An Garda Síochána

Monthly Report to the Policing Authority

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

November 2018

An Garda Síochána

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Bí linn/Join us

Ms. Helen Hall
Chief Executive
Policing Authority

Dear Ms. Hall

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

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

Work has continued this month to edit and refine this report with a view to making it more cogent and succinct. It is our intention to further enhance its content and its relevance over the coming months to ensure that it is informative for the Policing Authority and our stakeholders.

Work has commenced on the routine publication, on the Garda Síochána website, of data previously provided in this report. Engagement with Regions and Sections is ongoing to obtain new and more pertinent information in future reports. The format of the report has also been refined this month to enhance readability.

Following discussions at our previous monthly meetings, we will continue to engage with you regarding its evolution with a view to amalgamating and possibly reducing the number of reports provided in the spirit of effectiveness and efficiency.

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

Our policing successes are outlined at Appendix B. Appendix C provides an outline of Garda Síochána involvement in National events and some further Organisational initiatives which took place in recent weeks. These include;

- Little Blue Heroes Day Out in Garda Headquarters
- ERU ATLAS Challenge
- #Cyberscams Awareness Campaign, 17 – 23 October 2018
- Irishtown Garda Station Open Day

The 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

DERMOT MANN
CHIEF SUPERINTENDENT
OFFICE OF THE COMMISSIONER

November 2018

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Message from the Commissioner

In October, the third interim report of the Tribunal of Inquiry into Protected Disclosures was published. While the report makes difficult reading for all of us in An Garda Síochána, Mr Justice Peter Charleton has done An Garda Síochána a great service. He praised many Garda personnel for their dedication to public service, however, he has pointed out many issues where An Garda Síochána did not meet the high standards the public rightly expects of us.

Mr Justice Charleton found major flaws and failings in how the organisation operates. To address these, I have established a group, headed by an Assistant Commissioner, to recommend changes in areas such as the disciplinary process, culture, policy, and service delivery.

In particular, in my view, the section of the report, "Obligations of Gardaí", is a clarion call to me as Commissioner and the organisation as a whole to provide an effective, professional and ethical police and security service that protects the people of Ireland, particularly the vulnerable. We will meet this call.

The last month saw many examples of such good work. For instance, Operation Ketch, which targets those possessing and distributing child exploitation material, anti-gangland activity that removes drug and guns from our streets and significant advances in a historic missing person's investigation that has helped provide some answers for the family.

As Justice Charleton rightly points out, we must greatly improve in a number of areas, but it is the delivery of this kind of police activity that protects and supports communities that will play a critical role in re-building public confidence in An Garda Síochána.

1   Finance

The overall financial position at the end of October 2018, shows a total net expenditure of €1,315.1m which is €31.6m more than the profiled spend of €1,283.5m. While there are savings on a number of subheads, the subhead budgets are committed. Excluding the favourable timing differences, the gross year to date overspend amounts to approximately €58m.

The adverse variance for the Pay Subhead: (Pay + Overtime, including the Garda College) of €34m is partly driven by a funding shortfall and 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 of €103m is €18.6m in excess of the profiled budget. The Papal Visit and the Royal Visits earlier this year have placed substantial pressure on the Garda budget.

While additional receipts of €12.7m included in the Appropriations-in-Aid subhead have partly offset the higher than profiled spend, the underlying continuing trend is that expenditure is exceeding budget.

Based upon a detailed financial year end projection, the Garda Vote will require and has requested a provision for a supplementary estimate for 2018. The supplementary estimate requirements are currently being processed by the Department of Justice and Equality and the Department of Public Expenditure and Reform.

Estate Management

Developments in October 2018

- **Old Kevin Street Garda Station:** Work is to commence imminently to refurbish the former station at Kevin Street to allow the relocation of Special Tactics and Operations Command (STOC) personnel from Harcourt Square. Completion of this project is expected for Q1 2019. This will allow the accommodation in Harcourt Square vacated by STOC to be reallocated to cater for Special Crime Operations Bureaus which are expanding.
- **Fitzgibbon Street Garda Station:** Enabling works have commenced as part of the complete refurbishment/redevelopment of this station.
- **Portlaoise Garda Station:** Two Portacabins have been installed at the rear of Portlaoise Garda station as the first phase of major redevelopment of this station.

Programme for Government commitment to reopen six Garda Stations

- Donard, Co. Wicklow: Works to this station have commenced on site. This project is due to be completed in December 2018.
- Ballinspittle, Co. Cork: An on-site sign off meeting was held on 2 October 2018. Works are due to be completed by Q2 2019.
- Rush, Co. Dublin: A site meeting was held on 10 October 2018 at which the proposals were agreed in principle, with some minor matters to be finalised prior to final sign-off.
- Stepaside, Co. Dublin: OPW has provided proposals for the refurbishment of Stepaside Garda Station which are currently under the review of local Garda management.
- Leighlinbridge, Co. Carlow and Bawnboy, Co. Cavan: An Garda Síochána has provided a brief of requirements to OPW, which is currently under review.

