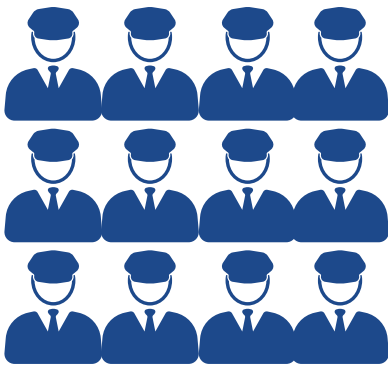




ANNUAL REPORT AN GARDA SÍOCHÁNA



522

trainee and probationer Gardaí early attested

124 Gardaí

redeployed in March from Garda College

264 Gardaí

redeployed in November to the frontline



76,679

Covid-19 related vetting applications processed



22,795

contacts and attempted contacts with victims of domestic abuse

The facilitation of remote working for 2,500 Garda personnel



210

community support vehicles hired



19 Divisional Protective Services Units (DPSUs)



25,000 working hours by the Garda Reserve



2,500

mobility devices rolled out

14,491

largest number of Gardaí in the history of the State



Age card turns 21

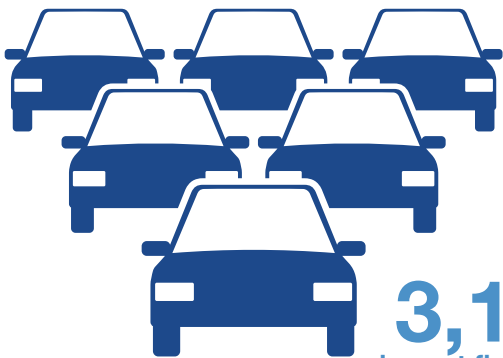


900,000 applications received since 1999

€36.7 million
in drugs seized



42% fall
in residential burglaries
since November 2015



3,112
largest fleet in the
history of the organisation



1.5 million
followers on social media,
an annual increase of 50%

CONTENTS

Commissioner's Foreword

Page Four

Policing During the Pandemic

Page Six

Policing Plan and Key Achievements

Page Eighteen

National Policing

Page Twenty One

National Security & Intelligence

Page Thirty One

Community Safety

Page Thirty Six

Cross-Organisation Services

Page Fifty One

Statistics

Page Eighty One





COMMISSIONER'S FOREWORD

2020 was an unprecedented year for the country that required an exceptional response from An Garda Síochána to help keep people safe during a global pandemic.

The details of our wide-ranging and extensive actions to support public health measures to reduce the spread of Covid-19 are provided in the next chapter, but it required An Garda Síochána and its personnel to react swiftly to provide reassurance to the public that we were there to help them through incredibly difficult and challenging times.

In doing so, we prioritised the following:

- The mobilisation of as many Gardaí as possible to the frontline.
- In line with our tradition of policing by consent, we introduced the 4E's graduated policing response, with enforcement as a last resort.
- Support for, and protection of, the vulnerable, particularly those who were cocooning and victims of domestic abuse.
- Protection of the human rights of everyone we came into contact with.
- Keeping our own people safe through provision of protective equipment, new operational methods, and regular, often times daily, medical and health and safety advice.
- An ongoing concentration on enforcement activity against organised crime groups to make sure that they did not take full advantage of the pandemic.



An Garda Síochána has always had a strong relationship with the community. It was critical that this was maintained.

Local Gardaí quickly became an important link for people, particularly those who were medically vulnerable or cocooning. Local initiatives saw Gardaí undertake important daily tasks such as collecting pensions and prescriptions, doing a shop, or even just having a socially distanced chat. These supports and contacts meant, and continue to mean, so much to people at a time of great concern for them.

Given the limitations on movement placed on people, we knew domestic violence would increase. A dedicated operation was put in place that saw a significant level of contacts made with victims of domestic abuse and prosecutions taken against perpetrators.

To support public health guidelines and regulations, high visibility patrols at public amenities, beauty spots and key locations were put in place. Regular checks were made of retail and licensed premises, while hundreds of thousands of checkpoints were conducted by Gardaí at all times of day and night in all weather conditions.

Organisationally we moved at a fast pace to provide central oversight and advice to our personnel; put more Gardaí on the frontline; procure and deliver protective equipment for Gardaí and in offices; provide IT systems and tools to enable thousands of personnel to work from home, and daily communications direct to everyone's email using clear language.

Thanks to the measures put in place, and the professionalism and dedication of our personnel, we generally had an employee resilience rate of 95%. This meant we could maintain a high level of service throughout the year.

At a time when policing in other jurisdictions attracted a lot of negative comment, it was very heartening to see several independent surveys finding high levels of public confidence, support and trust in how An Garda Síochána has operated during the pandemic. This could also be seen in the high levels of compliance by the public with public health advice and regulations.

Of course, lessons can be learnt from every situation. Some of those to date include:

- The importance of building on our strengthened relationship with community.
- The high value people place on visibility of Gardai in their local community.
- Ensuring that vulnerable people receive dedicated support and attention.
- The organisation can adapt quickly to change when structured and supported to do so.
- Working from home is not only feasible, but can be a means to help some personnel achieve more of a work-life balance.
- The benefit of keeping personnel regularly informed using straightforward language and in an easy to access manner.

We will continue to learn lessons from the pandemic that will help us improve the service we provide to the public and the supports for our own personnel.

Despite the significant pressures from Covid-19, our core function of keeping people safe by preventing and detecting crime also had to be maintained. While crime rates did fall across most areas, criminals still sought to exploit the pandemic.

In particular, significant amounts of drugs, cash and guns were seized, and major figures in organised crime gangs were brought before the courts. This work saved lives and degraded the capacity of such crime gangs. Low level street dealing was also targeted by Divisional Drug Units to support communities blighted by this.

Unfortunately, despite traffic levels falling considerably, road deaths grew again in 2020. One road death is one too many. We all have a responsibility to reduce road deaths and we will continue to work with our road safety partners, and the public, to save lives and reduce serious injuries in 2021.

An Garda Síochána critical role in securing the State was evident in countering a range of terrorist threats. Such work would not have been possible without close co-operation and information sharing with our international law enforcement and security partners.

Our focus on policing the pandemic meant it was not possible to implement some of the initiatives under A Policing Service For Our Future, as planned. However, progress was still made in a number of areas, such as:

- The establishment of Divisional Protective Services Units in every Division.
- Continued roll-out of the mobility devices.
- Setting-up of the Garda Anti-Corruption Unit.
- Ongoing implementation of the Operating Model.

This progress was aided by the Department of Justice, the Oireachtas Justice Committee, the Policing Authority, the Garda Síochána Ombudsman Commission and the Garda Inspectorate, as well as a range of State agencies and non-Governmental bodies that we partner with. I want to thank them for this.

Of course, none of what was achieved during the year by the organisation would have been possible without the great work by Garda personnel who had to react rapidly to very challenging and difficult professional and personal situations.

Once again, the men and women of An Garda Síochána demonstrated their dedication to duty and to protecting this country and its people.

Tragically, we were all given a stark reminder of the sacrifice that can be required from Gardai in carrying out their duties when an esteemed colleague Detective Garda Colm Horkan was killed in the line of duty on the night of June 17 into the morning of June 18. Colm was the epitome of what all of us as members of An Garda Síochána should strive to be. He put protecting individuals and the community at the heart of everything he did during his 24 years of service.

An Garda Síochána will continue to honour Colm's memory – and the memory of our all fallen colleagues – by ensuring we work to keep the people of this country safe through an effective, empathetic and ethical policing and security service.

Drew Harris

Garda Commissioner



POLICING DURING THE PANDEMIC

OVERVIEW

On 12 March 2020, the Government detailed plans to contain Covid-19. To support this, on 13 March 2020, An Garda Síochána announced a number of measures to maximise operational availability and support other vital public services.

These included a contingency roster to increase policing hours; restrictions on annual leave; acceleration of attestation of over 300 student Gardaí; re-deployment of Gardaí working in non-operational roles to frontline; suspension of training in the Garda College, except for specialist training activity; and Gardaí could defer retirement for 12 months (subject to Government approval).

At the time, Commissioner Harris said the organisation would be focused on providing reassurance to people, keeping people safe, preventing crime, and supporting communities.

4 Es Approach

To support compliance with public health measures, An Garda Síochána adopted a graduated policing response nationwide.

In doing so, Gardaí used the 4E's approach of engage, explain and encourage, and only where provided for and as a last resort, enforcement.



As part of this policy, in all cases where arrests were made under the public health regulations, members of An Garda Síochána consulted with the Director of Public Prosecutions on the decision to charge.

During 2020, Gardaí had millions of interactions with people. The vast majority were adhering to public health regulations or came into adherence. Only a tiny proportion of these interactions resulted in the submission of a file to the DPP for breaches of public health regulations.

Community Engagement

Throughout the pandemic, Community Gardaí engaged with individuals, community groups, statutory agencies, charities and local businesses to provide a range of services, to assist and protect the most vulnerable.

To support this, in March, 210 additional vehicles were provided nationwide. The vehicles were used to maintain personal interaction, and to assist and support those with limited local family or social support.

Case Study - Chef Aid Donegal and Meals on Wheels

Gardaí delivered thousands of meals to the vulnerable and cocooning residents of communities nationwide as part of various 'meals on wheels' initiatives.

One such initiative, Chef Aid Donegal, was borne out of the recognition that the vulnerable and elderly were asked to stay in their homes following the commencement of the first of national restrictions in 2020. Gardaí in Donegal town teamed up with local restaurateurs and chefs to assist in the supply and delivery of freshly prepared and cooked meals to local residents on a daily basis.

The demand for this service increased to across the county and several retired Gardaí joined the operation, along with numerous local volunteers. Within a few months there were eight centres operating, providing a service from Letterkenny to Bundoran, and by June more than 180,000 dinners had been delivered to the elderly and vulnerable.

Case Study - Sligo/Leitrim initiative

Across the country, Community Policing Gardaí collected and delivered groceries and prescriptions to cocooning members of communities.

Sligo/Leitrim Community Gardaí engaged with community services to ensure all vulnerable residents were looked after and wrote to all pharmacies in the Division, offering to assist in the collection/dropping off of prescriptions.

In the first eight weeks of the pandemic there was a significant uptake in the initiative and Gardaí delivered medications to a huge number of the residents across the Division, providing them with a sense of security.

Case Study - Message in a Bottle – Ballina/Belmullet

Ballina/Belmullet Community Engagement Gardaí collaborated with the Ballina Lions Club and their local pharmacies to come up with the initiative of a 'Message in a Bottle'. The aim was to encourage the elderly and most vulnerable to keep their basic personal and medical details in a common place where it could be easily retrieved in the event of an emergency. This became increasingly important during the pandemic. Gardaí delivered plastic containers and self-adhesive green cross stickers on their daily community check-ins. Residents were asked to complete the information, put it in the bottle and place on the shelf of the fridge door. The stickers could then be placed on the fridge, and front and back doors, to indicate that the information exists.



Case Study – DMR

The Community Gardaí attached to Kilmainham Garda Station provided support to St. James Hospital in the logistics of care packages donated by the public to the staff and patients at their main campus and satellite facilities across Dublin, namely St. Lukes Hospital and Hollybrook Nursing Home.

In addition, Gardaí also assisted in the collection and delivery of essential items to vulnerable residents across the district, in particular, providing essential support to the Bluebell Community Food Bank.

They worked closely with complexes with more senior residents, such as ALONE's Willy Bermingham Place and Dolphin Park, offering support, advice, reassurance and a friendly face.

Case Study – Circle of Cahir

The Circle of Cahir initiative was introduced by Cahir Gardaí. The objective was for Community Gardaí to identify specifically vetted volunteers and associated vulnerable people across the Cahir District with a view to providing a vital daily 'check-in' service, to ensure the welfare of vulnerable/elderly residents within the district. The role of the volunteer included:

- Establishing if the elderly person is ok.
- Checking if they need any deliveries (groceries / medicine).
- Informing them of the existing services that are available should they need any extra support, such as meals on wheels or a panic alarm service.
- Establish/support the elderly person in learning their Eircode.
- Ensuring that their next of kin, or in their absence, the Gardaí, are made aware that a phone call has gone unanswered.
- Contacting the Gardaí in the event that they, or their next of kin, cannot be reached.

Milestone events of vulnerable residents

Gardaí proactively organised celebrations, within social distancing rules, for occasions such as marking the birthdays of elderly cocooning people and young children with special needs. Several 'drive pasts' were organised with local emergency services nationwide.



Demonstrating social distancing

Engagement with various groups

Gardaí engaged with various groups where high incidents of Covid-19 cases were being observed, to emphasise the importance of adhering to public health advice and regulations.

Where required, translation was provided to enable the message to be received by those groups. For example, Gardaí fluent in Polish, Portuguese and other languages were part of local Garda teams that reached out to a group of meat plants where a number of employees had tested positive. They distributed translated material and met with worker representatives and management.

In addition, videos were produced in 10 languages providing Covid-19 advice, as well as targeted communications to the Travelling and Deaf Communities. Posters with Covid-19 related crime prevention in 13 languages were also provided to Garda stations.

Seasonal Initiatives

Various Easter and Christmas themed initiatives were launched during the pandemic.

These included:

- Message of Hope (Sligo/Leitrim), Cross Generation (Ashbourne), and Sending a Smile (Kerry) initiatives involved Christmas and Easter cards being developed by national school children and delivered to the vulnerable residents in our communities.
- Community Gardaí in DMR North Central attached to Mountjoy Garda Station held a Christmas card competition for primary schools across the District, which received over 500 entries. All winning entries were then collected and made into Christmas cards that Community Gardaí delivered to all emergency service providers and vulnerable people within the District, wishing them a Happy Christmas.
- The delivery of Christmas hampers in conjunction with Meath County Council's Keep Well campaign.
- The Kerry Act of Kindness appeal whereby more than 500 financially struggling families in Kerry were provided with toys and food for Christmas.

POLICING OPERATIONS IN SUPPORT OF PUBLIC HEALTH GUIDELINES AND REGULATIONS

Maximising the frontline

To augment An Garda Síochána response to the public health crisis, the Garda Commissioner took the operational decision to attest 522 Garda Trainees and Probationer Gardaí earlier than scheduled and deploy them to the frontline in stations nationwide.

As part of the graduated response to Covid-19, all non-essential training undertaken at the Garda College was suspended for the greater part of 2020. Redeployment to frontline policing of 124 Gardaí from their duties at the Garda College took place in April and following fluctuations in Covid-19 transmission trends, in November, a further 264 Gardaí - including 123 Probationer Gardaí, 73 Trainee Gardaí, with 68 members of Garda College staff - were again redeployed from the Garda College to support frontline policing.

High Visibility Patrols

An Garda Síochána carried out high visibility patrols nationwide, particularly at locations such as public amenities, parks and natural beauty spots where high numbers of people were likely to gather.

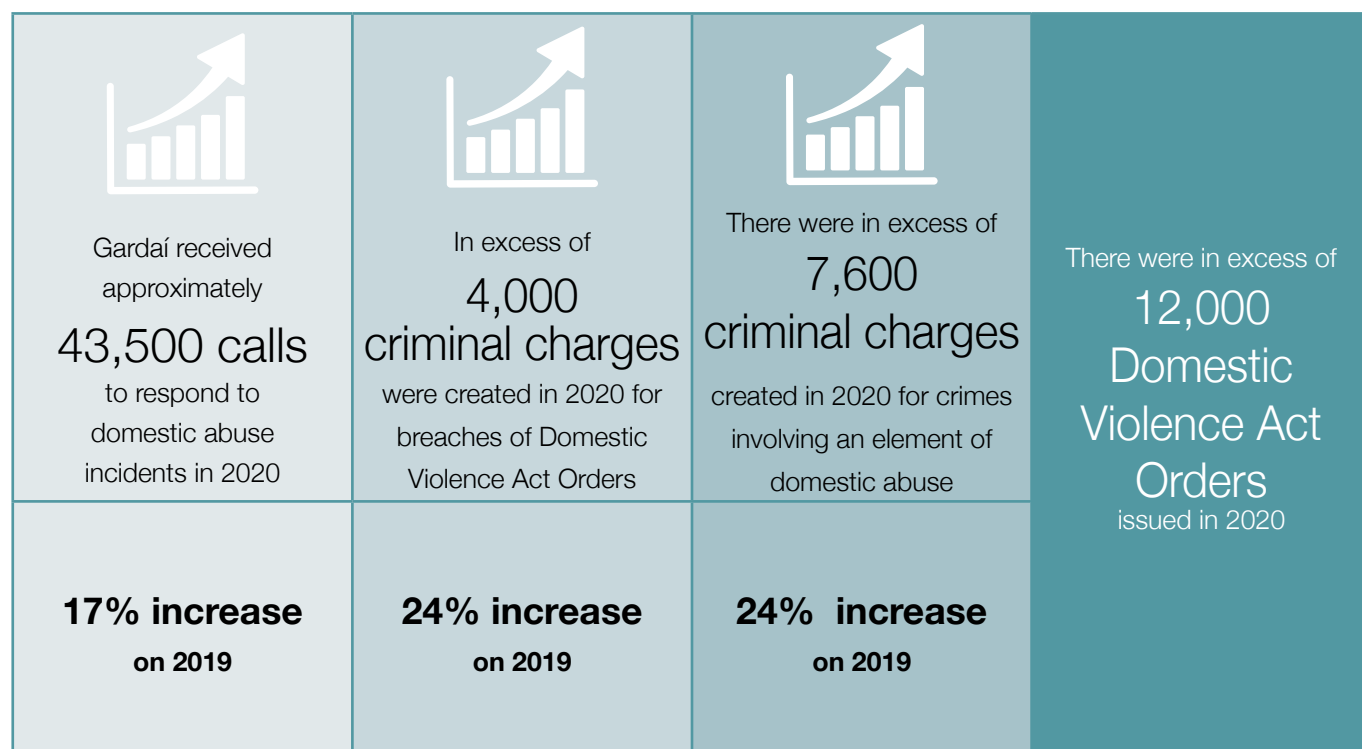
Operation Faoiseamh

This initiative was launched in April by the Garda National Protective Services Bureau in direct response to the increase in domestic abuse related calls received by An Garda Síochána during Covid-19 public health restrictions.

The aim of the operation was to provide enhanced proactive support and protection to victims of domestic abuse. It supplemented ongoing Garda activity on domestic abuse.

A total of 22,795 contacts and attempted contacts were made by An Garda Síochána with victims of domestic abuse during 2020 and over 217 prosecutions were taken that were directly related to Operation Faoiseamh.

Domestic abuse data for 2020 compared to 2019:



Operation Fanacht

This commenced in April and was rolled-out on a number of occasions throughout 2020 in support of public health guidelines and regulations relating to travel restrictions. It involved large-scale checkpoints on main routes and thousands of mobile checkpoints on secondary routes.

Operation Navigation

Operation Navigation commenced in July to ensure licensed premises were in compliance with public health regulations.

Operation Treoraím

From October, under Operation Treoraím, An Garda Síochána conducted checks of retail premises across the country to ensure compliance with public health regulations. The vast majority of retail premises were compliant or came into compliance, when requested to do so.

Garda National Public Order Unit

A full-time Public Order Unit was established in the Dublin Metropolitan Region (DMR) for the duration of the first lockdown and into the summer months. This was to focus on incidents of a public order nature and to support policing efforts to ensure compliance with the public health regulations. It proved to be highly effective in dealing with such incidents, with positive feedback received from frontline Gardaí.







Crime Prevention and Detection

Pre-existing enforcement powers were used in 3,034 incidents where other offences were disclosed in the course of Covid-19 operations. These ranged from incidents such as drink driving or disqualified drivers detected at checkpoints, to drugs and weapons seizures, to public order offences.

POLICING DURING THE PANDEMIC

Covid-19 Statistics – 8 April to 31 December, 2020

All figures are based upon operational information and are correct as of 10 April 2021.

	Category	Total No. of Incidents	No. with Proceedings Commenced to Date	No. with DPP – No Proceedings to Date
	Initial Lockdown Period – 8 April up to 28 June 2020 Breaches of Health Act, 1947 (Operation Fanacht etc...)	363	257	68
	Since 29 June, 2020 up to 31 December 2020 Breaches of Health Act, 1947	125	37	15
	Licensed Premises (Operation Navigation – commenced 3 July 2020)	411	155	74
	Retail Premises (Operation Treoraím – commenced 25 October 2020)	179	58	31
	Face Covering Regulations (File to DPP)	16	8	2
	International Travel Regulations – Passenger Locator Forms	6	4	1



#heretohelp the most vulnerable

POLICING DURING THE PANDEMIC



Introduction of Anti-Spit Guards

In April, as a health and safety measure to protect Gardaí, anti-spit guards were introduced for use in very limited circumstances.

Anti-spit guards provided an additional tactical option to be considered by Gardaí as a last resort in a continuum of graduated response. In circumstances where ‘there is clear evidence of spitting now or where a member believes there is a clear and tangible threat of spitting posed by the subject’, an anti spit guard can be deployed.

Anti-spit guards are a lawful use of force and are on issue to other police services internationally.

The Garda policy on the use of anti-spit guards made it clear that they were only to be used as a last resort and in line with the Garda Decision Making Model (GDMM), which includes at its centre; human rights and our Code of Ethics.

The use of anti-spit guards was kept under constant review. This continued in 2021.

Data shows that there were more spitting attacks on Gardaí than deployments of anti-spit guards.

Use of Anti-Spit Guards and Spitting Assaults on Members

	Total No. of Incidents	No. with Proceedings Commenced to Date
Use of Anti-Spit Guards	122	85
Spitting Assaults on Members	248	142

SUPPORTING POLICING DURING THE PANDEMIC

Garda Covid-19 Coordination Unit

In March 2020, the Commissioner established the Garda National Covid-19 Co-ordination Unit. Headed by a Chief Superintendent, its role was to ensure a coordinated approach when dealing with organisational issues with the Covid-19 virus.

Operating under the Major Emergency Management (MEM) Office, the unit had responsibility for the provision of updates to members of the organisation and answering specific queries from Garda personnel, as well as liaising with various Government Departments and Agencies.

The Garda Covid-19 Co-ordination Unit operated dedicated phonelines and an email address for all Garda personnel on a 24/7 basis. This facilitated direct contact from staff of all grades and ranks for advice, information and reassurance on the myriad of complex and evolving pandemic-related policies, legislation, Statutory Instruments, precautions, and any other assistance required for operations and local management. Daily briefing reports were prepared for management in addition to reports and regular updates from Internal Communications. Feedback on the operation and service provided by the unit from all levels of the organisation has been extremely positive.

Garda Occupational Health and Wellbeing (GOHW)

GOHW provided support, and promoted physical, mental and social wellbeing to all Garda personnel, in order to carry out their duties safely and effectively.

