



ANNUAL REPORT AN GARDA SÍOCHÁNA

2024

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More than
15,900

personnel had

**Garda
mobility
device**
by year-end



**€81
million**

in drug seizures by
the Garda National
Drugs and Organised
Crime Bureau



50%

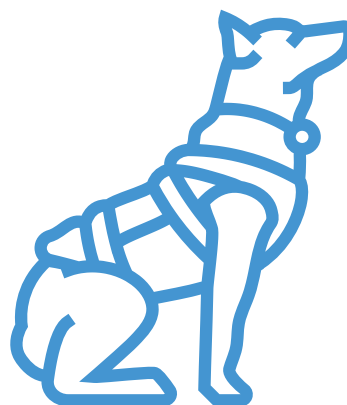
fall in
residential
burglaries
since
November
2015



Over
585,576
vetting
applications
were processed



an increase
of
6.6%



Garda Dog Unit
detection dogs
assisted in

380
searches

The highest total fleet of

3,589

in the history of the
organisation



Introduction of
**Irish Motor
Insurance
Database app**

more than doubling vehicles
seized for no insurance

x2



Commissioner's Foreword

The year 2024 was a positive year for An Garda Síochána and its personnel, despite some difficult challenges.

This was thanks to the hard work, dedication and professionalism of Garda personnel who worked hard to keep people safe.



Time and again, Gardaí demonstrated their ability and resolve to adapt to evolving situations to provide the public with a highly effective, community-focused policing and security service.

Notably, Gardaí showed great bravery and composure when policing violent incidents at public gatherings, which saw them come under unacceptable physical and verbal assault.

To help protect Gardaí policing such situations, An Garda Síochána continued to invest during the year in public order protective equipment, vehicles and training.

Over €6m was spent in the area of public order support material in 2024, adding to the €2.5m invested in 2023. This saw An Garda Síochána provide stronger incapacitant spray, new shields, new vehicles, and new body armour, while providing additional training. The procurement process for two water cannons began in 2024 and they were delivered in early 2025.

Further support and protection has also come this year from the introduction of body worn cameras in Dublin, Limerick and Waterford. Over 700 Gardaí are using body worn cameras under our proof of concept. The feedback has been very positive and the cameras have already proven effective in assisting investigations and de-escalating potentially dangerous situations.

There was also additional investment in the mental health supports available for Garda personnel with the roll-out of the Mental Health First Aid programme. By year-end, more than 2,200 personnel had undertaken the programme, which will be made available to all Garda personnel over the next couple of years. This added to our wide-range of mental health and wellness programmes.

A major focus during the year was on developing our pipeline of new Garda recruits, following the pause in recruitment due to the Covid-19 pandemic, as well as on retaining current Gardaí.

Ireland is currently experiencing full employment. Combined with changing expectations of working life, it is important that An Garda Síochána recruits and retains high-quality Garda Trainees as we seek to substantially grow Garda numbers in the coming years.

This was assisted by the Government's decision, in consultation with Garda management, to change the age of entry limit from 35 to 50, and increase the mandatory retirement age from 60 to 62.

Our innovative recruitment campaign, it's a Job Worth Doing, saw over 6,300 people apply to become a Garda with 37 per cent of these applicants being 35 and over. This will help give us a good pipeline of Garda recruits.

On Garda retention, we never want professional and dedicated Gardaí to leave early, however, the number of Gardaí who resigned in 2024 was 138.

Garda management continued to work with the Minister for Justice on measures to attract and retain Gardaí, and the Recruitment and Training Capacity Group was established to support this.

Progress was also made in relation to the introduction of the Garda Operating Model although at a slower rate than initially envisaged.

The Operating Model is updating policing and administrative structures in place for 100 years to reflect our rapidly changing environment.

The Operating Model is based on best international practice, and recommendations from the Commission on the Future of Policing, the Garda Inspectorate, and our own Modernisation and Renewal programme.

It has been the biggest organisational change in the history of our organisation, and given the scale it has not been without its challenges, particularly in the areas of accommodation and resourcing.

Fundamentally, everything done under the Operating Model has been to enhance the service we provide to the public, particularly the most vulnerable in society.

For example, the investment in the Divisional Protective Service Units has delivered for communities and in particular for victims of child abuse, serious sexual assault and domestic abuse.

That is a real, positive policing outcome of the Operating Model.

As is the more consistent delivery of service across Divisions, which was a common public complaint, and a stronger focus on governance and standards at local level.

By year-end, 18 of the 21 Divisions had fully implemented the Operating Model. The remaining three Divisions will be completed by mid-2025.

As always, throughout the year there were many, many excellent examples of police work that kept people safe.

This included our role in the international law enforcement coalition that took down the Ghost organised crime communications platform; successful prosecutions of domestic abuse and coercive control that meant so much to victims and the many arrests made in the ongoing investigation into the Dublin riots.

There were some significant milestones reached this year, and 100 years on from the awarding of the very first Scott Medal by Colonel Walter Scott, we awarded eight Scott Medals to Gardaí who demonstrated tremendous courage and heroism in service.

We also marked 40 years of the Emergency Response Unit (ERU) in An Garda Síochána. This is very important and often dangerous work, and I want to commend all our ERU personnel, now and in the past, for their dedication.

Regrettably, in the first half of the year we experienced a major rise in road deaths.

There was a significant organisational and individual response. This included the 30 minutes of roads safety activity initiative; the installation of new speed safety cameras; the introduction of unmarked truck, cars and motorbikes, access to insurance data on the mobility devices, as well as our modified demonstration car.

The year also saw delivery of many projects that are making a positive difference to the people we serve and the people who serve in An Garda Síochána.

- Our fleet continued to grow with 3,589 vehicles
- Deployment of new apps to Gardaí including the motor insurance app, which has more than doubled the number of vehicles seized for no insurance
- Introduction of new and upgraded ICT systems including AFIS, which has enabled new fingerprint scanners.
- An Spidéal Garda Station in Co.Galway was formally opened
- Ground was broken on the refurbishment project for Portlaoise Garda Station
- Cells were upgraded in Athy, Carrickmacross and Cobh Stations

There was also significant work done across the organisation to prepare for the Policing, Security and Community Safety Act. This legislation, which will deliver major changes in a range of areas for An Garda Síochána including oversight arrangements and conduct and discipline regulations, commenced in April 2025.

Resolving problems and introducing initiatives to improve our service is only possible with the support of a range of key stakeholders, including the Department of Justice, the Oireachtas Joint Committee on Justice, the Policing Authority, the Garda Síochána Inspectorate, the Garda Síochána Ombudsman Commission, and the Office of the Public Works, as well as a wide range of State agencies and non-governmental bodies. I want to thank all of these bodies for their support.

This is my last Annual Report Foreword as I will retire as Commissioner in September 2025. It has been a great privilege and honour to serve the people of Ireland in the Office of Garda Commissioner.

An Garda Síochána is a great organisation grounded in its community-policing ethos that is regarded internationally as best practice. It is this close connection with communities built on the work of generations of dedicated Gardaí and carried on today that enables us through the good times and bad times to deliver a policing and security service that keeps people safe.

Commissioner Drew Harris

Policing Plan and Key Achievements

OVERVIEW OF POLICING PLAN 2024

National Policing Plan 2024 is the third and final annual plan produced by An Garda Síochána under the 2022-2024 Strategy Statement. It continued the progress and momentum of the previous two years, to realise the mission of Keeping People Safe.

It was developed in the context of a changing Irish society, reflected in the nature of the new, evolving and unpredictable demands facing both An Garda Síochána and the wider public service.

KEY ACHIEVEMENTS IN THE DELIVERY OF THE POLICING PLAN 2024

Eighteen Divisions across An Garda Síochána are fully aligned to the four functional areas of the Operating Model, the remaining three Divisions are at various stages of implementation of the Model.

Progress in the Garda National Protective Services Bureau with the continued expansion of the High Risk Victim Support Programme. Completion of the roll-out of this programme is scheduled to take place in 2025, ensuring it will be available to high risk victims of domestic abuse across the country.

New Road Traffic (electric scooter) Regulations, 2024 were introduced and a new road safety camera procurement process was completed in December 2024 with GoSafe (Road Safety Operations Ireland) being awarded the contract.

Ten Garda vans were refitted as mobile Garda clinics and successfully rolled-out to Divisions to support Community Engagement.

The Criminal Justice (Hate Offences) Act 2024, which will support engagement work with diverse communities passed all stages in the Oireachtas, and the Act commenced on 31st December 2024.

The transfer of responsibility of the remaining immigration duties from An Garda Síochána to Immigration Service Delivery was completed, enabling Garda Immigration Officers to transition to operational policing roles.

More than 60 Garda personnel were trained as Mental Health First Aid Training Facilitators, who have since delivered workshops to 2,200 personnel.

Modern ICT systems to support frontline policing continued to be deployed during the year including GardaSafe, Body Worn Cameras, Roster Duty Management System, Investigative Management System, and Mobile Device Deployment.

1,000 participants have undertaken the Policing and Human Rights Law in Ireland course in 2024 and a total of 4,000 Garda personnel have now completed the course since its inception.



Key Achievements Progress At A Glance

Achieved

- | | |
|------|--|
| 3.2 | Promote and enforce responsible behaviour on roads, working in partnership with the Road Safety Authority and other partner agencies |
| E1.2 | Support the occupational health and wellbeing of our personnel through the implementation of An Garda Síochána Health and Wellbeing Strategy |
| E2.2 | Explore, develop and embrace opportunities to collaborate across sectors to strengthen our evidence-based approach to service |
| E3.1 | Strengthen internal and external engagement through open and targeted communications |

Partially Achieved

- | | |
|-----|---|
| 1.1 | Work in partnership to develop sustainable solutions to address community safety concerns, including the harm caused by drugs |
| 1.2 | Engage across all communities to deliver a policing service that understands and responds to the diverse needs of society |
| 2.1 | Proactively identify, target and disrupt crime at all levels, including new and emerging crime types |
| 2.2 | Enhance our capacity and capability to address crime through coordination, collaboration and information-led approaches |
| 3.1 | Work in partnership to provide victims of crime with appropriate services and supports, with a particular focus on domestic, sexual and gender-based violence |

- | | |
|------|---|
| 5.1 | Embed the structures required to enhance our organisation's capacity and capability for change and to support a culture of continuous improvement |
| 5.2 | Enable, develop and support sustainability across An Garda Síochána through implementation of the Climate Action Roadmap 2023-2030 |
| E2.1 | Work with partners to enhance a multi-disciplinary and 'whole of service' approach to keeping people safe |
| E3.2 | Respond to the learnings of An Garda Síochána Culture Audit |
| E4.1 | Promote and strengthen professional conduct and ethical behaviour in An Garda Síochána |
| E4.2 | Rollout of An Garda Síochána Organisational Operating Model |
| E5.1 | Advance our Data and Technology Vision through implementation of the 2024 ICT Roadmap |
| E5.2 | Leverage improved data quality to progressively expand the use of data assets in operational policing |

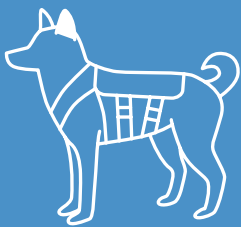
Not Achieved

- | | |
|------|---|
| E1.1 | Enhance our capacity to provide appropriate Human Resources, Training, Learning and Development supports, enabling our personnel to succeed in their role |
|------|---|

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

** Details of two targets under Pillar 4 are part of the Security Services plan and are reported directly to the Department of Justice.

*** For KPIs E1.1 to E5.2, the E stands for Enabler.



Garda Dog Unit
detection dogs
assisted in

380
searches



Stolen
**MOTOR VEHICLE
INVESTIGATION**

UNIT identified stolen
vehicles to the value
of **€1,653,500**



984

Garda Air Support Unit
flights

€3,361,780



cash seized

83

assassinations
thwarted
since 2015

11,014

MISSING PERSONS
INCIDENTS



€81million
worth of drugs
seized by
GNDOCB



624

new cases
and 674 closed cases by
the Garda National
Cyber Crime Bureau

National Policing

GARDA NATIONAL DRUGS AND ORGANISED CRIME BUREAU (GNDOCB)

Illicit drugs, cash and firearms seized by GNDOCB: March 2015 – 31st December 2024

Category	2024	Total since March 2015
Illicit Drugs	€81 million	€618 million
Firearms	20	170
Ammunition (rounds)	913	6,586
Cash	€3,361,780	€33,076,396
	£32,535	£377,091
	\$0	\$59,721
Cash forfeited to the State*	€3,107,892.18	€20,106,981.66
Interventions-Threat to Life incidents	3	83 **
Arrests for Drug Trafficking, Money Laundering, Possession of Firearms and Kindred Offences	148	1693

* This is the amount of cash forfeited to the State, after relevant court proceedings

**83 threat to life operations since February 5, 2016

***Statistics provided relate to operations involving the GNDOCB and do not include seizures made by any other Garda Units.

Multinational Operation Against Transnational Organised Crime

During 2024, An Garda Síochána participated in a Europol-coordinated Operational Task Force as part of a global coalition engaged in an investigation into transnational organised crime. This culminated in an international day of action spanning nine countries including France, Australia, United States of America, Canada, Iceland, Italy, the Netherlands and Sweden, and resulted in multiple searches, arrests and seizures worldwide.

In Ireland, this operation involved the deployment of more than 300 Gardaí and the search of 33 premises. To date, there have been 11 arrests made in Ireland, with €15.4 million of cocaine, heroin and cannabis seized, along with €350,000 in cash.

Operation Thor

Since its launch in November 2015, our national anti-burglary initiative Operation Thor has led to:



50%

decrease in
residential
burglaries



47%

decrease in
non-residential
burglaries



24,330

arrests



633,686

checkpoints

GARDA NATIONAL PROTECTIVE SERVICES BUREAU (GNPSB)

Child Sexual Abuse Reporting (CSAR) Phone Line

An Garda Síochána operates a dedicated phone line for the reporting of child sexual abuse, 24/7 and 365 days a year. The phone number is 1800 555 222. In 2024, the CSAR phone line received 704 calls.

National Child Protection Unit

Operation Limelight raises awareness of Female Genital Mutilation (FGM). Multi-agency safeguarding days of action took place at Cork, Shannon and Dublin Airports with the Department of Justice, the Border Management Unit and Akidwa, a national network of migrant women.

National Domestic Abuse Unit

Along with many governmental and social justice partners, the National Domestic Abuse Unit continued to support victims of domestic abuse and target offenders. Events such as Go Purple Day and 16 Days of Activism highlighted the message that “you do not need to be bruised to be abused”. The unit supported investigating Gardaí dealing with complex cases and regularly provided training on coercive control.

Missing Persons Unit (MPU)

The Missing Persons Unit provides advice, guidance and assistance to Gardaí, including in the investigation of unidentified human remains located here and internationally.

	2020	2021	2022	2023	2024
Missing Person Reports*	8494	9603	10513	11890	11014
Persons Reported Missing**	3334	3504	4260	4594	4080
Persons Still Missing***	21	10	27	36	88

*Missing Person Reports = A count of all Missing Person incidents on PULSE.

**Persons Reported Missing = The count of distinct Person PULSE IDs associated with all Missing Person Reports per year.

***Person Still Missing = The values are distinct Person PULSE IDs associated with Missing Person Reports where the Missing Person Status in relation to the incident is ‘Missing’ currently.

The above PULSE data is accurate as of 1 January 2025 and is subject to change.

Child Rescue Ireland (CRI) Alert

The CRI Alert enables An Garda Síochána to appeal for help from the public where a child has been abducted and there is a reasonable belief that there is an immediate and serious risk to the health or welfare of a child.

There was one CRI Alert issued in 2024 and the child was safely recovered.

Human Trafficking

A total of 67 people were identified by An Garda Síochána as potential victims of human trafficking in 2024. This was a 26% increase compared to 2023.

Key Operations in 2024

- Developments in the ongoing ‘Mullingar Case’ human trafficking investigation saw a further suspect identified in 2024, who subsequently pleaded guilty to two counts of conspiracy to commit human trafficking. This was the first such conviction in this jurisdiction.
- Operation Borrow relates to an Irish-based Brazilian organised crime group responsible for the trafficking of females into the State for the purpose of sexual exploitation. In June 2024, an accused in this investigation was convicted of 15 counts of money laundering and sentenced to four years imprisonment.