Budgetary Constraints

Budgetary constraints are impacting the delivery of the Garda Building and Refurbishment Programme and the capacity of An Garda Síochána to provide suitable accommodation to cater for the expansion of the Garda workforce and the implementation of the Garda Modernisation and Renewal Programme.

2　　Human Resources and People Development (HRPD)

- The Garda strength at 31 October 2018 stood at 13,876 and the Garda Staff strength at 2,373.3. A breakdown by rank, grade and gender is outlined in the tables to follow.
- The Garda Trainee recruitment campaign continues, with the latest class entering the college in October 2018.
- Work is continuing on the recruitment to Garda Staff posts, sanctioned by the Policing Authority.
- Information on the status of Redeployment is outlined below.
- Details of numbers and vacancies in specified ranks are outlined at Appendices D and E.

Rank	Strength 31 October 2018	Male	Female
Commissioner	1	1	
Deputy Commissioner	1	1	
Assistant Commissioner	9	7	2
Chief Superintendent	46	39	7
Superintendent	166	149	17
Inspector	236	202	34
Sergeant	1988	1598	390
Garda	11429	8159	3270
Total	**13876**	**10156**	**3720**

Of which	
Career Breaks (incl. ICB)	96
Work-sharing	57
Secondments (Overseas etc.)	19
Maternity Leave	84
Unpaid Maternity Leave	48
Available Strength	**13,572**

	Total	WTE*	Male	Female
Professional / Technical	55	54.4	32	23
Administrative **	2165	2058.8	457	1708
Industrial	434	260.1	131	303
Total	**2654**	**2373.3**	**620**	**2034**

* Whole Time Equivalent
** Details of civil service grades are outlined to follow

Grade	Total	WTE	Male	Female
PO	13	13	8	5
AP	35	35	15	20
HEO	139	137.8	61	78
EO	376	366.1	77	299
CO	1595	1499.9	290	1305
Total	**2158**	**2051.8**	**451**	**1707**

Garda members reassigned to operational duties at 2 November 2018

Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
0.5	**4**	**10**	**36**	**127**	**177.5**

Front Line Mobility: A new App to provide mobile access to the Garda Portal is currently in development along with new versions of the Traffic App.

Property and Exhibit Management System (PEMS2): As of 5 November 2018, 945 users have access to the application, with a planned total of 1,200 users on completion of training. The creation of an eLearning package is underway by the Garda College. Roll out has commenced and it should be available nationwide before the end of the year. A total of 350,591 object records have been created.

Investigations Management System (IMS) will centrally manage all investigations. Go-live date is Q1 2019 with national rollout planned throughout 2019. The 'Build' phase is complete and the 'Test' phase and review of policy and procedures are currently in progress. eLearning, consisting of 8 modules has been rolled out to all Phase 1 impacted users. Phase 1 of the rollout will take place in Waterford Division and engagement with Divisional Management is ongoing. Classroom training preparations and Post Go-Live Support planning have commenced.

PRUM: An Austrian Delegation visited Garda Headquarters during February 2018 to inspect the ICT Solution and review pilot testing. An evaluation report of implementation was completed and submitted to the EU Council. These reports and draft Council Decisions acknowledging Ireland's compliance in respect of Dactyloscopic and DNA data exchange were adopted at the DAPIX Working Party meeting in Brussels, on 25 June 2018. Decisions were returned to Council for the final adoption so that Ireland can commence operational exchange. Garda ICT and the Technical Bureau are currently in the planning stage for operational deployments with Austria and the Netherlands.

Schengen Information System II (SIS II)[1] commenced in April 2017 and has a phased delivery approach with an overall delivery timeline of Q4 2019. SIS II will be tested by EuLISA, the agency responsible for administering the Schengen Information System. At that point, the project will be ready for Accession decision and final evaluation stage by the EU Commission. This final stage and its duration are at the sole discretion of the EU Commission and are required before SIS II can commence sending and receiving 'live' alerts. The implementation phasing is as follows:
- Phase 0 - Project Initiation and Requirements Specification for overall system - Completed
- Phase 1 - National System/National Copy – In progress
- Phase 2 - SIRENE Solution – In progress
- Phase 3 - Integration with National Police Systems – In progress

Development of detailed functional designs across all national systems (PULSE, GNIB and AFIS) required to integrate with Schengen is progressing. Development of the new SIRENE Case Management system is also in progress. The second in a series of five connectivity and compliance tests with euLISA has almost completed.

Enterprise Content Management (ECM): ECM Phase 2 deployment is scheduled for rollout to Internal Affairs, STO and ICT by end of Q4 2018. A Train the Trainer approach was agreed and training sessions are at the planning stage.

Roster and Duty Management System (RDMS): The pilot ran initially for 14 weeks to assess the new Duty Planning function and the DMS system. This included analysis of payroll output. Following this, a 10-week extension was approved to address feedback and lessons learned from the 14-week pilot. The pilot extension activities have included both system and training programme updates, as well as building the Garda team and knowledge.