GOWH worked closely with a number of units across the organisation to deliver a number of initiatives including:

- A dedicated Covid-19 portal page.
- A Covid-19 FAQ document, with up-to-date information and advice.
- Provision of real-time advice to individual Garda personnel, Garda management and the Covid-19 Co-ordination Unit in relation to medical considerations related to the implementation and application of public health regulations and guidance.
- Production of a number of guidance documents on topics such as:
 - o Support and management of pregnant personnel,
 - o Cocooning,
 - o Covid-19 workplace, and
 - o The implementation of Covid-19-related health and safety considerations impacting on operational policing and challenges arising.
- Via videos on the internal e-zine. Garda personnel were provided with responses by the Chief Medical Officer to questions they had regarding Covid-19 issues and concerns.

Human Resources and People Development (HRPD)

HRPD held a weekly meeting with the Garda representative associations and Garda staff unions throughout 2020. This forum allowed for issues to be raised directly and resolutions to be found in a timely manner.

The Garda National Health and Safety Policy Unit worked closely with the Garda Covid-19 Co-ordination Unit in providing advices, assistance and guidance to senior managers and employees across the organisation.

The Normalised Working Steering Group, which was established by the Commissioner and chaired by the Chief Administrative Officer, developed plans for personnel to return safely to the workplace following the lifting of Level 5 Covid-19 restrictions. Three sub-groups under the Steering Group were established to examine health and safety, remote working, and frontline operational policing post-Covid-19.



In the
Community

POLICING DURING THE PANDEMIC



A suite of measures were introduced to reduce the transmission of Covid-19 in the workplace.

To ensure these measures were being fully and effectively implemented across the organisation, Regional Safety Advisors, under the remit of the Garda National Health and Safety Policy Unit, conducted random Covid-19 compliance visits at Garda stations, offices and other working environments.

During 2020, the Employee Assistance Service engaged remotely with clients and new referrals. The team were also in touch by phone with personnel who contracted Covid-19 or were required to self-isolate as a close contact.

Between March 2020 and December 2020, a total of 3,401 such calls were made to personnel within An Garda Síochána.

Remote Working

Prior to 2020, there were limited remote working capabilities in place due to the vast majority of staff working on-site.

From March, following general Government advice on workplace attendance, the IT Operations and security teams enabled remote working for 2,500 Garda members and staff, in a functional and secure working environment.



POLICING DURING THE PANDEMIC

Procurement

The Procurement Section had a major role to play in the sourcing of personal protective equipment (PPE) and hand sanitisers at short notice, and amidst global demand.



90,500 litres
of hand sanitiser

28,186,000
disposable gloves



10,709,000
face masks

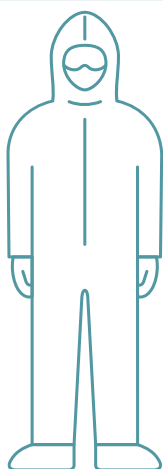


51,800
goggles

61,300
visors/face shields



11,318,200
disposable anti-bacterial wipes and
20,000 anti-bacterial spray bottles



51,000
white suits &
shoe covers

10,000
gowns



262,000
plastic aprons

Procurement worked closely with other Government agencies including the HSE, Irish Prison Service, Enterprise Ireland, OGP, IDA and community-based organisations, to ensure the supply chain was maintained and that frontline Gardaí were provided with the appropriate PPE to carry out their duties in a safe manner.

Garda Síochána Analysis Service (GSAS)

With the onset of the Covid-19 pandemic, GSAS provided analysis reports for senior management to assist and support operational decision making, as well as tracking trends in compliance and enforcement.

GSAS also provided regular analysis and reports, in conjunction with colleagues in the Garda Information Services Centre (GISC), on incidents where there had been breaches of Covid-19 related regulations, use of anti-spit guards and spitting assaults on Gardaí. These were used to support operational responses and to keep our external stakeholders, including the Department of Justice and the Policing Authority, informed on a regular basis.

In June 2020, in conjunction with the Press Office, GSAS published a report on crime trends during Covid-19, to provide timely information to the public on the changes evident during the height of lockdown restrictions between March and May 2020.

Communications

In a rapidly evolving crisis, it was critical for An Garda Síochána to demonstrate to the public that we were here to keep them safe.

It was also vital that our core values of trust and community-focus were seen to be maintained.

Our personnel also needed regular and clear information to protect their health and safety, and explain to them in clear language the complex new regulations they had to enforce at short notice.

The strategy was to communicate clearly, consistently, openly, regularly and in engaging ways across multiple channels, to the public and our own personnel, on our efforts to keep them safe during the Covid-19 pandemic.

External Communications

A wide-range of communications activity was undertaken, including:

- **Regular media briefings** with senior Garda personnel, including the Commissioner, when new organisational initiatives or operations were introduced.
- **Weekly publication of key statistics** on the use of new powers.
- **Sustained posting of key messages** across our 21 national and local social media channels to our audience of 1.5m demonstrating Gardaí visibility and support for vulnerable people.
- **Regular updates on the success** of the domestic abuse operation.
- **Engaging video content** to demonstrate our focus on community engagement.
- Gardaí provided regular COVID-19 related information via **weekly local media slots**.
- The creation of a **dedicated webpage for Covid-19**, with updates from An Garda Síochána and linking to appropriate information/guidance on Gov.ie and the HSE websites.

Internal Communications

A daily email update was launched in March 2020 focused on providing key advice for Garda personnel in clear and simple language, on matters such as changes to public health guidelines and regulations, health and safety advice, and operational guidance. It quickly became very popular and maintained a high readership of more than 12,000 personnel each day. This newsletter became a highly effective way of reaching personnel, with straightforward and timely messages.

Various other multimedia content was provided to the organisation relating to Covid-19, including:

- In-station and in-office poster campaigns.
- Floor stickers for use in back offices.
- Screensavers on all desktop computers.

Legal

The Legal Section supported operational Gardaí by preparing advice on the Covid-19 public health guidelines and regulations.

POLICING DURING THE PANDEMIC

Vetting

From March, the Garda National Vetting Bureau (GNVB) prioritised the urgent vetting requirements of medical and volunteer personnel to support their work.

A total of 76,679 Covid-19 related vetting applications were processed in 2020, many of which were completed on the same working day or within 24 hours.

Increase In Public Trust and Satisfaction

A number of independent surveys showed high levels of satisfaction with how An Garda Síochána was operating during the Covid-19 pandemic.



Trust in policing among the Irish public during Covid-19 was 6th most positive in Europe – Eurofound (May 2020).



An Garda Síochána ranked 2nd, only behind the HSE, in organisations leading and making a positive contribution in response to the Covid-19 crisis. As a result, An Garda Síochána Reputation Pulse score improved 14.6 points, moving from an average score to a strong score of 78.2 – Reputation Agency RepTrak survey (May 2020).



Over 85% of people are satisfied with the response by An Garda Síochána to the Covid-19 outbreak and the enforcement of lockdown restrictions – AA Ireland (May 2020).



The policing response to Covid-19 was characterised for many by greater Garda visibility, engagement and proactivity within communities – Policing Authority Report, December 2020.



New community fleet



POLICING PLAN AND KEY ACHIEVEMENTS

Impact of Covid-19 on Policing Plan 2020 Targets

The impact of Covid-19 and the corresponding policing response required during most of 2020 resulted in An Garda Síochána having to re-orient itself away from some of the objectives originally envisaged in the Policing Plan 2020.

The response to the pandemic also impacted on the more project-focused, transformative objectives contained within the Policing Plan.

The level of support required to support the policing response resulted in a necessary withdrawal of most Divisional level operational capacity and support from these projects, including the planned roll-out of the Operating Model to Divisions, as originally envisaged.

In addition, the closure of the Garda College had significant implications for projects requiring training delivery (including all of the major ICT projects in various stages of deployment), training material and the development of online training.

Covid-19 necessitated a revision of the Policing Plan 2020 in Q2.

These revisions focused on protecting the most vulnerable and strengthening An Garda Síochána relationship with local communities.

They included –

- **The addition of new objectives and activities**, e.g.: the policing operations required to support the public health measures, e.g.: Operation Fanacht, Operation Navigation.
- An increased **focus on community engagement** activities put in place to address additional health and social needs arising as a result of the pandemic.
- An increased **emphasis on the importance of human rights** and the Code of Ethics, especially in the context of the use of emergency-type powers.
- An **additional focus on specific crime**, in recognition of the fact that the circumstances caused by the pandemic, including periods of lengthy lockdown, would invariably lead to an increase in certain crime types, e.g.: domestic abuse.

Key Achievements in Delivery of Revised 2020 Policing Plan

- **Covid-19**
 - Establishment of a 24/7 Covid-19 Coordination Unit.
 - Swift response to acts of domestic violence in Operation Faoiseamh.
 - Help slow the spread of the disease under Operation Fanacht.
 - Ensure public safety compliance of pubs and restaurants under Operation Navigation.
- **Cyber Crime** – Expansion of the Cyber Crime Bureau made significant progress.
- **Community** – The Community Policing Framework was implemented in four Divisions.
- **Ethics** – An Garda Síochána Ethics Strategy published.
- **Human Rights** – Developed a human rights course for Garda personnel with the University of Limerick, launching in January 2021.
- **RDMS** – Further roll-out of the digital Roster and Duty Management System.

POLICING PLAN AND KEY ACHIEVEMENTS

Key Achievements Progress at a glance

Achieved

1	Community Policing Framework	52	Major Emergency Response
2	Community Policing Training	55	Human Rights Strategy
3	Community Policing Mapping	56/57	Recording Use of Force Data
4	Community Police Allocation	58	Embedding Code of Ethics
5	Diversity and Integration Implementation	59	Human Rights Training
6	Diversity and Integration Feedback	61/62	Human Rights (Covid-19)
7	Minority Engagement (Covid-19)	63	Probationer Training (Covid-19)
9	National Drug Strategy	64	Training in Pandemics
10/11	Community partnerships (Covid-19)	66	Garda Probationer Monitoring
13	Community Engagement (Covid-19)	68	Staff Induction Training
14	Covid-19 Response Coordination	70	Learning and Development Reporting
16	Public Health Operations	71	Learning and Development Strategy
17	National Coordination and Tasking Functions	73	New Uniform Procurement
18	Organised Crime Gang (OCG) Threat Assessment Matrix	74	Property and Exhibit Management System eLearning
19	Cyber Crime Hubs	78	Workforce Plan
20	Crime Prevention Advice	79	Redeployment Strategy
21	Assaults in Public Reduction Strategy	81	Enhanced Promotion Processes
26	Youth Referral Recommendations	86	Industrial Relations Structures
27	Drug-related Crime Review	87	Staff Cultural Engagement
28	Reporting on OCGs to Policing Authority	88	Cultural Audit Roadmap
29	Investigation Management System (IMS)	89	Cultural Audit Process
30	Schengen Information Connection	94/95	Attested Probationer Supervision
31	Schengen Training	96	Frontline Policing Recognition
32	Schengen Phase III	97	Discipline Regulations Statutes
33	Homicide Investigation Recommendations	98	Anti-Corruption Unit
34	Divisional Protective Services Units	101-105	Health and Wellbeing (Covid-19)
35	Domestic Abuse Risk Assessment Tool	106	Personal Protective Equipment (PPE) Procurement (Covid-19)
36	Domestic Abuse Operations	107	Remote Working Solutions
37	Call-backs to Domestic Abuse Victims	109-114	Implement Operating Model
38	Victim Assessments	117	Performance and Accountability Framework
39	Victim Support Training	119	Internal Communications Strategy
41	Minority Crime Prevention Advice	120	Portal Upgrade Plan
42	Online Hate Crime Reporting	121	Data Quality Assurance Plan
43	Hate Crime Training	122	Core Technology Platforms Review
44	LifeSaver Detections	123	Criminal Justice Hub
45	Intoxicated Drivers Testing	124	Mobile Evaluation
47	Crowe Horwath Recommendations	126	Computer Aided Dispatch (CAD) Procurement
49	Operation Páistí – child-seat safety		
50	Roads Intel Gathering		

POLICING PLAN AND KEY ACHIEVEMENTS

Key Achievements Progress at a glance

Partially Achieved

8	Community Policing Reserves
25	Metal and Retail Theft Forum
40	Third Party Hate Crime Reporting
46	Unaccompanied Driver Detections
51	Disqualified/Fail to Surrender Drivers
53	Chemical Biological Radiological and Nuclear (CBRN) Response Capabilities
65	Garda Staff Training
67	Garda Probationer Training
72	Electronic Training Management System
75	Garda Recruitment
76	Garda Staff Recruitment
77	Human Resources Operating Model
80	Garda Redeployments
82	Diversifying Recruitment
83	Irish Language Recommendations
84	Divesting Non-Core Duties
90	Innovation Programme
91/92	Performance Accountability and Learning Framework (PALF) Usage and Review
93	Performance Management for Garda Staff
115	Costed Policing Plans
116	Corporate Governance Framework Review
118	Risk Management Framework Review
125	Enterprise Content Management Deployment (ECM)
127/128	Roster Duty Management System Roll-Out (RDMS)

Not Yet Achieved

12	Community Partnerships
15	Data Analysis Support
22	Crime Prevention Strategy
23/24	Drugs Awareness Prevention
48	Major Event Management Unit (MEM)
54	MEM Training
60	Human Rights Policy Reviews
69	Learning and Development Director
85	Senior Leadership Training
99	Health and Wellbeing Strategy
100	Post-traumatic Incident Support
108	Revised Rostering

Further details on delivery of each of the KPIs are available on Garda.ie.



Passing Out ceremony at the Garda College



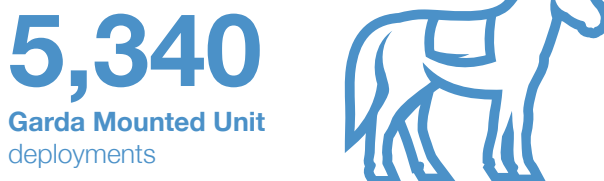
NATIONAL POLICING



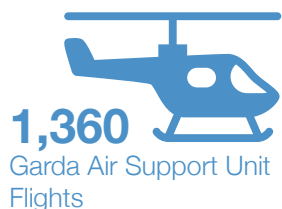
Stolen Motor Vehicle Investigation Unit identified **97 items as stolen** to the value of **€1.4 million**



Assassinations thwarted since 2016



€7,827,938
Cash seized



2,861
Number of individuals refused leave to land



GARDA NATIONAL DRUGS AND ORGANISED CRIME BUREAU (GNDOCB)

Illicit drugs, cash and firearms seized by GNDOCB in the period from March 2015 to 31 December 2020.

Category	2020	Total since March 2015
Illicit Drugs	€36,695,244	€205,002,465
Firearms	23 and 2,131 rounds of ammunition	132 firearms and 5,511 rounds of ammunition
Cash	€7,827,938 £178,165, \$23 US	€18,660,931 £225,755, \$3721 US
Interventions - threat to life incidents	2	75 *

* 75 threat to life operations since the incident at the Regency Hotel on 5 February 2016.

*The statistics provided relate to operations undertaken involving participation by GNDOCB. The statistics do not include seizures made by local Garda units other than by GNDOCB.

Operation Thor

Since its launch in November 2015, Operation Thor has led to:



Case Study

Joint Investigation Team Targeting Organised Crime Group (OCG)

Ireland joined a Joint Investigating Team (JIT), along with the UK and Lithuania, involving participation by the GNDCCB, law enforcement authorities in Lithuania and the Police Service of Northern Ireland.

The JIT was established for the purpose of targeting a Lithuanian Organised Crime Group suspected of involvement in significant drug trafficking across the three relevant jurisdictions.

In August 2020, five suspects were arrested in Ireland, three in Northern Ireland and one in Lithuania. Extradition proceedings have been initiated in respect of four suspects arising from relevant investigations undertaken by the JIT.

GARDA NATIONAL PROTECTIVE SERVICES BUREAU (GNPSB)

Child Sexual Abuse Reporting (CSAR) Phone Line

An Garda Síochána operates a dedicated phone line for the reporting of child sexual abuse on a 24/7 basis, 365 days a year.

Each caller to the CSAR is contacted directly by a specially trained Detective attached to the Sexual Crime Management Unit, located within GNPSB, who provides professional and compassionate support.

During 2020, 111 calls were received on the CSAR phone line.

Divisional Protective Services Units (DPSUs)

DPSUs were established in all Garda Divisions during 2020 and are a central part of a development process to provide a consistent and professional approach to the investigation of crime involving victims where there is a serious risk of harm.

GNPSB has delivered training to all personnel attached to DPSUs while modular online training is in development.

Human trafficking

During 2020, 38 victims of human trafficking were reported to An Garda Síochána. This represents a 9.5 percent year-on-year decrease.

Two successful investigations were concluded by the Organised Prostitution Investigation Unit (OPIU) during 2020.

Missing Persons Unit (MPU)



These figures are based upon operational data recorded on PULSE as of 11 January 2021 and are subject to change.

During 2020, the MPU assisted the UK's National Crime Agency (NCA) and Cumbria Police in positively identifying human remains as part of a historical missing person case.

Throughout 2020, MPU continued to offer support and advice to the families of missing persons by way of telephone and email contact.

Annual National Missing Persons Day

This year's National Missing Persons Day was held virtually on 2 December 2020. While this did not allow for family members of missing people to gather like previous years, it is hoped that the virtual event provided some comfort to the families of those who await the return of their loved one.

DOMESTIC ABUSE INTERVENTION AND POLICY UNIT (DAIPU) AND THE DOMESTIC HOMICIDE REVIEW TEAM

Coercive Control

Following enactment of relevant provisions of the Domestic Violence Act 2018, coercive control was made a criminal offence on 1 January 2019.

The first conviction was secured in February 2020 following an investigation in Co. Donegal. The offender pleaded guilty and received a sentence of 21 months.

On 21 January 2021, another prosecution relating to an offence of coercive control, following a criminal trial, culminated in a conviction and sentencing of 12.5 years, 2.5 years of which was suspended.

GARDA NATIONAL ECONOMIC CRIME BUREAU (GNECB)

GNECB utilised organised crime related legislation to target criminal organisations involved in cyber-enabled crimes.

In 2020, GNECB arrested a total of 17 suspects pursuant to relevant provisions of the Criminal Justice Act, 2006, as amended.

The Director of Public Prosecutions has directed gangland charges in two of these cases and has directed other charges, including money laundering, in seven more. The remaining cases remain under consideration.

Operation Omena

This operation was established to target the activities of an OCG with connections to Romania, operating in Ireland and in other European jurisdictions. In this regard, the Payment Crime and Counterfeit Currency Unit (PCCCU) within the GNECB undertook a number of coordinated searches and planned arrests.

The ongoing investigation has established the possibility that in excess of €5,500,000 was laundered through Irish bank accounts opened by a total of 71 suspects. To date, 14 suspects have been arrested, seven of which were arrested on suspicion of involvement in organised crime.

In 2020, a number of the suspects were convicted in respect of money laundering related offences, possession and using false instruments. Four of the accused received sentences of six years imprisonment, with 18 months suspended, while a removal order, valid for a period of 10 years, will apply at the conclusion of their imprisonment upon release.

Two suspects received six and a half years and three years, respectively, related to money laundering offences, possession and use of a false instrument. Further trial dates are scheduled for 2021.

Money Laundering Investigation Unit (MLIU)

In October 2020, an investigation undertaken by MLIU concluded when a 40 year old male was convicted of multiple counts of money laundering related offences involving the movement of over €1 million out of Ireland. The investigation commenced when the suspect was stopped at Dublin Airport in possession of €582,000 in cash.

A subsequent investigation identified the movement of an additional €604,000 through bank accounts controlled by the suspect.

The suspect was sentenced to a term of five years imprisonment. The cash seized at Dublin Airport, and an additional €37,000 seized from accounts controlled by the suspect, has been forfeited to the State.

Operation Dropwort

Operation Dropwort is an investigation being conducted by members of GNECB and the Special Investigation Unit (SIU), Department of Employment Affairs and Social Protection related to a Romanian OCG operating in Ireland. Irish bank accounts were opened under bogus personal and business names using false documentation for the purpose of laundering the proceeds of crime.

In June 2020, the SIU assisted in this operation and as a result of searches and information provided by GNECB, 66 Covid-19 payment claims were discontinued. This led to a reduction of €277,200 in the cost of such payments to the State.

During 2020, the Financial Intelligence Unit (FIU) disseminated over 250 suspicious transaction reports (STRs) to the SIU, and as a direct result, 146 Covid-19 payment claims were discontinued. This resulted in a €613,000 reduction in the cost of such payments to the State.

250 suspicious
transaction reports (STRs)



146 Covid-19
claims discontinued



€613,000 reduction in
the cost of such payments



Fraudulent claims for the Pandemic Unemployment Payment (PUP)

Members of An Garda Síochána seconded from GNECB to the SIU within the Department of Employment Affairs and Social Protection undertook investigations relating to suspected fraudulent claims for the Pandemic Unemployment Payment (PUP).

This ongoing investigation has resulted in 73 persons being identified as being victims of personal details being fraudulently obtained to facilitate the receipt of relevant payments.

A number of suspects have been arrested in respect of the offences of theft, deception and handling stolen property, and files have been submitted to the Director of Public Prosecutions for directions.

The Joint Intelligence Group (JIG)

JIG is an informal public-private partnership (PPP) involving participation by the Financial Intelligence Unit (FIU) Ireland, GNECB and a number of financial and credit institutions in Ireland.

During 2020, the JIG met virtually every two to three weeks to discuss emerging trends.

As part of its work during 2020, the group launched an operation to identify suspicious activity in the banking and credit sector concerning frauds, scams and thefts associated with the Covid-19 pandemic and personal protective equipment (PPE).

The operation involved the recovery of €1.5 million from an Irish bank account in circumstances where the German Government was defrauded in a PPE related scam.

In mid-2020, the operation was extended to include investigation regarding suspected abuse of the pandemic unemployment payment (PUP). Consequently, a significant number of cases were referred to the Special Investigation Unit (SIU) at the Department of Employment Affairs and Social Protection.

GARDA NATIONAL CYBER CRIME BUREAU (GNCCB)

In July 2020, a member at the rank of Detective Chief Superintendent was assigned as Head of GNCCB.

GNCCB Case Management during 2020:

GNCCB Cases	2019	2020
New Cases	529	400
Closed Cases	405	333

GNCCB Case Types

Case Type	No. of Cases
Child Abuse Images/Child Exploitation	160
Theft and Fraud Offences	56
Data Retrieval	35
Murder	16
Sexual Assault/Rape	15
Total	282*

*The remaining 51 cases comprised of 17 additional incident types.

GNCCB Case Exhibits

Year	No. of Exhibits	No. of Cases Closed	Average no. of exhibits per case
2020	1504	333	4.5
2019	1983	405	4.9

GNCCB Operations

GNCCB continued to proactively pursue and investigate complex cybercrimes in a number of different ways. Examples include:

- Forensic Examiners successfully identified over 10 victims of child sexual exploitation and assisted in bringing the perpetrators to justice.
- GNCCB identified and analysed cyber threats, including those that became prevalent during the COVID-19 pandemic.
- Information shared with various stakeholders, such as international law enforcement partners, academia, private industry, public bodies and the community through outreach, in relation to attacks on information systems.