GARDA NATIONAL ECONOMIC CRIME BUREAU (GNECB)

Financial Intelligence Unit (FIU Ireland)

In 2024, FIU Ireland received 60,753 suspicious transaction reports, 4,691 of which were sent as intelligence to Garda divisions or national units, and 25,209 were shared internationally on a FIU to FIU basis. The unit received 1,558 requests for assistance or information from Gardai; financial institutions; Interpol; Revenue; and 446 international requests from outside FIUs.

Fraud Awareness

During 2024, GNECB conducted numerous media campaigns on fraud and on specific new modus operandi as they emerged. Seasonal campaigns included accommodation fraud prior to colleges reopening in September; romance frauds in advance of Valentine's Day; loan fraud in the run up to Christmas, and shopping online fraud around Black Friday.

GARDA NATIONAL CYBER CRIME BUREAU (GNCCB)

Case Management

	2023	2024
New Cases	380	624
Closed Cases	655	674

Exhibits processed during 2024

Exhibits received 2024	Exhibits closed 2024
1922	2456

Satellite Hubs

GNCCB hubs of Cork City, Galway City, Mullingar and Wexford closed 393 cases (59% of all cases) and supported numerous high-profile investigations across the country.

Investigation

The Wexford Hub supported Operation Robin targeting the importation of drugs to the value of €7.2m through the examination of devices linked to suspects.

Online safety awareness

The bureau took part in an All-island Information Exchange forum with the UK's National Cyber Security Centre and national critical service providers, and delivered numerous cyber safety/awareness talks and presentations in the community including technological universities, local county councils, local community safety partnerships and local businesses.

Inter-Agency Engagements

GNCCB hosted colleagues from the US, Hong Kong, Netherlands, UK and Colombia.

GNCCB also hosted 60 colleagues from 32 countries across the globe, as part of Combatting Online Sexual Exploitation.

Operation Ludgate, a joint exercise with the PSNI, National Crime Agency and National Cyber Security Centre, simulated a cross-border cyber-attack.

Internal Security Fund (ISF) Projects

UNDERSERVED is a project to develop a threat reporting and analysis platform for use by sectors vulnerable to cyber-attacks, but without the means to mitigate.

GNCCB is part of HOPLITE, the goal of which is to collect and correlate data, and report threats in real-time by processing data sources; and CHARIOTEER (H2020) — the aim of which is to increase policing services' understanding of the Internet of Things.



CRIMINAL ASSETS BUREAU (CAB)

Through targeted operations, utilising the skillsets of multi-agency personnel across the country, CAB continued its focus on high-ranking criminals, while also targeting those operating in mid and lower-level tiers by depriving them of the proceeds from their criminal conduct.

CAB continued to enhance engagement with international partners, actively participating in conferences in the area of asset forfeiture and confiscation.

Full details of the activities of the CAB during 2024 will be published in its annual report.

GARDA NATIONAL IMMIGRATION BUREAU (GNIB)

Removal and Refusal of Individuals in 2024

In 2024, GNIB completed 180 removals from the State. This included 134 deportations, 18 EU removals, and eight Dublin III* transfers.

*Dublin III Regulations lay down the criteria to determine which EU member state is responsible for examining an application for international protection.

Case Study

GNIB identified a Somali national suspected of facilitating the smuggling of 30 Somalis into the State. He was based in Spain and used multiple Spanish airports to coordinate smuggling. He provided genuine lookalike travel documents to passengers. Once they had been successfully used, he would leave the departure area with the documents. GNIB appointed an Airline Liaison Officer with Spanish authorities, which resulted in the suspect being identified, arrested and prosecuted in Spain.

Significant operations

Operation Sonnet is designed to prevent the abuse of the Common Travel Area, in particular, people travelling between Northern Ireland and the Republic of Ireland. 234 people were refused Leave to Land at the border with Northern Ireland and returned to the UK.

Operation Frankincense identified, targeted and disrupted a Kuwaiti organised crime group (OCG) involved in the smuggling/trafficking of illegal immigrants into Ireland.



GARDA NATIONAL BUREAU OF CRIMINAL INVESTIGATION (GNBCI)

Extradition Unit

Fugitives arrested	105
Fugitives surrendered to other jurisdictions	85
Fugitives returned to Ireland from other jurisdictions	67

Stolen Motor Vehicle Investigation Unit (SMVIU)

Value of Vehicles and Plant identified and / or recovered by SMVIU	€1,653,500
Vehicles Examined by SMVIU	137
Assistance provided by SMVIU to other Divisions / Bureaus	50

Case Study

During an ongoing investigation, a vehicle offered for sale on a website matched the modus operandi of an organised crime group known to the unit and a suspect was arrested in possession of a stolen van worth €30,000. In 2024, a male was sentenced to three years and nine months for vehicle crime activity.

Passport Fraud

The GNBCI has national responsibility for investigating fraudulent applications for Irish passports. The most common offence is a person allowing their identity to be used by another person in an application for a passport.

Case Study

In 2024, the GNBCI investigated two applications made for passports in the name of infants who died shortly after birth. An American male was sentenced to two years and three months imprisonment, with 15 months suspended.

Serious Crime Review Team (SCRT)

In July 2024, at the Special Criminal Court, two men were sentenced in relation to perverting the course of justice. One was sentenced to three years and the other to two years imprisonment. These incidents occurred during a trial for the murder of a Detective Garda during the course of his duties in 2013.

Key engagements

- The GNBCI hosted Criminal Profilers from the Royal Canadian Mounted Police.
- The GNBCI presented at a CEPOL (the EU Agency for Law Enforcement Training) course on Interviewing Techniques in Migrant Smuggling Investigations.
- A seminar was held on Intellectual Property (IP) enforcement, which was jointly organised by the IP Crime Unit and the EU Intellectual Property Office.



OPERATIONAL SUPPORT SERVICES

Garda Air Support Unit (GASU)

GASU continued to support a range of operations, as well as cross-border initiatives to tackle crime with the PSNI and other agencies.

	901	Hours Flown
	984	Flights
	1,277	Incidents Attended
	84	Suspects Detained
	10	Missing Persons Located
	28	Vehicles Located

Case Study

In January, the crew of AS2 conducted a search in the Sandyford, Dublin area for a vulnerable male in his 70s who suffered from dementia. The conditions were sub-zero. Using thermal imaging, a heat source was discovered and the man was located in an area of undergrowth and brought to safety.

Garda Dog Unit (GDU)

Dogs are used in the search for missing persons, suspects in hiding, locating items of evidential nature, engaging in public order control and high visibility patrols.

In 2024, three new dogs were acquired for training as specialists in detecting drugs, cash and firearms. The unit also trained three new general purpose dogs to replace dogs that reached retirement age.

GDU detection dogs assisted in 380 searches for locating drugs, cash and firearms in 2024.

Case Study

Gardaí in the Eastern Region investigating a number of burglaries intercepted a vehicle and the suspects fled on foot through fields. The Dog Unit and the Air Support Unit were called to assist the search. The Dog Team tracked one suspect, which led to his arrest. Air Support guided Gardaí to two other suspects and they were arrested.



Garda Mounted Unit (GMU)

GMU conducted high-visibility patrols in a number of divisions and assisted with Operation Citizen in the DMR, Operation Thor in Mayo, and the Galway Races. GMU was also on duty for the Europa League Final in Dublin.

Assistance was provided by GMU at numerous events including:

- Protests and demonstrations;
- Little Blue Heroes events around the country;
- Soccer and GAA matches
- Concerts and music festivals
- St Patrick's Day parade



Case Study

In September, GMU performed public order duties for an Ireland vs England soccer international in Dublin, preventing flash points and possible injury to members of the public.

Garda Water Unit (GWU)

During 2024, GWU conducted humanitarian missing person searches in all Garda regions and recovered the remains of nine people.

The unit conducted searches for firearms and other weapons connected to the investigation of serious crime, and provided underwater video and still photography to investigating officers.

Security searches and confined space searches were conducted by GWU in advance of visiting dignitaries at marine locations.

Support was provided by GWU to local Gardaí in the patrol and search of offshore and inland islands. Assistance was provided to Gardaí investigating the theft of boats, engines and other marine equipment.

The unit's extensive network of European Marine Police contacts proved invaluable during the investigation of these crimes.

Case Study

In April, GWU assisted in the recovery of evidence at Grand Canal Dock, Dublin. A person was in custody for robbery, criminal damage and threats to kill offences, and Gardaí required the knife used in these crimes to progress their investigation. It was recovered by GWU members.

Garda National Public Order Unit (GNPOU)

The GNPOU were regularly on duty throughout the year, assisting with the policing of concerts, sporting events and the night time economy.

Key projects delivered in 2024 included:

- Provision of stronger incapacitant spray to all Gardaí.
- Provision of 600 smaller round shields and training of personnel in public order stadium tactics ahead of the policing operation for the Europa League Final at the Aviva Stadium in May 2024.
- Procurement of two Water Cannons, which were delivered in Q1 2025.
- Expanded and enhanced the public order fleet with the purchase and fit out of 15 new public order vans. These vans are being allocated throughout the country.

- The new Events, Public Order and Public Safety (EPOPS) Planning and Command Structure was published in November 2024.
- A review of the body armour used by the GNPOU was conducted and a contract was awarded to provide new body armour with delivery expected in Q4 2025.

Public Order Training Conducted 2024	Number of People Trained 2024	
Public Order - Operator Level 1	534	
Public Order - Operator Level 2	482	
Public Order - Operator Level 2 Recertification	409	
Stadium Tactics – (specified stadium)	Trainers	5
	Instructors	17
	Operators	255
Command Training (Strategic Commanders)	Module 1	22
	Module 2	22





Schengen Information
Systems (SIS II) had

1,379

hits on member states alerts
and

992

hits on Irish alerts



The ERU conducted
**62 pre-planned
operations** in support
of national units.
Additionally, **over 100
high risk protection
escorts** were
conducted in 2024 in
respect of VIPs



**Operational
commanders**
were appointed to
35 incidents nationally

National Security and Intelligence

An Garda Síochána occupies a central position in Ireland's national security apparatus. The dual policing and security service mandate provided to An Garda Síochána is recognised and provided for in the Garda Síochána (Policing Authority and Miscellaneous Provisions) Act 2015, which introduced a series of amendments to the Garda Síochána Act 2005, enshrining a legal definition for security services and firmly placing responsibility for this function with An Garda Síochána. While both functions are complementary, they are separate and distinct functions.

An Garda Síochána is committed to fulfilling its responsibilities and obligations as a modern security service to deliver upon our core mission of 'keeping people safe'. The security of every nation is a critical component of a state's existence and the obligation to protect the interests of the State and its people – together with protecting and defending the human rights of our citizens – is central to our mission.

Ireland is a modern open economy with strong democratic institutions and civic engagement. As a modern, society Ireland faces threats from a diverse range of areas. These threats are complex and multi-faceted, requiring a dynamic and agile response. An Garda Síochána provides this through a strengthened security and intelligence capability.

An Garda Síochána is committed to identifying, analysing and countering threats to our government, citizens, society and economic wellbeing from wherever they emanate. We work in close co-operation with partners within the jurisdiction and worldwide, at strategic, operational and tactical levels to ensure that our citizens and democratic institutions are kept safe from the threats they face. We use the latest technology and techniques to ensure that we stay ahead of potential threats, anticipate new dangers, and are able to effectively counteract threats as they materialise.

SECURITY AND INTELLIGENCE SECTION OF AN GARDA SÍOCHÁNA

The Security and Intelligence Section of An Garda Síochána is best described as the internal security service of the Irish State. Having identified potential security threats, one of the most essential functions of the service is to advise Government of these threats, so that the necessary national security arrangements can be put in place.

The international security situation throughout 2024 was complex and continued to be influenced by world events, such as the conflict in Gaza, Israel, Lebanon and Syria; the ongoing Russian invasion of Ukraine, and damage to undersea cables throughout Europe. These global security challenges have an impact on European security, and in turn, Ireland's national security.

In response to emerging national security challenges, Garda National Crime and Security Intelligence Service (GNCSIS) continued to strengthen its co-operation and partnerships with European and other international counterparts to ensure that An Garda Síochána is delivering upon its obligations as the security service.

These relationships will strengthen further throughout 2025, as Security and Intelligence makes preparations for Ireland assuming the Presidency of the European Union in 2026.

In August 2024, a terrorist attack occurred when a military chaplain was the subject of a knife attack at Renmore army barracks in Galway. Security and Intelligence have worked to develop intelligence surrounding this incident, and mitigate any risk. Additionally, it worked closely with other units within An Garda Síochána to combat terrorist financing, and support for terrorist activity, within the State.

In light of an increasingly volatile security environment in many parts of the world, it is entirely reasonable to assess that the domestic security service in Ireland will require further development and expansion in the coming years.

Ireland is not immune from the security issues that exist across Europe, in addition to addressing the current and emerging security threats within this country which emanate from a variety of actors.

SPECIAL DETECTIVE UNIT (SDU)

During 2024, the Special Detective Unit (SDU) maintained its primary role as Ireland's National Counter-Terrorism Investigation Unit.

SDU continued to effectively disrupt and prevent various forms of terrorist activity and violent extremism, including anti-government extremism, through intelligence-led operations, searches, arrests and prosecutions. The unit continued to monitor external threats to national security from hostile actors, along with the monitoring of persons suspected to be involved in foreign conflicts.

A strong working relationship was maintained with neighbouring law enforcement, specifically the Police Service of Northern Ireland (PSNI) and UK agencies, to mitigate any threat posed by terrorist groups, including the exploitation of the border and to combat dissident republican activity. Numerous cross-border parallel operations, checkpoints and investigations were conducted with local Gardaí, the PSNI and Irish Defence Forces in 2024.

SDU investigated online threats made against individuals, which led to various charges being preferred under the Non-Fatal Offences Against the Person Act 1997. Other ongoing investigations included charges being preferred under the Criminal Justice (Money Laundering and Terrorist Financing) Act 2010.

SDU also continued to support the Irish Refugee Protection Programme within the Department of Children, Equality, Disability, Integration and Youth, through the comprehensive security screening of refugees.

SDU is responsible for enforcement of EU Terrorist Content Online Regulations involving the removal of online content in collaboration with service providers. This work is in conjunction with our Europol colleagues and pan-European law enforcement agencies.

In 2024, SDU also continued to support the Joint Controllers Agreement by working in partnership with the Irish Prison Service and Irish Probation Service in respect of radicalisation of individuals.

SDU is an active participant in the EU Knowledge Hub on Prevention of Radicalisation.

The unit also played a leading role in the EU Agency for Law Enforcement Training, CEPOL, in Counter Terrorism Training, as well as supporting An Garda Síochána's own requirements in this area.



SPECIAL TACTICS AND OPERATIONS COMMAND (STOC)

Emergency Response Unit (ERU)

The Emergency Response Unit (ERU) conducted 62 pre-planned complex and high-risk firearms operations in 2024, in support of District, Divisional and National Units, resulting in significant arrests, and the recovery of firearms and explosives.

Additionally, more than 100 high-risk protection escorts were conducted for VIPs.

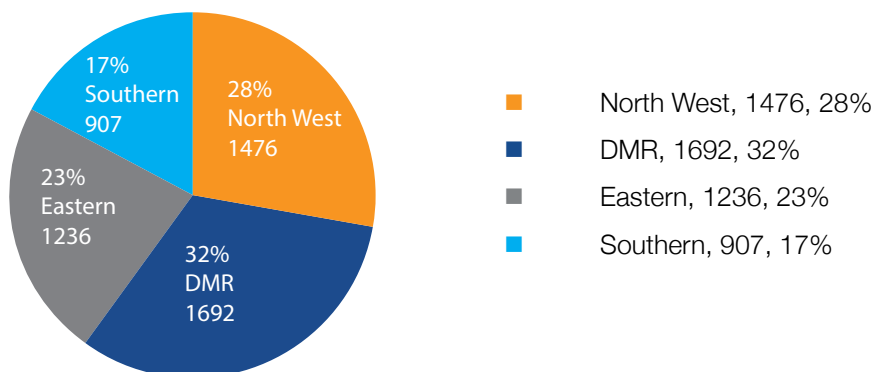
ERU personnel attended courses and workshops during 2024 as part of the ATLAS Network of Special Intervention Units to ensure that capabilities remained at the highest European standards.

This year was the 40th anniversary of ERU, where the contributions of personnel, past and present, were remembered and recognised.

