



An Garda Síochána
Monthly Report to the Policing Authority

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

March 2019

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
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Bí linn/Join us  

Ms. Helen Hall
Chief Executive
Policing Authority

Re: Commissioner's Monthly Report to the Policing Authority

I am pleased to provide the third 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 has continued this month to include pertinent information in many areas including policing successes, organisational initiatives and progress made on various projects. We have again included additional crime data extracted from the PULSE system for the past five years, providing richer context with clear trends than the former year on year comparisons.

Section 8 provides an update in respect of projects reported on by the Strategic Transformation Office (STO). You will again note a reduction in the number of projects included, compared with those previously reported on under the former Modernisation and Renewal Programme (MRP). As outlined in last month's report, the STO's core reporting mechanisms are currently focused on projects contained in '*A Policing Service for the Future*', the implementation plan for the Report on the Commission on the Future of Policing in Ireland. Further projects are as usual, listed under the Policing Plan Report at Appendix A.

It is acknowledged that there are differences in the 'status' of some projects outlined in the Policing Plan Report and the reports generated by the STO in respect of targets of '*A Policing Service for the*

Future' (some of which are associated with former targets of the MRP). This is as a result of different project timelines provided for under the two different plans. These will come into alignment in the new Policing Plan reporting period.

While progressing all of the Organisation's priorities, we will continue to report to you as part of the Policing Strategy and Performance and the Organisation Development Committee to ensure you are sighted on all relevant projects in accordance with your oversight role. We will also continue to engage with the Authority in relation to reporting requirements following the publication of the Garda Síochána Strategy Statement 2019 – 2021 and Policing Plan 2019. Any additional project status not outlined in our core reporting will be provided as required.

Yours sincerely

DERMOT MANN
CHIEF SUPERINTENDENT
OFFICE OF THE COMMISSIONER

March 2019

Message from the Commissioner

The last month saw progress in the implementation of a number of transformation projects that will improve the service we provide the public. This included the Investigation Management System, Roster and Duty Management System and PRUM. In addition, in early March, we centralised the control rooms for the Northern and Western Regions so that all 999 calls for these regions are recorded and dispatched from one location.

There were further examples of good police work locally and nationally during the month. This included our ongoing operation targeting the circulation of child abuse material online, an operation targeting a burglary gang that resulted in arrests and seizures of stolen goods and a major find of arms from dissident republicans. Locally, there were operations resulting in drug seizures, arrests for theft and aggravated burglary and actions that prevented crime and the potential loss of life. In addition, a number of initiatives were undertaken to educate the public on how to reduce bicycle thefts, improve the safety of children on the roads and the safe use of the Internet.

The results from the Q4 Public Attitudes Survey which were published in February, demonstrate the on-going impact of this kind of work. The Public Attitudes Survey found the lowest levels of victimisation since 2015, low levels of the fear of crime, high levels of satisfaction in local service provision and trust in An Garda Síochána. Reporting of crime also increased. It did, however, find a decrease in the proportion of people who believe the Organisation treats everyone fairly and only 40% of respondents said we are dealing with the things that matter to local communities. Maintaining those positives, while addressing such issues raised in the Survey will continue to be a major focus for An Garda Síochána in 2019.

J A Harris
Commissioner
An Garda Síochána

Financial Position – February 2019

The overall position at the end of February 2019 shows a total net expenditure of €263.1m which is €0.5m less than the profiled spend of €263.6m. The expenditure on overtime for February 2019, including the Garda College, was €7.1m which is €43k over the profiled spend for the month. The expenditure on salaries for February 2019 was €78.87m which is €193k over the profiled spend for the month. However, the year to date profiled spend for pay and overtime, including the Garda College was exceeded by €111k. Year to date, the Superannuation, Witness expenses and Compensation subheads are €1.1m over the profiled spend while Appropriations in Aid are €800k ahead of target.

Developments in March 2019

- **Old Kevin Street Garda Station:** Works are nearing completion to be ready for occupation by STOC (Special Tactics and Operations Command) by end of March 2019.
- **Modular Building Extension, Garda Headquarters:** Works are to be completed in March 2019.
- **Fitzgibbon Street Garda Station:** Enabling works have commenced as part of the complete refurbishment/redevelopment of the Station. Tender documents are being prepared for issue in relation to the main contract.
- **Garda Water Unit, Athlone:** Works to renovate the existing facility are due to commence in the near future with a build time of circa 10 months.
- **Longford Garda Station:** Tender documents for a custody suite and extension to Longford Garda Station are being reviewed by the OPW. Once completed, tender documents will issue.
- **Bailieboro Garda Station:** The OPW is progressing with a detailed design of the Station and preparation of tender documents.
- **Transaer House:** Works to provide a new Garda Station and immigration facility in Dublin Airport are at an advanced stage with a completion timeframe of end March 2019.
- **Cell Refurbishment Programme:** Cell upgrades are ongoing in various Stations nationwide.

The Government decision to increase the Garda workforce to 21,000 by 2021, has created accommodation pressures in relation to the capacity of the Garda estate portfolio to accommodate the additional number of Garda members and staff. As numbers increase in 2019, the pressure will become more severe given the long lead time for the provision of additional accommodation.

