



AN GARDA SÍOCHÁNA
ANNUAL REPORT
2019



HIGHLIGHTS OF THE YEAR



new personnel



Gardaí returned to the frontline



followers reached across Garda social media



drugs seized

AN GARDA SÍOCHÁNA AT A GLANCE

2019 was a year of progress for An Garda Síochána. The organisation can look back with pride on its own role in not only ensuring public safety throughout the country during the last year, but also the vital role it has played through its history and continues to play every day in keeping people safe.

While the last decade has been very difficult for An Garda Síochána, this year saw further investment by Government in the service and many changes for the better under A Policing Service for the Future.

We continue to do things differently. This Annual Report is testament to this. Produced with input from the Policing Authority, it clearly sets out where we met targets, partially achieved them or did not achieve them. In cases where we did not fully achieve our aims, we will address them under our 2020 Policing Plan.

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COMMISSIONER'S FOREWORD



“An Garda Síochána is committed to delivering a policing service that fully protects the human rights of each individual engaged with.”

2019 was a year of progress for An Garda Síochána in our mission of keeping people safe.

It saw the Garda organisation grow to have more personnel than at any time in our history; improvements in the service we provide to the public; an enhanced focus on human rights, and the start of the biggest change in how we deliver policing in the organisation's history.

A major focus in 2019 was delivery of our initiatives under the Government's A Policing Service for the Future plan, which was based on the findings of the Commission on the Future of Policing in Ireland, and our 2019 Policing Plan.

Among the improvements delivered were:

- 344 Gardaí re-assigned to front-line duties
- The start of the roll-out of mobility devices to the front-line
- The introduction of an Investigation Management System
- The running of our first ever Your Ideas initiative, which saw over 400 proposals from all ranks and grades on improving supports for the front-line
- An increase in supervisors at Sergeant and Inspector ranks
- 748 Garda staff recruited.

Most fundamentally, implementation of the new Garda Operating Model began. It will see larger Divisions with more resources; increased Garda visibility in communities; a wider range of policing services delivered locally, particularly to protect the vulnerable, and a strong focus on community policing.

During 2019, implementation began with the number of Garda regions reduced from six to four, and the start of changes being made in some Divisions on a phased basis.

As the Commission on the Future of Policing in Ireland stated, human rights are the foundation and purpose of policing.

As recommended by the Commission, and in line with our obligations under the European Convention and Irish law, An Garda Síochána is committed to delivering a policing service that is independent and impartial and fully protects the human rights of each individual engaged with.

Under A Policing Service for the Future, An Garda Síochána implemented a number of initiatives in 2019 to move human rights to the centre of policing delivery. This included publishing our Human Rights Strategy, the re-establishment of our Strategic Human Rights Advisory Council, the employment of an external human rights advisor and the setting-up of a Human Rights Unit.

Commissioner's foreword - continued

I was also delighted during the year to be in Balbriggan, which is home to people from nearly 100 nations, for the launch of the Garda Diversity and Integration Strategy.

The Diversity and Integration Strategy is a crucial building block in enhancing our ability to provide a human rights-focused policing service. A major advance in this regard was the introduction of a working hate crime definition.

An Garda Síochána is also dedicated to learning lessons, and identifying and remedying deficiencies through critical self-examination in conjunction with external stakeholders such as the Policing Authority.

In this regard, important improvements were made to the Garda Youth Diversion Scheme and homicide investigations following such reviews. The positive comments from the Policing Authority on the professionalism, integrity and honesty of these Garda-led reviews in such important areas were welcome.

The dedication and determination of Gardaí, staff and reserves to keeping people safe is evident throughout this Report. From significant drug seizures, to on-going reductions in burglaries, to initiatives to educate people about protecting themselves from crime, to positively engaging daily with communities.

The results of this can be seen in the Garda Public Attitudes Survey.

It found that by the end of 2019, the victimisation rate was 3.5%; just 21% of people believed local crime to be a major problem; 79% were satisfied with the Garda service to their community; and over 90% trusted An Garda Síochána.

Unfortunately, 2019 saw a rise in road deaths after a record low the year before. One road death is one too many. We all have a responsibility to reduce road deaths, and we will work with our road safety partners and the public to save lives and reduce serious injuries in 2020.

An Garda Síochána's critical role in securing the State was evident from major seizures of weaponry that degraded the capability of dissident groups, convictions for terrorism offences and large-scale preparations for potential terrorist incidents. Such work would not have been possible without close co-operation and information sharing with our international law enforcement partners, but most particularly with the Police Service of Northern Ireland (PSNI).

Our work is also aided by the Department of Justice & Equality, the Oireachtas Justice Committee, the Policing Authority, the Garda Síochána Ombudsman and the Garda Inspectorate, as well as a range of State agencies and non-Government bodies that we partner with. I want to thank them for this.

As I write, the country is in the midst of the COVID-19 crisis. Throughout this very difficult time for the country and individuals, Garda personnel have demonstrated their determination to keep people safe with a particular emphasis on protecting and supporting the most vulnerable. They have done this with great professionalism and empathy in very challenging circumstances. It is a real demonstration of the benefit of our tradition of policing by consent and in close connection to the community.

In 2020, An Garda Síochána will continue to focus on delivering an efficient, effective and ethical police and security service that protects the human rights of all.

Drew Harris
Garda Commissioner

OVERVIEW OF THE 2019 POLICING PLAN

Progress at a glance

Achieved

1	Community Policing Framework
2	Diversity and Integration Strategy
3	National Drug Strategy
4	National Tasking Co-ordination Unit
5	Recruiting Analysts
8	Crime Prevention and Reduction Strategy
9	Assault Reduction Strategy
10	Disaggregate Domestic Assaults
11	Bureau of Child Diversion
12	Online Youth Diversion Course
14	Organised Crime Gang (OCG) Threat Matrix
15	Reporting OCG Targeting
16	CAB Awareness Campaign
17	Expanding GoAML
20	Investigation Management System Deployment (IMS)
22	Schengen IT System
24	Homicide Review Plan Implementation
26	Sexual Assault Detections
28	AGS/TUSLA Working Protocol
29	Domestic Abuse Risk Tool
32	Incidents of Coercive Control
38	Roads Policing Operation Plan
39	Crowe Horwath Recommendations
42	Identifying and Targeting Terrorism
43	Disruption of Terrorism
44	National Security Training
45	6 Cs Stay Safe Campaign
46	Identify Security Requirements
48	International Garda Liaison Network
49	ATLAS and High Risk Security
50	Major Emergency Management
51	Human Rights Unit
52	Human Rights Strategy

Achieved - continued

54	Strategic Human Rights Advisory Committee re-established
57	Learning & Development Strategy
60	New Uniform Procurement
61	People Strategy
62.1	Recruitment - Gardaí
62.2	Recruitment - Garda Staff
63	Recruitment - Garda Reserves
64	Census and Workforce plan
68	Identifying Non-Core Duties
70	Leadership Training Programme
71	Governance Training
72	Staff Culture Engagement
73	Local Intervention Initiative
77	Discipline Processes Review
84	Procurement Process
85	Operating Model
86	Divisional Policing Model
89	Corporate Governance Framework
90	PAF Phase 2
92	Head of Internal Communications
93	Internal Communications Strategy
94	Social Media Engagement
95	Chief Data Officer
96	Data Collection and Management
99	Digital Strategy
100	Mobile Devices Procurement
101	Enterprise Content Management System Deployment (ECM)
102	Computer Aided Dispatch Deployment (CAD)

For full details on delivery of individual initiatives in the 2019 Policing Plan, please visit www.garda.ie

Overview of the 2019 Policing Plan - continued

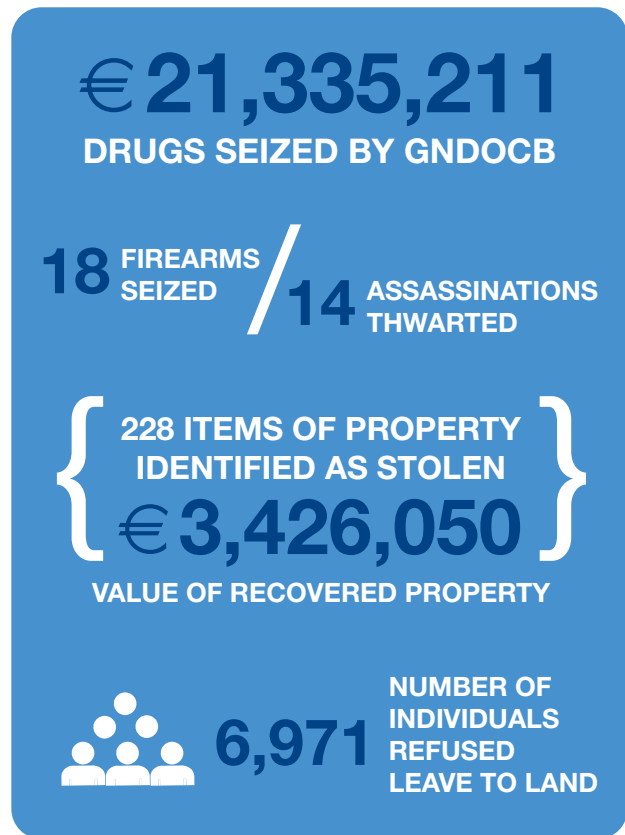
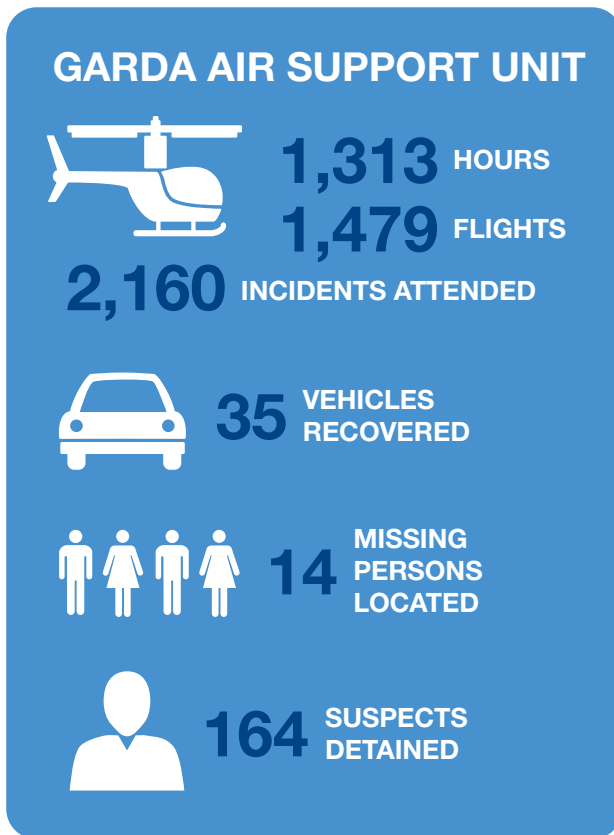
Partially Achieved

13	National Recidivism Unit
18	Armed Response 24/7
21	Prüm Biometric Data Exchange
23	Detections Improvements Plan
25	Divisional Protective Services Units
30	Victim KPIs
34	In Person Contact for Victims
37	LifeSaver Detections
40	Roads Policing Members
47	CHIS Code of Practice
53	Identify Human Rights Issues
55	Code of Ethics Training
65	Job Specifications
66	Garda Redeployment
67	Promotion Selection Method
69	Garda Reserve Strategy
76	Garda Probation Monitoring Policy
78	Anti-Corruption Unit
79	Anti-Corruption Policy
80	Health, Welfare and Wellness Strategy
81	Post-Incident Support
82	Management of New Rostering
83	Estate Management
87	Costed Policing Plan
88	Budget & Sanctions Framework
98	Data Quality Assurance Plan
103	Roster and Duty Management System (RDMS)

Not Yet Achieved

6	Regional Cyber Crime Units
7	Garda National Cyber Crime Bureau (GNCCB) Criminal Intelligence Function
19	Garda National Economic Crime Bureau (GNECB) Liaison Units
27	TUSLA Information Sharing
31	Investigation Conclusion Call Backs
33	Hate Crime Policy
35	Victim Assessments
36	Missing Person Status
41	Fixed Charge Notice Recording Delay
56	Human Rights of the Vulnerable
58	Learning and Development Exec. Director
59	Learning and Development Review Group
74	Performance Management
75	PALF Engagement
91	Risk Management Framework
97	Garda Information Services Centre (GISC) Service Level Targets

NATIONAL POLICING



“Gardaí work in many different ways to fight and target crime nationwide. Specialist units such as the Garda National Economic Crime Bureau (GNECB) and the Drugs and Organised Crime Bureau (GNDOCB) all have a significant part to play in ensuring the safety of communities around the country.”

The National Criminal Intelligence Unit (NCIU)

The 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)

The 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. The 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.

National Policing - continued

Garda National Drugs and Organised Crime Bureau (GNDOCB)

Summary of Seizures by GNDOCB

Category	2019	Total since March 2015
Illicit Drugs	€21,335,211	€168,291,221
Firearms	18 and 364 rounds of ammunition	109 Firearms and 3380 rounds of ammunition
Cash	€2,506,455 £47590 \$3698 US	€10,823,803 £47590 \$3698 US
Interventions in threat to life incidents	14	73*

* including Special Crime Task Force (SCTF) arrests.
 * includes drugs seizures and arrests from Controlled Delivery operations carried out in conjunction with Customs and Revenue Service.
 * 73 Threat to Life Operations since the murder of David Byrne at the Regency Hotel on 5 February 2016.

The statistics provided relate only to operations conducted involving GNDOCB. The statistics do not include seizures by other Garda units and Divisions across the country.

Operation Thor

Operation Thor is our national anti-crime operation which has a focus on burglary. Since it began in November 2015 up to 31 December 2019, it has resulted in:



Garda National Protective Services Bureau (GNPSB)

Missing Persons - Operation Runabay

Operation Runabay was launched by the Missing Persons Unit (MPU) in January 2017 and continued in 2019. Its purpose is to identify the remains of persons located on the western coastal area of Great Britain who may have been reported missing in Ireland. Operation Runabay involves ongoing liaison between An Garda Síochána, the UK's National Crime Agency, and North Wales Police, as well as other UK Constabularies.

Since the establishment of Operation Runabay, 11 missing people have been identified using comparative analysis with familial DNA. One particular case involved a person who went missing circa August/September 1983. In the course of the relevant investigation, DNA samples were obtained from family members for comparison with unidentified remains located on the western coastal area of Great Britain. Following the biometric exchange of DNA profiles with the UK, the missing person was identified.

Missing Persons 2019

Missing Persons at Year-End	67
Missing Person incidents	9,493

These figures are based upon operational data recorded on PULSE as of 04/02/2020 and are subject to change.



National Policing - continued

Child Sexual Abuse Reporting (CSAR) Phone Line

An Garda Síochána has a dedicated phone line for the reporting of child sexual abuse of a historical nature. The phone line number is **1800 555 222**. This confidential free-phone line is manned on a 24-hour basis, 7 days a week, 365 days a year.

An Garda Síochána encourages victims of child sexual abuse to report any such incident at the earliest opportunity, including incidents of an historical nature. In conjunction with the launch of the phone line, An Garda Síochána published a guide on the options available to people wishing to report child sexual abuse and sexual crime.

In 2019, a total of 97 telephone calls were received on the CSAR phone line.



Human Trafficking

In 2019, 42 victims of human trafficking were identified, while in 2018, 64 victims of human trafficking were identified. This represents a 34% decrease from 2018 to 2019.

A number of factors potentially contributed to the reduction, however, the changes made to the Atypical Working Scheme for Non-EEA crew in the Irish fishing fleet during the period 2018/19 was the most significant. Under the new arrangement, fishermen can change employers without jeopardising their immigration status, therefore, removing the possible control element of human trafficking. Of the 64 cases recorded for 2018, the Atypical Working Scheme accounted for 21. There was no Atypical Working Scheme reported or recorded in 2019.

A number of specific training days were held in 2019 by the Human Trafficking Investigation Coordination Unit (HTICU) and personnel assigned to investigating organised prostitution, through Operation Quest, for both personnel within An Garda Síochána and relevant external government agencies.

Divisional Protective Services Units

A further 11 new Divisional Protective Services Units (DPSUs) went live in 11 Garda Divisions in 2019 - DMR West (2 DPSUs); Cork City; Cork West; DMR Eastern; DMR South; DMR South Central; Galway; Kerry; Kilkenny/Carlow; Limerick; Louth; Tipperary; Waterford; Wicklow, and Clare.

This added to the already established units brought the total to 15 DPSUs. It is envisaged that the remaining DPSUs will be established in 2020.

Garda National Economic Crime Bureau (GNECB)

Successful Investigations and Prosecutions

In 2019, GNECB conducted a number of complex investigations that resulted in prosecutions, convictions, and seizures including:

Operation Jaywalk

An intelligence-driven operation was established to target a specific organised crime group (OCG) suspected to be involved in skimming, cashing out, and money laundering. In the course of one particular investigation, undertaken in Co. Meath, in March 2019, large quantities of skimming equipment was seized, including a total of 50 cloned bank cards that were ready to be used.

Operation Omena

An operation undertaken by the Payment Crime Unit involving an ongoing investigation, in cooperation with law enforcement authorities in Finland and the assistance of Europol and Eurojust, relating to the activities of an OCG consisting of Romanian nationals suspected to be operating in Ireland.

The OCG subject of investigation in Operation Omena is allegedly involved in cyber based frauds and money laundering. To date, investigating officers at GNECB have identified approximately 200 bank accounts, suspected to have been opened by 22 people, for money laundering purposes.

National Policing - continued

It is suspected that around €2.8 million has been laundered through these accounts. During the course of 2019, a total of 12 individuals were arrested and seven have been charged in respect of a number of alleged criminal offences. Two persons were sentenced in November 2019.

Conviction of Money Launderer

In July 2019, a conviction was secured in Dublin Circuit Court for the laundering of €1.6 million. The conviction represented the culmination of an extensive investigation undertaken by GNECB, over a number of years, which involved enquires in eight other jurisdictions. The relevant criminal trial took place over a seven week period and resulted in a person being convicted in respect of 20 offences, including a number relating to deception, involving victims who are resident in Ireland. The conviction resulted in a sentence of seven and a half years.