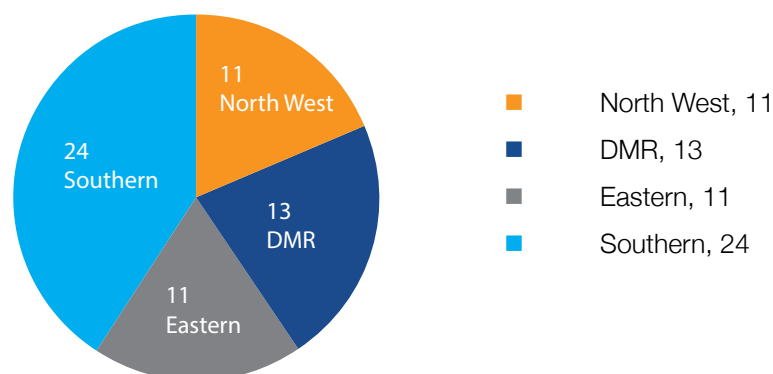
Armed Support Unit (ASU)

The ASU is made up of thirteen centres across the four Garda Regions nationally.

Spontaneous Incidents 2024



Hostage, Barricade, Suicide Incidents:



Above relates to Critical and Firearms Incidents recorded as spontaneous in 2024, which were responded to by ERU or ASU Nationwide.

How incidents concluded					
29	3	3	1	5	13
Garda Negotiator	ASU Intervention (No weapons deployed/with OC)	ASU Intervention (No weapons deployed/no OC)	ASU Intervention (Weapons deployed/with OC)	ASU Negotiated	First Responder Intervention
14	11	1	1	2	
First Responder Negotiated	Negotiated Other	Public Order Unit Intervention	Fatality*	Missing Person Located	

This relates to the conclusion to the number of HBS incidents (as per page 18) where the National Negotiation Network was activated in 2024.

National Negotiation Unit (NNU)

An Garda Síochána presided over the European Union Network of Advisory Teams and chaired a number of international meetings.

Operational Commanders were appointed to 35 incidents nationally.

The assistance of Mental Health Professionals was requested on nine occasions as per agreed protocols with the Central Mental Hospital. This resulted in valuable advice or relevant medical background information being given to assist in de-escalating situations.

Garda Negotiators offered advice/assistance in seven cases involving high-risk missing and vulnerable people and also in a high-profile Child Rescue Ireland Alert in Dublin, which involved the hijacking of a car with a baby on-board.

The number of Garda Crisis Negotiators available nationally is 64.

International Input

The Department of Foreign Affairs requested the assistance of the National Negotiation Unit in relation to an incident involving three Irish children in 2024.



LIAISON AND PROTECTION

Interpol

In 2024, An Garda Síochána participated in INTERPOL-led projects covering areas including cyber-crime, financial crime, organised crime, and environmental crimes.

INTERPOL Dublin assisted in the identification, apprehension and prosecution of people wanted for serious and organised crime both in Ireland and abroad. INTERPOL Dublin process circa 1,200 national and international queries per week. There was an increase in staffing levels to meet demands from the rise in migration and changing nature of international crime.







Europol

Europol assisted An Garda Síochána in conducting several cross-border operations targeting serious and organised crime.

An Garda Síochána played a key role in contributing to the Serious and Organised Crime Threat Assessment and the Terrorism Situation and Trend Report during 2024.

SIRENE

Since its creation in March 2021 and with the addition of SIS Recast II in March 2023, the Schengen Information System (SIS) continues to support operational cooperation and information exchange between national authorities.

Alert	 Article 26	 Article 32	 Article 34	 Article 36	 Article 38	 Article 40	Total
Hits on other member states	78	40	322	605	334	0	1379
Hits on Irish alerts	45	59	207	492	189	0	992

International Co-ordination Unit

The ICU has co-ordinated the role of An Garda Síochána in a number of EU Internal Security Fund and Horizon (research and innovation) projects.

During 2024, ICU oversaw the completion of six projects and co-ordinated four new projects in the areas of cyber security; cybercrime; major emergency management; organised crime; child sexual abuse, and counter-terrorism. ICU is also looking at partnership requests in areas such as cyber security and cybercrime.

Garda Liaison Officer's Network

Garda Liaison Officers (GLOs) play a crucial role in facilitating communication and co-operation between An Garda Síochána and other law enforcement agencies.

During 2024, GLOs assisted in investigations and provided support through information sharing on transnational criminal activities, co-ordinating operations, fostering positive relationships and building trust to enhance cross-border collaboration.

Protection Office

The Protection Office engaged with a variety of Government departments in the implementation of policing plans for visiting VIPs. Armed protection was provided for visits to Ireland by heads of state from China, Egypt, Vietnam, Kosovo, Trinidad and Tobago, Spain, Italy, Moldova, and Luxembourg, along with other dignitaries.

The Protection Office also ensures the safety of Government Ministers and for high-level Governmental conferences or meetings. During the 2024 General Election, it co-ordinated security matters for Ministers and public representatives involved in electioneering.

The Protection Office is also the liaison point with the Department of Foreign Affairs and Embassies in relation to diplomatic missions.

Garda Technical Advisory Group

The Garda Technical Advisory Group (GTAG) provided significant assistance to Diplomatic Corps domestically and internationally. GTAG continued to provide technical expertise and advice on security for sensitive, high-risk locations and high-risk persons. The group engages with Government and non-Government agencies to review and improve security of their assets and personnel in Ireland and abroad.

It works closely with financial institutions to ensure the safe delivery and storage of cash, and participates in EU Commission funded projects designed to protect public places and places of worship. GTAG supports the divisional Crime Prevention Officer network ensuring the most up-to-date crime prevention advice is available.

The Ministerial Protection Unit provided a high level of security to a large number of State officials and Ministers.

National Major Emergency Management (MEM) Office

The MEM Office was involved in joint planning, protocol development, and exercise development with the other principal response agencies (Health Service Executive and local authorities), as well as other assisting agencies including the Defence Forces, Irish Coast Guard, Civil Defence and all voluntary emergency services.



172,634

detections for
Lifesaver Offences.



Data Sharing Agreement

Implemented with Motor Insurers Bureau of Ireland

145

handheld speed
detections devices,

100

window tint
measurement devices,

300

tyre depth gauges
purchased in 2024



Two new
average speed
detection zones
on N3 Cavan and
N5 in Mayo.



Three static speed
cameras on N17 in
Mayo, N59 in Galway
and N13 in Donegal.

Community Safety

GARDA NATIONAL COMMUNITY ENGAGEMENT BUREAU (GNCEB)

Crime Prevention and Community Engagement Campaigns

Crime prevention campaigns were continued on key crimes:

- Burglary prevention
- Bogus callers/fraud
- Online safety
- Public safety and harm reduction
- Rural safety
- Vehicle safety

Garda National Crime Prevention Unit (GNCPU)

A series of crime prevention campaigns were highlighted through RTÉ's Crimecall during 2024 including Internet Safety Day; vehicle theft (Park Smart); retail theft (Operation Táirge); farm security; bicycle security; summer and winter burglary advice; and personal safety.

GNCPU attended five of the largest summer shows in collaboration with the National Rural Safety Forum providing crime prevention advice.

The unit met with the Land Development Agency to discuss best practice with regards to Crime Prevention through Environmental Design and reducing the likelihood of crime in future State housing developments.

In November, in partnership with Iarnród Éireann, Transdev Ireland (Luas) and the National Transport Authority, Gardaí engaged in Operation Twin Tracks with proactive patrolling of the DART, Luas and eight inter-city rail routes to prevent and detect anti-social behaviour. This operation has two primary elements – community engagement and rail safety, achieved by high visibility patrolling and delivery of crime prevention advice.

In September, all Divisions undertook a period of action for Operation Táirge – to detect and deter retail theft and anti-social behaviour through high visibility retail and public engagement, delivery of crime prevention advice, and the identification and apprehension of individuals involved in retail theft.

Garda National Offender Recidivism Unit (GNORU)

GNORU is the point of contact for the Joint Agency Response to Crime (JARC), which aims to make communities safer through coordinated offender management. Work on the new iteration of JARC is progressing, and it is envisaged this will be rolled out nationally in 2025.

The Garda National Offender Recidivism Unit participated in conferences to monitor new research and emerging trends.

Garda National Community Policing Unit

Major National Public Events

The unit continued to meet the demands of procurement, event planning, management, co-ordination and staffing with regard to major national public events such as the annual Bloom Festival and the National Ploughing Championships. In addition, community policing supported a number of regional day events such as the BT Young Scientist and Technology Exhibition

Garda Visual Aid Booklet for Children with Additional Needs

A booklet was developed to serve as a teaching aid for educators working with children who have additional needs. It is designed to prepare these children for a visit from their local community Gardaí. This booklet will be printed and distributed to all teachers in special schools and outreach classes (ASD units), with a pilot scheme held in Kerry.

New Campus Watch Booklet

This new booklet is part of the longstanding Garda Campus Watch programme that promotes secure learning environments and enhances the safety of third-level students across Ireland. A Campus Watch webinar was also held with expert speakers from a number of different specialist units from An Garda Síochána.

Supporting Local Initiatives/Community Policing



CAST pilot – Limerick

A pilot initiative aimed at assisting people experiencing situational trauma or a mental health crisis was launched in Limerick City. Community Access Support Team (CAST) is a partnership between An Garda Síochána and Mental Health Services HSE Mid-West and is being trialled in Limerick Division. It involves intervention, prevention and outreach with the potential for a better outcome. It also aims to reduce future presentations and interactions with Gardaí or other blue light emergency services through community follow-ups and the case management of complex cases.

Emergency Services Day – Galway

Community Gardaí organised an event at Tirellan National School in June attended by members of the Garda Water Unit, Garda Mounted Unit and Community Gardaí. The day of education and awareness was supported by the Galway Fire Service, the Army Bomb Disposal Unit, and Ambulance Service.

Farm Safety Awareness – Clare/Tipperary

Clare/Tipperary Gardaí used the Garda tractor as a unique focal point to undertake farm safety talks in local national and secondary schools, as well as marts.

Illegal Hunting – Nationwide

An Garda Síochána with the National Parks and Wildlife Service (NPWS) conducted days of action around the country – including joint patrols, checkpoints and surveillance – to deter trespassers and prevent illegal hunting, which is a significant issue for rural and farming communities and has a detrimental effect on biodiversity, wildlife conservation and local eco systems.



Go Purple Day

In May, personnel across the country wore purple and set-up events for the annual Go Purple Day, which aims to raise awareness of domestic abuse and local services/supports available for victims.

Operation Coinnim – Westmeath

Boat security information events were held at Athlone Lock, where Gardaí engaged with boat users and provided them with information leaflets on security. Supported by the local community warden, the lakes in the district were patrolled during the summer months to enforce bye-laws.

IPAS Centre GAA coaching – Wexford

Wexford Community Policing Unit initiated a coaching series over four weeks at Slaney Manor IPAS Centre

in Wexford, where more than 40 children from 14 different countries were shown football skills. It brought together the local GAA Club Coaching Officer, Gardai and the children at the Centre.

Vulnerable Citizens' Suite – Carlow

Cuan Síochána is a dedicated space to support vulnerable victims who call to Carlow Garda Station. This informal environment creates a space of trust to support services, including victim advocacy, counselling and legal aid. The suite's design and decor considers trauma-informed principles to ensure a calming and safe environment.

Operation Engage – Dublin

This ongoing operation targets anti-social behaviour and crime in the Bridewell Community Engagement Area in the Dublin Metropolitan Region. An intensive seven-week operation was put in place in the Queen Street/Smithfield area to target a rise in on-street drug-dealing; 18 targets were identified and multiple arrests and prosecutions followed. Issues reported by residents and other stakeholders were resolved.

Kids Court – Longford

Longford Community Policing, with the support of the Longford Community Safety Partnership, ran a Drivers and Students Road Safety Programme 'Kids Court' at Scoil Samhthann. This anti-speeding initiative and educational project was successfully rolled out with a view to changing drivers' behaviour around speeding. A similar Kids Court in Sacred Heart National School in Granard featured in RTÉ's 'On the Beat'.

Property Marking – Nationwide

Numerous property marking events took place in divisions throughout the country where locals could avail of crime prevention advice and have their valuable items laser stamped with an inscription of their choice to aid in identifying items should they be stolen. Property marking also acts as a deterrent to thieves.

Ana Liffey Drug Project – Dublin

Throughout 2024, Ana Liffey delivered presentations to Community Policing teams and the Divisional Drug Unit, giving an insight into how Gardai can help those living chaotic lives on Dublin city centre streets by making referrals to the outreach team. Both organisations work together to alleviate open or harmful drug taking and anti-social behaviour.

GARDA YOUTH DIVERSION BUREAU (GYDB)

Governance and Monitoring Unit

A Governance and Monitoring Unit was set-up to monitor the progression of youth referrals. It supports the efficient and effective operation of the Diversion Programme through quarterly reviews of referral reports and reviewing of processes.

National Age Card

Approximately 36,800 applied for a card, a 9% decrease in the number of applications in 2023.

Late Night Football Leagues

In partnership with the FAI, these continued to provide a diversionary avenue through football for young people in 2024. The initiative is aimed at encouraging 'at risk' young people to participate in meaningful activities, thereby reducing youth crime and anti-social behaviour.

Youth Justice Strategy

In 2024, An Garda Síochána continued to be a key stakeholder in governance, oversight and consultation regarding the implementation of the Youth Justice Strategy 2021-2027.

HUMAN RIGHTS, EQUALITY, DIVERSITY AND INCLUSION

Garda National Diversity Unit (GNDU)

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



GNDU, supported by the Garda Diversity Officers Network, engaged with these communities through a variety of means, including attendance at events, workshops, meetings and conferences across the country.

These included:

- Attendance at various LGBTQIA+ Pride events.
- Ongoing engagements with refugees, international protection applicants and minority communities.
- Attendance at numerous cultural festivals, including Independence Day of Brazil and events such as Anti-Asian Racism Conference; and a Deaf Community Information event.
- GNDU hosted members of the Guardia Civil and shared information and experiences on hate crime reporting, awareness, investigation and prosecution.
- GNDU participated in a meeting of the EU High Level Group on Combating Hate Speech and Hate Crime.
- The hosting of a two-day workshop for Garda Diversity Officers (GDO) in the Galway and Mayo Divisions, providing information on hate crime recording and investigation and other diversity and cultural

Best Practice Garda Traveller and Roma Advisory Group

Senior GNDU and Community Engagement managers met with the Advisory Group to set joint objectives and actions.

Human Rights Champions/Training

In 2024, two further intakes of Human Rights Champions undertook the Policing and Human Rights Law in Ireland course developed by the Human Rights Section in collaboration with the University of Limerick. Over 4,000 members of Garda Personnel of all ranks and grades have had the opportunity to complete this training to date, and a further 500 will have the opportunity in 2025.

Human Rights Champions can further develop their knowledge on a human rights based approach to policing by undertaking a series of learning sessions on topics such as neurodiversity, unconscious bias, mental health awareness, suicide intervention, and Down Syndrome. These sessions focus on the lived experience and reinforce how important it is to understand the different types of vulnerabilities that exist in our communities.

Strategic Human Rights Advisory Committee (SHRAC)

The Commissioner chairs the Strategic Human Rights Advisory Committee (SHRAC).

This committee met four times this year.

The SHRAC publishes an annual report each year and these are available via the Garda Website.



GARDA NATIONAL ROADS POLICING BUREAU (GNRPB)

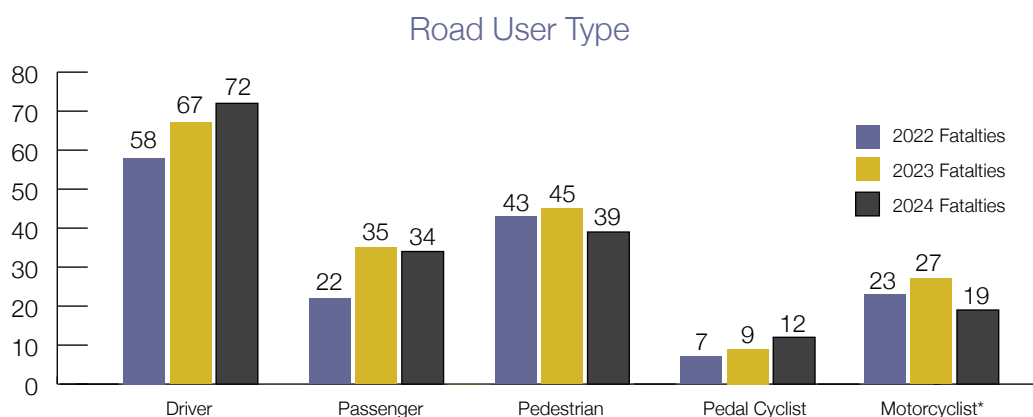
All information in this report is based on data contained in the PULSE and Fixed Charge Penalty System databases as of 14th January 2025 and is liable to change.

