



An Garda Síochána
Monthly Report to the Policing Authority

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

September 2018

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
Páirc an Fhionnuisce
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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

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 appendices A – F.

At Appendix B (i) – (iv), 'Performance at a glance' for August outlines An Garda Síochána's progress in fulfilling its commitments under the Policing Plan 2018. The Plan is 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

Work is ongoing between Internal Affairs and ICT on the electronic based system for the development and publication of statistics on Garda Compensations and Garda Discipline. You will note that some additional statistics have been provided in Section 7 regarding complaints, discipline and compensation. The data provided also includes details of suspensions, reinstatements and dismissals. As the system develops in the coming months, further data will be provided.

During the past month, An Garda Síochána focused on a number of policing initiatives, some of which had a national focus requiring comprehensive policing and traffic plans, multi-agency liaison and substantial resources. These included:

The Papal Visit

On Saturday 25 August 2018, Pope Francis arrived in Ireland for a two-day visit for the World Meeting of Families. Each event required a dedicated Policing Plan, with each Divisional Officer holding responsibility for the policing requirements and traffic management. With significant liaison with a wide-range of other public service agencies, all events took place safely and securely with minimum disruption. Information regarding communication throughout the visit is outlined in Section 4.

Project Edward

Wednesday 19 September 2018 was 'European Day Without a Road Death,' Project EDWARD. There were no reports of any road deaths in the Republic of Ireland and An Garda Síochána has thanked all road users who assisted its success. While there were no fatalities, there is no room for complacency and An Garda Síochána urges all road users to continue their focus on road safety. During the 24 hours of Project EDWARD, GoSafe Safety Camera Vans checked the speed of 129,250 vehicles. A total of 256 vehicles were detected travelling in excess of the applicable speed limit.

The year 2017 recorded the lowest number of road deaths in Ireland, however we may see an increase in 2018, based on recent collisions. Initiatives like Project EDWARD are vital in keeping road safety in the minds of all road users and the necessity for 100% concentration when using the roads to prevent collisions from happening.

Further policing successes are outlined at Appendix C, which provides details of excellent police work in recent months. Challenges currently facing the Organisation are outlined at Appendix D.

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

Chief Superintendent
Office of the Commissioner

September 2018

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deliver professional policing and security services with the trust, confidence and support of the people we serve

Message from the Commissioner

This is my first monthly report to the Policing Authority as Garda Commissioner. I look forward to working with the Policing Authority to together deliver a modern, accountable, human rights-based police service that meets the needs of society.

The last month saw a number of significant operations to protect and support communities. Principally, the work by Gardaí in Dublin and Knock to ensure that the Papal visit took place safely and securely, and with minimum disruption. This was achieved through advance major planning with a wide range of agencies.

In addition, the conviction of Mr. Freddie Thompson was a great demonstration of an in-house multi-disciplinary team working together over a lengthy period of time to disrupt gangland activity and protect lives.

In further activity to tackle gangland crime, there was also a major seizure of drugs worth over €600,000 in Dublin with three people arrested and in a separate operation, a semi-automatic pistol was seized and two people arrested.

Then there were operations that saw property recovered from separate burglaries in Enniscorthy, Cavan and Nenagh along with arrests; the prevention of an attempt to skim an ATM in Kildare; a number of incidents in Dublin and Donegal where our negotiators de-escalated situations where people were threatening to take their own life, and the arrest of an individual in Donegal for speeding and ramming a Garda vehicle in which the members received minor injuries. These are just a few examples from the report of excellent policing from around the country.

On the organisational front, a promotion list of Detective Inspectors was published and they are starting to be assigned, which will enhance the prevention and detection of crime at national and local level. Progress was also made on the Garda to Sergeant and Sergeant to Inspector competitions as we seek to ensure sufficient supervision for frontline policing.

This report sets out the progress we are making in delivering an efficient and effective police service. It also sets out how we are changing the organisation for the better and where we need to improve in an open and transparent way. That is the spirit in which I intend to work with the Policing Authority and all our oversight bodies.

J.A, Harris, Commissioner

1 Finance

The overall financial position at the end of August shows a total net expenditure of €1,066.5m which is €32.4m more than the profiled spend of €1,034.1m. There are currently savings and underspends on a number of subheads due to timing differences as these subheads are fully committed. Excluding these timing savings, the gross year to date overspend amounts to approximately €53m.

The adverse variance for the Pay Subhead (Pay + Overtime, including the Garda College) of €33.8m is partly driven by a funding shortfall, and also due to operational exigencies which have resulted in higher overtime expenditure than the profiled budgeted spend. The expenditure on overtime for the year to date 2018 of €84.7m is €20.1m in excess of the profiled budget.

While additional receipts of €10.3m 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.

The recent Papal Visit and the Royal Visits earlier this year have placed substantial pressure on the Garda budget. Given these ongoing challenges, it will be necessary to seek additional funding for the Vote. A series of measures are being put in place to address budgetary pressures currently experienced. With effect from 18 September 2018, all discretionary expenditure across all subheads has been cancelled. Budget holders have been requested to examine all line items, to consider whether expenditure is absolutely essential for the delivery of critical services and where not, to defer expenditure. This includes subheads for overtime, travel and subsistence.

Procurement

Computer Aided Dispatch: A business case seeking sanction for a Computer Aided Dispatch system was submitted in August to the Department of Justice and Equality. The estimated costs for this system are in the range of €12 -15m with expenditure expected over 7 years.

BSc in Police Leadership and Governance: A tender was advertised for the provision of a BSc in police leadership and governance which closed on 23 August 2018. The evaluation took place on 3 September 2018 and results issued on the eTenders website on 19 September 2018.

Strength of Garda Fleet, broken down by type and age as at 31 August 2018

	Cars	Vans	Motorcycles	4 x 4	Others	Total	% of Total
Total	1,914	493	129	110	118	2,764	100%
< 1 year	117	90	12	21	19	259	9%
1 – 2 years	270	74	20	16	31	411	15%
2 – 4 years	741	146	43	33	40	1,003	36%
4 – 6 years	453	114	25	1	4	597	22%
> 6 years	333	69	29	39	24	494	18%

Vehicle age is calculated from date of commission

2 Human Resources and People Development (HRPD)

- The Garda strength as at 31 August stood at 13,739 and the civilian strength at 2,329.4. A full breakdown by rank, grade and gender is outlined at Appendix A.
- The Garda Trainee recruitment campaign continues.
- The first class of 2018 entered the Garda College in January. Further classes entered in April and July, with the next intake planned for October.
- Sanctions for the recruitment of additional and new Garda Staff posts are continuing to be received from the Policing Authority and work continues on recruiting to these posts.
- The refinement and revision to the Workforce Plan continues 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 outlined at Appendices E and F.