Targeting of Persons Considered to be Second Layer Money Launderers

In 2019, prosecutions undertaken by the Money Laundering and Investigation Unit resulted in two convictions at Dublin Circuit Court, regarding money laundering related offences. The two convicted persons are considered to be second layer money launderers, often referred to as 'money mules'. The convictions arose as a consequence of the role undertaken by the 'money mules' in facilitating the movement of funds derived from a €1.1 million invoice redirection related fraud.

Custom House Capital

Custom House Capital (CHC) is an investment firm which was found to have misappropriated in region of €66.5 million in client funds. The GNECB is undertaking a criminal investigation pertaining to the circumstances leading to the collapse of CHC. Following a lengthy investigation which commenced in 2011, GNECB submitted an investigation file to the Director of Public Prosecutions in 2019 for its consideration.

Tusker Asset Management

The Tuskar Asset Management (TAM) plc group went into liquidation in 2009, owing around €50 million to banks. Subsequently, in 2010, the GNECB commenced a criminal investigation. Following a lengthy investigation, GNECB submitted an investigation file to the Director of Public Prosecutions in 2019 for its consideration.

Garda National Cyber Crime Bureau (GNCCB)

New and Closed Cases

New requests for assistance made to GNCCB in 2019, gave rise to the opening of a total of 529 new cases. A total of 405 other cases were closed within 2019.

Of the new requests for assistance during 2019, the top six categories by volume were:

- Child Pornography - 296 cases
- Theft and Fraud - 66 cases
- Child Exploitation / Grooming - 38 cases
- Data Retrieval - 37 cases
- Harassment - 21 cases
- Murder - 14 cases.

Expert Support Provided to Investigations

GNCCB worked with a wide-range of sections and units during the year to provide technical support to investigations and court cases, including:

Serious Crime Investigations

GNCCB provided assistance to operational units and, where required, prioritised the forensic examination of exhibits in relation to murder, organised criminal gangs, missing persons, terrorism, and other serious investigations in 2019.

Investigations into Child Exploitation

GNCCB assisted in several cases during the year where individuals were successfully prosecuted on charges such as child exploitation, and possession and distribution of child abuse material.

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

INSPECTr is a three year EU funded project which commenced in September 2019. GNCCB represented An Garda Síochána as a consortium partner and undertakes a lead role in the Law Enforcement Agency Steering Group.

The principal objective of INSPECTr will be to develop a shared intelligence platform and a novel process for gathering, analysing, prioritising, and presenting key data. This will help in the prediction, detection, and management of crime in support of multiple agencies at local, national and international level.

National Policing - continued

Criminal Assets Bureau (CAB)

One of the main focuses for CAB during 2019 was associates of OCGs. Particular emphasis was placed on targeting the lower level tiers of criminals, in addition to more serious crime gangs, in an effort to disrupt the progression of individuals within these gangs.

During the year, CAB targeted OCGs and individuals involved in a wide range of crimes including robberies; burglaries; fraud; theft of automated teller machines (ATMs); people smuggling; extortion from the building industry; the provision of unlicensed security services; stolen vehicles; the sale and supply of controlled drugs; the sale of encrypted devices; fuel and tobacco smuggling, and bogus tradesmen.

The type of assets targeted by CAB during the year included cash; cryptocurrency; money held in bank and post office accounts; high value jewellery; designer handbags; designer clothing; motor vehicles, and residential properties.

During 2019, CAB trained an additional 104 local Divisional Asset Profilers, bringing the total number up to 457.

Full details of the activities of the CAB during 2019 will be published in its annual report.

Garda National Immigration Bureau (GNIB)

Multi-Agency Cooperation

In 2019, GNIB investigation units conducted a number of multi-agency inspections and investigations including some relating to the suspected employment in the meat industry of non-European nationals who are illegal immigrants. GNIB liaised with the Workplace Relations Commission (WRC) and the Department of Social Protection (DSP) for the purpose of addressing the employment of illegal immigrants in this industry.

In April, An Garda Síochána undertook a joint operation with the WRC at the premises of a meat processor located in the midlands. Two Brazilian nationals in possession of false documents were arrested. They were prosecuted and removed from the State following court convictions.

In September, GNIB conducted further searches at private residences in Longford and Meath which had been identified as being associated with the production and distribution of bogus identify cards and documents for intended use by workers employed in the meat industry. As a result, one person was arrested and prosecuted in respect of breaches of the provisions of the Theft and Fraud Offences Act 2001.

Investigations in Conjunction with the United Kingdom (UK) Immigration Authorities

During 2019, GNIB in conjunction with the UK immigration authorities undertook a number of investigations into third-country nationals i.e. Kuwait, Albania, Latvia, Iraq, attempting to enter the Common Travel Area (CTA), and the UK in particular, through Ireland facilitated by persons who are suspected to be members of OCGs. Investigations led to numerous arrests and subsequent convictions.



National Policing - continued

Removal and Refusal of Individuals in 2019

In 2019, the applications of a total of 6,971 non-nationals to land in the State, following their arrival in Dublin Airport, were refused compared to 4,422 in 2018. From 1 January 2019 to 31 December 2019, a total of 4,358 were refused leave to land at Dublin Airport. They were removed from the State by An Garda Síochána, while 2,613 entered the asylum process.

2019 Removal Figures

Deported	156
EU Removals	64
Transfers	26
Total	246

Operation Mombasa

In 2019, GNIB, as part of Operation Mombasa, targeted the activities of an OCG consisting of Georgian nationals who are resident in Ireland. They are suspected to be involved in the large-scale production and distribution of bogus travel and identity documents.

During this investigation, GNIB executed 13 search warrants resulting in the seizure of a significant amount of potential evidence and, subsequently, three arrests in December.

Irish Passenger Information Unit (IPU)

The IPU is a unit of the Department of Justice and Equality. It was established in May 2018 to collect and process Passenger Name Record (PNR) data, for the purpose of the prevention, detection, investigation, and prosecution of terrorism and serious crime. Currently, nine members of An Garda Síochána are seconded to the unit, on a full time basis, while two other members are seconded part-time.

Garda National Bureau of Criminal Investigation (GNBCI)

National Support to Serious Crime Investigations

Throughout 2019, GNBCI provided assistance, at a national level, to a total of 12 investigations relating to murder, and two relating to attempted murder. Assistance was also provided to an investigation relating to false imprisonment. GNBCI assists by providing skilled investigators, at critical junctures in investigations, and personnel who have received advanced training with regard to the interviewing of suspects.

Stolen Motor Vehicle Investigation Unit (SMVIU)

In 2019, the SMVIU arrested 27 people suspected to have been involved in the stealing of vehicles. The unit was also involved in identifying 228 items of property as having been stolen. A value of €3,426,050 was placed on property the SMVIU was involved in recovering. Furthermore, 16 convictions were achieved in relation to investigations undertaken by the SMVIU.

Multi-Agency Investigations

In 2019, GNBCI continued to strengthen relationships with domestic regulatory investigative agencies including the Passport Integrity Section within the Department of Foreign Affairs and Trade, the Food Safety Authority of Ireland, and the Department of Agriculture, Food and the Marine. Investigations undertaken related to suspected breaches of the provisions of the Passport Act 2008, suspected criminality with regard to the processing of horsemeat, bottled water, and trade in illegal alcohol.

GNBCI continued to engage with relevant stakeholders, representing An Garda Síochána on the National Waste Enforcement Steering Committee for the purpose of undertaking multi-agency inspections. Inspections included issues such as end of life vehicles (ELVs), waste electrical and electronic equipment (WEEE), and unlicensed collection of waste and its illegal disposal.

In 2019, GNBCI, together with the Air Corps, Coast Guard and Marine Survey Office, participated in Interpol's operation, 30 Days at Sea. The operation was initiated in response to a call to increase international enforcement against environmental crime. More than 5,200 inspections were carried out, identifying waste crimes and administrative violations in 84 countries and territories around the world.

National Policing - continued

Intellectual Property Crime Unit

Operation Aphrodite II

In 2019, GNBCI participated in the EU-wide Operation Aphrodite II against trafficking of counterfeit goods. The operation was a joint investigation carried out by law enforcement authorities from 18 countries, and supported by Europol, resulting in the seizure of 4.7 million counterfeit products. During the operation, 16,470 social media accounts and 3,400 websites selling counterfeit products were closed.

In the course of the operation in Ireland, 14 searches of premises were conducted resulting in the seizure of 400 illicit streaming devices, along with electronic devices associated with illicit streaming. Almost 4,000 items, including counterfeit car keys and motor vehicle parts, were seized in the course of investigations. In conjunction with industry, 4,900 web pages that infringed copyright and trademark were removed from Facebook and advertisement websites.

Extradition Unit

The Extradition Unit executed the following during the year:

	2019	2018
Incoming arrest warrants executed	147	127
Fugitives returned to Ireland	56	62
Fugitives returned to other jurisdictions	95	62

The extradition of persons from Ireland to elsewhere, in 2019, included a number of persons who are alleged to have participated in murder; a person extradited to the US in connection with allegations of producing and selling pornography over a 30 year period, and a person extradited to Northern Ireland who is alleged to have participated in terrorist related offences.

Serious Crime Review Team (SCRT)

In 2019, SCRT carried out reviews of investigations undertaken in a number of Garda Divisions, relating to serious crime and suspected homicide.

Throughout 2019, SCRT continued to liaise with the Independent Commission for the Location of Victims Remains with a view to achieving the identification of the location of the remains of persons believed to be deceased and whose remains have not been discovered.

The SCRT also conduct enquiries on behalf of the European Network for investigation and prosecution of genocide, crimes against humanity and war crimes.

€500,000 worth of counterfeit goods seized in Ardee in February 2019.



National Policing - continued

Operational Support Services

Garda Air Support Unit (GASU)

In 2019, the GASU aircraft embarked on 1,479 flights while attending to over 2,160 incidents. In the course of these deployments 164 suspects were detained, 14 missing persons were located, and 35 vehicles were recovered. The unit attended over 1,100 incidents within the Dublin Metropolitan Region in 2019.

Case Study

On 5 February 2019, the GASU responded to a vehicle pursuit in progress. The suspect vehicle had been involved in several burglary incidents in the Co. Wicklow area. The vehicle and its occupants drove at high speed along the M11, M50 and M4. GASU established the pursuit overhead and provided direction commentary. The suspect vehicle was abandoned by the occupants. One suspect was immediately arrested. The second suspect hid behind a shed in gardens at the rear of a premises and GASU directed Gardaí to the location where the suspect was subsequently detained. When the crew returned to base, they reviewed the footage of the pursuit and observed that one suspect had discarded property close to where the vehicle was abandoned. Investigating Gardaí were provided with this location and they recovered a mobile phone. The suspect vehicle contained stolen property including cigarettes, phones, electronic tablets, sim cards, and cash.

Garda Dog Unit

The Garda Dog Unit was involved in over 435 searches during 2019. These included searches for missing persons, drugs, firearms, explosive substances, and stolen property.

Case Study

On 11 May 2019, an armed robbery occurred at a shopping centre in Balbriggan when a male entered the shop armed with a knife. A sum of cash was taken and the suspect fled on foot. A Garda Dog Unit handler was assigned to attend Balbriggan to carry out a search of a graveyard for suspected drug concealment. The handler assisted in the pursuit of the suspect, and following a number of searches and sightings, discovered the suspect hiding in a hedge. The suspect broke from cover to avoid the Garda dog and was arrested by local Gardaí. The suspect was discovered to have cash hidden on him when arrested.



National Policing - continued

Garda Water Unit

During 2019, the Garda Water Unit conducted humanitarian missing person searches in all Garda Regions, and recovered a total of eight bodies.

The unit was also requested to search for firearms and other weapons in connection with the investigation of serious crime in all Garda Regions. Both video and still underwater photography were provided to investigating Gardaí to support these operations.

Security searches and confined space searches were conducted by the Garda Water Unit in advance of visiting dignitaries at marine locations, as well as berth clearing and ship's hull searches in advance of some visiting ships that posed a security threat.

Assistance was provided to Gardaí investigating the theft of boats, engines and other marine equipment by the Garda Water Unit. The unit's extensive network of European Marine Police contacts proved invaluable during the investigation of these crimes.

Marine Patrols for the purpose of the enforcement of Marine Legislation, including the wearing of Lifejackets, were conducted in all Garda Regions during 2019. Patrols in connection with Passenger Boat Legislation were also carried out by the unit.

Case Study

In December 2019, a Garda Water Unit search team recovered a safe from Cloondorney Lake, Tulla, County Clare. The safe had earlier been the subject of a burglary at Loughrea, County Galway.

Garda Mounted Unit

The typical operations attended by the unit are primarily crime prevention based, but they also cover public order; crowd control; VIP protection, and ceremonial duties e.g. St. Patrick's Day Parade and VIP visits.

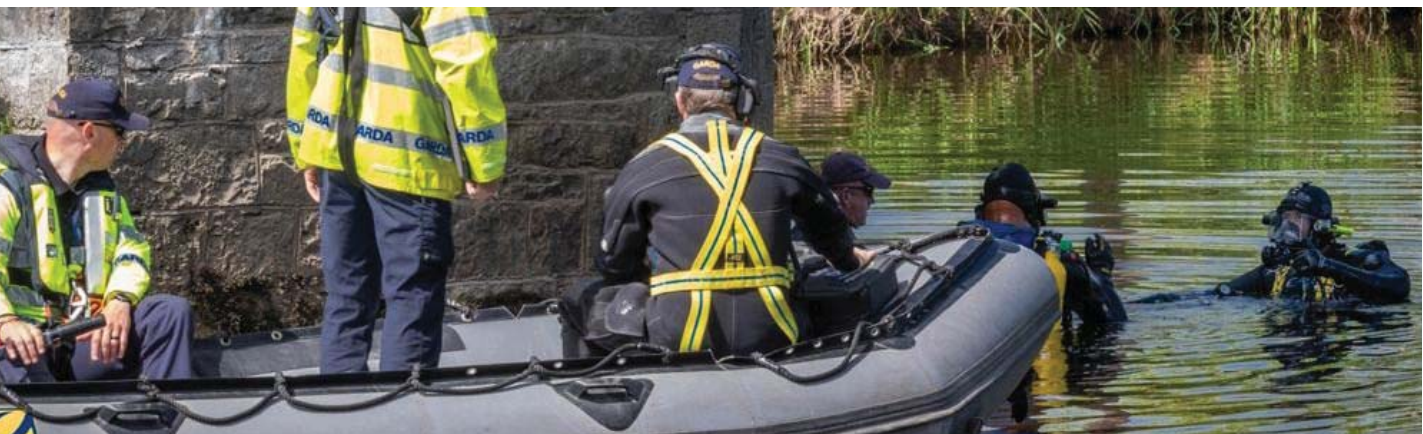
The Garda Mounted Unit carried out crime prevention high visibility patrols as part of Operation Thor in various locations, and intensive night patrols to assist with public order incidents.

The unit has provided unique assistance at Croke Park for major matches/concerts, with height advantage playing a key role in providing assistance in crowd control and filter cordons on the termination events.

Case Study

On 28 November 2019, two members of the Garda Mounted Unit were on mounted patrol in Temple Bar when they were informed of a robbery of two French tourists a short time earlier. A male in dark clothing and a cap, on a bike, had robbed them of €100 by holding what they believed to be a knife to them. An extensive search of the area was conducted by the mounted Gardaí who observed two males matching the description of the suspects crouching down between parked cars on Whitefriar Place.

They stopped and searched the suspects and requested the assistance of local Gardaí. Cash was found in the possession of one of the suspects, as well as a key on a wire tied to his wrist which is thought to have been the item used as a weapon in the robbery. The bicycle used by one suspect was found to be stolen. The suspects were taken to Pearse Street Garda Station for further investigation.



National Policing - continued

Garda National Public Order Unit (GNPOU)

In 2019, the GNPOU assisted in weekend crime prevention high visibility patrols in parts of Dublin City Centre where there is a frequency of public order incidents. The GNPOU in the Dublin Metropolitan Region recorded 715 proactive crime prevention patrols in 2019.

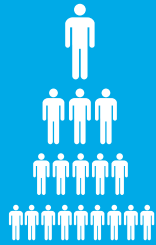
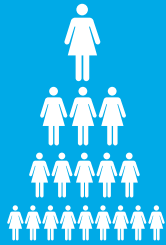
The operation and command of the GNPOU continues to be the subject of review and development.

Throughout 2019, the GNPOU continued to take on board the recommendations of the Garda Síochána Inspectorate, who were requested, by the Policing Authority in October 2018, to examine the effectiveness of the policing of public order situations by An Garda Síochána, in accordance with Section 117(2)(c) of the Garda Síochána Act 2005. This report was completed in early 2019. An Garda Síochána has developed a number of work streams to bring forward the recommendations including a Strategic Threat and Risk Assessment for Public Order.

Garda Mounted Unit taking part in Public Order training.



NATIONAL SECURITY & INTELLIGENCE



+300 REFUGEES WERE SECURITY SCREENED BY SDU PERSONNEL UNDER THE GOVERNMENT'S IRISH REFUGEES RESETTLEMENT PROGRAMME



11 PEOPLE SUCCESSFULLY CONVICTED BEFORE THE SPECIAL CRIMINAL AND HIGHER COURTS

98 HOSTAGE / BARRICADE / SUICIDE (HBS) TYPE INCIDENTS IN 2019



55 GARDAÍ ASSIGNED TO ASU

4,390 HIGHER-RISK SPONTANEOUS INCIDENTS BY ASU - AN INCREASE OF 18% COMPARED TO 2018

“The role of Security and Intelligence is to identify and analyse the threat to the State from terrorists and organised crime gangs. The section supports operational units by providing intelligence leads relative to both areas.”

Security and Intelligence

The role of the Garda National Crime and Security Intelligence Service (GNCSIS) is to identify and analyse the threat to the State from terrorist and organised crime gangs. The section supports operational units by providing intelligence leads, relative to both areas.

An Garda Síochána continues to take a proactive, strategic approach to criminal activity and national security to meet an increasing variety of challenges. These challenges were met in 2019 by the application of threat countermeasures.

Through the work of GNCSIS, Ireland provides a safe and secure environment for its residents and businesses.

The threat level in this jurisdiction of ‘moderate’ remained unchanged from 2018, indicating “an attack is possible but not likely”. The level of threat is kept under constant review by An Garda Síochána. All appropriate measures are taken commensurate with the prevailing threat environment.

An Garda Síochána continued to cooperate closely with our European Union and international counterparts in sharing intelligence and responding to threats.

