



**An Garda Síochána**  
**Monthly Report to the Policing Authority**

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

**April 2018**

# An Garda Síochána

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Gnóthaí Corparáideacha  
An Garda Síochána  
Páirc an Fhionnuisce  
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Ms. Helen Hall  
Chief Executive  
Policing Authority

Dear Ms. Hall

**Re: Commissioner's Monthly Report to the Policing Authority**

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In accordance with Section 41A of the Garda Síochána Act 2005, as amended, I am pleased to present the monthly report outlining key aspects of the administration and operation of An Garda Síochána. This report provides an update on all areas included in previous reports and requested by the Policing Authority, from Sections 1 – 14 and in appendices A – E.

A report, 'Performance at a glance', of An Garda Síochána's progress in fulfilling its commitments under the Policing Plan 2018 is outlined at Appendix B (i) – B (iv). For 2018, the Plan is again structured around five policing and security priorities;

- 1. Organisational Development and Capacity Improvement**
- 2. National and International Security**
- 3. Confronting Crime**
- 4. Roads Policing**
- 5. Community Engagement and Public Safety**

Quarterly milestones for each initiative are set at the beginning of the year, allowing An Garda Síochána to manage performance and achieve goals. Progress is rated 'On Target', 'At Risk' and 'Off Target', colour coded in the report in green, amber and red.

Seirbhísí gairmiúla póilíneachta agus slándála a sholáthar le hiontaoibh, muinín agus tacaíocht na ndaoine ar a bhfreastalaímid  
To deliver professional policing and security services with the trust, confidence and support of the people we serve

Similar to last month, as a result of recent reassignments of responsibility for policy areas, the delay in receiving approval of the National Policing Plan and significant growth in Policing Plan initiatives and sub-initiatives when compared to 2017, there continue to be some gaps in the February report. Efforts are continuing to ensure these reporting challenges are overcome as reporting proceeds.

Internal Affairs Section is advancing an electronic based system for the development and publication of statistics on Garda Compensations and Garda Discipline. There has been ongoing consultation between Internal Affairs and ICT. While this project is at an advanced point, further testing in relation to the reliability of the data is required. A further update will be provided in the May report. A table of statistical returns in respect of compensations awarded for 2018 is provided at Section 7.

As outlined in Section 1, budgetary constraints in 2018 will significantly impact the ability of Garda Estate Management to deliver on the Capital Building Programme and Modernisation and Renewal Programme. Section 8 sets out details of the progress made on the Modernisation and Renewal Plan 2016-2018. While its projects are progressing, many were impacted by the recent Industrial Relations issues involving the Garda Chief Superintendents Association and Garda Superintendents Association with the Department of Justice and Equality and the Department of Public Expenditure and Reform. These matters have now been resolved.

Policing successes and a summary of on-going work are outlined at Appendix C. In addition to these, a number of positive initiatives have been introduced in recent months.

This includes the launch by Human Resource Management and the Garda Employee Assistance Service, in conjunction with Inspire Wellbeing, of a workplace portal page, accessible to all staff in An Garda Síochána. It provides information and resources in relation to self-care, mental health, physical health, bereavement, family life etc. Accessing this information is very easy and available to all. This is an enhancement to the Independent Helpline and Counselling Service, launched by the Garda Commissioner in June 2016, provided by Inspire Wellbeing. Which is available 24/7, 365 days a year.

Bicycle Theft is the most common incident reported at third level institutes, with over €100,000 worth of bicycles stolen in 2016. In an effort to combat this, the Garda Crime Prevention National Centre of Excellence, in partnership with the Technical Higher Education Association and the Association of University Chief Security Officers, has rolled out a pilot Crime Prevention Initiative on 14 campuses across Ireland.

The Garda 'Blue Bikes Scheme' will be evaluated with the aim of it eventually becoming a national scheme. The initiative has been coordinated in partnership with the following campuses;

- Sligo Institute of Technology
- Institute of Technology Tallaght
- National University of Ireland, Maynooth
- University College Dublin
- University of Limerick
- Cork Institute of Technology
- Galway Mayo Institute of Technology
- Limerick Institute of Technology
- Athlone Institute of Technology
- Waterford Institute of Technology
- Institute of Art, Design and Technology
- Royal College of Surgeons Ireland
- Dundalk Institute of Technology
- Institute of Technology Tralee

This scheme supports collaborative Crime Prevention initiatives in line with the Garda Crime Prevention and Reduction Strategy.

An Garda Síochána received letters of appreciation from An Taoiseach and the Director of the National Ambulance Service conveying their personal thanks to all members of An Garda Síochána for their invaluable assistance during Storm Emma and in its aftermath. A further letter was received from the Chief Executive Officer of LauraLynn Children's Sunshine Home who highlighted the invaluable service provided by members which included assisting the hospital in obtaining much needed medical supplies and the transporting of emergency personnel to and from work.

It was pleasing to see this acknowledgement of the professionalism, expertise and personal commitment of members of An Garda Síochána who ensured policing and security services were maintained during this difficult period.

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

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

Yours sincerely

**Deputy Commissioner Policing and Security  
For Acting Commissioner**

April 2018

The overall financial position at the end of March shows a total net expenditure of €396.6m which is €11.1m more than the profiled spend of €385.5m. The management accounts for March show an adverse variance for the Pay Subhead of almost €7.5m which is partly driven by a payroll funding shortfall but also due to operational exigencies which has resulted in higher overtime expenditure than the profiled budgeted spend.

The expenditure on overtime for the year to date, 2018 was €27.5m, which is €4.9m in excess of the profiled budget. In addition, there was €0.6m expended on overtime in the Garda College. The year to date excess expenditure is driven by a number of significant events which required extra policing resources in addition to the available rostered resources. Budget holders are actively implementing a range of corrective measures to ensure that expenditure is brought within profile over the coming months.

**Procurement**

**Garda College Food Contracts**

From March 2018, the preferred suppliers’ food products are being tested to ensure they meet the contract specifications. The contract stage will follow a successful testing phase. To date, contracts have been signed in relation for the following:

Requirements	Existing Supplier Details	Estimated 2017	Preferred Supplier following OGP Tender	New Contract Status
Lot 6 Supply of Bread Products	Stapleton Bakery	€28,451	Stapletons Bakery- Borrisoleigh	Contract signed - commenced 1 April 2018
Lot 3 Cooking Oil	Frylite	€1,655	Frylite	Contract signed – commenced 1 April 2018

- **Facilities Management – Cleaning:** The Tender Office is working on a plan with the Office of Government Procurement (OGP) to utilise their Commercial Cleaning Framework Agreement for the cleaning of offices and other facilities.
- **Window cleaning, Guttering, Soffits:** (Two per year). The OGP window cleaning framework will be used for Dublin Metropolitan Region and other large sites.
- **Garden Maintenance:** (New one year contracts, with option to extend to a max of two further years). Tendering exercises via e-Tenders are being conducted to cover Divisions that require this service. The 2018 tenders will exclude Divisions who are in contract covering 2018; Cavan/Monaghan, Kildare, Westmeath, Clare, Kerry, GISC, and Wicklow.
- **Interpretation Services Drawdown from OGP Framework:** The Tender closed on 20 March 2018 and will be evaluated in April 2018.
- **Project Managers (2) Strategic Transformation Office:** An Garda Síochána is awaiting sanction from the Department of Public Expenditure and Reform.
- **Medical Services for Detainees (all Lots):**
  - Details of planned allocation of doctors to each Division is being progressed.
  - Draft invoice with Finance Directorate for sign off.
  - Procedures are being drafted to manage the contract.
  - Organisational policy for the management of the contract is being drafted.