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[1] Allows for information exchanges between Schengen member states on persons and property.

4   Corporate Communications

Promotion of Anti-Gangland Activities
Interviews by senior officers were provided to media, including the Irish Independent, Evening Herald and Sunday Independent on successful Garda actions taken to combat organised crime groups, particularly in relation to seizures of cash, drugs and firearms.

National Slow Down Day
This anti-speeding initiative was promoted through video, press release and social media postings. The activity was focused on encouraging drivers to slow down, to show that Gardaí were enforcing speed limits and to thank compliant drivers. Media and the public were kept regularly up-to-date throughout two days on compliance levels with a particular focus on examples throughout the country of excessive speeding.

Engagement levels with social media posts were above industry standard with a total audience across all our social media platforms of 543,583. @GardaTraffic tweeted that Gardaí and GoSafe checked the speeds of 164,032 vehicles and that 276 were detected travelling in excess of the speed limit.

Historic Missing Person Update
An update through press release and media briefing was provided on the status of the investigation into an individual who had been missing since the year 2000. Recent advances in DNA analysis had allowed for identification of partial remains that had been found in 2001. This update received wide-spread media coverage and commentary relating to determination of Gardaí to find answers to long standing missing person cases.

Operation Ketch Media Briefing
The Garda National Protective Services Bureau held a media briefing into searches targeting those possessing and distributing child exploitation material. The results of the operation received significant coverage.

Operation Atlas
An Garda Síochána's involvement in a major European anti-terrorism exercise, Operation Atlas, was promoted through social media and an article in the Irish Independent.

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

Delivery of Ethics Workshops is ongoing nationally. At the end of October 2018, over 12,000 members of An Garda Síochána and Garda Staff have attended. Over 7,700 have signed the Code of Ethics declaration, which includes all senior management in An Garda Síochána.

The Garda Ethics and Culture Bureau has contacted all Regions and Divisions to encourage the urgent attendance and finalisation of workshops and the associated signing of the Code of Ethics Declaration.

Assistant Commissioner Pat Leahy, representatives of the Ethics and Culture Bureau and the Code of Ethics Steering Committee attended the Policing Authority's Code of Ethics Committee meeting on 7 November and provided a full update on the work done to date to embed the Code of Ethics in An Garda Síochána.

6   Risk Management

The Garda Risk Management Unit (GRMU) continues to provide Organisation-wide communications, training, workshops, advice and guidance to all risk management stakeholders with the objective of embedding risk management firmly within the Organisation's culture.

- Superintendent GRMU undertakes regular meetings with divisional and district risk managers on a one-to-one basis in order to review and quality assure their risk registers.
- A support staff briefing was delivered to 15 Garda staff on 2 October 2018 in Nenagh, Co. Tipperary.
- A development programme briefing was delivered to 7 personnel on 1 October 2018 in Dublin Castle.

Since October 2016, the GRMU has provided training, briefings and direct support to more than 1,652 members of An Garda Síochána, of all ranks and grades.