National Security & Intelligence - continued

Special Detective Unit (SDU)

SDU played a pivotal role in providing security for numerous official visits of foreign dignitaries, including the visit of His Royal Highness the Prince of Wales and Her Royal Highness the Duchess of Cornwall in May; the official visit by their Majesties King Carl XVI Gustaf and Queen Silvia of Sweden in May; the U.S. Presidential Visit by President Donald Trump in June, and King Willem-Alexandra and Queen Maxima of the Netherlands in June.

SDU continued to work closely with the Department of Justice and Equality, conducting security screening of more than 300 refugees to facilitate resettlement in Ireland under the Government's Irish Refugees Resettlement Programme.

In addition, SDU conducted numerous intelligence-led operations in terms of counter-terrorism policing, resulting in the significant seizure of firearms, munitions / ammunitions, and the arrest and prosecution of the perpetrators of these crimes.

One such operation targeting dissident Republicans resulted in the search of lands close to Omeath, Co. Louth, and the subsequent discovery of two firearms, explosives, and a large quantity of ammunition.

During 2019, SDU successfully convicted 11 persons before the Special Criminal and higher courts.

SDU also worked closely with international colleagues, in the field of domestic and international counter-terrorism, participating in a number of cross-border operations and investigations. In 2019, SDU continued to conduct a number of operations and investigations, in consultation with internal and external stakeholders, to actively target and disrupt terrorist financing activity.

Special Tactics and Operations Command (STOC)

Armed Support Unit (ASU)

The ASU continues to provide high visibility armed support to unarmed uniform colleagues across the service. 4,390 higher-risk spontaneous incidents responded to by ASU, representing an increase of over 18% compared to 2018. Similarly, there was an 18% increase in the number of high-risk search warrant operations where ASU assistance was sought and provided.

During 2019, ASU increased its capacity nationally, allocating an additional 55 Gardaí to frontline ASU duty. In total, 181 fully trained new members have been allocated to ASU teams since December 2016. Approval has been given to add two new centres to the existing 11 ASU regional centres.

ASU provided a high visibility presence during the visit of the President of the United States of America. The unit provided reassurance for operational Gardaí patrolling at major events, such as the St Patrick's Day parade. ASU assisted the Emergency Response Unit, in an overt capacity, on a number of operations.

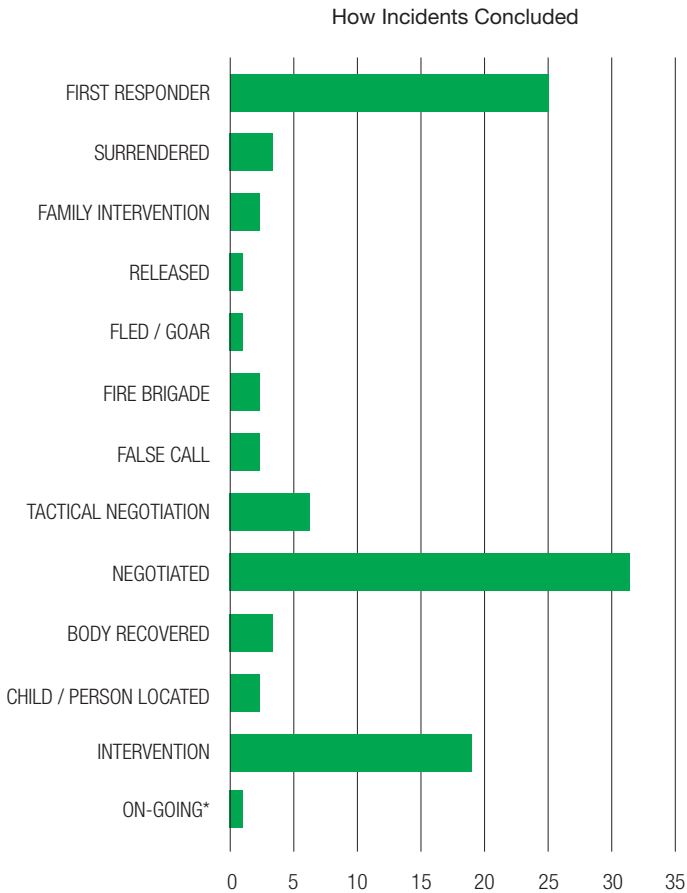
In December 2019, ASU units were involved in implementing a highly successful, proactive operation in cooperation with private security companies aimed at reducing robberies of cash in transit deliveries and collections.



National Security & Intelligence - continued

National Negotiation Unit (NNU)

In 2019, Garda negotiators dealt with 98 hostage/ barricade/suicide (HBS) type incidents. Over 69% of the incidents related to subjects suffering from mental health issues, whilst 18% related to criminal incidents.



* NNU are involved in investigations which were not concluded in 2019.

The number of Negotiated outcomes has fallen, but this is likely offset by the recording of people engaging with first responders at the early stages of an incident.

First Responders continue to play a vital role in these incidents, and the continuation of CPD training should help to ensure the appropriate response to HBS incidents.

The NNU continues to assist the Department of Foreign Affairs and Trade (DFAT) by providing appropriate operational support, guidance and advice in regard to Irish citizens at risk abroad, and its members have deployed overseas on occasions in that capacity. NNU also delivers essential training/exercise for DFAT personnel, newly appointed Ambassadors, and Heads of Missions.

Emergency Response Unit (ERU)

As the dedicated national specialist tactical firearms intervention unit, the ERU continued to provide specialist armed/tactical support to national security and serious crime operations during 2019.

ERU was deployed nationally on a number of high profile operations and assisted colleagues in CAB, National Surveillance Unit (NSU), DOCB, and SDU.

Over the course of the year, the unit was involved in operations targeting criminals robbing ATMs in rural Ireland culminating in the apprehension of suspects and the retrieval of €300,000 in stolen cash following such a robbery in Virginia in Co. Cavan in August 2019.

The unit continues to be deployed in actively monitoring feuding organised crime gangs and in intelligence-led operations against terrorist organisations. The unit also provided intervention capability at a number of challenging HBS incidents during the year.

ERU provided close protection for numerous visiting heads of state and foreign dignitaries during the year, including the President of the United States, Donal Trump who visited Ireland in June.

ERU continues to co-operate, prepare and train with its international colleagues in tackling terrorism and cross-border crime. The unit has participated in a number of international exercises during the year and in October 2019, ERU hosted specialist intervention teams from Germany, Hungary, Czech Republic, Switzerland and Italy in Dublin for a highly successful three-day training exercise around hostage rescue involving public transport.

National Security & Intelligence - continued

STOC Training Unit (STU)

Staffed by highly qualified and operationally experienced personnel, the 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 also regularly assists the Garda College in delivering appropriate training and awareness programmes to non-specialist members of An Garda Síochána and liaises with external police services and emergency service agencies to develop and deliver cross-agency training, and to run joint exercises. Under the governance of the Director of Training, STU ensures that all training is delivered to the highest ethical and human rights standards.

Liaison and Protection

Interpol

Interpol Dublin continues to act as the main conduit for international law enforcement intelligence exchange with An Garda Síochána. In 2019, An Garda Síochána increased its contribution to Interpol's 18 databases availing of their capabilities in the areas of crime prevention, detection, and child exploitation. Interpol Dublin also participated as a partner in a number of Interpol led operations including the areas of maritime pollution, and an awareness campaign on the use of stolen and lost travel documents at Dublin Airport in December 2019.

A number of Garda personnel were also seconded to Interpol's HQ in Lyon to assist international efforts to combat crime in specialist areas.

Europol

As part of the Europol network, An Garda Síochána supported a number of European Joint Action Days in the following areas:

- Cyber-attacks
- Payment card fraud
- Firearms trafficking
- Virtual currencies
- Illegal immigration
- Human trafficking
- Cocaine trafficking

An Garda Síochána contributed to Europol's Organised Crime Threat Assessment, the Internet Organised Crime Threat Assessment, and reports on the Terrorist Situation within the European Union. In 2019, Ireland led out the upgrading of Europol's information exchange system to the accreditation of 'Confidential', further enhancing information exchanges at European level regarding terrorism and state security.



National Security & Intelligence - continued

SIRENE Bureau

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

Once connected to SIS II, An Garda Síochána will be able to access real-time data and circulate information between SIS member states in the form of alerts. Alerts will facilitate increased security through strengthened data and intelligence sharing, and collaboration with SIS participating countries. It will also facilitate the transfer of information on persons and objects associated with serious crime and terrorism.

A new national SIRENE Bureau will be established in Garda Headquarters, in 2020, to serve as single point of contact on a 24/7 basis for the exchange of supplementary information, and the coordination of activities related to SIS alerts.

PULSE has been enhanced to include automatic querying of the SIS II database when searched. A SIS alert can be created for a number of categories including wanted or missing persons and stolen objects. These alerts will now be visible via PULSE. Border management will also be strengthened by the introduction of SIS as changes made to existing systems will now permit authorised users to consult the database for alerts at points of entry and registration.

Training for the organisation has been developed in the form of eLearning, and will commence in March 2020. The go-live date for connection to SIS II is expected in Q2 2020.

International Coordination Unit (ICU)

In 2019, the ICU continued to oversee the National Internal Security Fund (ISF) Project within An Garda Síochána with specific focus on projects that addressed policing and security priorities.

ICU continued to coordinate An Garda Síochána's participation in EU Research and Innovation projects under the Horizon 2020 programme. The primary aims relating to the societal challenges under "Secure Societies":

- developing solutions for the protection of critical infrastructure;
- crime and terrorism;
- enhanced cyber-security.

The ICU facilitates study visits/visits of officers from European and international police services. During 2019, the ICU assisted delegates and students from Germany and Poland.

Major Emergency Management

The Major Emergency Management section continued to support the National Emergency Management structures, in cooperation with the other Principal Response Agencies (Local Authorities and the Health Service Executive). This included participating in training, exercises, and events at local, national and international levels.

At all levels, relationships were developed and enhanced with our internal and external partners in the public and private sectors. There was collaboration with entities such as Google and Facebook, as well as continued participation in EU projects such as Rocsafe.

In 2019, our participation in the Cross Border Emergency Management Group saw the development of Risk Assessments and Inter-agency Protocols between the response agencies in Ireland and Northern Ireland.

Operationally, the Major Emergency Management section coordinated the Garda response to several severe weather and wildfire events, and briefed Government and the National Emergency Coordination Group.

National Security & Intelligence - continued

Garda Síochána Analysis Service (GSAS)

GSAS supported a range of crime prevention programmes and operational activity in 2019. These were targeted at helping reduce crimes against the person, crimes against property, and supporting serious crime investigations. Additionally, analysis was conducted to support roads policing, helping reduce serious injuries and fatalities on Irish roads.

The Garda Research Unit continued to provide support to the organisation through the evaluation of national initiatives (such as Sex Offender Risk Assessment and Management (SORAM)) and identifying good practice to inform the development of national strategies.



COMMUNITY SAFETY



+100 YOUNG PEOPLE
RECOGNIZED IN
NATIONAL YOUTH AWARDS

OVER 50

CAMPUS WATCH SCHEMES

170

LASER SPEED DETECTION
DEVICES ACQUIRED



105

GARDA YOUTH DIVERSION
PROJECTS

+500

CHILDREN FROM
ACROSS DUBLIN TOOK
PART IN THE DMR GARDA
/ FAI LATE NIGHT LEAGUES THIS YEAR

**HUMAN RIGHTS STRATEGY
LAUNCHED – 7 STEP ACTION PLAN**

DIVERSITY & INTEGRATION STRATEGY LAUNCHED

“Interactions with the communities we serve are at the heart of what An Garda Síochaná does, and provides the cornerstone for the work we do on a daily basis around the country. In this section, you will find out more about how we engage with, and work for, the people we serve.”

Garda Community Engagement & Public Safety Bureau (GCEPSB)

Crime Prevention Campaigns

A number of campaigns were undertaken during the year to provide important personal safety and crime prevention advice on key crimes.

During 2019, campaigns were run on burglary prevention; public safety and harm reduction; rural safety; online safety; bicycle theft, and safe use of quad bikes/scramblers.

These campaigns were promoted through traditional media, social media, Garda.ie, locally through leaflet drops and exhibition stands, and through our presence at major events such as the Ploughing Championship and Bloom.

Assaults in Public Reduction Strategy

In August, the Assaults in Public Reduction Strategy 2019-2021 was published. The strategy aims to reduce the incidence of assaults in public and the fear of assault in public and/or public disorder emanating from such incidents.

Community Safety - continued

Operation Twin Track

The Community Engagement and Rail Safety Initiative Operation Twin Track was implemented nationally in September 2019 in partnership with Irish Rail and Transdev (LUAS). The initiative included high visibility patrols on eight intercity routes, as well as Dart and LUAS services in the Dublin Metropolitan Region (DMR). Crime prevention stands were placed in 11 main railway hubs nationally.

Campus Watch

There are over 50 Campus Watch Schemes in place to assist third-level students with their personal safety.

In consultation with key stakeholders, four Campus Watch themed crime prevention campaigns ran during the academic year 2018/19 - personal safety, cyber safety, fraud, and coercive control.

A two-day Campus Watch Information Seminar was held for Campus Watch Liaisons, Crime Prevention Officers and Juvenile Liaison Officers in June. The seminar was designed to facilitate Campus Watch Gardaí to understand and respond appropriately so they are able to carry out their policing roles effectively in a way that promotes interactions with the student bodies and campus administrations alike.

National Youth Awards

In April, the first ever Garda National Youth Awards ceremony in Portlaoise recognised over 100 young people from across the country who have made their communities better places to live. The National Awards winners were selected from the winners of the Divisional Garda Youth Awards.



European Union Crime Prevention Network (EUCPN)

The European Prevention Network (EUCPN) launched the first EU-wide focus day on domestic burglary on 19 June.

As a member of the (EUCPN), An Garda Síochána along with law enforcement agencies in Belgium; Bulgaria; Czech Republic; Estonia; Latvia; Lithuania; Luxembourg; Malta; The Netherlands; Poland, and Romania sought to reduce domestic burglaries through public awareness activities on this day of action.

The National Rural Safety Forum

The National Rural Safety Forum was launched in September 2019 at the National Ploughing Championships.

It was established following stakeholder consultation between An Garda Síochána and key partners such as the Irish Farmers Association (IFA) and Muintir na Tíre to provide a platform for a collaborative partnership approach to support the delivery of a rural community policing service.

Joint Agency Response to Crime (J-ARC)

In February, a J-ARC Recognition Seminar was held for Garda Case Managers and Garda staff who participate within the nine J-ARC initiatives; ACER 3 Kevin Street; Tallaght; Dundalk; Limerick; Waterford; Limerick; Strive - Ballymun; Bridge: Change Works; Youth J-ARC Blanchardstown, and Cork. This seminar was held to mark the recent Civil Service Excellence and Innovation Award that J-ARC received within the category of Excellence in People, Skills and Organisational Development.

Strategic Retail Forum

The National Crime Prevention Unit facilitated the 15th national meeting of the Strategic Retail Forum in November. It was the second high level meeting in 2019 to exchange crime prevention information between An Garda Síochána and the business community.

Community Safety - continued

Garda National Joint Policing Committees (JPCs) Monitoring Office

The Garda National Joint Policing Committees Monitoring Office continued to provide an important forum supporting crime prevention and ensuring that the organisation continues to develop and change in response to community needs at local level.

The office carried out consultation with stakeholders in 2019 and monitored Garda participation in Joint Policing Committees through analysis of returns.

During 2019, the Garda Commissioner attended six JPCs (Galway, Tipperary, Mayo, Cork, Meath and Limerick) to present on the organisation's Operating Model and take questions from JPC members on issues of local concern.

International Engagement

GCEPSB hosted an official visit of delegates from the Norwegian Police University College as part of its international research work into the approach of community policing in Ireland.

Supporting Local Initiatives

GCEPSB supported a number of rural initiatives during 2019 including the Wicklow Garda Division's Rural Garda Liaison scheme which focused on issues of importance to the farming community.

The Garda National Crime Prevention Unit (GNCPU) attended the Kilkenny/Carlow Community and Text Alert Awards showing a number of security products to attendees in November. In November, GNCPU attended a presentation to the Department of Housing and Local Government coordinated by Age Friendly Ireland on Crime Prevention Through Environmental Design.

National Conference for a Safe Ireland

In November, Mayo Garda Division hosted the National Conference for a Safe Ireland, which coincided with International Day for the Elimination of Violence against Women. The event saw the launch of a new Safe Ireland strategy including making County Mayo a pilot site for real and measured change in preventing and responding effectively to violence and abuse in homes and communities.

An Post Partnership

Kilkenny/Carlow Division in conjunction with An Post launched a series of crime prevention initiatives to enhance the feeling of safety throughout local communities in September. This included a new Text Alert scheme, the delivery of a crime prevention message to all homes in the Division, and crime prevention stands in post offices throughout the two counties.

Cluster Initiative

The Tralee Business Cluster Initiative was launched in May. It saw Tralee Town divided into seven areas with two Gardaí assigned to each area. The Gardaí are then tasked with patrolling their respective areas to engage with each business owner, offer crime prevention advice or just call for a chat. The assigned Garda will also call to a victim of retail theft within seven days of the theft and discuss what has occurred. The initiative has allowed each business person to know their local Garda by name. It has seen increased policing footfall in each of the areas act as a deterrent to potential offenders.

Garda/FAI Late Night League Finals 2019

In December, the DMR Regional Late Night League finals supported by the Garda National Community Policing Unit took place in Dublin. Twenty four teams participated in the final with four winning teams in the Champions Leagues (Under 16 year olds) and the Europa League (Over 16 year olds) categories. The Leagues are designed to encourage at risk young people to participate in meaningful activities, thus reducing anti-social behaviour involving young people in disadvantaged areas. The Leagues take place on Friday and Saturday Nights during prime anti-social hours.

Share a Dream Garda Station

In October 2019, the Garda Commissioner officially opened Ireland's first ever children's Garda station at Dreamland, an all-inclusive play centre for children of all abilities, run by the Share A Dream Foundation. The state of the art Garda station includes a real cell; uniforms; motor bike; electric Garda car, and special equipment such as memorabilia from the Garda College museum. The Commissioner presented a special merit award to the Share A Dream founder, Shay Kinsella, who has helped fulfil the dreams of thousands of terminally ill and vulnerable children. Newly commissioned little recruits were presented with medals and certificates of bravery.

Community Safety - continued

Human Rights, Equality, Diversity and Inclusion

Human Rights Strategy

In December 2019, An Garda Síochána launched its Human Rights Strategy 2020-2022. This introduces a range of measures to ensure it is delivering a human rights focused policing and security service.