Fatalities Summary 2024

- There were 176 fatalities in 161 fatal collisions. This was more than 10% above average for the past five years.
- Seven fewer fatalities and ten fewer fatal collisions compared to 2023 (4% decrease in fatalities).

Fatalities per Road User

- Passenger deaths are in line with 2023 but have more than doubled since 2019, albeit from a low level. Passenger fatalities have increased by more than 50% compared to 2022.
- Increases in fatalities since 2023 for drivers (+5) and pedal cyclists (+3). Pedal cyclist fatalities were at the highest level in over five years.
- 2018-2024 saw year-on-year increases in motorcyclist fatalities, but 2024 saw motorcyclist fatalities reduce to their lowest level since 2020.
- Two out of every five (40%) fatalities were vulnerable road users in 2024. This compares to 48% in 2022 and 44% in 2023. This change is being driven largely by year-on-year increases in driver fatalities.



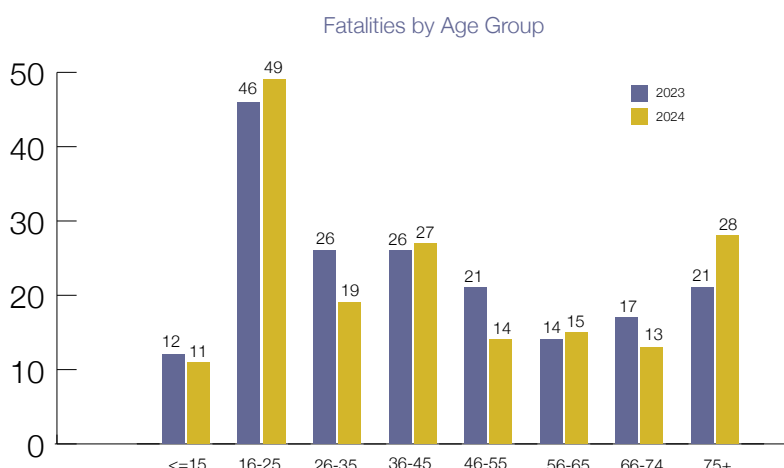
* Motorcyclist fatalities include pillion passengers.

Fatalities per County:

- Almost half of all fatalities occurred in four counties: Dublin (23), Mayo (20), Cork (19) and Donegal (17).
- July was the month with the highest number of fatalities (21).
- 30% occurred on urban roads and 70% on rural roads in 2024. This compares to 31% on urban roads on 69% on rural roads in 2023*.

*An urban road has a speed limit of 60 km/h or less, while a rural road has a speed limit of 80 km/h or greater.

Fatalities by Age Group:



- Despite the 4% decrease in fatalities compared to 2023, there was an increase in the 16-25 and 75+ age groups. These were the two highest age groups for fatalities. This contrasts with the age groups from 26-55, which saw a decrease of 13 fatalities.
- When combining age group and road user, as 2023, the largest increase was in the 16-25 age group. There was an increase of 10 fatalities in this group.
- Almost one in four pedestrian fatalities occurred in the 75+ age group.

Key Enforcement Data Relative to Traffic Volumes

Lifesaver Offences

	Jan-Dec 2022	Jan-Dec 2023	Jan-Dec 2024	Change 22/24(%)	Change 23/24(%)
Lifesaver Offences*	198,188	186,729	172,634	-12.89%	-7.5%

Lifesaver offences consist of a combination of detections for speed, mobile phones and seatbelts, as well as intoxicated driving arrests.

Enforcement levels for lifesaver offences in 2024 were down on both 2023 (-8%) and 2022 (-13%) levels.

Roads Policing Technology

The implementation of a data sharing agreement between An Garda Síochána and the Motor Insurers Bureau of Ireland has significantly improved the ability to detect uninsured drivers on the road via the Traffic App on Garda Mobility Devices.




Some of the additional equipment purchased in 2024 included 145 handheld speed detection devices, 100 window tint measurement devices, 300 tyre depth gauges and increases to forensic collision investigation capabilities with the purchase of six Collision Data Retrieval devices and three 3D scene scanners.

Two new average speed detection zones went into operation on the N3 in Cavan and the N5 in Mayo. These locations joined the M7 in Tipperary and the Dublin Port Tunnel.

Three static speed cameras were also brought into operational use at sites on the N17 in Mayo, the N59 in Galway and the N13 in Donegal. 2025 will see further expansion of camera-based enforcement zones.

Public Awareness Activity for 2024

- Five National Slow Down Days held throughout the year
- Christmas and New Year Road Safety Campaign
- Information-led Road Safety Operations for each bank holiday weekend
- Make Way Day/Operation Enable
- Tyre Safety Day
- Days of Action for mobile phones and distracted driving; unaccompanied learner drivers; uninsured drivers and seatbelt enforcement.

		
14,191	3,678	319
MEMBERS	GARDA STAFF (WHOLE TIME EQUIVALENT)	RESERVES
601 Gardaí attested		

1,800
applications
received to Garda
Reserve Competition

625
Garda Staff
Recruited



614,661

vetting applications
were processed, an
increase of 5%

532,000

incidents created on
pulse by GISG



GNTB received

633 firearms

for forensic examination
– a 5% increase

2.3
MILLION

followers across
social media –
15% increase



**Garda
Podcast**



launched in 2024 with 17
episodes aired. Podcast
reached No 1 in the
Society and Culture
Category of the Irish
Apple Podcast chart.

Cross-Organisation Services

THE OPERATING MODEL

The Operating Model is transitioning An Garda Síochána from a geographically-based policing service to a functionally-based service at Divisional level, with districts being replaced by four functional areas (Community Engagement, Crime, Performance Assurance and Business Services) in each Division.

Out of 21 Divisions, 18 were operating under the new four functional areas structure in 2024. PULSE incidents have been successfully allocated to the Crime and Community Engagement Functional Areas in these Divisions.

Three Divisions will transition to the new structure during 2025 (Donegal, Kildare/Carlow and Laois/Offaly).

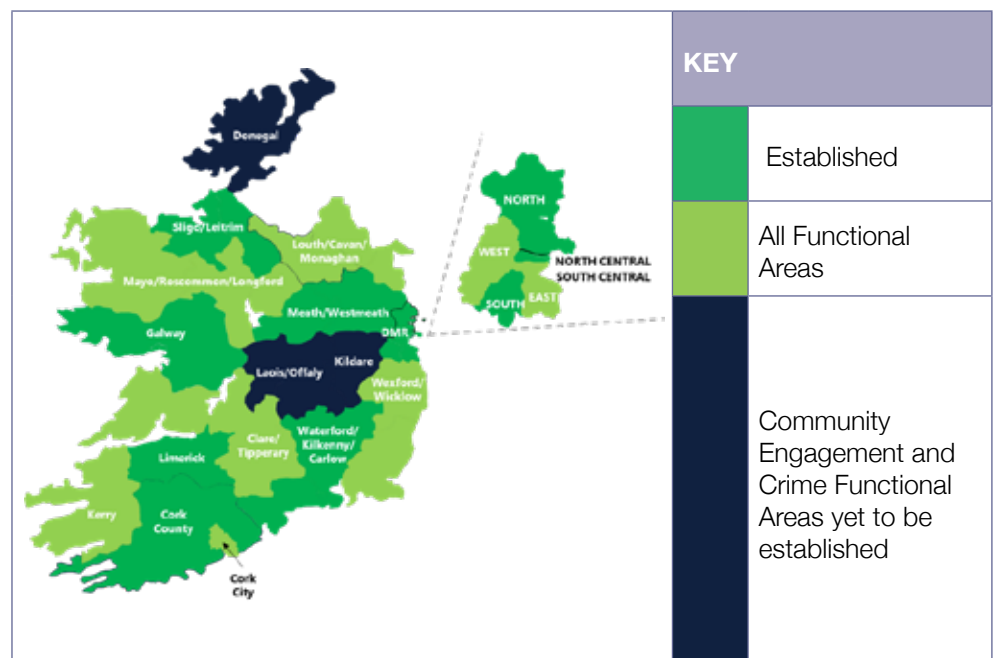
All Divisions have commenced the implementation of the Business Services standardised processes and are at various stages of implementation.

Twenty Divisions are now utilising the Performance Assurance standardised processes and are at various stages of implementation.

An Operating Model Questionnaire was issued to 8,164 personnel in the 13 Divisions that had moved to the new structure to identify key benefits, areas for improvement, and the overall experience of the personnel following the introduction of the Operating Model. A summary report will be presented to the Senior Leadership Team for their consideration.

The Regional Office Operating Model phased implementation commenced in Q3 2023 in the Southern Region. Following a process evaluation, the roll-out will commence in the remaining Regions in 2025.

The Operating Model Team has commenced planning the sequence of implementation for the National Functions and Directorates to develop blueprints and ensure alignment from an Operating Model perspective at National, Regional and Divisional levels.



KEY ACHIEVEMENTS IN THE DELIVERY OF A POLICING SERVICE FOR OUR FUTURE

In 2024, the Implementation Group on Policing Reform, which oversaw implementation of the A Policing Service for Our Future report, formally concluded.

Transforming An Garda Síochána 2018-2024

This report was produced to reflect on A Policing Service for Our Future. It provides an overview of the key change programmes and structural reforms implemented within the organisation since 2018.

Key deliveries included:

- The Code of Ethics, Garda Decision-Making Model and establishment of the Garda Ethics and Culture Bureau
- Development of the first Human Rights Strategy Statement, and the integration of a human rights-based approach to policing delivery
- Implementation of the Operating Model, with a focus on community engagement and victim-centred local services
- Delivery of the Health and Wellbeing strategy, including provision of professional psychological supports to all personnel
- Establishment of the Garda Anti-Corruption Unit
- Increased recruitment of specialist and professional staff, as part of a broader increase in the size, skillset, diversity and capability of our workforce
- GardaSAFE, the Active Mobility programme and enhanced data governance
- Establishment of the Garda National Protective Services Bureau, and Divisional Protective Services Units.

GARDA ETHICS AND CULTURE BUREAU (GECB)

By year-end, 18,203 An Garda Síochána personnel (more than 99%) had signed the Code of Ethics declaration, affirming their commitment to adhere to the Code's standards.

At the beginning of 2024, the Senior Leadership Team approved the Implementation Plan for findings from the 2022 Culture Audit report. A series of initiatives have been assigned to departments within the organisation under the themes of Wellbeing; Organisational Tone; Supervisory Leadership and Motivation, and Values & Ethics.

The Learning the Lessons Working Group, comprising representatives from the GECB, Garda Professional Standards Unit, Internal Affairs, and the Garda Anti-Corruption Unit met frequently throughout the year and through collaborative efforts, published four editions of Learning the Lessons:

- Professional Boundaries and Abuse of Power for Sexual Gain
- Neglect of Duty
- Management of Property
- Garda Síochána Acceptance of Gifts, Hospitality and Sponsorship Policy

POLICING AUTHORITY LIAISON OFFICE (PALO)

During 2024, PALO continued to engage with the Policing Authority on behalf of An Garda Síochána, providing information and documentation in support of the Policing Authority's activities and oversight function.

This included preparation for meetings with senior leadership, various areas of the organisation and for monthly Policing Authority meetings with the Commissioner. In addition, engagement continued by the office to develop and publish the Commissioner's Monthly Report to the Policing Authority.

The office facilitated preparation for three meetings of the Policing Authority's Policing Strategy and Performance Committee and one meeting of the Garda Organisation Development Committee. Liaison was also conducted between both organisations in preparation for 10 Policing Authority meetings with the Commissioner, six of which were held in public.

A further 68 meetings were organised by the liaison office with specialist and other sections of An Garda Síochána throughout the country. The office also processed various requests from the Policing Authority including 25 Garda Actions Register Requests which sought information regarding individual Garda strategies, policies, initiatives and the implementation of recommendations of internal and external oversight reports.

Meanwhile, the office drafted ten Commissioner's monthly reports to the Policing Authority.

SYSTEM OF INTERNAL CONTROLS

I confirm that An Garda Síochána maintains and operates an effective system of internal control. This responsibility takes account of the requirements of the relevant provisions of the Code of Practice for the Governance of State Bodies.

Review of Effectiveness

I confirm that there has been a review of the effectiveness of the system of internal control and this work has engaged the senior management within An Garda Síochána responsible for the development and maintenance of our internal controls. In this context, An Garda Síochána continuously reviews our system of internal control, arising from revised derogations from/adaptations of the Code requirements for the Garda organisation, agreed with the Department of Justice. Any system of internal control can provide only reasonable and not absolute assurance that assets are safeguarded, transactions authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected in a timely manner. Maintaining the system of internal control within An Garda Síochána is an evolving process and the system and its effectiveness are kept under ongoing review.

Compliance with the Code of Practice for the Governance of State Bodies

In accordance with the derogations from/adaptations of the Code of Practice for the Garda organisation, An Garda Síochána has continued to progress its compliance with the applicable sections of the Code of Practice in 2024. An overview of An Garda Síochána compliance with the agreed reporting requirements, in respect of 2024, is set out in Table One.



Description	Fully Effective	Partially Effective
Strategic - Strategic Plan and Performance Management	7	-
Strategic - Organisational Structure	6	-
Strategic - Internal Control Environment	4	1
Strategic - Risk Management	8	1
Strategic - Funding	3	-
Audit & Risk Committee	5	-
Human Resources	7	8
Staff Utilisations	3	
Data Quality	3	2
ICT	19	8 & 1 Non Compliance
Social Media/ Publications	6	-
Finance - General Financial Controls	25	4
Financial Statement Line Items	46	14 & 7 Non Compliance
Internal Audit Function	4	1
Government Pay Policy	1	1
Public Spending Code	2	-
Procurement	2	2
Clearance/Compliance	8	-
Disposal of Assets and Access to Assets by third parties	2	-
Reporting Arrangements	4	-
Health and Safety Management	8	2
GDPR	7	7
Statement of Internal Control	2	-
Protected Disclosures	1	1
Freedom of Information	4	-

In regards to matters where partial compliance is recorded, work is ongoing to manage compliance in these areas.

Shared services

I have fulfilled my responsibilities in relation to the requirements of the Service Management Agreement between An Garda Síochána and the National Shared Services Office for the provision of human resources and payroll shared services. In accordance with the requirements and financial reporting disclosures in the Code of Practice for the Governance of State Bodies, An Garda Síochána provides a Comprehensive Report to the Minister for Justice setting out assurance of the Garda organisation's compliance with the Code of Practice and other related matters. I rely on a letter of assurance from the Accounting Officers of the Department of Justice and of the National Shared Services Office that the appropriate controls are exercised in the provision of shared services to An Garda Síochána.

Financial Control Environment

A control environment containing the following elements is in place:

- Financial responsibilities have been assigned at management level with corresponding accountability.
- Reporting arrangements have been established at all levels where responsibility for financial management has been assigned.

- Formal procedures have been established for reporting significant control failures and ensuring appropriate corrective action.
- There is an Audit and Risk Committee to advise me in discharging my responsibilities for the internal financial control system.
- Procedures for key business processes have been documented.
- There are systems in place to safeguard the assets.

Administrative Controls and Management Reporting

A framework of administrative procedures and regular management reporting is in place, including segregation of duties and a system of delegation and accountability. This includes the following elements:

- There is an appropriate budgeting system with an annual budget which is kept under review by Senior Management.
- There are regular reviews by Senior Management of periodic and annual financial reports which indicate financial performance against forecasts.
- A risk management system operates within An Garda Síochána.
- There are systems aimed at ensuring the security of the ICT systems
- There are appropriate capital investment control guidelines and formal project management disciplines.

Garda Internal Audit Service and Audit & Risk Committee

I confirm that An Garda Síochána has an internal audit function, Garda Internal Audit Service (GIAS), which operates in accordance with an approved written charter with appropriately trained personnel. Its work is informed by analysis of the financial risks to which An Garda Síochána is exposed and its annual internal audit plans, jointly approved by me, are based on this analysis. These plans aim to cover the key controls on a rolling basis over a reasonable period. The internal audit function is reviewed periodically by me and by the Audit and Risk Committee. I have put procedures in place to ensure that the reports of the internal audit function are followed up.