- **General Data Protection Regulation (GDPR) Application System:** The Request for Tender was published on e-Tenders on 16 February 2018 and closed on 20 March 2018, with evaluation to commence in April 2018. OGP/CSSO to provide guidance on GDPR compliance in advance of 25 May 2018 commencement date for the new Regulation.
- **ICT Service Desk, IT Operations and Security Personnel:** The Supplementary Request for Tender and Response Document for Service Desk and IT Operations is due to be submitted to OGP following sign off by Executive Director ICT.
- **Garda College Additional Training facilities (DMR area):** Tender specification is being drafted by OGP for approval by the Garda College.
- **Summer Uniform Project:** The sizing exercise in Bunclody, Henry Street and Tallaght Garda Stations is completed.
- **Anti - Stab High Vis Vest Covers:** The roll out in the DMR, Eastern Region and South East Region is proceeding via the On-line Uniform Ordering System through the Garda Síochána Portal. The Northern and Western Regions will progress following go live on 6 and 20 April 2018, respectively, to coincide with stock delivery.

### **Estate Management**

The Garda Síochána Building and Refurbishment Programme 2016 – 2021 includes a number of projects which reflect the priorities of An Garda Síochána, including:

- a Public Private Partnership (PPP) project to deliver new Garda stations in key areas.
- major refurbishment of stations/facilities including facilities for meeting victims of crime.
- essential remedial works to existing stations.
- development of Property and Exhibit Management Stores.
- upgrade of cells and provision of improved Custody Management Facilities.

However, budgetary constraints in 2018 will significantly impact on ability of Garda Estate Management to deliver on the Capital Building Programme and Modernisation and Renewal Programme.

### **New Garda Stations – Kevin Street and Galway**

Major Garda Station projects continue to be progressed at Kevin St. and Galway. Kevin Street and Galway are scheduled for completion in April 2018 and mid Q2 2018, respectively.

### **Projects being advanced to planning and tender stage**

A final review by the OPW of the works to the cells at Longford Garda Station is currently being considered by An Garda Síochána. Enabling works have been completed at Athlone Garda Station. Issues arising from the phasing of the works were resolved in September 2017. The pre-qualification of contractors for the major redevelopment of the station has been completed and the preferred main contractor selected. The returned submissions for the reserved specialist contractors is completed. It is anticipated that all contracts will be signed by mid-April. Preparatory work to Donegal Town Garda Station is continuing. The OPW commenced the pre-qualification of the main contractor in early December and responses were returned in mid-January. A panel of contractors was finalised in March. Tenders are expected to issue in Q2 2018.

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

- Cells in 79 Garda Stations have been refurbished.
- Refurbishment works are ongoing in 7 Stations.
- An additional 25 Garda Stations are at planning stage with a view to progressing as part of the Programme in 2018.

### Development of the new purpose built Garda facility at Military Road

In December 2016, the OPW agreed a new, non-renewable 6 year lease on the Harcourt Square complex which commenced on 1 January 2017. This creates the imperative to develop a replacement facility for An Garda Síochána at Military Road before the end of 2022. The OPW lodged the planning application for the Military Road scheme on 22 December 2017. The closing date for submissions on the planning application was 9 February 2018. The OPW is currently examining the submissions made in respect of the planning process. Funding for this project has been agreed by Government under the Mid-Term Capital Review.

### Garda Fleet

#### Strength of Garda Fleet, broken down by type as at 31 March 2018

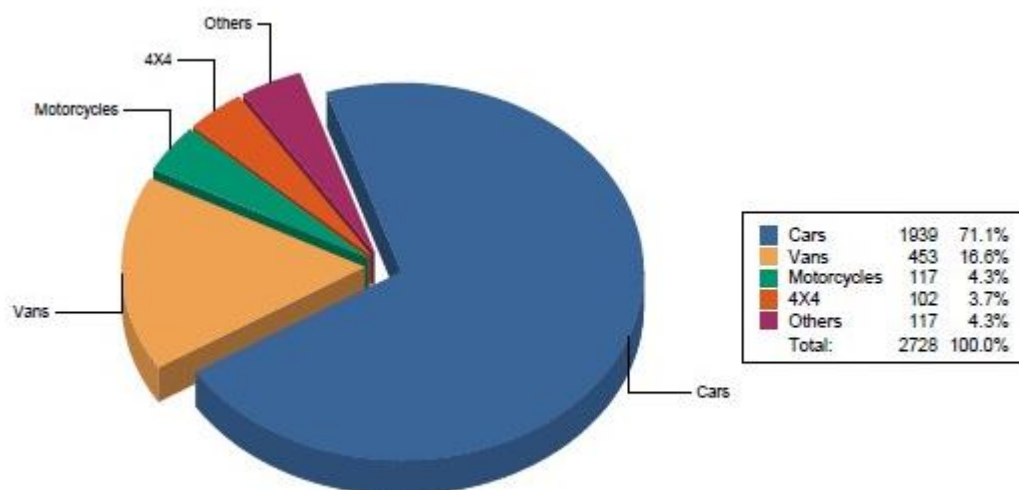
Cars			Vans	Motorcycles	4 x 4	Others	Total
Marked	Unmarked	Total	Total	Total	Total	Total	
796	1,143	1,939	453	117	102	117	2,728

#### Strength of Garda Fleet, broken down by age as at 12 March 2018

	Cars	Vans	Motorcycles	4 x 4	Others	Total	% of Total
<b>Total</b>	1,939	453	117	102	117	2,728	100%
<b>&lt; 1 year</b>	218	41	0	21	19	299	11%
<b>1 – 2 years</b>	284	126	35	23	32	500	18%
<b>2 – 4 years</b>	718	99	48	16	35	916	34%
<b>4 – 6 years</b>	320	105	5	2	4	436	16%
<b>&gt; 6 years</b>	399	82	29	40	27	577	21%

Vehicle age is calculated from date of commission

#### Strength of Garda Fleet, broken down by type as at 31 March 2018



## 2 Human Resources and People Development (HRPD)

- The Garda strength at the end of March stood at 13,667 and the civilian strength at 2276.515 (whole-time equivalent as at 6 April 2018). A full breakdown by rank and grade is outlined at Appendix A.
- The Garda Trainee recruitment campaign continues with 206 recruits attested on 16 March 2018.
- 200 students commenced training on 6 November 2017 and the first class of 2018 entered the Garda College in January with a further three planned intakes for this year, bringing the total intake for 2018 to 800 trainees.
- Sanctions for the recruitment of additional and new civilian posts are continuing to be received from the Policing Authority and work continues on recruiting to these posts.
- Consideration is being given to next steps to be taken following the conclusion of the recruitment process for Executive Director Chief Data Officer, without a candidate selected. The Data Protection Officer at Principal Officer level has been appointed.
- The Workforce Plan is continuing to be refined and revised in consultation with the Policing Authority and Departments of Justice and Equality and Public Expenditure and Reform.
- Further information on the status of Civilianisation and Redeployment is outlined in Section 5.
- Details of numbers and vacancies in specified ranks are attached at Appendices D and E.

