

Annual Report

An Garda Síochána 2015

The Mission of An Garda Síochána is
working with Communities to Protect and Serve





An Garda Síochána

2015 BY THE NUMBERS

204

People Arrested for Drug Trafficking



€46.7m

worth of controlled drugs seized



126,458

subscribers to Text Alert crime prevention scheme



28

Victim Service Offices Opened



10,831

Fixed Charge Notices for Non-Seat Belt Use



185,000

Followers on @gardattraffic



9,969

missing persons cases investigated



1,550

hours of flight time by Garda Air Support Unit



16,272

GARDA STAFF

Garda members: 12,816
Garda Reserves: 1,124
Civilian staff: 2,332

See www.garda.ie for more information

FOREWORD



I am pleased to present the 2015 Annual Report of An Garda Síochána that details the work carried out by the organisation on behalf of the State, its communities and its people.

On October 11th 2015 we sadly lost our colleague, Garda Anthony Golden. Tony was killed in the line of duty working as he did every day to help the community of Omeath, Co. Louth. Tony was a proud father to his three children, a loving husband to his wife Nicola, and a dedicated and sorely missed member of An Garda Síochána. Tony was the 88th member of An Garda Síochána to lose their life in the line of duty and this demonstrates once again the difficult and dangerous job our members do day in and day out to protect communities.

That hard work, commitment and dedication by Garda, civilian and reserve members is demonstrated by this Annual Report. From significant seizures of drugs and firearms, to tackling key crimes such as burglaries, to maintaining national security, to keeping our roads safe, and protecting and supporting vulnerable people and groups.

However, we must continually adapt to meet the needs, expectations and challenges of a modern society. We must also remain agile and responsive to meet the emerging threats of an ever changing policing and security environment.

To achieve this we started in 2015 a major programme that will modernise, professionalise and renew An Garda Síochána.

Our five year Modernisation and Renewal Programme will focus on improvements in areas such as supports for our people; our processes, our technology, and our structures to deliver a better service across our core areas of prevention, response, investigation, and security and intelligence. It will also see a renewal of our culture, a focus on living up to our values, and listening to and learning from the experience and expertise of our partners.

A number of changes were introduced under the Programme during the year.

This included a focus on putting victims at the heart of the Garda service with the opening of 28 dedicated Victim Service Offices. These Offices provide victims with the information they need as their case progresses through the justice system. The Offices will play an important role in An Garda Síochána meeting its obligations under the EU Victims Rights Directive which came into effect during the year. There was a generally positive reaction from victims to this initiative. However, our Public Attitudes Survey found that many victims are still not getting the level of information they expect. We will be working with victims and victim groups, as well as reviewing our own processes, in order to address this.

In addition, a specialist unit – the Garda National Protective Services Bureau – was established to ensure each and every complaint relating to child protection, domestic and sexual violence, and human trafficking is thoroughly investigated and victims are fully supported.

Expertise and experience from across the organisation in tackling drugs and organised crime were brought together under the Drugs and Organised Crime Bureau. The Bureau had a number of successes during the year in seizing drugs and firearms that could have caused terrible damage to individuals and communities.

We also introduced our new multi-strand national anti-crime strategy - Operation Thor, designed to tackle key crimes by focusing on five areas – preventing crime, crime investigation, victims support, education and awareness, and partnership. Introduced in

November 2015, Operation Thor, resulted in a reduction in burglaries in the last two months of the year compared to the same time a year before.

As well as improving the service we provide to the community, a key plank of our Modernisation and Renewal Programme is supporting our people and ensuring they have the right skills, tools and resources to do their jobs effectively. This continued in 2015 with over 300 new vehicles introduced to the fleet and, in a very welcome development, nearly 300 new Gardaí started work in communities. While a new building and refurbishment programme for 30 stations was announced.

As part of the Modernisation and Renewal Programme, over €200m was secured to invest in advanced ICT systems so our people can spend less time on paperwork and more time among local communities. This investment will see us make more use of data and technology to prevent and detect crime. New systems will ensure we have the right people in the right places at the right times.

Of course, An Garda Síochána cannot carry out its work in isolation. Every day we work in partnership and collaboration with communities, NGOs, Government departments, State bodies, and international police and security agencies to keep communities safe.

While An Garda Síochána continues to change we will work closely with our key stakeholders, most especially the community, to ensure we provide a policing and security service that meets their needs.

Nóirín O’Sullivan

Commissioner of An Garda Síochána

| | |
|-------------------------------|-----------|
| Contents | |
| Fighting Crime | 5 |
| Community | 16 |
| Traffic | 23 |
| Managing Our Resources | 27 |
| Regional Reports | 46 |
| Strategic Goals | 56 |
| Statistics | 81 |

Fighting Crime

Criminal Assets Bureau

The Criminal Assets Bureau is a statutory body established by the Criminal Assets Bureau Act, 1996. The Bureau consists of members of An Garda Síochána, Office of the Revenue Commissioners (Taxes and Customs & Excise) and the Department of Social Protection. It also has its own in-house Forensic Accountants, Financial Analysts and IT Support.

The objectives of the Bureau as set out in Section 4 of the Criminal Assets Bureau Act, 1996 and 2005 as amended include the identification of assets wherever situated, of persons which derive or are suspected to derive directly or indirectly from criminal conduct. The strategic priorities as set out in the Criminal Assets Bureau Policing Plan for



2015 linked in with the strategic priorities as set out in the Policing Plan for An Garda Síochána for 2015.

During 2015 the Bureau targeted assets emanating from crimes associated with drug trafficking, fraud, theft, fuel laundering, cigarette smuggling and foreign corruption.

The Bureau continued its participation in the Camden Assets Recovery Inter-Agency Network (CARIN) which is an informal network of practitioners involved in the area of Asset Recovery.

The Bureau is the designated Assets Recovery Office (ARO) in Ireland which is a formal network within the European Union for the exchange of information to assist in the investigation and tracing of criminal assets. The Bureau responded to a number of requests for assistance during 2015. The

Bureau is also a member of two sub-groups looking at the issues surrounding virtual currencies and the function of asset management offices.

The Criminal Assets Bureau continued to participate in the Cross Border Excise Group and the Cross Border Fuel Group, two bodies targeting illegal smuggling of tobacco and alcohol and the laundering of fuel.

Drugs and Organised Crime Bureau (DOCB)

The Drugs & Organised Crime Bureau was established by the Garda Commissioner in March 2015 to bring together the skills and expertise in the organisation in tackling serious organised crime including drug trafficking.

The Drugs & Organised Crime Bureau is a highly skilled, multi-dimensional investigative Bureau that targets Serious Organised Criminal groupings operating regionally, nationally and internationally.

The Drugs & Organised Crime Bureau's strategy is to disrupt, dismantle and prosecute offenders and focuses on investigating individuals and groups identified as being involved in serious organised criminal activity which causes the most community harm. The Drugs & Organised Crime Bureau also targets criminal support networks and identifies suspected criminally acquired assets to disrupt serious criminal activity.

The Bureau carries out long term strategic and short term tactical disruptive investigations into the activities of Organised Crime Gangs (OCGs) through liaison with other European and international police services and law enforcements agencies. It has strategic partners in the United Kingdom, Spain, The Netherlands and Belgium; countries where OCGs affecting the Irish jurisdiction tend to be the most proactive.

In addition to enforcement responsibilities and the associated operational duties that focus on the importation, sale and supply of

controlled drugs, the Drugs & Organised Crime Bureau also has a responsibility for the implementation of initiatives and policies which contribute to Government strategies to reduce the demand for drugs and also diminish the harm associated with substance misuse.

Successes during 2015

During 2015, the Drugs & Organised Crime Bureau (DOCB) arrested **204 persons** in connection with drug trafficking, firearms & money laundering offences and made **51 significant seizures** of controlled drugs with an estimated street value in excess of **€24 million*** (including Cocaine, Heroin, Herbal Cannabis, Cannabis Resin and Ecstasy).

**Please note that the street value of seizures is provisional and will be determined by final analysis conducted by Forensic Science Ireland*

21 firearms were also seized including an AK47 assault rifle.

Among the most successful investigations carried out by the Drugs & Organised Crime Bureau (DOCB) during 2015 were:

Operation A

During August 2015, the Drugs & Organised Crime Bureau was involved in an operation targeting a criminal group alleged to have been involved in the theft of electrical cable from overhead power lines.

As a result of this operation five foreign nationals were arrested. Three were subsequently charged with criminal offences and the investigation is ongoing.

Following this operation there have been no further incidents targeting ESB powerlines.

Operation B

Operation B targets a Romanian OCG who operate throughout Ireland both north and south of the border. This OCG is involved in multiple criminal activities including brothel keeping, human trafficking, credit card skimming, ATMs gas attacks, burglaries, aggravated burglaries, money laundering and on line fraud.

This group operates on both sides of the border and are targeted by An Garda Síochána and the PSNI. The Drugs &

Organised Crime Bureau continue to liaise closely with the PSNI in targeting this OCG. This OCG is being targeted as part of a Europe wide operation with Europol assisting with analysis and information exchange with other police forces. Members of this OCG have been targeted previously through other targeted operations.

During April 2015 the Drugs & Organised Crime Bureau coordinated a search operation with Trim, Naas and Dublin Metropolitan Region Gardaí. This operation was supported by Europol Analysts and the Emergency Response Unit.

Five suspects were arrested for an offence under Section 72 of the Criminal Justice Act, 2006 (Participating In Organised Crime) Numerous items were seized during the searches including large quantities of mobile phones, hard drives and documentary evidence, as well as suspected stolen property.

Files are currently being prepared for the D.P.P in relation to these matters.

Test Purchase Operations

The Covert Operations Unit (COU) attached to the Drugs & Organised Crime Bureau is a highly trained team who work in an undercover capacity with a view to gathering evidence against nominated targets in specific operations on a daily basis.

The COU are deployed nationwide targeting mid range and low level drug dealers. Since the establishment of the Drugs & Organised Crime Bureau, the Covert Operations Unit has gathered evidence against **114 suspects** who have been arrested and charged in relation to **238 detections** for offences contrary to Section 15 of the Misuse of Drugs Act 1977/84.

**The arrests in all these investigations are made by local Garda resources and so are not included in the figures supplied for arrests made by Drugs & Organised Crime Bureau.*

The availability of drugs, firearms and child pornography via the open internet and the 'Darknet' are just some of the many

challenges facing global law enforcement in the modern era of organised crime. The Covert Operations Unit has made advances in investigating crime perpetrated in this jurisdiction on the internet.

Staff attached to the Drugs & Organised Crime Bureau are skilled in how to effectively investigate internet crime and this is an area of investigation that will be expanded in the future.

National Drugs Strategy 2009-2016

In addition to enforcement responsibilities and the associated operational duties that focus on the importation, sale and supply of controlled drugs, the Drugs & Organised Crime Bureau also has a responsibility for the implementation of initiatives and policies which contribute to Government strategies to reduce the demand for drugs and also diminish the harm associated with substance misuse.



The Drugs & Organised Crime Bureau is represented on the National Advisory Committee of Drugs and Alcohol (NACDA) which advises the government on all matters pertaining to substance misuse including prevalence, treatment, drug related deaths, early warning systems prevention, research and rehabilitation. The work of the National Advisory Committee of Drugs and Alcohol (NACDA) is guided by specific action points under the National Drug Strategy.

Garda Air Support Unit

In 2015 GASU aircraft flew over 1,550 hours on 1,507 flights while attending to over 2,150 incidents covering almost every Garda Division throughout the country. This included over 300 night flying hours. During the incidents the unit was involved in

the arrests of over 250 suspects, 15 missing person cases and 60 vehicles were located.

Operation Thor

Since the commencement of Operation Thor in November 2015 the Garda Air Support Unit has attended thirty five incidents on twelve flights. The unit was involved in the arrests of four suspects and one vehicle was located.



The Air Support Unit was also involved in a wide-range of incidents in 2014.

Some examples are outlined below:

Incident 1

At 03:30 hrs on a morning in August the Garda helicopter, utilising night vision equipment, deployed following a request from the Drugs & Organised Crime Bureau (DOCB) to assist them in an operation targeting a criminal gang stealing ESB power lines.