Procurement

I confirm that An Garda Síochána has an appropriate focus on good procurement practice in the award of all contracts and that procedures are in place to ensure compliance with all relevant guidelines. An Garda Síochána has provided details of 113 non-competitive contracts in excess of €25,000 in the annual return in respect of circular 40/2002 to the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation.

Non-compliance with procurement rules

An Garda Síochána complied with the guidelines with the exception of 65 contracts in excess of €25,000 (exclusive of VAT) in 2024 undertaken without a competitive process, totalling €14,219,147(exclusive of VAT) as set out below.

- Seven contracts with a value of €953,887 were for various facilities services procured without a competitive process. These services will be reviewed with the aim to tender and put contracts in place where necessary.
- Two contracts with a value of €100,042 were for accommodation services procured without a competitive process. These services will be reviewed with the aim to tender and put contracts in place where necessary.
- Two contracts with a value of €259,030 were for catering/event services procured without a competitive process. These services will be reviewed with the aim to tender and put contracts in place where necessary.
- Thirty-four instances with a value of €5,576,048 were for ICT services/equipment procured without a competitive process. These items will be reviewed and tendered for future supply.
- Five instances with a value of €4,861,162 were for medical services procured without a competitive process. These services will be reviewed with the aim to tender and put contracts in place where necessary.
- Fifteen contracts with a value of €2,468,978 were for a variety of purchases procured without a competitive process. These items will be reviewed and tendered for future supply.

The above contracts have been included in the 40/2002 annual return referenced above.



In March 2024 An Garda Síochána launched two new online resources for Irish language learning, An Fórsa ag Foghlaim, for all Garda personnel. Commissioner Harris is pictured with Darren Ó Rodaigh and Ellen Curtin of Gaelchultúr who developed the resources, Executive Director Yvonne Cooke and members of An Garda Síochána's Irish Language Office.

Risk and Control Framework

An Garda Síochána has implemented a risk management system which identifies and reports key risks and the management actions being taken to address and, to the extent possible, to mitigate those risks. A risk register is in place which identifies the key risks facing An Garda Síochána and these have been identified, evaluated and graded according to their significance. The register is reviewed and updated by the Risk and Policy Governance Board on a quarterly basis. The outcome of these assessment is used to plan and allocate resources to ensure risks are managed to an acceptable level.

The risks register details the controls and actions needed to mitigate risks and responsibility for operation of controls assigned to specific staff.

Ongoing monitoring and review

Formal procedures have been established for monitoring control processes and control deficiencies are communicated to those responsible for taking corrective action and to management and the Executive, where relevant, in a timely way. I confirm that key risks and related controls have been identified and processes have been put in place to monitor the operation of those key controls and report any identified deficiencies. Work on resolving control failures is ongoing. The following provides an update in relation to those matters.

Cyber Security Programme

An Garda Síochána has embarked on a robust security programme across the organisation to bolster the overall security posture of An Garda Síochána, this is aimed at reducing our overall risk and ensuring alignment with NCSC (Public Sector Baseline Standards) and NIS2 directives. This has involved the implementation of Governance and Risk Frameworks and the introduction of advanced security technologies to ensure a cohesive and well co-ordinated security programme. The security programme has implemented a multi-layered approach to mitigate risks across all aspects of Information & Communications Technology. Additional steps have been made to raise cyber security awareness across all Garda personnel, this will be further increased with the introduction of appropriate cyber training tooling. An Garda Síochána will continue to augment and improve its capability to identify and respond to real time cyber security threats ensuring we adapt in line with the changing landscape.

Garda payroll and pension overpayments

The overpayment of Garda members and staff salaries arises largely from the late notification of sick leave, retirements, resignations, unpaid maternity leave and family friendly application to the Payroll Shared Service Centre. To 31 December 2024, recovery plans have been agreed in respect of 50% of identified overpaid Garda members and staff salaries.

Recovery plans have been agreed in respect of 6% of identified overpaid Garda pensions. The overpayment of Garda pensions is mainly due to the payment of pensions in advance, rather than in arrears which is the public sector norm.

Migration from Oracle to Core Expenses

During 2024 An Garda Síochána migrated its Travel and Subsistence processing and payment system from the Oracle T&S module with the Department of Justice, to Core Expenses with the National Shared Services Office. The migration to Core Expenses was organisation wide. Core Expenses offers greater control over approvals and payments of travel and subsistence claims than its predecessor. Core Expenses requires each approver have unique login and approvals can be traced back to individuals rather than divisions. This traceability introduces additional governance and accountability rules.

*Internal Financial Control Issues**Travel and subsistence claims*

An Garda Síochána, with the support of an external Financial and Tax Advisory Service analysed and quantified the value of the historical tax liability and made unprompted voluntary qualifying disclosure to Revenue in December 2023. An Garda Síochána continue to engage with Revenue on this disclosure.

Inventory

In 2024, An Garda Síochána has taken steps to address identified weaknesses in relation to stock issues arising from resource constraints and system utilisation. Recruitment of additional staff directly into stores to replace contracted staff, investment in systems integrity, and optimisation will assist in the objective of improving processes to provide assurance and strengthen controls in stock counting and valuation. It is noted that inventory is understated in the statement of financial position due to some stock being valued net of VAT. A review of inventory valuation will be completed in order to ensure the correct value is disclosed in the accounts going forward.

Non-public duty receipts

Weaknesses were identified in relation to the invoicing and collection of non-public duty fees. An Garda Síochána carried out a review in 2024 and aim to formalise procedures in 2025. An Internal Control Framework was designed and implemented by An Garda Síochána in 2021 as instructed by the Audit & Risk Committee. In 2024 a project to enhance the control framework within the Finance Directorate commenced. This framework involves explicitly assigning control owners and control performers to increase transparency and compliance within the organisation and to continuously monitor compliance against the controls with a view to manage risk and drive continuous improvement. No other weaknesses in internal financial control were identified in relation to 2024 that require disclosure in the appropriation account.



J. A. Harris
Commissioner

GARDA INTERNAL AUDIT SERVICE (GIAS)

GIAS operates the internal audit function in accordance with an approved written charter. The mission of GIAS is to enhance and protect organisational value by providing risk-based and objective assurance, advice, and insight. This mission is fulfilled through the provision of independent assurance and consulting services designed to add value and improve An Garda Síochána operations.

In 2024, GIAS undertook a risk-based schedule of audit engagements. These engagements were planned to provide an independent assessment of the effectiveness of risk management, control, and governance processes within An Garda Síochána. Through these engagements, GIAS worked with senior management to improve process performance and followed up on the implementation of agreed actions.

GARDA RISK MANAGEMENT UNIT (GRMU)

The Risk and Policy Committee has overall responsibility for the risk management process and for certifying its continuation and effective functioning. The Committee continued to meet quarterly and provide an annual assurance statement to the Garda Commissioner. The Committee also has responsibility for approving corporate risks, managing the Corporate Risk Register, assigning Corporate Risk Owners, and monitoring the effectiveness of controls for each corporate risk.

GRMU supports the Chief Risk Officer, the Risk and Policy Committee and all Risk Management stakeholders. The unit also ensures organisation-wide compliance with risk management policy by way of guidance, support and quality assurance of local/corporate risk registers.

Compliance rates in respect of local risk registers has remained consistently high throughout 2024, averaging 86% overall.

A Risk Champion Network is in place across the organisation to assist with the co-ordination, management and support of the risk management process, and assist in embedding risk management firmly into organisational culture.

During 2024, GRMU delivered training and briefings to personnel, commensurate with their involvement in the risk management process. Outlined below are some of the training/briefings delivered throughout 2024.

 <p>Sergeants, Inspectors and Senior Management Development Programmes</p>	 <p>Support Staff Briefings</p>	 <p>Risk Management Seminars to Operating Model divisions</p>	 <p>Risk Register Development Workshops</p>	 <p>Monthly Review Meetings with Corporate Risk Owners / Support Staff</p>
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Following a review, a number of new risks were added to the Corporate Risk Register with other risks being de-escalated or changes being made to their contents and respective Risk Score/Risk Rating.

The 'e-Risk' Risk Management System went live in the Dublin Metropolitan Region, then extending to ICT and the Eastern Region, and GRMU delivered training and briefings to all users in these areas. Roll-out of the system will continue nationally in 2025.

An examination of the management of Corporate Risk in An Garda Síochána was conducted by the Institute of Public Administration, with a report to be published in 2025.

FINANCIAL MANAGEMENT

An Garda Síochána is financed through the annual estimates process whereby Dáil Éireann approves estimates of receipts and expenditure each year, and gives statutory effect to the estimates in an annual Appropriation Act. As Accounting Officer, the Garda Commissioner is responsible for An Garda Síochána's Annual Appropriation Account, which provides details of the outturn for the year against the amount provided by Dáil Éireann, based on the cash amounts of payments and receipts. The prior-year outturn is also shown for comparison purposes.

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

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

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

In addition, a monthly report of expenditure against profiled budget is submitted to the Department of Public Expenditure, NDP Delivery and Reform as part of the budgetary monitoring process. Further monthly reports on expenditure are submitted to the Policing Authority and the Financial Management Committee of the Department of Justice.

An Garda Síochána is currently working with the National Shared Services Office to facilitate the migration of payments processing to the National Shared Services Office in conjunction with other Government votes. This is expected to happen at the end of 2025.

FINANCIAL HIGHLIGHTS 2024

Expenditure and Income	2024 Provisional €'000	2023 Outturn €'000
Pay (Including Superannuation)	1,969,540	1,870,304
Non-Pay	275,238	247,726
Total Current Expenditure	2,244,778	2,118,030
Capital Expenditure	169,710	185,511
Gross Expenditure	2,414,488	2,303,541
Appropriation in Aid (Income)	136,522	134,867
Net Expenditure	2,277,966	2,168,674
Figures in the table above are inclusive of the Garda College		
Extract from Appropriation Account		
EXPENDITURE AND INCOME	2024	2023
	€'000	€'000
Provisional Figures *		
Expenditure:		
Salaries and wages	1,498,470	1,415,334
Travel and subsistence	23,699	22,028
Operational Services, Supplies and Sundry Equipment	50,150	45,846
Digital Capital Investment and IT Expenses	150,925	156,990
Premises Expenses	37,300	34,906
Policy Reviews, Consultancy Services and Research	2,351	1,142
Garda Reserve	158	123
Clothing and accessories	10,271	10,612
Transport	44,143	36,367
Communications and other equipment	46,410	29,232
Aircraft	7,503	22,821
Superannuation, etc.	436,769	426,283
Witnesses' expenses	2,864	2,724
Compensation	21,633	19,617
Witness security programme	450	150
Capital building programme	37,688	47,248
Garda College	43,704	35,961
Total Gross Expenditure	2,414,488	2,303,541

Income (Appropriations-in-Aid)		
Contributions to the Garda Síochána spouses' and children's pension scheme	12,729	13,096
Contributions to the Garda Síochána pension scheme	25,959	25,405
Miscellaneous receipts	21,707	28,262
Garda College receipts	857	670
Firearm fees	3,247	3,854
Safety cameras – certain receipts from fixed charges	17,998	12,993
Receipts from additional superannuation contributions on public service remuneration	54,025	50,587
Total Income	136,522	134,867
Total Net Expenditure	2,277,966	2,168,674
*2024 are provisional unaudited figures and will be audited by the Comptroller and Auditor General.		

ENERGY MANAGEMENT

An Garda Síochána was the first police service in the world to achieve the globally recognised International Energy Management Standard (ISO 50001).

The organisation remains committed to the Climate Action Roadmap 2023-30 to reduce its carbon footprint and promote environmentally-friendly practices.

An Garda Síochána has reduced its total primary energy requirement (TPER) consumption by 101,420 MWh since 2009 – a reduction of 36.8%.

In the same period, total carbon emissions have decreased by 49.6% (31,711,644 kgCO₂).

There were 116 new electric vehicles integrated into the Garda transport fleet in 2024, which brings the total to 221 EVs.

The rollout of electric vehicle charging points gained momentum in 2024 with 175 charging points installed at 138 Garda Stations. There are now 218 charging points in stations nationwide

PROCUREMENT

In 2024, a total of:

- 31 tenders (20 EU Journal and 10 eTenders) were published by An Garda Síochána
- 55 contracts awarded (43 EU Journal and 12 eTenders)
- 21 contracts awarded following mini competitions from the Office of Government Procurement (OGP) Framework Agreements
- Six OGP contract activations completed

ESTATE MANAGEMENT

A number of projects/accommodations were completed or progressed in 2024:

Redevelopment works commenced for Portlaoise Divisional HQ and for the new Community Engagement HQ for Limerick County in Newcastle West.

The redevelopment of Piltown Garda Station was carried out by Kilkenny County Council – providing a modern station in part of the premises, along with a community work hub.

The cells were refurbished at Carrickmacross, Cobh and Athy. Plans were also agreed for the upgrade of cells at Wicklow and Thurles Garda Stations.

At the Garda College, suites have been created to deliver specialist and investigative interview training.

In Drogheda, the development of a two-storey PEMS (Property Exhibit Management System) store is ongoing and scheduled for completion at the end of 2025.

At Farranfore station, work commenced to convert the former official accommodation to provide offices for the Divisional Protective Services Bureau. A similar DPSU project was completed in Slane in 2024.

Station upgrade work was also included in Cashel and Bانشا, Co Tipperary and Watercourse Road, Co Cork

To accommodate the Operating Model, additional accommodation was sourced in Grattan House (DMR North); Adelphi House (DMR East) and Bandon (Cork County).



New Public Order Vans rolled out in September 2024.

FLEET MANAGEMENT

By end of 2024, 431 vehicles had been allocated nationwide bringing the fleet to 3,589.

Net increase for 2024 was 169 vehicles.

	Cars	Vans	Motorcycles	4x4's	other	Total
Vehicles Allocated 2024	280	107	38	2	4	431
Vehicles Decommissioned 2024	228	11	14	6	3	262
Fleet as of 31/12/24	2653	625	160	97	54	3589

GARDA PROFESSIONAL STANDARDS UNIT (GPSU)

GPSU progressed examinations included in the GPSU business plan, providing assurance regarding compliance with policy, procedure and policing performance in order to promote the highest standards of practice in An Garda Síochána and to identify measures to improve performance.

Two examinations of the Garda Property and Exhibit Management System commenced and were close to completion at the end of 2024. A report on the Review of Firearms Licensing processes and procedures was completed.

A review of the utilisation of the Roster Duty Management System and GardaSAFE computer-aided dispatch program commenced in late 2024 and are ongoing.

GPSU liaised with the Garda National Roads Policing Bureau and conducted reviews of the Fixed Charge Processing System, to ensure ongoing compliance with the cancellation policy for Fixed Charge Notices (FCNs). GPSU also monitored searches conducted by personnel on PULSE, in support of the Data Protection function.

GPSU oversaw compliance by Chief Superintendents, Principal Officers, Superintendents, and Assistant Principal Officers in completing inspections and reviews divisionally or nationally each quarter.

Engagement remained ongoing with recently-appointed Performance Assurance Superintendents and Regional Chief Superintendents, as part of the continued roll-out of the Operating Model, to increase compliance rates and improve the quality of inspection and review submissions. This is part of the devolution of governance and accountability functions and responsibilities.

POLICY AND GOVERNANCE CO-ORDINATION UNIT (PGCU)

During 2024, PGCU continued to work closely with policy owners and writers to ensure that new policies or related HQ Directives were issued to the organisation in an effective and professional manner. This work resulted in the publication of several important policies including; Call Handling and Incident Response; Spontaneous Pursuits; Events, Public Order and Public Safety Planning and Command Structure; and Blended Working.

The unit also reviewed and managed the updating of the Policy Ownership Matrix. This matrix outlines the ownership of all An Garda Síochána policies at a strategic level.

In order to improve the delivery of service by PGCU, personnel received policy writing training from an external training agency.

INTERNAL AFFAIRS (IA)

During 2024, 212 files were opened relating to disciplinary matters. A total of 18 new suspensions commenced and the suspension of 34 members was lifted or ended. At the end of December 2024, the cumulative total of all Gardaí suspended was 93.

The Gearain Office manages requests for information/documentation from the Garda Síochána Ombudsman Commission (GSOC). In 2024, a total of 1,038 requests were received from GSOC, and 1,003 requests were concluded during the year.