The following releases were deployed to the Live Environment:

- **Mobility 8:** A minor update to the Mobility Application to enable automatic Optical Character Recognition of car registration plates was deployed on 20 August 2018. Another mobility update is currently being scheduled and will include a pilot launch of an application to enable members to find contacts.
- **Monthly Patching:** Essential Microsoft security updates were deployed to all PCs on 23 August 2018. Further Essential Microsoft security updates are scheduled for 26 September.
- **Reporting Services 8:** A release containing updates to nine reports was deployed on 27 August 2018. These updates include various improvements in layouts and new data structures. Updates to three reports are scheduled for 26 September, which include additional fields and bug fixes.
- **European Criminal Records Information System (ECRIS):** An update to the ECRIS web application was deployed on 28 August 2018. This included a version update for the backend website.
- **Portal R8:** An Garda Síochána Portal release was deployed on 29 August 2018 and included an upgrade of the current version of PULSE Audit Data tracking tool.
- **Scenes of Crime:** An update to the Scenes of Crime photo upload web application was deployed on 10 September. This update added new minor workflow functionality.
- **FCPS Court Pack Application Programming Interface (API):** An update is currently being scheduled for the Fixed Charged Penalty System and will include additional features for future plans to gather data for the courts.
- **GNIB Q3:** An upgrade for the Garda National Immigration Bureau system was deployed on 14 September 2018. This included additional entries to pre-existing code tables.
- **RDMS:** The Roster and Duty Management System is currently in pilot phase in DMR Eastern. A maintenance release is scheduled for 24 September to incorporate change requests to the system.

Modernisation and Renewal Projects

Front Line Mobility: The live Pilot to 50 devices was launched on 7 December 2017 in Limerick Division and was scheduled to run for 6 months. It has since been extended to the end of September 2018. An upgrade to the Enterprise Mobility Management (EMM) infrastructure was completed in the test environment on 28 August 2018 and is scheduled for deployment to production by the end of September.

Property and Exhibit Management System (PEMS2): As of 4 September, 935 users have been provisioned with access to the application, with a planned total of 1,200 users after training is complete. An eLearning package creation is underway by the Garda College, with the package to be rolled out nationwide from October 2018. 296,374 object records have been created in the system.

PRUM¹: Garda ICT and the Garda National Technical Bureau are currently in the planning stage for operational deployments with further Member States.

Investigations Management System (IMS): The go-live date has been deferred to Q1 2019, with a national rollout planned throughout 2019. Build and testing phases are currently in progress and the drafting of policy and procedures to support the system. Change Management activities are in progress to enable and facilitate the scale of change across the organisation with initial communications to commence in September 2018. The first phase of the rollout is due to take place in the Waterford Division and engagement with Divisional Management is ongoing. Training materials

¹ Implementation of enhancements to the Automated Finger Printing System to set up cross-border cooperation in relation to terrorism, crime and illegal immigration.

are being finalised and Post Go-Live Support planning has also commenced. These will support users in Waterford and in the Specialist Sections after IMS goes live.

Schengen²: The first in a series of 12-month connectivity and compliance tests has been successfully passed with eu-LISA, the agency responsible for administering the Schengen Information System.

Enterprise Content Management (ECM): ECM Phase 2 deployment is scheduled for rollout to the Garda College, STO, and ICT sections in Q4 2018. The training approach for Phase 2 is being finalised by the Garda College. ICT preparation for Phase 2 is in progress with a number of change requests scheduled for deployment in early Q4.

4 Corporate Communications

Garda Annual Report 2017

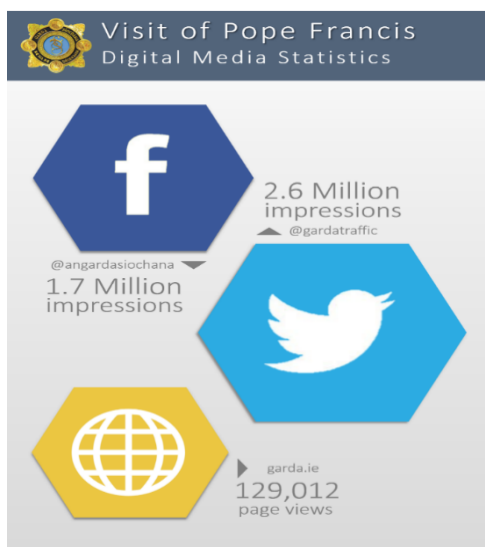
The Garda Annual Report 2017 was published on Garda.ie. Key statistics and figures in relation to preventing and tackling crime and addressing organisational issues were covered widely.

Q2 Public Attitudes Survey

The Q2 Public Attitudes Survey was published on Garda.ie and provided to all media. Its findings were extensively covered, particularly in relation to low levels of local crime, high levels of trust in the organisation and the increase in the victimisation rate.

Papal Visit

Working with the Department of the Taoiseach and a wide-range of other public service agencies, An Garda Síochána provided the media and public with a regular flow of information across multiple media channels on measures in place to ensure the Papal visit took place safely and securely and with minimum disruption. For those attending Papal events, Garda spokespeople repeatedly stressed the need for people to prepare properly for the lengthy event, to use public transport and to follow designated routes. Information was provided to the general public, particularly in Knock and Dublin, about traffic restrictions in place around those events to enable planning of journeys. A Q&A session was held on the Garda Facebook page to answer questions from the public. Across the weekend of the Papal visit, there were regular updates across Garda social media on how people could enjoy the events safely and securely, and to show the role An Garda Síochána was playing at such events.



² The Schengen project allows for information exchanges between Schengen member states on persons and property.

5 Progress update on the status of Civilianisation and Redeployment

Garda members reassigned to operational duties at 31 August 2018

	Chief Supt	Superintendent	Inspector	Sergeant	Garda	Total
Total	0.5	4	8	15	99	126.5

Garda members reassigned to operational duties at 31 August 2018, by Division

	Chief Supt	Superintendent	Inspector	Sergeant	Garda
STO	0.5	4			
Legal Affairs			1	1	
Internal Audit			1		
Finance			1		
GPSU			1		
HRM			1		
Garda College			2		
Commissioner's Office					1
Community Relations			1	2	
Internal Affairs					1
Press Office				1	
NBCI				1	
CAO				1	
GNIB					9
Cork City					8
Cork North				1	2
Cork West					3
Limerick					2
Donegal					4
Louth					2
Galway				1	10
Sligo					4
DMR West				2	5
DMR South					4
DMR South Central					6
DMR North				1	17
DMR North Central				2	8
Tipperary					2
DMR Traffic					1
GNSPB				1	1
West Meath					1
Mayo					1
Wicklow					1
Laois/Offaly					1
Carlow					1
Kilkenny				1	
Monaghan					1
Roscommon					1
Waterford					2
Total	0.5	4	8	15	99

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

An Garda Síochána met with the Code of Ethics Committee on 12 September 2018 and provided a full report on the activities of the Ethics and Culture Bureau and the Steering Committee to embed the Code of Ethics in An Garda Síochána.

Delivery of ethics workshops is on-going nationally and in excess of 10,000 have attended and positively engaged. Work is continuing to maximise the associated signing of the Code of Ethics declaration following these workshops and by all personnel on appointment and promotion.

7 Internal Affairs

Complaints & Discipline

Table A to follow, provides information in relation to the number complaint files and potential breaches of discipline opened in Internal Affairs relative to each Region during the year to date, as of 12 September 2018.

Table A: Number of complaint files and potential breaches of discipline files opened in Internal Affairs YTD

Region	Sum YTD
DMR	403
Eastern	175
HQ and National Units	41
Northern	140
South Eastern	128
Southern	190
Western	128
Total	1,205

During the year 2018 to date, 713 discipline appointments have been made under Part 2 and Part 3 of the Discipline Regulations 2007, as outlined in table B below.

Table B: Number of Appointments made under the Garda Síochána (Discipline) Regulations 2007 as amended YTD.

Regulation Type	Members
Part 2 ³	686
Part 3 ⁴	27
Total	713

A total of 426 breaches of discipline were recorded during the year 2018 to date. These relate to matters investigated at District/Divisional level, arising from internally initiated discipline and matters referred by GSOC to the Garda Commissioner for investigation under the Garda Síochána (Discipline) Regulations⁵ 2007 and 2011 as amended.