In an eighteen month period a substantial loss had been incurred by the ESB replacing stolen power lines. A power outage had occurred in the midlands. A suspect car was identified by DOCB and tracked by the Garda Helicopter. The car drove around country roads and then stopped and picked up four suspects from a field in the area identified by ESB engineers as having the power outage. The Garda Helicopter monitored the car until it was intercepted by DOCB and five suspects were detained.

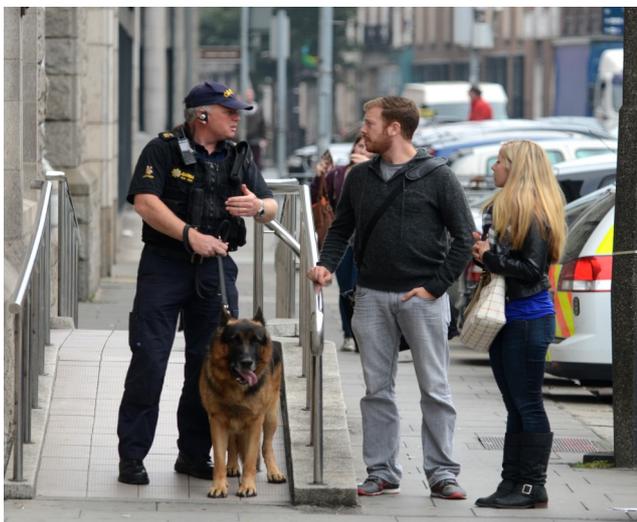
Incident 2

In September of 2015, in the early hours of the morning the Garda helicopter deployed to the border region after a request from local Gardaí to assist them searching for a missing person with a history of self-harm. The person concerned had left home later

the previous evening and the family informed Gardaí. Neighbours and local Gardaí initiated a search of the area surrounding the family home with negative results. A small but deep lake is situated in the vicinity. On arrival over the area the Garda helicopter carried out a detailed thermal image search. After approx. 15 minutes the search was expanded to cover areas south of the family home. A heat return was detected in a hedge row about 200 meters from a country lane. Ground units were guided to the location by the crew of the Garda helicopter where the missing person was found in a distressed semi-conscious state. The person was roused and medical assistance was provided. Ambulance staff suggested that the person may not have survived the night had they not been found at that time.

Garda Dog Unit

The Garda Dog Unit was involved in 343 searches during 2015. These included searches for missing persons, drugs, firearms and explosive substances, as well as for stolen property and other items of significance in criminal investigations.



Some examples of incidents include:

Recovery of heroin with a street value of €400,000.

On 18th March 2015 Garda Dog “Flynn” indicated to a rubbish skip which was placed in a driveway of a premises in the Donaghmede area. The Divisional Search Team carried out a thorough search and

located numerous plastic bags which contained heroin with an approximate street value of €400,000.

Recovery of ammunition and pistol

Members of the Garda Dog Unit and their dogs assisted members from Donnybrook Station in planned searches of two houses in the Crumlin area. These searches related to the investigation of an incident where a pipe-bomb was delivered to a restaurant in Ranelagh.

After entry was gained by the ERU a search was conducted for IEDs in order to ensure that the premises was safe for the firearms search to proceed. Garda Dog “Flynn” searched the house during the course of which the dog gave positive indications in two separate locations. When they were subsequently searched by the search team a semi-automatic handgun was found and a large amount of 9mm and 5.56mm ammunition were found.

Detection of firearms and bomb making equipment

The Garda Dog unit assisted members of SDU and ERU in planned searches of a house and lands at Jenkinstown, Co. Louth.

These searches were conducted as part of ongoing investigations into the activities of dissident republicans. During the course of the searches explosive material, bomb making equipment and AK47s were discovered by the Garda dogs hidden in various locations in fields. This led to the arrest of a suspect.

Garda Mounted Unit

The Garda Mounted Unit responded to numerous and various requests throughout 2015.

The typical deployments attended by the Garda Mounted Unit are primarily crime prevention based. The Unit also cover public order, crowd control, ceremonial duties and rough terrain searches. The Unit is actively involved in attending community related engagements.

The Unit was also deployed to assist in crime prevention high visibility patrols on a national basis.

They also do regular beats to areas where predominately elderly residents reside to engage and reassure them of a policing presence.



The Unit provided assistance at Croke Park for major match days/concerts with the height advantage playing a key role in providing assistance with crowd control and filter cordons on the termination of the event.

Garda Water Unit

During 2015, the Garda Water Unit conducted searches for missing persons in all Garda Regions.

The Unit was also requested to search for firearms and other weapons in connection with the investigation of serious crimes, and both video and still underwater photography was provided to investigating officers in support these operations.



Security searches and confined space searches were conducted by the Garda Water Unit in advance of visiting dignitaries at marine locations, as well as berth clearing and ships' hull searches in advance of some

visiting ships that posed a security threat.

In March and August, in collaboration with the Irish Coastguard, Garda Water Unit members recovered the bodies of persons from the water underneath the Cliffs of Moher, County Clare. Both of these recoveries were extremely hazardous and Garda Water Unit members had to rely on all their expertise and training to successfully complete these operations.

Garda Síochána Analysis Service (GSAS)

In 2015, GSAS continued to provide high quality research and analysis to support the organisation across key priority areas.

The work of GSAS was recognised in the Garda Inspectorate Report on Crime Investigation. The Inspectorate noted that “the targeted recruitment of professional analysts is a real success story for An Garda Síochána and they have been very well received”. It went on to note that the Inspectorate found reports produced by GSAS to be of a high quality and senior Gardaí stated that they used them to better inform operational decisions.

GSAS supported a range of crime prevention programmes and operational activity during the year. These are targeted at helping reduce crimes against the person, crimes against property and supporting serious crime investigations.

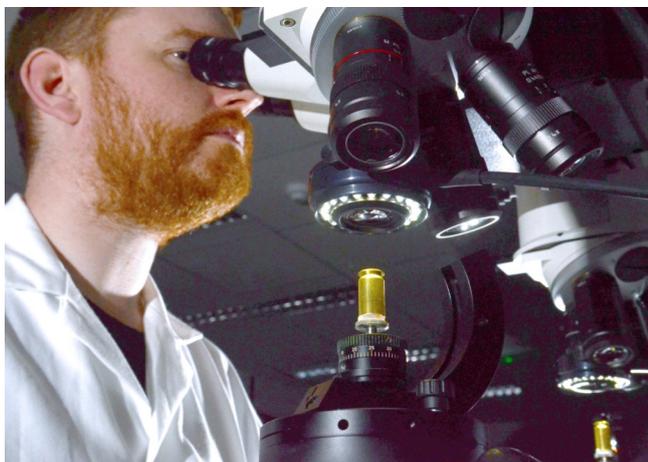
For example, the anti-crime operation, Thor, was directly informed by GSAS analysis on repeat offending, repeat victimisation and crime hotspots.

Additional analysis was conducted to support roads policing, helping reduce serious injuries and fatalities on Irish roads.

Research, conducted by the Garda Research Unit, also continued to provide support to the organisation through the evaluation of national initiatives and identifying good practice to inform the development of national strategies.

Garda Technical Bureau

In 2015 the Garda Technical Bureau successfully achieved the international standard for testing and calibration laboratories - ISO 17025.



As part of the process, the Technical Bureau's work in carrying out technical examinations of fingerprints, ballistics, and document and handwriting, as well as its systems were audited by independent assessors.



Dr. Adrienne Duff, Director of The Irish National Accreditation Board (INAB) presented Garda Commissioner Nóirín O'Sullivan with Certification of the Technical Bureau ISO Accreditation.

Accreditation to the ISO 17025 standard is a major achievement and places An Garda Síochána Technical Bureau at the forefront of international forensic policing.

Operation Thor

In November, An Garda Síochána launched a multi-strand national anti-crime strategy - Operation Thor.

The Operation actively targeted organised crime gangs and repeat offenders through co-ordinated crime prevention and enforcement activity based on intelligence

and the latest crime trends and patterns to protect communities.

Operation Thor saw:

- Increased visibility in local communities to prevent burglaries and related crimes
- More high visibility checkpoints
- Increased patrolling on the motorway network denying criminals use of the roads
- Enhanced use of intelligence, technology and data to target prolific offenders and organised crime gangs.
- A strong focus on working with communities to reduce opportunities for burglaries to take place
- A national awareness campaign to inform people on how to enhance the security of homes

To support Operation Thor, the Government provided approximately €5m in additional funding. This was used to provide additional patrols, checkpoints, and rapid armed response where necessary, as well as national and local awareness campaigns. The funding helped provide over 100,000 additional patrolling hours by Gardaí in communities.



Operation Thor was launched in November 2015

Building on the success of Operation Fiacla, which had seen over 8,000 people charged for burglary and related crimes and offences, Operation Thor focused on five main areas to reduce burglary incidents and

protect communities.

These areas were:

Crime investigations and operations:

This saw a range of activities including the targeting at national, regional and divisional level of organised crime gangs and prolific offenders; enhanced covert surveillance; disrupting the stolen goods market; high visibility checkpoints and roads policing supported by ANPR (Automatic Number Plate Recognition) technology to limit the use of the road network by offenders.

Crime prevention:

Crime trend analysis was used to identify burglary hot-spots and extra high-visibility patrols were then put into those areas, targeted crime prevention advice was given to local communities, bail conditions of prolific offenders was closely monitored, and programmes put in place to help reduce re-offending by prolific offenders.

Victims Support:

Victims were provided with support and advice, and kept updated as their case progressed through the justice system. Burglary victims were provided with crime prevention advice to reduce the risk of re-victimisation.

Education and awareness:

A national advertising campaign ran during the week of November 16th across national and local broadcast and print media, as well as digital media.

Working in partnership:

For Operation Thor, An Garda Síochána worked with a range of partners including the Department of Justice and Equality, the Courts Services and Probation Service, and community based organisations.

This multi-strand approach will now be used by An Garda Síochána in all future anti-crime strategies.

Initial indications are that Operation Thor resulted in a fall in burglaries and related crimes in the last two months of 2015.

Operation Thor continued in 2016.

Garda Bureau of Fraud Investigation (GBFI)

The Garda Bureau of Fraud Investigation continued its training of Garda members countrywide in a comprehensive fraud investigating training course. Over 80 members were trained on this course in 2015.



Garda Bureau of Fraud Investigation, Fraud Course, October 2015

This year's course covered all aspects of the criminal law, policy and procedures, pertaining to fraud investigation. Speakers from bodies such as the DPP, Revenue Commissioners, Property Registration Authority, the Companies Registration Office, Department of Social Protection, Health Products Regulatory Authority, Irish Bankers Federation, the Central Bank, MABS and the private sector presented on the course, as well as Senior Counsel Remy Farrell (Cartels and Whistleblowers) and Shane Costello (Criminal Justice Act 2011), on their ongoing interaction with An Garda Síochána in the area of Fraud Investigation and prosecutions.

A further 44 members were also trained as Cybercrime First Responders in the University College Dublin Centre for Cybersecurity and Cybercrime Investigation in 2015. This course is run in conjunction with UCD and has proven to be extremely useful to all members in attendance.

The regionalisation of the Computer Crime Unit has been progressed in 2015 with the establishment of formal pilots in both Wexford and Cork. This should further enhance the service provided by the Computer Crime Investigation Unit and offer

a more local and speedy service to Gardaí in these local areas where computer related crime is reported.

Operation Illumination

In late 2013 and early 2014 three former employees of Anglo Irish Bank were charged and brought before the courts in respect of varying offences, broadly concerned with conspiring to commit offences under the Taxes Consolidation Act, 1997.

The criminal trial commenced on 3rd June 2015 in the Criminal Courts of Justice. On the 30th of July 2015 the jury returned a verdict of guilty in respect of all defendants and in respect of all counts. This was a very high profile case involving a large number of dedicated GBFI personnel.

Garda National Immigration Bureau (GNIB)

The Garda National Immigration Bureau (GNIB) has overall responsibility, for ensuring the investigation and co-ordination of all immigration related matters within the State.

It has a national and international dimension and works in collaboration with a number of police, governmental, non-governmental and commercial organisations.

It has close operational working relationships with the Irish Naturalisation and Immigration Service (INIS), United Kingdom Border Agency (UKBA), Office of the Refugee Applications Commissioner (ORAC) and Health Service Executive (HSE).

In 2015, GNIB carried out investigations into individuals and groups associated with organised crime relating specifically to the abuse of immigration permissions, policy and law.