The Local Intervention Initiative addresses service level complaints referred to An Garda Síochána by GSOC. In 2024, An Garda Síochána handled 221 cases, 129 of which were new referrals. 128 cases were returned to GSOC as closed or resolved. Of the total 221 cases, 176 were resolved or closed, 32 were returned to GSOC to consider admissibility, and 13 were closed by GSOC.

Internal Affairs is working closely with colleagues across An Garda Síochána, GSOC and the Department of Justice to support the commencement of the Policing, Security and Community Safety Act 2024. Regular working groups have been established to understand the operational implications of enactment regarding the new complaints processes, conduct regulations and notification of incidents of concern. Work is ongoing to identify areas of impact and challenges from the Bill.

GARDA ANTI-CORRUPTION UNIT (GACU)

During 2024, GACU continued to deliver on its mission of proactively preventing, reducing and detecting corruption and safeguarding the reputation and integrity of An Garda Síochána.

GACU delivered briefings nationwide, including to Garda personnel attending training courses, development programmes, and to trainee Gardaí.

The unit undertook a number of investigations in 2024 and continued to develop its investigative capacity. A number of matters are before the courts awaiting trial.

Work continued to support the introduction of Substance Misuse Testing and In-Career Vetting in An Garda Síochána.

GACU personnel participated in a number of internal exchange/training programmes including an EU-backed (CEPOL) exchange with the Polish Police and a professional development programme facilitated by Police Scotland.

Internationally, GACU participated at a senior level as a member of the International Criminal Investigations Network and at Europol led Anti-Corruption forums.

GACU continued to contribute to implementing recommendations from the Garda Síochána Inspectorate Report 'Countering the Threat of Internal Corruption'.

Garda College

Foundation Training – 2024

Garda Trainee Summary					
Intake Number	241	242	243	244	Total Attested 2024
No of Class Participants	169	154	125	166	
Phase 1 Start Date	08/04/2024	01/07/2024	23/09/2024	16/12/2024	601
Date of Attestation	13/12/2024	07/03/2025	06/06/2025	28/08/2025	

Probationer Monitoring

The total of Probationer Gardaí in the Foundation Training Programme at year end was 1,014.

Live court link

The first live court link in the history of the State was established in 2024 – each intake of Garda trainees can observe the operation of a District Court, educating them on the roles of all present, language used and etiquette.

Fitness testing

In 2024, in conjunction with experts, a full review of the Pre-Entry Fitness Test and Physical Competency Test for potential Garda recruits was carried out.

Extraction/Training Days

The total extraction/training days taken was 43,792 across Crime Specialists and Operational Skills Training, and Leadership Management and Professional Development.

HR DIRECTORATE*Garda Pension Scheme*

The Compulsory Retirement age changed from 60 years of age to 62 years of age for An Garda Síochána. This came into effect on 3 September.

Garda Reserves

A revised Garda Reserve Regulations were agreed and enacted in 2024.

More than 1,800 applications were received for a Garda Reserve competition, the first with the revised stipend of €3,000 per year.

The organisation was represented at international symposiums for volunteers.

Internship

Twelve people graduated from the 2023-24 Internship Programme, seven of whom successfully applied for an internal competition to be retained in employment in An Garda Síochána.

Career Breaks

In 2024, 21 Gardaí and four staff successfully applied for a career break.

Gardaí and Garda Staff Sickness Absence Section

Please see appendix for tables showing a breakdown and comparison of the number of days lost for both Garda staff and Gardaí during the years 2015-2024.

Departures

The team processed 409 exits for Gardaí and 392 staff in 2024. For a breakdown on departures by rank/grade see appendix.

Promoting the Irish language – Irish Language Office

Key developments in 2024 included the commencement of on-line Irish language classes and collaboration with the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media to implement provisions of the Official Languages Act.

Irish Language Proficiency Panel (ILPP)

The Irish Language Panel aims to ensure that only Gardaí who have demonstrated fluency are considered for vacancies at Gaeltacht stations. Personnel are assessed for their language proficiency as needed. At the end of 2024, there were 14 on the panel, with a number having applied for a transfer.

Strategic Recruitment

Highlights for 2024

- Partnership with Staffline Recruitment Ireland targeting specialist skills and promoting An Garda Síochána as an employer of choice.
- 30 competitions for specialist recruitment– priority management roles including Assistant Principal (AP) and Principal Officer (PO) candidates.
- Attendance at public engagement events including the Ploughing Championship and Higher Options Expo, delivering career option information to 270,000 attendees.

Employee Relations Bureau (ERB)

The ERB manages all individual and collective grievances and disputes within the framework of the Disputes Resolution Procedure for Garda members and the Grievance Procedure for Garda staff.

Key activities for 2024:

- Engagement in national pay talks resulting in all Garda representative associations signing up to the Public Service Pay Agreement 2024-2026.
- Intensive engagement in relation to a revised Travel and Subsistence Scheme for Gardaí undertaken under the auspices of the Workplace Relations Commission.
- 77 grievances were handled by the bureau in 2024, compared to 43 in 2023. The ERB represented An Garda Síochána at 16 hearings by Adjudication Officer on foot of complaints to the Workplace Relations Commission under the Industrial Relations Acts and four Labour Court hearings.
- Established panel of internal 10 qualified mediators to assist in the informal stages of dispute resolution and complaints.
- An Garda Síochána Conciliation Council met on five occasions during 2024. In addition, ten meetings were held between the representative associations and the Executive Director, HRPD. The Garda Staff Council met four times.

Resource Management – Highlights of 2024

- A net total of 625 Garda staff were recruited and assigned to various administrative and technical roles. The staff headcount increased by 234 in 2024 to 3,768.
- 40 candidates came via Civil Service mobility throughout 2024, which was 33% higher than previous year.
- In partnership with PublicJobs, competitions were run for Senior Crime and Data Analysts (HEO), Call Operatives for Regional Control Centres, Executive Director, Finance and Services.
- 120 Garda staff were facilitated with transfers to their preferred locations supporting the delivery of the Divisional Operating Model.

Garda Staff Competitions

In 2024, the Garda Staff Competitions team ran 45 competitions, of which three were large scale.

30 national, six overseas, seven regional and 121 divisional internal Garda competitions were concluded, to resource 762 specialist vacancies across the organisation.

There were 28 staff promoted in internal competitions (see appendix for further breakdown).

The Garda Competitions Office closed 164 Garda competitions during 2024, an increase of 9% on 2023.

Garda Occupational Health and Wellbeing

An Garda Síochána focused on several key areas throughout 2024 to help keep people supported in keeping with our Health and Wellbeing Strategy.

Mental Health First Aid Programme

In 2024, MHFA Ireland trained more than 60 suitable candidates from within An Garda Síochána to be fully accredited MHFA Training Facilitators. MHFA workshops were delivered to 2,200 Garda personnel in 2024.

Health and Wellbeing Survey 2024

The results of this will help develop the Health & Wellbeing Strategy for 2026-2030. The Garda National Wellbeing Office are working with independent consultants, Sia Partners, to deliver a draft report on the results, which will ensure confidentiality and an objective assessment.

KOPS (Keeping Our People Supported) Wellbeing App

In 2024, the Garda National Wellbeing Office carried out a full review of the app and are working with ICT and Internal Communications to redesign and enhance functionality.

Local Health and Wellbeing Partner Network

Health and wellbeing training, collaborations and events were delivered across the country as part of the establishing of the network.

Hepatitis B Vaccination Programme

This health protection programme returned to direct delivery by the Garda Occupational Health Service in February 2024. A total of 2,241 contacts, including vaccinations, have been administered at Occupational Health nurse-led vaccination clinics.

GARDA NATIONAL TECHNICAL BUREAU (GNTB)

GNTB provides expert forensic investigative services in the area of ballistics, mapping, photography and Crime Scene Investigation at a national level, which includes fingerprinting experts.





The system of administration of GNTB is managed and coordinated by the Management Support Office, which recorded 756 requests for GNTB services in 2024. Of these, there were 53 requests for full teams (comprised of members from ballistics, photographic and mapping sections) to attend scenes of a serious nature which included murders, suspicious deaths, technical examinations and forensic excavations. These figures do not include the general case submissions to each of the expert sections by way of Property & Exhibits Management System.

Ballistics & Forensic Investigation Section

During 2024, 633 firearms or suspected firearms were received for examination and classification under legislation. Furthermore, 3,315 rounds of ammunition and 182 discharged cartridge cases and bullets were submitted for examination and report, along with 60 fireworks and 67 Improvised Explosive Devices (IEDs).

Photographic Section

In 2024, the Photographic Section attended/assisted with 67 callouts (full and part team) to the scenes of serious crimes and associated investigations.

Operators completed 32 Evo-Fit (facial identification) interviews with victims/witnesses to crime.

The section printed 139,002 individual photographic prints, used by investigation teams and for presentation during criminal trials, with 793 separate Court Album applications.

Numerous training courses were given by the Photographic Section providing forensic-related photographic training in Scenes of Crime Examiner; Disaster Victim Identification and Post Mortem Photography.

Mapping Section

The Mapping Section are involved in the preparation, production and supply of high-quality detailed maps, web maps, web applications and presentations for An Garda Síochána and other Government agencies using specialist software.

There were a total of 717 jobs applied for through the mapping application system on the Garda intranet/portal. This represents a 20.7% increase on 2023 figures.

National Forensic Coordination Office (NFCO)

NFCO continued to manage and monitor all donor biometrics, namely: DNA, fingerprints, palmprints and donor photographs taken by Gardaí.

Throughout 2024, NFCO continued the roll-out of a number of additional enhancements to streamline and enhance overall governance in respect of biometric management.

NFCO in conjunction with the PEMS2 ICT Support Team introduced a new electronic submission form which allows for the automated transfer of data directly from PULSE, thus streamlining processes.

The office provided training in biometric management to all trainee Gardaí and members undergoing the Senior Investigator Officer, Exhibit Liaison Office and Detective training courses.

Quality Management Office

During 2024, GNTB took part in a number of external audits by the Irish National Accreditation Board and Alcumus ISOQAR. These audits were successful and resulted in both ISO 9001:2015 and the ISO 17025:2017 accreditations being maintained.

INFORMATION AND COMMUNICATIONS TECHNOLOGY (ICT)

The year saw the delivery of significant technology projects, which have provided major operational and frontline benefits.

Key achievements:

- Successful pilot scheme for body worn cameras to over 700 members in five Garda stations (Store Street, Pearse Street, Kevin Street, Henry Street (Limerick) and Waterford). The first Garda bodycam conviction was secured.
- 15,900 mobility devices deployed to Garda personnel, providing real-time access to key policing information without the need to return to the station. The project is now complete.
- A new app was developed that allows checks on the real-time insurance status of vehicles and has contributed to the number of vehicles seized for non-compliance more than doubling since its launch.
- Automatic Number Plate Recognition (ANPR) installed in the newest fleet vehicles.
- Two significant PULSE releases in 2024, which included new functionality.
- A major milestone was reached with the conclusion of rolling out the Roster and Duty Management System (RDMS) to all Divisions and the vast majority of specialist sections, providing significantly enhanced resource management capabilities to supervisors. This marked the completion of key projects set out in A Policing Service for our Future.
- The Automatic Fingerprint Identification System Stabilisation and Continuity project was completed. This has enabled An Garda Síochána and partners such as Forensic Science Ireland to upgrade to the latest fingerprint reader devices.
- Investigation Management System (IMS) roll-out continued with a number of locations going live in 2024.
- There were 146,000 support tickets logged and managed across all ICT teams.
- The GardaSAFE team won IT Project of the Year (Public Sector) at the Tech Excellence Awards 2024 for its contribution to the digitalisation and modernisation of An Garda Síochána.

GARDA LEGAL**Civil Legal****Legal Actions**

The section deals with civil litigation brought against the Garda Commissioner relating to personal injury, judicial reviews, tort actions, commercial actions and defamation cases. It also deals with Article 40 applications and non-party discovery orders. The section liaises with internal and external stakeholders including the Chief State Solicitor's Office, the Attorney General's Office, the State Claims Agency and the Department of Justice. Legal representation for the Garda Commissioner at statutory inquiries, commissions of investigation, tribunals and coroner's inquests is also arranged by the office.

Since 2011, the office of the Head of Legal Services has significantly reduced the overall legal compensation budget within An Garda Síochána. There was a continued focus on managing and achieving further cost reductions particularly in respect of early intervention in cases where liability could be identified and any associated risks mitigated. The office has previously advised the organisation on the implementation of the Haddington Road Agreement and what extra hours were required to be worked by Garda personnel.

Corporate Legal Advice

The section provides legal advice on key IT and transformational projects, together with advising the organisation generally on a range of legal issues including contract law; European law; constitutional law; regulatory law; data protection, and freedom of information. It also advises on the interpretation of primary and secondary legislation, and legal issues pertaining to Garda policy.

In 2024, the Office of Civil Legal in addition to on-going cases dealt with approximately 542 new litigation cases and 82 new corporate advisory matters.

Employment Law

All internal legal matters relating to the Commissioner and Garda personnel, as well as litigation in the WRC, Labour Court and judicial review matters pertaining to dismissal, discipline and Garda probationers are dealt with by this section.



The office provides legal advice about a large range of employment law issues to the Garda organisation on areas such as bullying and harassment cases, protected disclosure issues, sick leave disputes and imminent changes arising in the Police, Security and Community Safety Act, 2024 implementation.

Crime Legal

The Divisional Office provides a central point of contact for a wide range of justice partners including the Irish Prison Service, Parole Board and the Mental Health Review Board, as well as Hague Convention requests, Maintenance Act enquiries and historical requests.

Type of Request	Number of Requests
Mental Health (Criminal Law) Review Board	38
Transfer of Sentenced Person	24
Parole Board Request	82
Maintenance Act Enquiries	52
Hague Convention Access Applications	40
Request for Historical Files	7
Total	243

Legal Section

The Legal Section continued to provide legal advice and guidance to operational personnel on a myriad of issues ranging from legislative enforcement and guidance, together with policy development and information on decisions from the superior courts.

The section also continued to monitor and assess developments within the legal environment that impact operational policing. In addition, it provided a point of contact with the Office of the Director of Public Prosecutions, the Chief State Solicitor’s Office and the Office of the Attorney General to facilitate the early resolution of emerging issues.

It prepared HQ Directives on new legislation and decisions of the courts that impact on the work of An Garda Síochána.

During 2024, the section provided submissions on a number of heads of bills, for example:

- General Scheme of the Garda Powers Bill
- Mental Health Bill 2024
- Criminal Justice (Miscellaneous Provisions) Bill 2024

Legacy Section

The Legacy Section continued to liaise with the Office of the Chief State Solicitor throughout 2024 in co-operating with the Coroner’s Service for Northern Ireland. It continued to co-ordinate responses and provide assistance and documentation to Northern Irish Authorities, as legislation permits.

A Ministerial direction pursuant to Section 25 of the Garda Síochána Act 2005 and the Data Protection Act 1988 (Section 2B) Regulations 2023 was issued to establish communication between An Garda Síochána and the Victims' Payments Board of Northern Ireland (VPB). This will facilitate requests for information to An Garda Síochána by the VPB, in order to process applications to the Northern Ireland Troubles Permanent Disablement Payment (TPDP) Scheme, and provide a legal basis for co-operation and data sharing between An Garda Síochána and the VPB.

The TPDP scheme was established to acknowledge the harm suffered by those injured in the Troubles, and promote reconciliation between people in connection with Northern Ireland's troubled past. The Legacy Section continued to liaise with the VPB to facilitate the co-operation of An Garda Síochána with the TPDP scheme.

Mutual Assistance

The section provided advice and support to investigators across An Garda Síochána who required Mutual Legal Assistance in progressing their criminal investigations. In 2024, it processed 1,700 requests for assistance from Garda divisions around the country, seeking evidential material from outside jurisdictions for ongoing criminal investigations. While 672 incoming requests were received from other jurisdictions in 2024.

Firearms Policy Unit

There are 198,757 firearms licensed throughout the jurisdiction.

The unit provided support to operational Gardaí tasked with implementing often extremely complex firearms legislation, providing assistance regarding District Court appeals of refusals to grant firearm certificates, shooting range authorisations and revocation of firearm certificates and authorisations.