The Risk Management IT System Project Initiation Document has passed the Strategic Transformation Quality Assurance stage and is expected to progress to the Cross Organisation Programme Board at its next meeting.
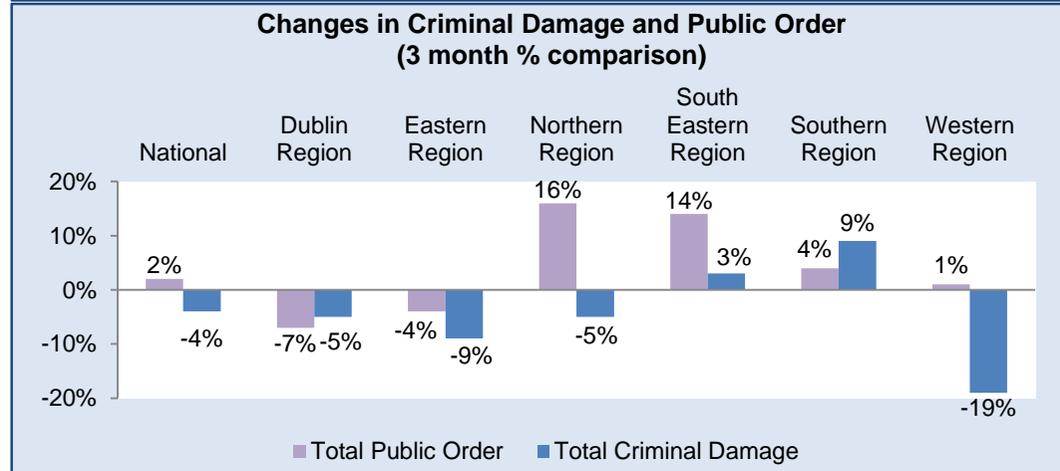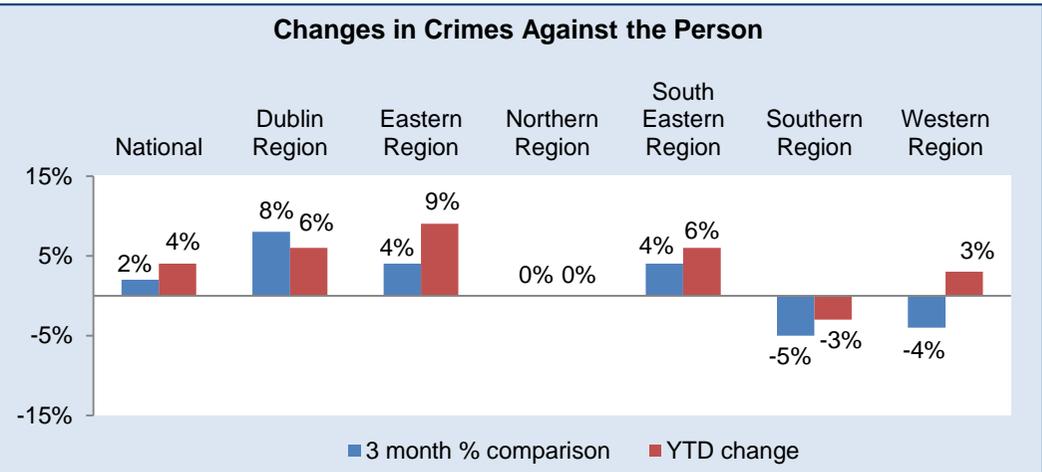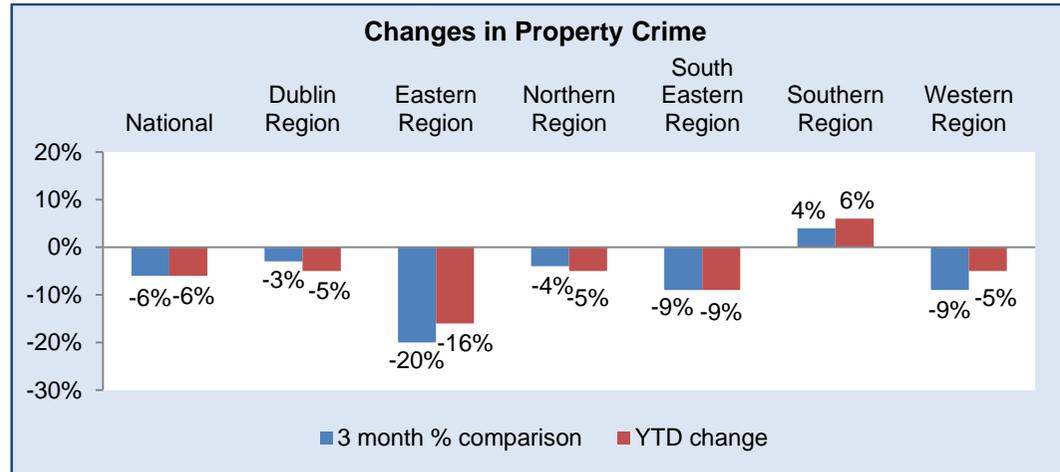
National Overview / Operational Challenges

In the year to date (YTD), total property crime has decreased -6% nationally, with decreases in all regions except the Southern Region. Nationally, crimes against the person are +4% higher in the YTD and +2% higher when August – October this year is compared to the same period last year. Time comparisons for sexual offences could not be completed due to issues around the application of crime counting rules. Total criminal damage is down -4% and total public order incidents are up +2% in the three-month comparison. 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

Internally, work is ongoing to identify sexual offence incidents where the crime counting rules have not been applied correctly so that issues can be resolved. The CSO has taken the decision to resume publication of Recorded Crime statistics under a new category entitled *"Under Reservation".* The Garda Organisation is continuously working with the CSO to rectify data quality issues and concerns, as well as set out criteria for lifting the reservation. Initiatives to improve data quality are being rolled out across An Garda Síochána.

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

Changes in Property Crime

Changes in Crimes Against the Person

Changes in Criminal Damage and Public Order (3 month % comparison)

8   Public Attitudes Survey

Public Attitudes Survey Q3 2018

Victims

5.5% were victims of crime

VICTIM REPORTING
76% reported their crime to Gardaí

68% of victims were satisfied with the service provided by An Garda Síochána

37% felt that the right amount of information was provided by An Garda Síochána

Perceptions of Crime

1 in 5 felt that crime was a serious problem LOCALLY

3 out of 4 considered crime a serious problem NATIONALLY

Those aged 55+ perceived National Crime as more serious than those in younger age groups

Satisfaction with AGS

80% Satisfied with the service provided to local communities (76% including don't knows)

93% agree Gardaí would treat you with respect (90% including don't knows)

79% agree Gardaí treat everyone fairly (66% including don't knows)

Perceptions of AGS

37% Aware of patrols in local area

60% felt presence was not enough

92% (88%) Friendly or helpful
74% (67%) Community focussed
69% (61%) Modern or progressive
66% (59%) Effective in tackling crime
54% (44%) Well managed
45% (37%) Provides a world class service

% including don't know responses in brackets

Fear and Worry

1 in 2 worried about becoming a victim of crime

65% had some fear about crime in general, however 60% reported that fear of crime had no effect on their quality of life

9   Modernisation and Renewal Plan 2016-2018

Project status view, Tier 2 and Tier 3 – October 2018

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

Note: Tier 3 projects are highlighted by a red asterisk *
ElectronicRC1, Cultural Audit and HR Operating Model were closed in September 2018 and have been removed from October project status updates.