These included:

Operation Vantage:

Operation Vantage was established in August 2015 with the objectives of targeting illegal immigration, the trafficking and smuggling of human beings, and the

engaging of foreign nationals in a marriage of convenience solely for the purpose of securing an immigration advantage.

Through this co-ordinated operation, with assistance from our partners in this jurisdiction and abroad, there has been a significant decline in this abuse of the immigration system for the purpose of receiving permission to reside in the State.

In November 2015, 42 searches were carried out throughout the country on both residential and business premises by over 200 Garda members including those attached to GNIB supported by resources from national units including the Criminal Assets Bureau and Garda Bureau of Fraud Investigation, National Bureau of Criminal Investigation, Drugs & Organised Crime Bureau, local Garda and District Detective Units.



Media briefing for Operation Vantage

Officials from the Irish Naturalisation and Immigration Service, the Department of Social Protection, the Revenue Commissioners, the Office of the Director of Corporate Enforcement (ODCE), and the Workplace Relations Commission (WRC) also assisted in the searches to identify and prosecute any breaches of immigration, social welfare, revenue, employment rights or company legislation.

International assistance and co-operation was afforded to Operation Vantage by the Police Service of Northern Ireland (PSNI), United Kingdom Border Force, United Kingdom Immigration Enforcement and the Welsh Police Force under joint operational tasking by both.

Operation Sonnet:

Operation Sonnet was established in mid-2015 with the objectives of targeting, detecting and preventing illegal immigration into this State through the land borders within the jurisdiction. Since its inception there have been targeted stop and search operations conducted nationally. A National Day of Action was formulated and successfully completed on 25th November 2015 with the participation of many Garda Divisions nationwide. Twenty seven individuals were detected during the course of this operation.

Immigration Control Dublin Airport:

2015 was a significant year of change within the Garda National Immigration Bureau. While continuing to play a major role in guarding national security and indeed strengthening international security, through implementing legislation relating to the control of entry to, residence in and removal from the State of foreign nationals, GNIB has now transferred the frontline Immigration Control Function at Terminal One, Dublin Airport to our colleagues at INIS.

Refusal Numbers 2015:

While An Garda Síochána, through the auspices of GNIB, facilitated the movement of millions of foreign nationals who visited throughout 2015, its immigration officers refused permission to enter the State to **3,390** such persons who did not meet the necessary requirements.

Removal Numbers 2015:

GNIB also co-ordinated the removal of foreign nationals who were resident in the State for some time. A total of **133** foreign nationals who were subject of either a removal, transit or deportation orders, were removed from the State in 2015, with **101** of these persons having acquired criminal convictions while resident in Ireland.

The wide range of immigration related crime detected and investigated by GNIB throughout 2015 included criminality associated primarily with bogus marriages, along with bogus colleges, unlawful employment and bogus social welfare claims arising from illegal immigration.

Garda National Protective Services Bureau (GNPSB)

The Garda National Protective Services Bureau (GNPSB) was established in March 2015 by the Garda Commissioner.

The establishment of the unit represents the commitment of the Garda organisation to adopting a victim-centred approach in carrying out its functions.

GNPSB is a specialist team of investigators dedicated to making sure each and every complaint relating to child protection, human trafficking, and domestic and sexual violence is thoroughly investigated, and that such investigations are handled correctly. In addition, they are responsible for working with other agencies to manage sex offenders in the interest of community safety.

The Garda National Protective Services Bureau replaces the Domestic Violence Sexual Assault Investigation Unit and is comprised of the following units:

- Sexual Crime Management Unit;
- Paedophile Investigation Unit;
- Sex Offender Management & Intelligence Unit;
- SORAM Multi-Agency Office (including personnel from the Probation Service, Child & Family Agency and Local Authority Housing);
- Human Trafficking Investigation & Co-ordination Unit;
- Missing Persons Unit;
- Domestic Violence Unit;
- Child Protection Unit;
- ViClas (Violent Crime Linkage Analysis System)
- Victim Services Offices.

Maritime Analysis Operations Centre Narcotics MAOC (N)

An Garda Síochána continued to support the Maritime Analysis Operational (MAOC-N) centre in Lisbon, which operates as a platform for co-ordinating intelligence and assisting countries in maritime interdictions of drugs coming from South America.

In 2015 the Garda Liaison Officer assisted in many operations co-ordinated through the centre, addressed training courses such as the Irish Naval Officers training course in the Maritime College in Cork, participated in capacity enhancement exercises in West Africa, and secured a best practice certificate award for MAOC-N from the European Institute of Public Administration.



In November 2015 the Executive Board member for Ireland at MAOC-N rotated to An Garda Síochána and this role is filled by Garda Detective Chief Superintendent of the Garda National Drugs and Organised Crime Bureau.

Europol – Operation Blue Amber

As a member of Europol, An Garda Síochána participated in Operation Blue Amber, which involved law enforcement agencies from 28 EU Member States, 31 non-EU countries and other international partners joining forces to disrupt organised crime groups and their criminal infrastructure.

An Garda Síochána conducted a Day of Action in May targeting inter-regional travelling criminals involved in burglary and metal theft. This resulted in 123 arrests relating to crimes of burglary, metal theft and

associated offences.

Interpol

INTERPOL is the world's largest police organisation with 190 Member countries. Ireland is one of these countries and our National Central Bureau (NCB) is based in Garda Headquarters.

The role of Interpol Dublin is to enable An Garda Síochána to work with police around the world on a police to police basis. The Interpol Dublin office supports operational Gardaí and our international partners in facilitating access to the tools and services necessary to do their jobs effectively. Approximately 3,000 items of correspondence per month is received at the Interpol Dublin office that relates specifically to Ireland. Another 7,000 items are received which require processing to determine any potential connection to Ireland.

INTERPOL Dublin liaises with Garda National Units in the coordination of international investigations in a number of different crime areas with a transnational dimension which require a global response.

An example of this was Operation Pangea - an INTERPOL coordinated operation targeting the criminal networks behind the sale of counterfeit medicines and medical devices.

A total of 115 countries have taken part in this global operation targeting the criminal networks behind the sale of fake medicines via illicit online pharmacies, resulting in 156 arrests worldwide and the seizure of \$81,060,037 worth of potentially dangerous medicines.

In Ireland, the Health Products Regulatory Authority (HPRA) with Revenue's Customs Service and An Garda Síochána seized over 142,000 tablets and capsules worth an estimated €430,000 as part of Operation Pangea.

Crime and Security

In 2015, An Garda Síochána proactively adapted and responded to any crime and security challenges posed, through strategic counter measures.

Ireland continues to be a safe place to live in

and also to conduct business in and, while an attack from terrorism is possible, such an event is not likely. However, An Garda Síochána continuously keeps under review and assesses the potential sources of threat and takes into account specific information and intelligence in addition to international events and trends.

The terrorist attacks across Europe and elsewhere during 2015 brought into sharp focus the continuing serious and dynamic nature of the threat posed by international terrorism. The phenomenon of individuals travelling from all over Europe to conflict zones is a significant issue of concern to the majority of European states. The majority of the current threats to European states and interests are linked to the conflict in Iraq and Syria, with the major security concerns relating to the radicalisation influences that travellers to conflict zones are exposed to and the security risks some individuals may pose upon returning to their home countries. International cooperation and the sharing of information and intelligence, between An Garda Síochána and police and intelligence services worldwide, continued to be a vital component in the response to terrorism and extremism and this will continue on bilateral and multilateral platforms.

In relation to domestic terrorism, cross border cooperation between An Garda Síochána and the PSNI played a key role in 2015 in our fight against the various terrorist and criminal activities, on both sides of the border. An Garda Síochána and the PSNI have a long and successful record of co-operating to tackle terrorism and cross-border crime and this cooperation will continue to be the foundation stone of tackling cross-border criminal activity, whatever its source or motivation.

The activities of serious & organised crime gangs also presented significant challenges in 2015. While most groups are domestically orientated, there are a number that have a significant international dimension and require targeting in cooperation with international partners. While drug trafficking remains the key driver of groups active in Ireland there is evidence of multi-commodity trafficking, robbery for financing, intimidation/extortion, money laundering and the smuggling of firearms and cigarettes.

Throughout 2015, An Garda Síochána proactively investigated the activities of those involved in terrorism and organised crime by pursuing those responsible and bringing them before the courts thus dismantling the mechanisms through which such groups are structured and financed. This was achieved through cooperation and especially in the area of the exchange of information and intelligence with our international police colleagues.

The complexity and transnational nature of many of today's threats means that international cooperation and sharing of information is more important than ever before. The nature of policing and security threats will continue to evolve and present new challenges. Our relationship with European security agencies, on multilateral and bilateral basis, will continue to be the bedrock through which Ireland can contribute and gain collective security benefits.

During 2015, intelligence-led operations by An Garda Síochána resulted in the following:

- Arrests under section 30 Offences against the State Act 1939/98 = 30 persons
- Persons charged before the Special Criminal Court with offences under the Offences against the State Act 1939/98 = 20 persons
- Persons charged with IRA membership = 16
- Persons charged with explosives offences = 3
- Persons charged with Firearms offences = 4
- Persons charged with assisting an unlawful organisation = 2
- Persons charged with directing the activities of an unlawful organisation = 1
- Explosives finds made during 2015 = 29 Improvised Explosive Devices (IEDs) or part thereof.
- Firearms finds made during 2015 = 14 firearms including assault rifles, AK47s, shotguns and handguns.
- Ammunitions seized during 2015 = 415 rounds ranging from shotgun cartridges to 7.62x39mm ammunitions for AK47s.

Community

Garda Community Relations Bureau

The Garda Community Relations Bureau Events Team held information stands at various national events during 2015 including Bloom in the Park, the National Ploughing Championships and Electric Picnic.

These events were used to provide key crime prevention advice in areas such as burglaries, theft of farm machinery, and personal safety.

Cycle against Suicide Student Leader's Congress.



Garda Community Relations Bureau and Garda College staff hosted an information stand at the Student Leader's Congress at the RDS, Ballsbridge on January 14th last. The aim of the Student Leader's Congress is to promote positive mental health, help-seeking behaviour in young people, and the Cycle Against Suicide message that 'It's ok not to feel ok, and it's absolutely ok to ask for help'.

The Congress brings together young adults and teachers from all over the island of Ireland in an inspiring and energetic forum comprising celebrity speakers, live entertainment, discussion and much more.

Garda National Metal Theft Forum

In line with the Garda *'Metal Theft Crime Prevention & Reduction Plan'*, the Garda Community Relations Bureau held the 9th National *'Metal Theft Forum'* meeting with stakeholders on issues surrounding metal theft crime in April 2015.



The aim of the 'Forum' is to encourage stakeholders and An Garda Síochána to share experiences and best practices at a strategic level to work together to tackle metal theft.

Garda Racial Intercultural and Diversity Office

During 2015, The Garda Racial, Intercultural and Diversity Office (GRIDO) ensured the provision of a quality service to the members of minority communities and acted as necessary to meet emerging needs of groups and individuals which is central to An Garda Síochána's anti-discrimination and integration policy by continuing to:-

- Identify local issues and problems and assisting in informing minorities about current Garda strategy through community engagement, consultation and meeting with newly arriving immigrants
- Develop a two-way process in that Garda members become au-fait with customs, protocols and practices of all religious denominations that they are required to police within the community they serve
- Create an environment of trust with minority communities in assisting in cross-working intercultural relations building with An Garda Síochána through national and local initiatives encouraging safe integration through innovatory practices

The GRIDO continued to develop competence, expertise and consultation with people with disabilities and representative organisations in order to provide a

professional response to members of the public who have specific needs, and delivered training modules to front-line Garda members on LGBT diversity strands.



The GRIDO also delivered expert Anti-Radicalisation training to front-line Garda members in the context of Community Policing Preventing Radicalisation (COPPR). It also presented at the European Radicalisation Network Policing Conferences in Europe to senior police management, and government and non-government agencies on Ireland's community policing framework towards the prevention of violent extremism and radicalisation.

In support of Ireland's obligations under the European Framework for National Roma Integration, the GRIDO, in conjunction with Roma representatives, continued to deliver anti-discriminatory awareness seminars to members of Garda management at Regional level.

In 2015, GRIDO held a national training seminar at the Garda College to introduce newly appointed Ethnic Liaison Officers (ELOs) to their new role, while simultaneously briefing existing ELOs with information regarding contemporary migration issues and to cater for policing needs in respect of newly arriving programme refugees from Syria and Iraq.