Online Safety Awareness

- Cyber safety advice to internet users and businesses was provided via Garda social media, and the #BeinCtrl campaign was run to raise awareness of safety online among children and young adults.



Intelligence Network and Secure Platform for Evidence Correlation and Transfer (INSPECTr)

INSPECTr is a three year project funded by EU Horizon 2020. It commenced in 2019 and aims to address the challenge of analysing, preventing, investigating and mitigating the use of new information and communication technologies by OCGs and terrorist groups.

As the lead on the Law Enforcement Agency Steering Group for INSPECTr, GNCCB hosted a meeting with the 18 INSPECTr consortium partners from 10 EU countries in February 2020.

Having received a server as part of the project, GNCCB is currently carrying out a project in collaboration with other law enforcement agencies that is testing several forensic tools.

EU Internal Security Fund (ISF) 2014-2020 Programme

As part of the programme, GNCCB received funding during 2014-2020 in the following areas:

- Training for Gardaí in the area of cybercrime investigations and digital evidence first responders.
- The purchase of a decryption suite and training.
- Unit upgrades to meet the technical standards required to conduct cybercrime investigations at the four newly established GNCCB satellite hubs.



Criminal Assets Bureau

GNCCB Satellite Hubs

During 2020, significant progress was made in the establishment of the GNCCB satellite hubs in Wexford, Cork, Mullingar and Galway.

With the assistance of Garda ICT, an extension of the secure GNCCB network was delivered to each location and some hardware has been installed. All outstanding hardware will be installed following the conclusion of an ICT procurement process in Quarter 1 of 2021.

Inter-Agency Engagements

Engagement with key stakeholders in the arena of cybercrime is considered vital to the successes of GNCCB. In 2020, proactive engagement took place with:

- **The National Cyber Security Centre** regarding the National Cyber Security Strategy, joint media cyber safety campaigns and National Cyber Security Risk Assessment.
- **The Department of Justice** regarding Cyber Security Policy and the Budapest Convention on Cybercrime.
- **Interpol and Europol**, through the Europol Cybercrime Centre EC3, the European Union Cybercrime Task Force EUCFT and the European Union Agency for Cybersecurity ENISA, CEPOL.
- **Cyber Ireland** – An Garda Síochána became a member of the Cyber Ireland cluster in 2020. GNCCB is actively engaging with Cyber Ireland and collaborating with regard to a number of innovations planned for 2021.

Child Abuse Image Database (CAID)

The Garda Commissioner signed an Information Sharing Agreement with the Chief Constable of the Norfolk Constabulary, who is the UK National Police Chiefs' Council lead on child protection. This agreement provides for the sharing of information relating to child abuse images and provides An Garda Síochána with access to the UK's Child Abuse Image Database (CAID).

CRIMINAL ASSETS BUREAU (CAB)

CAB continued its focus on high ranking criminals involved in OCGs, while also targeting those operating in mid and lower level tiers that have the potential to progress into even more serious organised crime into the future.

CAB also extended its work with international partners through forums such as Interpol and Europol, as well as Joint Investigation Teams (JITs).

In partnership with the University of Limerick, CAB rolled out a Level 9 Post Graduate Diploma in Proceeds of Crime and Asset Investigation (POCAI). It is envisaged that this course will increase the CAB's expertise in the area of asset identification and investigation.

Full details of the activities of CAB during 2020 will be published in its annual report.

GARDA NATIONAL IMMIGRATION BUREAU (GNIB)

GNIB pursued those involved in organised immigration crime and facilitating illegal entry into the State and abuse of the Common Travel Area. Despite major disruption to air travel throughout the year, GNIB continued to fulfil its core functions and collaborate with external agencies and international counterparts.

Garda personnel attached to GNIB also actively enforced the relevant public health regulations at Dublin Airport, and at checkpoints and mobile patrols located in the DMR.

Removal and Refusal of Individuals in 2020

In 2020, the applications of 2,861 non-nationals to land in the State, following their arrival, were refused compared to 7,734 non-nationals in 2019.

From 1 January 2020 to 31 December 2020, 807 of these non-nationals entered the international protection process.

In 2020, 45 persons subject of a deportation order were removed from the State, while 26 persons that were subject of a removal order and seven subject of a transfer order, were also removed.

2020 Removal Figures

Deportation Order	EU Removal Order	Transfer Order	Total
45	26	7	78

Investigation into the Deaths of 39 Vietnamese Nationals

GNIB assisted the UK and Dutch authorities throughout the investigation in relation to the tragic death of 39 Vietnamese nationals at Purfleet in Essex, UK.

Close collaboration by GNIB with the PSNI and the Garda Extradition Section, resulted in the arrest and extradition to the UK of one of the main suspects involved.

Case Study – Human Trafficking Conviction

In September 2020, GNIB concluded the prosecution of a 23 year old male in respect of a number of offences including trafficking in illegal immigrants contrary to Section 2 of the Illegal Immigrants (Trafficking) Act, 2000, and the accused was sentenced to a term of imprisonment of three years.

GARDA NATIONAL BUREAU OF CRIMINAL INVESTIGATION (GNBCI)

Extradition Unit



135

Extradition warrants were executed.



80

Fugitives were surrendered to other jurisdictions.



47

Fugitives were returned to Ireland from other jurisdictions

Stolen Motor Vehicle Investigation Unit (SMVIU)

SMVIU identified 97 stolen items and preferred 19 charges, while relevant investigations resulted in four persons being convicted of criminal offences.

The approximate total value of items recovered was €1.4 million.

The unit conducted 68 searches of premises, 58 of which were undertaken while supporting activity initiated within Garda Divisions.

Case Study - Operation Ragwort

In March 2020, an SMVIU-led investigation resulted in the arrest of a person in Dublin who was suspected to be a member of a criminal group targeting electric vehicles by use of an electronic relay device. The electronic device was recovered following a pursuit.

The device was suspected to have been used in the theft of electric vehicles in the State over a two year period. This was the first such device successfully recovered by An Garda Síochána.

Additional searches undertaken in an industrial unit in Co. Meath identified engines of suspected stolen vehicles and various suspected stolen component vehicle parts.

Environmental Crime Unit

The unit worked closely with stakeholder agencies as part of Interpol operations and Europol-led initiatives.

As Action Leader for a Europol/EMPACT operational action focused on illicit wildlife trafficking, GNBCI successfully conducted this work in Ireland and a number of European jurisdictions.

GNBCI took a lead role in developing and delivering a training programme for law enforcement investigators working in the cross-categories of wildlife and cybercrime. Working with CEPOL, Interpol and the non-governmental organisation TRAFFIC/WWF, a specialist six part online training programme was successfully rolled out to 140 relevant law enforcement personnel from Ireland and the EU.

Case Study – Environmental Crime

In February 2020, GNBCI launched the Regional Multi-Agency Forums, formally establishing operational networks in each of the four Garda Regions for environmental and wildlife crime.

These networks now operate with regional Waste Enforcement Regulatory Lead Authorities (WERLA) officers in association with the Department of Environment, Climate and Communications amongst other stakeholders. The objective of the regional forums are to facilitate a coordinated approach to target all levels of criminality in the areas of wildlife and environmental crime.

Intellectual Property Crime Unit

There is a significant international dimension to intellectual property (IP) rights infringement related investigations. In this regard GNBCI engaged with Europol to ensure appropriate involvement on the part of Ireland in relevant investigations that have a Europe-wide dimension.

Case Study – IP Infringement

Operation Aphrodite III is a Europe-wide operation, coordinated through Europol, targeting intellectual property (IP) rights infringement. An Garda Síochána, together with the Italian Finance Corps (Guardia di Finanza), led the operational activity undertaken by over 20 EU countries.

This work involved targeting the online sale and advertising, including through social media, of illicit television products.

An Garda Síochána carried out 14 investigations in Dublin, Waterford, Tipperary, Mayo and Laois related to the sale of counterfeit and copyrighted goods. In total, 6,340 suspected counterfeit or copyrighted items/materials were seized. Three particular searches undertaken in the midlands and Dublin led to the seizure of 4,000 illicit set top boxes. Two of the searches targeted wholesale level distributors.

In the course of the operation, the information coordinated through GNBCI resulted in a total of 4,200 websites selling copyrighted materials across the European Union and elsewhere being identified. An Garda Síochána continues to share relevant information with Europol on a regular basis.

Investigation files are being prepared for submission to the Director of Public Prosecutions for consideration.

OPERATIONAL SUPPORT SERVICES (OSS)

Garda Air Support Unit (GASU)



1,360	flights
1,221	hours flown
2,329	incidents attended
214	suspects detained
29	missing persons located
52	vehicles located

Case Study – Missing Person Located

In June 2020, GASU assisted in a search for a missing person in the Slieve Bloom area of Co. Offaly. While conducting the search, the aircraft crew spotted the missing person, who appeared to be unconscious and in need of assistance. Due to the isolated location and the expected time involved in the arrival of ground units, the crew decided to land and render assistance as they are trained emergency responders. Trained crew administered first aid to the casualty and directed other emergency services to the scene.

The casualty was later removed to hospital and was in good physical condition upon arrival.



Garda Dog Unit (GDU)

During 2020, GDU was involved in over 1,442 deployments, including searches for missing persons, drugs, firearms and explosive substances, as well as stolen property.

Dogs also indicated the location of over €1.5 million of drugs and cash.



€1.5 million
of drugs and cash

Case Study – Recovery of evidence and arrest of suspect, Dublin

On a night in February 2020, a number of attempted burglaries in the Dublin 8 area were reported to Gardaí and a suspect had avoided detection by escaping through laneways and gardens. Later that night, while Gardaí were patrolling the area with the assistance of GDU, a suspect attempted to evade Gardaí on a stolen bicycle and was observed discarding something as he fled.

He was apprehended by local Gardaí, searched at the scene and discovered to be in possession of a torch and heavy duty glove. The suspect's identity was established and it was discovered that he was the subject of six bench warrants relating to crimes, including burglary and theft.

GDU carried out a search in the vicinity of where the bicycle was abandoned and located a black cloth bag containing a red bolt cutter which had been hidden.

Garda Mounted Unit (GMU)

During 2020, GMU responded to approximately 5,340 requests for deployments such as public order, crowd control, VIP protection, ceremonial related duties and high visibility patrols in respect of Covid-19 public health regulations.

The mounted strength now stands at 14 - the highest since the unit was established in 1998.

Overview of activities of the GMU in 2020:

- **Assisting crime prevention** high visibility patrols as part of Operation Thor in Kilkenny, Carlow, and Ashbourne.
- **Conducting night patrols** in the DMR for the purpose of tackling issues such as drunkenness, drug abuse, public disorder, and theft and robbery.
- In February 2020, GMU participated in the **Garda Open Display/Information Day** for transition year students.
- In March 2020, the GMU were deployed to undertake **protection related duties** during the visit of the Duke and Duchess of Cambridge to Dublin.



Garda Water Unit (GWU)

During 2020, the GWU conducted missing person related searches that resulted in the human remains of 11 people being located.

GWU also supported serious crime investigations by carrying out searches for firearms and other weapons, as well as investigations into thefts of boats, engines and other marine equipment.

GWU undertook searches at marine locations to ensure the security of particular people and places. Support was also provided by GWU to Garda patrols and searches associated with offshore and inland islands. In 2020, the GWU undertook marine patrols for the purpose of enforcement of marine related legislation and in connection with marine safety. Enforcement related to such matters as the wearing of lifejackets.

Throughout 2020, the GWU supported Covid-19 policing activity at waterways, harbours and marinas nationwide, to help ensure public safety and compliance with public health regulations.

In the winter of 2020, GWU provided assistance to Garda units bordering the River Shannon, River Suck and River Inney. This assistance included undertaking flood assessment related patrols, providing up-to-date information on rising flood waters and identifying vulnerable persons or livestock.

GARDA NATIONAL PUBLIC ORDER UNIT (GNPOU)

The Garda National Public Order Unit Steering Group (GNPOU-SG), which is chaired by Assistant Commissioner, Roads Policing and Community Engagement (RPCE), met regularly to review the Public Order Strategic Threat and Risk Assessment (STRA).

The purpose of the STRA is to identify and assess the known and emerging threats and risks that may require a proportionate public order policing response. The efficient updating and development of the STRA enables An Garda Síochána to monitor, on a continual basis, its response to the threats posed by public order related events/operations.

In 2020, the main driver for the progress of the GNPOU continued to be the recommendations in the Garda Inspectorate Report, Public Order Policing - A Review of Practices in the Garda Síochána.

During the year, the majority of the recommendations were finalised, with the remainder being advanced.

Two such recommendations surround recruitment, selection and training. In this regard, the GNPOU focused on female representation and diversity within the unit. Initiatives included open days where an overview of the work of the GNPOU was presented to potential applicants and more of these are planned for the future.

Four new recruitment principles were also developed:

- **Diversity** – this is a commitment to recognising and appreciating the variety of characteristics that make individuals unique.
- **Consistency** – this entails applicants knowing what is expected of them and what they can expect in turn.
- **Transparency** – this is a commitment to using a selection method that creates openness between selectors and applicants.
- **Inclusion** aims to create a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the unit's success.



NATIONAL SECURITY & INTELLIGENCE



177
Planned searches
conducted by Armed Support Unit in support of frontline policing

80 firearms operations, including 36 high risk searches

164

Refugees
were security screened by Special Detective Unit personnel as part of the **Irish Refugees Relocation Programme (IRRP)**



93 hostage/barricade/suicide (HBS) type incidents in 2020

86 critical firearms incident command (CFIC) personnel fully trained.

GARDA NATIONAL CRIME AND SECURITY INTELLIGENCE SERVICE (GNCSIS)

GNCSIS continued to co-operate and share intelligence with European and international counterparts, to maintain constant surveillance and review of the level of threat posed to the State from terrorist organisations and organised crime. The “moderate” threat level in Ireland remains unchanged since 2018, indicating that “an attack is possible but not likely”. In applying threat countermeasures throughout 2020, An Garda Síochána took a proactive, strategic approach to organised crime and matters of national security.

THE NATIONAL CRIMINAL INTELLIGENCE UNIT (NCIU)

NCIU links directly with national and local investigation units to identify, disrupt and dismantle organised crime groups throughout the State, piecing together multiple strands of information to enhance the intelligence picture.

THE OFFICE OF THE NATIONAL CRIMINAL INTELLIGENCE OFFICER (NCIO)

NCIO liaises with all Criminal Intelligence Officers within An Garda Síochána, providing a line of communication for them to ensure the immediate notification of information and intelligence on incidents. NCIO is the single point of contact for Criminal Intelligence Officers and other Gardaí within the Security and Intelligence Section in all non-subversive intelligence matters.



Armed Support Unit

SPECIAL DETECTIVE UNIT (SDU)

To safeguard Ireland's security, SDU actively targeted and disrupted terrorist related activity, while also implementing counter-terrorism strategies throughout the year.

In co-ordination with specialist units, as well as regional Garda personnel, SDU conducted several intelligence-led counter-terrorism operations in 2020.

These successful operations led to the seizure of explosives, firearms, munitions/ammunition, and the subsequent prosecution of a number of individuals for their involvement in criminal activities.

A number of terrorist finance investigations were also initiated during 2020, with some having multiple subjects of interest. They span a wide range from simple single transactions to complex organisations/group terrorist finance schemes.

As a result of this work, individuals have been arrested, charged and convicted for their involvement in money laundering and terrorist financing, with large quantities of cash seized from suspects or frozen with financial institutions.

In early 2020, the SDU played a pivotal role in providing security for numerous official visits of foreign dignitaries, including State visits by the President of the Hellenic Republic, the President of the European Commission, and the Duke and Duchess of Cambridge.

SDU maintains a strong working relationship with both European and international counterparts, and works collaboratively with the PSNI in conducting cross-border operations and investigations.

In August 2020, SDU, local Garda personnel and the Regional Armed Support Units carried out a number of searches as part of an operation led by the PSNI, to combat the activities of the new IRA.

As it has in previous years, the SDU provided support to the Department of Justice in conducting security screening of 164 refugees as part of the Irish Refugees Relocation Programme (IRRP).

Throughout 2020, tSDU also undertook a number of intelligence-led operations targeting groupings and individuals involved in violent extremism.

SPECIAL TACTICS AND OPERATIONS COMMAND (STOC)

Armed Support Unit (ASU)

ASU support their unarmed colleagues in responding to incidents where there is an elevated threat or firearms are present.

Throughout 2020, SDU conducted 177 planned searches in support of frontline policing. DMR ASU also provided an overt presence at four special events directly related to the Covid-19 pandemic.

Emergency Response Unit (ERU)

ERU provides a nationwide specialist tactical/intervention response at higher-risk spontaneous incidents, such as hostage/barricaded incidents, and is tasked with supporting national security and counter-terrorist operations.

In addition, ERU provided close protection to high-risk protectees, including visiting dignitaries, Heads of State and protected witnesses.

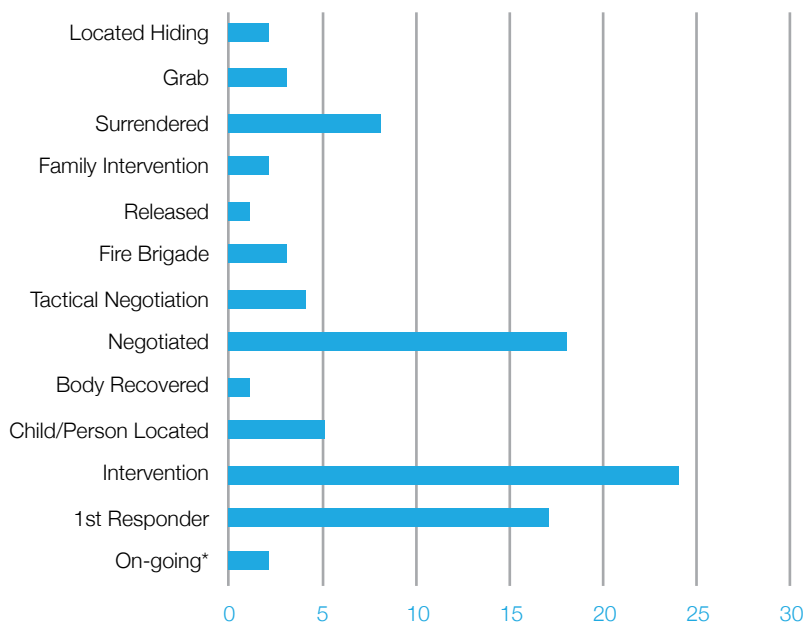
ERU conducted 80 firearms operations in 2020, including 36 high-risk searches.

National Negotiating Unit (NNU)

Trained Garda Negotiators dealt with 93 incidents in 2020. This represents a marginal decrease on 2019 and 2018 figures.

In a similar pattern to previous years, DMR reported the highest number of these incidents at 42, while the Eastern Region was next busiest with 22 incidents during 2020.

HOW INCIDENTS CONCLUDED



* The majority of incidents ended peacefully through the actions of first responders, negotiators and ASU. Where interventions take place, they do so for a variety of reasons such as medical or escalation of threat. NNU are involved in investigations that were not concluded in 2020.

Special Tactics and Operations Command (STOC) Training Unit (STU)

Staffed by highly qualified and operationally experienced personnel, STU was established in September 2019 to support the evolving and specialist needs of STOC operations. STU is responsible for designing, delivering and recording all specialist skills training delivered to STOC personnel.

STU developed progressive new scenario based training courses for STOC operators and partner units such as the National Surveillance Unit and the National Ambulance Incident Response Team (IRT).

The unit also created new tiered training programmes for firearms and close protection personnel, and provided scenario based refresher training around hostage/barricade/suicide incidents to all STOC personnel.

STU delivered specialist training that resulted in over 5,000 qualification/re-qualifications in firearms and specialist skills being awarded to STOC personnel.

STOC Command Co-ordination Unit (CCDU)

The unit continued to deliver dynamic decisionmaking training and a further three Critical Firearms Incident Command (CFIC) courses were delivered in Cork, with a total of 86 CFIC personnel now fully trained.

STOC CCDU continued to liaise with external stakeholders and EU partners to achieve best standards and practice, and received approval for the delivery of the IT based operational planning and critical incident support system, CLIO.

LIAISON AND PROTECTION

INTERPOL

During 2020, An Garda Síochána fully utilised Interpol's extensive capabilities to further strengthen the work of specialist units and frontline policing.

Members of An Garda Síochána also participated in several Interpol-led projects in areas of policing priority, such as cybercrime, financial crime and fugitives.

Garda personnel attached to the Interpol National Central Bureau (NCB) underwent virtual training throughout the year that enabled them to avail of the supports offered by Interpol HQ Lyon and their regional centres worldwide.

Gardaí seconded to Interpol participated in a number of international operations targeting the financing of terrorism, cybercrime and fraud.

EUROPOL

Europol assisted An Garda Síochána in conducting a number of cross-border operations targeting serious and organised crime in the areas of cybercrime, drug trafficking, human trafficking, illegal immigration, fraud and terrorism. The Europol Network also facilitated the co-ordination of ongoing investigations in other European member states.

As part of Europol's drive to upskill law enforcement to essential standards, Garda personnel attached to specialist units participated in online training, attended virtual conferences, and were involved in Joint Action Days targeting online hate crime and labour exploitation.

In 2020, An Garda Síochána also contributed to Europol's Serious Organised Crime Threat Assessment, the Internet Organised Crime Threat Assessment and reports on the terrorist situation within the European Union.

Schengen Information System (SIS II) and SIRENE Bureau

The SIS II is a highly efficient large-scale information system that supports law enforcement cooperation across the European Union and associated member states.

In 2020, the SIS Project Team within An Garda Síochána delivered on the operational, technical and training elements required for Ireland to join SIS. The introduction of SIS II represents an important development in the implementation of the A Policing Service for our Future (APSFOF) reform programme report.

The system will benefit An Garda Síochána by:

- Providing access to real-time data and circulation of information between SIS member states in the form of alerts related to wanted and missing persons, lost or stolen vehicles and objects, and can also relate these to serious crime and terrorist related activities.
- Increasing security through strengthened data and intelligence sharing and collaboration with SIS participating countries.

A new national SIRENE Bureau has been established and serves as the single point of contact on a 24/7 basis for the exchange of supplementary information and the co-ordination of activities related to SIS alerts.

International Coordination Unit (ICU)

ICU continued to oversee the National Internal Security Fund (ISF) Project within An Garda Síochána.

The project focused on fulfilling two specific objectives:

- The fight against crime: combating cross-border, serious and organised crime, including terrorism, and reinforcing coordination and cooperation between An Garda Síochána and other national authorities of EU states, including Europol.
- Managing risk and crisis: enhancing the capacity of An Garda Síochána to manage effectively security-related risk and crisis, and preparing for protecting people and critical infrastructure against terrorist attacks and other security related incidents.