Project Status Breakdown

Critical	Under Control	On Track	Total Projects
13	17	14	44

Included in this figure are the Civilianisation and Divisional Policing Model projects, which are Tier 1 and not included in the Project Status View in section 1.1

Project Status by Tier

	Red	Amber	Green	Total Projects
Tier 1	2	0	0	2
Tier 2	7	11	2	20
Tier 3	4	6	12	22
Totals	13	17	14	44

Project Breakdown by Phase
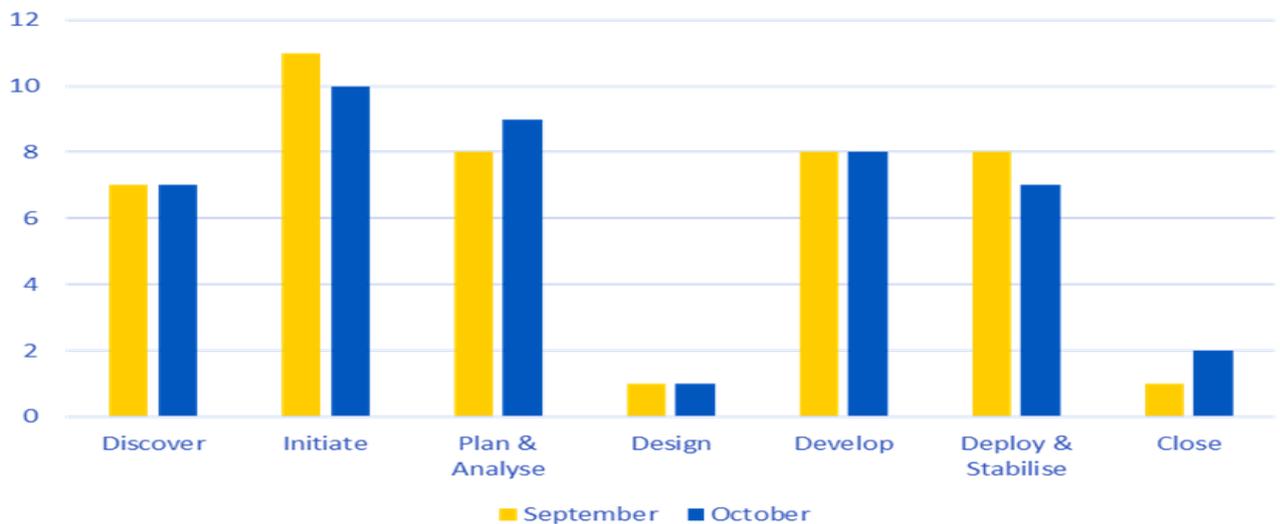
Phase	Project	Comment
Discover		
Initiate		
Plan & Analyse	PAF Processes & Procedures	Previously in Initiate
Design		
Develop		
Deploy & Stabilise		
Close	DPSU Phase 1	Previously in Deploy & Stabilise

Appendix A (i)

Priority 1

Organisational Development
and Capacity Improvement

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

Priority 2

National and International
Security

24	Prevention of Terrorist Acts	🟢	29b	Prüm Information Exchange 🔴
25	Financial Intelligence to A/C S&I	🟢	29c	Mobile Immigration Data 🟢
26a	Training in 8 MEM Regions	🟡	29d	European Union PNR Directive 🟢
26b	Emergency Planning Task Force	🟢	30	Scanning Security Environment 🟢
27a	Specialist Firearms Procedures	🔴	31a	GCCB Intelligence Function 🔴
27b	Critical & Firearms Inc. Cmd.	🟢	31b	Cyber Forensic Exam. Units 🔴
28	International Security Fora	🟢	31c	Forensic Computer Examination 🟢
29a	Schengen information Sharing	🔴	32	National Cyber Security Desk ⬜

Appendix A (ii)
Policing Plan 2018

Priority 3

Confronting Crime

33	CJ (Victims of Crime) Act 2017	🟧
34a	Defining Hate Crime	🟥
34b	Proc. to Record Hate Crime	🟥
34c	Rpt. Hate Crime Campaign	🟥
35a	Div. Protective Services Units	🟩
35b	Dom. Abuse/Sex Cr. Risk Ass.	🟥
35c	Facilitating SORAM Workshops	🟩
36a	Domestic Homicide Review	🟥
36b	Reporting/Detection of Sex Off.	🟩🟥
37a	Domestic Abuse Interventions	🟩
37b	Reporting of Domestic Abuse	🟩
37c	Domestic Abuse Call-Backs	🟩
38a	THB Training	🟩
38b	Identification of victims of THB	🟥
39a	Dist. of Child Pornography	🟩