³ Less serious breaches of discipline.

⁴ Serious breaches of discipline.

⁵ This includes complaints which were forwarded by GSOC to the Garda Commissioner for investigation in accordance with Section 94 of the Garda Síochána Act 2005 as amended, findings under Regulation 45 and 46 of the Garda Síochána

Table C: Disciplinary outcomes/actions

Regulation Type	Outcome/Action	Number of Members	Total Breaches
Part 2	Discontinued	8	8
Part 2	In Breach	1	3
Part 2	In Breach (Part II) - Advice	38	50
Part 2	In Breach (Part II) - Caution	15	23
Part 2	In Breach (Part II) - Reprimand	7	12
Part 2	In Breach (Part II) - Temp. Reduction in Pay	37	59
Part 2	In Breach (Part II) - Warning	8	10
Part 2	Not in Breach	155	244
Part 2	Reg. 10	1	2
Part 3	In Breach (Part III) - Advice	1	2
Part 3	In Breach (Part III) - Caution	1	3
Part 3	In Breach (Part III) - Temp. Reduction in Pay	3	8
Part 3	Not in Breach	1	2
	Total	276	426

During the year 2018 to date, there was a total of nine different acts of conduct that constituted breaches of discipline. The four most common types of breaches to date relate to;

- Neglect of Duty
- Discreditable Conduct
- Abuse of Authority
- Falsehood/Prevarication

(Discipline) Regulations 2007 and findings arising from disciplinary appointments outside of the Garda Síochána Act, i.e. Internal Discipline.

Table D: Breakdown of breach types, no. of breaches for each type, outcomes and disciplinary action YTD

Breach Type	Outcome Type	⁶ No. of Members	No of Breaches	Reduction in Pay (€)
Abuse of Authority	Discontinued	4	4	0
	In Breach (Part II) - Advice	1	1	0
	Not in Breach	19	24	0
Corrupt/Improper	In Breach (Part II) - Advice	1	1	0
	In Breach (Part II) - Temp Reduction in Pay	1	1	100
	Not in Breach	1	1	0
Criminal Conduct	In Breach (Part II) - Temp Reduction in Pay	1	1	200
Discourtesy	In Breach (Part II) - Advice	3	3	0
	In Breach (Part II) - Caution	1	1	0
	In Breach (Part II) - Temp Reduction in Pay	3	3	475
	Not in Breach	36	40	0
Discreditable Conduct	In Breach (Part II) - Advice	3	7	0
	In Breach (Part II) - Caution	4	4	0
	In Breach (Part II) - Temp Reduction in Pay	4	4	550
	In Breach (Part III) - Caution	1	3	0
	Not in Breach	35	46	0
	Reg.10	1	2	0
Disobedience to Orders	In Breach (Part II) - Temp Reduction in Pay	1	3	150
	Not in Breach	5	11	0
F'Hood/Prevarication	In Breach (Part II) - Caution	1	3	0
	In Breach (Part II) - Reprimand	1	1	0
	In Breach (Part II) - Temp Reduction in Pay	1	1	100
	Not in Breach	1	1	0
Misconduct to member	In Breach (Part II) - Advice	1	1	0
	Not in Breach	1	2	0
Neglect of Duty	Discontinued	4	4	0
	In Breach	1	3	1,050
	In Breach (Part II) - Advice	31	37	0
	In Breach (Part II) - Caution	9	15	0
	In Breach (Part II) - Reprimand	7	11	0
	In Breach (Part II) - Temp Reduction in Pay	32	46	5,520
	In Breach (Part II) - Warning	8	10	0
	In Breach (Part III) - Advice	1	2	0
	In Breach (Part III) - Temp Reduction in Pay	3	8	600
Not in Breach	95	121	0	
	Total	322	426	8,745

⁶It will be noted that the total number of members on Table C and Table D will not correlate. In Table C, a member may have the same outcome in respect of more than one breach. In such cases the member is counted once. In table D, each breach is individually recorded against a member, therefore a member may appear more than once.

As at 12 September 2018, there are 34 members suspended from duty. There were 11 new suspensions during 2018, and 3 members were reinstated as outlined in Table E below.

Table E: Number of members currently suspended YTD, number of members suspended in 2018, number of members reinstated in 2018 and numbers dismissed.

Number of members currently suspended	Number of members suspended 2018	Number of members reinstated 2018	Number of members Dismissed 2018
34	11	3	2

Compensation

During the year 2018, up to 31 August 2018, a total of 95 files were opened and 97 files closed in the Compensation Section in Internal Affairs for malicious injuries on and off duty to members of An Garda Síochána. 91 cases were awarded in the High Court, as shown in table G below.

Table G: Compensation files opened, closed and awarded.

Compensation	Jan	Feb	March	Apr	May	June	July	Aug	Total
Compensation files opened	16	11	13	12	15	21	7	17	95
Compensation files closed*	0	3	38	24	25	2	2	3	94
Compensation cases awarded in the High Court	11	19	12	14	4	12	19	0	91
Total Awarded (€)	712,627	447,613	200,620	306,851	47,498	326,922	1,825,318	0	3,867,449