Garda CrimeCall Office

The CrimeCall office continues to research, develop and produce a professional programme in conjunction with Coco Television and RTE that is viewed by an average 400,000 people each month.

During the year a number of features were broadcast to help educate people on how to protect themselves from certain crimes such as cyber crime and burglary, as well as a regular segment on road safety.



CrimeCall enjoyed many successes in developing new leads in relation to cases of; murder, sexual assaults, aggravated burglary, robbery, serious assaults, theft and missing person cases.

The CCTV & Most Wanted segments of the programme also resulted in identifications, arrests and charges in many of the cases featured.

Garda Síochána Services to Victims of Crime

With the introduction of European legislation for victims of crime on 16th November 2015, there were significant changes made ahead of time to the structure and standard operating procedures within An Garda Síochána. These changes support and enhance the existing Garda services being provided to victims of crime. Victims are now central to An Garda Síochána's aim to provide a respectful, reassuring, responsive and reliable service addressing their needs and expectations.

The establishment of 28 Garda Victim Service Offices (GVSO) around the country

in March 2015 was an important step towards ensuring improvements and an empathetic Garda service was made available to victims who now have a central point in their area to contact. The service makes trained staff available to victims of crime who have questions, or requests for updates in their criminal cases. The GVSO staff are also available to discuss with the victim their individual circumstances and needs, providing assistance and relevant information when necessary.

Collaboration took place with victim support organisations throughout the country to also support victims of crime. Feedback was received from them, other stakeholders and customers, which assisted An Garda Síochána in introducing the GVSOs.

The Garda Victim Liaison Office staff collaborated with the PULSE I.T. development team in An Garda Síochána to develop victim assessment and engagement programmes capable of capturing relevant information. This information is used to assess and facilitate appropriate Garda services to the most vulnerable victims of crime.



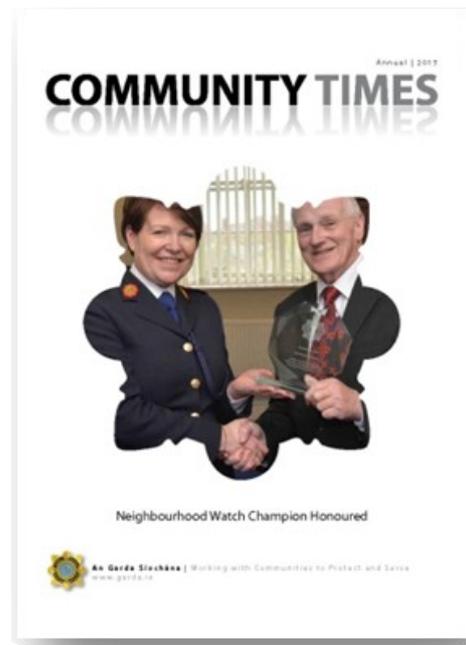
Garda National Crime Victims Fora 19th October 2015

Community Times

E-Newsletter

As part of its service, the Garda Community Relations Bureau published an Annual 2015 edition of the e-newsletter *Community Times*.

The publication provided information on important developments, news and events happening in the area of Community Policing from around the country including examples



of good practice in crime prevention initiatives.

Community Times has been circulated to various community groups and government agencies, and was made available on Garda.ie.

Text Alert

Text Alert is a crime prevention communications initiative between An Garda Síochána and Muintir na Tíre, Neighbourhood Watch and the Irish Farmers Association.

Text Alert enables communities to set up a group to receive alerts from An Garda Síochána advising them of suspicious or criminal activity in their area. As well as ensuring awareness among users of the service, it can also lead to them reporting suspicious activity to Gardaí.

At the end of 2015, there were 722 Text Alert groups with a total of 126,458 individual subscribers. Since its inception in 2013, over five million text messages have been sent over Text Alert.

Gardaí have reported major crime successes and instances when public safety and crime prevention was enhanced as a result of Text Alert.

Garda Youth Diversion Office

The Garda Youth Diversion Office encompasses the Diversion Programme for youth offenders, Garda Youth Diversion Projects, the Garda Schools Programme and the Garda Age Card Office.

Juvenile Liaison Officers Biannual Conference

The Garda Juvenile Liaison Officer Conference took place in Athlone in November. Some 115 JLOs attended the conference along with invited guests from the Irish Youth Justice Service, PSNI, members of the Monitoring Committee and Garda Professional Standards Unit. Members of the review group, set up by the Garda Commissioner to examine and report on the operation of the Diversion Programme, also attended the conference.



L-R: Insp Nuala Finn, Garda Sarah McIntyre, Sgt Ita O'Driscoll, Supt Colette Quinn, Deputy Commissioner John Twomey, Assistant Commissioner Jack Nolan, Sgt Andy Tuite, Garda Greg Freegrove, Sgt Noleen McKenna

This is a training conference with the emphasis on delivering topical and practical information to Juvenile Liaison Officers they can draw upon to support their engagement with young persons, both those who offend and young persons who are at risk of offending.

Conference participants' listened to presentations on: Child Psychology from Dr. Fergus Heffernan; Young people who sexually abuse from Ms. Joan Cherry, NIAP; Mindfulness from Mr. Pdraig O'Morain; Drugs and Alcohol from Dr. Gerry McCarney, HSE, and Cyber Bullying from Ms. Paula O'Connor.

Garda Schools Programme

Sergeant Damian O'Donovan and Garda Greg Freegrove attended at the 'Safer Internet Day' launch on the 1st February 2015 in Dublin Castle where they promoted the Garda Schools Programme 'Connect with Respect' pack, which underpins the commitment of An Garda Síochána to safer internet use. This pack is being delivered by Gardaí across the country as part of the Garda Schools Programme addressing the subject of safe internet use for young people.

Presentations at Garda Information Stands

Staff from the Garda Youth Diversion Office attended at the Garda Stand at the National Ploughing Championships. They delivered presentations on the Diversion Programme, Restorative Justice, and delivered information leaflets to members of the public on the Garda Schools Programme and the Garda Age Card.

Staff from the Garda Youth Diversion Office also attended Garda Stands at Bloom Festival, the Tullamore Show and The Electric Picnic. This provided staff and opportunity to engage with and interact with members of the public and provide information on all aspects of the work of the Garda Youth Diversion Office.

Garda Youth Diversion Projects (GYDPs)

Garda Youth Diversion Projects (GYDPs) provide a service to support the work of a Juvenile Liaison Officer in diverting young people away from crime.

For example, the Kerry Garda Division had six GYDPs located across Tralee and the northern part of the county. This meant that some young people in Kerry did not have access to the service.

A partnership was established between Garda Youth Diversion Office (GYDO), Irish Youth Justice Service (IYJS) and the existing community based organisation, Kerry Diocesan Youth Service (KDYS) who manage the Kerry GYDPs. The objective was to provide a GYDP service throughout the whole county.

The six individual projects were moved to one single co-ordinated project service. The GYDO in Garda Community Relations

Bureau and IYJS are currently exploring using this model of service in both rural and urban areas of the country where it could be used to improve service delivery. This Kerry Garda Youth Justice Divisional Model of service was achieved without employing any additional resources or incurring extra costs. Minister Frances Fitzgerald launched this new model of service in May 2015.

Colouring Competition and Stand-in Cut Out

During the second Supporting Safer Communities Campaign, launched at the National Ploughing Championships in September, the first ever Garda children's colouring competition was held by the National Community Policing Office over the three days.

There were over 200 entries. Each of the winners were notified of their win on the day of the competition. The winning child was given a Garda activity pack, and had their photograph taken at the national stand.



The local Community Garda visited the school of the 1st prize winner and presented the activity packs to each of the winners' classmates. This was an excellent opportunity for the Community Garda to engage with children in the local school.



Supporting Safer Communities Campaign

The Garda Commissioner designated the 28th May to the 3rd June 2015 as a Supporting Safer Communities Campaign week. It was officially launched by the Garda Commissioner Nóirín O'Sullivan at Garda Community Relations Bureau Information Stand at The Bloom in the Park event in the Phoenix Park. The theme for this week was Home Security, and the key message of the week was encouraging the public to take the Home Security Checklist Challenge.

As part of the campaign, the National Community Policing Office designed an infographic for Facebook and print for circulation to the public. The office also developed thumbnails and images for the Garda website.

The Garda Commissioner designated the 22nd September to the 26th September 2015 as the second Supporting Safer Communities Campaign week. This campaign theme focused on burglary, crime prevention and reduction. The key message to the public was to "Do the 'Light' thing; Illuminate to eliminate burglary".



As part of this campaign, the National Community Policing Office designed an infographic for Facebook and print for circulation to the public. The office also developed a thumbnail for use on the Garda website.

Crime Prevention Day of Action



The Garda Commissioner designated the 12th March 2015 as a National Crime Prevention Day of Action. This day involved national and divisional activities across all Garda divisions for one day primarily focussed on 'Personal Safety and Security Advice'. As part of the campaign, the National Community Policing Office designed an infographic for Facebook and print for circulation to the public.

National Bike Week 2015

In support of *National Bike Week*, an initiative of the Department of Transport, Tourism and Sport, the National Community Policing Office designed an infographic to assist the National Crime Prevention Unit to highlight bike related crime and security tips.



Business Watch

The National Community Policing Office updated the Business Watch ebooklet (which the office designed in 2011), logo, and sticker to assist the National Crime Prevention Unit.



School Security

The National Community Policing Office designed two posters for display in schools in relation to keeping school premises secure. This was done to assist the National Crime Prevention Unit.



Bogus Caller Cards

Home Instead Senior Care once again partnered with An Garda Síochána by sponsoring the printing of 300,000 bogus caller cards for issue to the community. This initiative served to support An Garda Síochána's Older People Strategy.

The cards assist in advising older people on how to engage with uninvited callers to their homes. They reduce the need for them to have to engage in conversation with them.

Major Emergency Management

The Garda National Major Emergency Management Office was involved in a number of initiatives and operations throughout 2015:

Irish Coast Guard Service Level Agreement:

A Service Level Agreement was signed by the Commissioner and the Director of the Irish Coast Guard. This Service Level Agreement will ensure that appropriate structures are in place to facilitate the timely exchange of key information between emergency services.

Cross Border Emergency Management Group:

The Major Emergency Management Office are part of the Cross Border Group which is proceeding to develop a 'proof of concept' GIS information sharing system with NUI Maynooth. The Group is working to develop contact and communication information for notification of emergencies that will facilitate real-time information sharing.

Severe Weather:

During the severe weather in December, representatives from Liaison and Protection, Garda Headquarters attended all the daily meetings of the National Coordination Group and coordinated all responses from each Garda region.

An Garda Síochána assisted the other response agencies in the affected local areas. Garda Divisional Officers (or their representatives) participated in meetings of local crisis management teams with local authorities and other principal response agencies. Road closures, traffic diversions and traffic management plans were put in place in consultation with local authorities for main roads affected. In addition, An Garda Síochána continued to maintain a visible

presence in affected areas. Garda 4X4 vehicles were deployed to some affected areas in order to facilitate responses where required.

An Garda Síochána accompanied local authorities, Civil Defence and Defence Forces when evacuation warning notices and requests were being distributed to affected dwellings in order to assist and advice.

Text Alert was used to advise residents as to local road conditions - this was found to be of particular use in rural areas.

Traffic

While 2015 saw a very welcome reduction in the number of road fatalities, tragically 166 people lost their lives on Irish roads. This was 27 fatalities less than in 2014 and the second lowest yearly figure since records began. However, as encouraging as this reduction is, it is still 166 people too many.

A breakdown of the 166 fatalities reveals the following:-

- 76 drivers
- 32 pedestrians
- 27 passengers
- 22 motorcyclists
- 9 pedal cyclists.

Of the 103 driver or passenger fatalities, 39 were between the ages of 16 and 30.

Approximately 33% of all driver or passenger fatalities were found not wearing a safety belt at the time of the collision. This high risk category remains a key target in terms of road safety.

Pedestrians, the second highest in fatalities at 20%, continue to remain a high risk road user category.