## 3 Information and Communications Technology (ICT)

The following projects were successfully deployed to the Live Environment:

- **eRC1 2.5:** An update to the electronic RC1 system was successfully deployed on 26 March 2018.
- **ECM 1.1:** A maintenance release to the Enterprise Content Management system (ECM) was successfully deployed on 27 March 2018.
- **Portal 3:** A maintenance release update for the Garda Síochána Portal was successfully deployed on 28 March 2018. A further maintenance release (Portal 4) is scheduled for 26 April 2018. This release will include further updates to code tables for the firearms register section of the website.
- **Reporting Services 3:** A maintenance release update for the reporting services was successfully deployed on 5 April 2018.
- **Monthly Patching:** Essential Microsoft security updates were successfully deployed to all PCs on 13 April 2018.
- **GNIB:** An update for the Garda National Immigration Bureau (GNIB) system was successfully deployed on 23 March 2018 to add new code tables for colleges and courses to the database.
- **Mobility 3 and 4:** A maintenance release update was successfully deployed on 12 April 2018 to the Enterprise Mobility Management (EMM) Garda ACTIVE Mobility Pilot. This release included the addition of the "Last Sale Date" for vehicles and some minor bug fixes.
- **An Garda Síochána Hosting Solution:** It is planned to move the website hosting solution currently provided by the Local Government Management Agency (LGMA) to a new provider in 2018. A new hosting solution has been identified and migration approach and timelines are being examined.
- **Symantec Endpoint Protection 14:** An upgrade to An Garda Síochána's anti-virus suite is scheduled for completion on 30 April 2018. This upgrade will deliver enhanced protection against the most recent malware threats while ensuring future compatibility with the latest operating systems and security patches.
- **SFTP (Secure File Transfer Protocol):** SFTP is the secure process for transferring files between An Garda Síochána and external agencies. The secure transfer of files between An Garda Síochána and the Department of Justice and Equality took place in March with 6 of the 7 planned migrations completed. The outstanding migration is in progress.



## **Modernisation and Renewal Projects**

**Property Management:** The Property and Exhibits Management system (PEMS2) Go Live activities are now complete and application access is available to trained users in all Regions. Phase 2 of the phased roll out of the peripheral devices (incl. barcode readers, e-signature pads and the PEMS2 label printers) is underway. As of 18 April 2018, 697 users have been provisioned with access to the application, with a planned total of 1,200 users after training is complete. Divisional CPD training centre requirements are currently being identified and planning is in progress. There are 167,176 object records that have been created in the system.

**Investigations Management System:** the implementation of an Investigations Management System (IMS) will centrally manage all investigations within the Organisation. Target go-live is Q4 2018 and build and testing phases are in progress. Change Impact, Communications Approach and Plan are in the process of finalisation and sign off. The Training Approach is being determined and engagement with the Garda College is ongoing in relation to Training Design.

**Schengen:** The Schengen project allows for information exchanges between Schengen member states on persons and property. Phase 0 of the Schengen Project is in its final stages. From Phase 0, the Schengen Team will have detailed requirements gathered and a clear business process definition. All requirements and business processes have been defined and agreed following detailed workshops with both operational and specialist groups across An Garda Síochána. Development of the Functional Designs is underway, with Phases 1, 2 and 3 of the Project being mobilised. Detailed planning for the remaining phases is in progress.

## **4 Corporate Communications**

### **Commissioner at AGSI Conference**

The Acting Commissioner, Deputy Commissioner Policing and Security and the CAO held a media briefing at the Association of Garda Sergeants and Inspectors Conference where action in areas such as national security, supervision levels, and welfare of members were outlined.

### **Counter-Terrorism Exercise, Shannon Airport**

To demonstrate An Garda Síochána's capability in dealing with terrorist incidents, and close co-operation in this area with the Defence Forces, a training exercise was held in Shannon Airport. Media were invited to the exercise which resulted in wide-spread positive coverage.

### **Organised Crime Briefing**

To provide public re-assurance that An Garda Síochána was combating organised crime, Assistant Commissioner Special Crime Operations, held a media briefing to outline successes in this area, particularly the fact that 50 assassination attempts had been foiled. The briefing also included a contribution from a representative of the UK's National Crime Agency (NCA) on the successful co-operation between An Garda Síochána and the NCA in tackling organised crime in both countries.

### **Theft from Cars**

Assistant Commissioner Southern Region highlighted that there had been a rise in theft from unlocked cars parked in driveways in Cork. Working with the Garda Síochána Analysis Service and Community Engagement, a press release was developed highlighting the growth in this issue nationally and an infographic providing advice to car owners was distributed via social media. The Park Smart public awareness campaign received significant media coverage including RTE Six-One, Drivetime, Irish Independent and Daily Star, and had a reach across all media of 7m.



### Regional Press Office

As part of the Modernisation and Renewal Programme, a Regional Press Office has been established in the Southern Region. The Southern Regional Press Office will work to promote good work taking place in the region across all media channels in a consistent and professional manner. The Regional Press Officers will work with local management while reporting to the Office of Corporate Communications. Further Regional Press Offices will be established as suitably qualified civilian personnel are appointed.

### Weather Warning

Working with the National Emergency Co-ordination Centre, An Garda Síochána utilised all its communications channels to advise the public about latest weather warnings and actions they should take to ensure their safety. Regular updates were provided during each day of severe weather. To provide public re-assurance that members of An Garda Síochána were available to protect and support communities during the weather event, the Organisation posted on social media examples of Gardaí visiting and helping people, particularly older members of the community, and providing transport support to key public sector workers.



**Advice on Current Weather Conditions**

**An Garda Síochána** about a month ago

Chief Superintendent Finbarr Murphy, Roads Policing with some advice on the current weather conditions.

Be careful on the roads. If you're in Munster or Leinster make sure you're home by 4pm Thursday, and stay inside until 12pm Friday. Don't forget to check in on elderly and vulnerable people in your area, make sure they're warm and have plenty of food.

707 likes 861 Shares 94K Views

Like Comment Share

**Comments** Up Next

**Garda Park Smart Appeal**  
An Garda Síochána  
15K Views

**Missing Person Appeal - Caique T. De Oliveira**  
An Garda Síochána  
111K Views

**Desaparecido: Caique T. De Oliveira**  
An Garda Síochána  
179K Views

**An Garda Síochána** added 4 new photos. Like Page ...  
 Published by Michael Staines [?] · February 28 · Dublin ·

Garda members from Crumlin and Sundrive Rd stations helping deliver 220 meals to senior citizens in Dublin 12, unable to attend their local centers. Remember to check in on elderly and vulnerable in your community and make sure they're warm with plenty of food. #WinterReady



289,324 people reached Boost Post

Like Comment Share

### **Social Media Coverage**

Between 25 February and 6 March 2018, the main Garda Twitter account had 5.15m impressions with the average tweet viewed approximately 40,000 times. The Garda Facebook page had 5.28million impressions with the average Facebook post viewed by approximately 125,000 people. A number of Facebook posts were viewed over 500,000 times. Engagement levels across all social media channels was over 8%. (Industry standard engagement rates would be approximately 1%).