2 Human Resources and People Development (HRPD)

- Garda and Garda Staff strengths, as at 28 February 2019, including a breakdown by rank, grade and gender, are outlined below.
- Information is provided in respect of family friendly arrangements, sick leave and suspensions.
- The Garda Trainee Recruitment Campaign continues.
- Work is ongoing on the recruitment to Garda Staff posts sanctioned by the Policing Authority.
- The number of Garda members reassigned to operational duties at 22 March 2019 is 311. A chart containing the rank breakdown is provided below.
- Details of numbers and vacancies in specified ranks are outlined at Appendices B and C.

Garda members reassigned to operational duties as at 22 March 2019

Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
0.5	4.5	15	47	244	311

Garda Strengths

Rank	At 28 February 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	158	143	15	158
Inspector	342	287	55	342
Sergeant	1986	1581	405	1983
Garda	11435	8172	3263	11381.5
Total	13,977	10,229	3,748	13,920.5

Of which		Male	Female
Career Breaks (incl. ICB)	78	36	42
Work-sharing	56.5	3	53.5
Secondments (Overseas etc.)	15	9	6
Maternity Leave	83		83
Unpaid Maternity Leave	43		43
Available Strength	13,701.5	10,181	3,520.5

Garda Reserves Strength as at 28 February 2019	Total	Male	Female
	521	383	138

Garda Staff

	Total	WTE*	Male	Female
Professional / Technical	56	55	32	24
Administrative **	2386	2277.3	536	1850
Industrial	431	258.2	129	302
Total	2873	2590.5	697	2176

Of which	Total		Male	Female
Career Breaks	16		3	13
Maternity Leave	22			22
Unpaid Maternity Leave	4			4
Available Total	2,831	2,548.5	694	2,137

* 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
	377	12	365

*** 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	38	37.9	15	23
HEO	141	139.7	62	79
EO	416	405.4	97	319
CO	1768	1671.3	346	1422
Total	2379	2270.3	530	1849

Suspensions: Persons suspended from An Garda Síochána at 28 February 2019

Total	Male	Female
43	36	7

Sick Leave

Garda members unavailable for duty due to sick leave as at 28 February 2019

Garda	Sergeant	Inspector	Superintendent	Total
577	40	3	2	622

Garda Staff unavailable for duty due to sick leave as at 28 February 2019

CO Temp	CO	EO	HEO	Professional	Civilian Accountant	Total
1	80	17	5	1	1	105

- 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.

3 Information and Communications Technology (ICT)

- **Front Line Mobility:** An upgrade to the Live Enterprise Mobility Management environment has been successfully completed.
- **PRUM:** On 7 February 2019, PRUM functionality was enabled between Ireland and Austria. An Garda Síochána can now send and receive Dactyloscopic¹ data with Austria. Instructions are awaited to enable data exchange between Ireland and a second member state.
- **Enterprise Content Management (ECM):** ECM has been sanctioned for national rollout across An Garda Síochána. The next phase is being progressed, with activities underway to commence rollout to the Eastern, Southern and Dublin Metropolitan Region (DMR). Training is due to start in the Laois/Offaly Division in mid-late March.
- **Roster and Duty Management System (RDMS):** The RDMS pilot evaluation and project closure reports are currently under review and will be submitted in March 2019. RDMS is continuing in 'business as usual' mode within the DMR East Division. Deployment planning is underway for the locations prioritised in the Commission on the Future of Policing in Ireland (CFPI) report, i.e. the Garda College, Garda Central Vetting Unit and Fixed Charge Processing Unit, for Q3 2019.
- **Investigation Management System (IMS):** Go-live is scheduled for the end of March 2019, with a national rollout planned throughout 2019. Go-live will take place in the Waterford Division supported by the Garda National Technical Bureau (GNTB), Garda Information Services Centre (GISC) and members of the Specialist Sections. Training has been ongoing in three locations since December 2018 with planning and preparation for go-live and post go-live support also continuing.
- **Schengen Information System II (SISII):** The development of the detailed functional designs across PULSE and the Garda National Immigration Bureau is progressing. AFIS² design is under discussion with third party vendor. The third in a series of five connectivity / compliancy tests with eu-LISA has experienced some delay and is on-going.
- **Computer Aided Dispatch (CAD):** The Regional Control Room in Galway went live on 5 March 2019 and since then 999 calls are answered and dispatched for the Western and Northern Regions from there. Resources for both regions will now be dispatched to incidents from the Regional Control Centre.

4 Corporate Communications

Anti-Child Abuse Material Operation and Safer Internet Day

To coincide with Safer Internet Day, the work of the last activity under Operation Ketch, to tackle distribution of online child abuse material, was highlighted via press release. In addition, media and the public, particularly students, were provided with information on the risk of online exploitation and how to stay safe online. Chief Superintendent, Garda National Protective Services Bureau, was made available as a Garda spokesperson and this resulted in significant coverage for this issue.