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

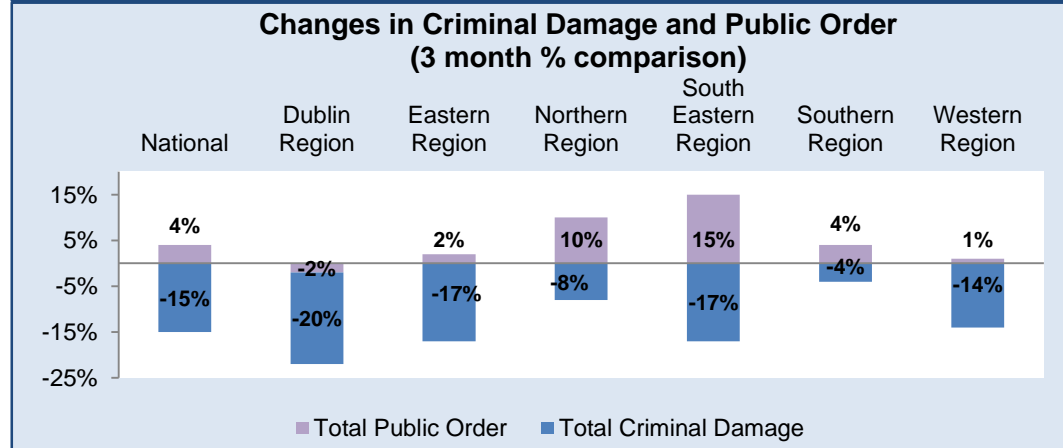
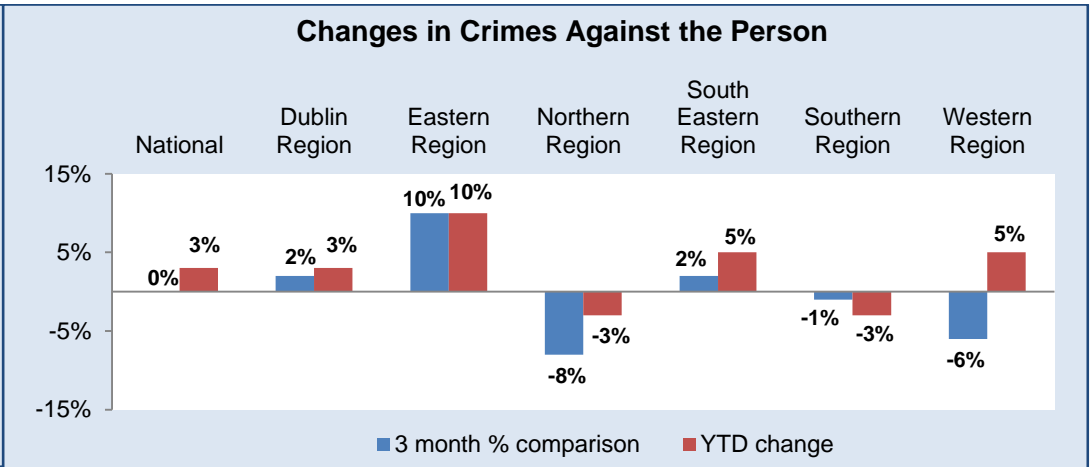
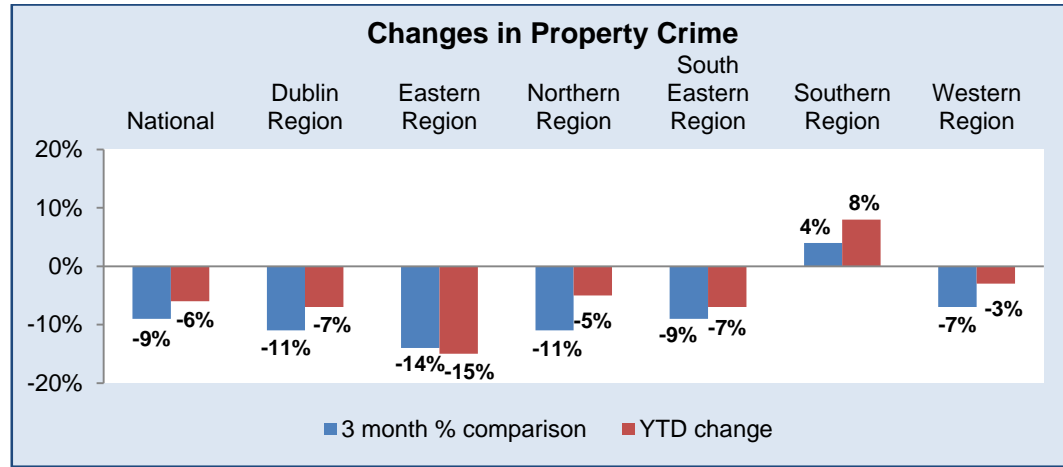
National Overview / Operational Challenges

Property crime is down -6% nationally in the year to date (YTD) and -9% when June to August is compared to the same period of 2017, with decreases in all regions except the Southern Region. Violent property crime incidents are up +18% in the year-to-date; notable increases are evident in robbery from the person, aggravated burglary and robbery of an establishment incidents. Nationally, crimes against the person are 3% higher in the year to date. Time comparisons for sexual offences could not be completed due to issues around the application of crime counting rules. Total criminal damage is down -15% and total public order incidents are up +4% 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

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. Work remains ongoing to identify sexual offence incidents where the crime counting rules have not been applied correctly so that these issues can be resolved. Similar work relating to fraud offences was also completed recently.

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.



MRP Status Overview for August

Project Status View

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*	General Data Protection Regulation*
JARC*	Schengen	CAD Part 1	PALF
PAF Technology Support	ECM	Contact Management System	Roster & Duty Management System
SAOR*	PEMS Part 3*	Control Room Accommodation	Bullying & Harassment Policy*
ANPR Central Monitoring Office*	Prüm (Fingerprint Data Exchange)*	Control Room Phone Number/Communications	Cultural Audit*
Code of Ethics		Enhancing Network Access to Rural Locations*	Equality, Diversity & Inclusion Strategy*
Electronic RC1*		Establish the Office of Corporate Communications*	Garda Employee Assistance Service System*
GoAML*		CAD Part 1 - National Rollout	Garda Síochána Analysis Service*
PAF Processes & Procedures		CCTV Management Strategy*	HR Operating Model*
		Garda Mobility Strategy*	Policy Ownership Matrix (P2)*
			Process Optimisation - Cycle to Work*
			Revised Approach to Risk Management*
			Risk Management IT System*

Project Status Breakdown

Critical*	Under Control	On Track	Total Projects
13	15	19	47

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

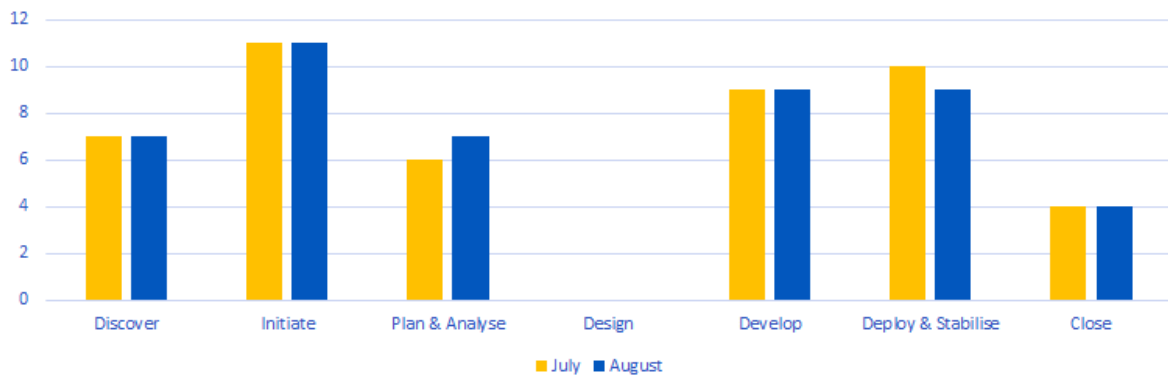
Project Status Comparison to Previous Month

Critical	+1 (+1)	<ul style="list-style-type: none"> Court Presenters moved from Amber
Under Control	+1 (+1)	<ul style="list-style-type: none"> PEMS 3 moved from Green
On Track	-1 (-1)	

Project Status by Tier

	Red	Amber	Green	Total Projects
Tier 1	2	0	0	2
Tier 2	8	9	3	20
Tier 3	3	6	16	25
Totals	13	15	19	47

Project Breakdown by Phase



Phase	Project	Comment
Discover		
Initiate		
Plan & Analyse	ECM	ECM Phase 1 (Deploy & Stabilise) and Phase 2 (Plan & Analyse) now reported as one project
Design		
Develop		
Deploy & Stabilise		
Close		