During the course of 2024, the unit completed:

- Improvements recording of firearms certificates details on PULSE to ensure an efficient licensing system.
- Liaised with Training College to develop training aids.
- Review and update the Commissioner's Guidelines. Upon approval by the Commissioner, these guidelines will be forwarded to the Minister for Justice for his consideration.

DATA PROTECTION UNIT (DPU)

Throughout 2024, the DPU worked to support An Garda Síochána in continuing to discharge its responsibilities as a data controller under relevant data protection legislation and act as the key contact point for data subjects seeking to exercise their rights, the lead liaison with the Data Protection Commission (DPC), and the main source of data protection advice and guidance.

Key activities included:

- Processing of 5,098 subject access requests from data subjects.
 - Consultation and engagement with the DPC on a range of Data Protection Impact Assessments for new processing activities, including Proof of Concept pilots for the operational use of body-worn cameras.
 - Support and guidance to business areas on the development of data-sharing agreements with partner organisations.
 - Ongoing training and awareness raising on data protection responsibilities resulting in increased internal notifications of potential breach incidents and notifications to the DPC, where required.
 - Ongoing recruitment and training of new staff within the unit's Policy, Audit and Compliance section, and recruitment for the establishment of a new Records Management Office.
 - Ongoing advice and support on data protection issues related to the Garda Síochána (Recording Devices) Act 2023 and engagement with the Department of Justice to consider amendments to provide a clear legal basis for advanced processing activities related to footage collected from body-worn cameras, CCTV and other sources.
-

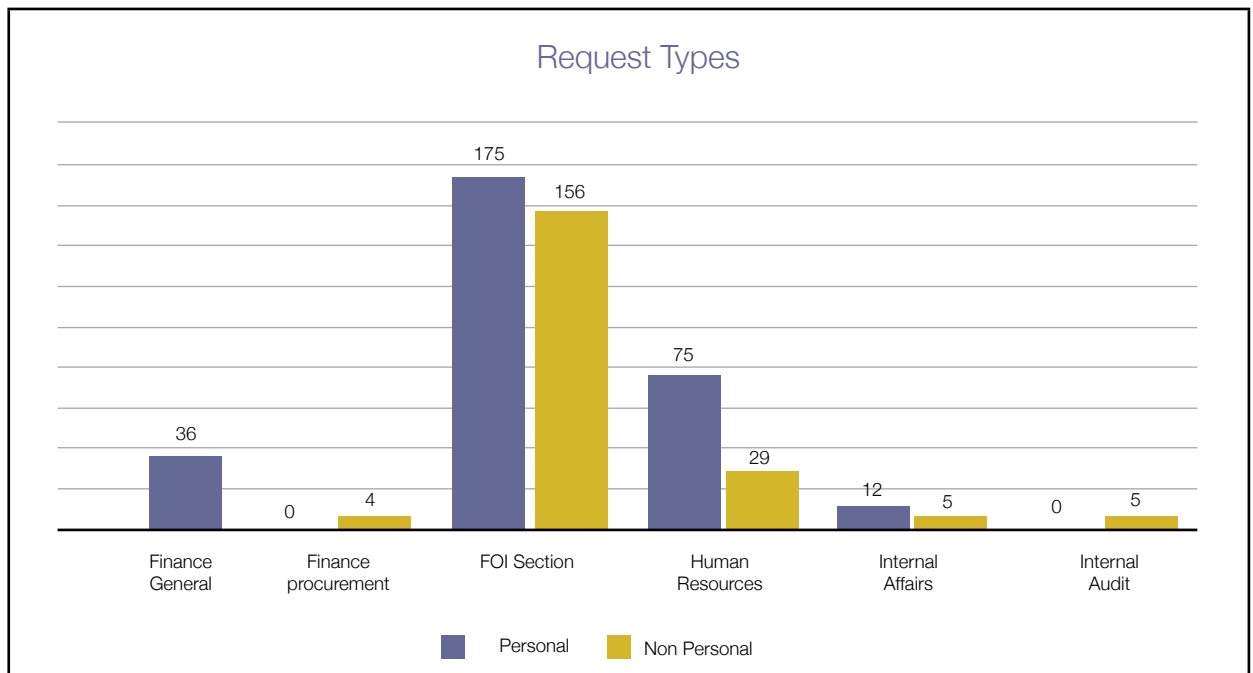
FREEDOM OF INFORMATION (FOI) OFFICE

In 2024, there were 497 FOI requests. The majority were submitted by members of the public (293), journalists (89), Garda personnel/former personnel (93), business/interest groups (17), and public representatives (five).

The FOI Office issued 489 decisions in 2024 (including six requests carried over from 2023). Of these requests, 98% were processed within the statutory 20-day timeframe. 14 requests were carried into 2025. Nineteen requests were subject to Internal Review, with four of these appealed to the Office of the Information Commissioner.

In 2024, 451 requests for assistance that fell outside the scope of the FOI Act were received and dealt with by the FOI Office, which are categorised as non-eligible FOI requests.

The distribution of these requests over the areas of Human Resources, Internal Affairs, Finance (General and Procurement) and Internal Audit is displayed in the chart below



Of the FOI decisions issued, 8% were granted in full, 28% were part granted, 64% were refused. Eight requests were withdrawn following agreement with the requestor. The majority of refusals were made on the basis that the records sought were not subject to release under the FOI Act, the records sought do not exist, or the records sought were already in the public domain.

The FOI Office publishes decisions made on requests for non-personal information in the FOI Decision Log on the Garda website. The website also includes a publication scheme where frequently sought information is made available to the public.

In addition, the FOI Office manages the responsibilities of An Garda Síochána under the Access to Information on the Environment Regulations. Five such requests were received in 2024. Three of these requests came from interest groups, and one each coming from businesses and journalists. Four of these requests were part granted and one refused.

GARDA INFORMATION SERVICES CENTRE (GISC)

During 2024, GISC created 532,000 incidents on the PULSE system on behalf of Gardaí, as well as hundreds of thousands of updates to existing incidents.

GISC also performs data quality control reviews on PULSE incidents to ensure they are correctly classified and correctly recorded to the required standard. In 2024, GISC performed this task nearly 1.42 million times.

GISC continued to play a key role in enhancing the data quality framework through the delivery of key quality activities.

This included delivery on several critical projects:

- Completed two reviews of PULSE data quality – Crime Data for Q2 2023 and for Q3 2023 – which have been published on www.garda.ie.
- Ongoing implementation of data quality coherency checks, including publication of metrics on the checks on the Garda website.
- GISC continued to lead on the introduction of incident outcomes to the organisation. Go-live for incident outcomes took place in November 2023 on a national basis, with in excess of 138,746 crime incidents having a non-sanction outcome applied as of December 2024.
- GISC supported the Garda National Roads Policing Bureau with the relaunch of Traffic Watch. For non-urgent calls, there is a form on the Garda website that can be completed. These reports are forwarded automatically to GISC where they are logged and distributed to the relevant Divisions for investigation. From August until November 2024, the average number of forms received was 16 per week.

GARDA NATIONAL VETTING BUREAU (GNVB)

The demand for vetting increased significantly in 2024, with GNVB receiving 614,661 vetting applications. This represents an increase of 5% on the previous year, which was the previous highest year to date.

The total number of vetting applications received from 2018-2024 was 3,574,536.

The total number of vetting applications received in the past seven years at GNVB



Key Achievements

- In 2024, 42% of applications were completed within five working days and 2.5% of these were completed within 24 hours. The average turnaround time for all applications in 2024 was seven working days.
- GNVB had the highest ever number of compliance inspections with 45 completed, leading to one prosecution initiated.
- The Garda Applicant Vetting Investigations Unit was established to manage and make vetting suitability decisions for applicants to join An Garda Síochána.
- GNVB processed 16,154 European Criminal Records Information System (ECRIS) requests and notifications in its capacity as the designated authority for criminal records in Ireland within the ECRIS Framework. 20,706 notifications of convictions were notified by or to Ireland in 2024.
- In 2024, 472 new vetting applications were referred to the Specified Information Team. (Specified information is information that reasonably suggests a bona fide concern that the individual may harm a child or vulnerable person).
- The total number of relevant organisations who have employees, members or volunteers that require vetting registered with GNVB in 2024 totalled 26,534.

GARDA SÍOCHÁNA ANALYSIS SERVICE (GSAS)

GSAS is the centre of expertise for turning internally and externally sourced data into information and insight that directly supports investigations and management decisions. It provides support across the organisation

including at regional level and for national and specialist units.

In line with the recommendations in the Commission on the Future of Policing in Ireland to significantly expand GSAS, a key focus in 2024 was on continuing recruitment and workforce planning. Open competitions were advertised for Analysts (Executive Officers), Senior Analysts (Higher Executive Officers) and Principal Officer with GSAS. Other competitions will follow in 2025.

GSAS continued to provide a range of analytical work, including for crime prevention programmes and operational support. Analysts appeared as witnesses in criminal trials throughout the year. GSAS personnel progressed work on a range of reports to inform strategic and operational policing. A number of these were rolled-out and others are in development to provide insights for personnel across the organisation.

Two GSAS analysts were announced as the winners of Europol's Criminal Analyst of the Year Award in the Strategic Analysis category. This category awards outstanding strategic analysis, which has helped decision-makers to increase their foresight in the fight against serious and organised crime. The analysts won the award for their work on two different dynamic reports: one of these focussed on Operation Thor (burglary) and the other on Operation Táirge (retail crime).

As part of efforts to increase proactive publication of data and share insights publicly, GSAS led or contributed to a number of publications during 2024. These included the release of information on hate-related incidents, roads policing statistics and a thematic report on 'spiking' incidents.

The Garda Research Unit (GRU) completed analysis of the Public Attitudes Survey 2023 with their comprehensive report published in December. Work was progressed to collect a larger sample size to survey in order to support quarterly and divisional results in the future. GRU continued to support various research projects as well as manage requests for approval to conduct research with the organisation.

OFFICE OF CORPORATE COMMUNICATIONS (OCC)

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

Activities included:










- Issuing over 2,500 press releases.
- Handling over 42,500 emails – the majority of which are media queries.
- Organising more than 50 media briefings on major initiatives and crimes such as the launch of the proof of concept for Body Worn Cameras in Dublin, Limerick and Waterford; the take down of the Ghost organised crime communications platform; arrests in the Dublin riots, information regarding the policing operation into the UEFA Europa League Final, together with road safety briefings ahead of Bank Holiday weekends and organised days of action.
- Working with RTÉ to deliver 10 episodes of Crimecall, which has an average viewership of approximately 309,000, playing an important role in tackling and preventing crime, and in assisting high-profile investigations.
- Publishing 99 editions of our internal newsletter, which is read by approximately 64% of the organisation on a bi-weekly basis, while over 380 Portal Notices in 2024 were issued through the intranet (internal portal).
- Producing 145 videos in-house for both internal and external communications on topics such as: road safety; drugs and organised crime; recruitment; ceremonial events – Memorial Day/passing outs/Scott Medal ceremony; protective services; missing persons; and media briefings.
- In 2024, there were 17 Garda Podcast episodes released. These episodes received over 13,000 hours of time spent listening with an 80% consumption rate. The Garda Podcast reached number one in the Society and Culture category on the national Apple Podcast chart and number five in the national Spotify chart.
- 43 speeches prepared for senior leadership.
- Delivering content and engagement across our 42 national and local social media channels.



The Office of Corporate Communications facilitated a Media Briefing on Operation Clothespin – a Europol Operation Targeting Encrypted Communication Platform Ghost held on September 18, 2024 at Walter Scott House.

Social Media

An Garda Síochána had a social media following of over 2.3 million by the end of 2024.

								
Facebook @AnGarda Síochána	Facebook Missing Persons	Facebook Regional Pages	X @gardainfo	X @gardattraffic	Instagram @GardaInsta	Instagram Regional	LinkedIn An Garda Síochána	TikTok @GardaInfo
414,084	20,570	672,500	295,326	626,926	205,334	14,900	65,853	37,373

Website

During 2024, Corporate Communications worked closely with sections across the organisation to keep the Garda website up-to-date and promote key campaigns and projects including:

- Human Resources and People Development for the Garda Trainee Recruitment and the Garda Reserve Recruitment competitions.
- Hosting of 99 persons of interest in connection with the Dublin Riots on November 23, 2023

Garda Trainee Recruitment

In January 2024 a Garda Trainee recruitment campaign ran under the tagline of #ItsAJobWorthDoing went live, closing on February 8, 2024.

The 2024 competition was the first following the decision to increase the entry age limit to apply to become a Garda trainee from 35 years to 50.

It yielded approximately 6,380 (6,381) applications and of those, almost 37% of applicants for the 2024 competition were aged between 35 and 49.

This campaign was supported by the Office of Corporate Communications and saw advertising together with organic and resulted in media appearances across television, national and local print and radio, online, and social media. The campaign also targeted Irish people living abroad.

The campaign showed the nature of the job through storytelling and created assets highlighting making arrests, being physically active, as well as the significant personal and social benefits of the job such as engaging with communities, arresting criminals, helping victims of crime, and the camaraderie of colleagues.



Members of the Garda Women's Network participated in a Women's Empowerment Workshop hosted by U.S. Customs and Border Protection in September 2024.

AN GARDÁ SÍOCHÁNA WOMEN'S NETWORK

During 2024, the Garda Síochána Women's network built on previous successes in creating a supportive environment, encouraging and empowering women across the organisation in the advancement of their careers. Opportunities for professional growth, mentorship, and wellness were provided by the network by hosting a series of events, activities, and initiatives.

The Women's Network held an 'Inspire Inclusion' themed conference, for International Women's Day. Here guest speakers shared experiences of balancing career and family; supporting their communities; and provided insights on diversity, inclusion and opportunities for women. In addition, International Women's Day was celebrated at local level where coffee mornings and a ladies' night were held.

The network also worked to promote the importance of health and wellbeing of its members, and in 2024 it supported and facilitated initiatives to highlight good physical, and mental, health and wellbeing.

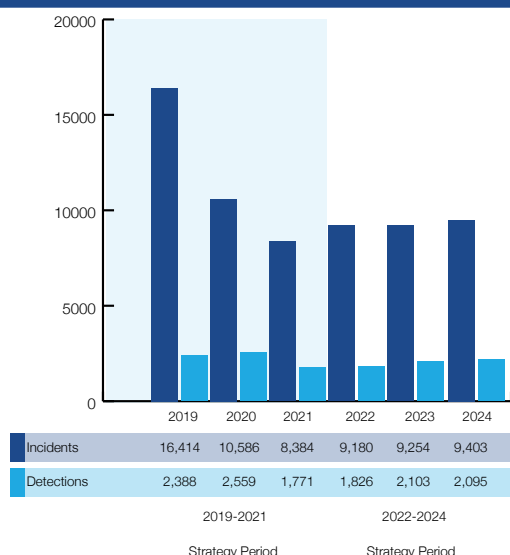
The Women's Network also collaborated with our colleagues in partner agencies, with members participating in a Women's Empowerment Workshop hosted by U.S. Customs and Border Protection, while the PSNI members joined Garda colleagues at the North Western Regions' annual conference. The conference covered a variety of topics including the vital role of women in An Garda Síochána; diversity; and public speaking.

Statistics

In the following section, we present annual data from 2024 compared with 2023 and the three-year strategy period of 2019 to 2021. It should be noted that the figures presented below are operational and subject to change.

The Covid-19 pandemic in 2020 presented a unique set of circumstances, which make comparisons with other strategy periods difficult. The Covid-19 policing response included increased patrols, checkpoints and community engagements. At the same time, changes in public life and the operation of businesses affected the opportunities for crime to occur.