Anti-Gangland Activity

An interview with Superintendent, Drugs and Organised Crime Bureau by the Irish Examiner led to two successive days of front page stories in the newspaper on Garda actions to tackle drug dealing and organised crime gangs.

Public Attitudes Survey

The Q4 2018 Public Attitudes Survey was released to media via press release and to the public on Garda.ie. The survey found low levels of victimisation and fear of crime and high levels of satisfaction in local service provision and trust in An Garda Síochána. Reporting of crime also increased. There was, however, a decrease in the perception that the organisation treats everyone fairly.

¹ Dactyloscopy relies on the analysis and classification of patterns observed in individual prints

² Automated Fingerprint Identification System

Arms Find in Co. Louth

A major arms find relating to dissident republicans was promoted through a press release with an image from the find. This received wide-spread coverage.



Interviews / Operational Media Briefings

- The Garda Commissioner participated in interviews and briefings regarding the Examination of Youth Referrals and policing protests (all media).
- Tackling wildlife crime (RTÉ Radio 1, Drivetime and Ear to the Ground)
- Conviction of individuals for IRA membership (all media)
- Garda view on “paedophile hunters” (‘Ireland’s Paedophile Hunters: True Lives’ Virgin Media TV documentary)
- Road safety in county Galway (RTÉ Radio 1, Today with Sean O’Rourke)

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. At 20 March 2019, a total of 14,114 personnel have attended workshops and 9,757 have signed the Code of Ethics declaration. This is broken down as follows:

Attendance at Code of Ethics Workshops in Q1 2019:

January 2019:	98
February 2019:	72
March 2019:	22
Total	192

Total attendees:

Garda	12,312
Garda Staff	1,685
Reserves	117
Total	14,114

Total numbers who have signed the Code of Ethics declaration:

Garda	8,378
Garda Staff	1,277
Reserves	102
Total	9,757

The increase is also attributed to an oversight through the non-inclusion of student intake 17-1 to 18-2 in previous returns.

95% of Senior Management have signed the Code of Ethics Declaration. The reduction from 100% is as a result of new appointees in the last quarter at Assistant Principal level and Principal Officer level. Workshops will be arranged for new personnel.

The Garda Ethics and Culture Bureau and the Garda College continue to contact all Regions and Sections to request that they provide an update on those who have attended or have yet to attend Ethics Workshops. Regions and Sections have also been asked to provide validation from each area regarding those who have signed the Code of Ethics declaration.

The second edit of the Code of Ethics video is complete.

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.

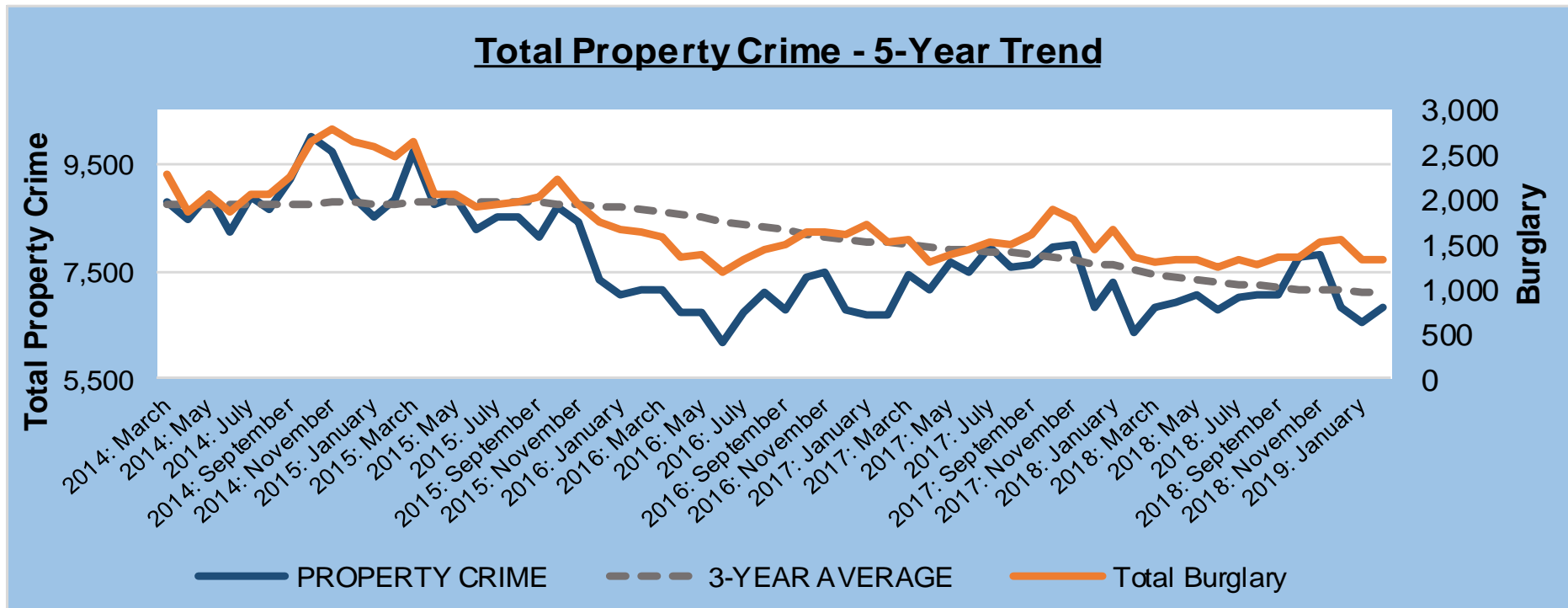
Superintendent GRMU undertakes regular meetings with Divisional and District Risk Managers to review and quality assure their Risk Registers. In February 2019, meetings were held with Risk Managers and support staff in the HR Directorate, Freedom of Information and the Southern Region and Western Region.