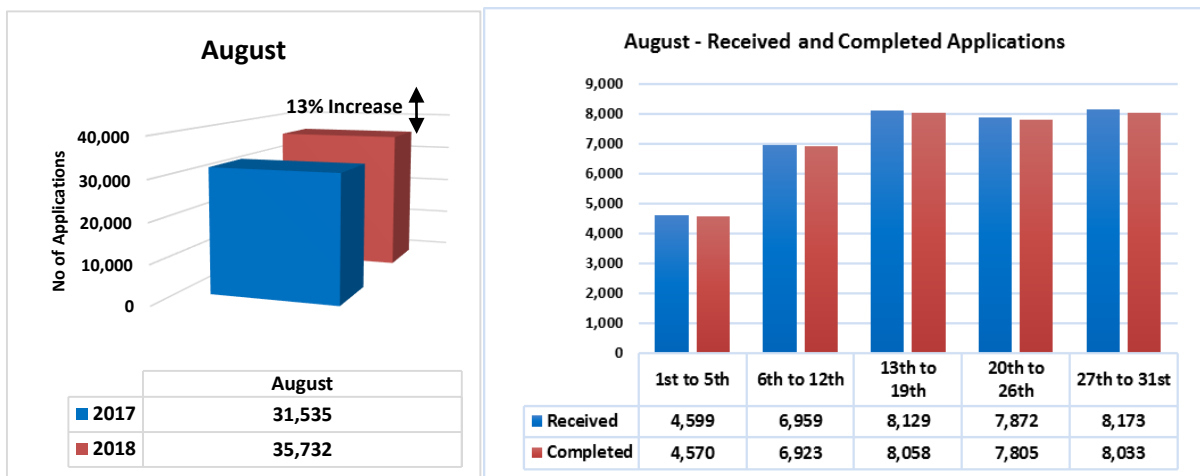
10 Risk Management

- Three Risk & Policy Governance Board (R&PGB) meetings have been held so far in 2018, the latest one being held on 22 June 2018. The next R&PGB meeting is scheduled for 21 September 2018.
- A meeting of the Key Governance Stakeholder Group (GPSU, GIAS, Strategic Planning, STO, GRMU, Garda Internal Affairs, PGCU) took place on 5 September 2018.
- There are now 14 Corporate Risks on An Garda Síochána's Corporate Risk Register. Corporate Risk Owners have been assigned to each and each corporate risk is being actively managed with Risk Action Plans developed in respect of each.
- 1 Senior Management Training and 3 Support Staff briefings will be undertaken during September 2018.

The 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. In addition to the regular support staff briefings held throughout the country each month, Superintendent GRMU also 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.

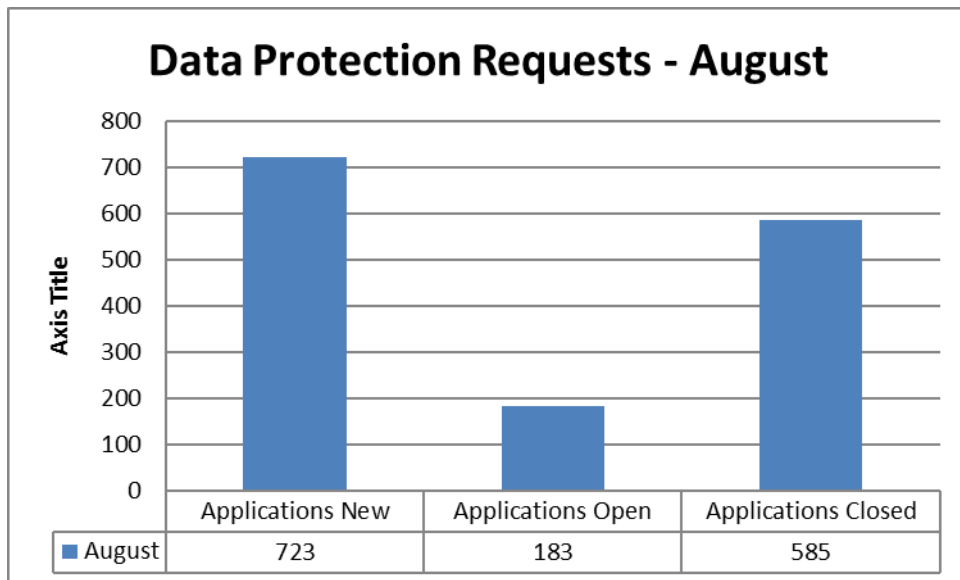
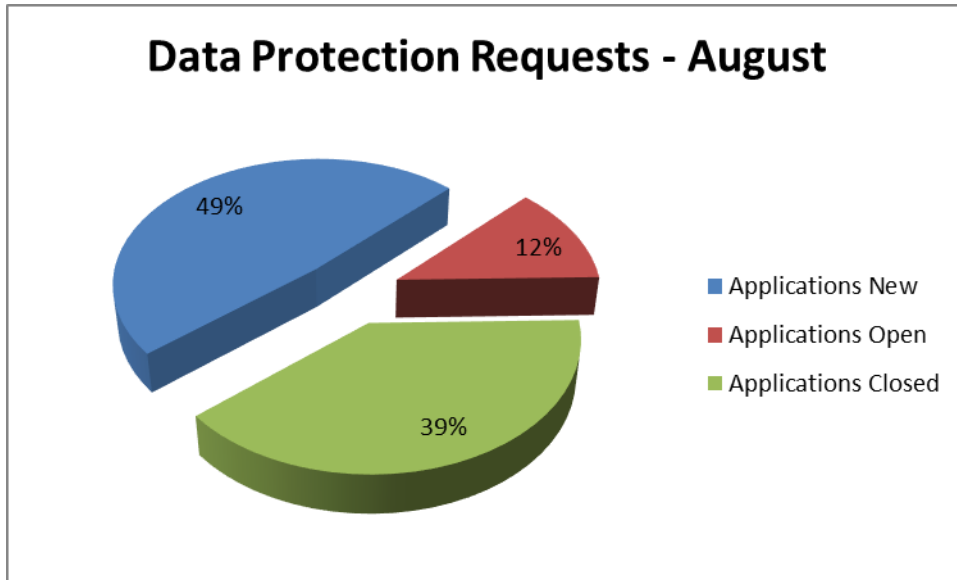
Since October 2016, the GRMU has provided training, briefings and direct support to more than 1,570 members of An Garda Síochána, of all ranks and grades.

11 Vetting



12 Data Protection

Applications	New	Open	Closed
August	723	183	585



The eFOI tracking system records a total of 355 requests, incorporating a total of 591 questions, received between 1 January and 31 August 2018. The majority of these requests were submitted by members of the public (156), followed by requests from journalists (125). 28 requests were received from members of An Garda Síochána. The remaining requests were submitted by members of the Oireachtas, 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 – August 2018			
FOI Requests	Year To Date	August	Comments/Issues
Finance: General	60	8	
Finance: Procurement	8	0	
FOI Section	203	23	
Human Resources	78	14	
Internal Audit	6	2	
Total Requests	355	47	
Additional Requests	321	28	These comprise out of scope requests requiring attention by An Garda Síochána (crime reporting etc.)
FOI Decisions	Year To Date	August	Comments/Issues
Granted	46	15	As of 31 August 2018, 21 FOI requests remain open including one request received in 2017.
Part-granted	77	7	
Refused	190	26	
Withdrawn	30	6	
Withdraw & redirect	0	0	
Total Decisions	343	54	Includes 8 decisions made in 2018 on requests made in 2017.
Response Times	Year To Date	August	Comments/Issues
Within time	331	53	
Out of time	12	1	

* 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.