### **Interviews/Operational Media Briefings**

These included:

- Search for high profile missing person in Cork
- Online child safety (TV3)
- CAB operations targeting criminal gangs
- Public safety around St Patrick Day's festivities
- Appeals relating to on-going investigations including murders.

## 5 Progress update on the status of Civilianisation and Redeployment

### Garda members who have been reassigned to operational duties as of 6 April 2018

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda
<b>Total</b>	0.5	4	5	3*	49**

\* Sgt retired is to be replaced by a HEO in a role with further duties.

\*\* Inclusive of 9 GNIB posts

### Garda members reassigned to operational duties as of 6 April 2018 by Division

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda
<b>STO</b>	0.5	4			
<b>Legal Affairs</b>			1		
<b>Internal Audit</b>			1		
<b>Finance</b>			1		
<b>GPSU</b>			1		
<b>HRM</b>			1		
<b>Press Office</b>				1	
<b>NBCI</b>				1	
<b>CAO</b>				1	
<b>GNIB</b>					9
<b>Cork City</b>					6
<b>Cork North</b>					2
<b>Cork West</b>					3
<b>Limerick</b>					2
<b>Donegal</b>					1
<b>Galway</b>					4
<b>Sligo</b>					2
<b>DMR West</b>					2
<b>DMR South</b>					2
<b>DMR South Central</b>					5
<b>DMR North</b>					4
<b>DMR North Central</b>					3
<b>Tipperary</b>					1
<b>DMR Traffic</b>					1
<b>GNSPB</b>					1
<b>West Meath</b>					1
<b>Total</b>	0.5	4	5	3	49

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

The Steering Committee established to embed the Code of Ethics in An Garda Síochána continues to meet regularly and the most recent meeting was held on 13 April 2018. During this meeting, discussion continued regarding the Decision Making Model, the Draft Ethics Strategy, the Communications Plan, Regional Launches and e-learning.

Ethics workshops are continuing nationally and to date, in excess of 4,000 Garda personnel from all ranks and grades have attended workshops. These workshops are being held in each Region of An Garda Síochána and are on schedule.

On 16 April 2018, a Superintendent was appointed to the Human Rights, Ethics and Culture Office. A business case is currently being developed for additional personnel required.

Following the postponement of Code of Ethics Regional Launches in January 2018, the remaining launches are due to recommence in May 2018.

## 7 Internal Affairs - Compensation

### Compensation – Year to date 2018

	January	February	March	April	Total
<b>Compensation files Opened</b>	16	11	13	4	44
<b>Compensation files Closed*</b>	0	3	37	6	46
<b>Compensation Cases Awarded in the High Court</b>	11	19	12	8	50
<b>Total Awarded (€)</b>	712,627	447,613	200,620	205,425	1,566,284

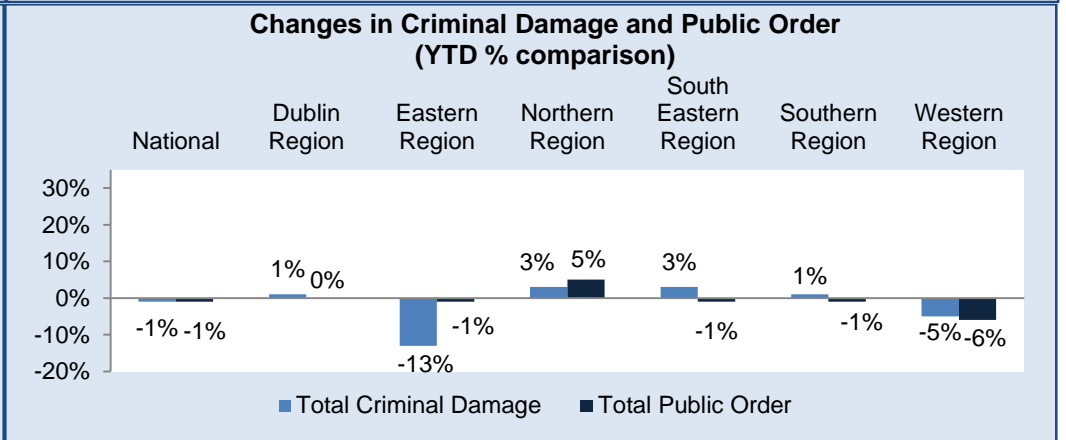
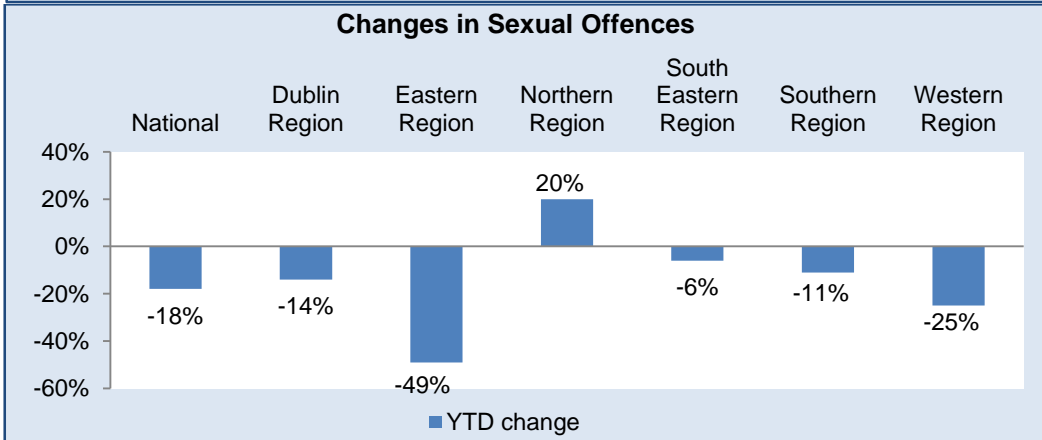
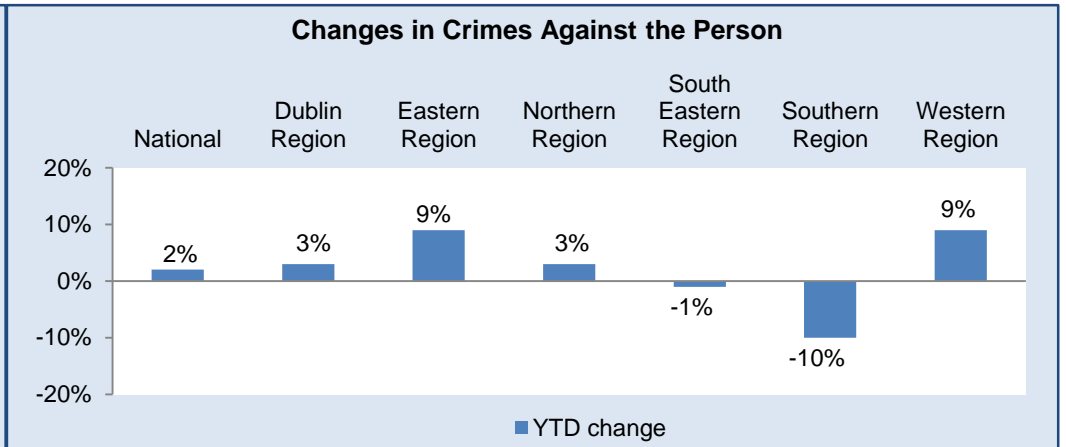
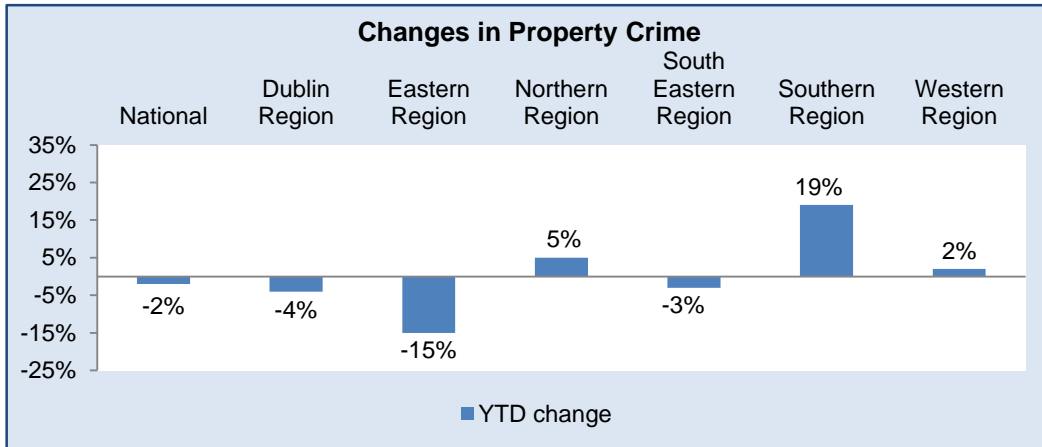
\* Files closed as a result of refusal by the Department of Justice and Equality or withdrawn by the member.