The unit once again coordinated An Garda Síochána participation in EU research and innovation projects as part of the Horizon 2020 programme. The theme of the 2020 challenge was "Secure Societies."

The primary aims of the Secure Societies Challenge included:



Developing solutions for the protection of critical infrastructure



Crime and terrorism



Enhancing cyber-security

National Major Emergency Management (MEM) Office

In 2020, MEM expanded its remit to include Chemical, Biological, Radiological and Nuclear (CBRNe) incidents (including as a result of the use of explosives), policy and training.

From March 2020, it also undertook responsibility for An Garda Síochána Covid-19 Coordination Unit.





COMMUNITY SAFETY

150

laser speed detection devices acquired



Equality, Diversity and Inclusion Strategy Statement and Action Plan 2020-2021 launched



Over 300 venues across the country for National Community Engagement Day



2,500

mobility devices rolled out



Age Card

turns 21/over 900,000 issued since 1999



Establishment of the Garda National Diversity Forum

GARDA NATIONAL COMMUNITY ENGAGEMENT BUREAU (GNCEB) CRIME PREVENTION CAMPAIGNS

Campaigns were run on key crimes such as:



Burglary prevention



Public safety and harm reduction



Rural safety



Online safety



Bicycle theft/safety



Smart phone safety

These campaigns were promoted through traditional media, social media, Garda.ie, and locally through leaflet drops and exhibition stands where Covid-19 restrictions permitted.

It's Your Choice

This campaign was launched in early 2020 to inform second-level students of the impact of addiction and assault, as well as the importance of staying safe online, using real life experiences.



Use Your Brain Not Your Fists

As part of this safety campaign, the Garda National Crime Prevention Unit (GNCPU) worked closely with Ulster GAA and the PSNI to highlight the consequences of one-punch assaults.

A virtual workshop event was attended by a large number of young players, senior teams, their coaches and club management.

National Bike Week

A nationwide awareness campaign reminded cyclists to take extra precautions in keeping their bicycles safe by locking them in the most secure way possible.

Caravan Security

Between 2019 and July 2020, over 40 caravans and campervans were stolen. Following this cluster of thefts, Gardai issued an appeal via social media to caravan and campervan owners to take extra security measures in line with the Garda Park Smart initiative.

Smart Phone Safety

Mobile phone theft remained an issue throughout 2020. According to the Garda Síochána Analysis Service, just 10% of the €5m worth of stolen mobile phones are recovered.

In response, a safety campaign urging smart phone owners to be streetwise was launched in August across local and national media, and Garda social media channels.

European Union Crime Prevention Network (EUCPN)

The EUCPN held its EU-wide focus day on domestic burglary on 21 October. As a member of the EUCPN, An Garda Síochána, in collaboration with the Department of Justice, and along with other law enforcement agencies across the EU, sought to reduce domestic burglaries through public awareness activities on this day of action.

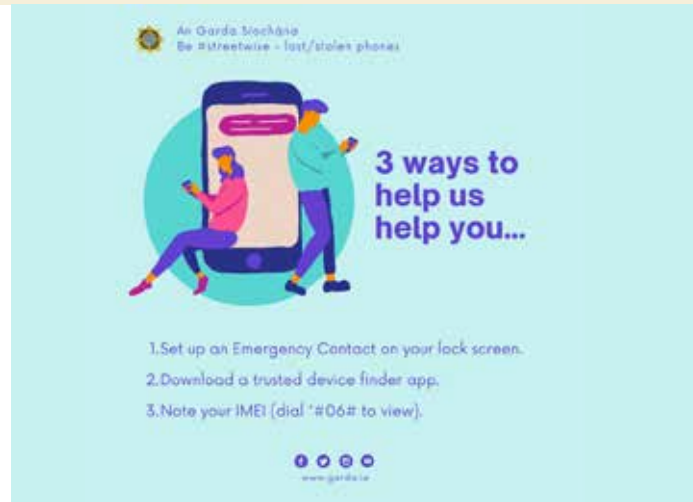
Halloween Safety

In advance of the 2020 Halloween period, GNCPU, in conjunction with Dublin Fire Brigade and Temple Street Children's Hospital, produced an online awareness video. This video emphasised the dangers of bonfires and fireworks, and the consequences of anti-social behaviour.

A Halloween safety poster was also designed and supplied by GNCPU to primary and secondary schools.

The National Rural Safety Forum

The National Rural Safety Forum was established in 2019 as a collaborative partnership to support the delivery of a rural community policing service.



In its second year, the forum was co-chaired by Assistant Commissioner, Roads Policing and Community Engagement, and the Deputy President of the Irish Farmers Association.

The Irish Farmers Association, in partnership with An Garda Síochána, released a Winter Safety campaign towards the end of 2020 under the Forum's remit. This campaign included information on mental health, farm safety, home security, online security and road safety, as well as crime prevention during Covid-19 advice, such as the lock up and light up message and dealing with visitors.

The Department of Rural and Community Development recirculated its community call advice leaflet to the Forum for all members to distribute as a county advice and contact information leaflet. An Garda Síochána continued to work with our partners in the Forum on crime prevention and community engagement initiatives.

National Community Engagement Day

National Community Engagement Day was held on 31 January 2020 to increase community engagement and community reassurance.

Local communities were invited to a 'meet and greet' event with their local Gardaí at over 300 venues across the country. Representatives from the Irish Farmers Association and those representing local community groups on the National Rural Safety Forum were also in attendance

This was not just a valuable opportunity for communities across Ireland to meet and become familiar with their local Gardaí, but also for Gardaí to listen to the policing needs of their communities.

SUPPORTING LOCAL INITIATIVES

GNCPU supported a number of local/rural initiatives in 2020.

Drug Related Intimidation Programme

In 2020, the DMR North considered the issue of incidents pertaining to Drug Related Intimidation (DRI) and how local Gardaí could aid victims and those effected by DRI.

As a result of collaboration with both internal and external stakeholders, a card was developed with contact details for the Garda Drug Related Intimidation Programme and the North Dublin Regional Drug and Alcohol Task Force to assist victims of DRI in getting support.

Water Safety Initiatives

Following a tragic incident in Donegal, Gardaí from Buncrana liaised with Water Safety Ireland and the local Royal National Lifeboat Institution (RNLI) members to receive training and obtain special equipment, such as throw bags and ring bouys, which could be stored in patrol cars for use in the event of a water emergency.

Similarly, Gardaí and other agencies took part in a water safety training initiative in Athlone during 2020, after a number of people lost their lives in the River Shannon.

Coastal Watch Scheme

In March, the Coastal Watch Scheme was implemented by the Mayo Division with one of the key elements being that of Search and Rescue (SAR) Operations. A strategy to aid Gardaí involved in SAR operations was devised and a database created that contained all information needed for, and relating to, SAR in one place. The Mayo Division enlisted the assistance of the Garda Mapping Section to integrate maps into the database. A web application that can be viewed on mobility devices was made available.

Keep Well and Light up Campaign

In partnership with Leitrim County Council and Healthy Ireland, Gardaí created gift packs consisting of torches, find my eircode stickers, An Garda Síochána lock up and light up crime prevention packs, and community support leaflets. The aim was for the elderly in our communities to Keep Well and Light Up during the dark winter months. Gardaí delivered over 1,500 packs to the most vulnerable and elderly during December.



Crime Prevention Ambassadors

The Longford Garda District Crime Prevention Ambassador initiative is a partnership programme led by An Garda Síochána Community Policing Unit, Longford County Council, and the Longford Age Friendly Alliance, supported by Community Alert and Neighbourhood Watch.

This initiative is a peer programme, delivering crime prevention information that is then shared amongst older people. Its purpose is to tackle crimes against older people and primarily to address the fear of crime and isolation among older people. It is designed to empower older persons within the community by working in partnership with An Garda Síochána through their local Community Gardaí.

In November, the programme was extended and launched in Ballymahon Garda sub-district, with new ambassadors appointed and provided with packs containing crime prevention leaflets and materials for dissemination to the vulnerable in the community.

Delivery of Garda Schools Programme Online

Given the restrictions on personal interactions during Covid-19, face-to-face delivery of the Garda Schools Programme was not possible. However, new ways were found to communicate crime prevention and personal safety advice to students and young people.

During this time, the need for young people to be aware of respectful online communication and to manage their online wellbeing has never been more important, given everyone's increased online presence.

GNCEB supported Ashbourne Community Policing in developing pre-recorded talks on the topics of cyberbullying (both primary and post primary) and addressing the issue of online sexual coercion and extortion of young people (post primary level). Elements of these talks were provided through Irish. These talks were distributed to all schools in the Ashbourne District.



Back to basics

Working with communities



Easter Initiative

It was not possible for people to celebrate Easter in the usual ways this year.

In light of this, GNCPU supported Malahide Garda Station in the design of an Easter greeting card. This design included important public health advice and was delivered to elderly local residents.

Building on the success of this uplifting initiative, a template was designed and distributed to Garda Districts nationwide for their use locally.

Christmas Card

In recognising the absence of many Christmas traditions during the 2020 festive period, GNCPU and Community Gardaí in the Lucan District, DMR produced a Christmas card that was then made available to Gardaí for use in communities across the country.

The card was designed for children to colour it in, add a short seasonal message to an older resident living within their community and send it to them.

Inside Out Project

In September, Tipperary Division Gardaí were involved in the launch of the Inside Out project, designed to work in partnership with people with disabilities, young and older people, as well as a number of agencies, including the HSE, The Irish Prison Service, Limerick Women's Prison and transition year (TY) students from local schools.

Gardaí participated in the facilitation of workshops and group discussions to raise awareness of the impact of crime from two perspectives - the victim of crime and the person committing the crimes. The aim of this pilot initiative is to create a safer environment for all people in society.

HUMAN RIGHTS, EQUALITY, DIVERSITY AND INCLUSION

Human Rights, Equality, Diversity and Inclusion are areas that An Garda Síochána has taken a proactive approach to understand and address over the last year. There are a number of initiatives that the representative departments for these areas have led out or undertaken. This section provides a sample of some of these initiatives that contributed towards the organisation's obligation to report developments and achievements under section 42 of the Irish Human Rights and Equality Commission Act 2014.

Human Rights Strategy

The Human Rights Strategy 2020-2022 provides An Garda Síochána with a comprehensive plan to enable the organisation to develop a human rights infrastructure. It contains seven action points that are designed to enhance the understanding, knowledge, training, policy and service delivery of human rights by all Garda personnel.

Among the initiatives progressed as part of the Human Rights Strategy were:

- The development of a **12 week training programme**, Policing and Human Rights Law in Ireland, in coordination with the University of Limerick to begin for all senior managers and over 500 Garda personnel in January 2021. These staff members will be human rights champions and will be part of a special network of Garda personnel who will be advocates for human rights within An Garda Síochána

- A **review of the risk assessment form** on custody records, to evaluate its effectiveness and suitability in identifying vulnerable and at risk persons in Garda custody.
- A pilot study undertaken in partnership with the National Office for Suicide Prevention (NCSP). This provided Garda personnel with a **training course on suicide intervention**, in order to evaluate its effectiveness.
- Developing an internal webpage on the Garda Portal to ensure that Garda personnel have **instant access to relevant human rights material** and guidance documents to assist them in their respective roles
- Ongoing **liaison with a number of external groups** on both a formal and informal basis throughout 2020. The groups engaged with on a regular basis were:
 - ADHD Ireland
 - Mental Health Ireland
 - National Disability Authority
 - AslAm Autism Advocacy
 - Merchants Quay Ireland
 - National Office for Suicide Prevention.
- Three meetings of the Strategic Human Rights Advisory Committee, as chaired by the Garda Commissioner.

Strategic Human Rights Advisory Committee (SHRAC)

The SHRAC is attended by the Commissioner and internal and external representatives from a range of stakeholders. In addition to the internal membership of the SHRAC, external membership comprises a number of advocacy groups, namely;

- | | |
|--|---------------------------------|
| • Dublin Rape Crisis Centre | • Irish Centre for Human Rights |
| • Irish Human Rights and Equality Commission | • National Disability Authority |

The Committee aims to meet every quarter, however, due to the emergence of the Covid-19 pandemic, the scheduled March meeting was cancelled. Thereafter, three virtual meetings were held and the following key issues were raised:

- | | |
|---------------------------------|-------------------------------------|
| • Covid-19 policing response | • Use of anti-spit guard |
| • Recording of ethnicity | • Rights of victims |
| • Human Rights Section staffing | • Human Rights Strategy 2020 – 2022 |

The SHRAC Annual Report is available on the Garda website.

DIVERSITY AND INTEGRATION

Equality, Diversity and Inclusion (EDI) Strategy Statement and Action Plan 2020 – 2021

Launched in December, the EDI Strategy and Action Plan identifies a number of priority actions that align with the external Diversity and Integration Strategy 2019 – 2021.

The short-term plan will assist An Garda Síochána in striving to ensure that all members of An Garda Síochána, Garda Reserves and Garda staff are unhindered by workplace discrimination, regardless of age, gender, disability, civil status, family status, sexual orientation, race, religious belief or membership of the Traveller community.

Through an 11 point action plan, An Garda Síochána has set out a vision to create a working environment in which all people are treated fairly and respectfully; have equal opportunities and resources; and can contribute fully to the success of An Garda Síochána.

It was introduced as part of APSFOF, laying the foundations to drive the equality, diversity and inclusion agenda forward within An Garda Síochána. It further embeds our Code of Ethics and reinforces key ethical behaviours in An Garda Síochána, to support the delivery of an effective policing service.

During 2020, work on the recruitment diversity roadmap commenced. A consultative exercise with key internal and external stakeholders was conducted to identify the key challenges related to the recruitment and retention of individuals from minority backgrounds.



Diversity and Integration Strategy 2019 -2021

The Diversity and Integration Strategy 2019-2021 is designed to improve communication, foster community partnerships, and combat racism and hate crimes.

In 2020, an implementation plan for the strategy was developed and key elements of it were actioned, including:

- The establishment of the **Garda National Diversity Forum**.
- The introduction of a **training programme** for Gardaí to build their competency and skills to engage effectively and positively with people from diverse backgrounds.
- The upskilling of the network of **Ethnic Liaison Officers** to become Garda Diversity Officers, reflecting Ireland's changing society.
- The development of a mechanism to allow for **feedback on the strategy** via an independent survey of our community stakeholders. This will be conducted by the DCU Centre of Excellence for Diversity and Inclusion and the Irish Centre for Diversity, to gather feedback on the effectiveness of the An Garda Síochána Diversity and Integration Strategy. It is due for completion in 2021.

Garda National Diversity Forum

The Garda National Diversity Forum was established in 2020 to engage with representatives of communities and key stakeholders to review the implementation of the strategy.

The group is overseen by Assistant Commissioner, Roads Policing and Community Engagement, but is chaired by an independent representative elected by the group.

The Forum met three times in 2020 and consists of representatives from the following groups:

- | | |
|---|------------------------------------|
| • Irish Network Against Racism (INAR) | • Immigrant Council of Ireland |
| • Irish Criminal/Civil Justice Disability Network (ICJDN) | • Southside Traveller Action Group |
| • Cavan Cross Cultural Community (4C) | • LGBT Ireland |
| • Islamic Cultural Centre of Ireland (ICCI) | • Third Age |
| • Dublin City Interfaith Forum (DCIF) | • SAGE Advocacy |
| • Transgender Equality Network Ireland (TENI) | • Federation for Victim Assistant |
| • Garda National Community Engagement Bureau (GNCEB) | • Redeemed Christian Church of God |
| • Garda Equality Diversity and Inclusion Section (EDI) | |

The Forum also extends membership to include governmental and non-governmental participants as issues arise.

The Garda National Diversity Forum's remit has been extended to include feedback on the Diversity and Integration Strategy and to act as 'a critical friend'.

Training Programme

Community Policing training has been developed, with modules one to four available through the Learning Management System (LMS).

As part of this training, a diversity module has been developed and is due to be rolled out in 2021.

Diversity and Hate Crime Training

In 2020, significant work on training for the Garda Diversity Officer Network continued, with a number of modules developed relating to hate crime, as well as diversity and cultural awareness.

Liaison was ongoing with various stakeholders, such as the Traveller Mediation Service and the Disability Federation of Ireland, in the development of the training.

Partnership Development

An Garda Síochána is committed to engaging with external stakeholders in a proactive and inclusive manner, to build trust and identify the policing needs of all diverse, minority and 'hard to reach' communities, as highlighted in the strategy. This continued throughout 2020.

The Garda National Diversity and Integration Unit (GNDIU), supported by the Garda Diversity Officers Network, engaged with these communities through a variety of means, including virtual meetings and conferences.

This included:

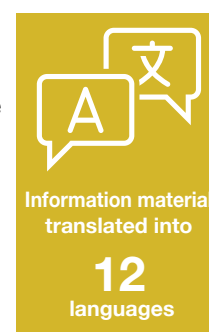
- Communication with all Direct Provision Centres during lockdown in counties Laois, Offaly and Kildare.
- Engagement with the Traveller Mediation Service in relation to local policing issues.
- Provision of translated Covid-19 information for employees of meat processing plants.
- Engagement with community representatives following heightened community tensions, as a result of the killing of a Brazilian national in August.
- Portuguese translations of the Diversity and Integration Strategy, and hate crime information provided to members of the Brazilian community in DMR North Central.
- GNDIU also attended a number of webinars on a range of issues including hate crime; anti-Semitism; rights and living conditions of Travellers; anti-Muslim hate crime, Migrant Integration Policy Index Findings for Ireland; racism and discrimination policies in football; and conspiracy myths and Covid narratives that polarise.

Minority Communities Crime Prevention Advice

The development of crime prevention advice for diverse, minority and 'hard to reach' communities continued with a number of initiatives in 2020. Advice on topics such as personal safety, hate crime, bogus/scam opportunities and other security issues were provided to various stakeholder groups throughout 2020.

These included:

- Crime prevention material in respect of home security during Covid-19 was created and translated by the GNDIU into 12 languages. This information was made available on social media and the Garda website.
- Crime prevention advice provided to Brazilian community representatives in DMR North Central.
- Covid-19 advice distributed to Direct Provision Centres.
- A video on Covid-19, jointly delivered by An Garda Síochána and Traveller representative groups, was distributed across Garda social media channels.



Case Study 1 – Engagement with the Traveller Community

Throughout 2020, the GNDIU continued their engagement with the Irish Traveller community through the Garda Traveller Advisory Group (GTAG) meetings.

The GTAG examines best policing practices for An Garda Síochána by developing consistent, non-discriminatory and effective service standards. These standards are then advised to the Garda Executive for consideration in future policies, training and recruitment campaigns.



Rainbow Pride Car

GNDIU participated in the production of a video message on the importance of social distancing at funerals. The awareness video, which was developed in conjunction with the Traveller Mediation Service, was shared across An Garda Síochána social media platforms and a number of Traveller support groups' social media sites.

In February 2020, GNDIU facilitated a week-long Traveller-Garda intercultural event in Pavee Point Traveller and Roma Centre. Six Gardaí and six Traveller men took part in the successful event aimed at removing bias and stereotyping, breaking down communication barriers, and building trust and identifying shared interests.

Diversity and Community Events

An Garda Síochána continued to work with diverse groups and minority communities to build and maintain strong relationships, as well as demonstrating its commitment to diversity and inclusion.

Given restrictions in place for much of 2020, attendance and participation in events was limited, however, GNCPU/ GNDIU employed other means of communication, these included:

- Online meetings held with the Brazilian community and other members of the local community.
- Engagement with the Muslim community around Eid Al Adha festival.
- Engagement with Longford Direct Provision Centre via a community based run, followed by hosting of the participants at the Longford District Garda Station in February.

2020 Dublin LGBTQ Pride Festival

In 2019, uniformed Gardaí first took part in Dublin LGBTQ Pride. As a result of public health guidelines, the 2020 Dublin LGBTQ Pride Festival was held virtually.

In support of this year's festival and the LGBTI+ community, the GNDIU were involved in a number of events and initiatives. The rainbow pride car was provided to Gardaí in Clonmel to provide high visibility patrolling in support of Clonmel Pride in August 2020.



Law Enforcement Torch Run



Purple Lights

Longford Cultural Awareness



Law Enforcement Torch Run

In September, Gardaí, along with the PSNI ran an all-Ireland circuit of 2,800km in aid of Special Olympics Ireland, as part of the Law Enforcement Torch Run (LETR) Global Virtual Torch Run 2020.

The LETR for Special Olympics is an organisation made up of law enforcement officers worldwide. It champions acceptance and inclusion for people with intellectual disabilities, as well as holding fundraising events to raise much needed funds for Special Olympics.

Case Study 2 – Vulnerable Communities

In co-ordination with the Disability Federation of Ireland (DFI), the GNDIU marked the 2020 International Day for Persons with Disabilities by turning Garda Headquarters purple and supporting the Purple Lights social media campaign.

Case Study 3 – Longford Cultural Awareness Event

In February, the Longford Community Policing Unit assisted and participated in a cultural awareness event in Longford Town.

Residents originally from Libya, Pakistan, Nigeria, Poland, Syria, Russia and Lithuania took part in the event. Many dressed in their cultural clothes and provided samples of food from their native lands for all visitors. Music and dancing was provided by the Syrian and Pakistani groups. The event was organised in conjunction with Longford Public Participation Network and Cnoc Mhuire Secondary School, Longford Town.

AWARENESS CAMPAIGNS

Don't Turn Your Back

The World Elder Abuse Awareness Day (WEAAD) on 15 June aimed to increase public awareness of mistreatment of vulnerable older people, as well as highlight the need for appropriate, preventive action.

In support of this, GNDIU carried out a social media campaign, along with an internal awareness campaign.

Be a Good Neighbour

In support of World Alzheimer's Day, GNDIU launched the Be a Good Neighbour campaign on 21 September.

Over 60% of people with dementia are living at home, making this a community issue that requires a collective community response. This campaign, which was supported by the Alzheimer Society of Ireland, focused on reminding people to look out for vulnerable neighbours and to contact Gardaí if something is out of the ordinary.

GARDA YOUTH DIVERSION BUREAU (GYDB)

Covid-19

The Covid-19 pandemic presented significant challenges to the work of Juvenile Liaison Officers (JLOs) though this did not inhibit their ongoing efforts, commitment and hard work during this time.

JLOs continued to support the Diversion Programme by engaging with children and the community, while being compliant with Covid-19 regulations and guidelines.

The Monitoring Unit

To enhance and improve the administration of the Diversion Programme, monthly Key Performance Indicator (KPI) reports from PULSE are run and disseminated to each Garda Region. These reports highlight the number of youth referrals that have been deemed unsuitable for the programme and require action or progression at District or Divisional level.

A quarterly monitoring report is provided to Regional Assistant Commissioners, highlighting the number of incidents still requiring progression and trends for their specific regions.

Improvements and updates to the referral process were included in PULSE releases 7.6 and 7.6.1, and were implemented by Garda ICT Services during the course of 2020. These upgrades have provided essential improvements, further enhancing the youth referral process.