Motorcyclists, although only accounting for approximately 1.5% of the national vehicle fleet, similarly remain a high risk road user category, representing 16% of road fatalities in 2015.

| Recorded Incidents* | 2015 | Change from 2014 |
|---------------------------------------|---------|------------------|
| Fatalities | 166 | -27 |
| Fatal collisions | 158 | -22 |
| Serious Injuries | 365 | -111 |
| Serious Injury collisions | 333 | -36 |
| Driving while intoxicated incidents | 7,529 | -256 |
| MAT Checkpoints | 75,756 | -1,122 |
| Total breath tests at MAT checkpoints | 327,450 | -70,063 |
| Road Transport incidents | 3,606 | -1,002 |
| Dangerous Driving | 3,871 | -450 |
| Section 41 Detention of Vehicles | 22,094 | +1,773 |
| Fixed Charge Notices | | |
| Speeding | 217,888 | -8,843 |
| Seatbelts | 10,831 | -1,909 |
| Mobile Phones | 28,771 | -3,663 |

*. Figures are provisional, operational and subject to change

National “Slow Down” Days – March and August

The objectives of the operation were to raise awareness of the dangers of inappropriate and excessive speed in order to save lives and reduce injuries on our roads.

The initiatives were widely reported in the media in advance of the operations and as part of the media strategy, the Garda Press and Public Relations Office released statistics in relation to the number of vehicles that passed the safety cameras and the number of speed detections throughout the day.



Public and private sector fleet operators also participated by circulating key messages to employees to “slow down” whether driving for business or private purposes. State and semi-state departments, the RSA, NTA, transport providers and local authorities were also involved.

In addition to highly visible speed checkpoints on national primary and secondary roads, Safety Camera vans were fully deployed and noticed a decrease in speed and greater speed compliance on both days.

All emergency service drivers when not responding to emergency calls were requested to lead by example i.e. to reduce their speed and to drive at speeds appropriate to the prevailing conditions.

Operation Trivium

Operation Trivium V was an intelligence led, multi-agency roads policing operation conducted in a number of EU Member States in November.

The operation was conducted nationally on the 23rd and 24th of November 2015 with the

objective of identifying and strategically targeting organised crime gangs, particularly those from the target countries of Romania, Lithuania and Poland, using the road network for criminal activities. Social media was widely used with regular updates provided on the Garda Twitter feed and Facebook page for the duration of the operation.



Operation Trivium V was coordinated from DMR headquarters, Harcourt Square

Over the two day operation, 107 vehicles were seized under Section 41(1) of the Road Traffic Act 1994 as amended, drugs were seized, stolen property was recovered and 37 people were arrested for various offences such as:

- Driving without a Driving Licence (Disqualified Drivers),
- Driving under the Influence,
- Handling Stolen Property,
- Possession of Drugs,
- Offences under the Firearms and Offensive Weapons Act and on foot of outstanding warrants, both domestic and foreign.

Equipment

ANPR (Automatic Number Plate Recognition) continues to be an extremely effective tool in terms of roads policing and has resulted in several significant detections including recovering stolen vehicles, stolen property and drug seizures. There are 100 ANPR units currently in operation nationally.

ANPR operates through 3G technology enabling live uploads and downloads of data and alert/warning information. In addition, vehicle warnings and suspect and stolen

vehicle details are exchanged between An Garda Síochána and the PSNI every fifteen minutes.



There has been a substantial upgrading of the Garda fleet and the Traffic Corps currently has approximately 270 vehicles dedicated to roads policing.

Legislation Changes

2015 saw significant changes in legislation relating to disqualified drivers and cyclists.

Disqualified Drivers

On the 22nd June 2015, Gardaí were given new powers to arrest disqualified drivers on the spot if found driving any vehicle in a public place. Prior to this, it was not possible to arrest a disqualified driver at the time of interception; instead the driver was brought before the Courts at a later date by way of summons or charge. This new power enables Gardaí to immediately arrest these high risk offenders, convey them to the nearest Garda station, charge them with the specific offence of driving whilst disqualified and bring them to the earliest available court sitting. A maximum penalty of €5000 and / or 6 months imprisonment applies to any person found driving whilst disqualified.

Fixed Charge Penalties

On the 31st July 2015, Fixed Charge

Penalties were introduced to cover seven cycling offences such as no front or rear lamp, proceeding past a red traffic light and cycling in a pedestrianised area. In advance of the introduction of these offences An Garda Síochána carried out educational awareness initiatives to alert cyclists of the changes.



Driving for Work

Approximately 30% of fatal collisions involve people who “drive for work”. In addition to targeted checkpoints conducted in conjunction with the Health and Safety Authority, a series of seminars took place around the country hosted by An Garda Síochána, the RSA and the HSA to raise employer awareness of this issue.

Public Awareness and Education

An Garda Síochána continued to work with national and local partners to highlight key road safety messages and change driver behaviour.

An Garda Síochána made increasing use of social media, such as Facebook and Twitter, to highlight educational and enforcement activity. The Garda Traffic Twitter account now has the largest following in the public sector.

Information on road safety and traffic related issues can be found on the Garda website www.garda.ie.

A joint RSA/An Garda Síochána weekly radio advert highlights the previous week's fatality count, penalty points issued, and number of drink driving arrests.

The "Traffic Watch" feature on CrimeCall continues to raise awareness of road safety and advocate good road user behaviour by all.

Managing Our Resources

Modernisation and Renewal Programme

Policing and Security with TRUST is An Garda Síochána's new five-year Modernisation and Renewal Programme - the largest in the history of the organisation.

Government support for An Garda Síochána's TRUST Programme resulted in a significant funding award of nearly €270 million in 2015 to facilitate and support its implementation.

The Modernisation and Renewal Programme will professionalise, modernise and renew An Garda Síochána over the next five years to ensure we can meet present and future challenges.

The Modernisation and Renewal Programme

TRUST is the central theme of An Garda Síochána's Modernisation and Renewal Programme. An Garda Síochána wants to continue to build the trust of the communities we serve, while also strengthening the trust of our own people.

TRUST stands for:

- **Taking care of our communities;** we will renew our focus on the communities we serve, increasing Garda visibility, working with communities in new ways to improve their safety, and communicating better with the public. We will also work closely with national and international partners to protect communities.
- **Renewing our culture;** we will renew the values and culture of the organisation, learning from our mistakes and building on our strengths. A culture of openness, transparency and accountability at all levels will enhance trust and confidence in An Garda Síochána.
- **Unified Governance & Leadership;** we

will provide more visible leadership to our people, and empower effective decision making and accountability at the right levels. A revised organisation structure will see decision making devolved throughout the organisation and clear roles and responsibilities outlined for all our people.

- **Supporting our people;** we will support our people by giving them the tools, resources, knowledge and skills required to perform their increasingly challenging roles. The health, wellness and safety of our people will be a major priority.
- **Technology;** we will have technology fit for a modern police and security service, equipping members with the tools, data and information they need to serve their communities when and where they need it. We will also enable citizens to engage with us in new ways.

Early Initiatives

An initial list of approximately fifty initiatives has been developed for inclusion in An Garda Síochána's modernisation programme. A process of prioritisation is currently underway to allocate these initiatives to the different phases of the overall programme, mindful of the requirements for flexibility and adaptability, where appropriate.

Even though the TRUST programme is still in its infancy, a number of projects have already been implemented - including:

- The creation of Garda Victim Service Offices in every division in the country.
- The establishment of a Freedom of Information Office for the organisation.
- The roll-out of an interim Property and Exhibits Management System for the organisation. This interim system will be replaced in 2017 by a new organisation-wide end-to-end Property and Exhibits Management IT solution.

In addition to those already implemented, a number of other initiatives were at an advanced stage of planning during 2015, including:

- An Investigations Management System, which will support the comprehensive management of all activities to be completed as part of an investigation and maintain a full history of the actions/events, including the gathering of information and intelligence, decisions made and actions undertaken.
- An Enterprise Content Management System, which will provide a new centralised system for electronic storage of files, including documentary evidence collected or created during the course of investigations.
- A revised Crime Prevention Strategy to ensure crime prevention becomes our number one policing priority and there is a consistent crime prevention ethos across the organisation .
- A Control Room Strategy will set out the future operating model for An Garda Síochána's Control Rooms. The implementation of this strategy will improve the response to emergency and non-emergency calls for service and introduce systems to better assess vulnerability at first contact. It will also fully integrate command and control of resources throughout the organisation.

Strategic Transformation Office

It was recognised from an early stage that a modernisation and renewal programme of this scale would require a dedicated central hub of skilled resources in order to coordinate, manage and deliver the significant programme. As a result, in early 2015, a Strategic Transformation Office (STO) was established, led by a Chief Superintendent, who reports directly to the Garda Executive.

The STO ensures that a professional approach is applied to the management of the overall programme, and individual initiatives within the programme to ensure that successful implementation is achieved.

To support the work of the STO a network of

Risk, Compliance and Continuous Improvement Officers were appointed in 2015. Known as the Spine Network., it comprises Superintendents and Detective Superintendents attached to every region in An Garda Síochána.

Supported by the STO, the core role of Spine Superintendents is:

- to assess and evaluate business readiness in regions in advance of initiative implementation;
- to ensure that initiatives are embedded in the regions;
- to ensure that they are delivered consistently;
- that specific benefits are realised and that risks and issue are highlighted and addressed.

Since December 2015 Spine Superintendents have been providing briefings at District meetings throughout their regions, promoting interest, buy-in and support for the programme. At these meetings, Spine Superintendents also captured valuable feedback, which will be factored into future communications plans.

Garda Vetting Unit

In 2015, the average processing time for Garda Vetting Applications was four weeks for 80% of valid applications received.

| Vetting Applications | Processed |
|----------------------|-----------|
| JANUARY | 20,731 |
| FEBRUARY | 22,564 |
| MARCH | 22,890 |
| APRIL | 24,702 |
| MAY | 27,119 |
| JUNE | 28,659 |
| JULY | 25,783 |
| AUGUST | 20,116 |
| SEPTEMBER | 27,808 |
| OCTOBER | 30,840 |
| NOVEMBER | 37,723 |
| DECEMBER | 27,971 |
| Total for 2015 | 318,905 |

E-vetting

The 2012 National Vetting Bureau Act provides for the electronic transfer of data.

To facilitate this, an eVetting system was developed that will enable registered organisations to electronically submit, check and securely retrieve vetting disclosures, and also enable people who are being vetted to complete, submit and check the status of their personal vetting request.

The eVetting system will not only make the process easier for registered organisations and the public, but will also increase efficiencies in the vetting process.

The Garda IT Division has completed and deployed the eVetting system.

It is expected that the National Vetting Bureau Act 2012 will be commenced in 2016. Once this occurs the system will become operational.

Enda Kenny to the Garda College in July. He was brought on a tour of the Garda College facility and given demonstrations of several training interventions.



BA in Applied Policing – Ongoing Training of New Garda Trainees

The Garda College continued in the provision of training for new Garda Trainees in the B.A. in Applied Policing as accredited by the University of Limerick with training for the following intakes taking place-

| Intake | No. of Trainees per Intake | No. Attested in this intake | Phase |
|--------------|----------------------------|-----------------------------|-------|
| 141 | 100 | 99 | II |
| 142 | 100 | 97 | II |
| 151 | 100 | 100 | II |
| 152 | 100 | 0 | I |
| 153 | 75 | 0 | I |
| 154 | 75 | 0 | I |
| Total | 550 | 296 | |

An Garda Síochána College



The Garda College in 2015 continued to support An Garda Síochána in the provision of **16,853** training interventions.

For example, firearms training and competency based driver training continued. Crime training programmes such as Detective Garda and Detective Sergeants, Serious Incident Canvass Co-ordinators, Tiger Kidnapping Training and C.R.I. Alert Training were also conducted during 2015.

During 2015 Chief Superintendent McMahon was delighted to welcome An Taoiseach, Mr.

The total number of Trainee Gardaí in training since September 2014 is 546.



Garda Reserve Graduation

On the 23rd July 2015 sixteen Garda Reserves graduated at a Graduation Ceremony at the Garda College.

Garda College Interaction with Third Level Universities

A new BSc in Police Leadership & Governance in conjunction with University College Dublin for 57 Garda Members commenced in September 2015 with a number of additional places being taken up by external investigative agencies.



Deputy Commissioner O'Connell is pictured here with Chief Superintendent Anne Marie McMahon and representatives from U.C.D. launching the B.Sc in Police Leadership.