**National Overview / operational challenges**

Property crime is down -2% in the year-to-date comparisons. Violent property crime incidents are up +25% in the year-to-date. Robbery from the person and robbery of an establishment in the Dublin Region are driving this trend. Crimes against the person are up +2% in the YTD with an increase in incidents recorded across all Regions except the Southern and South Eastern Regions. The number of Sexual Offences recorded overall is down -18% in the year-to-date. Total Criminal Damage and total Public Order incidents are both down -1%. The Garda Organisation closely monitors crime trends and disseminates analysis on a Regional and Divisional basis, this feeds directly into planning operational activities aimed at reducing and preventing crime.

**Organisational challenges**

The CSO has taken the decision to resume publication of Recorded Crime statistics in the first six months of 2018 in a new category entitled "Under Reservation". The Garda Organisation is continuously working with the CSO to rectify data quality issues and concerns.



**MRP Status Overview for February**

While MRP projects are progressing, many were impacted by the recent Industrial Relations issues involving the Garda Chief Superintendents Association and Garda Superintendents Association with the Department of Justice and Equality and the Department of Public Expenditure and Reform. These matters have now been resolved.

**Project Status View**

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

**Project Status Breakdown**

Critical	Under Control	On Track	Total Projects
12	18	18	48

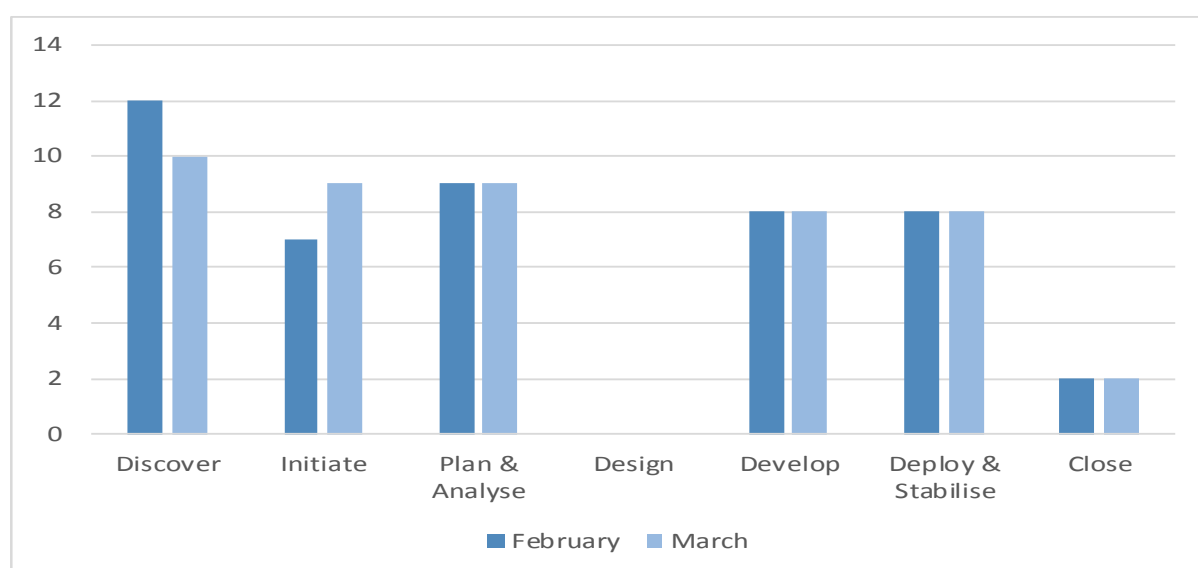
**Project Status Comparison to Previous Month**

Critical	+1	<ul style="list-style-type: none"> <li>Office Of Corporate Communications from amber to red</li> </ul>
Under Control	+1 (+2,-1)	<ul style="list-style-type: none"> <li>Garda National Cyber Crime Bureau – Project 1 moved from green</li> <li>PAF Technology Support moved from green</li> <li>Office Of Corporate Communications from amber to red</li> </ul>
On Track	-2	<ul style="list-style-type: none"> <li>Garda National Cyber Crime Bureau – Project 1 moved to amber</li> <li>PAF Technology Support moved to amber</li> </ul>

## Project Status by Tier

	Red	Amber	Green	Total Projects
Tier 1	2			2
Tier 2	8	9	5	22
Tier 3	2	9	13	24

## Project Breakdown by Phase



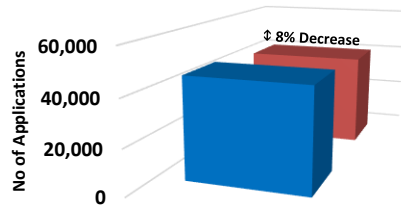
## 10 Risk Management

- Two meetings of the Risk & Policy Governance Board (R&PGB) have been held so far in 2018.
- A meeting of the Management Assurance Stakeholder Team (MAST) (GPSU, GIAS, Strategic Planning, STO, GRMU) was held on 6 March 2018.
- The Garda Risk Management Unit continues to provide Organisation-wide communications, training, advice and guidance to all risk management stakeholders, with the objective of embedding risk management firmly within the Organisation's culture.
- The following briefings/workshops took place during the month of March;
  - One-to-one meetings between Superintendent GRMU and Divisional and District Risk Managers to review and quality assure risk registers.
  - Risk Register Development Workshops and specific support, guidance and advice provided to various stakeholders.
  - Presentation delivered to Chief Superintendents and Principal Officers.
  - Risk Management briefings delivered at regional PAF meetings.
  - A meeting was held with the newly appointed Risk Champion for the Northern Region.
- Since October 2016, the Garda Risk Management Unit has provided training, briefings or direct support to more than 1,250 members of An Garda Síochána, of all ranks and grades.