An Inspector has been assigned in each Division to oversee the process at Divisional level and this oversight has been a key support in addressing governance and accountability at a local level. This has resulted in improved progression of referrals, timely submissions of files/reports and the delivery of cautions.

Promoting Awareness and Understanding of Restorative Practice

In Q1 2020, GYDB organised and facilitated a number of restorative practices regional briefings for JLOs and operational Inspectors across each Division. The aim was to introduce restorative practices to the newly appointed participants, while also discussing how to introduce restorative justice in An Garda Síochána more broadly. Presentations were given by Garda personnel working with the GYDB and case studies were provided by JLOs of restorative events organised to address offending behaviour by children admitted to the programme.

The National Age Card

The National Age Card celebrated its 21st anniversary in 2020. First introduced in 1999, with over 900,000 issued, it has proven to be a useful means of ID for young people. This significant anniversary was promoted by the Age Card Office on the Garda website.

Operating Model

GYDB and the Strategic Transformation Office engaged in meetings during the course of the year, culminating in the completion of an Operating Model blueprint for GYDB that will be incorporated into the regional blueprint of Roads Policing and the Community Engagement Bureau during 2021.



Monitoring Committee

The new committee appointed to monitor the effectiveness of the Diversion Programme was approved by the Minister for Justice in November 2020.

The Monitoring Committee will now comprise of Assistant Commissioner, Roads Policing and Community Engagement, Chief Superintendent, Community Engagement, Ms. Salome Mbugua (AkiDwa) and Professor Sean Redmond (University of Limerick and Department of Justice).

There is ongoing engagement between GYDB and the Irish Youth Justice Service, Department of Children and Youth Affairs, various youth organisations, and other stakeholders to identify, share and promote best practices.

Make Way Day



GARDA NATIONAL ROADS POLICING BUREAU (GNRPB)

To address the key factors that contribute most significantly to the causes of collisions, four 'lifesaver' offences were targeted:



Speeding



Non-wearing of seatbelts



The use of mobile phones



Driving under the influence

The focus on these lifesaver offences was supported by the greater use of technology, deployment of the Divisional Roads Policing Units, public awareness campaigns and ongoing engagement with An Garda Síochána external stakeholders.

Despite an overall reduction in traffic volume of between 25% and 30%, largely due to the introduction of travel restrictions in March 2020, the number of lives tragically lost on the roads increased by 6%.

In contrast, however, serious injury collisions reduced by 26%, which is broadly in line with the reduction of traffic volume.

More positively, detections for lifesaver offences increased 18% when compared to the same period in 2019.

KEY DATA

Fatal Collisions 2020

In 2020, there were 149 fatalities in 138 fatal collisions. This represents a 6% increase on the same period the previous year.

FATALITIES SUMMARY 2020



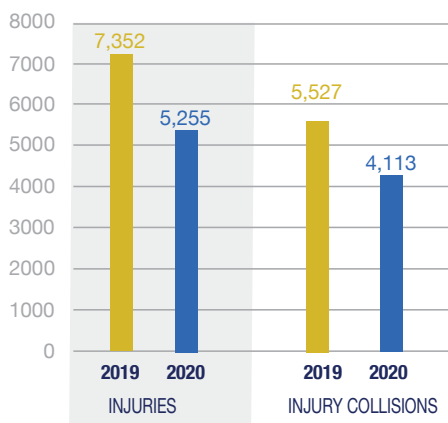
IN 2020	INCREASE OF 6%	OVERALL DEATHS HAVE INCREASED AMONG	HIGH RISK AGE GROUPS
There have been 149 fatalities in 138 fatal collisions	on fatalities over the same time in 2019 +8 collisions and +8 fatalities	Passengers: 26 (+11) Pedestrians: 32 (+5) Motorcyclists: 18 (+1) Cyclists: 10 (+2) Deaths have decreased among Drivers: 63 (-10)	35 fatalities in 65 years and older age group (24%)



The road user fatality profile highlighted the following data:

- 40% of fatalities were vulnerable road users.
- 16% of all road fatalities were over 70 years of age.
- 19% of fatalities were between 30 and 40 years of age.
- Passengers represented the greatest increase in fatalities in 2020.
- Pedestrian fatalities rose from 27 in 2019 to 32 in 2020 – 20% of these were over 70 years of age.

INJURIES 2020 V 2019



Injury Collision Analysis

According to Transport Infrastructure Ireland, traffic volumes were approximately 25%-30% below 2019 levels (1 January-17 December 2020).

Injury collisions decreased by 26% between 2019 and 2020 (1 January-17 December 2020).

Injuries decreased by 29% during the same period.

**Note: Figures are for all injuries (fatal, serious and non-serious injuries). They compare from 1 January - 17 December for both 2019 and 2020. All data presented for 2020 and 2019 is provisional and subject to change.*

All road user groups saw a decrease in injuries in 2020, compared to 2019.



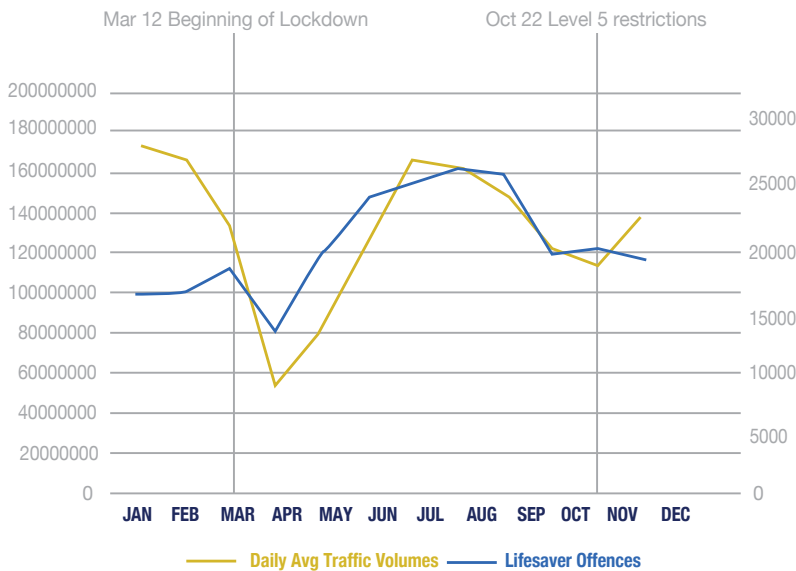
The injury reduction rate (%) by road users from 2019 to 2020 can be summarised as follows:



Driver	Motorcyclist	Passenger	Pedal Cyclist	Pedestrian
-29%	-30%	-35%	-20%	-28%

Enforcement - Lifesaver Offences 2020

TRAFFIC VOLUMES* V LIFESAVER OFFENCES



Despite reductions in traffic volumes from the introduction of travel restrictions in March, detections for our main lifesaver offences saw an increase of 20%, when compared to the same period last year.

Our main lifesaver offences are speeding, mobile phones, seatbelts and drink/drug driving.

The increases can be seen across all regions. The graph (left) shows that our enforcement figures stayed closely in line with the increasing traffic volumes during the year.

	Jan-Dec 2019	Jan-Dec 2020	Change (%)
Lifesaver Offences	185,684	222,599	20%

*Note: Daily traffic volume are based on a sample data and relate to all types of vehicles.

PUBLIC AWARENESS ACTIVITY

A number of campaigns were conducted by An Garda Síochána and the Road Safety Authority (RSA) including:

- National Slow Down Days in May and December,
- June Bank Holiday - Roads policing enforcement,
- August Bank Holiday - Driving under the influence,
- Drivers urged to be extra cautious as more children cycle and walk to school in September,
- Driver fatigue – October,
- Quad bikes and scramblers – November, and
- Christmas and New Year road safety appeal.

Examples of Additional Road Safety Operations



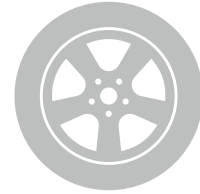
Expansion of new safety camera zones

903 new camera zones came into effect in February 2020. A total of 1,322 safety camera zones are now in operation nationwide.



Operation Enable

This was held in September 2020 and ran in conjunction with a national campaign known as Make Way Day, led by the Disability Federation of Ireland. Operation Enable is designed to target the unauthorised use of disabled person's parking permits and disabled parking bays.



Tyre Safety Day

An Garda Síochána, the RSA and the Irish Tyre Industry Association (ITIA) teamed up to remind all road users to check their tyres.

TECHNOLOGY

Active Mobility Project

By the end of 2020, 2,500 mobility devices had been rolled-out to Gardaí and 55,000 Fixed Charge Notices (FCNs) issued electronically.

All Gardaí deployed to the GNRPB now have access to the Traffic App and the FCN App.

This technology provides Gardaí with the ability to carry out real-time detections at the roadside. As a result, the Traffic App has helped increase detections of disqualified drivers, untaxed cars and stolen vehicles.

The FCN App has also significantly reduced the level of paperwork required from Gardaí, improves the quality of data and, as a consequence, lowers the rate by which FCNs are challenged in court.

Laser Speed Detection Devices

Over the course of 2020, An Garda Síochána continued the purchase of new speed detection devices to supplement current stocks.



150 New devices were purchased and allocated in 2020






170 New devices purchased in 2019

Total number of new speed gun devices increased to 320

The devices purchased in 2020 have the additional capability of integrating with the mobility devices. This function was utilised throughout the year.

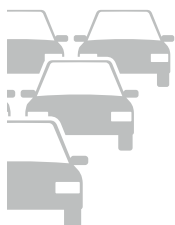


CROSS-ORGANISATION SERVICES

		
14,491	3,112.6	407
Members	Garda Staff (whole time equivalent)	Reserve
Staffing Level as at 31 December 2020		

361,720

average viewership per Crimecall episode



3,112
vehicles

largest fleet in the history of the organisation – increase of 27.8% from 2012



668,260
incidents created on PULSE by GISC

300
Promotions to Sergeant and Inspector



€32.3 million
cumulative energy cost savings since 2009

JUSTICE REFORM

In September 2018, the report of the Commission on the Future of Policing in Ireland was published. The report provides An Garda Síochána and other stakeholders with a roadmap on how to improve the delivery of policing in Ireland.

Following this, Garda management began assessing how best to deliver the Commission's recommendations and in December 2018, the implementation plan, A Policing Service for our Future (APSFOF - formerly APSFF), based on the Commission's report, was announced by the Minister for Justice.

APSFOF will provide An Garda Síochána with the right tools and supports needed to deliver on our mission of 'Keeping People Safe'. For the communities we serve, it will mean:

- More Gardaí on the frontline and increased visibility;
- A more responsive policing service suited to local needs;
- Gardaí equipped with modern technology to prevent and tackle crime;
- A human rights based approach to policing.

Key Achievements in Delivery of A Policing Service for our Future



Operating Model

Business Services functions established in Kerry, Cork City, Galway, Limerick, Mayo/Roscommon/Longford and DMR South Central

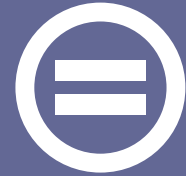
DPSU
Divisional Protective Services Units established in all 19 Divisions



Mobility

2,500 new or updated mobility devices deployed to Gardaí

EDI Strategy
The Equality, Diversity and Inclusion Strategy launched



Establishment of the Garda Anti-Corruption Unit (GACU)

Your Ideas
All Your Ideas pilots launched except those limited by Covid-19 restrictions



L&D Expert Review Group
Learning and Development Expert Review Group established

Use of Force
New use of force recording system introduced to allow for better monitoring of incidents and data creation



THE OPERATING MODEL

The rollout of the Operating Model continued throughout 2020 with a revised implementation approach in light of the Covid-19 pandemic, commencing initially with the Business Services Functional Area (BSFA).

The phased implementation of the BSFA commenced in October in the Cork City, Limerick, Kerry, Galway and Mayo/Roscommon/Longford Divisions, and in November 2020 in the DMR South Central Division.

The BSFA centralises finance and logistics, administration and human resource activities for the entire Division. This will, over time, result in the transfer of these processes from Divisional and District Offices to the BSFA. There was significant engagement with the relevant Divisions to secure a smooth transition.

Work also continued on the detailed process design for the Performance Assurance Functional Area. This comprises Criminal Justice, GSOC, disciplines and complaints, and Performance and Standards.

Over 90 Garda personnel were involved in the development of the standardised processes through workshops.

The implementation of the Operating Model in a number of regional and national sections including Regional Offices, Organised and Serious Crime, Garda National Roads Policing and Community Engagement, and Corporate Services continued.

Performance assurance workshops were attended by Garda personnel from a number of Divisions.

GARDA ETHICS AND CULTURE BUREAU (GECB)

By December 2020, 16,698 personnel (91%) had signed the Code of Ethics Declaration, affirming their commitment to adhere to the Code's standards.

While workshops have been postponed due to Covid-19, ensuring that all personnel have received and signed the Code of Ethics Declaration remained an organisational priority, with a 12% increase in signed declarations.

A number of initiatives aimed at further embedding the Code of Ethics were implemented, including:

- The publication of the **An Garda Síochána Code of Ethics Strategy**.
- A **revised Code of Ethics booklet** was circulated featuring a foreword from the Garda Commissioner and Chairperson of the Policing Authority.
- **Video recordings** highlighting the importance and application of the nine Code of Ethics standards. These videos now form part of the Garda Decision Making Model eLearning training and Garda staff induction eLearning programme.
- **Mouse mats** with a graphic representation of the Garda Decision Making Model were issued to all personnel.

In response to themes identified in the first Cultural Audit of An Garda Síochána, a number of initiatives were progressed.

These included:

- An increase in the distribution of mobility devices to Gardaí.
- The introduction of a new uniform pilot scheme.
- A revision of the Discipline Regulations.
- An increase in the number of supervisors.
- The establishment of the Garda Anti-Corruption Unit.
- A comprehensive review of the promotion process.

In addition, a number of initiatives to enhance engagement with personnel were advanced in accordance with APSFOF. These included the Your Ideas initiative, where all personnel were asked for their ideas on how to improve An Garda Síochána, as well as the Have Your Say mailbox, which allows personnel to provide feedback on new developments or proposals.

A review of the initiatives was conducted in 2020 and a second cultural audit is to follow.

POLICING AUTHORITY LIAISON OFFICE (PALO)

PALO engaged with the Policing Authority in support of its statutory functions to conduct oversight of policing performance across a variety areas.

With more Policing Authority meetings held in 2020 than ever before, the Commissioner, Garda Executive and Senior Leadership Team attended 11 Policing Authority meetings, five of which were held in public.

PALO coordinated an additional 12 committee meetings and over 75 further meetings between the Policing Authority and various specialist sections of An Garda Síochána.

It also processed over 70 requests for information and reports from the Policing Authority, while also facilitating the development and submission of the Commissioner's Monthly Report to the Policing Authority.

CORPORATE GOVERNANCE

As part of its commitment to the Civil Service Renewal Plan 2014, An Garda Síochána has adopted the Corporate Governance Standard for the Civil Service and the Code of Practice for the Governance of State Bodies. During 2020, An Garda Síochána renewed its Code of Practice Oversight Agreement with the Department of Justice.

The agreement sets out the broad governance framework within which An Garda Síochána operates, and defines the key roles and responsibilities that underpin the relationship between An Garda Síochána and the Department of Justice.

The organisation's compliance with the requirements of the agreement is monitored through a series of governance meetings between An Garda Síochána and the Department of Justice.

An Garda Síochána is committed to strengthening its governance structures in line with the Code of Practice for the Governance of State Bodies.

In accordance with the Garda Síochána Act, 2005, (as amended) An Garda Síochána prepares a strategy statement, annual policing plan, annual report and three year review report.

Corporate Governance Structures

As part of the first phase of APSFF, An Garda Síochána conducted a review of its corporate governance structures. The project for the revision of our governance environment and structures began in 2020 and will be delivered in 2021.

In parallel, analysis of the existing governance environment has been carried out with the aim of developing a new governance framework to align with the future governance arrangements outlined as part of the Policing, Security and Community Safety Bill. By late 2020, work was underway to complete the design stage of the new governance framework and its phased implementation is scheduled to begin in 2021.

An Garda Síochána also commenced the phased implementation of a new Operating Model during 2020. When complete, the new Business Services and Performance Assurance Functional Areas will strengthen governance, compliance and accountability at all levels within An Garda Síochána, and will form part of the organisation's governance framework.

Garda Risk Management Unit (GRMU)

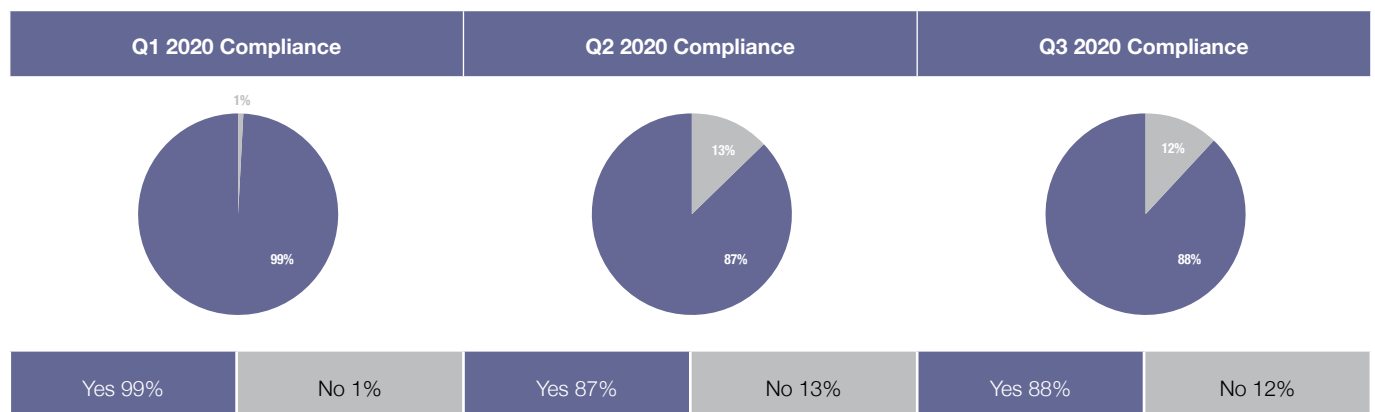
An Garda Síochána is operating a formal risk management process since 2008. A Risk and Policy Governance Board chaired by the Chief Risk Officer manages the organisation's Corporate Risk Register. The Board oversees An Garda Síochána risk management function, including identification, assessment, mitigation steps and determines the parameters for escalation/further examination of corporate risks. The Board met on three occasions in 2020 and is supported by the GRMU, which provides full-time support to the Chief Risk Officer and Corporate Risk Owners throughout the Garda organisation.

In March 2020, the GRMU added the risk surrounding the policing response to the Covid-19 pandemic to the Corporate Risk Register. In view of this, the GRMU delivered briefings, training, quality assurance and risk register development online workshops.

Compliance

All Divisions, Sections, Regions and Directorates are required to submit their risk register on a quarterly basis for analysis, collation and quality review. Compliance rates in respect of local risk registers has remained consistently high throughout 2020, averaging 91% overall.

Note: Quarter 4 compliance rates not available at the time of publication.



Embedding Risk Management: Training, Briefings and Support

The Garda Risk Management Unit ensures organisation-wide compliance with policy through the ongoing provision of training, briefings, risk register development workshops and one-to-one quality assurance meetings with senior managers.

During 2020, the GRMU provided training to 170 Garda personnel.

Garda Risk Management Unit - Training, Briefings, Workshops 2020



101 Sergeants



17 Senior Managers



19 Support Staff



4 Risk Register Workshops Attended



22 Corporate Risk Owners Support Staff Meetings



8 Quality Assurance and Reviews

Significant Developments:

As set out in APSFOF, an independent review of An Garda Síochána Risk Management Framework was conducted in 2020. The review acknowledged the effectiveness of the current risk management approach and made recommendations to further enhance the framework in terms of efficiency and effectiveness.

An implementation plan was also developed, setting out the activities to allow for the introduction of these recommendations to be completed in 2021.

Garda Internal Audit Service (GIAS)

GIAS operates in accordance with an audit charter. GIAS has been in existence since 2002 and is legislatively based under the Garda Síochána Act, 2005 (as amended). The GIAS conducts periodic, systematic and thematic audits across An Garda Síochána to establish reasonable audit assurance that significant risks are identified, managed and controlled effectively throughout the Garda organisation. Where such assurance cannot be given for any reason, the Audit and Risk Committee and the Garda Commissioner are informed.

GIAS continued to identify and report on potential risks to the financial management, control systems and reputation of the organisation.

Among the projects conducted by GIAS, in collaboration with the Garda Professional Standards Unit (GPSU), were:

- The introduction of a new and **improved system of reporting** to the Audit and Risk Committee and the Garda Executive on the implementation of audit recommendations.
- Progressing the recommendations of the external audit report, including the **Shared Drive Redesign Project**.
- The **development of personnel and training logs**.
- A review of the process in place to facilitate **Freedom of Information (FOI) requests**, with a view of improving its efficiency.



Cross Organisation Communication

Audit and Risk Committee

As provided for in the Garda Síochána Act, 2005, An Garda Síochána Audit and Risk Committee exercises an advisory role and is independent in relation to the exercise of its duties and functions.

The committee held four meetings during 2020 and circulated its annual report to the Policing Authority and the Department of Justice.

FINANCE

Financial Management

An Garda Síochána is financed through the annual estimates process whereby Dáil Éireann approves estimates of receipts and expenditure each year and gives statutory effect to the estimates in an annual Appropriation Act.

As Accounting Officer, the Garda Commissioner is responsible for An Garda Síochána Annual Appropriation Account, which provides details of the outturn for the year against the amount provided by Dáil Éireann, based on the cash amounts of payments and receipts. The prior-year outturn is also shown for comparison purposes.

The annual Appropriation Account is furnished to the Comptroller and Auditor General on or before 31 March each year, who on completion of his audit, presents the account, together with his certificate on the account, to Dáil Éireann and publishes same at <https://www.audit.gov.ie/en>.

The Commissioner signs a Statement of Internal Financial Control (SIFC) acknowledging his responsibility for ensuring that an effective system of internal financial control environment is maintained and operates within the Garda organisation. The SIFC addresses the internal control environment within An Garda Síochána with particular regard to the financial control environment, the framework of administration controls, management reporting and internal control, a statement of compliance with procurement guidelines, and confirmation that an Audit and Risk Committee and internal audit function are in place.

A budget process is in place to support the Commissioner in his responsibility for the proper management, efficient and effective use of public funds. The finance directorate monitors An Garda Síochána spend against budgets and provides monthly reports to the Commissioner, Senior Leadership Team and other relevant parties on spend and any associated variances.

In addition, a monthly report of expenditure against profiled budget is submitted to the Department of Public Expenditure and Reform as part of the budgetary monitoring process.