The Garda College and Dublin City University collaborated in the provision of three places on each of the following programmes during 2015 for Garda members -

- Executive MBA Degree
- Executive MSc in Education and Training Management (e-learning)
- MA in Ethics (Corporate Responsibility)

The Garda College and the University of Limerick collaborated in the provision of three places on each of the following programmes following programmes during 2015 for Garda members -

- Executive MBA Degree
- MA LLM in Human Rights and Criminal Justice

During 2015 ninety four civilian and uniformed members of An Garda Síochána

were supported to undergo academic programmes for the academic year 2015/2016.

Level 9 Postgraduate Diploma in Serious Crime Investigation – U.L.

The Garda College in conjunction with the University of Limerick Law School received approval by University of Limerick Academic Programme Review Committee (APRC) to accredit a Level 9 Postgraduate Diploma in Serious Crime Investigation, which will be offered by the Garda College in Templemore. This 60 credit ECTS programme is designed for Garda Inspectors who perform the role of Senior Investigating Officer (S.I.O) for serious crime. It will be delivered through a blended learning format incorporating on-campus lectures, crime scene and investigative management using the 'Hydra' simulation system, mentoring and support, and a reflective practice portfolio.

Certificate in Civil Service and State Agency Studies – I.P.A.

During 2015 the Garda College collaborated with the Institute of Public Administration in the provision of a Certificate in Civil Service and State Agency Studies. Forty civilian applicants have been supported to undergo this programme.

Garda College Facebook

In 2015 a Facebook page was created for the Garda College. This allows the Garda College to engage with communities, while also promoting and enhancing An Garda Síochána's professional image. The Garda College Facebook page hosted Questions and Answer nights where members of the public asked questions regarding the life of a Trainee Gardaí, the subjects that they studied and what the requirements are for applying to become a member of An Garda Síochána.

Opening of the Garda College Museum

In June 2015, the Garda College hosted a visit by the German Ambassador Mr. Matthias Hopfner, which coincided with the official opening of the new Garda College Museum. The rationale behind the Garda College Museum is to inform and educate visitors about past and present methods of investigate on, detection and prevention of

crime; to provide an opportunity to view police related artefacts and to give an insight into the unique military heritage of the Garda College as Richmond Military Barracks since 1814. The College Museum compliments the Garda Museum and Archives in Dublin Castle, which deals with 200 years of policing history in Ireland.

As part of the opening ceremony Ambassador Hopfner laid a wreath on behalf of the German people to mark the centenary of the departure of over 2,300 German Prisoners of War from Templemore in 1915.



Human Resources and People Development

| Strengths and Allocations as of 31 December 2015 | |
|--|------------------|
| Garda members: | 12,816 |
| Garda Reserves: | 1,124 |
| Civilian Staff: | *2,322 |
| Total | 15946.804 |

*2,322 is the number of civilian staff employed in An Garda Síochána, when work sharing patterns are taken into account this equates to 2,006.804 whole time equivalent staff

| Strength of force broken down by rank as of 31 December 2015 | |
|--|---------------|
| Commissioner | 1 |
| D/Commissioner | 2 |
| A/Commissioner | 5 |
| C/Superintendent | 42 |
| Superintendent | 160 |
| Inspector | 247 |
| Sergeant | 1,835 |
| Garda | 10,524 |
| Total: | 12,816 |

Recognition for service

Scott Medals

In 2015, fifteen Gardaí were nominated for Scott Medals for eleven separate incidents for the year ended 31 December, 2014.

At an awards ceremony on 23rd July, 2015, three Gardaí were awarded Scott Medals for bravery for nominations received during 2013.

Garda Garrett Bolton, Malahide Garda Station was awarded the Bronze Scott Medal for his pursuit of armed robbers on the 16th November, 2012.

Garda Joseph Glackin, Finglas (now Bailieboro) and Garda Gavin Cahill, Finglas (now Gorey) were awarded the Bronze Scott Medal for their involvement in the attempted apprehension of two armed robbers at a petrol station on the 27th October, 2004.

Deeds of Bravery

There was 25 nominations for Deeds of Bravery awards forwarded from the Deeds of Bravery Council for 2015.

At the 2015 award ceremony 2 Gardaí and 22 members of the public received awards.

NAME (S)

AWARD

| | |
|-----------------------|---------------|
| John O Donoghue | Silver & Cert |
| Colin Carter | Silver & Cert |
| Gda Michael Twomey | Silver & Cert |
| James O Reilly RIP | Bronze & Cert |
| Kerri Brosnan | Bronze & Cert |
| Ross Brunton | Bronze & Cert |
| Chris Carr | Bronze & Cert |
| Leon Matthews | Bronze & Cert |
| Eli Brace | Bronze & Cert |
| Joe Cantillon | Bronze & Cert |
| Roisin Halligan | Bronze & Cert |
| James Loughlin | Bronze & Cert |
| Garda Brendan O Toole | Bronze & Cert |
| Jennifer Cunningham | Bronze & Cert |
| Luke Foley | Bronze & Cert |
| Katie McCabe | Bronze & Cert |
| Alastair Jones | Certificate |
| Eamon Friel | Certificate |
| Ben Graham | Certificate |
| David Grant | Certificate |
| Alex May | Certificate |
| Shane Kennedy | Certificate |
| Brian Supple | Certificate |
| Tony Stack | Certificate |

Garda Recruitment

The Garda Trainee Recruitment campaign continued through 2015 with a total of 349 Garda Trainees commencing training in Garda College. Included in this cohort of trainees were 59 serving Garda Reserve members. Following a successful training period, 296 Trainees Graduated during 2015.

A new recruitment campaign was announced on 27th November, 2015. By the closing date on 6th January, 2016 over 16,000 applications were received. There is Government commitment to continue Garda recruitment into 2016 with an estimated 600 students to commence training during the year.

Conciliation & Arbitration

Roster

The current Garda Roster came into operation in April 2012 and was implemented throughout the country. This roster is currently under review as per the Working Time Agreement. The review is examining the possible alterations of shift patterns and may include flexibility in roster design for specialist units.

Review under Haddington Road

Under the terms of the Public Service Stability (Haddington Road) Agreement 2013 -2016, a review of An Garda Síochána is being undertaken.

The following terms of reference apply: “To review and make recommendations on the use by An Garda Síochána of the resources available to it, with the objective of achieving

and maintaining the highest levels of efficiency and effectiveness in its operation and administration”.

The Garda Inspectorate was tasked with the first two parts of the review, namely, the structure, organisation and staffing of An Garda Síochána, and the deployment of members and civilian staff to relevant and appropriate roles. The Garda Inspectorate published its report on these parts of the review in November 2015.

The final two parts of the review, i.e., on the remuneration and conditions of service of members of An Garda Síochána, including an evaluation of annualised hours/shift pay arrangements, and on the structures and mechanism for the future resolution of matters relating to pay, industrial relations and attendance matters, are being undertaken by Mr. Ray Magee, the former Labour Court Deputy Chairman and former Head of Conciliation at the Labour Relations Commission. He is expected to report on these matters in 2016.

Health & Safety

The Health and Safety Management System Manual was published in June 2015. This manual gives an overview of An Garda Síochána’s occupational health and safety management system which is designed to help An Garda Síochána control risks and continually improve health and safety performance.

During 2015 there were 624 recorded Occupational Accidents. This was a drop of 3.1% in occupational injuries reported.



Transfers

There were 840 transfers in 2015. 20 of these transfers were cancelled for various reasons and 15 were deferred.

Competitions

The total number of Competitions opened during 2015 was 158. However, including a number carried over from previous years, the Competitions Office dealt with 241 Competitions during 2015. These include National, Regional, Divisional and District Competitions.

At the end of 2015 promotion competitions were ongoing for ranks of Sergeant, Inspector, Superintendent, Chief Superintendent and Assistant Commissioner.

Overseas Office

During 2015, one Superintendent, three Sergeants and eight Gardaí were on deployment to UNFICYP Cyprus Mission, and one Sergeant and four Gardaí were on deployment to Kosovo.



An Garda Síochána participated in the UN 60 Exhibition in the National Museum, Collins Barracks with a display panel exhibiting An Garda Síochána participation with the United Nations and invited veterans and serving members attended the launch representing all UN Missions. A further UN Exhibition took place in Garda Headquarters on the 19th November 2015, which was open to the public for viewing, with details of all UN missions and photographs kindly donated by members were on display along with UN uniform and kit.

The rank of Superintendent was reinstated in the Irish Garda contingent attached to UNFICYP to enable proper management and accountability of Garda contingent deployed with UNFICYP throughout their tour of duty.

Garda Employee Assistance Service

The Garda Employee Assistance Service is a proactive response by An Garda Síochána to support and assist members in managing and resolving personal and work related difficulties, therefore maintaining their health and wellbeing. It is a confidential professional support referral service available to both serving, former members of An Garda Síochána, their immediate families and to retired members of external police service and their families resident in the State.

In 2015 as part of the enhancement of Garda Employee Assistance Service the Garda Commissioner approved the establishment of an Independent Counselling Service for all Garda Members, Garda Reserve Members and Civilian Members of An Garda Síochána. The Counselling Service is to be delivered all year round on a 24 hour basis. It will include a telephone and referral service which will allow for six (6) face to face counselling sessions for each member. The Service will provide counselling on a wide range of work and personal related issues including, but not limited to, critical incidents, trauma, financial, relationship, addiction, bereavement, stress, conflict, health etc. The Counselling Service is expected to become live during 2016.

Peer Supports are colleagues appropriately trained in helping members following a traumatic incident in the work place. During 2015 the Garda Employee Assistance Service delivered Peer Support training. Currently there are 847 members trained as Peer Supporters within the Organisation.

Critical Incident Stress Management is an interrogated planned policy designed to prevent and/or mitigate any advance psychological reaction that may affect members who are exposed to a critical incident. In 2015, Critical Incident Stress De-Briefings were delivered by the Garda Employee Assistance Service in conjunction with a qualified mental health professional.

The Garda Employee Assistance Service currently has a case load of approximately 1,277 clients. In addition, 82 presentations were delivered to a variety of groups, including promotions course (all ranks), Peer Supporters, Specialised Units, Students, etc. These presentations provided an excellent opportunity to heighten awareness of the

support that is available to all members should they experience any personal/work related difficulties.

Garda Equality Office

The Garda Equality Office, part of the Human Resources and People Development Section, is tasked with promoting workplace equality within An Garda Síochána.

In 2015 the Garda Equality Office began reviews on employment practices with a view to identify specific needs of the designated groups. Work on highlighting barriers to equality and on defining both quantitative and qualitative equality indicators on aspects such as recruitment, retention, and promotion, is ongoing.

In May 2015, An Garda Síochána was awarded the Willing Able and Mentoring (WAM) Leader Award 2015 by the Association for Higher Education Access & Disability (AHEAD) for its contribution through facilitating work placements for graduates with disability.



Members of HR&PD attended the Dublin Pride Parade, an event which was part of the Dublin LGBT Festival that celebrated lesbian, gay, bi-sexual, and trans-gender life in Dublin. In addition, as a member of the Gay and Lesbian Equality Network (GLEN)'s Diversity Champions Programme, An Garda Síochána participated in GLEN's Workplace Equality Index 2015.

Garda Reserve

In June 2015, the Garda Commissioner conferred additional powers and duties on the Garda Reserve in line with Section 15 of the Garda Síochána Act 2005. The new powers include Sections 8, 21, 22, and 24 under the Criminal Justice (Public Order) Act 1994 as amended, as well as Section 41 under the Road Traffic Act 1961 as amended, while the additional duties include the issuing of FCPS Notices and the serving

of Summonses. Garda Reserve members received training in advance of the roll out of these new powers and duties.

Members of the Garda Reserve give their time on a voluntary basis to support the work of An Garda Síochána within the community. These members have undergone training in many of the skills required to be an effective full-time member of An Garda Síochána and have gained experience in operational policing.

In recognition of the significant contributions made by the Garda Reserve members, a new and separate stream was introduced in the latest Garda Trainee recruitment campaign for serving Garda reserve members who, in addition to fulfilling all other eligibility criteria, by 01 December 2015 have (i) completed their probationary period, (ii) performed their roles to a satisfactory standard, and (iii) served a minimum of 150 hours per year for two of the last four claim years.

Positive recruitment measures such as this further demonstrates that An Garda Síochána values highly the significant contributions made by our reserve members in building strong relationships and trust within our community.

Garda Professional Standards Unit (GPSU)

In 2015, the Garda Professional Standards Unit conducted Examinations in three Divisions and a Region of An Garda Síochána with a national remit. The Region was examined in conjunction with the Garda Internal Audit Section. Two Divisions and one specialist section of An Garda Síochána were the subject of a Review. Examinations in four further Divisions, one of which holds a national remit, were commenced.