39b	ID Victims of Sex Exploitation	🟩
40a	Safeguarding Statement	🟩
40b	PULSE Automated Children First	🟩
40c	Integrate PULSE/TUSLA NCCIS	🟩
41a	Crime Prevention Officer Proc.	🟥
41b	Crime Prevention Mobile App.	🟥
44a	GNECB Regional Liaison	🟥
44b	N. Fraud Prevention Office	🟥
44c	Fraud Prevention Camp.	🟩
44d	Anti-Corruption & Bribery	🟩
44e	Corruption/Bribery Ph. Line	🟩
45a	Reports to PA on OCG's per Q.	🟩
45b	Dev. Matrix to assess OCG's	🟩
46	Drug Intimidation Rpt. Pg.	🟩
47	Enhanced GoAML Function	🟥

42a	Maintain Det. Rate (Assault)	🟥
42b	Maintain Inc. Level (Burglary)	🟩
42c	Maintain Det. Rate (Burglary)	🟥
42d	Maintain Inc. Level (Robbery)	🟥
42e	Maintain Det. Rate (Robbery)	🟥
42f	Det. Rates Narrative (Not Rated)	

43	Decrease Inc. Level (Assault)	🟥
44f	Increase in M. Laundering Inv.	🟩
45c	Increase Det. (S/S Ctrl. Drugs)	🟥
45d	Increase Det. (Firearms)	🟩
45e	European Arrest Warrant Ex.	🟩

Appendix A (iii)
Policing Plan 2018

Priority 4

Roads Policing

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

Priority 4

Metrics

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

Priority 5

Community Engagement
and Public Safety

54ab	ComPol Segment/Allocation	🟩🟥	58c	ID Barriers to Diverse Groups	🟥
54c	Compol new Strategy	🟩	59a	Diversity & Inclusion Strategy	🟥
55	Garda Reserve Strategy	🟥	59b	Diversity Training	🟩
56a	New Garda Website	🟩	60	J-ARC Recommendations	🟧
56b	Social Media Engagement	🟩	61	SAOR Implementation	🟧
57	Crime Prev.(Vulnerable People)	🟥	62a	Juvenile Diversion Action Plan	🟩
58a	Plan to Attract Diverse Groups	🟥	62b	Implement Plan (see 62a)	🟩
58b	Implement Plan (see 59a)	🟥	63	Major Event Mgt. Review	🟥

Appendix B

Policing Successes and Community Engagement

Throughout the month of October 2018, there have been numerous incidents of noteworthy police work performed by members of An Garda Síochána in the course of their routine operational policing duties. These were supported by specialist personnel from Units under the remit of Special Crime Operations, Security & Intelligence, Roads Policing and Community Engagement & Public Safety. An overview of some of these incidents is outlined below.

On 9 October 2018, the Criminal Assets Bureau conducted searches in Cork targeting the assets and activities of an individual who had been convicted for offences relating to fraudulent claims under the Health Service Executive Drug Refund Scheme, in excess of €3.5 million. Documentation and media were seized during the search and approximately €150,000 in cash which included Euro, Sterling, Dollars and other foreign currencies. A quantity of gold and silver coins including South African Kruggerand coins were also seized.

On 10 October 2018, a joint operation involving Customs, Garda National Drugs and Organised Crime Bureau (GNDOCB) and Divisional and District personnel in Bray, relating to the controlled delivery of a parcel containing 3.6kgs of Cannabis Herb with a street value of €75,000 was conducted. This package was being delivered from Canada, via a courier company. Once the package was delivered and signed for, the suspect was apprehended with possession. He was detained under Section 2 of the Criminal Justice (Drug Trafficking) Act, 1996 at Bray Garda Station and was subsequently released without charge. An Investigation File is being prepared for the Law Officers.

On 10 October 2018, a Garda on beat duty in Kilkenny City noticed smoke emanating from a derelict building on John Street. The member entered the building and discovered two persons asleep inside. He proceeded to rouse these people and get them quickly out of the building to safety. Further attempts to search the premises were hindered by flames and heavy smoke. Following further enquiries, the two men were arrested in connection with the fire and an Investigation File is being prepared for the Law Officers.

On 11 October 2018, as a result of an ongoing investigation by Galway Divisional Drugs Unit, Gardaí stopped a 26-year-old male as he exited a vehicle in Knocknacarra, Co. Galway. The male was found in possession of 1kg of Cannabis Herb. Both he and the driver of the vehicle, a 28-year-old male, were arrested at the scene and conveyed to Galway Garda Station, where they were detained pursuant to Section 2 of the Criminal Justice Drug Trafficking Act 1996. During follow up searches, in Knocknacarra and Barna, Co. Galway, in excess of 200kgs of Cannabis Herb and approx. 40,000 tablets (suspected to be Benzodiazepine) worth an estimated €160k were seized. Both prisoners were charged with offences contrary to Sections 3 and 15 Misuse of Drugs Act, 1977/84 and were brought before a special sitting of Galway District Court on 12 October 2018 and remanded in custody. An Investigation File is currently being prepared for the Law Officers.