The Human Rights Strategy 2020-2022 provides a seven step action plan that takes account of the recommendations of the Commission on the Future of Policing in Ireland Report, An Garda Síochána's Mission and Strategy 2019-2021, as well as addressing its obligations under Section 42 of the Irish Human Rights Equality Commission Act, 2014.

The seven action plans outlined in this Human Rights Strategy 2020 - 2022 are:

- The delivery of training to new and existing Garda personnel.
- The embedding of a recognition of human rights into the day-to-day work of Garda personnel and ensuring Operational Orders such as Use of Force (Firearms), Use of Garda Vehicles in pursuit, Victims of Crime Policy, Arrest and Detention, and Public Order, are all reviewed in the context of this new strategy.
- Ensuring that An Garda Síochána keeps abreast of developments in the area of human rights developments
- Monitoring compliance with human rights
- Addressing external recommendations
- Assessing implementation of the Strategy, and
- Developing a successor Strategy.

During 2019, An Garda Síochána introduced a number of measures in this area under A Policing Service for the Future including:

- The establishment of a Garda Human Rights Section;
- The hiring of a senior legal advisor to advise on the development of the Human Rights Strategy;
- The re-establishment of the Garda Strategic Human Rights Advisory Committee (SHRAC);
- Appointment of a Garda Human Rights Legal Advisor to advise operational commanders;
- Publishing key policy documents including a Human Rights Framework, Human Rights Screening Tool and Operational Guidance Document to assist Garda Personnel;
- Placing human rights - along with the Code of Ethics - at the centre of the Garda Decision Making Model.

Strategic Human Rights Advisory Committee (SHRAC)

The SHRAC were briefed on the Human Rights Strategy and will have a critical role in overseeing its implementation. The initial meeting of the SHRAC took place in March and subsequently met on a quarterly basis totalling four meetings in 2019.

The SHRAC is chaired by the Commissioner and attended by internal and external representatives such as the Irish Centre for Human Rights; Human Rights Specialist Ruth Fitzgerald; the Department of Justice and Equality; the Garda Inspectorate; Senior Council and Chair of the Bar Council of Ireland; the Law Society; the Rape Crisis Centre; the National Disability Authority; the Office of the Director of Public Prosecution; the Irish Human Rights and Equality Commission; and the Garda Síochána Ombudsman Commission. The Policing Authority attended a number of SHRAC meetings in an observatory capacity.



Community Safety - continued

Diversity and Integration

Launch of Diversity and Integration Strategy 2019

The Diversity and Integration Strategy 2019 - 2021 reflects An Garda Síochána's strong commitment to engage proactively and respectfully with all members of society, including those from minority groups and diverse backgrounds.

Our engagement will reflect our ethical standards and commitments as contained in the Code of Ethics for An Garda Síochána. It will complement our mission of Keeping People Safe and promote our positive obligations under Section 42 of the Irish Human Rights and Equality Act, 2014.

The Strategy contains a working hate crime definition, which recognises the existing and emerging diverse composition of our communities.

Over the three years of the Strategy, enhanced reporting, recording, investigating and prosecuting mechanisms will be put in place in respect of hate crime, as well as the introduction of a Pulse record for non-crime hate incidents.

As part of the strategy:

- A Garda National Diversity Forum with representatives of communities and stakeholders will be established to monitor and review its implementation on a quarterly basis.
- A training programme will be introduced for Gardaí personnel to build their competency and skills to engage effectively and positively with people from diverse backgrounds.
- The network of Ethnic Liaison Officers will be upskilled and given a wider remit to reflect Ireland's changing society by becoming Diversity Officers.

The Garda Community Engagement and Public Safety Bureau (GCEPSB) gave publication design support to An Garda Síochána's launch of the Garda Diversity and Integration Strategy by developing professional posters and the Strategy design layout.



Community Safety - continued

Training Garda Diversity Officer Conference

In October, the Garda Diversity Officer Conference took place in Westmeath to enhance the policing service provided by An Garda Síochána to local communities.

Partnership Development

There was a continued commitment by An Garda Síochána during 2019 to engage 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.

- Presentation by the Garda National Diversity and Integration Unit (GNDIU) and GCEPSB to the NEIC (a government task force ran by the Department of Taoiseach) Minority Ethnic Community Forum.
- GCEPSB presented at the European Network Against Racism (ENAR) launch of "Responding to Racism Report".
- Presenting to the Ahmadiyya Muslim Community's Annual Peace Symposium on the topic of Hate Crime.
- Attendance at the launch of Dublin City Council's 'Age Friendly Communication' programme.
- GCEPSB delivered a number of presentations on Community Policing and Diversity including as part of Fingal Inclusion Week and Cavan Cross Cultural Community Event.
- GNCPU delivered a presentation on importance of online safety to the youth workshop held by the Gaelic Voices for Change in November.

Case Study 1 - Minority Ethnic Communities

GNDIU met with the board of the management of Pavee Point and the Roma Support Group at the Pavee Point Travellers Centre to discuss anti-discriminatory policing and building positive relations through community policing initiatives.

GNDIU also assisted the Kennedy Institute in organising a constructive and positive engagement "Traveller and Garda Dialogue Day" at Maynooth University.

The unit presented on delivering a community based policing service through partnership with minority communities in the prevention and detection of hate crime in Ireland to Laois Integration Network.

Diversity and Community Events

During 2019, An Garda Síochána demonstrated its commitment to diversity and inclusion by engaging and participating in various events.

These included GCEPSB/GNDIU working with diverse groups and minority communities to build and maintain strong relationships such as attending/participating in:

- The Vaisakhi Day Festival at the invitation of the Sikh Community of Ireland;
- The 18th Annual Jalsa Salana Ireland hosted by the Ahmaddiyya Muslim Community of Ireland.
- The annual Dublin City Interfaith Forum MEASC Festival and provided an information stand offering crime prevention advice and engaging with the community.
- An event hosted the Bangladeshi Community living in Ireland and met with the Bangladeshi High Commissioner to London, Ireland and Liberia, Her Excellency Ms. Saida Muna Tasneem.
- A Race Hate Crime event hosted by the PSNI in Belfast.

Case study 2 - Pride 2019

An Garda Síochána took part in the Pride Festival for the first time in 2019. Gardaí marched in the Dublin Pride Parade in full uniform and staffed a community tent at the Pride Village. New Garda cars were decorated with the rainbow design associated with the LGBTQ+ community.

Members of An Garda Síochána marched in the 2019 Pride Parade in Belfast following an invite from the Police Service of Northern Ireland (PSNI) and its LGBT Network.

Gardaí also attended the Union Cup 2019, Europe's largest LGBT and inclusive rugby tournament, held in Dublin City University (DCU).

Irish Remote Interpreting Service (IRIS) Pilot Initiative

In 2019, An Garda Síochána partnered with the Centre for Deaf Studies, Trinity College Dublin and Sign Language Interpreting Service (SLIS) to develop a pilot initiative to support members of the Deaf community attending Cabra and Tralee Garda stations.

The initiative commenced in March 2019 and was delivered through a webcam-enabled computer in the two pilot Garda stations, allowing video-link access to Irish Sign Language interpretation through IRIS.

Community Safety - continued

60th Anniversary of Women Joining An Garda Síochána

In July, An Garda Síochána celebrated the 60th anniversary of women joining An Garda Síochána. The event marked not only the 12 women who became the first female recruits to join the organisation in 1959, but also the contribution women have made to An Garda Síochána and to society since then.

Addressing the event to mark the anniversary, Commissioner Harris said that while An Garda Síochána was above the European average for female police members, more needed to be done in this area and more broadly to ensure An Garda Síochána was reflective of the society it serves. In this regard, Commissioner Harris announced that a women's network would be established in An Garda Síochána as a forum for women to learn and support each other in their careers. Work on setting-up the Women's Network was significantly advanced by end of 2019.



The Garda Youth Diversion Bureau

The Garda Youth Diversion Bureau (GYDB) was established and a Chief Superintendent appointed in line with the recommendations of the Youth Referral Examination Report 2019. GYDB is responsible for the coordination and development of the Diversion Programme nationally and provides an oversight role on all aspects of youth referrals and the Programme.

Promoting Awareness and Understanding of the Diversion Programme

In 2019, the GYDB developed and disseminated a guideline document for all members of An Garda Síochána covering various aspects of the Diversion Programme and the various roles each Garda is required to play to ensure effective delivery of the Programme.

In support of these guideline documents, an E-learning training module on the Diversion Programme was launched and formed part of all Gardaí's continuous professional development. In addition, briefings were conducted by GYDB in Garda Regions, which addressed members of Assistant Commissioner, Chief Superintendent and Superintendent Ranks regarding governance and accountability in respect to administration of the Diversion Programme at both a national and local level.

Following engagement with the Garda College, GYDB has ensured that a module on the Diversion Programme is delivered to each Phase 3 Garda Probationer class and on each Sergeant's Promotion course by GYDB staff. This is achieved through the delivery of a lecture by GYDB tailored to the participants' obligations, roles and responsibilities in respect of the Diversion Programme.

The Bureau continues to work closely with the Department of Justice and Equality, the Department of Children and Youth Affairs, youth organisations and other stakeholders to identify, share and promote best practice.

Youth Referral Examination Report 2019

Following the recommendations of the Youth Referral Examination Report 2019 a Monitoring section was set up in the GYDB to monitor and review the progression of referrals deemed unsuitable for the Programme.

The functions of the section include:

- the generation of reports from PULSE and dissemination of these reports to each Garda Region on a monthly basis highlighting the number of referrals deemed unsuitable;
- on a quarterly basis a report is to be forwarded to each Region highlighting the total deemed unsuitable for the previous quarter, the number of incidents still requiring progression, and trends for the Region along with the average length of time since a direction was made by the Director of the Programme;

Community Safety - continued

- issuing reminders on a monthly basis to each Division requesting outstanding files and reports to be submitted to the GYDB, along with the status of outstanding cautions to be administered by Juvenile Liaison Officers (JLOs).

GYDB Resourcing

Limited staffing levels of permanent Gardaí continued to be a challenge for GYDB during 2019, but was addressed in the final quarter with the formal approval of a recruitment competition with interviews to take place in January 2020 and a minimum of seven permanent Garda positions to be filled by March 2020.

Garda Youth Diversion Projects

The projects are a significant support to the Diversion Programme with 105 projects across all Garda Divisions. They are a key element in supporting An Garda Síochána in diverting young people away from further offending through appropriate research-based intervention and support.

Recognising the value of the Garda Juvenile Liaison Officer (JLO) and the Youth Justice Workers (YJW) working together within the Garda Youth Diversion Projects context, a set of guidelines for effective working partnerships was developed called “Together Stronger” in 2018.

The Garda Youth Diversion Projects Best Practice Development Team created joint workshops for YJWs and JLOs who continued the Together Stronger partnership in 2019.

Roads Policing

Roads Policing Units

During 2019, 46 Gardaí were appointed to Roads Policing across the country supplementing the existing Roads Policing Units. At the end of 2019, the personnel attached to Roads Policing was 737. Further new appointments are planned in 2020 and 2021.

A key element of the work of the new Roads Policing Unit is to deny criminals the use of the roads network. In addition to focusing on the lifesaver offences of speeding, seatbelts, mobile phones and driving under the influence, there is a significant focus on crime prevention and detection.

Roads Policing units work closely with crime units to target known criminals and to disrupt their activities through strict enforcement of road traffic legislation.

Targeting Key Lifesaver Offences

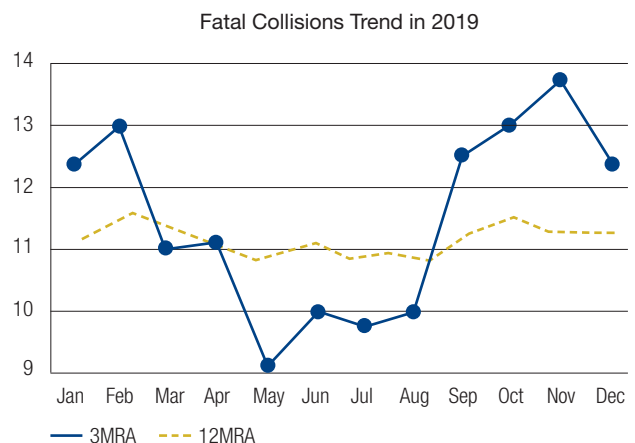
Road deaths in 2019 were almost on par with the number recorded in 2018; 142 people tragically lost their life as a result of a Road Traffic Collision compared to 140 in 2018. More needs to be done to meet the 2013-2020 Government Road Safety Strategy figure of a maximum of 124 road deaths per annum. One road death is one too many.

To address the key factors that contribute most significantly to the causes of fatal and serious injury collisions, An Garda Síochána focused enforcement on a number of key lifesaver offences:

- speeding;
- Driving While Intoxicated (DWI), from either alcohol or other intoxicants;
- the use of seat belts - front and rear; and
- the use of mobile phones while driving.

An Garda Síochána’s focus on these key *lifesaver* offences was supported by the greater use of technology, the engagement of all District personnel and the deployment of the Divisional Roads Policing Units. This will both deny criminals the use of the road network, and deliver an enhanced safety programme - in association with the Roads Safety Authority and other external stakeholders.

	2018	2019	Change
Fatalities	140	142	+2
Fatal collisions	133	131	-2



3MRA = 3 Month Rolling Average, 12MRA = 12 Month Rolling Average.

Community Safety - continued

Fatalities by road user type are as follows:

Road User Fatalities	2018	2019
Driver	54	74
Passenger	20	16
Pedestrian	42	27
Pedal cyclist	9	8
Motorcyclist	15	17
Total	140	142

Major Event Management

A Major Event Management Office was established within Roads Policing and Major Event Management during 2019. The office is currently developing the policy, procedures and guidance documents for the management of events policed by An Garda Síochána. The policy and procedures documents will provide a consistency of approach on a national basis in the planning of events. The guidance documents will support the policy and procedures by providing templates for those engaged in planning and policing events.

Active Mobility Project

During 2019, Roads Policing continued to work with the Active Mobility Team in the development of a mobile data device to assist Roads Policing and frontline Gardaí in the performance of their duties. The pilot project commenced in 2018, and continued in 2019 with the aim of all Roads Policing members having a mobile device by the end of the first quarter in 2020.

Laser Speed Detection Devices

During the course of 2019, An Garda Síochána completed a tendering process in respect of the purchase of new speed detection devices. This process resulted in the purchase of 170 new devices in 2019 to supplement current stocks, with further devices to be purchased in 2020, and onward. One key aspect of the tender process was to ensure that the new devices purchased are capable of integrating with the mobility devices, and it is anticipated that this function will be introduced during 2020.

Key Lifesaver Offences

There were many enforcement operations carried out throughout 2019, with the aim of changing road user behaviour and detecting errant drivers. The number of intoxicated driving incidents were slightly above 2018 figures, and the number of incidents involving drugs also increased.

	2018	2019	Change	% Change
Driving while intoxicated incidents	7,766	8,140	+374	5%
MIT checkpoints	65,159	63,878	-1,281	-2%
Speeding	136,122	136,797	+675	0%
Seatbelts	11,637	11,305	-332	-3%
Mobile Phones	31,174	28,952	-2,222	-7%
Vehicle Detained (S41 RTA)	30,473	30,189	-284	-1%

The figures provided are provisional, operational and may be subject to change. Incidents may be reclassified throughout the course of the year as matters are finalised before the Coroners Court. Figures are correct as of the 01/04/2020.

Vehicles Seized under Section 41 of the Road Traffic Act 1994

Section 41 of the Road Traffic Act 1994, as amended, provides members of An Garda Síochána with the power to seize vehicles committing certain road traffic offences. These powers were extended in December 2018 to include vehicles being driven by learner drivers unaccompanied by a fully qualified driver. In total, 30,189 vehicles were seized by An Garda Síochána during the course of 2019. Of this, 2,468 vehicles were seized from unaccompanied learner drivers.



Community Safety - continued

Examples of Road Safety Operations

- There were two national Slow Down days, where high visibility speed enforcement activities on national, primary and secondary routes were supported by a media campaign to encourage all drivers to reduce speed. Regular updates were given to media throughout the day highlighting compliance and detections, in addition to interviews. A follow up summary was also published.
- TISPOL's Project EDWARD (European Day without a Road Death) took place on 26 September 2019. This was a significant Pan-European event, which was delivered in Ireland by An Garda Síochána in association with the Road Safety Authority.
- The Christmas and New Year intoxicated driving campaign was heavily publicised across all media platforms, with additional significant coverage in relation to speeding. There were regular media updates and messages throughout the entire campaign. Although the vast majority of drivers were compliant and safe in their driving, there were over 1,000 drivers arrested on suspicion of intoxicated driving.
- Operation Enable took place in December 2019. It was designed to target the unauthorised use of disabled person's parking permits and disabled parking bays, to enable legitimate permit holders to use the facilities which they are entitled to. Operation Enable is a multi-agency initiative between An Garda Síochána, the Disabled Drivers Association of Ireland (DDAI), the Irish Wheelchair Association (IWA), and the respective local authorities.

Public Awareness Activity

- Alongside traditional enforcement operations, there were many educational interventions and initiatives carried out throughout the country, to raise the road safety awareness of all road users. In particular, that of vulnerable road users such as pedestrians, cyclists and motorcyclists.
- The Road Safety Unit attended a number of significant events throughout 2019, including the Young Scientist Exhibition, to educate and engage with future road users. At the National Ploughing Championships they took the opportunity to inform the farming community about driving licence requirements in relation to agricultural use. Visitors were also shown the capabilities of the Garda apps in enforcing roads legislation.
- The Traffic Watch segment on the highly watched Crimecall programme is a long standing element of each episode and during the year was used to highlight road safety in relation to motorcycling; motorway driving; vulnerable road users, and visibility. In-studio interviews were provided in relation to intoxicated driving, extreme weather, safety belts and speeding.