The Garda Risk Management Unit is currently scheduling 'refresher' briefings to be provided across the Organisation during March and April 2019. Senior Management Training has been scheduled for late March 2019. There was a Corporate Risk meeting with Executive Support and Corporate Services on 22 February 2019 and a workshop with Legal & Compliance on 28 February 2019. The Key Governance Stakeholder Group met on 6 February 2019. The next meeting is scheduled for 3 April 2019.

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.

National Overview/ Operational Challenges

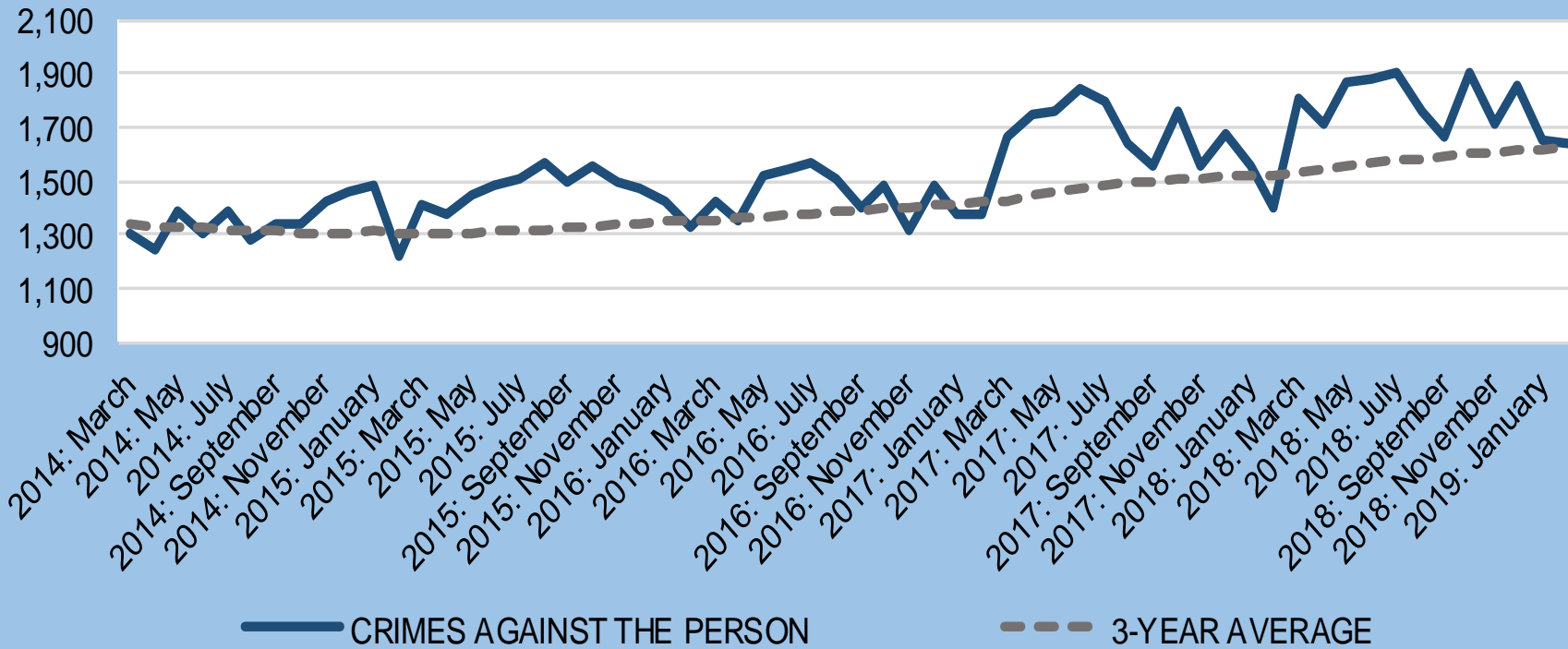
Total property crime continues to trend downwards nationally, with levels remaining lower than last year. Decreases were evident across all regions except the Southern Region, which was up 2% in the past 12 months over the 12 months prior to this. Property crime has trended downwards since the end of 2014 and total burglary incidents have followed a broadly similar trend. Incidents of both residential burglary and burglary occurring elsewhere are down in the past 12 months as compared with the 12 months before this. 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. An Garda Síochána closely monitors crime trends and disseminates analysis on a regional and divisional basis and 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.