On 12 October 2018, as part of follow up enquires to an incident in August, controlled deliveries were facilitated by GNDOCB at three different addresses in the DMR area. Packages were accepted at all three addresses. Three persons were arrested under Section 30 of the Offences against the State Act 1939/98. Three Glock firearms were seized and in follow up searches, Cannabis Herb valued at approximately €10,000 and Cocaine valued at approximately €3,000 were seized. All persons arrested were later released from custody pending the submission of an Investigation File to the Law Officers.

On 18 October 2018, Gardaí carried out a search of a premises at Ballymote, Co Sligo, during which, Cannabis herb, Cannabis resin and other drug paraphernalia with an estimated value of €390,000 were seized. The premises was vacant during the search, however, suspects have been identified and an arrest strategy has been put in place.

On 22 October 2018, at approximately 11am, Gardaí were alerted via the control room about a number of males that had been disturbed trying to enter a house in Ballygeale, Patrickswell, Co. Limerick. The home occupants challenged the trespassers who retreated and fled in their vehicle, an English registered blue Peugeot. Details of the incident were circulated to all city and county units via the control room. At approximately 2.50pm a road traffic incident occurred in Ballingarry, Co Limerick involving a similar vehicle. The occupants of the vehicle ran from the scene after the incident and headed for fields. After a foot chase, all four occupants that were in the car were located and arrested. The four people were conveyed to Roxboro Road and Newcastlewest Garda Stations where they were detained pursuant to Section 4 of the Criminal Justice Act 1984. All four persons appeared before Limerick District Court on 23 October 2018, where, despite robust objections, all four were granted bail and will appear before Newcastlewest District Court in January 2019.

On 25 October 2018, the Criminal Assets Bureau conducted searches in Dublin and Wexford, targeting the assets of a member of an Organised Crime Gang involved in the sale and supply of controlled drugs in the North Inner City in Dublin. Three Rolex Watches, one Breitling Watch, an Audi Q5 Jeep and €2,000 in cash were seized.

During October 2018, under the auspices of 'Operation Vantage', the ongoing investigation by the Garda National Immigration Bureau into so-called 'sham' marriages, enquiries concerning suspected links between immigration fraud and abuses of Public Service Vehicle (PSV) licences were undertaken, in conjunction with the National Transport Authority. It has been established that a number of non-EEA nationals, having obtained immigration permissions by way of a 'marriage of convenience' subsequently obtained a PSV licence. One person, found operating a Public Service Vehicle for reward while impersonating the legitimate (PSV) licence-holder, was arrested during these enquiries and was subsequently charged with related offences. This person is also, as a result of a previous investigation into 'sham' marriages, the subject of a Deportation Order, and has since been deported. The investigation remains ongoing.

The 'Dealing with Anti-Social Behaviour through Community Engagement' Campaign ran from 1 to 31 October 2018. The purpose of this campaign was to engage with third level students and to raise awareness of the issue of anti-social behaviour amongst college communities including staff, students and visitors to campus. During this campaign, Campus Watch Liaison members were encouraged and requested to engage with their campus student & staff population through meetings, induction talks, Freshers' talks and crime prevention stands.

Appendix C

Little Blue Heroes

Little Blue Heroes is a not-for-profit charitable foundation established in April 2017 which is run, 100%, on a voluntary basis by members and staff of An Garda Síochána. Its aim is to support Gardaí in helping families in need from local communities who have children undergoing long-term medical treatment for serious illness. The foundation focuses completely on providing practical help for families who have exhausted all other avenues of assistance. In addition, they aim to provide Garda themed toys, activity books and children's events such as 'Garda for a Day'.

On Wednesday 17 October 2018, 10 Honorary Gardaí from various Children's Hospitals around Ireland were welcomed into An Garda Síochána by the Garda Commissioner. The new elite unit commenced duty by inspecting the Garda Band, the Garda Dog Unit and the Garda Mounted Unit. Each received a medal of bravery and certificates of attestation. The day ended with lunch and cakes at the Garda canteen where they were presented with Garda torches.

ERU ATLAS Challenge

On 10 October 2018, members of the Emergency Response Unit (ERU) participated in the Atlas Common Challenge exercise. This event took place across seven regions in the EU. A series of exercises tested the operational readiness for a terrorist incident and Specialist Intervention Units across the ATLAS network[2] participated.

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[2] The ATLAS network is an association of the police tactical units of the 28 Member States of the European Union established following the terrorist attacks of 11 September 2001 upon the initiative of the Police Chiefs Task Force.