Campaigns

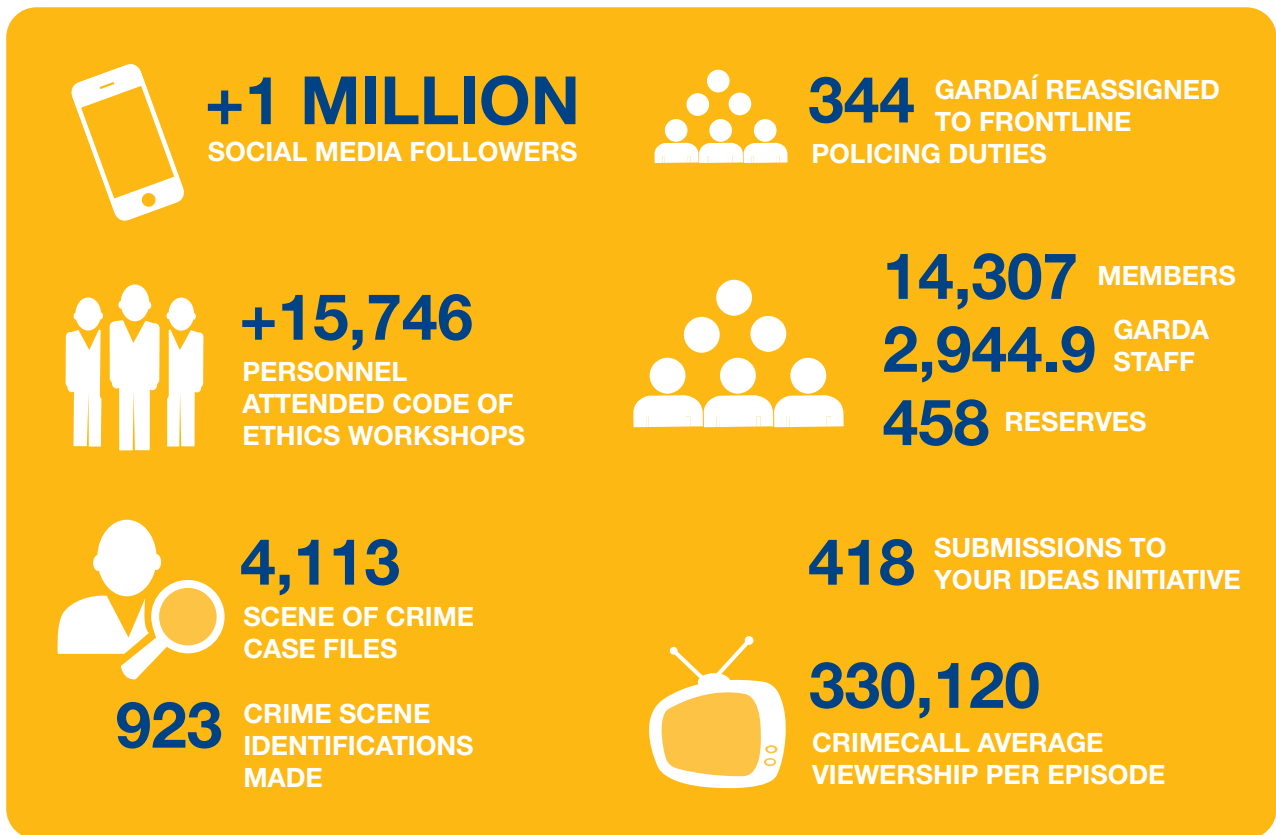
During 2019, the following campaigns were conducted by An Garda Síochána in conjunction with the Road Safety Authority:

- St Patrick's Weekend - Intoxicated Driving
- Easter Weekend - Drink and Drug Driving
- May Bank Holiday - Motorcycle Safety
- June Bank Holiday - Pedestrian Safety
- August Bank Holiday - Fatigue
- October Bank Holiday - Vulnerable Road Users
- Christmas - Driving Under the Influence

There were also joint communications on topics such as motorcycle safety, child safety, and scramblers.



CROSS-ORGANISATION SERVICES



“The daily work of Gardaí around the country is carried out in conjunction with, and the assistance of, a large number of support services. This section details the work of these units, from the work of the Strategic Transformation Office driving the change programme, to the Garda College training new recruits.”

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 the Future (APSFF), based on the Commission’s report was announced by the Minister for Justice and Equality.

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

- More Gardaí on the front-line 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.

Cross-Organisation Services - continued



A Policing Service for the Future

Key achievements in 2019 include:

 <h4 style="text-align: center; margin: 0;">Mobility</h4> <p style="text-align: center; margin: 0;"><i>ACTIVE Mobility rollout commenced with devices deployed to Mobility Support Champions and to Garda Members in Kildare and DMR West Divisions</i></p>	 <h4 style="text-align: center; margin: 0;">Operating Model</h4> <p style="text-align: center; margin: 0;"><i>The new Operating Model was launched and Phase 1 locations identified: Galway, Limerick, Cork City, DMR SC, and Westmeath/Meath</i></p>
 <h4 style="text-align: center; margin: 0;">Workforce Modernisation</h4> <p style="text-align: center; margin: 0;"><i>344 Garda Members reassigned to frontline policing duties</i></p>	 <h4 style="text-align: center; margin: 0;">Uniform</h4> <p style="text-align: center; margin: 0;"><i>Specification of the new Garda uniform finalised and procurement commenced</i></p>
 <h4 style="text-align: center; margin: 0;">Health & Wellbeing Strategy</h4> <p style="text-align: center; margin: 0;"><i>Health Needs Assessment Survey completed and strategy development underway</i></p>	 <h4 style="text-align: center; margin: 0;">IMS</h4> <p style="text-align: center; margin: 0;"><i>Investigation Management System deployed in the Waterford, Tipperary, Kilkenny/Carlow, and Wexford Divisions</i></p>
 <h4 style="text-align: center; margin: 0;">DPSU</h4> <p style="text-align: center; margin: 0;"><i>Divisional Protective Services Units established in a further 11 Divisions</i></p>	 <h4 style="text-align: center; margin: 0;">Your Ideas</h4> <p style="text-align: center; margin: 0;"><i>Your Ideas - Innovation in An Garda Síochána initiative ran with a 'call for ideas', two hackathons and a showcase event</i></p>

A POLICING SERVICE FOR THE FUTURE







Leadership & Accountability
People
Structures & Operations
Independent Oversight
Partnerships

Cross-Organisation Services - continued

Operating Model

The new Operating Model is a salient, strategic change initiative by An Garda Síochána under APSFF. The model will modernise and reform An Garda Síochána at National, Regional and Divisional levels over the next two to three years.

The Operating Model is designed to strengthen corporate governance, performance and accountability structures, and generate greater efficiencies in administrative and back-office support functions.

The restructuring of Garda Regions and Divisions aims to deliver a more visible and responsive policing service to meet the needs of a modern and diverse community. As of October 2019, An Garda Síochána moved from six to four Regions. Divisions will transition, over a phased implementation schedule, from 28 to 19 enlarged Divisions, providing enhanced capabilities and more specialist services. Phase 1 was launched in December 2019.

Garda Ethics & Culture Bureau

The Garda Ethics and Culture Bureau (GECB) was initially established to commence the implementation of the programme to embed the principles of the Code of Ethics in An Garda Síochána. The GECB has responsibility for the continued implementation of An Garda Síochána's strategic objectives to embed the Code of Ethics and ethical behaviour in the organisation.

As of December 2019, over 15,746 personnel had attended a Code of Ethics Awareness Workshop. Of these, 14,486 personnel have signed the declaration confirming their commitment to the Code of Ethics.

The Code of Ethics video was launched in April 2019. It features a number of Garda personnel, from throughout the organisation, giving their views on the importance and application of the nine Code of Ethics standards in the performance of their roles and responsibilities.



Cross-Organisation Services - continued

Following the findings of the 2017 Cultural Audit of An Garda Síochána, the GECB has been allocated as the cultural reform programme centre for An Garda Síochána, responsible for the coordination and implementation of the programme. Twelve initiatives for a Staff Culture Engagement Proposal were identified in accordance with A Policing Service For the Future (APSFF).

A number of the initiatives were fully implemented in 2019, including:

- The 'Your Ideas' initiative, launched in July 2019, where all personnel were asked for their ideas on how to improve An Garda Síochána, especially frontline policing. A total of 418 submissions by Garda personnel, of all ranks and grades nationwide, were made. Thirteen ideas were selected to proceed to trial implementation, with two more to be explored further.
- The 'Have Your Say' mailbox was established in December 2019 to allow personnel to voice their opinions on issues, or provide feedback on new developments or proposals. The initiative enables anonymous submissions to be made.

Policing Authority Liaison Office

During 2019, An Garda Síochána representatives attended 14 Policing Authority Committee meetings to provide updates regarding progress in various areas including:

- embedding the Code of Ethics;
- the Policing Plan 2019;
- implementation of a A Policing Service for the Future plan;
- implementation of the Garda Operating Model;
- the Garda Youth Diversion Programme;
- the Garda Anti-Corruption Unit.

The Policing Authority Liaison Office liaised between both organisations during the consultation process for the Garda Síochána Strategy Statement 2019 - 2021 and Policing Principles.

The Commissioner and senior leadership attended 11 Policing Authority meetings, five of which were held in public.

The Policing Authority Liaison Office coordinated approximately 100 further meetings and visits by the Policing Authority to various specialist sections and Garda Stations nationally. The office processed approximately 140 requests for information and reports from the Policing Authority during the year.



Cross-Organisation Services - continued

Garda Risk Management Unit

By the end of 2019, more than 2,250 Garda personnel of all ranks and grades had received training from the Garda Risk Management Unit. During 2019, briefings and training was delivered to 536 Garda personnel.

All Division, Sections, Regions and Directorates are required to submit their risk register on a quarterly basis for analysis, collation and quality review. Compliance rates from Divisions and Regions have remained consistently high throughout 2018 and 2019. Compliance across Quarters 1, 2 and 3 2019 averaged 93.6%.

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

Significant Developments

An audit of An Garda Síochána's Risk Management Framework was completed in July 2019 by the Garda Internal Audit Service. The 'Audit Opinion' stated:

"Garda Internal Audit Service (GIAS) can provide reasonable assurance regarding the adequacy, application, and effectiveness of the system of internal control employed in relation to the 'Revised Approach to Risk Management'. This represents low to medium risk."

Garda Professional Standards Unit (GPSU)

During 2019, GPSU undertook extensive stakeholder engagement in order to determine the areas for examination. Comprehensive thematic reports following widespread research, including onsite visits, were published in respect of seven examinations which commenced in 2019:

- PULSE / Criminal Investigations Quality
- Court Presenters
- PSV Licensing
- Conveyance and Transportation of Prisoners
- Monitoring of Sex Offenders
- Greco Submission Document
- Social Media in accordance with Organisational Policy.

In March 2019, GPSU was awarded the Q Mark for its Quality of Management Systems following an external assessment by the Excellence Ireland Quality Association (EIQA), and subsequently nominated by EIQA at the National Q Mark Awards 2019 in the 'Pursuit of Excellence' category.

Garda Internal Audit Service (GIAS)

During 2019:

- A strategic leadership approach was adopted that ensures the full scope of the audit remit is being fulfilled and strategic risks prioritised.
- The Head of Internal Audit briefed the Commissioner, the Garda Executive and the Garda Leadership Team throughout the year.
- The focus of GIAS audits was on strategic audit work on key drivers of performance effecting the delivery of policing services to the public.
- Closer co-operation and joint audit work with the Garda Professional Standards Unit was achieved, and a joint assurance plan for the two units agreed for 2020.



Cross-Organisation Services - continued

Internal Affairs

Discipline and Complaints

During 2019, a total of 1,632 files were opened at Internal Affairs for dealing with discipline and complaints. Twenty-four new suspensions were effected during 2019, culminating in a total of 48 Gardaí suspended at the end of December 2019.

In addition, during 2019, a total of 715 requests for information/documentation from Garda Síochána Ombudsman Commission (GSOC) were received and managed at the Complaints Office.

A total 149 new compensation files were opened in respect of Gardaí maliciously injured while on duty. Ten cases were closed, and 81 cases were awarded compensation in the High Court totalling €3,668,446 in value.

Local Intervention Initiative

Throughout 2019, An Garda Síochána and the Garda Síochána Ombudsman Commission (GSOC) jointly engaged in rolling out the Local Intervention Initiative with a view to effecting the timely resolution of service level complaints. The primary objective was to ensure that there is a swift and proportionate response to complainants on matters that are considered service level issues.

Following a review of the DMR South Central Division pilot scheme, a national rollout of the initiative, on a phased basis, was completed by August 2019.

Data received from GSOC in respect of local intervention in 2019 revealed the following:

- GSOC referred 237 cases to nominated Garda Inspectors for local intervention.
- 119 cases were resolved/closed following the local intervention process.
- 58 cases were referred back to GSOC for a decision as to the admissibility of the complaint.
- 60 cases were with the nominated Garda Inspectors for resolution.

Finance

The overall financial position at the end of December 2019 recorded a total net expenditure of €1,669 million, €3 million less than the revised Annual Budget of €1,672 million, which included a supplementary estimate of €18 million.

	Original Budget €m	Supp. Estimate €m	Revised Budget €m	Provisional Outturn €m	Variance €m
Pay plus Overtime	1,149	13	1,162	1,162	0
Superannuation	346	0	346	343	-3
Non Pay Current Expenditure	172	29	201	204	3
Capital Expenditure	92	-9	83	81	-2
Gross Total	1,759	33	1,792	1,790	-2
Less Appropriation in Aid	-105	-15	-120	-121	-1
Net Total	1,654	18	1,672	1,669	-3

Deferred Capital is excluded from budget and outturn figures.

Energy Management



€26.9m cumulative energy cost savings since 2009



31.4% reduction of total primary energy consumption by 86,595 MWh since 2009

During 2019:

- An Garda Síochána was ahead of target for its 2020 Public Sector 33% energy efficiency goal (having achieved 30% performance improvement from 2009 baseline - 2019 data).
- An Garda Síochána Transport Division trialled Electric Vehicle technology in two Garda locations.

Cross-Organisation Services - continued

Procurement

In 2019, a total of:

- 21 (9 EU Journal and 12 eTenders) tenders published by An Garda Síochána.
- 22 (9 EU Journal and 13 eTenders) contracts awarded.
- 30 contracts awarded following mini competitions from OGP Framework Agreements.
- 3 OGP Contract Activations completed from OGP Single Supplier Frameworks.
- 7 contracts, divided into geographic lots, put in place with the support of the HSE (published by the HSE).

Estate Management

Garda Security and Crime Operations Centre - Military Road, Dublin

The development of a new Garda Security and Crime Operations Centre, located on Military Road, Dublin, was progressed in 2019. This project is the largest purpose built development undertaken by An Garda Síochána and will accommodate a number of specialist Garda bureaux. The project will be onsite in Q1 2020, with an expected completion date of Q3 2022.

Public Private Partnership Garda Programme

An Garda Síochána began reviewing the requirements for the new Garda stations to be constructed following the launch of the new Operating Model in September 2019.

Programme for Government Commitment to Reopen Six Garda Stations on a Pilot Basis

The programme to reopen six Garda stations on a pilot basis progressed significantly in 2019. While Donard Garda Station in Wicklow reopened in December 2018, Ballinspittle, Rush and Stepside Garda stations have had significant upgrade work completed in 2019. They are being finalised with a view to opening in Q1 2020.

Bawnboy and Leighlinbridge Garda stations are expected to reopen in the latter half of 2020.

Garda Station Projects

A new Garda station and immigration facility was completed in April 2019, at Transaer House in Dublin Airport.

A new Garda station at Glanmire, Co. Cork, was completed in September 2019.

The complete redevelopment of Athlone Garda Station is underway and is being undertaken in three phases. Phase one was completed in June 2019, with phases two and three to be completed in 2020.

The major refurbishment of Fitzgibbon Street Garda Station in Dublin, which began in 2018, was significantly progressed during 2019. It is expected to be completed in 2020.

A major refurbishment and construction of an extension at Donegal Garda Station commenced in 2019. It is scheduled for completion in Q3 2020.

The complete upgrade of the Garda Water Unit facilities at Garrycastle, Co. Westmeath, commenced in 2019. It is scheduled for completion in Q3 2020.



Cross-Organisation Services - continued

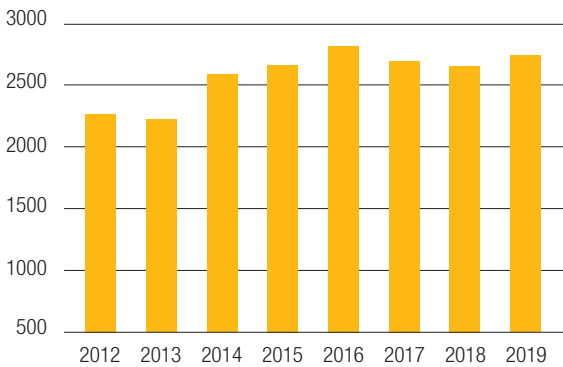
Fleet Management

During 2019, 495 vehicles were purchased by An Garda Síochána, 342 vehicles were allocated, and 313 vehicles were decommissioned due to reaching end-of-life or being beyond economic repair.

Fleet Data 2019

	Cars	Vans	Motorcycles	4x4's	Other	Total
Vehicle Allocations 2019	281	42	0	11	8	342
Vehicles Decommissioned 2019	255	32	13	9	4	313
Garda Fleet as at 31/12/2019	2044	500	116	81	53	2794

Fleet Size 2012/2019: Fleet Strength 2012 - 2019 +15.6%



Cross-Organisation Services - continued

Staffing Level at 31 December 2019

As at 31 December 2019	
Members	14,307
Garda Staff	2,944.9 (working time equivalent)
Reserve	458

Garda Staff Recruitment 2019

During 2019, work continued on the recruitment of Garda staff to meet the target for staffing in An Garda Síochána as set out in the Government decision of July 2016.

A major focus was given to the assignment of Garda staff into offices to facilitate the freeing up of Gardaí to frontline operational duties. A census was completed in 2019 by the Workforce Modernisation Team which identified a number of posts deemed suitable for modernisation resulting in over 344 Gardaí returning to operational duties.

Garda staff recruited by grade in 2019

Position	Amount Recruited
CO	512
EO	195
AO	5
HEO	12
AP	10
PO	4
Executive Director*	1
Other	7
Service Officer	2
Grand Total	748

* Appointment of Chief Information Officer (reflected under title Executive Director) enforcing the recommendation as outlined in the Commission of Future of Policing report.