Financial Highlights 2020

Expenditure & Income	2020 Provisional €'000	2019 Outturn €'000
Pay (Including Superannuation)	1,597,970	1,504,849
Non-Pay	215,098	204,697
Total Current Expenditure	1,813,068	1,709,546
Capital Expenditure	114,746	84,496
Gross Expenditure	1,927,814	1,794,042
Appropriation in Aid (Receipts)	(117,237)	(121,288)
Net Expenditure	1,810,577	1,672,754

Extract from Appropriation Account

EXPENDITURE AND INCOME	2020	2019
	€'000	€'000
	Provisional Figures *	
Expenditure:		
Salaries and wages	1,225,552	1,137,561
Travel and subsistence	17,490	20,917
Training and development and incidental expenses	25,479	24,413
Postal and telecommunications services	46,664	50,522
Office equipment and external IT services	73,351	57,404
Maintenance of Garda premises	2,986	1,197
Consultancy services and value for money and policy reviews	602	634
Station services	25,888	23,096
Garda Reserve	105	126
Clothing and accessories	22,287	5,537
St. Paul's Garda Medical Aid Society	124	124
Transport	38,162	31,848
Communications and other equipment	31,047	32,236
Aircraft	2,073	1,426
Superannuation, etc.	354,711	343,379
Witnesses' expenses	1,824	2,155
Compensation	11,992	14,977
Witness security programme	300	200
Capital building programme	24,227	13,832
Garda College	22,950	32,458
Total Gross Expenditure	1,927,814	1,794,042
Income (Appropriations - in - Aid)		
Contributions to An Garda Síochána spouses' and Children's pension scheme	12,628	11,911
Contributions to An Garda Síochána pension scheme	24,626	22,909
Miscellaneous receipts	15,762	17,458
Garda College receipts	190	955
Firearm fees	3,968	10,663
Safety cameras - certain receipts from fixed charges	14,593	14,668
Receipts from additional superannuation contributions on public service remuneration	45,470	42,724
Total Income	117,237	121,288
Total Net Expenditure	1,810,577	1,672,754

*2020 are provisional unaudited figures and will be audited by the Comptroller and Auditor General.

ENERGY MANAGEMENT

Multiple energy saving initiatives were implemented across the organisation including:

- **Continued certification** to best practice 2018:ISO50001 standard in June.
- Heating Ventilation and Air Conditioning (**HVAC**) **Optimisation project** in the Garda College under the SEAI Better Energy Communities scheme.
- **LED lighting retrofit projects** in several Garda stations and the Garda College.
- Participation in the **OPW Optimising Power @ Work scheme**, which is a state-wide energy conservation campaign.
- Pilot of **electric and hybrid vehicles project** in the Garda fleet.
- Implementation of e-learning **energy management programme** at the Garda College.

An Garda Síochána has reduced its total primary energy requirement (TPER) consumption by 81,153 MWh since 2009 – a reduction of 29.5%. A range of efficiency measures, including the implementation of ISO50001, have contributed to cumulative energy savings of €32.3 million and carbon emissions savings of 40% since 2009.



PROCUREMENT

In 2020, a total of:

- **25 tenders** (nine EU Journal and 16 eTenders) were published by An Garda Síochána.
- **21 contracts** awarded (five EU Journal and 16 eTenders).
- **15 contracts awarded** following mini competitions from the Office of Government Procurement (OGP) Framework Agreements.
- **Two OGP Contract Activations** completed.
- **One Health Service Executive** (HSE) Contract Activation completed from OGP Single Supplier Frameworks.

ESTATE MANAGEMENT

Garda Security and Crime Operations Centre (GSCOC) - Military Road, Dublin

The development of the new purpose built Garda Security and Crime Operations Centre (GSCOC) located at Military Road, Dublin is underway. The current phase of excavation/ground works is progressing, with an expected completion date for the facility of Q3 2022.

Public Private Partnership Garda Programme

The Public Private Partnership projects to build new Garda Stations in Clonmel, Co. Tipperary and Macroom, Co. Cork are in development. The planning applications for both new stations were lodged in 2020.



Expanding Garda Fleet

Garda Station Projects

- The major refurbishment and construction of an extension at Donegal Town Garda Station was completed in December.
- The development of a bespoke facility for the Garda Water Unit in Athlone, Co. Westmeath was completed in December.
- Dedicated and bespoke facilities for the Armed Support Unit in Cavan was substantially completed in 2020. This project also included the upgrade of the ground floor in Cavan Garda Station.
- The large scale refurbishment of Fitzgibbon Street Garda Station in Dublin 1 neared completion.
- The complete redevelopment of Athlone Garda Station progressed.
- As part of the regionalisation of An Garda Síochána cybercrime capacity, offices were established in Mullingar, Wexford and Galway. The completion of a facility at Anglesea St. Cork, to enhance cybercrime capability in the Southern Region also got underway.
- Planning permission has been approved for a new Garda station in Bailieboro, Co. Cavan and the tendering process is to start in early 2021.
- A planning application for a new Garda station in Portlaoise, Co. Laois was lodged.
- Works got underway at Longford and Roscommon Garda Stations to provide new custody facilities, as well as new areas to increase office capacity in each station.
- Installation of new kennels and refurbishment/replacement of existing kennels for the Garda Dog Unit was completed

FLEET MANAGEMENT

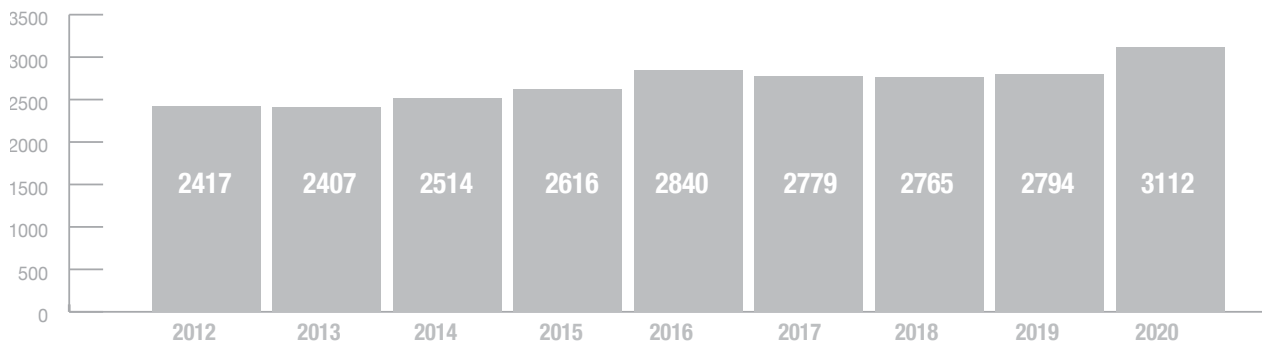
By the end of 2020, 549 vehicles had been allocated nationwide, bringing the fleet to 3,112 and making it the largest fleet in the history of the organisation.

In addition to the net increase of 318 vehicles in 2020, 210 vehicles were also hired as part of An Garda Síochána response to the Covid-19 pandemic.

	Cars	Vans	Motorcycles	4x4's	other	Total
Vehicles Allocated 2020	486	25	26	8	4	549
Vehicle Decommissioned 2020	182	29	15	1	4	231
Garda Fleet as at 31/12/2020	2348	496	127	88	53	3112

Fleet Size 2012/2020: Fleet Strength 2012 – 2020 +27.8%

FLEET SIZE



GARDA PROFESSIONAL STANDARDS UNIT (GPSU)

GPSU undertook extensive stakeholder engagement in promoting the highest standards of practice in operational, administrative and management performance across the organisation.

Among its work in liaising with internal and external governance stakeholders, GPSU:

- Conducted four thematic examinations of organisational policy and performance;
- Identified organisational strengths and areas for improvement;
- Carried out a joint examination/audit in co-ordination with the Garda Internal Audit Unit (GIAU);
- Conducted several internal reviews of organisational performance; and
- Oversaw the inspection and review process, and later reported on compliance.

POLICY AND GOVERNANCE CO-ORDINATION UNIT (PGCU)

During 2020, the PGCU led the development, implementation, monitoring and review of policy documents within An Garda Síochána, and worked with policy owners and writers to introduce 10 new policies. These included Rosters and Duty Management, Adult Cautioning Scheme, and the Investigation Management System.

Of the 10 new policies developed and issued by PGSU during 2020 two were promoted by the emergence of the Covid-19 pandemic - The Management and Use of Anti-Spit Guards, and Treatment of Persons in Custody – Temperature Screening and Risk Assessment.

Five Priority Policy Areas

In addition to this work, five priority policy areas were identified for review as part of the Human Rights Strategy 2020 – 2021, namely:

- Use of force
- Use of Garda vehicles in Pursuit of Other Vehicles
- Victims of crime policy
- Arrest and detention (Custody Management)
- Public order/ including protests

PGCU oversaw the development and co-ordination of this work during 2020 and it is expected that it will be completed in 2021.

INTERNAL AFFAIRS (IA)

Discipline and Complaints

By the end of 2020, IA had initiated 2,026 files concerned with discipline and complaints. In addition, over 800 requests from the Garda Síochána Ombudsman Commission (GSOC) for information/documentation were facilitated.

A total of 42 new suspensions were effected during 2020. The total number of Gardaí under suspension by year end was 67.

A total of 135 new compensation files were opened in 2020 in respect of Garda members maliciously injured while on duty. The High Court awarded compensation in 43 such cases to a total of €3,118,887.

Further to this, 24 cases for compensation were either withdrawn by the Gardaí concerned or not authorised by the Department of Justice.

Local Intervention Initiative

The core objective of this is to ensure a timely and proportionate resolution in cases of service level complaints.

Data received from GSOC in respect of local intervention in 2020 indicates:

- GSOC referred 263 cases to An Garda Síochána for local intervention.
- 287 cases were returned back to GSOC, some of which had been referred in 2019.

Of the cases that were returned:

- 175 were closed as resolved or closed following the intervention process.
- 28 were closed without intervention, typically where the complainant did not engage with the nominated Garda Inspector.
- 84 were unsuccessful and were referred back to GSOC for a decision to be made as to the admissibility of the complaint.

GARDA ANTI-CORRUPTION UNIT (GACU)

The Garda Anti-Corruption Unit (GACU) was established in November with the purpose of proactively preventing, detecting and thoroughly investigating allegations of internal corruption, in order to safeguard the reputation and integrity of An Garda Síochána.

GACU conducted a Strategic Risk and Threat Assessment of Corruption in An Garda Síochána and based on its findings a number of internal anti-corruption policies are currently in development.

With the assistance of an external service provider, GACU developed a blended learning training programme aimed at strengthening a culture of professionalism and integrity within the organisation. This blended learning training program will be delivered to all Garda personnel, commencing in 2021.

The investigative function of GACU will continue to develop incrementally, and tackle any potential threats of corruption within An Garda Síochána.

Deputy Commissioner, Strategy, Governance and Performance has been appointed by the Commissioner as Senior Police Officer with responsibility for overseeing and co-ordinating An Garda Síochána Counter Corruption Governance Programme.

HUMAN RESOURCES AND PEOPLE DEVELOPMENT (HRPD)

Garda College

As a consequence of the Covid-19 pandemic, all non-essential training being undertaken at the Garda College was suspended for the greater part of 2020.



To augment An Garda Síochána response to the public health crisis, the Garda Commissioner took the operational decision to attest 321 Garda Trainees and Probationer Gardaí from two separate intake classes earlier than scheduled and deploy them to stations nationwide.

Further to this, 124 Gardaí were redeployed from their duties at the Garda College to frontline policing.

Following fluctuations in Covid-19 transmission trends, in November 2020, 264 Gardaí - including 123 Probationer Gardaí, 73 Trainee Gardaí and 68 members of Garda College staff - were again redeployed from the Garda College to support frontline policing.

The Foundation Training Programme /BA Applied Policing

Due to Covid-19, a revised approach to training was developed and in May 2020, 75, Trainee Gardaí commenced Stage 1 of their Phase I training via the Garda Learning Management System (LMS). Foundation training provided for the recruitment of 150 additional Garda Trainees in 2020.

Garda Trainee Summary							
Intake Number	192	193	201	202	203	Total Attested 2020	Commenced Training 2020
Number of Class Participants	201	194*	125*	75	73	522	275
Phase 1 Start Date	15/07/2019	25/11/2019	10/02/2020	25/05/2020	22/06/2020		
Phase 1 End Date	21/02/2020	23/04/2021	27/11/2020	22/01/2021	19/03/2021		
Date of Attestation	21/02/2020	20/03/2020	20/03/2020	19/01/2021	19/03/2021		

*There were 2 trainees attested in March and 2 in April from other intakes making a total of 321.



Garda College

Online Learning and Digital Learning Hub (DLH)

In early 2020, the BA (Applied Policing) programme was restructured to provide for a more blended learning approach by utilising the latest technologies in distance learning and self-directed learning techniques.

The new structure involved three weeks online training for new trainees delivered via the Garda LMS and live online classes using the global teaching platform.

In addition to this, a new editing studio and recording room were set-up in the Garda College. Known as the Digital Learning Hub (DLH), it provides the organisation with the capacity to design and create high quality eLearning programmes that can be made available to select target groups or organisation wide via the Garda LMS. Further works to expand the potential of the facility are planned for 2021.

Employee training

Crime Specialist and Operational Skills School

The Crime Specialist and Operational Skills Section has a diverse portfolio and provides training in support of the operational demands across An Garda Síochána.

Leadership, Management and Professional Development (LMPD) Section

The Leadership, Management and Professional Development (LMPD) Section provides in-service professional development courses for Garda personnel and facilitates the professional development of newly promoted personnel.

Training Hours

The suspension of training had a significant impact on the level of training provided.

2020		
School	Section	Training Hrs.
Foundation Training	Foundation Training (Trainees)	294,744
	Probationer Training	20,108
Foundation Training Development Total		314,852
Crime Specialist & Operational Skills Training	Crime Training	4,912
	Driver Training	1,448
	Driver Training HQ	4,008
	Firearms Training	37,352
	Firearms Training HQ	51,296
	Firearms Training Gaillimh	10,520
	Investigative Interviewing	6,560
	Safety Skills Training	31,712
Crime Management Training Total		147,808
Leadership Management & Professional Development	Continuous Professional Development	17,376
	Garda Staff Development	3,224
	Learning Management System	11,935
	Leadership Management Development	10,908
LMPD Total		43,443
Grand Total		506,103

Sergeant and Inspector Promotion Process

During 2020, new competency frameworks were developed for promotion to Sergeant and Inspector roles.

The new frameworks include a greater emphasis on ethics and managing diversity, and highlight the importance of resilience in these roles. They also reflect the importance of working to a consistently high standard in delivering an effective policing service.

Further to this, a Memorandum of Understanding was agreed with the Public Appointments Service to facilitate the forthcoming Sergeant and Inspector promotion competitions. New assessment exercises, including situational judgement tests, were also developed to be used during the Sergeant and Inspector promotion process.

Over 300 promotions to the ranks of Sergeant and Inspector took effect during 2020.

EMPLOYEE RELATIONS BUREAU

Employee Assistance Service (EAS)

The EAS currently has 17 full-time staff and a free and confidential independent helpline and counselling service, which is available on a 24/7/365 basis for work-related and/or personal difficulties.

During 2020, EAS Officers also delivered:

- 17 critical incident stress management interventions, following critical incidents.
- Training for 28 employees as Peer Supporters to provide assistance as first-line responders, following a traumatic event.

In September 2020, the Psychological Support Services for designated national units and Divisional Protective Services Units and specialist interviewers was launched. Each employee will be provided with two mandatory sessions with trained psychologists.

Introductory group-sessions are scheduled to take place in early 2021.

Roster and Duty Management System (RDMS)

The further deployment of the RDMS in Operating Model pilot Divisions progressed during 2020. Significant work, aligning RDMS with the Operating Model, also commenced during this period.

A programme of eLearning was developed and rolled out in the DMR and Southern Region. The emergency roster introduced in March 2020 was also seamlessly integrated by the RDMS Project Team for RDMS end-users.

The RDMS Project Team successfully introduced the system in DMR South Central in October and preparations for RDMS deployment to the Cork City Division were well advanced by the end of 2020.

Workplace Relations Commission (WRC)

Following the 2016 Labour Court recommendations, and the subsequent enactment of the Industrial Relations (Amendment) Bill, 2019, members of An Garda Síochána gained access to industrial relations advisory and support services in February 2020.

In collaboration with the WRC, the Department of Justice, and Garda representative bodies, the Employee Relations Bureau developed an employee guide, An Garda Síochána Dispute Resolution Procedures.

In order to support the industrial relations process, the Garda Employee Relations Bureau appointed four Industrial Relations Officers (IROs) in 2020 and early 2021. Each IRO assists with the early resolution of industrial relations matters at a local and regional level.

The Garda Conciliation Council

In February 2020, the Garda Conciliation Council was transferred from the remit of the Department of Justice to the Garda Commissioner. While the pandemic has delayed expected timelines to the establishment of the new Conciliation Council, stakeholder engagement is at an advanced stage and the rules that will apply to the new Conciliation Council are to be agreed in early 2021.

GARDA MEMBERS AND GARDA STAFF SICKNESS ABSENCE SECTION

Sick Leave Statistics comparing 2013, 2014, 2015, 2016, 2017, 2018, 2019 and 2020 Sworn Members Only

YEAR	2013	2014	2015	2016	2017	2018	2019	2020
Full time equivalent (FTE) Strength averaged across the year	13,243	12,927	12,805	12,855	13,281.50	13,843.50	14,236.25	14,491
Average No. of Days Lost Per Sworn Member Due to Ordinary Illness and Injury on Duty	17.91	13.62	12.32	12.76	13.30	14.70	14.60	12.94
% Change Year on Year of Average Days Lost Per Sworn Member	6.54%	-23.95%	-9.50%	-3.60%	4.20%	10.50%	-0.70%	-11.40%
No. days lost due to Ordinary Illness	198,975	139,937	112,999.50	113,865.50	122,242	139,895.50	145,365	127,100.50
% change year on year - Ordinary Illness	2%	-30%	-19%	0.80%	7.40%	14.40%	3.90%	-12.56%
No. days lost due to Injury On Duty	38,249	36,145	44,864.50	50,215	54,317.50	62,996.50	61,942	62,147.5
% change year on year - Injury On Duty	15%	-5.50%	24%	11.90%	8.16%	15.97%	-1.67%	0.30%
Total number of days recorded	237,224	176,082	157,864	164,080.50	176,559.5	202,892	207,307	189,248
% change year on year – Total number of days recorded	4%	-26%	-10%	4%	7.60%	14.90%	2.20%	-8.70%

The total no. of sick days recorded on SAMS are the number of calendar days that staff are absent and may include weekends and rest days.

Sick Leave Statistics comparing 2013, 2014, 2015, 2016, 2017, 2018, 2019 and 2020 Garda Staff Only

YEAR	2013	2014	2015	2016	2017	2018	2019	2020
FTE Garda staff averaged across the year	2039.77	2042.36	2090.40	2071.66	2193.72	2361.64	2797	3096.71
Average No. of Days Lost Per Garda Staff Due to Illness	12.35	12.11	12.09	12.41	11.88	11.83	11	8.81
% Change Year on Year of Average Days Lost Per Garda Staff	N/A	-1.94%	-0.17%	2.65%	-4.27%	-0.40 %	-7%	-19.90%
Total number of days recorded*	25,193	24,741	25,267	25,716	26,054	27,941	30760.42	27,286.71
% change year on year	N/A	-1.80%	2.10%	1.80%	1.30%	7.20%	10.10%	-11.30%

*The total no. of days recorded on PeopleSoft (HRMS) shows the actual working days lost. The figures shown are for Garda staff excluding part-time cleaners and service attendants. Weekends and adjustments for employees on work-sharing patterns are discounted.



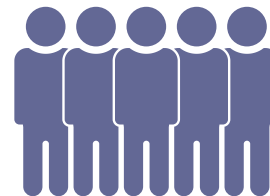
Retirements of Gardaí during 2020

RANK	Assistant Commissioner/ Executive Director	Chief Superintendent	D/Chief Superintendent	D/Superintendent	Superintendent	Detective Inspector	Detective Sergeant	Detective Garda	Inspector	Sergeant	Garda	TOTAL
Garda Severance	2	5	2	2	24							35
Voluntary Retirement	2	7			33				9	58	104	213
Compulsory Retirement		2			2				2	10	18	34
Compulsory Retirement Extensions as a result of Covid-19		3		1	8	1	1	1	2	14	19	50

Talent Acquisition

During 2020, work continued in An Garda Síochána on the recruitment of personnel to fulfil the recruitment targets set out by Government in 2016.

In view of this, much attention was given to the assignment of Garda personnel to facilitate Gardaí returning to frontline operational duties in 2020.



513
candidates
for Garda staff
positions started
in 2020

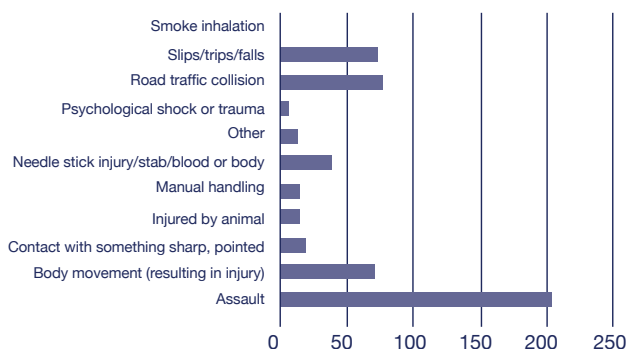
Garda Staff Competitions Section

During 2020, a total of 39 competitions were facilitated by Garda Staff Competitions. These competitions include expressions of interests internally, open competitions advertised to the public, local acting up competitions, and secondments to recruit from other departments.

HUMAN RESOURCE MANAGEMENT (HRM)

Garda National Health and Safety Policy Unit

OCCUPATIONAL INCIDENTS RECORDED IN 2020



545 personnel were recorded as having suffered an occupational injury in 2020. This is a year-on-year decrease from 617 in 2019, and 626 in 2018.

The table left provides a breakdown of incidents recorded during 2020:

Equality, Diversity and Inclusion (EDI) Strategy Implementation and Monitoring Office

Following extensive engagement with key stakeholders, the Garda Commissioner launched the Equality, Diversity and Inclusion Strategy in December.

This strategy is primarily aimed at creating a working environment in which Garda personnel are treated fairly and respectfully, have equality of opportunities, access to resources and can contribute fully to the success of An Garda Síochána.

A Strategy Implementation Plan has been developed and the EDI Leadership Council, chaired by Deputy Commissioner, Strategy, Governance and Performance, has also been established and will convene quarterly.

The EDI Strategy Implementation and Monitoring Office, under Chief Superintendent, Human Resources Management (HRM) and Executive Director, Human Resources & People Development (HRPD) has been tasked with monitoring the implementation of the 19 actions outlined in the Strategy Implementation Plan.