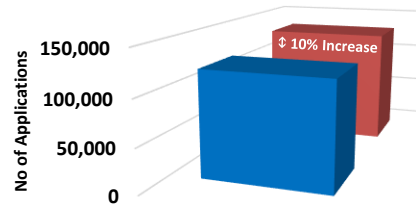
## 11 Vetting

March



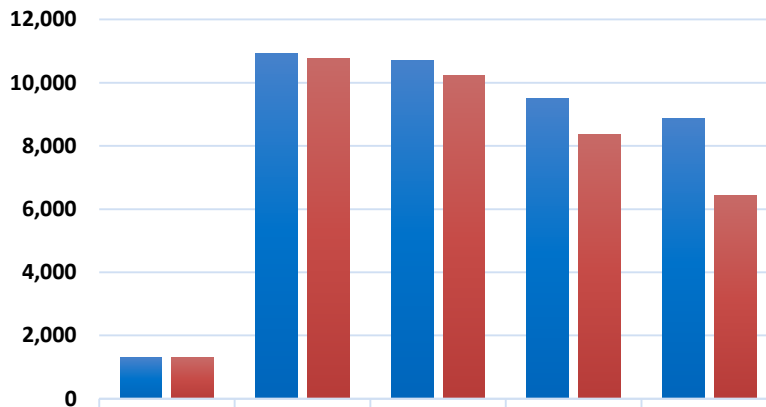
	March
■ 2017	45,114
■ 2018	41,287

First Quarter



	Q1
■ 2017	119,855
■ 2018	131,923

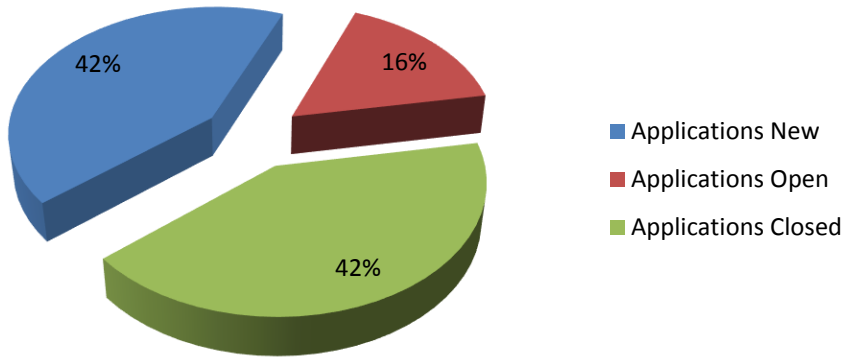
March - Received and Completed Applications



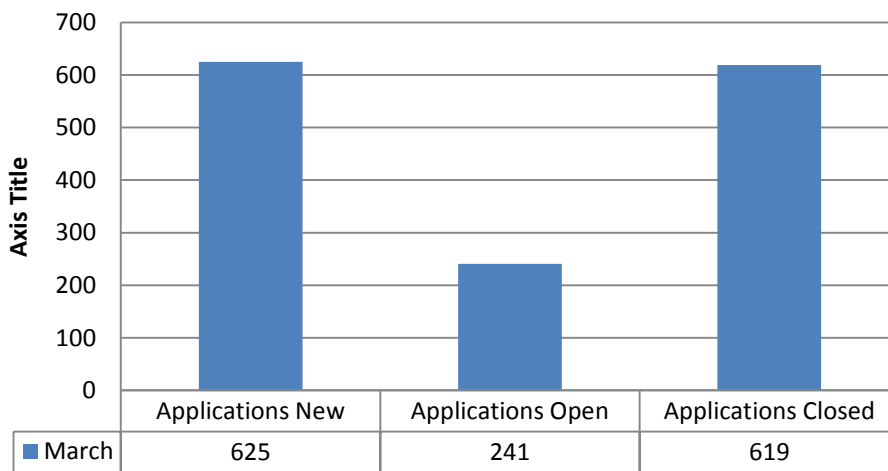
	1st to 4th	5th to 11th	12th to 18th	19th to 25th	26th to 31st
■ Received	1,298	10,923	10,721	9,487	8,858
■ Completed	1,295	10,768	10,217	8,352	6,422

Applications	New	Open	Closed
March	625	241	619

**Data Protection Requests - March**



**Data Protection Requests - March**



## 13 Freedom of Information (FOI)

The eFOI tracking system records a total of 137 requests, incorporating a total of 211 questions, received between 1 January and 31 March 2018. The majority of these requests were submitted by journalists (58), followed by requests from members of the public (49). Five requests have been received from members of the Oireachtas. The remaining requests were submitted by business/interest groups, solicitors and academics.

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

MONTHLY STATUS UPDATE – March 2018			
FOI Requests	Year To Date	March	Comments/Issues
Finance: General	25	6	
Finance: Procurement	5	0	
FOI Section	77	24	
Human Resources	30	10	
Internal Audit	0	0	
<b>Total Requests</b>	<b>137</b>	<b>40</b>	
<b>Additional Requests</b>	<b>118</b>	<b>45</b>	These comprise of out of scope requests that require attention by An Garda Síochána (crime reporting etc.)
FOI Decisions	Year To Date	March	Comments/Issues
Granted	14	4	As of 31 March 2018, 21 FOI requests remain open, including one request received in 2017
Part-granted	34	18	
Refused	71	22	
Withdrawn	6	4	
Withdraw & redirect	0	0	
<b>Total Decisions</b>	<b>125</b>	<b>48</b>	28 decisions made in January 2018 of which 6 referred to FOI requests received in 2017
Response Times	Year To Date	March	Comments/Issues
Within time	116	45	
Out of time	9	3	

\* The statistics are drawn from a live ICT reporting system and as a result information is changing hourly/daily as decisions are made and files completed.

March 2018

File Type	New				Finalised			
	Garda		Non-Garda		Garda		Non-Garda	
	Litigation	Pre-Litigation	Litigation	Pre-Litigation	Litigation	Pre-Litigation	Litigation	Pre-Litigation
Article 40			1				1	
Assault							1	
Assault (Sexual)								
Constitutional								
Consultative Case Stated								
Defamation							1	
Bullying								
Damage to Property				14				5
Discovery			3				1	1
Equal Status Act								
Employment Cases								1
False Imprisonment				2				
Fixed Charge Notice								
Injunction								
Inquest				1				
Judicial Review			1					
Loss of Property				1				
Malicious Prosecution							1	
Negligence								
Penalty Points								
Personal Injury		2	1	5				
Police Property Application				1				
PSV								
Slip/Trip/Fall					1			
SCA Assist								
Unlawful Arrest			1					
Unlawful Search							4	
Unlawful Seizure								
Vetting								
Warrant Case								
Other		1	2	6		1	3	
<b>Total</b>	<b>0</b>	<b>3</b>	<b>9</b>	<b>30</b>	<b>1</b>	<b>1</b>	<b>12</b>	<b>7</b>

- The figures provided above refer to the number of new files opened and finalised in Legal Services in the month of March 2018.
- The files are broken down into the categories of “Garda “ / “non-Garda” files.
- The figures are further broken down into files which are “pre-litigation” (legal proceedings have not been instituted) and “litigation” (files which are the subject of legal proceedings).