Garda and Garda Staff Sickness Absence Section

Sick Leave - Gardaí

Year	FTE STRENGTH averaged across the year	Average No. of Days Lost Per Garda Due to Ordinary Illness and Injury on Duty	% Change Year on Year of Average Days Lost per Garda	No. days lost due to Ordinary Illness	% Change Year on Year Ordinary Illness	No. days lost due to Injury on Duty	% Change Year on Year Injury on Duty	Total number of days recorded	% Change Year on Year Total number of days recorded
2013	13,243	17.91	6.54%	198,975	2%	38,249	15%	237,224	4%
2014	12,927	13.62	-23.95%	139,937	-30%	36,145	-6%	176,082	-26%
2015	12,805	12.32	-9.5%	112,999.5	-19%	44,864.5	24%	157,864	-10%
2016	12,855	12.76	-3.6%	113,865.5	0.8%	50,215	12%	164,080.5	4%
2017	13,281.5	13.3	4.2%	122,242	7.4%	54,317.5	8.2%	176,559.5	7.6%
2018	13,843.5	14.7	10.5%	139,895.5	14.4%	62,996.5	15.97%	202,892	14.9%
2019	14,236.25	14.6	-0.7%	145,365	3.9	61,942	-1.68%	207,307	2.2%

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 for 2013 as recorded on SAMS and reported at 03.02.2014.

Sick Leave Statistics for 2014 as recorded on SAMS and reported at 04.02.2015.

Sick Leave Statistics for 2015 as recorded on SAMS and reported at 03.02.2016.

Sick Leave Statistics for 2016 as recorded on SAMS and reported at 01.02.2017.

Sick Leave Statistics for 2017 as recorded on SAMS and reported at 06.02.2018.

Sick Leave Statistics for 2018 as recorded on SAMS and reported at 05.02.2019.

Sick Leave Statistics for 2019 as recorded on SAMS and reported at 05.02.2020.

Cross-Organisation Services - continued

Sick Leave - Garda Staff

Year	FTE Garda Staff averaged across the year	Average No. of Days Lost Per Garda Staff Due to Illness	% Change Year on Year of Average Days Lost per Garda Staff	Total number of days recorded*	% Change Year on Year
2013	2039.77	12.35	N/A	25,193	N/A
2014	2042.36	12.11	-1.94%	24,741	-1.8%
2015	2090.4	12.09	-0.17	25,267	2.1%
2016	2071.66	12.41	2.64%	25,716	1.8%
2017	2193.72	11.88	-4.27%	26,054	1.3%
2018	2361.64	11.83	-0.4. %	27,941	7.2%
2019	2797	11	-7%	30,760.42	10.1%

* 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.

Sick Leave Statistics for 2013 as recorded on HRMS and reported at 03.02.2014.

Sick Leave Statistics for 2014 as recorded on HRMS and reported at 04.02.2015.

Sick Leave Statistics for 2015 as recorded on HRMS and reported at 03.02.2016.

Sick Leave Statistics for 2016 as recorded on HRMS and reported at 01.02.2017.

Sick Leave Statistics for 2017 as recorded on HRMS and reported at 06.02.2018.

Sick Leave Statistics for 2018 as recorded on HRMS and reported at 05.02.2019.

Sick Leave Statistics for 2019 as recorded on HRMS and reported at 05.02.2020.

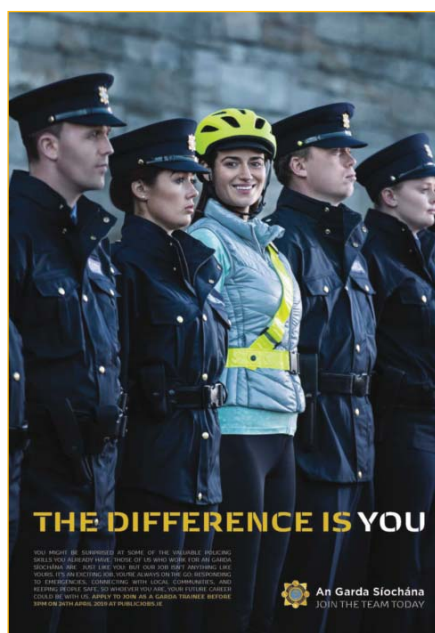
Competitions

Breakdown of Garda competitions in 2019:

National	18
Promotional	3
Overseas	7
Divisional	111
Regional	6
District	5

Gardaí promoted by rank in 2019

Promotion to Chief Superintendent	9
Promotion to Superintendent	28
Promotion to Inspector	125
Promotion to Sergeant	169
Total	331



Cross-Organisation Services - continued

Garda Employee Assistance Service

Additional Staff

In 2019, the Garda Employee Assistance Service and the Civilian Employee Assistance Service amalgamated as one service to assist and support Gardaí and Garda staff, families, and retired personnel.

Two additional Employee Assistance Officers (EAOs) were appointed to the section, increasing the staff to 17. Each EAO has been assigned to a designated area and will be involved in the delivery of a proactive health and wellbeing programme throughout the organisation.

Inspire - 24/7 Helpline and Counselling Service

A total of 458 personnel availed of the counselling service in 2019, resulting in 2,494 face-to-face/telephone counselling sessions.

Peer Support Network

The total number of peer supports trained in An Garda Síochána is 912. There are 774 Gardaí and 138 Garda Staff trained throughout the country.

Peer Supporter Training Course

Sixty-five Garda personnel received the three day Peer Supporter Training Course. This training is the first line of support afforded to personnel following traumatic events.

Critical Incident Stress Management (CISM) De-briefing and Self-care Interventions

CISM is a welfare intervention used in the aftermath of a traumatic incident. Twenty-two group interventions were organised and delivered throughout the country in the aftermath of critical incidents such as suicide, fatal traffic collision, fire, and murder.

Presentation on the Employee Assistance Service

As part of the proactive work carried out within the Employee Assistance Service, 180 presentations were delivered to various personnel groups.

Garda National Reserve Support Unit

The Garda National Reserve Support Unit continued to play an important role in supporting community policing. Individually and collectively, Garda Reserves have brought new skills and perspectives to the organisation, as well as diversity.

The Commission on the Future of Policing in Ireland highlighted that a truly effective Garda Reserve depends on commitment on the part of a Garda Reserve and for reserves to be truly valued throughout the organisation. The Commission found that a lack of structure, training, and clear roles and responsibilities has meant the Garda Reserve programme has not met its full potential.

Garda Reserve Review

Following the publication of the Commission's report, An Garda Síochána undertook a review of the Garda Reserve in 2019. The review was informed by both a literature review and a consultation process.

Garda Reserves Strategy 2019-2023

Following the completion of the review, a Garda Reserves Strategy 2019-2023 was drafted by the end of 2019 and will be published in 2020.

Garda Reserve Training

In 2019, 100 Garda Reserve Recruits were selected to commence training in the Garda College, Templemore. This was the first intake of Garda Reserve Recruits since 2014. The intake consisted of a diverse group from various backgrounds and age profiles. This intake participated in a training programme that was delivered in a revised format, consisting of five phases and included within it a weeklong period of training.

10 Year Service Certificates

On achieving ten years voluntary service in An Garda Síochána, a Garda Reserve receives a Certificate of Appreciation signed by the Garda Commissioner. One hundred and eighteen '10 Year Service, Certificates of Appreciation' were signed by the Garda Commissioner and sent to each region in 2019 for presentation.

Cross-Organisation Services - continued

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. The role of the peace-keepers is to attempt to resolve conflict; to restore law and order; to ensure civil rights, and to implement the mission mandate.

The 26th Irish Garda contingent are currently deployed to this mission with a total of 12 personnel.

President Michael D Higgins visited the UNFICYP mission in Cyprus in 2019, meeting with the Head of Mission and the Irish Garda Contingent in mission.

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

In 2019, An Garda Síochána had two personnel deployed to EULEX Kosovo in the roles of Organised Crime Monitor and Joint Operations Officer, in the Executive Division.

The executive mandate gives personnel the authority to ensure that cases of war crimes, terrorism, organised crime, corruption, inter-ethnic crimes, and financial/economic crimes were investigated and prosecuted in accordance with Kosovo law. The current mission mandate is due to expire in June 2020.

Overseas Medal Presentation

In November 2019, the Deputy Commissioner, Policing and Security presented overseas service medals to 12 members of An Garda Síochána who served with the United Nations Mission in Cyprus, and three who served with the European Union Mission EULEX Kosovo during 2017/2018.

Recognition of service

Deeds of Bravery

Ten Gardaí were awarded the Certificate of Bravery for exceptional Acts of Bravery which included saving numerous lives and tackling armed robbers in 2019.

Three Bronze Medals for Bravery and five Silver Medals for Bravery were awarded to members of An Garda Síochána.

International Training and Duties

Personnel selected for deployment to overseas missions in 2020 attended a CEPOL Hostile Environment Awareness Training Course and CEPOL Human Rights Course.

The Overseas Office assisted Liaison and Protection with a request from the French Police Directorate of International Co-operation to support the France National Police and Gendarmerie. Two Gardaí, fluent in French, were assigned. They patrolled, in full operational Garda uniform, to maintain a presence during the 75th anniversary of the D-Day landings in the region. They assisted the French Police authorities in dealing with Irish visitors and English speaking nationalities during the day-to-day commemorations.

Health and Safety

Safety Performance in 2019

In 2019, the number of personnel recorded as having suffered an occupational injury was 554, compared to 624 in 2018 and 672 in 2017¹. While the majority of these injuries were of low severity, An Garda Síochána continues to focus on reducing risks that give rise to injurious incidents. The most common causes of occupational injuries are assaults, and slips, trips and falls. Reducing occupational injuries continues to be a key focus for An Garda Síochána.

1 The difference in figures compared to the Annual Report 2018 is due to the date on which occupational injuries are reported and entered into the system.



Cross-Organisation Services - continued

Probationer Allocation

From 2015 to 2019, a total of 2,950 Probationer Gardaí were attested and allocated. In 2019:

- 421 new transfer applications were received
- All recently promoted Sergeants and Inspectors allocated nationwide
- 605 Probationer Garda allocated

Secondments

The secondment of members of An Garda Síochána to the Department of Employment Affairs and Social Protection (DEASP) continued with an increase to 20 Gardaí seconded in 2019. This co-operation between An Garda Síochána and DEASP leads to an increase in the detection and prosecution of social welfare fraud leading to increased exchequer savings for the State. A new departure for both An Garda Síochána and Forensic Science Ireland (FSI) began late in 2019 with 25 Gardaí seconded to FSI.

In 2019, there were also four Gardaí on secondment to GSOC.



Garda College

Foundation Training/BA in Applied Policing

- 599 Trainee Gardaí commenced Phase I of their training in 2019.
- 415 Trainee Gardaí who commenced Phase I of their training in 2018 continued on into 2019.
- 605 Gardaí were attested during 2019.
- 605 Probationer Gardaí commenced Phase II of their training in 2019.
- 800 Probationer Gardaí commenced Phase III of their training in 2019.
- 656 Probationer Gardaí were conferred with the BA in Applied Policing in 2019.

Total Training Hours in Garda College in 2019

Programme	Section	Training Hours
Foundation Training	Foundation Training (Trainees)	749,588
	Probationer Training	57,428
Total		807,016
Crime and Operational Skills	Crime Training	10,864
	Driver Training	48,112
	Driver Training HQ	19,912
	Forensic Collision Investigation	4,016
	Firearms Training	39,552
	Firearms Training HQ	34,296
	Investigative Interviewing	37,288
	Safety Skills Training	34,672
Total		228,712
Leadership Management & Professional Development	Information Communication Technology	472
	Continuous Professional Development	119,528
	Garda Staff Development	8,784
	Learning Management System	97,872
	Leadership Management Development	22,144
Total		248,800
Total Training Hours		1,284,528

Cross-Organisation Services - continued

BA in Applied Policing - Garda College Programme Review Group 2019

As an established linked provider to University of Limerick, the Garda College is required to fulfil its statutory quality obligations under the 2012 Education and Training Act. The Garda College is consequently expected to develop, publish and implement its institutional quality assurance processes, which are largely based on the Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG).

In line with the ESG, the Garda College underwent its first external quality assurance review with the review of the BA in Applied Policing.

An onsite visit took place in November 2019, the panel met with staff, as well as Garda trainees and probationers during their visit, and made a number of recommendations for quality improvement and enhancement of the course.

Leadership, Management and Professional Development

Leadership and Management Development (LMD)

3,648 Places provided by the LMD Section in development programmes for Gardaí and staff in 2019.

OneLearning

+948 Training initiatives were provided in 2019 to Garda staff.

International and Academic Training Co-ordination (ITAC)

1,041 Programmes funded during 2019.

The International Training and Academic Co-Ordination (ITAC) office is responsible for the management of fully and partially funded third level programmes. The office also coordinates the design and facilitation of programme in partnership with third level institutions.

Continuous Professional Development (CPD)

+19,047 National CPD Training Initiatives provided during 2019.

Information and Communications Technology (ICT)

ICT Key Deployments

ICT supported and introduced a number of deployments in the live environment in 2019. They included a number of initiatives under APSFF.

- Schengen Information System II (SIS II)
- ACTIVE Mobility Service
- Roster and Duty Management System (RDMS)
- Enterprise Content Management (ECM)
- Investigations Management System (IMS)
- PULSE Upgrade
- VMware Upgrade
- Windows 10 Upgrade
- Exchange 2016 Upgrade
- Domain Controller Enhancements
- Windows 2008 - End-of-Life

Hardware Projects

Hardware



+ 980 Desktops Issued
+ 506 Laptops Issued

Digital Services and Innovation

The Investigation Management System (IMS) was successfully deployed to a number of Garda Divisions in 2019. As of 31 December, 500 investigations were created and 135,000 investigation jobs recorded.

The Garda Mobility Strategy is a key component of APSFF. The core vision of this strategy is to bring the power of modern mobile computing to frontline policing. In line with the APSFF commitments made by the Garda ICT Mobility Team for 2019, the following key activities were successfully completed:

- Create and award a new strategic Mobile Device Procurement Framework for An Garda Síochána.
- Procure 2,000 new mobile devices for frontline policing.
- Commence deployment of new devices to frontline policing.

Cross-Organisation Services - continued

Deployment commenced in December of 2019. There was an initial focus on Roads Policing, providing frontline Gardaí with real-time detections at the roadside.

In September, the Garda ICT Mobility Team won two awards at the Ireland eGovernment Awards in the Mobile and Innovation categories.

IT Service Desk Activities 2019



Schengen Information System II (SIS II)

In 2019, Ireland’s SIS II system was successfully tested for technical compliancy by eu-LISA, the European Agency for the operational management of large-scale IT systems in the area of freedom, security and justice. Testing was successfully completed with four SIS-participating member states, achieving the mandated “technical readiness” critical milestone in December and paving the way for deployment of SIS in 2020.

Regionalisation of Control Rooms

Garda ICT completed the Computer Aided Dispatch 1 (CAD 1) Project in 2019. All four Regional Control Rooms are now operational. This ensures that 999/112 calls are handled efficiently, and the appropriate resources dispatched.

The project involved the merger of the Eastern Region into the Dublin Metropolitan Regional Control Room; the Northern and Western Regions into a single control room; the amalgamation of the Limerick Control Room into the Southern Regional Control Room, and the set-up of the South Eastern Control Room.

Non-Networked Stations

There are currently 551 stations networked with 541 having access to PULSE using computer equipment. Ten of these sites will have access to PULSE via a mobile solution by the end of February 2020. There are 14 remaining stations not networked as these locations are awaiting suitable accommodation.

Garda National Technical Bureau (GNTB)

In 2019, GNTB teams provided scientific support and technical expertise to 706 requests, including Full Team Call Out attendance at the scenes of 52 suspected murders/suspicious deaths.

As part of the merger of particular aspects of the GNTB with Forensic Science Ireland (FSI), the Document and Handwriting Examination Section, the Fingerprint Section and the Forensic Liaison Office were divested to FSI.

Ballistics Section

In 2019, there were 705 cases submitted to the Ballistics Section for examination. This compares to 653 cases in 2018, an 8% increase.

Interpol Disaster Victim Identification

In April 2019, following a request from Interpol, two personnel attached to GNTB were deployed to Ethiopia to participate in an Interpol Disaster Victim Identification (DVI) team established with regard to Ethiopian Airlines Flight 302. On 10 March 2019, a scheduled international passenger flight from Addis Ababa Bole International Airport in Ethiopia, to Jomo Kenyatta International Airport in Nairobi, Kenya, crashed, leading to the death of 158 people, including one Irish citizen.



Cross-Organisation Services - continued

GNTB personnel fulfilled functions including that of Police Mortuary Operations Co-ordinator in the course of their deployment to Ethiopia.

All victims of the air crash were positively identified using DNA, with 48 being further identified via fingerprints due to the efforts of the international DVI team.

Photography Section

In 2019, the Photography Section assisted with 70 callouts for the Technical Bureau and 129 Evolving Facial Composite Imaging (EvoFIT) interviews with victims, or witnesses, of crime. The section printed over 125,000 individual photographic images, in 2019, the vast majority of which were used in investigations relating to serious crime and subsequently for presentation during court proceedings.

Mapping Section

Due to advances in technology such as CCTV, GPS tracking and mobile phone related evidence, investigations are becoming more and more complex. As a result, the Mapping Section within GNTB has continued to experience an increase in the volume of work required in preparing mapping exhibits for court.

The section also provided digital maps for the new feature successfully launched in 2019 on the Garda Portal.

Fingerprint Section



4,113 scene of crime case files

923 crime scene identifications made

In 2019, the Fingerprint Section continued to provide an expert ten-print comparison and identification service to An Garda Síochána and other government agencies, such as Immigration Service Delivery and International Protection Office (IPO).

Over 11,000 sets of prints were received by GNTB from within An Garda Síochána. An additional 117,000 sets of fingerprints received from other entities were processed by the Fingerprint Section in 2019.

DNA Database

A DNA database, or DNA databank, is a catalogue of DNA profiles which can be used in the analysis of genetic diseases, genetic fingerprinting for criminology, or genetic genealogy. DNA databases may be public or private, the largest ones being national DNA databases.

The Criminal Justice (Forensic Evidence and DNA Database System) Act, provides for the establishment of a DNA database to be used for a number of purposes, including to:

- (i) provide an intelligence source for criminal investigations;
- (ii) assist in finding missing people, and
- (iii) help identify unknown people.

An Garda Síochána has a significant role to play with regard to the taking of DNA samples from relevant people including suspects and relations of missing people.

Statistics relating to the number of DNA samples taken each year are published in an annual report produced by the FSI.



Cross-Organisation Services - continued

Legal Directorate

In addition to overall organisational responsibility for Crime Legal, Human Rights and Civil Legal, the Executive Director, Legal is responsible for direct legal advice to the Garda Executive on a wide range of civil and criminal legal issues.