Working Together to Create a Positive Working Environment Policy Monitoring Office

The following shows the number of complaints of bullying and harassment received during 2020 across An Garda Síochána and the current status of those complaints:

- Total number of complaints received.....18
- Number of those complaints determined to be ‘bullying’ under the policy.....17
- Number of those complaints determined to be ‘harassment’ under the policy1
- Number of those complaints determined to be ‘sexual harassment’ under the policy0
- Number of complaints under the policy received from male complainants7
- Number of complaints under the policy received from female complainants.....11
- Number of complaints received deemed not ‘bullying or harassment’ as defined under the ‘Working Together’ Policy1
- Number of complaints under the policy received, subsequently withdrawn2
- Number of complaints where mediation was availed of, in lieu of investigation3
- Number of complaints where an investigation was commenced12
- Number of investigations completed which upheld the complaint made under the policy.....0
- Number of investigations completed which did not uphold the complaint made under the policy.....2
- Number of investigations subject of appeal under the policy1
- Number of investigations into complaints under the policy ongoing at 31 December 20209

On 31 December, 2020, five investigations into complaints remain under appeal, with 17 complaints remaining under investigation.

**Two complaints received during 2014 remain ongoing at 31 December, 2020.*



RESOURCE ALLOCATION OFFICE

Allocation of newly promoted personnel



Over **300 promotions to the ranks of Sergeant and Inspector** took effect during 2020, with 112 newly promoted Inspectors and 196 newly promoted Sergeants allocated to frontline supervisory roles during the year.

Also during 2020, **522 newly attested Probationer Gardaí** were allocated to Garda stations across the country bringing the total number of Probationer Gardaí attested since 2015 to 3,472.

493 new transfer applications were received from all ranks in 2020 and 724 members of all ranks were transferred or allocated on promotion over all ranks.

OVERSEAS OFFICE

United Nations Peacekeeping Mission in Cyprus

An Garda Síochána has participated in the United Nations Peacekeeping Force in Cyprus (UNFICYP) Mission since 1993, where the role of the Peacekeepers is to attempt to resolve conflict; to restore law and order; to ensure civil rights and to implement the mission mandate.

The 27th Irish Garda contingent comprising 12 Gardaí (1 Superintendent, 1 Inspector, 2 Sergeants and 8 Gardaí) deployed to UNFICYP.

In October 2020, Superintendent Jarlath Duffy was appointed to the position of UNFICYP Deputy Senior Police Advisor.

European Union Rule of Law Mission in Kosovo (EULEX Kosovo)

One member of An Garda Síochána is currently seconded to the EULEX Kosovo Mission as an Organised Crime Monitor. This post is recognised as pivotal in bridging the gap between EULEX, the Kosovo police and the international crime agencies.

GARDA RESERVE

During 2020, over 25,000 work hours were volunteered by 132 Garda Reserves assisting their fulltime colleagues across the organisation.

During 2020, 75 Trainee Garda Reserves completed their training and were awaiting attestation at year-end. Despite initial delays to their training schedule due to public health guidelines, the final phase of training was resumed in September with all trainees completing their 40 hours.

In 2020, 61 Certificates of Appreciation were issued to members of the Garda Reserve who successfully completed 10 years of service. This brings the total number of Garda Reserves with 10 or more years of service to 231.



GARDA OCCUPATIONAL HEALTH AND WELLBEING (GOHW)

During the year, GOHW provided the following services to Garda personnel and the organisation:

- Advisory, informational, consultative and supportive role to individual personnel, Garda management and cross-organisationally.
- Published the Garda Health Needs Assessment Survey.
- Delivered enhanced 24-7 counselling service for all personnel.
- Introduced new psychological supervision support arrangements for specialist units involved in high risk exposure work.
- Delivered supportive interventions in collaboration with Garda Employee Assistance following significant organisational tragic incidents.
- Dedicated occupational health and wellbeing feature in Newsbeat.
- In collaboration with HRPD, launched an incentivised campaign to encourage all Garda personnel to receive the flu vaccine.

INFORMATION AND COMMUNICATIONS TECHNOLOGY (ICT)




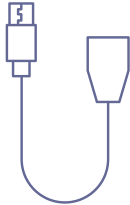




ICT supported the installation of essential infrastructure across the organisation, including a number of initiatives under APSFOF.

Key developments:

- The **deployment of 2,500 mobile data stations** to frontline Gardaí working in Roads Policing, Community Policing and a number of specialist units
- The **development of a Fixed Charge Notice App** in July 2020.
- All Sergeants received a **mobile device for operational** use as part of the Covid-19 policing response.
- A **12 week awareness campaign** on cyber-security within An Garda Síochána focused on a number of key topics, including remote working, email security, encryption and passwords, malware and secure printing.

CROSS-ORGANISATION SERVICES

During 2020, ICT Operations took several steps to promptly and efficiently respond to the additional pressure placed on IT infrastructure to support remote working. These steps included:

<p>1,500 logins</p>  <p>The generation of 1,500 concurrent logins to virtual desktops</p>	<p>3,000 laptops</p>  <p>The roll out of 3,000 laptops to Garda personnel</p>	<p>4,000 security tokens</p>  <p>The installation of 4,000 two factor authentication security tokens</p>
<p>1,000 USBc monitors</p>  <p>The distribution of 1,000 USBc monitors for mobile or virtual connectivity</p>	<p>160 Remote Users</p>  <p>Supporting 160 users in GISc to work remotely with full connectivity to telephone and IT systems</p>	<p>5,000 mobile devices</p>  <p>Connecting over 5,000 mobile devices</p>
<p>20 Custom virtual pools</p> <p>Providing 20 custom virtual pools</p>	<p>Conferencing Services</p>  <p>Supplying video and audio conferencing services</p>	<p>IT Expansion</p>  <p>The expansion of IT security infrastructure across the organisation</p>



Reserve Gardaí contributed to keeping people safe

In addition to this work, ICT Operations continued to support the introduction of IT upgrade projects such as:

- Upgrading the capacity of firewall to support SISII and Mobility go live.
- Upgrading the IT printing service to support IMS.
- Deploying the latest Microsoft web browser technology to provide a stable and secure platform.
- Upgrade of email infrastructure to a software and hardware.
- Strengthening the electrical supply at Garda HQ to prevent data centre power downs.

Schengen Information System (SIS II)

The development and preparatory work for the introduction of the system was completed by ICT in 2020, and paved way for An Garda Síochána participation in the system from early 2021 onwards.

Updated version of PULSE (R7.6)

In late 2020, ICT facilitated the introduction of the updated version of PULSE, which incorporated the structural changes arising from the new Garda Operating Model and provided for Garda personnel access.

The introduction of PULSE (R7.6) -

- **Improves the functionality of PULSE** in relation to youth diversion and the recording of hate crime.
- **Enhances existing data quality** via validations and the addition of 2.2m Eircodes.
- Provides a **new functional module** to capture incidents involving use of force by members of An Garda Síochána.



GARDA NATIONAL TECHNICAL BUREAU (GNTB)

GNTB processed 560 requests for the services of the bureau. These included deployment on 55 occasions of teams made up of personnel trained in ballistics, forensic investigation photography and mapping to scenes relating to murders, suspicious deaths and forensic excavations.



560 requests
for assistance

BALLISTICS AND FORENSIC INVESTIGATION SECTION

Forensic Firearms Report

During 2020, 777 firearms or suspected firearms were received at the Ballistics and Forensic Investigation Section for examination and classification under current legislation. This was a 10 percent year-on-year decrease.

Furthermore, 14,900 rounds of ammunition, and 794 discharged cartridge cases and bullets were submitted for examination and compilation of a relevant report.

Explosives and Improvised Explosive Devices (IEDs)

A total of 64 explosive related cases were received at the Ballistics and Forensic Investigation Section. This is a 50 percent increase year-on-year, attributable mainly to seizures of fireworks/pyrotechnics. Fifteen IEDs were submitted to the section, consisting mainly of metal pipe bombs.

Crime Scene Investigation

In 2020, 55 crime scenes were processed by expert crime scene examiners, with the assistance of the Photographic and Mapping Sections. Relevant scenes included a number relating to murder; abduction; infanticide; explosive recovery; suspicious death; Garda Síochána Ombudsman Commission (GSOC) led investigations; fatal road traffic collisions and missing persons.

Quality Management – ISO17025 Laboratory Accreditation

GNTB was recertified as an ISO17025 accredited laboratory by the Irish National Accreditation Board.

Photographic Section

This section attended or assisted with over 60 requests to attend a crime scene and associated locations.

A total of 55 EvoFIT (facial identification) interviews with victims/witnesses to crime were completed.

The section printed in the region of 122,000 individual photographic prints, the vast majority of which were used for presentation at criminal trials and for use with incident rooms relating to the investigation of serious crime.

Mapping Section

This section has experienced an increase in the volume and type of work required in preparing mapping exhibits for court in recent years. The section is expanding its use of technology at crime scenes and are consistently improving the quality of the service provided.

Maps on the Garda Portal

Digital maps are available on the Garda Portal and Garda personnel submitted 435 applications for maps through the sections online application system during 2020.

It completed a total of 483 requests for services and attended/assisted with 48 callouts to crime scenes and associated investigations. In the same period, mapping experts completed 120 requests for maps relating to administrative requirements and 315 requests for maps relating to criminal investigations.

National Forensic Coordination Office (NFCO)

NFCO manage and monitor all donor biometrics including DNA, fingerprints, palm prints and photographs taken by Gardaí nationwide.

A recently launched biometric tracking IT application facilitates the management of biometrics data, in accordance with relevant provisions of the Criminal Justice (Forensic Evidence and DNA Database System) Act, 2014.

The generation of a unique Biometric Reference Number (BRN) allows for the recording of all biometrics (DNA, fingerprints and/or donor photographs) taken from a donor in respect of each specific investigation.

Pursuant to the provisions of Section 70 of the Criminal Justice (Forensic Evidence and DNA Database System) Act, 2014, the Director of Forensic Science Ireland produces an annual report to the Minister for Justice, relating to the DNA database system, including detail regarding the number of DNA samples submitted to FSI by An Garda Síochána and other State entities.

LEGAL DIRECTORATE

Significant areas of activity included:

- **Covid-19 emergency legislation** (including a dedicated Director of Public Prosecutions (DPP)/An Garda Síochána working group),
- Servicing the **Disclosures Tribunal**,
- Procurement of a **case management system** for Garda Legal,
- A comprehensive review of the **Protected Disclosures Policy**,
- Addressing **data quality issues** i.e crime classification, and
- Managing the **legal implications of Brexit** on the organisation.

CRIME LEGAL

Legal Section

The Garda Crime Legal Section is responsible for providing the organisation with a range of specialist legal services. These include operational legal advice, servicing mutual assistance requests, embedding human rights within the organisation, guidance on policy or legislative issues and dealing with legacy matters received from investigating authorities in Northern Ireland and Great Britain.

In addition to this work during 2020, the Legal Section also acted as the service level point of contact between An Garda Síochána and the offices of the DPP and the Attorney General. This provided for the bilateral sharing of information and facilitated the early resolution of emerging issues.

The Legal Section worked closely with several Government Departments during 2020 in the development and drafting of new legislation, and made a large number of submissions on draft legislation related to criminal justice and policing in Ireland.

During 2020, the office dealt with over 1,500 requests for legal advice, including in excess of 830 new files.

Divisional Office

The Divisional Office is responsible for processing all incoming and outgoing correspondence received from the Department of Justice and Equality in relation to:

- The transfer of Sentenced Persons Acts 1995 and 1997
- Obtaining reports for the Mental Health (Criminal Law) Review Board
- Applications under the Maintenance Act, 1994 from the Central Authority, Department Justice and also the Hague Convention.

This office provides a central point of contact for a wide range of justice partners from the Irish Prison Service, Parole Board, Mental Health Board, departmental requests for information, Hague Convention requests, Maintenance Act Enquiries, and historical requests.

Requests from the Department of Justice	Mental Health (Criminal Law) Review Board	Transfer of Sentenced Person	Parole Board Requests	Maintenance Act Enquiries	Hague Convention Access Application	Requests for Historical Files	Total
106	45	46	137	112	48	35	529

Firearms Policy Unit

Throughout 2020, the Firearms Policy Unit continued to monitor the outsourced firearm certificate print and payment process by working closely with the ICT Section in An Garda Síochána.

The unit maintained registers of authorised firearms shooting clubs, firearms shooting ranges and registered firearms dealers.

In 2020, there were circa 280,000 licensed firearms in the country, primarily licensed for reasons such as vermin control, hunting and target shooting.

The Firearms Policy Unit provided assistance to Chief Superintendents and Superintendents regarding District Court appeals of refusals to grant firearm certificates, shooting range authorisations, and revocation of firearm certificates and authorisations.

Human Rights Section

The Human Rights Section provides an ongoing advisory service, research functionality and advice to all areas of An Garda Síochána on human rights related matters. It also supports the Garda Strategic Human Rights Advisory Committee (SHRAC).

During 2020, the organisation also benefitted from the expert guidance and oversight of both an internal and external Human Rights Advisor to the Garda Commissioner.

For further information, please see the Human Rights, Equality, Diversity and Inclusion section (page 40).

Legacy Section

The co-operation between the Legacy Section and the Chief States Solicitor's Office, who co-ordinate with the Coroner's Service for Northern Ireland on behalf of the Garda Commissioner, was maintained throughout 2020. This section will continue to provide assistance and documentation, insofar as the legislation permits, to the Coroners Service for Northern Ireland.

Inquiries Unit

In February 2019, Judge Gerard Haughton was appointed by the Minister for Justice and Equality for the purpose of conducting a scoping exercise in relation to the circumstances leading to the death of Mr. Shane O'Farrell in Co. Monaghan on 2 August, 2011.

The Inquiries Unit was established within Crime Legal to service the requests of Judge Haughton and to coordinate the responses from all sections within An Garda Síochána.

The unit is responsible for obtaining, reviewing and collating documentation received from a number of internal sections of An Garda Síochána, together with preparing the documentation for consideration within the Terms of Reference of the Scoping Exercise of Judge Haughton.

It is envisaged Judge Haughton's report on the scoping exercise will be published in 2021.

Mutual Assistance Section

The workload of this section has steadily increased in recent years and 2020 was its busiest year to date with 1,403 new requests processed.

In addition, the responsibilities of this section includes assisting Joint Investigation Teams (JIT), which involves cooperation in relation to the investigation of serious crimes at an international level, and engaging with the Department of Justice on the introduction of European Investigation Orders (EIO) in Ireland.

Employment Law

The work of the office included:

- **Representing** the interests of the Garda Commissioner in the courts and employment tribunals.
- **Instructing** the Chief State Solicitors Office in all employment and equality cases.
- **Briefing** the Garda Commissioner on individual cases and any consequences that may result.
- **Advising** a number of internal sections on legal issues.
- **Supporting** the organisation by advising on legal issues in a timely and accurate manner, and providing legal advice where necessary on achieving strategic objectives.

The type of issues the Head of Employment provided advice on included the appointment and admission of members of An Garda Síochána; training of Probationers and Reserves; disciplinary proceedings; bullying and harassment; resignations; dismissals; retirements and historical matters relating to former members of the organisation.

CIVIL LEGAL

During 2020, this section dealt with 601 new litigation and corporate advisory matters.

Examples of the types of cases defended on behalf of the Garda Commissioner included; judicial reviews, personal injuries litigation, defamation, tort actions and third party discovery.

Corporate legal advices were provided on issues pertaining to data protection, Freedom of Information requests, administrative and regulatory law, and APSFOF projects.

The section continues to develop specialist expertise in alternative dispute resolution.

DATA PROTECTION UNIT (DPU)

Throughout 2020, the DPU worked to ensure the organisation's full compliance with Law Enforcement Directive (LED) and General Data Protection Regulation (GDPR) requirements.

The unit assisted the organisation, data subjects, external stakeholders and the national supervisory authority in all matters pertaining to the protection of persons with regard to the processing of their personal data across the organisation.

The key activities of the DPU during 2020 included:

- The ongoing recruitment and training of new staff for the unit.
- Embedding a new IT solution to enable the effective and efficient management of data protection within An Garda Síochána.
- Data protection awareness raising.
- The processing of 5,219 subject access requests from members of the public.
- Providing advice and support to Garda personnel, as well as external stakeholders, on all data protection related matters, including the drafting of data sharing agreements, joint controller agreements and data protection impact assessments.

FREEDOM OF INFORMATION OFFICE (FOIO)

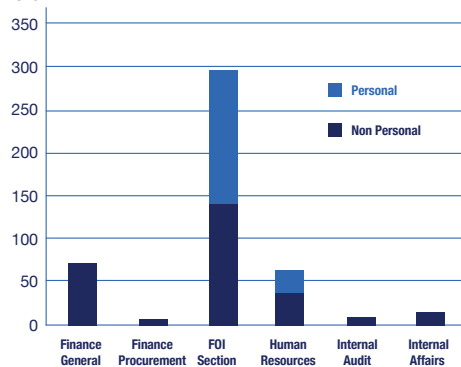
FOIO received 459 FOI requests during 2020. The majority of these requests were submitted by journalists (165) and members of the public (215).

The remaining requests were submitted by clients/employees (32), academics (8), solicitors (26), business/interest groups (11) and public representatives (2).

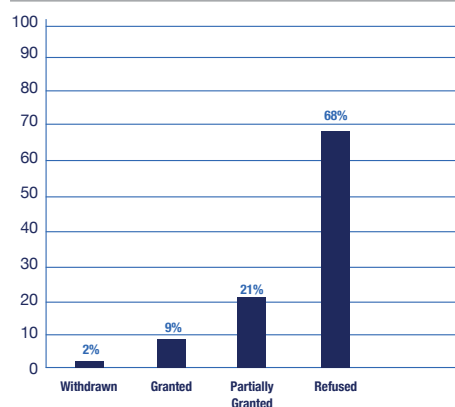
The distribution of these requests over the areas of human resources, internal affairs, finance (general and procurement) and internal audit is set out in chart 1.

REQUEST DISTRIBUTIONS BY DEPARTMENT

Chart 1



2020 DECISIONS



Of the 459 requests, all were acknowledged by An Garda Síochána within the specified 10 working day limit. Five of the 459 requests were issued past their due date. Three of the 459 requests have been carried into 2021.

The FOIO also manages requests for assistance that fall outside the scope of the FOI Act or where the information is already available from other sources i.e. the Garda webpage and publications.

During 2020, 489 such requests for assistance were received and dealt with by the FOIO. These are categorised as non-eligible FOI requests.

FOIO issued 463 decisions in 2020, including seven requests that were carried over from 2019.

GARDA INFORMATION SERVICES CENTRE (GISC)

Throughout 2020, GISC continued to receive a large volume of calls from Gardaí on a 24/7/365 basis and to create, review and classify incidents on the PULSE system.

In 2020, GISC received thousands of calls, however, due to a temporary call taking system put in place in March to facilitate remote working, the exact figure is unavailable. GISC created 668,260 incidents on the PULSE system on behalf of Gardaí.

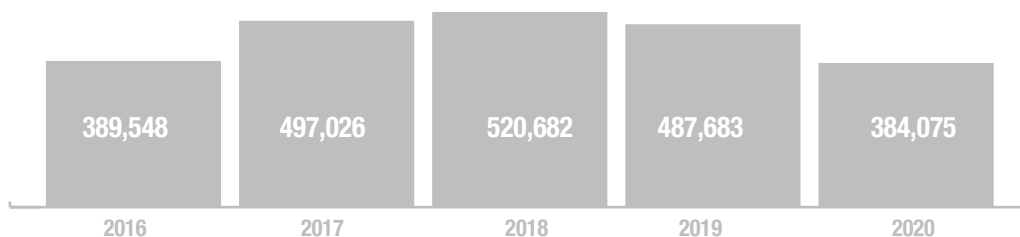
From April 2020 onwards, GISC also contributed to the ongoing reporting by An Garda Síochána of Covid-19 related incidents recorded on the PULSE system.

Following a review of data quality and GISC, recommendations to improve efficiency were set out as part of An Garda Síochána's Data Quality Strategy, which was approved by the Data Governance Board in 2020. GISC continued to progress with the full implementation of this strategy.

THE GARDA NATIONAL VETTING BUREAU (GNVB)

The demand for Garda Vetting and the services of GNVB has grown exponentially in recent years, however, the number of applications received during 2020 was reduced by 21 percent in comparison to the year previous due to the impact of Covid-19 on employment in relevant organisations.

The total number of vetting applications received in the past five years:



During 2020, 96% of vetting applications received were completed within five working days. Through a vetting system that is now almost a 100% paperless process, 54% of these applications were completed on the same day that they were received.

On average, vetting applications received in 2020 were completed by GNVB in three working days.



Garda National Vetting Bureau
Current Vetting Turnaround Time = 3 Days

During 2020, 417 new vetting applications were referred to the Specified Information Team.

Specified information relates to information that reasonably gives rise to a bona fide concern that the individual may harm or cause to be harmed a child or vulnerable adult.

GNVB also developed and delivered online training to liaison persons in relevant organisations throughout 2020.

GNVB is the designated central authority for Garda criminal records in Ireland within the European Criminal Records Information Systems (ECRIS) Framework. Over the course of the year, GNVB handled over 20,000 ECRIS requests and notifications.

Work continued on developing two major ECRIS projects within An Garda Síochána:

1. Implementation of Directive 93 checks to combat child sexual abuse that will see ECRIS requests increase by an expected metric of over 40,000 additional requests per year.
2. The inclusion of third country nationals within the ECRIS framework. This project requires extensive project development to integrate the ECRIS system with other systems within An Garda Síochána.

PROMOTING THE IRISH LANGUAGE

In striving to adhere to its obligations in respect of the Irish language, An Garda Síochána ability to provide services through Irish forms part of its significant change programme. The organisation is acutely aware of the importance of protecting and encouraging the use of the Irish language among all personnel.

Irish language education remains compulsory for all Garda trainees and includes a number of subjects such as language awareness and rights. Key initiatives aimed at promoting Irish within the organisation and to encourage personnel to use the language as much as they can took place throughout 2020.

This included:

- **An Irish Language Champion Network** – Over 60 Gardaí who volunteer to be Language Champions play an important role in helping to raise the profile of Irish within their Divisions and are in a key position to deliver important messages relating to the language.
- Approval of funding to provide **Irish language training** to develop a suite of online Irish language courses, which will be accessible to all Garda personnel.
- **A pilot educational programme through Irish with Divisional Officers in the North Western Region** - Promoting the Irish language through the Garda Schools Programme and other local initiatives in the Irish language, as well as encouraging personnel to conduct interviews on crime matters in Irish.
- **An Irish Language Social Media Strategy** – A strategy to increase the use of the Irish language on the organisation's social media pages was developed during 2020. A panel of fluent speakers will now be trained by the Press Office and will be available to conduct media interviews locally and nationally through the medium of Irish.
- All the necessary steps were put in place during 2020 to now ensure that only Gardaí who are sufficiently competent in Irish, to enable them to carry out their duties bilingually, are deployed to Gaeltacht stations.
- An Garda Síochána recruitment policy includes a dedicated **Irish language stream**. Both a tailored assessment system for Gaeltacht allocations and the Irish Language Proficiency Panel (ILPP), from which Garda personnel allocations to Gaeltacht stations are to be made, were put in place during 2020. The Irish stream for the recruitment of Garda Trainees will remain in place for all future competitions.
- An **Irish language interpretation service** is now available to all Garda personnel to facilitate providing policing services through Irish.