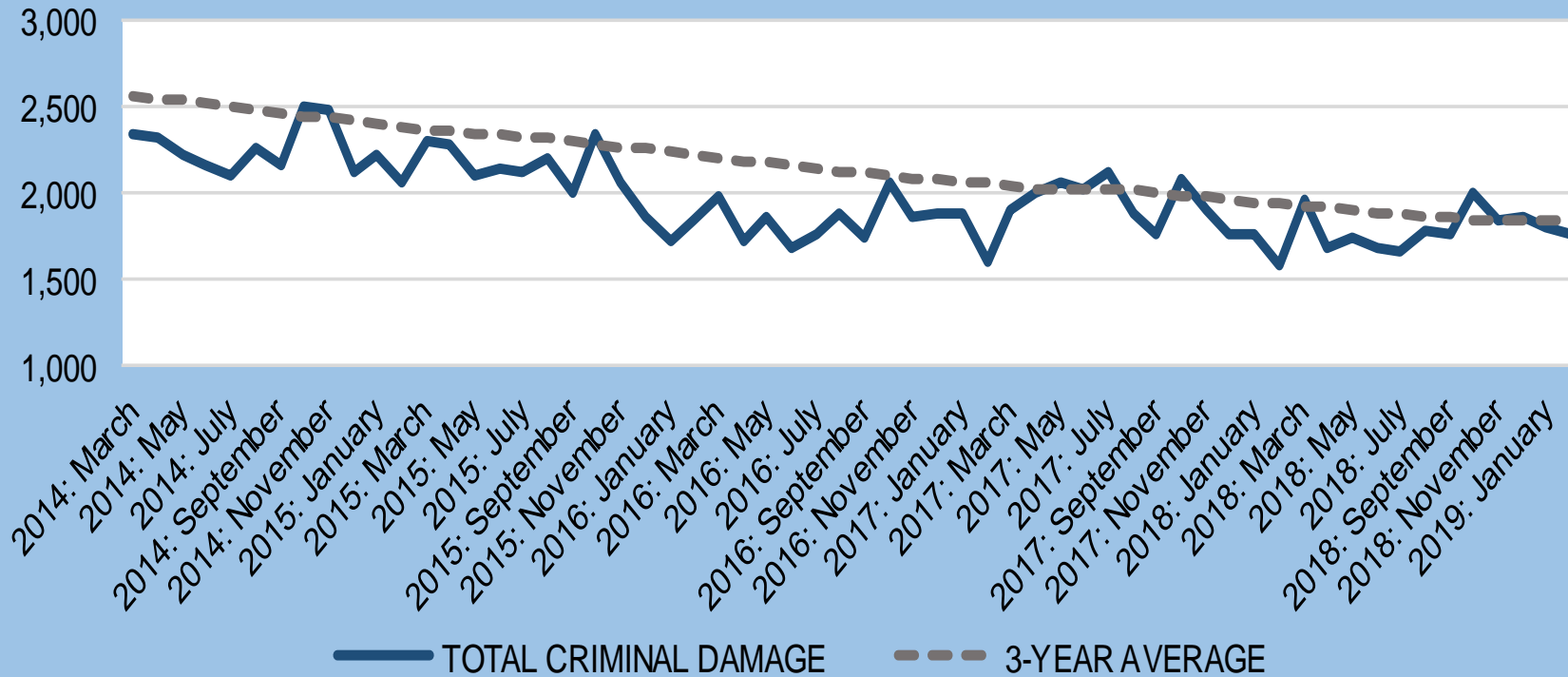
Total Crimes Against The Person - 5-Year Trend



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.