August 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								
Assault								
Assault (Sexual)								
Breach of Duty				1				1
Bullying								
Consultative Case Stated								
Constitutional								
Data Protection			2					
Damage to Property				3				8
Defamation							1	
Discovery			6				1	
Equal Status Act								
Employment Cases		2						
Failure to Issue FCN			1					
False Imprisonment			1					
Fixed Charge Notice								
Injunction								
Inquest								
Hearing Loss								
Judicial Review			2					
Loss of Property								
Malicious Prosecution								
Negligence								
Penalty Points								
Personal Injury	1	2		6	1			
Police Property Application				1				
PSV								
Slip/Trip/Fall								
SCA Assist								
Unlawful Arrest				1				
Unlawful Search								
Unlawful Seizure								
Vetting								
Warrant Case				1				
Work Stress Related		1						
Other		1		3			2	1
Total	1	6	12	16	1	0	4	10

- The figures provided above refer to the number of new files opened and finalised in Legal Services in the month of August 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 31 August 2018	Male	Female
Commissioner	1	1	
Deputy Commissioner	1	1	
Assistant Commissioner	9	7	2
Chief Superintendent	46	39	7
Superintendent	164	148	16
Inspector	243	208	35
Sergeant	1,830	1,491	339
Garda	11,445	8,167	3,278
Total	13,739	10,062	3,677

Of which	
Career Breaks (incl. ICB)	95
Work-sharing*	56.5
Secondments (Overseas etc.)	19
Maternity Leave	83
Unpaid Maternity Leave	33
Available Strength	13,465

*Equates to 113 Full-time members.

Professional/Technical	M	F	No. of staff	WTE	Administrative	M	F	No. of staff	WTE	Industrial	M	F	No. of staff	WTE
Head of Legal Affairs (Director level post)	1		1	1	CAO	1		1	1	General Op	11		11	11
Senior Solicitor		1	1	1	Executive Director of HR and People Development	1		1	1	Electrician	1		1	1
CMO	1		1	1	Executive Director of Finance	1		1	1	Store Keeper	1		1	1
Assistant CMO	1		1	1	Executive Director of IT	1		1	1	Carpenter	1		1	1
Occupational Health Physician			0	0	Executive Director of Strategy & Transformation	1		1	1	Charge hand	1		1	1
Nurse		3	3	3	Ex Director Legal & Compliance		1	1	1	Plumber	1		1	1
Head of Training & Development			0	0	Director	1		1	1	Traffic Warden	3	3	6	4
Teacher	8	9	17	16.6						Driver	16		16	15.8
Professional Accountant Grade I	2	3	5	5	PO*	9	5	14	14	Store man	4		4	4
Professional Accountant Grade II	2	1	3	2.8	AP**	13	17	30	30	Store Officer	1		1	1
Professional Accountant Grade III		1	1	1	HEO***	58	76	134	133	Groom	2		2	2
Researcher	1	1	2	2	EO ****	72	286	358	348.2	Catering Staff	3	25	28	28
Photographer	2	1	3	3	CO	283	1290	1573	1479.2					
Cartographer	1	1	2	2						Non-Industrial				
Examiner of Maps	1		1	1						Supt. Of Cleaners		2	2	2
Telecoms Technician	9	1	10	10						Cleaner	14	251	265	145.6
Accident Damage Co-ordinator	1		1	1						Service Attendant	43	2	45	31.9
Technical Supervisor	1		1	1						Seasonal Cleaner/SA	26	23	49	7.3
Workshop Supervisor	1		1	1						Service Officer	6	1	7	7
<i>Sub Total</i>	32	22	54	53.4	<i>Sub Total</i>	441	1675	2116	2011.4	<i>Sub Total</i>	134	307	441	264.6

Overall Totals	No. of Staff	2,611	No. of Female Staff	2,004
	WTE	2,329.4	No. Of Male Staff	607

WTE = Whole Time Equivalent

*Includes 1 Head of Analysis Service **Includes 2 Deputy Head of Analysis Service ***Includes 26 Senior Crime & Policing Analysts ****Includes 8 Crime & Policing Analysts

Appendix B (i)

Policing Plan 2018 – Performance at a glance, August 2018

Priority 1

Organisational Development
and Capacity Improvement

1a	HR Strategy	Red	14	GISC Service Levels	Yellow
1b	HR Operating Model	Green	15a	PULSE Inc. Recording (Process)	Green
2a	Recruit 200 Gardaí (Qtr.)	Green	15b	PULSE Inc. Recording (Monitoring)	Green
2b	Recruit 500 Staff (Year End)	Red	15c	PULSE Domestic Abuse m/o	Green
2c	Recruit 500 R. Gardaí (Year End)	Red	15d	PULSE 'Detected' Incidents	Green
3	Reassignment of Gardaí (3-4)	Red	16	Enterprise Content Mgt.	Yellow
4	Divisional Policing Model	Red	17a	Ident. Cultural Audit Issues	Green
5	Roster and Duty Mgt.	Red	17b	Cultural Audit Strategy	Red
6	Court Presenters	Red	18a	Ethics Strategy	Red
7	Computer Aided Dispatch	Red	18b	Phase 1 of Ethics Training	Red
8	Investigation Mgt. System	White	18c	Gifts and Hospitality Policy	Green
9a	PALF (Individual Reviews)	Yellow	19	Strategic Planning F/W	Red
9b	PALF (Data Quality Goal)	Green	20	Policy Ownership Matrix	Green
10	PMDS Training Commenced	Red	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	Green	23c	Gov. Assurance Framework	Red

Priority 2

National and International
Security

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

Appendix B (ii)

Policing Plan 2018

Priority 3

Confronting Crime

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

Appendix B (iii)

Policing Plan 2018

Priority 4

Roads Policing

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

Priority 4

Metrics

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

Priority 5

Community Engagement and Public Safety

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

Appendix C

Policing Successes

Throughout the month of August 2018, there have been various incidents of excellent police work performed by members of An Garda Síochána in the course of their routine operational policing duties, supported by specialist personnel such as those attached to Special Crime Operations, Security & Intelligence, Roads Policing and Community Engagement and Public Safety. An overview of some of those incidents in August is provided to follow:

- On 3 August 2018, in Dublin 1, 5.5kgs of Cannabis Resin, valued at €33,000 was seized. One person was arrested and later charged.
- Following a murder incident on 19 August 2018, enquiries were conducted by members from Special Crime Task Force which resulted in a suspect being located, arrested members and charged with murder.
- On 24 August 2018, in Dublin 12, 4.5kg of Heroin, 0.4 kg of Cocaine and tablets were seized, with a total value of €640,000. Three persons were arrested and two were charged.
- On 28 August 2018, during a controlled delivery in Dublin 22, a semi-automatic Glock 17 pistol was seized and two persons were arrested. Both were released pending the submission of a file to the DPP.

On 1 August 2018, Gardaí received a report of a burglary at a hospital in Enniscorthy Co. Wexford. The suspected offender entered the room of a patient who was convalescing following a fatal road traffic collision. The offender took the victim's mobile phone, which had family photographs stored in it. Gardaí viewed CCTV footage and identified a person of interest. A search warrant was obtained and searches were conducted at the home of the suspect. In addition to the female's mobile phone, other property stolen at the hospital and staff members' bank cards were located. The suspect was arrested and was subsequently charged with two counts of Burglary and one offence contrary to section 3, Misuse of Drugs Act 1977/84 (Simple Possession of Drugs). He was remanded in custody by the Court.

On 4 August 2018, in Nenagh Garda District, three males in a silver Ford Galaxy were disturbed at the back entrance to a house in Borrisokane by an auctioneer who reported the incident to Gardaí. The vehicle was stopped a short time later and the three suspects were arrested. Property, which included fireplaces and a vintage clock which had been stolen from the premises were recovered in the vehicle. The arrested males were detained in Nenagh and Roscrea Garda Stations and were subsequently charged with criminal damage and burglary and brought before a special sitting of Nenagh District Court on Sunday, 5 August 2018, where they were remanded in custody.