The Garda Professional Standards Unit has a role in ensuring compliance with the revised FCPS cancellation process and the Data Protection Code of Practice.

Throughout 2015, 392 FCPS cancellation decisions were examined and 36 Districts were examined under the Data Protection Code of Practice, completing the examination of all 96 operational Districts for

a second time.

Chief Superintendent GPSU chaired the Deaths in Custody Working Group with significant input from members of the Unit. Four meetings of the working group were held during 2015 and a pilot of anti-suicide smocks was rolled out at the Bridewell (Cork), Finglas and Tallaght Garda Stations.

The Unit conducted reviews of Garda interviews under the organisation's Investigative Interviewing Policy.

A number of files were referred to the Unit under Case Reviews policy, some of which have been completed or are ongoing.

During Examinations and Reviews, the Unit identifies various organisational issues and provides these to senior management for attention. The Unit has also presented its findings to the Strategic Transformation Office and continues to provide these findings and associated recommendations to Phase II students, promotion courses and detective training courses at the Garda College.

The Garda Professional Standards Unit provided assistance to various external stakeholders during 2015. This included the Central Statistics Office, the Health and Safety Authority and the Garda Síochána Inspectorate. This input was acknowledged in a number of their reports throughout the year.

The Unit will continue to provide internal oversight through its comprehensive examination and review process and the various monitoring roles associated with new and revised Organisational policy.

Internal Affairs activity 2015

Discipline Section: During 2015, a total of 167 members were found in breach of discipline following internal discipline investigations under the Garda Síochána (Discipline) Regulations 2007. These members received a combination of monetary sanctions, cautions, warnings and reprimands. The total monetary penalty imposed on members was €71,934.

These figures do not relate to members of the Garda Reserve and Probationer Gardaí, who are dealt with under the Garda Síochána (Admission and Appointments)

(Amendment) Regulations 2001/2006, or to Student Gardaí.

A total of 27 members were on suspension at the end of the year. Of the 27 members on suspension, 24 were subject to investigations in accordance with the Garda Síochána (Discipline) Regulations 2007 and the three were subject to investigations carried out by the Garda Síochána Ombudsman Commission.

Complaints Section: Since its inception in May 2007, the Garda Síochána Ombudsman Commission (GSOC) has been the sole authority for dealing with complaints made by members of the public in relation to members of An Garda Síochána. GSOC is also responsible for investigating matters referred to it by the Garda Commissioner, in accordance with Section 102, Garda Síochána Act, 2005, as amended, where the conduct of a Garda member may have resulted in death or serious harm to a person.

During 2015 a total of 1,305 files were opened by the Complaints Section of An Garda Síochána. This total includes 51 incidents referred by An Garda Síochána to the GSOC in accordance with Section 102 of the Act. It also includes 591 complaints which were deemed admissible by the Garda Síochána Ombudsman Commission and referred by GSOC to the Garda Commissioner for investigation, in accordance with Section 94, Garda Síochána Act, 2005, as amended.

Section 25 of the Garda Síochána Act, 2005

In 2015, An Garda Síochána implemented one (1) Directive issued by the Minister for Justice and Equality under Section 25 of the Garda Síochána Act, 2005. The Directive was issued by the Minister in respect of the inquest into the killing of ten (10) persons at Kingsmill in January, 2016. The Directive enabled An Garda Síochána to provide information in its possession to the inquest in the absence of any other lawful mechanisms allowing such provision of information.

HR Administration in An Garda Síochána

Family Friendly Initiatives

The following is a breakdown of the statistics for family friendly initiatives in 2014 and 2015.

Parental Leave

Parental Leave is a statutory entitlement allows the parent of a child to take unpaid leave for 18 working weeks for the purposes of caring for his/her child. Parental Leave must be taken before the child reaches 13 years of age (16 years in the case of a child with a disability).

The numbers reflect all approved applications received from Divisional Offices. However, not all applications were taken up and this would have been mainly due to sick leave. It should also be noted that some people can have a number of applications for parental leave in the year.

| Civilian Staff | Applications processed | Applications cancelled | Applications taken up | No. of staff that applied |
|----------------|------------------------|------------------------|-----------------------|---------------------------|
| 2014 | 241 | 29 | 212 | 170 |
| 2015 | 389 | 28 | 361 | 184 |

| Garda Members | Applications processed | Applications cancelled | Applications taken up | No. of Members that applied |
|---------------|------------------------|------------------------|-----------------------|-----------------------------|
| 2014 | 512 | 47 | 465 | 274 |
| 2015 | 570 | 66 | 504 | 343 |

Work Sharing

Work Sharing is designed to facilitate members and civilian staff to balance work with family commitments and personal goals. Garda members can only avail of a 50% work sharing pattern.

| Civilian Staff | Applications Received | Applications to commence | Applications to return | Number W/S at 31 st Dec |
|----------------|-----------------------|--------------------------|------------------------|------------------------------------|
| 2014 | 53 | 22 | 9 | 334 |
| 2015 | 60 | 22 | 10 | 346 |

| Garda Members | Applications Received | Applications to | Applications to return F/T | Number W/S at 31 st Dec |
|---------------|-----------------------|-----------------|----------------------------|------------------------------------|
| 2014 | *20 | 9 | 11 | 86 |
| 2015 | 22 | 14 | 8 | 85 |

Seven members who were work sharing have taken the Incentivised Career Break while one has resigned. One application was processed but subsequently cancelled by the member.

* figure adjusted from incorrect figure of 18 in 2014 Annual Report

Career Breaks

The Career Break scheme provides that members and civilian staff may be granted special leave without pay for a period of not less than 6 months and not more than 5 years. Career breaks may be taken for child rearing purposes, other domestic reasons (e.g. care of a sick relative), educational purposes, self employment and travel abroad.

| Civilian Staff | New applications approved | No. of extensions | Returned/ Resigned/ | No. on C/B at 31 st Dec |
|----------------|---------------------------|-------------------|---------------------|------------------------------------|
| 2014 | 13 | 19 | 20 | 37 |
| 2015 | 13 | 16 | 13 | 37 |

| Garda Members | New applications approved | No. of extensions | Resumed/ Resigned | Transferred to ICB in 2014 | No. on C/B at 31 st Dec |
|---------------|---------------------------|-------------------|-------------------|----------------------------|------------------------------------|
| 2014 | 9 | 6 | 16 | 25 | 12 |
| 2015 | 11 | 3 | 8 | 1 | 14 |

Incentivised Career Break

An Incentivised Career Break for members of An Garda Síochána, under the same conditions as the scheme introduced for civil servants in 2009 was announced on 7th March, 2014. This was under the terms of the Haddington Road Agreement 2013 – 2016. This scheme was introduced as a once-off scheme.

As of 31st December, 2015, there were 185 Garda members on an incentivised career break.

Shorter Working Year Scheme

The Shorter Working Year scheme supersedes the old Term Time scheme.

It allows members and civilian staff to apply for special *unpaid* leave for one or more continuous periods of 2, 4, 6, 8, 10 or 13 weeks at any time during the year. A maximum of 3 periods amounting to 13 weeks in total may be applied for.

| Civilian Staff | Applications Received | Applications refused | Applications Granted | Applications Withdrawn | No. availed of SWY |
|----------------|-----------------------|----------------------|----------------------|------------------------|--------------------|
| 2014 | 284 | 2 | 282 | 20 | 262 |
| 2015 | 319 | 2 | 317 | 24 | 293 |

The Shorter Working Year Scheme for civilian staff for 2016 was announced in September, 2015. The number of applications received is 359.

| Garda Members | Applications processed | No. availed of SWY |
|---------------|------------------------|--------------------|
| 2014 | 102 | 96 |
| 2015 | 100 | 88 |

The Shorter Working Year Scheme 2016 for sworn members was announced in September, 2015. The number of applications received is 144.

Carer's Leave

Carer's Leave is a statutory entitlement that allows for temporary unpaid leave to be taken to enable the person to provide full-time care for a person in need of such care.

| Civilian Staff | Applications | No. availing of Carers Leave at 31 st Dec |
|----------------|--------------|--|
| 2014 | 13 | 5 |
| 2015 | 11 | 7 |

| Garda Members | Applications | No. availing of Carers Leave on 31 st Dec |
|---------------|--------------|--|
| 2014 | 7 | 7 |
| 2015 | 5 | 4 |

Retirements 2015

2015 Civilian Retirements 01/01/15 to 31/12/15 as at 31 December 2015

| | HEO | SO | CO | Service Attendant | **General Operatives | Cleaners | Traffic Warden | Store-man | Total |
|--------------|----------|----------|-----------|-------------------|----------------------|----------|----------------|-----------|-----------|
| Voluntary | 1 | | 11 | 3 | 2 | 1 | 3 | | 21 |
| Compulsory | | 1 | 3 | 2 | 1 | 8 | 1 | | 16 |
| CNER* | 1 | | 5 | | | | | | 6 |
| Ill Health | | | 2 | | | | | 2 | 4 |
| Total | 2 | 1 | 21 | 5 | 3 | 9 | 4 | 2 | 47 |

*CNER – Cost Neutral Early Retirement Scheme

**2 Civilian Drivers included

2015 Garda Retirements 01/01/15 to 31/12/15 as at 31 December 2015

| | Comm | Deputy Comm | Assistant Comm | Chief Super | Super | Inspector | Sergeant | Garda | Total |
|--------------|----------|-------------|----------------|-------------|-----------|-----------|-----------|------------|------------|
| Voluntary | 0 | 0 | 1 | 3 | 8 | 12 | 75 | 123 | 222 |
| Compulsory | 0 | 0 | 0 | 1 | 3 | 1 | 2 | 7 | 14 |
| CNER* | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Total | 0 | 0 | 1 | 4 | 11 | 13 | 78 | 131 | 238 |

*CNER – Cost Neutral Early Retirement Scheme

Garda and Civilian Sickness Absence Section

The new Public Service Sick Leave Regulations as set out in SI 124 of 2014 that came into effect from 31 March 2014 continued to be successfully implemented throughout the year.

In 2015, the Minister for Public Expenditure and Reform made a decision to allow for additional provisions in relation to sick leave taken after pregnancy related sick leave. The new provisions are more beneficial than the arrangements under the current scheme and go beyond the minimum legal requirements as set out in the McKenna ruling. These provisions are now included in the Public Service Management (Sick Leave) (Amendment) Regulations (S.I. No. 384 of 2015) and are effective from 31 March 2014.

The new administrative arrangements as set out by the Department of Public Expenditure & Reform (DPER) are currently under review by DPER and this organisation has been regularly engaged throughout this process.

The tables below show a breakdown and comparison of the number of days lost for both civilian and sworn members of An Garda Síochána during the years 2013, 2014 and 2015. This shows a significant decrease in the number of days lost due to ordinary illness for sworn members since the introduction of the new Regulations.

| Sick Leave Statistics comparing 2013, 2014 and 2015 Sworn Members Only | | | | | | |
|---|--|---|--|---|--------------------------------------|--|
| YEAR | No. days lost due to <u>Ordinary Illness</u> | % change year on year - <u>Ordinary Illness</u> | No. days lost due to <u>Injury On Duty</u> | % change year on year - <u>Injury On Duty</u> | <u>Total number of days recorded</u> | % change year on year - <u>Total number of days recorded</u> |
| 2013 | 198,975 | 2% | 38,249 | 15% | 237,224 | 4% |
| 2014 | 139,937 | -30% | 36,145 | -6% | 176,082 | -26% |
| 2015 | 112,999.5 | -19% | 44,864.5 | 24% | 157,864 | -10% |

The Total No. of Sick Days recorded on SAMS, are the number of calendar days that staff are absent and may include weekends and rest days.

