a large variety of power tools.

In a planned international operation on 15 November 2017, Gardaí from the Garda National Drugs and Organised Crime Bureau and the Special Crime Task Force searched two premises in Ashbourne, Co. Meath and discovered Cannabis herb and Cocaine. Two men in their 30s were arrested at the scene and are detained under Section 2 of the Criminal Justice (Drug Trafficking) Act, 1996 at Ashbourne Garda Station.

Gardaí from the DMR South Central Divisional Task Force, Detectives from Kevin St, Kilmainham and Pearse Street Garda Stations, supported by Gardaí from the Special Detective Unit, Drugs and Organised Crime Bureau and the Garda Dog Unit took part in a number of search operations on 16 November 2017. During the search of a house in Dublin 8, Heroin with a street value of €25,000 and €6,000 cash was seized. Three imitation firearms were also seized. A man in his 50s was arrested and detained under Section 2 of the Criminal Justice (Drug Trafficking) Act, 1996 at Kilmainham Garda Station. In another search, again in Dublin 8, Heroin with a street value of €1,000 was found and a man in his 40s was arrested and detained under Section 4 of the Criminal Justice Act, 1984 at Kilmainham Garda Station. Another man was arrested on foot of an existing bench warrant. During the course of another search, a number of packages wrapped in plastic were seized. These packages contain 3.5 kg of a powder like substance and it is believed they contain Heroin and Cocaine.

On 21 November 2017, the Criminal Asset Bureau assisted by local Gardaí in Killarney carried out 11 searches during an operation investigating an Organised Crime Gang based in the Killarney area of Co. Kerry. Gardaí seized a large amount of documentation which they believe relate to the proceeds of crime. During the searches, in excess of €100,000 cash was seized, along with a large amount of jewellery and a total of 9 cars.

On 26 November 2017, Gardaí from the West Cork Divisional Drugs Unit and Cork City Drugs Unit searched a house in Bantry, Co. Cork. During the course of the search, Gardaí discovered a quantity of Cocaine and chemicals used in the processing of illegal drugs. The estimated street value of the drugs is expected to be in excess of €100,000. One woman and three men were arrested.

Note: All Statistics provided are provisional, operational and subject to change.

Appendix D

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.												
	2017												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2017
Assistant Commissioner		1		1		1							3
Chief Superintendent	1	1				1			2			1	6
Superintendent			1			1		2	4	1		2	11
Total	1	2	1	1	0	3	0	2	6	1	0	3	20

Appendix E

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks
Data as at the end of November 2017

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	8	9									0	9	-1
Chief Superintendent	45	43									0	43	2
Superintendent	166	164	2								2	166	0
Total	219	216	2	0	0	0	0	0	0	0	2	218	1