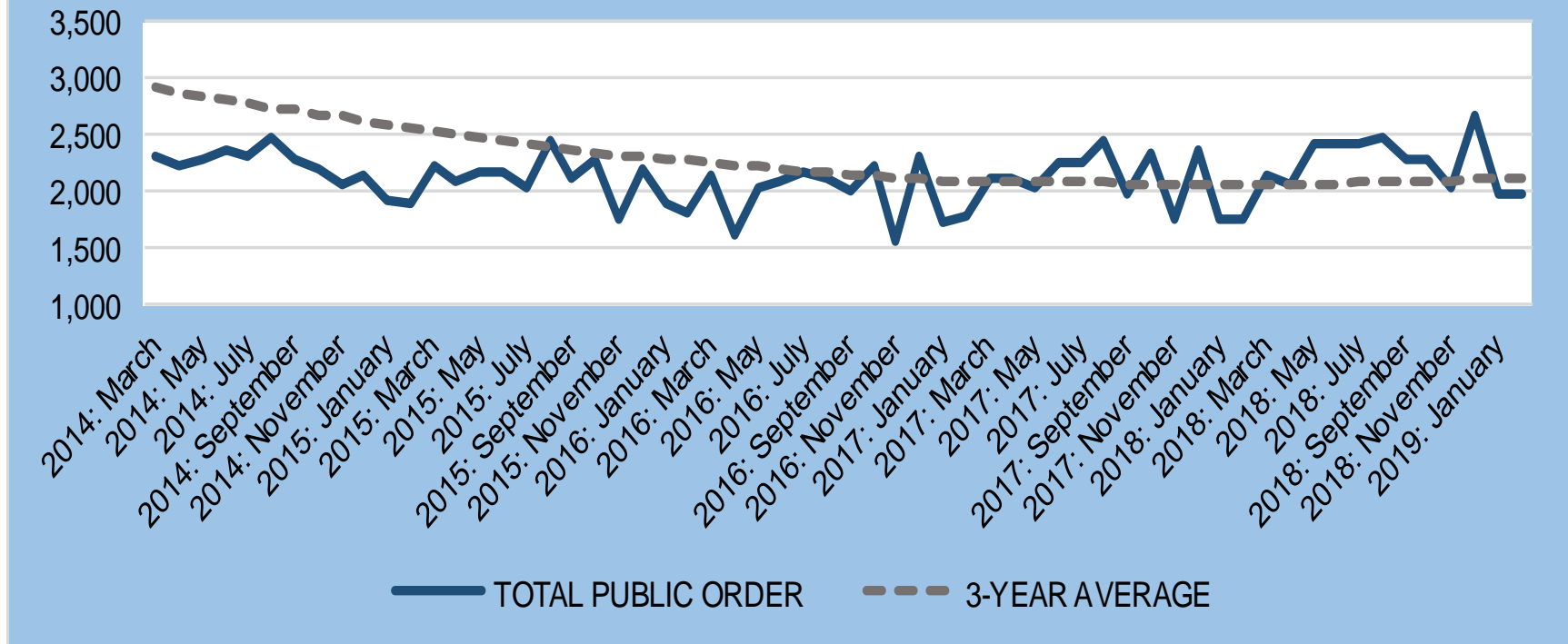
Total Criminal Damage - 5-Year Trend



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 Public Order - 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.

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.

February 2019

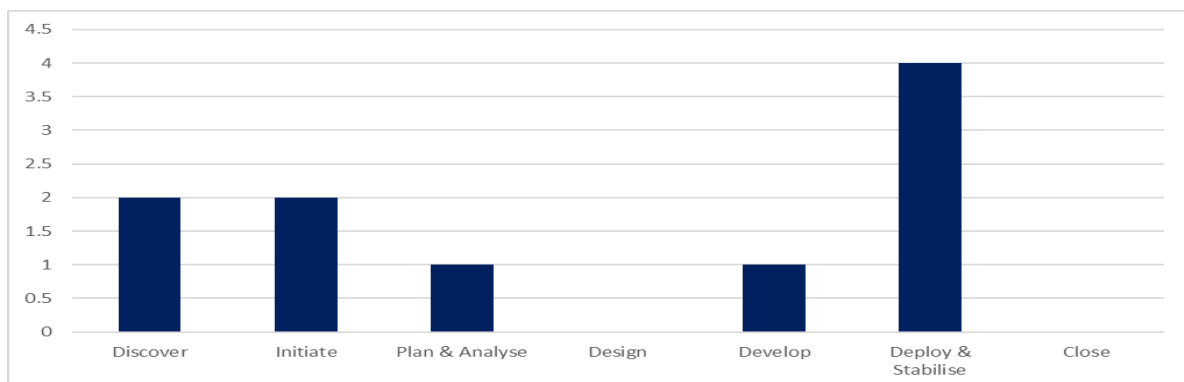
Project Status View

Project – STO RAG Status			
Control Room CAD Part 1	Yellow	Control Room CAD Part 2	Red
Control Room CAD Part 1 – National Rollout	Yellow	Roster & Duty Management	Red
Control Room –Contact Management	Yellow	ECM	Yellow
Control Room – Phone Numbers/Communications	Yellow	PALF	Yellow
Control Room Accommodation	Yellow	Court Presenters	Green

Project Status Breakdown

Critical	Under Control	On Track	Total Projects
2	7	1	10

Project Breakdown by Phase



9 Policing Successes and Community Engagement

Throughout the month of February 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 Special Crime Operations, Security & Intelligence, Roads Policing and Community Engagement & Public Safety.

On 5 February 2019, Gardaí at Castleblayney Garda Station received a report in respect of the unauthorised taking of a high-end vehicle from Blanchardstown, Dublin 15. The vehicle had been fitted with a tracking-device which indicated that it was at a premises in Castleblayney, County Monaghan. A search warrant, pursuant to section 48 of the Criminal Justice (Theft & Fraud Offences) Act, 2001 was obtained and the stolen vehicle was located, as well as a considerable volume of car-parts, an illicit alcohol manufacturing facility and a puppy farm. Gardaí liaised with Customs & Excise and the ISPCA. One male was arrested and detained pursuant to the provisions of section 4 of the Criminal Justice Act, 1984, as amended, and was subsequently charged with eight offences contrary to the Criminal Justice (Theft & Fraud Offences) Act, 2001. Enquiries have identified the car parts found as belonging to more than 25 stolen vehicles. An Investigation File is being prepared for the Law Officers.

On 6 February 2019, an incident involving a vehicle with three occupants occurred on the road between Sixmilebridge and Newmarket-on-Fergus with the vehicle ending up on its roof. A Garda from Newmarket-on-Fergus Garda Station attended the scene and observed smoke coming from the vehicle. He assisted all of the occupants in exiting from the vehicle, which subsequently ignited and was extinguished by the Fire Service.