## Appendix A

### Human Resources and People Development (HRPD)

Rank	Strength at 31 March 2018
Commissioner	1
Deputy Commissioner	1
Assistant Commissioner	9
Chief Superintendent	45
Superintendent	166
Inspector	254
Sergeant	1,861
Garda	11,330
<b>Sub - Total</b>	<b>13,667</b>
Career Breaks (incl. ICB)	108
Work-sharing*	54.5
Secondments (Overseas etc.)	16
Maternity Leave	71
Unpaid Maternity Leave	35
<b>Total</b>	<b>13,382.5</b>

\* Equates to 109 members

Professional/Technical		Administrative		Industrial	
Head of Training & Development	0	CAO	1	General Op	11
Teacher	16.6	Exec Director Finance	1	Electrician	1
Researcher	2	Exec Director HRPD	1	Store Keeper	1
Senior Solicitor	1	Exec Director ICT	1	Carpenter	1
Professional Accountant Grade I	6	Exec Director S&T	1	Charge hand	1
Professional Accountant Grade II	2.8	Exec Director L&C	1	Plumber	1
Professional Accountant Grade III	1	Director	1	Traffic Warden	5.5
CMO	1	PO*	11	Coffee Shop Attendant	0
Assistant CMO	1	AP**	31	Driver	15.8
Occupational Health Physician	0	HEO***	119	Store man	4
Nurse	3	EO ****	342.286	Store Officer	1
Photographer	3	CO	1438.029	Groom	1
Cartographer	2	Supt. of Cleaners	2		
Telecoms Technician	11.6	Cleaner	153.3		
Examiner of Maps	1	Service Attendant	32		
Head of Legal Affairs (Director level)	1	Seasonal Cleaner /SA	6.6		
Accident Damage Co-ordinator	1	Service Officer	7		
Technical Supervisor	1	Catering Staff	28		
Workshop Supervisor	1				
<b>Total</b>	<b>56</b>		<b>2177.215</b>		<b>43.3</b>

\* Includes 1 Head of Garda Síochána Analysis Service

\*\* Includes 2 Deputy Heads of Garda Síochána Analysis Service

\*\*\* Includes 26 Senior Crime & Policing Analysts

\*\*\*\* Includes 8 Crime & Policing Analysts

**GRAND TOTAL: 2276.515 (whole-time equivalent)**



## Policing Plan 2018

### Priority 1

Organisational Development  
and Capacity Improvement

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

## Appendix B (ii)



# Policing Plan 2018

### Priority 2

National and International Security

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

### Public Attitude Survey

Reported Quarterly

	Target
Respondents who think that An Garda Síochána is well-managed (baseline 2017)	+5%
Increased victim satisfaction	65%
Respondents who say that fear of crime does not impact on their quality of life	75%
Public opinion on ability of An Garda Síochána to tackle crime	60%
Respondents who see crime as a very serious or serious problem locally	20%
Garda visibility	40%
Perception that An Garda Síochána is community focused	67%
Satisfaction with the service provided to local communities	75%
Perception that AGS treats all people equally, irrespective of background	New

Appendix B (iii)



## Policing Plan 2018

**Priority 3**

Confronting Crime

33	CJ (Victims of Crime) Act 2017	Green	39b	ID Victims of Sex Exploitation	Green
34a	Defining Hate Crime	White	40a	Safeguarding Statement	Green
34b	Proc. to Record Hate Crime	White	40b	PULSE Automated Children First	Green
34c	Rpt. Hate Crime Campaign	Green	40c	Integrate PULSE/TUSLA NCCIS	Green
35a	Div. Protective Services Units	Green	41a	Crime Prevention Officer Proc.	Green
35b	Dom. Abuse/Sex Cr. Risk Ass.	Green	41b	Crime Prevention Mobile App.	Green
35c	Facilitating SORAM Workshops	Green	44a	GNECB Regional Liaison	Green
36a	Domestic Homicide Review	Green	44b	N. Fraud Prevention Office	Green
36b	Reporting/Detection of Sex Off.	Red	44c	Fraud Prevention Camp.	Green
37a	Domestic Abuse Interventions	Green	44d	Anti-Corruption & Bribery	Green
37b	Reporting of Domestic Abuse	Green	44e	Corruption/Bribery Ph. Line	Green
37c	Domestic Abuse Call-Backs	White	45a	Reports to PA on OCG's per Q.	Green
38a	THB Training	Green	45b	Dev. Matrix to assess OCG's	White
38b	Identification of victims of THB	Green	46	Drug Intimidation Rpt. Pg.	Green
39a	Dist. of Child Pornography	Green	47	Enhanced GoAML Function	Green

**Priority 3**

Metrics

42a	Increase Det. Rate (Assault)	Yellow	43	Decrease Inc. Level (Assault)	Red
42b	Maintain Inc. Level (Burglary)	Red	44f	Increase in M. Laundering Inv.	Green
42c	Increase Det. Rate (Burglary)	Red	45c	Increase Det. (S/S Ctrl. Drugs)	Red
42d	Maintain Inc. Level (Robbery)	Red	45d	Increase Det. (Firearms)	Green
42e	Increase Det. Rate (Robbery)	Red	45e	European Arrest Warrant Ex.	Green



## Appendix B (iv)



# Policing Plan 2018

### Priority 4

Roads Policing

48	Crowe Horwath Action Plan	Yellow	50	Roads Policing Operations Plan	Green
49a	Divisional Roads Policing Units	Green	52	Road Safety Nat. Media Strat.	Green

### Priority 4

Metrics

49b	Roads Policing Personnel	Green	53b	Decrease Road Fatalities	Red
51	Multi-Agency Checkpoints	Green	53c	Decrease Serious Injuries	Red
53a	Enforcement Focus on KLO's	Red			

### Priority 5

Community Engagement and Public Safety

54a	Com. Pol. Area Segmentation	Green	58c	ID Barriers to Diverse Groups	White
54b	Personnel Allocation Plan	Yellow	59a	Diversity & Inclusion Strategy	Green
55	Garda Reserve Strategy	Red	59b	Diversity Training	Green
56a	New Garda Website	Green	60	J-ARC Recommendations	Green
56b	Social Media Engagement	Green	61	SAOR Implementation	Green
57	Crime Prev.(Vulnerable People)	Green	62a	Juvenile Diversion Action Plan	Green
58a	Plan to Attract Diverse Groups	Green	62b	Implement Plan (see 62a)	Green
58b	Implement Plan (see 59a)	White	63	Major Event Mgt. Review	Yellow

### Policing successes and summary of on-going work

Throughout the month of March 2018, there were a number of incidents of excellent police work, demonstrated by members of An Garda Síochána attached to frontline operational policing units, supported by specialist personnel from Special Crime Operations, Security & Intelligence, Roads Policing, and Community Engagement & Public Safety. This included:

#### Operation Thor

- On 7 March 2018, following a robbery at Carbury, Co. Kildare, a vehicle was seized, property was recovered and five males were arrested.
- On 23 March 2018, following a burglary at Nenagh, Co. Tipperary, three persons were arrested and two stolen vehicles were seized at Birdhill, Co. Tipperary.
- On 28 March 2018, a 2015 E Class Mercedes Convertible was recovered. It was a cloned vehicle, believed to have been stolen in the UK.