Crime Legal

Legal Section

The Garda Legal Section offers operational legal advice and liaison with key justice partners in the Office of the Attorney General and the Office of Director of Public Prosecutions. This section is staffed by a team of qualified barristers and solicitors. In 2019, the Legal Section dealt with 1,300 distinct requests for advice including over 605 new files in the year.

Mutual Legal Assistance Section

The Mutual Legal Assistance Section provides advice and support to investigators across An Garda Síochána who request outgoing Mutual Legal Assistance in progressing their criminal investigations. The section also coordinates and manages the progression of incoming Mutual Legal Assistance requests which are received by the Central Authority at the Department of Justice and Equality. The workload of this section has increased in recent years, with 1,104 new requests progressed in 2019.

Firearms Policy Unit

The Firearms Policy Unit acts as a central reference point for District and Divisional Officers of An Garda Síochána, the various shooting organisations dispersed throughout the country, and the Department of Justice and Equality.

The unit also works closely with members of An Garda Síochána in an operational capacity, offering advice and guidance where required. For example, the Commissioner's Guidelines which set out, in practical terms, guidance on how the complex area of firearms legislation can be applied.

In 2019, there were circa 200,000 licensed firearms in the country, primarily licensed for reasons such as vermin control, hunting, and target shooting.

Administration Section

The Administration Section provides a central point of contact for a wide range of justice partners from the Prisons Service; the Parole Board; Mental Health reviews; Departmental requests for information; Hague Convention requests, and Maintenance Act enquiries. In 2019, it dealt with 621 new individual requests.

Legacy Section

The Legacy Section was established in 2018 to support and coordinate the response of An Garda Síochána to enquiries linked to legacy matters received from investigating Authorities in Northern Ireland and Great Britain. Ongoing liaison continues between this section and the Chief State Solicitor's Office who coordinate with the Coroners Service for Northern Ireland on behalf of the Commissioner of An Garda Síochána. The Section will continue to provide assistance and documentation, insofar as the legislation permits, to the Coroners Service for Northern Ireland. The Criminal Justice (International Cooperation) Act, 2019 commenced in September 2019 with the Coroners Service for Northern Ireland, to apply its provisions to its requests to the Commissioner for assistance.

Inquiries Unit

A motion was passed by the Houses of the Oireachtas calling for the establishment of a public inquiry into the death of Mr. Shane O'Farrell on 2 August 2011. 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. The Commissioner appointed Chief Superintendent, Crime Legal, to act as Liaison Officer to Judge Haughton on behalf of An Garda Síochána.

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.

Cross-Organisation Services - continued

Joint Investigation Team

In November 2019, a Joint Investigation Team was established by An Garda Síochána and the PSNI, under Article 20 of the Second Additional Protocol to the European Convention on Mutual Legal Assistance in Criminal Matters, to tackle cross border criminality. This is the first Joint Investigation Team in which An Garda Síochána has taken part.

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) who meet on a quarterly basis.

During 2019, the section developed and published a suite of materials which have provided the first steps in developing a human rights infrastructure for An Garda Síochána - the Human Rights Framework, a Human Rights Screening Tool and an Operational Guidance Document, A Human Rights Based Approach to Policing. In December, the section published An Garda Síochána's Human Rights Strategy 2020 - 2022.

For further information, please see Human Rights, Equality, Diversity and Inclusion section (pages 25-28).

Civil Legal

This section manages all civil litigation instituted against the Commissioner and provides legal advice to senior managers relating to civil legal matters. It dealt with 840 new matters in 2019. Examples of the types of cases defended on behalf of the Garda Commissioner included; Judicial Reviews, Personal Injuries Litigation, Defamation and Tort Actions, and Third Party Discovery.

Data Protection Unit

An Garda Síochána became subject to the Police and Criminal Justice Data Protection Directive (LED) and the European Union General Data Protection Regulation (GDPR) in 2018. Subsequently, An Garda Síochána appointed a Data Protection Officer and established a new Data Protection Unit.

Key activities of the unit in 2019 included the ongoing recruitment and training of new staff for the unit; the testing of 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 almost 7,400 Subject Access Requests from members of the public and assisting colleagues across the organisation with data sharing agreements; Data Protection Impact Assessments, and the drafting of new policies and procedures.

Freedom of Information (FOI) Office

In 2019, the FOI Office received 497 requests. The majority of these requests were submitted by journalists (203), and members of the public (209). The remaining requests were submitted by clients/employees (40), academics (8), solicitors (25), members of the Oireachtas (2), business/interest groups (8), and public representatives (2).

The FOI Office also manages requests for assistance which fall outside the scope of these areas, or where the information is already available from other sources (e.g. the Garda website and publications). In 2019, there were 399 requests for assistance received and dealt with by the office which are categorised as non-eligible FOI requests.

Of the 497 requests received by the FOI Office in 2019, all were acknowledged within the specified 10 working day limit. Fourteen of the requests were issued past their due date. Seven of the 497 requests will be carried into 2020.

The FOI Office issued 503 decisions in 2019, including 13 requests that were carried over from 2018.

Cross-Organisation Services - continued

Garda Information Services Centre (GISC)

A review of data quality, including a review of GISC, is ongoing. A Data Quality Assurance Plan was developed and submitted to the Data Governance Board in December for consideration.

In 2019, GISC received 763,000 calls and created 877,000 incidents on the PULSE system on behalf of Gardaí.

These volumes represented an increase from the previous year of 3% of calls and 11% of incidents created. However, GISC was unable to meet its target of answering 80% of calls within 20 seconds by year-end, achieving instead 58%. The target was not achieved due to resourcing issues and recruitment of staff to address this issue is ongoing. The outcome of the mobile devices project may impact on this in 2020.

Garda National Vetting Bureau (GNVB)

In 2019, there were 487,683 vetting applications received at the bureau. 85% of Garda Vetting applications were processed within three to four working days. This was the consistent processing time throughout all of 2019, with applications being processed in as little as two days at times.

In 2019, there were approximately 5,000 compliance checks performed with relevant organisations in the area of 'role relevancy' by the newly established Compliance Unit. The rationale and intended outcome of these Role Relevancy Checks was to ensure that relevant organisations were only vetting individuals for roles that require vetting under legislation (National Vetting Bureau Act 2012/2016). 96% of relevant organisations use the e-vetting system.

Two hundred and ninety new vetting applications were referred to the Specified Information¹ Team in 2019. By the end of 2019, 'specified information' was disclosed in the case of nine vetting applications, 178 vetting applications were being progressed through the various stages, and 24 vetting applications are at Appeal Stage.

In 2019, the GNVB hosted a conference in Croke Park which was attended by over 400 delegates including statutory liaison persons representing 26,000 'relevant organisations'; vetting affiliates across Ireland; representatives from the Policing Authority, GSOC, the Department of Justice and Equality, and the Garda Inspectorate, as well as Garda personnel from various sections across the organisation.

In addition, the GNVB has been designated as the Central Authority for Garda criminal records in Ireland within the European Criminal Records Information Systems (ECRIS) framework, handling over 20,000 ECRIS requests and notifications during the year. GNVB has contributed to the development of a second major project relating to the inclusion of Third Country Nationals within in the ECRIS framework during 2019.

1 Information which reasonably gives rise to a bona fide concern that the individual may harm or cause to be harmed a child or vulnerable adult.

Promoting the Irish Language

An Garda Síochána's ability to provide services through Irish is part of its significant change programme, which will ensure that it is adhering to any obligations in respect of the Irish Language. Human Resources and People Development will ensure that all future internal promotion and lateral competitions will take into account the demand for the provision of services through Irish. The Irish stream for the recruitment of Garda trainees will remain for all future competitions.

An Garda Síochána's recruitment policy was altered in 2013 to include an Irish language stream. The stream ensures that 10% of available positions are set aside for candidates who are fluent in the Irish language, and who meet all other requirements. Irish language education is compulsory for all Garda trainees, including subjects such as language awareness and rights.

The New Policy for Gaeltacht Stations in An Garda Síochána has given An Coimisinéir Teanga and Gaeltacht communities a commitment that steps will be taken to ensure that Gardaí serving in Gaeltacht stations will be able to carry out their duties confidently and effectively through the Irish language.

Communications

During 2019, the Office of Corporate Communications implemented a wide-range of campaigns, press events and media briefings to provide the public with crime prevention and public safety advice, appeal for information to aid investigations, and highlight the great work by the organisation.

Cross-Organisation Services - continued

Internal Communications

In 2019, an Internal Communications Office was established and a Head of Internal Communications appointed in May. A new Internal Communications Strategy was developed.

As part of this, new digital internal communications channels have been developed including screensavers which will update on a monthly basis to distribute key messages. A relaunch of a digital version of Newsbeat was also agreed and will be progressed further in 2020.

Campaigns

A number of public information/awareness campaigns were run throughout 2019, including:

- Highlight the new offence of coercive control.
- Tyre Safety Day campaign with the RSA and the Irish Tyre Industry.
- Operation Park Smart - appealing to the public not to become complacent and to ensure vehicles are locked and valuables are kept out of sight. Between traditional and online media, this campaign had an estimated reach of 5.9m
- Christmas Road Safety campaign including Operation Open City and safety messages on the dangers of scramblers/quad bikes.
- Advice on how to prevent and recognise cyber bullying.

To provide public information and reassurance for local communities during the visit of the US President Donald Trump, the public and media were kept regularly informed via press releases, briefings and social media posts. These updates outlined the impact the visit had on the policing and security plan. This resulted in strong and positive engagement between local community and Gardaí as well as engagement rates of over 10% (industry standard is approximately 1%) with Facebook posts.

The 'Difference is You' recruitment campaign was launched. This was the organisation's first ever branded recruitment campaign of this nature. Its main target audience were people, particularly females, who might never have thought about joining An Garda Síochána before. The campaign included television, print and online advertising, as well as promotion on social media channels. The TV ad was 'Ad of the Week' on Adworld.ie and was viewed over 100,000 times on YouTube.

A post on the Garda Facebook page launching the campaign was viewed more than 200,000 times.

Regional press office

Following the appointment of civilian personnel a second regional press office was established in the Western Region in 2019.

Website

Following the introduction of the new website in 2018, traffic to Garda.ie reached 4.8 million page views by the end of 2019, and the average time spent on the website increased by 5%.

Social Media

An Garda Síochána's social media following, which is the largest in the public sector, grew to over 1 million by the end of December, an annual increase of 23%.

An Garda Síochána launched its Instagram account in May 2019 gaining 37,000 followers by the end of December.

Four new Divisional/Regional Facebook pages were added during the year; Dublin, Wicklow, Westmeath and Wexford. This meant that all Regions/Divisions now have a social media presence.

The passing out of 197 Gardaí in November was broadcast on Facebook Live reaching over 92,000 people and garnered extensive media coverage.

To celebrate the 60th Anniversary of women joining An Garda Síochána, an event was held in Farnleigh. Corporate Communications produced a booklet for the event detailing the progression of women in the organisation over the last 60 years. The event was covered by a wide variety of media including RTE Six One News. Garda social media postings from the event were viewed over 120,000 times.

Crimecall

In 2019, Crimecall continued to reach a significant audience with an average viewership per episode of 330,120. The programme continued to play an important role in tackling and preventing crime, and in assisting in high profile investigations such as murders, aggravated burglaries, sexual assaults and missing persons.

2019 STATISTICS



“In the following section we present annual data from current strategy period of 2019 as well as the previous three year strategy periods of 2013 - 2015 and 2016-2018 data.”

In the following section we present annual data from 2019 compared with the three year strategy periods of 2016 to 2018 and 2013 to 2015. Comparing across strategy periods provides a richer context with clearer trends than a simple year on year comparison.

It should be noted that the data, if nothing else is stated, was extracted from the PULSE system in March 2020. The data is thus operational and subject to change.

2019 Statistics - continued

Recorded Incidents of Burglary

2016-2018 average: 1485 incidents per month.
2019 average: 1370 incidents per month.

Difference between the 2018 and 2019 results:
-196 incidents (-1.2%).

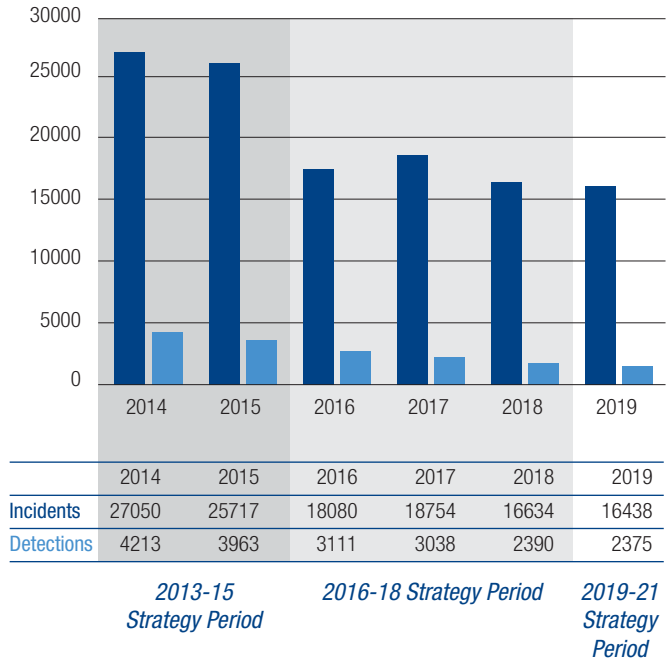
Burglary Incidents Marked as Detected*

2016-2018 average: 237 Detections per month.
2019 average: 198 Detections per 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.

Burglary



Recorded Incidents of Robbery

2016-2018 average: 187 incidents per month.
2019 average: 195 incidents per month.

Difference between the 2018 and 2019 results:
-97 incidents (-4.0%).

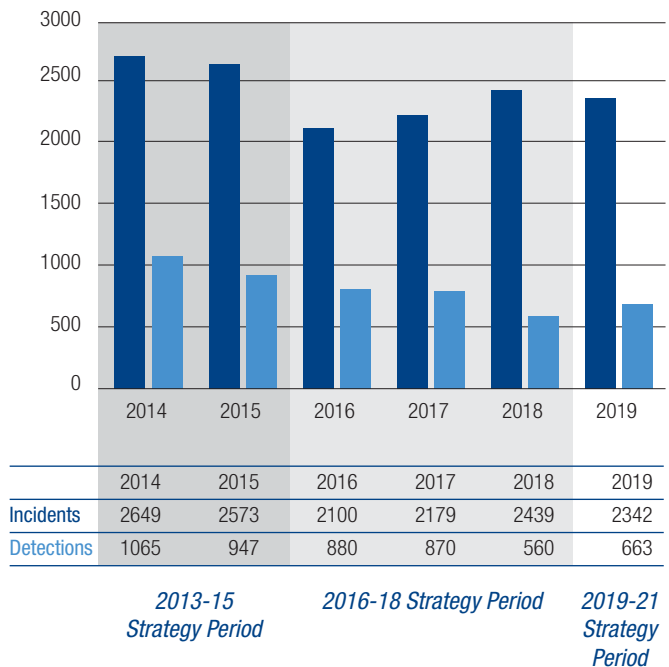
Robbery Incidents Marked as Detected*

2016-2018 average: 64 Detections per month.
2019 average: 55 Detections per 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.

Robbery



2019 Statistics - continued

Recorded Incidents of Assault

2016-2018 average: 1519 incidents per month.
 2019 average: 1757 incidents per month.

Difference between the 2018 and 2019 results:
 +1368 incidents (+6.9%).

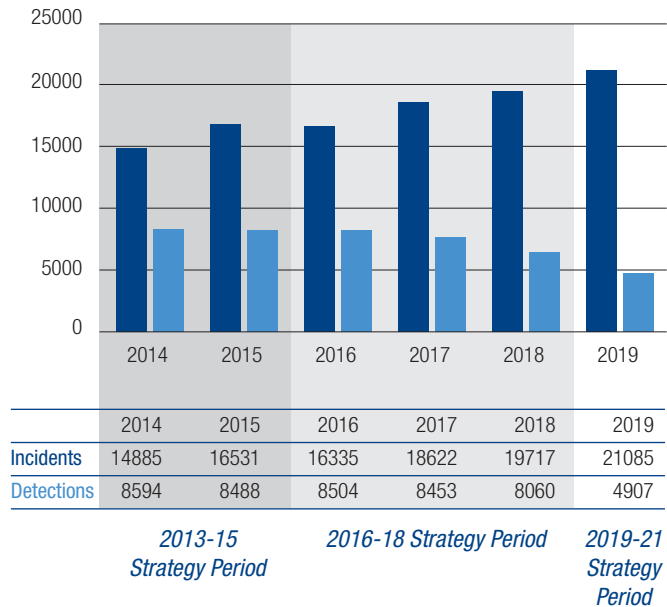
Assault Incidents Marked as Detected*

2016-2018 average: 695 Detections per month.
 2019 average: 409 Detections per month.

Source: Operational PULSE Data ICCS Types: 0311, 0312, 0321, 0324, 0331, 0332, 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.

Assault



Recorded Incidents of Sexual Crime

2016-2018 average: 243 incidents per month.
 2019 average: 278 incidents per month.

Difference between the 2018 and 2019 results:
 +129 incidents (+4.0%).

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

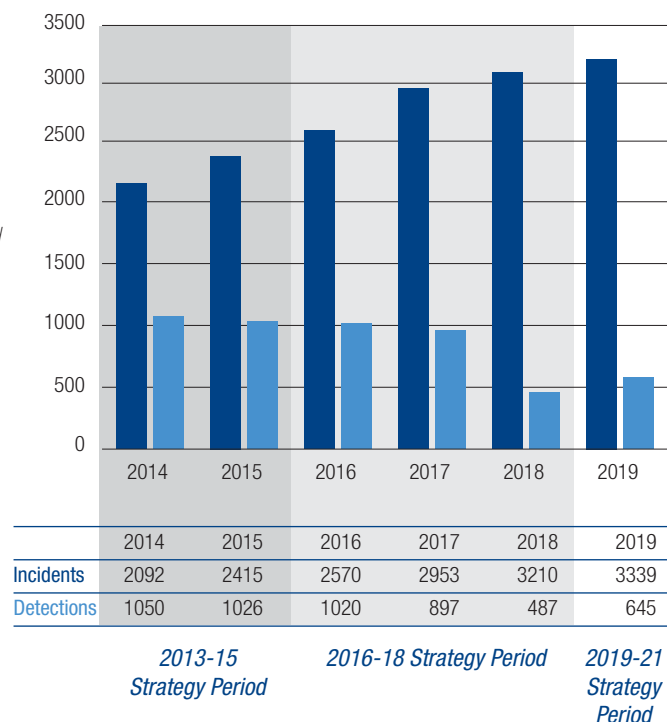
Sexual Crime Incidents Marked as Detected*

2016-2018 average: 67 Detections per month.
 2019 average: 54 Detections per 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.