Also on 6 February 2019, a Joint Agency Response to Crime (J-ARC) Recognition Seminar was held. This was for Garda Case Managers and Garda Staff involved in the nine J-ARC initiatives nationwide including 'ACER 3' Kevin Street, Tallaght, Dundalk, Limerick, Waterford, 'Strive' Ballymun, 'The Bridge Project: Change Works' Dublin based, Youth J-ARC Blanchardstown and Cork. A representative delivered a presentation on each initiative and outlined case studies which have been successful, whilst also identifying some of the challenges faced in operating the initiative. This seminar was held to mark the recent Civil Service Excellence and Innovation Award received by the J-ARC initiatives under the 'Excellence in People, Skills and Organisational Development' category. Commendations were then presented in recognition of the work being done by specific members in their Districts under J-ARC through the management of recidivist offenders.

On 9 February 2019, Gardaí from Blanchardstown Garda Station obtained a Search Warrant, pursuant to section 26 of the Misuse of Drugs Act, 1977/84, for a residential property. During the search a small quantity of Cannabis Herb was located in a number of separate bags. Other drug-related paraphernalia were also located, as well as a small amount of ammunition for a firearm (pistol). A male found on the premises admitted ownership of the seized items and was arrested for offences contrary to Section 15 of the Misuse of Drugs Act, 1977/84 (possession of drugs for the purpose of sale/supply). He was detained at Blanchardstown Garda Station where, on arrival, a quantity of cash was found on his person. During this time, another male presented at Blanchardstown Garda Station and claimed ownership of the ammunition found. He was arrested and detained pursuant to the provisions of Section 30 of the Offences Against the State Act, 1939/98. The first person arrested was subsequently charged with offences contrary to the Misuse of Drugs Acts, 1977/84 and an Investigation File is being prepared for the Law Officers.

On 18 February 2019, a suspicious incident was reported to Gardaí in the Bandon District, whereby a member of the public observed two males acting suspiciously at the water's edge. Both males fled, leaving behind a small dinghy with three outboard engines in it. Gardaí established that further efforts had been made to remove the engines of two additional boats in the harbour. As part of the ongoing investigation and subsequent enquiries, Gardaí arrested two men on 8 March 2019, who were charged with theft offences, contrary to section 4 of the Criminal Justice (Theft and Fraud Offences) Act, 2001 and remain before the Courts. Following this incident and as part of the investigation, the local District Officer, via media, social media, local radio and the local Garda Facebook page, took the opportunity to promote crime prevention tips for the local sailing community in order to keep their vessels and boating equipment more secure.

On 20 February 2019, during an operation conducted by the Garda National Drugs and Organised Crime Bureau (GNDOCB), as part of an ongoing investigation into the importation, sale and supply of drugs, €250,000 worth of illegal drugs and €19,000 cash were found during searches in Wicklow and Dublin. Following the searches, three males were arrested and were subsequently charged with offences contrary to sections 3 & 15 of the Misuse of Drugs Act, 1977 / 84. The prisoners were granted bail by the Court.

On 22 February 2019, an aggravated burglary took place at a private, residential property in Co Waterford, during which a male and female were confronted when they answered a knock at the door, by a lone male armed with a firearm. The intruder demanded money and escaped with a sum of cash. Enquiries subsequently established that a sum of money had been withdrawn shortly before the incident occurred. As a result of enquiries with neighbouring Garda Districts and examination of CCTV footage, a vehicle was identified following the injured parties' home. The following day, a number of search warrants were executed and two suspects were arrested on suspicion of having committed firearms offences and were detained under section 30 of the Offences Against the State Act, 1939 / 98. The identified vehicle and other items of evidential value to the investigation were seized. Both suspects were subsequently released without charge and an Investigation File is being prepared for the Law Officers.

During the month of February 2019, the Criminal Assets Bureau obtained Orders pursuant to Sections 2, 3, and 4A of the Proceeds of Crime Act 1996, as amended, for over €41,000 and £39,945 in cash and three properties connected to an Organised Crime Gang in the Dublin area, which will now be disposed of.

10 Organisational Initiatives

Bicycle Security Day

The bicycle is becoming increasingly popular as a healthier and more environmentally friendly means of transport. However, fear of bicycle theft may discourage use. Combatting the unauthorised taking of bicycles is therefore a necessary step in increasing the use of this sustainable form of transport.

In response to this problem, the Neighbourhood Community Policing Unit at Cabra Garda Station has developed a local initiative called “Bicycle Security Day” designed to reduce incidents of theft of bicycles. This involved holding open days at various locations around the sub-district, engagement with cyclists, distribution of crime prevention advice and property marking through the use of an engraver. Simple measures such as using correct locks and advice on where to park a bicycle can have a significant preventative measure. In supporting this initiative, the Garda National Community Policing Unit produced crime prevention material and promotional posters on behalf of Cabra Garda Station.