On 13 March 2018, Gardaí from the Anglesea Street Division arrested 13 people, searched 19 premises, conducted 24 checkpoints and seized 7 vehicles as part of an Operation Thor 'day of action'. There were 13 arrests for theft, fraud and drug offences, and 8 charges proffered. Five warrants were executed and one stolen trailer was recovered. The purpose of this operation was to prevent crime, disrupt criminal activity, apprehend criminals and enhance community engagement. The operation included Garda checkpoints and Community Gardaí provided information to members of the public to increase awareness around protection of personal property and possessions. Crime Prevention stands were set up over the course of the operation in Douglas, Carrigaline and Merchants Quay, Cork City.

Gardaí from the Mallow District arrested three people and searched five premises as part of an Operation Thor day of action on 15 March 2018. Similar to that on 13 March 2018, the operation included Garda checkpoints and Community Gardaí informed members of the public to increase awareness of protection of personal property and possessions. Crime Prevention stands were set up over the course of the Operation giving information leaflets throughout the community.

During the course of searches, Gardaí recovered weapons including knives, an imitation firearm, knuckle dusters and some modified weapons. €500 worth of suspected Cannabis (pending analysis) and drug paraphernalia were also seized. Gardaí and Customs also carried out a search of a premises which resulted in the seizure of approximately 3,500 cigarettes, a quantity of laundered diesel and approximately 60 kegs which are believed to be stolen.

As part of Operation Thor, Gardaí arrested three males and recovered two high powered cars in Limerick on 23 March 2018. Following an intelligence led investigation conducted by the Garda National Drugs and Organised Crime Bureau, supported by the Emergency Response Unit, three males aged 22, 21 and 15 from the Dublin West area were arrested in the Limerick area following a burglary in Nenagh, Co. Tipperary. Two high powered stolen vehicles were recovered and the arrested persons were detained pursuant to Section 4 of the Criminal Justice Act 1984 at Nenagh and Roscrea Garda Stations.

The following is a breakdown of the most significant drugs, cash and firearms seizures by GNDOCB in March 2018.

- **16 March 2018:** In Dublin, two persons were arrested. €5,000 in cash, 60kgs of Cannabis Herb and 2½kgs of Cocaine were seized with an estimated street value of €1.4m.
- **16 March 2018:** In Dundalk, one person was arrested. 5kgs of Cannabis Herb was seized with an estimated street value of €100,000
- **22 March 2018:** In Dublin, two persons were arrested. 23kgs of Cannabis Herb and 10kgs of Cocaine were seized with an estimated street value of €1.6m.
- **30 March 2018:** In Carlow, two persons were arrested. €21,000 in cash and 77kgs of Cannabis Herb were seized with an estimated street value of €1.5m.
- **31 March 2018:** In Dublin Port, one person was arrested. 11kgs of Ketamine and 7kgs Cocaine were seized with an estimated value of €1.2m.
- A significant amount of firearms and ammunition were also seized including 8 handguns and one machine gun, which resulted in 6 arrests.

### **Other good work conducted**

On 3 March 2018, during the severe weather, a burglary took place at a jewellers in Golden Island Shopping Centre, Athlone, Co. Westmeath. Subsequently, a house was searched in Borris-in-Ossory under warrant, where a large quantity of jewellery was recovered. Three males were arrested and detained at Athlone, Portlaoise and Tullamore Garda Stations. All three males were charged with Possession of Stolen Property and were remanded in custody.

On 6 March 2018, members from Special Tactics and Operations Commands (STOC) were involved in the successful resolution of Hostage / Barricade / Suicide incident involving an armed male in Glenealy, Co. Wicklow, which was successfully negotiated to a peaceful conclusion.

On 15 March 2018, a multi-agency cross-border intelligence-led initiative was put in place in Dublin Port involving the Commercial Vehicle Unit, DMR Traffic, the Road Safety Authority and the Driver & Vehicle Standards Agency (Northern Ireland), targeting road transport offences, in particular Tachograph breaches. The operation resulted in the seizure of three vehicles and one arrest.

Also on 15 March 2018, searches were conducted in Dublin and Dundalk in an intelligence-led operation, led by the Revenue Commissioners during which a large cigarette manufacturing plant was uncovered, along with 25 million counterfeit cigarettes worth an estimated €50m and resulted in 11 persons arrested. All 11 persons were charged with two counts of manufacturing, processing and / or supply of illegal tobacco, contrary to section 78A, Finance Act 2013. The Revenue Commissioners were supported by Garda personnel from the Armed Support Units in Dundalk and Dublin, with detective and uniform Gardaí from Louth Division.

On 28 March 2018, searches were conducted in the Carrickmines area of the DMR East Division with assistance from intelligence provided by the Divisional Assets Profiler and supported by personnel and canines from the Garda Dog Unit. During the search, a substance, suspected to be Cocaine, worth an estimated street value of €20k and other drug-related paraphernalia were seized. One person was arrested and detained under section 2, Criminal Justice (Drug Trafficking) Act 1996.

On 29 March 2018 in Roscommon, in conjunction with the Revenue Commissioners, a search warrant was executed resulting in the seizure of a quantity of Cocaine worth an estimated value of €35,000. One male was arrested and charged with the sale and supply of drugs and was remanded in custody.

On 30 March 2018, as part of a cross-border, intelligence-led initiative, under the auspices of the Joint Agency Task Force, the Police Service of Northern Ireland arrested five individuals in Dromore Co. Down following the discovery of the biggest haul of Herbal Cannabis.

In the DMR West during March significant resources were deployed on searches which resulted in the seizures of Xanax, Cannabis, Cocaine, MDMA and Diazepam, worth an estimated €75,000 during which other property, including mobile phones, tablets, designer jewellery and clothing were recovered.

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

Appendix D

Schedule of Expected Vacancies													
Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2018												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2018
Assistant Commissioner		1											1
Chief Superintendent			1	1				1			1		4
Superintendent	1		4	1	2				2	1	1	1	13
<b>Total</b>	1	1	5	2	2	0	0	1	2	1	2	1	18

Appendix E

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks  
Data as at the end of March 2018

Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	9	9	0								0	9	0
Chief Superintendent	45	45	1					1			0	45	0
Superintendent	166	165*	5				2	2			1	166	0
<b>Total</b>	<b>220</b>	219	6	0	0	0	2	3	0	0	1	220	0

\*Member promoted in February, however only notified in March