Burglary



Recorded Incidents of Burglary

2019-2021 average: 983/month

2024 average: 783/month

Difference between the 2023 and 2024 results:
+149 (+1.6%)

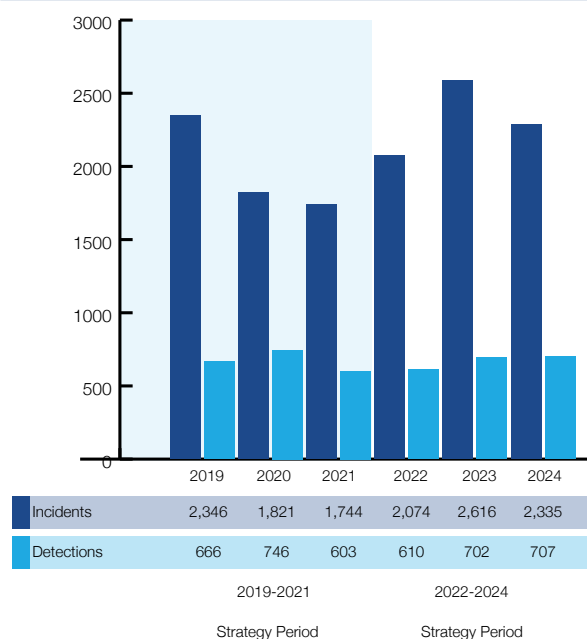
Burglary Incidents Marked as Detected*

2019-2021 average: 187/month

2024 average: 175/month

Source: Operational PULSE Data ICCS Types:
0711, 0712

Robbery



Recorded Incidents of Robbery

2019-2021 average: 164/month

2024 average: 195/month

Difference between the 2023 and 2024 results:
-281 (-10.7%)

Robbery Incidents Marked as Detected*

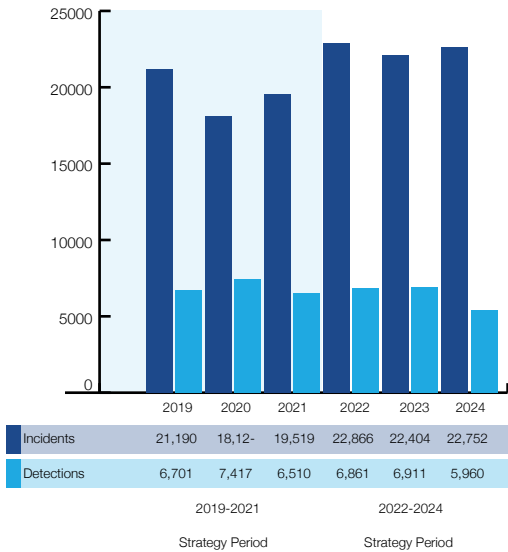
2019-2021 average: 56/month

2024 average: 59/month

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

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

Assault



Recorded Incidents of Assault

2019-2021 average: 1,634/month

2024 average: 1,896/month

Difference between the 2023 and 2024 results:
+348 (+1.6%)

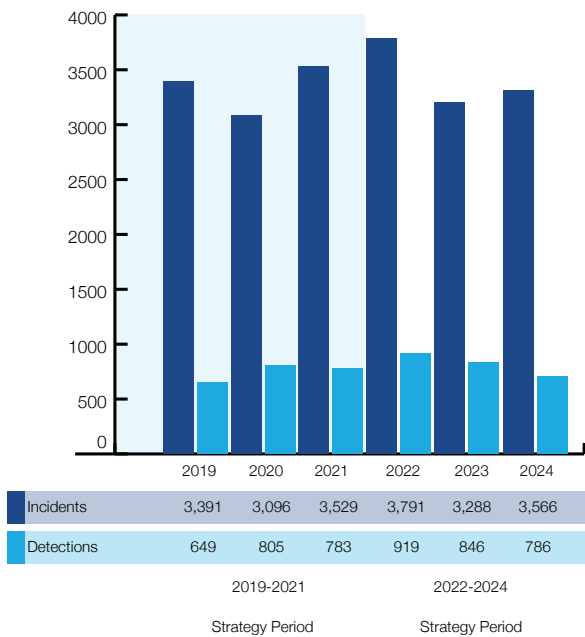
Assault Incidents Marked as Detected*

2019-2021 average: 573/month

2024 average: 497/month

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

Sexual Crime



Recorded Incidents of Sexual Crime

2019-2021 average: 278/month

2024 average: 297/month

Difference between the 2023 and 2024 results:
+278 (+8.5 %)

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

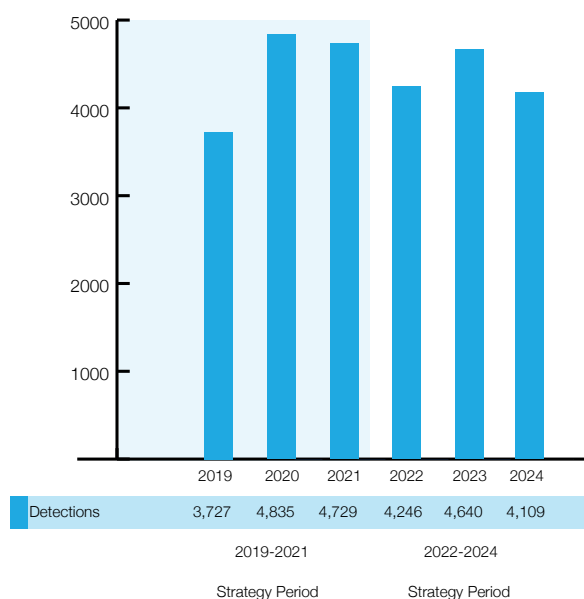
Sexual Crime Incidents Marked as Detected*

2019-2021 average: 62/month

2024 average: 66/month

Source: Operational PULSE Data ICCS Subgroup:
021, 022

Detected Sale and Supply of Drugs



Incidents of Sale and Supply of Drugs Marked as Detected*

2019-2021 average: 369/month

2024 average: 342/month

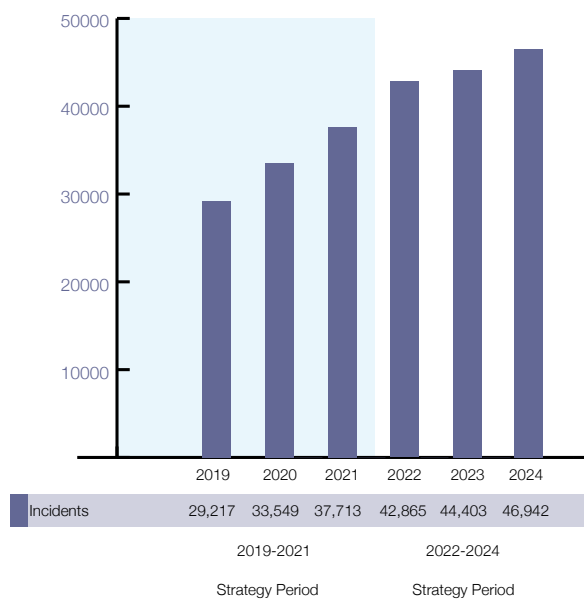
Difference between the 2023 and 2024 results:

-531 (-11.4%)

Source: Operational PULSE Data ICCS Types:

1011, 1012, 1021

Domestic Abuse Incidents



Recorded Incidents of Domestic Abuse

2019-2021 average: 2,791/month

2024 average: 3,912/month

Difference between the 2023 and 2024 results:

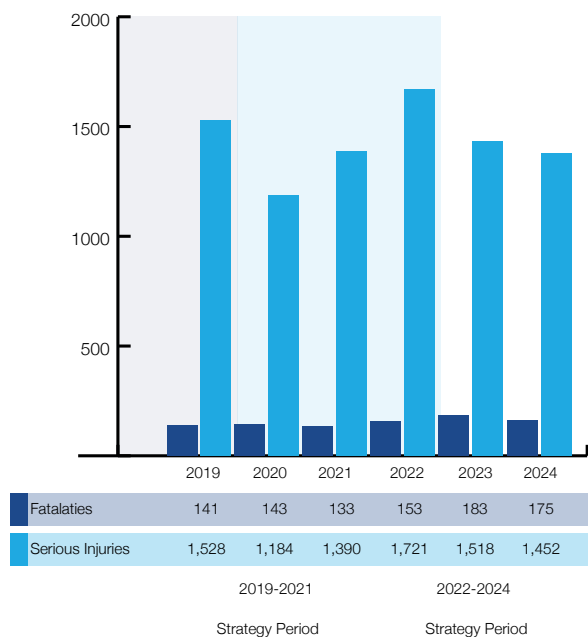
+2,539 (+5.7%)

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

Source: Operational PULSE Data. Non-Crime Type: Domestic - No Offence Identified

Other: Incident with the MO Domestic Abuse

Traffic Collision Fatal & Serious Injury



Traffic Collisions - Fatalities

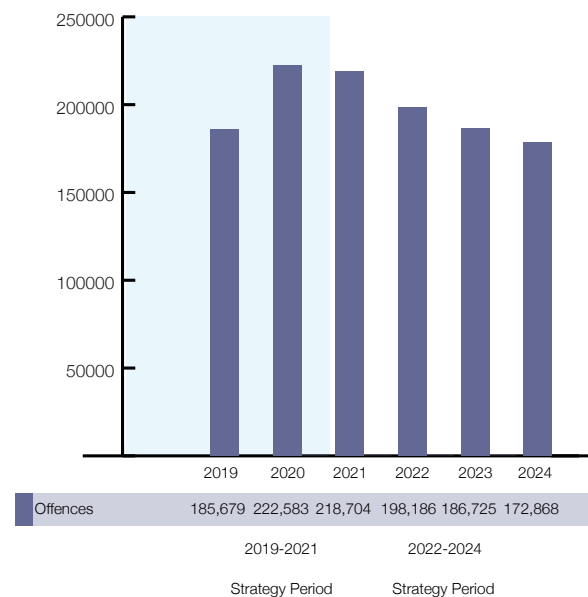
2019-2020 average: 12/month
2021-2022 average: 12/month
2023-2024 average: 15/month
Difference between 2023 and 2024 results: -8 (-4%)

Traffic Collisions - Serious Injuries

2019-2020 average: 113/month
2021-2022 average: 130/month
2023-2024 average: 124/month
Difference between 2023 and 2024 results: -66 (-4%)

Source: PULSE and FCPS Data

Traffic Lifesaver Offences

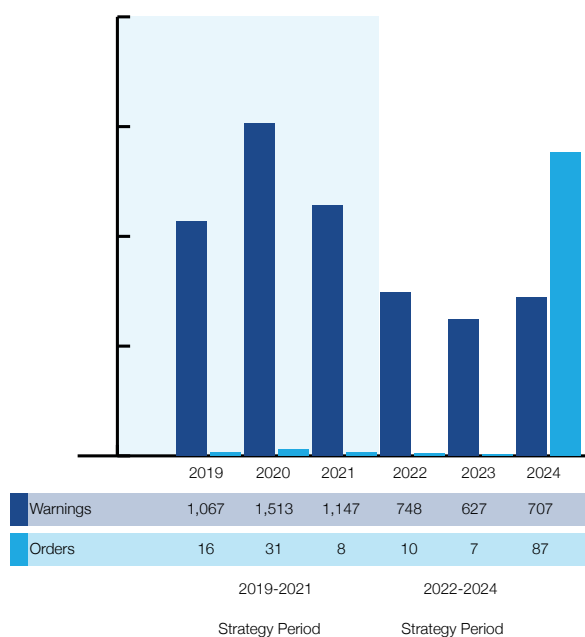


Traffic Collisions - Fatalities

2019-2020 average: 17,011/month
2021-2022 average: 17,370/month
2023-2024 average: 14,983/month
Difference between 2023 and 2024 results: -13,857 (-7%)

Source: PULSE and FCPS Data

Behaviour Warnings & Orders (ASBO)



Behaviour Warnings & Contracts (ASBO)

2019-2021 average: 104/month

2024 average: 59/month

Difference between the 2023 and 2024 results:
+80 (+12.8%)

Behaviour Orders (ASBO)

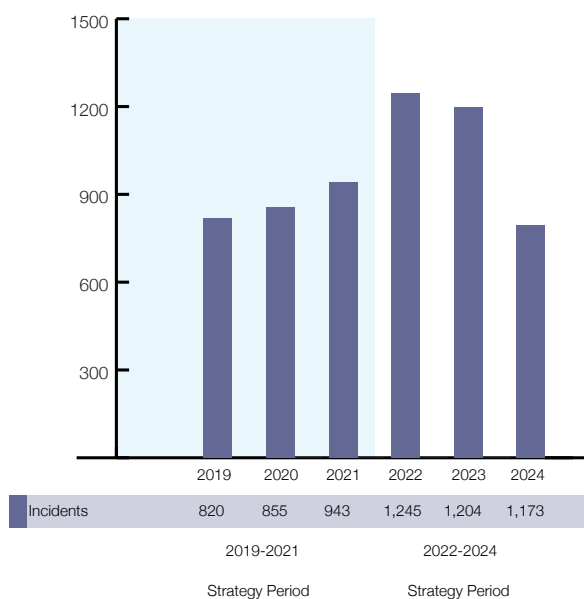
2019-2021 average: 1.5/month

2024 average: 7.25/month

Difference between the 2023 and 2024 results:
+80 (+1,143%)

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

Section 12 Child Care Act Invoked



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

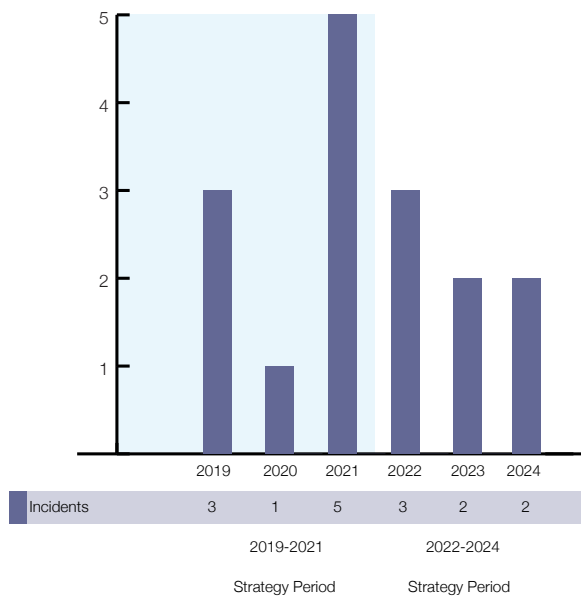
2019-2021 average: 72/month

2024 average: 98/month

Difference between the 2023 and 2024 results:
-31 (-2.6%)

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

Deaths in Garda Custody



2019-2021 average: 3.0/year

2024 average: 2/year

Difference between the 2023 and 2024 results: No change

Source: An Garda Síochána Internal Affairs

Drug Seizures 2024 (Garda Only)

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

Category	2024 - Full Year		
	grams/mls/plants	Tbls/Sqr/Caps	Value
Anabolic Steroids		937	€ 562
Benzodiazepine	11	670,326	€ 981,978
Cannabis Herb	1,783,713		€ 35,674,254
Cannabis Plants*	3,073		€ 2,458,400
Cannabis Resin	126,400		€ 758,403
Cathinone	4,755	4	€ 237,778
Cocaine	2,577,844		€ 177,181,434
Hallucinogen	52,676	5,444	€ 3,278,551
Diamorphine	84,052		€ 11,767,242
Mixing Agents	152,381	18,659	€ 85,520
Opioids Other	15,639	217	€ 3,574
Phenethylamine**	576,366	133,478	€ 35,234,735
Sleeping Agent		141,516	€ 283,032
Solvent	5,051		€ 5,051
Synthetic Cannabinoid	4,485	1,958	€ 101,449
THC Edibles***	2,129	13,519	€ 81,266
			€268,133,228

New DMR Probationary Gardaí from Intake 234 at Briefing with AC Willis at Kevin Street Garda Station 8th July 2024

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

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

***While Tetrahydrocannabinol (THC) is not assigned a price as per pricing guidelines, the DOCB Project office has provided a price for THC edibles. THC Edibles refers to sweets, chocolate and baked goods infused with the active ingredient THC.

All figures are provisional, operational and subject to change as of 17/02/2025.

SECTION 25 OF THE GARDÁ SÍOCHÁNA ACT, 2005 MINISTERIAL DIRECTIVES

Under Section 25(1) of the Garda Síochána Act, 2005, following the approval of the Government, the Minister for Justice may issue to the Garda Commissioner written directives concerning any matter relating to An Garda Síochána. In 2024, there were no Ministerial Directives issued.

SECTION 41 OF THE GARDÁ SÍOCHÁNA ACT, 2005

Under Section 41 of the Garda Síochána Act, 2005, the Garda Commissioner provides information to the Minister for Justice on matters relating to significant developments on the policing or security of the State. In 2024, there were 33 reports made by the Garda Commissioner's Office.

SECTION 22 OF THE PROTECTED DISCLOSURES ACT, 2014

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

This annual report of An Garda Síochána covers the period from 1st January 2024 to 31st December 2024.

There were twelve protected disclosures made to An Garda Síochána in the period covered. The disclosures are outlined as follows:

- Five (5) are at assessment stage.
- One (1) is for external examination.
- Two (2) are for investigation.
- Four (4) are closed.