Cabra Community Policing invites you to:

“SUPER SATURDAY” Bicycle Security Day

SATURDAY 20TH OCTOBER 2018
2 Locations in One Day

Free Services Provided:

- Engraving/marketing of bicycles
- Security, information, leaflets & cards available
- Information on theft prevention: methods & techniques

Location 1 & Time	Location 2 & Time
Visitors Centre Phoenix Park 10 am – 12.30 am	Luas & Irish Rail Stations Broombridge Road 2.30 pm – 4.30 pm

Community Policing Unit, Cabra Garda Station. Contacts: Ph: (01) 6667400/20, Email: Cabra.community@garda.ie

CPW | Iarnród Éireann Irish Rail | LUAS

It was found that this initiative is an excellent way to raise awareness of bicycle theft through positive public engagement to tackle thefts of bicycles. As a result of the demand from Community Policing Units in other Districts to replicate this initiative, the Garda National Community Policing Unit has produced a Standard Operating Procedure on how to host a Bicycle Security Day for the consideration of other Garda Districts. The procedure outlines how to plan and manage a bicycle security day and will help other units to deliver a professional and successful event. The Garda National Community Policing Unit also produced a supporting video that covers an interview with Community Policing Garda from Cabra explaining how their bicycle security day is operated.



Sign Language Initiative Cabra and Tralee

An Garda Síochána, in partnership with the Centre for Deaf Studies, Trinity College Dublin and Sign Language Interpreting Service (SLIS) has developed a pilot initiative to support members of the Deaf Community attending Cabra and Tralee Garda Stations. The scheme was launched at the beginning of March 2019.

Speaking about this initiative, Chief Superintendent Matthew Nyland, who heads the Garda Síochána Human Rights Section said, “This initiative is part of the ongoing commitment of An Garda Síochána to respect the human, constitutional, and equality of treatment rights of the Deaf Community in Ireland. It aims to provide enhanced access to Garda services for members of the Deaf Community in these pilot areas, where they will be able to speak and be understood in Irish Sign Language”.

The initiative, delivered through a webcam enabled computer will allow video-link access to Irish Sign Language interpretation through the Irish Remote Interpreting Service (IRIS). The interpreter is based in the SLIS / IRIS offices and will interpret the conversation through Irish Sign Language. This additional service enhances access for the Deaf Community and will facilitate initial and routine enquiries, while face-to-face interpreting will still be provided by An Garda Síochána for other needs.

The pilot initiative is being launched as part of the wider preparation of An Garda Síochána for the implementation of the Irish Sign Language Act 2017, due to be commenced in 2020. In this respect, learning and experience from the pilot initiative will be reviewed over its six month duration.

The service is available for assisting in:

- Routine short enquiries from members of the Deaf Community at the two Garda Stations.
- Processing of official documents e.g. Passport Forms, Driving Licence production, etc.
- Taking contact details and basic information from a deaf person who has attended the Station as a victim or witness to a crime.
- Arranging a booking for the deaf person to provide a statement at a later date with a ‘face to face’ interpreter.

The service is not suitable for:

- Taking a statement from a Deaf person regarding any crime.
- Translating any information that forms part of a legal/criminal case.



Leading Lights – Operation Páistí

A Sergeant at Killarney Garda Station has received a national award for his fun and interactive road safety campaign 'Operation Páistí' at the 'Leading Lights in Road Safety Awards' at Croke Park. 'Operation Páistí' was developed to make it easier for motorists and their children to understand the safest and correct way to restrain children in vehicles.

This campaign was initially implemented in the Garda Schools Programme with 3,143 children and their parents in the Killarney Sub-District receiving pamphlets through their schools. It is now in the process of being expanded both Divisionally and Nationally with the support of key agencies, such as the Road Safety Authority and Local Authorities. Life-size height charts in bi-lingual format, will be in four playgrounds in Kerry, as it is another strategically significant location to reach the key audience. This is in conjunction with Kerry County Council.

The campaign has generated huge interest with new Probationer Gardaí, with many of them selecting this campaign as one of their projects to fulfil their academic requirements. 'Operation Páistí' has also attracted the attention of local media who have been proactively supportive of it. Gardaí who implement the Garda Schools Programme continue to reinforce the important message of the campaign during visits.



Appendix A (i)

Policing Plan 2018 – Performance at a glance, February 2019

Priority 1

Organisational Development
and Capacity Improvement

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

Priority 2

National and International
Security

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

Appendix A (ii)

Policing Plan 2018

Priority 3

Confronting Crime

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

Appendix A (iii)

Policing Plan 2018

Priority 4

Roads Policing

48	Crowe Horwath Action Plan	
49a	Divisional Roads Policing Units	

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

Priority 4

Metrics

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

53b	Decrease Road Fatalities	
53c	Decrease Serious Injuries	

Priority 5

Community Engagement
and Public Safety

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

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

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		2					1	1	1		12
Total	5	3	0	2	1	0	2	1	1	2	1	0	18

Appendix C

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks
Data as at the end of February 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	45									0	45	2
Superintendent	168	161					1	2			-3	158	10
Total	224	215	0	0	0	0	1	2	0	0	-3	212	12