The ERU team was assigned a land to sea exercise, which started in Iceland and ended in Northern Ireland. The team had to tackle the terrorists and rescue the hostages. They collaborated with police units from PSNI, the London Met and Iceland.

An agreement was also signed on 10 October 2018, which established an ATLAS Support Office in Europol HQ, The Hague. Members of the ERU assisted with command and control aspects in The Hague.

#Cyberscams Awareness Campaign, 17 – 23 October 2018

An Garda Síochána partnered with the Banking & Payments Federation Ireland and in co-operation with the Department of Justice and Equality supported Europol and the European Banking Federation in the Pan-European **#CyberScams** Awareness Campaign from 17 - 23 October 2018, as part of European Cyber Security Month.

The tactics used by cybercriminals to scam victims are becoming increasingly innovative and harder to detect. The Internet Organised Crime Threat Assessment (IOCTA) 2018, published by Europol, highlights that criminals are more often using techniques, known as social engineering. These techniques lure unsuspecting users into sending them confidential data, allowing them to obtain personal data, hijack accounts, steal identities, initiate illegitimate payments or convince users to proceed with other activities such as transferring money or sharing personal data.

The most effective defence against social engineering is the education of potential victims, who can be anyone of us who uses the Internet. Raising awareness among the general public, on how to identify the various deception techniques used, will help keep both themselves and their finances safe online.

The #Cyberscams Awareness Campaign provided information on the seven most common online financial scams and how to avoid them. These have been identified as:

- **CEO Fraud**: Scammers pretend to be your Chief Executive Officer or a senior representative in the organisation and trick you into paying a fake invoice or making an unauthorised transfer out of the business account.
- **Invoice Fraud**: Scammers pretend to be one of your clients/suppliers and trick you into paying future invoices into a different bank account.
- **Phishing/Smishing/Vishing**: Scammers call you or send you a text message or an email to trick you into sharing your personal, financial or security information.
- **Spoofed Bank Website Fraud**: Scammers use bank phishing emails with a link to the spoofed website. The site will look like its legitimate counterpart with small differences. Once you click on the link, various methods are used to collect your financial and personal information.
- **Romance Scam**: Scammers pretend to be interested in a romantic relationship. It commonly takes place on online dating websites, but scammers often use social media or email to make contact.
- **Personal Data Theft**: Scammers harvest your personal information via social media channels.
- **Investment and Online Shopping Scams**: Scammers make you think you are on a smart investment or present you with a great fake online offer.

The aim of the #CyberScams Campaign was to highlight some simple steps to enable internet users to stay safe and to protect their personal, financial and professional data. These remind users that

- They should be very careful about how much personal information they share on social network sites and to check their online accounts regularly.
- Phishing (i.e. via email), smishing (i.e. via sms) and vishing (i.e. via voice call) are the most common social engineering attacks targeting bank customers.
- They should check their bank account regularly and report any suspicious activity to their bank.
- They should perform online payments only on secure websites and should check the URL bar for the padlock and https.
- They should only use secure connections and should choose a mobile network instead of public Wi-Fi.
- Their bank will never ask for sensitive information, such as online account credentials. If an offer sounds too good to be true, it's almost always a scam.
- They should keep personal information safe and secure.
- If they think that they have provided account details to a scammer, to contact their bank immediately. Always report any suspected fraud attempt to the police, even if they did not fall victim to the scam.
- They need to take control of their 'digital life' and don't be a victim of cyber scams!

Further information is available on www.europol.europa.eu/cyberscams
Read more on how to stay protected at The Garda National Cyber Crime Bureau (GNCCB) page on www.garda.ie and follow the #CyberScams campaign.

Irishtown Garda Station Open Day

This community policing project was aimed at getting the people in the community more familiar with the Gardaí in Irishtown Garda Station and with the work that An Garda Síochána does. It was also an excellent way to provide crime prevention advice, build trust and enhance the quality of life of the whole community. The open day allowed Gardaí in Irishtown to provide a high visibility of policing and to show the community how accessible they are. The day allowed the Gardaí to engage meaningfully with young people to develop and foster positive relationships and promote personal and community service.

There were many types of Specialised Units in attendance on the day, including the Protest Unit, the Public Order Unit, the Dog Unit, the Armed Support Unit, the Water Unit, the Mounted Unit, the Communications Van, The Air Support Unit. The Dublin Fire Brigade was also in attendance. Little Blue Heroes were out raising funds and copies of the books written on the history of Kevin Street and Pearse Street Garda Stations were on sale.

Our 400 people attended this very successful event. The whole station pulled together to help out, putting on a great day for the community which has received lots of positive feedback.

Irishtown Open Day

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		3		2	1	2	0	16
Total	1	1	5	2	2	1	3	0	2	1	3	0	21

Appendix E

Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	9	9									0	9	0
Chief Superintendent	47	46									0	46	1
Superintendent	168	161	6				1			0	5	166	2
Total	224	216	6	0	0	0	1	0	0	0	5	221	3

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