Sexual Crime



2019 Statistics - continued

Incidents of Sale and Supply of Drugs Marked as Detected*

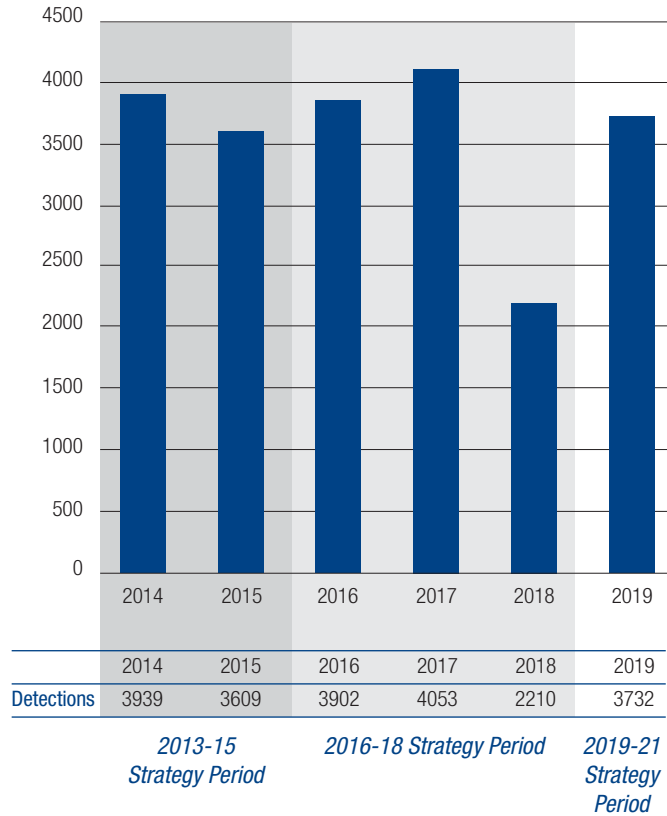
2016-2018 average: 282 incidents per month.
2019 average: 311 incidents per month.

Difference between the 2018 and 2019 results:
+1522 (+68.9%).

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.

Detected Sale and Supply of Drugs



Incidents of Hate Crime

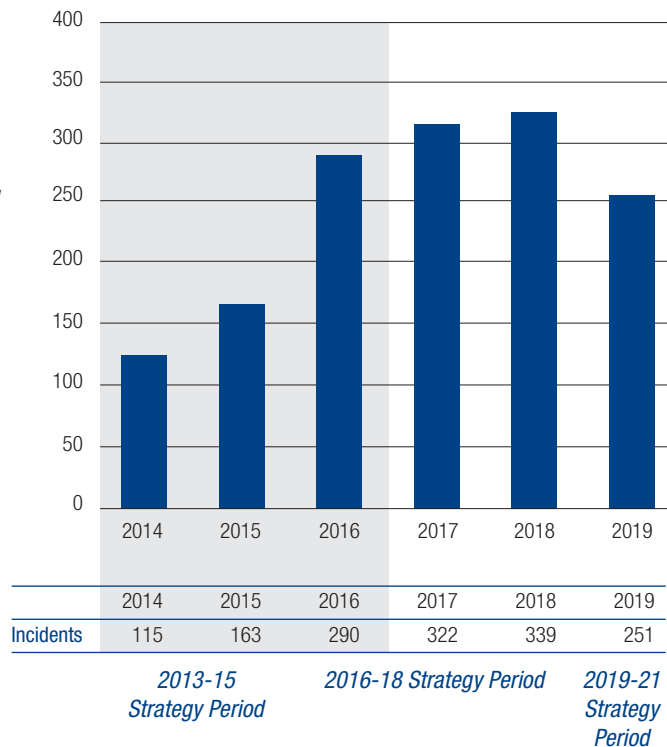
2016-2018 average: 27 incidents per month.
2019 average: 21 incidents per month.

Difference between the 2018 and 2019 results: -88 (-26%)

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

Source: Operational PULSE Data
Incidents marked with the MO: Ageism, Anti-Disability, Gender Related, Homophobia, Anti-Muslim, Racism, Anti-Roma, Sectarian, Anti-Semitism, Transphobia, Anti-Traveller

Incidents of Hate Crime



2019 Statistics - continued

Recorded Incidents of Domestic Abuse

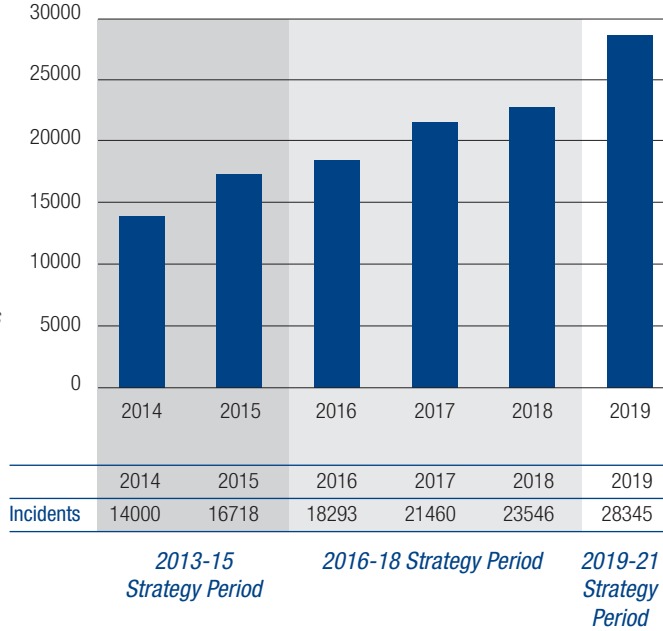
2016-2018 average: 1758 incidents per month.
 2019 average: 2362 incidents per month.

Difference between the 2018 and 2019 results:
 +4799 (+20.4%).

Comment: This type of incident is seen as potentially underreported and an increase is seen as a "desirable correction". It should also be noted that this data contains both crime and non-crime figures. Not all non-crime incidents were included in figures published in 2017, thus there are discrepancies between publications.

Source: Operational PULSE Data ICCS Type: 1551
 Non-Crime Type: Domestic Dispute - No Offence Disclosed
 Other: Incidents with the MO Domestic Abuse / Domestic Violence

Incidents of Domestic Abuse



Traffic Collisions - Fatalities

2016-2018 average: 14 fatalities per month.
 2019 average: 12 fatalities per month.

Difference between the 2018 and 2019 results: -2 (-1.4%).

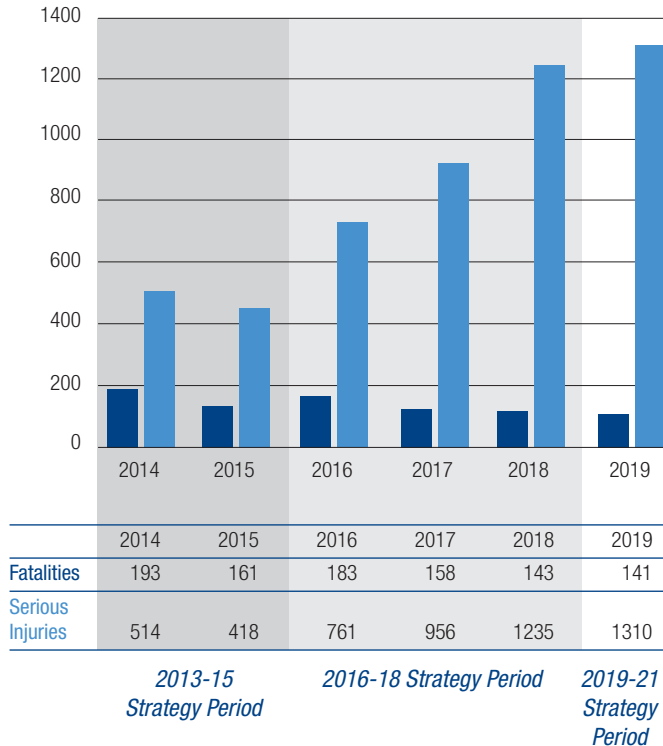
Traffic Collisions - Serious Injuries

2016-2018 average: 82 serious injuries per month.
 2019 average: 109 serious injuries per month.

Difference between the 2018 and 2019 results:
 +75 (+6.1%).

Source: Operational PULSE Data

Traffic Collisions F&SI



2019 Statistics - continued

Traffic Life Saver Offences

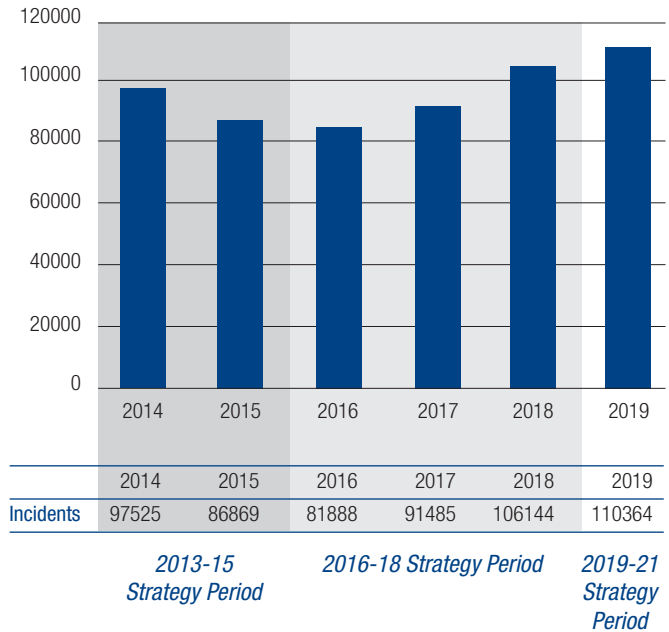
2016-2018 average: 7764 incidents per month.
2019 average: 9197 incidents per month.

Difference between the 2018 and 2019 results:
+4220 (+4.0%).

Comment: Reduced availability of automated speed monitoring equipment affects the results.

*Source: Operational PULSE and FCPS Data
ICCS Type: 0412, 0413
FCPS Types: Speeding (Intercept & Non-Intercept),
Seatbelt, Mobile Phone*

Traffic Life Saver Offences



Behaviour Warnings & Contracts (ASBO)

2016-2018 average: 100 warnings and contracts per month.
2019 average: 87 warnings and contracts per month.

Difference between the 2018 and 2019 results:
-356 (-25.2%).

Comment: In the period 2019 there are no Good Behaviour Contracts recorded.

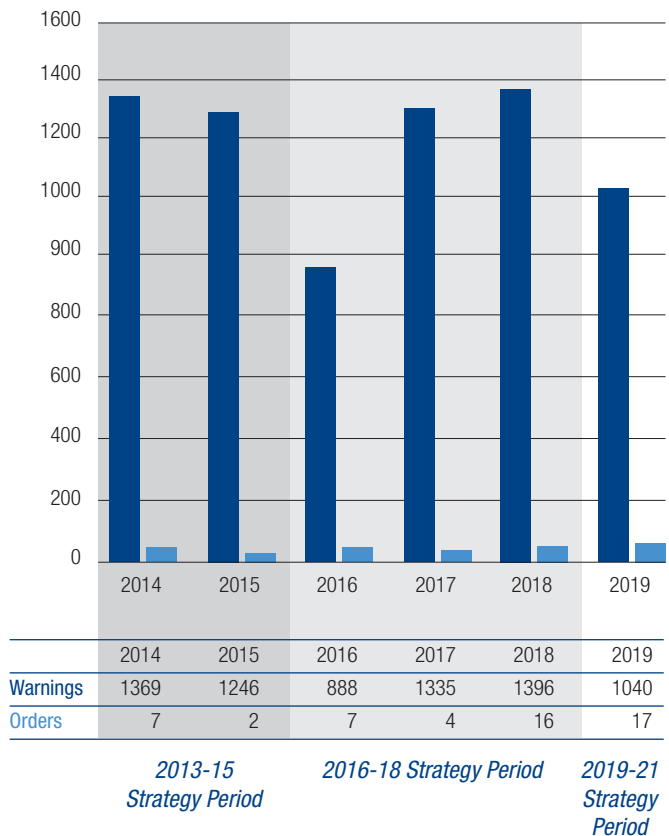
Behaviour Orders (ASBO)

2016-2018 average: 3 Orders per month.
2019 average: 3 Orders per month.

Difference between the 2018 and 2019 results:
+7 (+23.3%).

*Source: Operational PULSE Data
PULSE Types: Behaviour Warnings (Children),
Behaviour Orders (Children), Behaviour Warnings (Adults),
Good Behaviour Contracts, Civil Orders (Adults),
ASBO (Only) Offences*

Behaviour Warnings and Orders (ASBO)



2019 Statistics - continued

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

2016-2018 average: 61 incidents per month.

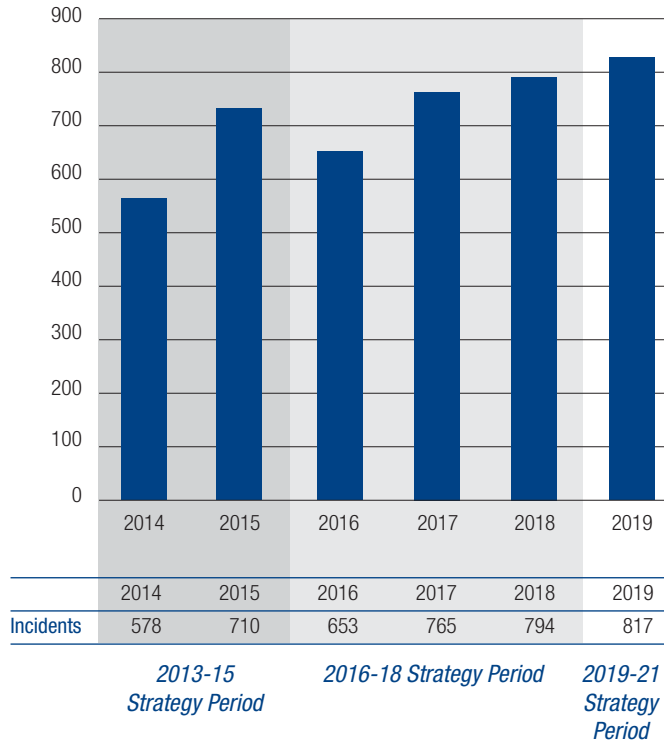
2019 average: 68 incidents per month.

Difference between the 2019 results: +23 (+2.9%).

Source: Operational PULSE

PULSE Type: Section 12 Child Care Act Invoked

Section 12 Child Care Act Invoked



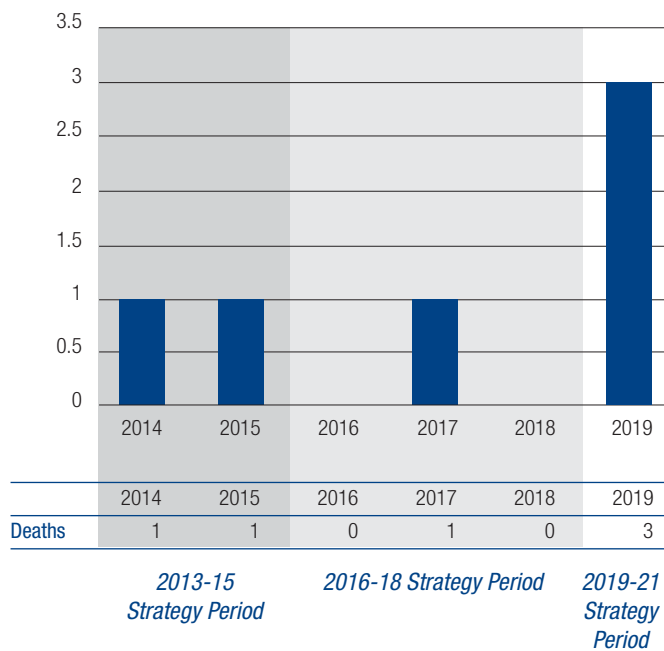
Deaths in Garda Custody

2014-2016 average: 0.7 deaths per year.

2017-2019 average: 1.3 deaths per year.

Source: An Garda Síochána Internal Affairs.

Deaths in Garda Custody



2019 Statistics - continued

Garda Only Drug Seizures 2019

Quantities of drugs tabulated in the table below are provided by Forensic Science Ireland 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 14/04/2020.

Garda Drug Seizures 2019 - Full Year			
Category	grams/mls/Plant	Tbls/Sqr/Caps	Value
Anabolic Steroids	6	3,109	€1,865
Benzodiazepine	137	243,000	€406,754
Cannabis Herb	462,482		€9,249,630
Cannabis Plants*	8,576		€6,860,800
Cannabis Resin	46,522		€279,130
Cathinones	454	3,472	€41,081
Cocaine	104,715		€7,330,043
Diamorphine	30,449		€4,262,825
Hallucinogen	6,464	1,768	€422,568
Mixing agents	87,771	479	€43,885
New Psychoactive Substances		17,246	€172,465
Opioids Other	12,764		€2,553
Phenethylamine**	22,400	33,103	€1,386,013
Piperazine		3	€15
Sleeping Tablet		51,369	€102,738
Solvent	207		€207
Synthetic Cannabinoid	9,793	-	€9,793
TOTAL	-	-	€30,572,365

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

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

2019 Statistics - continued

Section 25 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 and Equality may issue to the Garda Commissioner, written directives concerning any matter relating to An Garda Síochána. In 2019, there were no Ministerial Directives issued.

Section 41 Garda Síochána Act 2005

Under Section 41 of the Garda Síochána Act, 2005, the Garda Commissioner provides information to the Minister for Justice and Equality on matters relating to significant developments on the policing or security of the State. In 2019, there were no reports made by the Garda Commissioner's Office.

Section 22 of the Protected Disclosures Act 2014

Under Section 22 of the Protected Disclosure 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 2019 to 31 December 2019.

There have been 26 Protected Disclosures made to An Garda Síochána in the period covered by this report. All of the disclosures received have been or are currently under investigation.





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