On 9 August 2018, Gardaí in Kildare received information that a device, believed to be a skimming device had been placed on the ATM at the Bank of Ireland, Kildare. The device had been disabled but was left in place and was monitored by bank personnel. An operation was put in place by Gardaí to identify and apprehend the suspects when they returned to retrieve it. At 8.15am on Friday 10 August 2018, two males were arrested for offences contrary to Section 29, Criminal Justice (Theft & Fraud Offences) Act, 2001. They were detained at Newbridge and Kildare Garda Stations where they were found to be in possession of skimming devices and related paraphernalia, as well as over 80 credit and debit cards in various names. Both suspects were charged with offences contrary to Section 29, Criminal Justice (Theft and Fraud Offences) Act 2001 and were remanded in custody by the Court.

On 12 August 2018, Gardaí from Killarney Garda District executed a search warrant in Glenbeigh, Co. Kerry, where they uncovered a sophisticated grow-house and seized Cannabis plants worth an estimated €112,000, together with Cannabis Herb valued at approximately €80,000, pending analysis. Investigations are ongoing in this matter.

On 14 August 2018, as part of a joint initiative between Limerick Divisional Drugs Unit and the Revenue Commissioners (Revenue/Customs), a premises was searched in Limerick resulting in the seizure of Cannabis and other controlled drugs valued at approximately €100,000 (pending analysis). Approximately 170,000 cigarettes, 60kg of tobacco with a retail value of €132,000 and almost €20,000 in cash were also seized. One male was arrested and detained at Henry Street Garda Station, where he was subsequently charged with offences contrary to Section 3 (Simple Possession) and Section 15 (Sale and Supply) of the Misuse of Drugs Act 1977/84 and appeared before Limerick District Court, where he was remanded on bail.

On 16 August 2018, while on patrol on MacCurtain Street, Co. Cork, Gardaí observed a male acting suspiciously and trying to conceal himself. On stopping this male, he was found to be in possession of Cocaine, worth approximately €45,000 (pending analysis). He was arrested and detained at Mayfield Garda Station where he was subsequently charged with offences contrary to Section 3 (Simple Possession) and Section 15 (Sale & Supply) of the Misuse of Drugs Act 1977/84. The male was brought before Cork City District Court, where he was remanded in custody.

On 19 August 2018, members from DMR Armed Support Unit (ASU) responded to an armed robbery in a retail premises in Clonsilla, Dublin 15, during which a firearm had been produced. The subsequent investigation identified that the Modus Operandi of this incident was almost identical to two other armed robberies which had occurred in the preceding days. CCTV footage was viewed which identified three suspects, the details of whom were circulated. Searches were also undertaken and, again with assistance from the ASU, the three suspects were arrested and detained at Blanchardstown Garda Station. Both suspects were later charged in connection with the robbery and were released on bail.

On 22 August 2018, a youth wanted in connection with a number of crimes in Carlow in May and June 2018, including thefts, robberies and criminal damage, was brought, pursuant to a Section 42 Warrant, from Oberstown Detention Centre to Carlow Garda Station. He was detained pursuant to Section 4 of the Criminal Justice Act 1984 and was interviewed in relation to the incidents. While appearing on other matters before the Criminal Courts of Justice on 23 August, additional charges (6 theft incidents and 1 robbery) were put against him in relation to the Carlow incidents. Garda objections to bail were acceded to by the Judge.

On 23 August 2018, a search under warrant was conducted at a house in Tuam Garda District during which a large quantity of Cannabis plants at different stages of growth with an estimated value of €184,000 were uncovered. One male was arrested and detained at Tuam Garda Station, pursuant to Section 4 of the Criminal Justice Act, 1984. He was subsequently charged with offences contrary to Sections 3 (Simple Possession), Section 15 (Sale & Supply) and Section 17 (Cultivation) of the Misuse of Drugs Act 1977/84, as amended and was brought before Loughrea District Court, where he was remanded in custody by the Court.

As part of an ongoing crime prevention and detection initiative in Cavan / Monaghan Garda Division targeting the theft of tools, a planned search operation took place on 24 August 2018. At 5.40am, a male was found in possession of a large quantity of suspected stolen property, during a search of his vehicle. He was arrested and was detained at Cavan Garda Station, pursuant to Section 4, Criminal Justice Act, 1984. Further searches were conducted, under warrant, of his home where a further large quantity of suspected stolen property was recovered. The male was subsequently charged with one count of possession of stolen property and one count of possession of certain articles. He was brought before the courts where bail was granted under strict conditions.

As part of an ongoing intelligence-led investigation in Co. Clare, searches were conducted on 24 August 2018. An automatic machine gun, a quantity of ammunition, Cocaine valued at approximately

€105,000, Cannabis Herb valued at approximately €20,000 and other drug-related paraphernalia were recovered. A further quantity of Cocaine, valued at approximately €35,000 was seized when a vehicle was also stopped during the searches. While the main target of this investigation evaded arrest during the searches, the investigation remains ongoing.

On 25 August 2018, Gardaí from DMR South responded to hijacking incident at Firhouse Shopping Centre, Rathfarnham during which a vehicle was taken. Gardaí established that the stolen vehicle was then used during a robbery at a nearby off-licenced premises at Woodstown Shopping Centre, during which a lone male entered the premises, produced a handgun and stole €395 in cash and other property. As part of the investigation, a large volume of CCTV footage was examined and Gardaí identified two males and established that, prior to the hijacking, the males had also tried to gain access to a Bookmakers and had attempted to impersonate a member of An Garda Síochána. A search warrant was obtained and both males were arrested. Following their detention and interviews, both suspects were charged with a number of offences, including Hijacking, Theft, Impersonating a Garda and Robbery of an Establishment. One male was remanded in custody, while the other male was released on bail.

On 28 August 2018, while on routine patrol, Gardaí observed a vehicle in Carrigart Village, Co. Donegal. Gardaí followed the vehicle which continued through the village at speed in excess of 100kph and which failed to stop when directed to. The vehicle subsequently rammed the Garda vehicle as it made its escape. The Garda members received minor injuries during the ramming. Gardaí identified the single occupant of the offending vehicle and he was subsequently arrested under Section 4(3), Criminal Law Act 1997 on suspicion of having committed an offence contrary to section 13, Non-Fatal Offences against the Person Act 1997. The arrested male was brought before Sligo District Court, where he was granted bail by the Court and the case remanded to November 2018.

On 29 August 2018, reports were received by Gardaí at Letterkenny Garda Station that a male had jumped off the Port Bridge in Letterkenny, Co Donegal. Gardaí attended the scene and observed the male standing waist-deep in the water and he informed the members he was going to go further into deep water and continued to walk down the river. Following negotiations, Gardaí successfully assisted the male out of the water and he was taken to Letterkenny University Hospital.

On 30 August 2018, personnel from the National Negotiation Unit and the DMR Armed Support Unit were deployed, in support of members from Kevin Street Garda Station to an incident at an apartment in Thomas Street, Dublin 8. A male, was threatening to set himself and the apartment on fire. Attempts to de-escalate the situation by way of negotiation were unsuccessful and following advice from an on-call medical expert, a decision was made by the on scene commander to force entry to the apartment. Members from ASU supported by personnel from Dublin Fire Brigade effected entry to the apartment and subdued the male. He was then detained pursuant to Section 12, Mental Health Act, 2001. No Garda member was physically injured as a result of the incident, however, some were treated at the scene for symptoms connected with the inhalation of petrol.