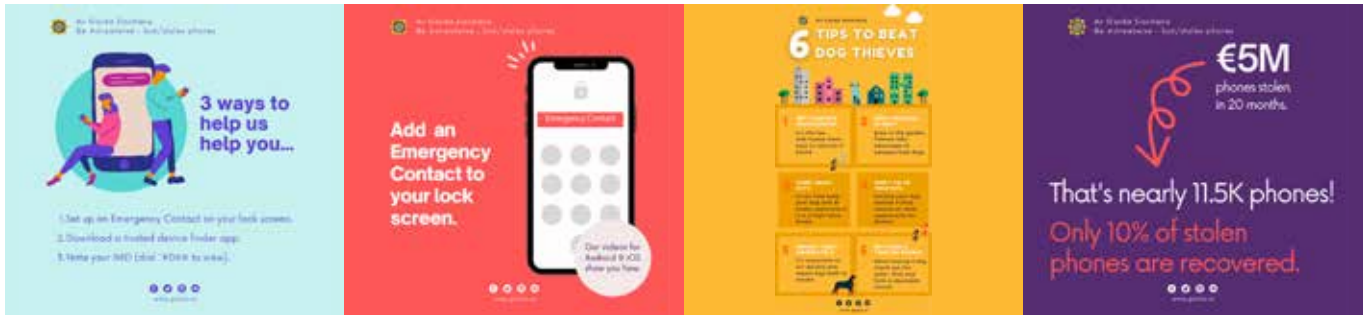
OFFICE OF CORPORATE COMMUNICATIONS (OCC)

OCC worked closely with numerous bureaus and units throughout the organisation to provide the public with crime prevention and public safety advice, appeal for information to aid investigations, and highlight the great work of the organisation.

Campaigns

A number of public information/awareness campaigns were run, including:

- **#BeinCtrl** campaign, in collaboration with GNCCB and Webwise.
- **Dog theft** crime prevention advice.
- Streetwise **mobile phone theft** campaign.



- **Bike theft** campaign for National Bike Week – lock it or lose it.
- Numerous **road safety campaigns** including the Road Safety Month of Action (#RSMA), driving under the influence and driver fatigue awareness campaigns, as well as national slow down days.
- **Christmas #FindDazzler Elf** campaign - in an effort to lift the spirits of the community (overall total reach 7.1 million – 40 posts went out over the 24 days).

Media Briefings

The Garda Press Office facilitated a number of media briefings throughout the year to assist preventing and detecting crime.

Media briefings were held in relation to a number of serious crimes, as well as the provision of and appeal for information, which included:

- Murder investigations.
- First conviction and sentencing relating to female genital mutilation.
- Missing person searches.
- First conviction and sentencing crime of coercive control.
- Tackling serious and organised crime.
- Introduction of Divisional Protective Service Units.
- Witness appeal on fatal road traffic collision.
- Investment fraud.



Press Releases/Calls



Over 2,500 press releases were issued in 2020 and thousands of telephone calls were dealt with from a variety of sources including media, the public and government bodies.

Videography



Over 140 videos were produced in 2020 in-house in OCC on a wide range of topics and campaigns including numerous Covid-19 related topics.



A series of videos highlighting the work of the operational units including the Garda Mounted Unit and the Garda Dog Unit were shared across social media.

Website

By the end of 2020, traffic to the Garda website increased to 5.1 million page views compared with 4.8 million in 2019. Included in the top 10 pages visited were the pages on station directory, contact us and why should I join An Garda Síochána.

During 2020, a number of amendments were made to the Garda website that included:

- Corporate Communications working closely with Community Engagement on production of a Community Policing toolkit for use by Community Gardaí across the country.
- A review in terms of compliance with accessibility legislation and An Garda Síochána commitment to ensuring that the website is accessible to all.
- The provision of an accessibility assistive toolbar solution allowing the user to customise their experience in a way that suits their needs i.e. reciting text, changing the language, the colour combination etc.

Social Media

An Garda Síochána had a social media following of over 1.5 million by the end of 2020, an increase of 50%:



Facebook
319,600



Regional Facebook
376,682



Twitter @gardainfo
189,150



Twitter @gardattraffic
505,405



Instagram
133,938



Crimecall

In 2020, Crimecall continued to reach a significant audience with an average viewership per episode of 361,720. The programme continued to play an important role in tackling and preventing crime, and in assisting high profile investigations such as murders, aggravated burglaries, sexual assaults and missing persons.

Internal Communications

Internal Communications Strategy

In 2020, implementation of the Internal Communications Strategy, Reach, commenced. The goal set out in this strategy is: To reach all personnel with clear and timely messages. The main focus of Internal Communications during the year was on keeping personnel informed about the latest developments in relation to Covid-19.

Awards

The office of Internal Communications won three awards in 2020 for their work on Covid-19. In September 2020, the Institute of Internal Communications gave An Garda Síochána an Award of Excellence for Best Crisis Communications, as well as Best Newcomer for a member of the Internal Communications Unit. In December 2020, Communicate Magazine awarded An Garda Síochána silver in the category Best Internal Communications During Covid-19.

Portal

Work also commenced on reviewing the Garda Portal, the internal intranet for personnel. A high-level strategy was approved in Q4 2020 and work will commence on this project in 2021.

GARDA SÍOCHÁNA ANALYSIS SERVICE

The Garda Síochána Analysis Service (GSAS) is a national, operational support service. GSAS is the centre of expertise for turning internal and externally sourced data into information and insight that directly supports investigations and management decisions. GSAS provided analytical support across the crime, policing and intelligence spectrum.

The Garda Research Unit (GRU), based in the Garda College in Templemore, is also part of GSAS. During 2020, the GRU continued to support the organisation through the evaluation of national initiatives and analysis of the Garda Public Attitudes Survey - informing the development of national strategies and identifying good practice.



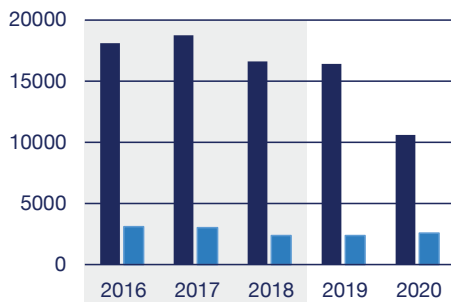
India Base
Dublin Castle



STATISTICS

In the following section we present annual data from 2019 to 2020 compared with the three year strategy period of 2016 to 2018. The Covid-19 pandemic has presented a unique set of circumstances that make comparisons with other time periods difficult. The Covid-19 policing response has included increased patrols, checkpoints and community engagements. At the same time, changes in public life and the operation of businesses have impacted on the opportunities for crime to occur. The figures presented should be interpreted in this context.

BURGLARY



Incidents	18095	18763	16622	16410	10612
Detections	3092	3021	2390	2383	2563

2016-2018
Strategy Period

2019-2020
Strategy Period

Recorded Incidents of Burglary

2016-2018 average: 1,486/month

2019-2020 average: 1,126/month

Difference between the 2019 and 2020 results:
-5,798 (-35.3%)

Burglary Incidents Marked as Detected*

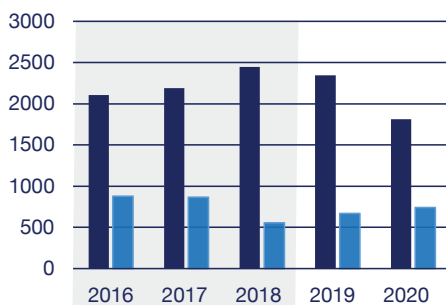
2016-2018 average: 236/month

2019-2020 average: 206/month

Source: Operational PULSE Data ICCS Types: 0711, 0712.

*The introduction of PULSE 7.3 on 25 February 2018, with new processes being introduced as to how incidents are recorded as detected on PULSE, has affected detection figures. Detections data from before and after the PULSE upgrade should not be compared.

ROBBERY



Incidents	2106	2187	2449	2344	1815
Detections	879	865	557	667	742

2016-2018
Strategy Period

2019-2020
Strategy Period

Recorded Incidents of Robbery

2016-2018 average: 187/month

2019-2020 average: 173/month

Difference between the 2019 and 2020 results:
-529 (-22.6%)

Robbery Incidents Marked as Detected*

2016-2018 average: 64/month

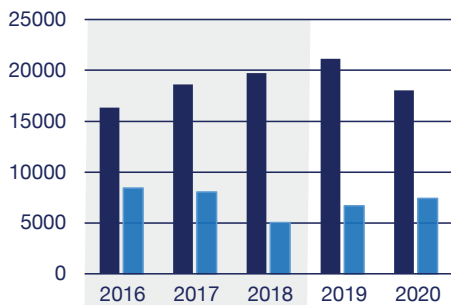
2019-2020 average: 59/month

Source: Operational PULSE Data ICCS Types: 0611, 0612, 0613, 0621, 0631.

*The introduction of PULSE 7.3 on 25 February 2018, with new processes being introduced as to how incidents are recorded as detected on PULSE, has affected detection figures. Detections data from before and after the PULSE upgrade should not be compared.



ASSAULT



Incidents	16359	18628	19718	21131	18046
Detections	8422	8038	5040	6673	7410

2016-2018
Strategy Period

2019-2020
Strategy Period

Recorded Incidents of Assault

2016-2018 average: 1,520/month

2019-2020 average: 1,632/month

Difference between the 2019 and 2020 results:
-3,085 (-14.6%)

Assault Incidents Marked as Detected*

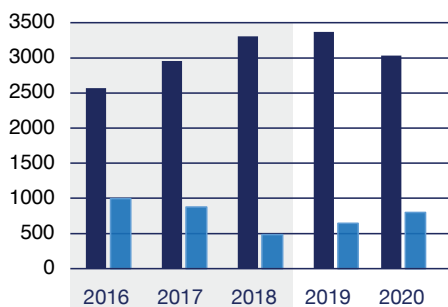
2016-2018 average: 597/month

2019-2020 average: 587/month

Source: Operational PULSE Data ICCS Types: 0311, 0312, 0321, 0324, 0331, 0333, 0334, 0335.

*The introduction of PULSE 7.3 on 25 February 2018, with new processes being introduced as to how incidents are recorded as detected on PULSE, has affected detection figures. (Detections data from before and after the PULSE upgrade should not be compared.)

SEXUAL CRIME



Incidents	2568	2957	3309	3372	3034
Detections	996	878	481	647	800

2016-2018
Strategy Period

2019-2020
Strategy Period

Recorded Incidents of Sexual Crime

2016-2018 average: 245/month

2019-2020 average: 267/month

Difference between the 2019 and 2020 results:
-338 (-10.0%).

Comment: This crime type is seen as potentially underreported and an increase is seen as a "desirable correction".

Sexual Crime Incidents Marked as Detected*

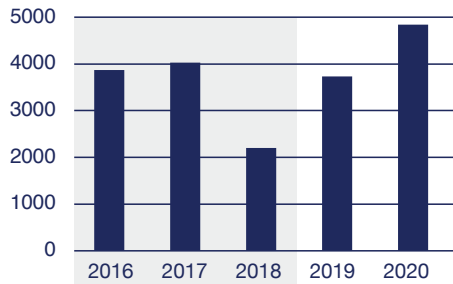
2016-2018 average: 65/month

2019-2020 average: 60/month

Source: Operational PULSE Data ICCS Subgroup: 021, 023

*The introduction of PULSE 7.3 on 25 February 2018, with new processes being introduced as to how incidents are recorded as detected on PULSE, has affected detection figures. (Detections data from before and after the PULSE upgrade should not be compared.)

DETECTED SALE AND SUPPLY OF DRUGS



Detections	3873	4027	2198	3730	4845
	2016-2018 Strategy Period			2019-2020 Strategy Period	

Incidents of Sale and Supply of Drugs Marked as Detected*

2016-2018 average: 281/month

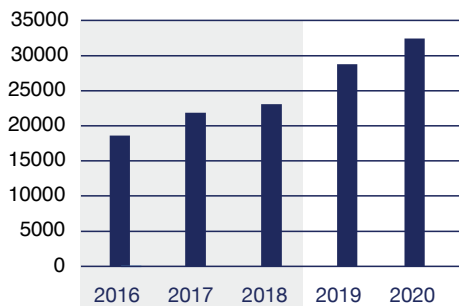
2019-2020 average: 357/month

Difference between the 2019 and 2020 results: +1,115 (+29.9%)

Source: Operational PULSE Data ICCS Types: 1011, 1012, 1021.

*The introduction of PULSE 7.3 on 25 February 2018, with new processes being introduced as to how incidents are recorded as detected on PULSE, has affected detection figures. Detections data from before and after the PULSE upgrade should not be compared.

DOMESTIC ABUSE



Incidents	18303	21468	23555	28445	32813
	2016-2018 Strategy Period			2019-2020 Strategy Period	

Recorded Incidents of Domestic Abuse

2016-2018 average: 1,759.1/month.

2019-2020 average: 2,552.4/month

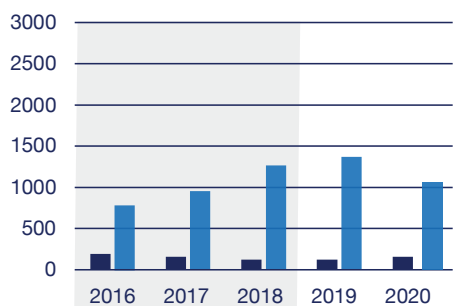
Difference between the 2019 and 2020 results: +4,368 (+15%)

Comment: This crime type is seen as potentially underreported and an increase is seen as a "desirable correction".

Source: Operational PULSE Data ICCS Type: 1551 Non-Crime Type: Domestic Dispute - No Offence Disclosed

Other: Incidents with the MO Domestic Abuse/Domestic Violence

TRAFFIC COLLISION F&SI



Fatalities	185	155	137	140	149
Serious Injuries	812	980	1291	1393	1095
	2016-2018 Strategy Period			2019-2020 Strategy Period	

Traffic Collisions - Fatalities

2016-2018 average: 13/month

2019-2020 average: 12/month

Difference between the 2019 and 2020 results: +9 (+6.4%)

Traffic Collisions - Serious Injuries

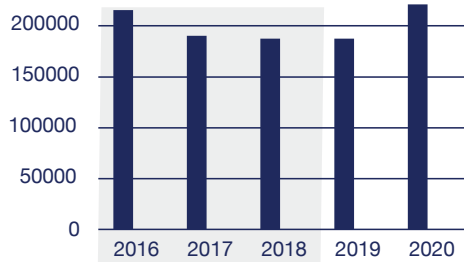
2016-2018 average: 86/month

2019-2020 average: 104/month

Difference between the 2019 and 2020 results: -298 (-21.4%)

Source: Operational PULSE and FCPS Data

TRAFFIC LIFESAVER OFFENCES



Offences	2016-2018 Strategy Period	2019-2020 Strategy Period
	195032	185684
	216867	222599

Traffic Lifesaver Offences

2016-2018 average: 16,627/month

2019-2020 average: 17,011/month

Difference between the 2019 and 2020 results:
+36,915 (+19.9%)

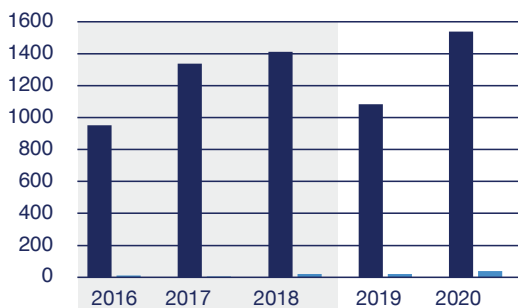
Note: Due to a change in methodology on the compilation of figures for traffic lifesaver offences, the reported figures here are different from those provided in previous annual reports. This difference is due to the reporting of the total number of offences, as opposed to incidents (a single incident may include multiple offences).

Source: Operational PULSE and FCPS Data.

ICCS Type: 0412, 0413.

FCPS Types: Speeding (intercept & non-intercept), seatbelt, mobile phone.

BEHAVIOUR WARNINGS AND ORDERS (ASBO)



	2016-2018 Strategy Period	2019-2020 Strategy Period
Warnings	1351	1066
Orders	4	16
	920	1508

Behaviour Warnings & Contracts (ASBO)

2016-2018 average: 102/month

2019-2020 average: 107/month

Difference between the 2019 and 2020 results:
+442 (+41.5%)

Comment: In 2019 and 2020 there were no Good Behaviour Contracts recorded.

Behaviour Orders (ASBO)

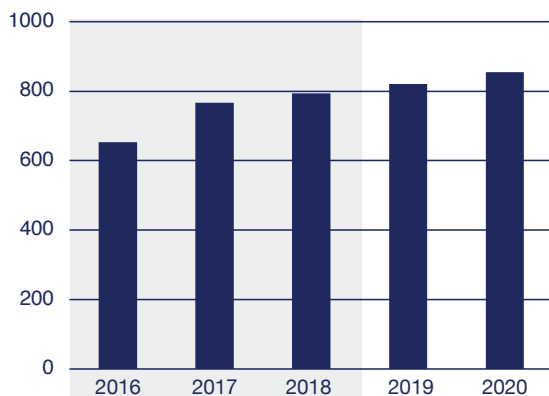
2016-2018 average: 0.8/month

2019-2020 average: 1.9/month

Difference between the 2019 and 2020 results:
+14 (+87.5%)

Source: Operational PULSE Data. PULSE Types: behaviour warnings (children), behaviour warnings (adults), good behaviour contracts, civil orders (adults), ASBO (only) offences.

SECTION 12 OF THE CHILDCARE ACT INVOKED



Incidents	2016-2018 Strategy Period	2019-2020 Strategy Period
	766	820
	653	855

Removal of a Child to Safety (Section 12 of the Child Care Act)

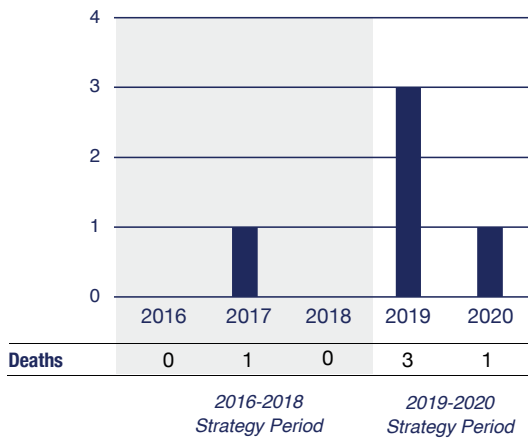
2016-2018 average: 61/month

2019-2020 average: 70/month

Difference between the 2019 and 2020 results:
+35 (+4.3%)

Source: Operational PULSE Data. PULSE Type: Section 12 of the Childcare Act Invoked.

DEATH IN GARDA CUSTODY



Deaths in Garda Custody

2016-2018 average: 0.3/year

2019-2020 average: 2.0/year

Source: An Garda Síochána Internal Affairs

Incidents of Hate Crime

New measures were introduced as part of PULSE 7.6, deployed in October 2020, which changed the way hate crime figures are recorded. This also introduced the ability to record non-crime hate related incidents. Due to the recording changes, figures from after the PULSE change are not comparable to those recorded previously. A new baseline for hate related incidents will be established in 2021, along with the introduction of training and other measures to improve recording.



GARDA ONLY DRUG SEIZURES 2020 - Full Year

Category	grams/mls/ Plant	Tbls/Sqr/Caps	Value
Anabolic Steroids		1,921	€1,153
Benzodiazepine	714	471,403	€726,858
Cannabis Herb	368,602		€7,372,035
Cannabis Plants*	7,204		€5,763,200
Cannabis Resin	70,250		€421,501
Cathinones	386	2,813	€19,289
Cocaine	137,806	10	€9,646,455
Diamorphine	41,411		€5,797,575
Hallucinogen	5,046	2,821	€319,829
Mixing agents	102,249	421	€51,125
New Psychoactive Substances	5	20	€252
Opioids Other	11,239	151	€4,338
Phenethylamine**	28,410	31,924	€1,129,040
Piperazine		33	€165
Sleeping Tablet		70,713	€141,425
Solvent	3,967		€3,966
Synthetic Cannabinoid	408	108	€8,162
			€31,406,368***

Garda Only Drug Seizures 2020

Quantities of drugs tabulated in the table above are provided by Forensic Science Ireland (FSI) on the basis of records maintained by the laboratory relating to quantities of drugs analysed at the laboratory.

All figures are provisional, operational and subject to change as of 27/04/2021.

* Cannabis plants are calculated based on figures recorded on PULSE as not all plants seized are routinely sent to the FSI laboratory.

** Phenethylamines include ecstasy (MDMA) and other similar related drugs.

***This total figure is based on Garda only seizures as recorded by FSI and PULSE. The Garda National Drugs and Organised Crime Bureau (GNDOCB) figure may differ for a number of reasons, such as the inclusion of seizures outside of the remit of FSI and PULSE; GNDOCB report based on seizure date, FSI based on analysis date; the weights/quantities may differ once confirmed by FSI.

SECTION 25 OF THE GARDA SÍOCHÁNA ACT, 2005 MINISTERIAL DIRECTIVES

Under Section 25(1) of the Garda Síochána Act, 2005, following the approval of the Government the Minister for Justice may issue to the Garda Commissioner written directives concerning any matter relating to An Garda Síochána. In 2020, there were no Ministerial Directives issued.

SECTION 41 OF THE GARDA SÍOCHÁNA ACT, 2005

Under Section 41 of the Garda Síochána Act, 2005, the Garda Commissioner provides information to the Minister for Justice on matters relating to significant developments on the policing or security of the State. In 2020, there were two reports made by the Garda Commissioner's Office.

SECTION 22 OF THE PROTECTED DISCLOSURES ACT, 2014

Under Section 22 of the Protected Disclosures Act 2014, each public body is required to publish an annual report setting out the number of protected disclosures received in the preceding year and the action taken (if any). This report must not result in persons making disclosures being identifiable.

This annual report of An Garda Síochána covers the period from 1 January 2020 to 31 December 2020.

There have been 12 protected disclosures made to An Garda Síochána in the period covered by this report. The disclosures are outlined as follows:

- Five are under investigation.
- Two are under examination.
- Two where the discloser withdrew from the process, did not disclose relevant wrongdoing and failed to engage with An Garda Síochána Protected Disclosure Office after initial contact.
- One is awaiting legal advices.
- One is under assessment by a Protected Disclosures Manager.
- One on being assessed did not fall within the remit of a protected disclosure as prescribed in the 2014 Act.