On 31 August 2018, three units from the ASU responded to reports that a group of males had been observed in the Bluebell area of Dublin, in possession of a firearm. On arrival at the scene, they liaised with colleagues from Kilmainham Garda Station who advised them that a male on a bicycle had been observed with a shotgun. The ASU members established a cordon in the area and observed a male acting suspiciously on a bicycle who discarded a carrier bag and attempted to escape. However, he was arrested and the carrier bag recovered, which was found to contain a shotgun and ammunition. The male was subsequently charged with possession of a firearm and ammunition, contrary to the Firearms Acts, 1925 and was remanded in custody by the Court.

Appendix D

Organisational Challenges

Commission on the Future of Policing in Ireland

On 18 September 2018, the Commission on the Future of Policing in Ireland published its report recommending significant reform for the future of An Garda Síochána.

The main focus of the report includes:

- A multi-agency approach for a National Security Strategy
- An urgent need to address the quality of crime data
- Establishment of a Garda Síochána Board
- Increased use of external experts
- Improvements in the use of tools, training, uniform, vehicles and equipment
- Improvements to training, learning and continuing professional development

The report and its recommendations will be carefully considered and will be subject to extensive consultation with the relevant stakeholders, including the Department of Justice and Equality, the Representative Associations and the Policing Authority.

Human Rights

An Garda Síochána has taken and is currently undertaking a number of measures to ensure it provides a human rights-based policing and security service. This includes a high level group chaired by Deputy Commissioner, Policing and Security, currently examining how to ensure human rights is a central focus of policing. As part of this, a Strategic Human Rights Advisory Committee (SHRAC) is being re-established with membership to include external experts in this area.

Work initially commissioned by SHRAC has been underway over recent years to develop a Human Rights Framework document. This Framework will support the embedding of a human rights-based approach in the development of policy, training and operations. The Framework has been circulated to external partners for views and observations in the immediate future with a view to its adoption as Garda policy.

A business case for staffing a Human Rights Section with legal and human rights expertise is being progressed through Garda HRPD. As outlined in Section 6 above, all Garda members and staff are in the process of attending Code of Ethics Workshops. Over 10,000 personnel have attended to date. Human rights is central to the Code of Ethics. All new Garda recruits are required to sign the Code of Ethics before they become members of An Garda Síochána.

Supervision

Promotion competitions to fill existing vacancies for Sergeants and Inspectors and those arising until 31 December 2019 are ongoing. Interviews for the Sergeants competition concluded on 11 September 2018, while second round interviews for Inspectors are due to commence on 24 September 2018. In the interim, current deficits of supervisors, particularly at Sergeant and Inspector rank, for front-line policing, to ensure our operational personnel are mentored, monitored, guided and instructed in their daily duties, is of concern. These responsibilities are also an essential requirement in our specialist

units, as well as part of our duty of care to new and Probationer Gardaí as they commence their careers in An Garda Síochána.

Finance

Overtime is required to cover training-abstractation, in particular as training is provided to members while they are on-duty. There is a consequential requirement to replace such personnel for operational, policing on-street duties, thereby impacting further on the overtime constraints in each Garda Region and Specialist Unit. While these costs were set out in our original Estimates for the Programme, dedicated funds have not been allocated to cover training related travel and subsistence payments. Additionally, the ongoing OCG feud and a number of high profile visits during the Summer, including HRH, the Prince of Wales (Duke and Duchess of Cornwall), HRH the Duke and Duchess of Sussex and his holiness Pope Francis are additional costs to the 2018 budget. An Garda Síochána will significantly exceed the budget this year. This is not a sustainable position.

To minimise the impact on policing and security activity, while reducing the excess spend before the end of the year, the Commissioner has cut discretionary overtime and administrative overtime.

Overtime will still be available for specific policing / security operations, but only with the approval of the relevant Assistant Commissioner following discussion with Deputy Commissioner, Policing and Security.

Accommodation Issues

Plans under the Programme for Government include increasing the numbers in An Garda Síochána to 21,000 by 2021 also have significant implications in terms of personnel, accommodation, uniform and equipment in order to support this expansion, which we support. You will be aware that the Minister launched a new recruitment campaign this week. However, this expansion will also require significant and continuous financial input into the ongoing budgets and accommodation allocations with immediate effect.

The Divisional Policing Model project is also a major organisational priority. It is being piloted in four Garda Divisions, and carries corporate and reputational risk, relative to accommodation and staffing issues, also previously highlighted. Progress on the rolling out of Divisional Policing Model is continuing.

Brexit

Following the vote in 2017 in the UK to exit the European Union and all its institutions [Brexit], discussions are ongoing between the UK and the EU authorities on the impact of same, which is of particular significance to Ireland. An Garda Síochána is represented on the Interdepartmental Working Group on Brexit.

Questions as to how An Garda Síochána will police the border with Northern Ireland and other land frontiers with the UK and the effect the ongoing Brexit negotiations may have on the passage of goods and people between both jurisdictions, now have to be addressed and measures identified put in place in advance of the 29 March 2019 deadline.

Infrastructure, personnel and technical capacity/capabilities are the three critical areas, in terms of investment, which An Garda Síochána needs to address and have in place in order to police a 'hard border', should that become the outcome of the Brexit negotiations.

Cultural Audit

As the Policing Authority is aware, the Cultural Audit of An Garda Síochána was published in April 2018, the findings of which will help inform the Garda organisation in providing the best supports to our people so as to improve the service we provide to the public. As advised in May 2018, the findings and implications are being considered. One of the issues identified in the Cultural Audit was the significance of the Garda uniform. The Commissioner has approved a new uniform, which was piloted earlier this year, subject to procurement. Developments will be reported to the Policing Authority at our monthly meetings.

Data Quality

As part of the ongoing work of the PULSE Data Quality Working Group, a process commenced in the Northern Region in April 2017, whereby staff at GISC are responsible for the recording and classification of all crime for all Garda Divisions. This was extended to the Garda Divisions comprising the Western Region in November, 2017, the Eastern & South Eastern Regions in April 2018 and the Southern Region in June 2018. This process was also implemented in the DMR on 9 July 2018. This is, and will continue to provide a uniform approach to the recording and classification of crime.

Modernisation and Renewal Programme

Following a review of the Modernisation and Renewal Programme all projects under the MRP were re-prioritised as Tier 1, Tier 2 and Tier 3 projects, to be completed in the short, medium and long term. Three projects are deemed as Tier 1, two of which are 'Civilianisation' and the 'Divisional Policing Model'. When the Cultural Audit report was received, 'Culture' was then placed in the Tier 1 category. These projects have been identified as the organisation's top transformation projects.

Tier 2 are flagship projects, with significant investment and/or important organisational benefits associated with their delivery. Projects assigned Tier 3 receive limited support from STO, however the projects will continue to be monitored under their respective Programme Board Managers. All MRP projects re-prioritised as Tier 1, 2 or 3 continue to be monitored by the Executive and the Senior Leadership Team and may be reclassified, in time. An Garda Síochána has already committed to providing training to members for PALF, the Code of Ethics and Divisional Protective Services Units in 2018.

Appendix E

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	1	0	15
Total	1	1	5	2	2	1	3	0	2	1	2	0	20

Appendix F

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks
Data as at the end of August 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	9	0
Chief Superintendent	47	46									0	46	1
Superintendent	168	158	5							0	5	163	5
Total	224	213	5	0	0	0	0	0	0	0	5	218	6