Sick Leave Statistics for 2013 as recorded on SAMS and reported @ 03.02.2014

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

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

| Sick Leave Statistics comparing 2013, 2014 and 2015 Civilian Members Only | | |
|--|--------------------------------|-----------------------|
| YEAR | Total number of days recorded* | % change year on year |
| 2013 | 25,193 | N/A |
| 2014 | 24,741 | -1.8% |
| 2015 | 25,267 | 2.1% |

**The Total No. of days recorded on PeopleSoft (HRMS) shows the actual working days lost. The figures shown are for Garda Civilian Staff excluding part-time cleaners and service attendants. Weekends and adjustments for employees on work-sharing patterns are discounted.*

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

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

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

Financial Directorate Submission

Housing

Kevin Street, Wexford and Galway

The contracts for the new Regional HQ at Galway and the Divisional HQ's at Kevin Street and Wexford were awarded during 2015 with a capital value of approximately €100m. Works commenced on site at differing stages of the year and are progressing in a satisfactory manner. The construction period is 24 months for each facility and they are currently on programme for completion, in sequence, in 2017.

Wicklow

This project involved the renovation of the 'Old' Wicklow Garda Station and providing a link to the current Garda Station, enhancing the operational capacity of Wicklow Garda Station. The project, which commenced in March 2015, was completed at the end of November 2015 at a cost of €1.1m.

Dundrum Garda Station

Refurbishment works at Dundrum Garda station were carried out in two phases and, on completion in November 2015, provided a total refurbishment of the station as well as additional office accommodation and welfare facilities. This development will bring about a significant improvement for Garda members stationed in Dundrum and the community they serve.

Environmental Strategy

The implementation of Garda Síochána Environmental & Energy Strategy 2013 - 2015 across multiple departments within An Garda Síochána led to continued reductions in energy usage, water consumption and waste generation with a consequential positive impact on the environment.

This was achieved through various initiatives in both procurement and supply chain management. By introducing recycling and renewable initiatives across the Garda estate, whilst optimising energy performance, the strategy team delivered considerable savings in a sustainable manner over a prolonged period. The savings accrued are

then re-diverted to support future initiatives which will be of benefit to both the environment and the organisation.

In recognition of the progress in this area An Garda Síochána was nominated as a finalist at the National Procurement and Supply Chain Awards 2015 in the category Procurement & Supply Chain Sustainability Initiative Award.

Procurement

In 2015 Procurement continued to implement actions under its key goals in accordance with its commitments under its Corporate Procurement Plan 2013-2015.

In 2015 a total of:

18 tenders were published by An Garda Síochána

12 tenders were published by the Office of Government Procurement (OGP) in which An Garda Síochána was part of the Sourcing Team;

23 contracts were awarded in 2015 by An Garda Síochána following 2014/15 procurement exercises;

3 contracts were awarded by An Garda Síochána following the establishment of OGP Frameworks.

In addition Garda Procurement processed:

26 request for quotes tenders;

66 contracts extensions/renewals;

A summary of the key tenders completed in 2015 is set out in the table overleaf.

| Performance Indicator - Cost Savings through aggregate purchasing | |
|--|---|
| Medical Services | The tender completed in 2015 established a multi supplier framework agreement of qualified doctors who will attend detainees on request in the DMR on a 24/7 basis. The DMR accounts for over 65% of the expenditure on medical services. The new contracts are due to commence from 1 February 2016 with the remaining Regions to be advertised in 2016. |
| Cleaning | As an interim arrangement pending the introduction of Office of Government Procurement contracts in 2016, a series of short term contracts were put in place covering those Divisions requiring cleaning services. |
| Waste Management | Contracts were awarded for the DMR, Kildare, Louth, Meath and Wicklow, following a mini competition under the OGP Waste Management Framework. These contracts are due to commence from 1 February 2016. It is expected that the OGP will advertise the balance of the Garda sites in the first half of 2016. |
| Towing Management | Contracts are in operation in 24 Divisions including new contracts established in 2015 for Cork North, DMR South Central, Louth, Mayo and Roscommon Longford. The OGP plan to advertise the balance of the Divisions (including Divisions due to be re-advertised) over 2016. |
| National Age Card | New contract awarded in 2015 following the completion by OGP of a procurement exercise. |
| Natural Gas | New contract awarded in 2015 following the completion by OGP of a procurement exercise. |
| Electricity | New contract awarded in 2015 following the completion by OGP of a procurement exercise. |

Office of Government Procurement

As the lead procurement agency for the State Bodies including An Garda Síochána, the OGP is responsible for sourcing and tendering for specific categories of expenditure. Garda Procurement submits a detailed list of contracts to OGP management annually for inclusion in the OGP Service plan for the following year.

Transport

In conjunction with Garda Procurement and the OGP, new contracts were established for police specification cars, vans, motorcycles and high powered vehicles. In addition contracts were extended for tyres, towing and body work repairs.

Garda Fleet by type allocated in 2015

| CARS | VANS | MOTORCYCLES | 4X4'S | OTHER | Total |
|------|------|-------------|-------|-------|------------|
| 425 | 49 | 1 | 2 | 15 | 492 |

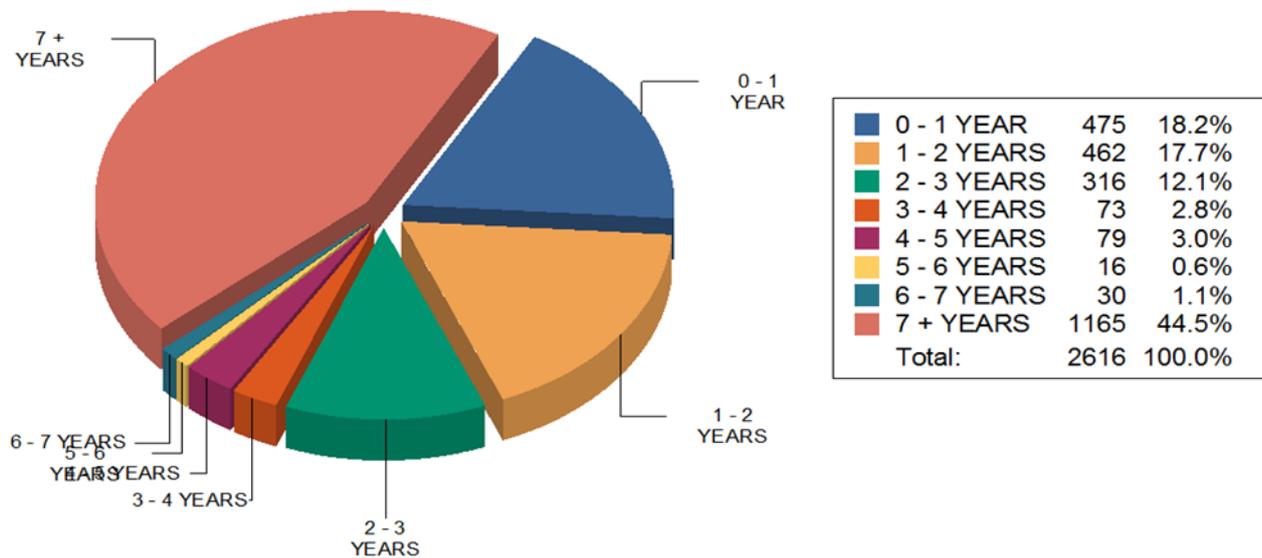
Garda Fleet by type decommissioned in 2015

| CARS | VANS | MOTORCYCLES | 4X4'S | OTHER | Total |
|------|------|-------------|-------|-------|------------|
| 274 | 44 | 41 | 11 | 14 | 384 |

Garda Fleet by type in 2015 (31 Dec 2015)

| Cars | Vans | Motorcycles | 4 x 4's | Other | TOTAL |
|-------|------|-------------|---------|-------|--------------|
| 1,944 | 404 | 94 | 87 | 87 | 2,616 |

Garda Fleet Age Profile as on 31/12/15



Freedom of Information Office

An Garda Síochána became subject to the Freedom of Information Act 2014 in October 2015 as a partially included agency. This allows for administrative records relating to the areas of Human Resources, Finance and Procurement to be considered for release upon receiving a request. Other certain areas of Garda activity are exempt from release under the Act.

To facilitate the requests made under the Act a new Freedom of Information Office was established and a Superintendent was appointed as the Freedom of Information Officer. All requests for information under the Act are processed through this office. The office staff also provide assistance and advice to members of the public who are submitting a request for records held by An Garda Síochána.

In addition to the office, staff training was provided to Garda members in all Garda Divisions regarding the new legislation throughout 2015.

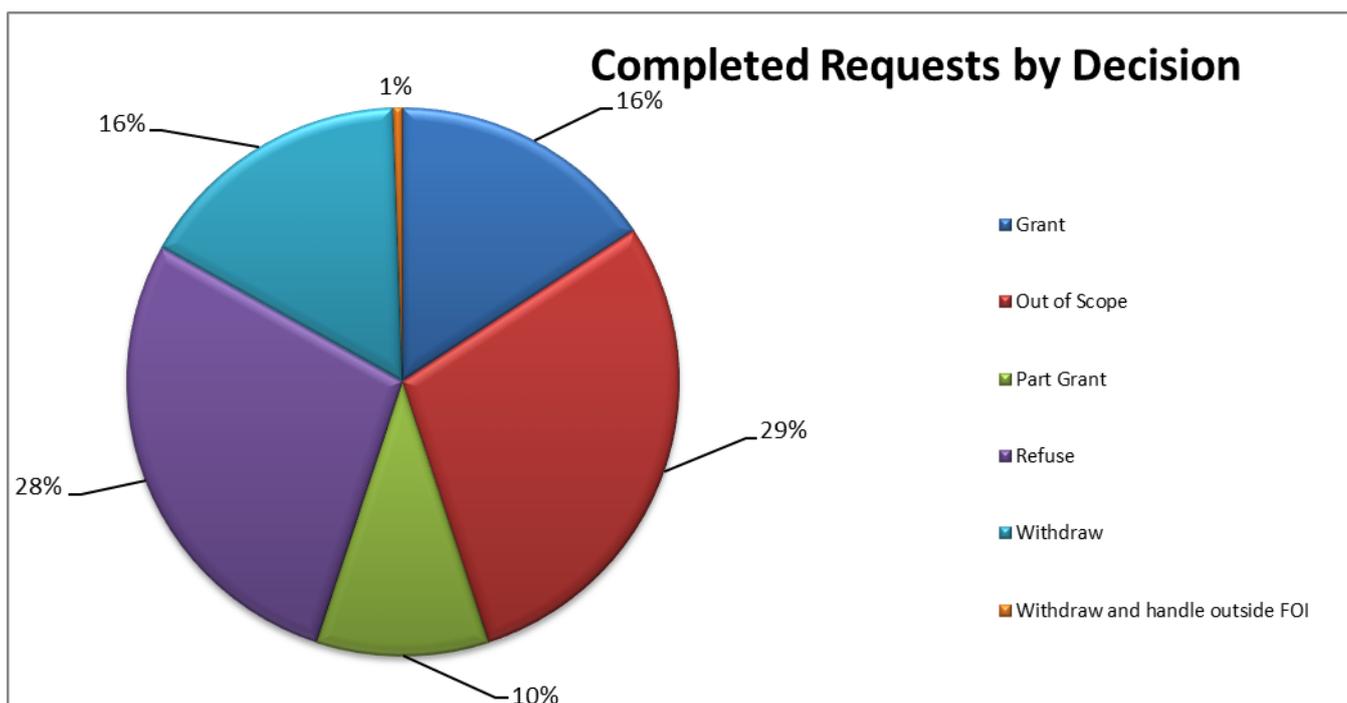
A large amount of information relating to Human Resources, Finance and Procurement has also been made available on the Garda website under our Publication Scheme. This information will be updated on a regular basis.

Total Number of Request Received;

Between the 14th October and 31st December 2015 the office received 186 requests under the Act.

The vast majority of these requests – 104 - were submitted by journalists. In the same period, decisions were made on 178 requests with the remaining eight requests to be completed in early 2016.

The chart below shows the type of decisions made by percentage for the 178 requests decided upon in 2015.



Garda Internal Audit

The mission of the Garda Internal Audit Section (GIAS) is to have in place best practice internal financial control including internal audit and risk management strategies in support of the objectives of An Garda Síochána as an organisation and of the Commissioner as Accounting Officer.

The Head of Internal Audit reports to the Deputy Commissioner Strategy and Change Management and to the Audit Committee.

Internal Audit advises the Garda Commissioner in her role as Accounting Officer for the Garda voted expenditure and income. In particular, Internal Audit advises in regard to financial controls and the signing by the Commissioner of the annual Statement of Internal Financial Control with the Appropriation Account.

Strategic Transformation Agenda

During 2015, Garda Internal Audit worked closely with the Strategic Transformation Office to identify risks with the potential to undermine the effectiveness of An Garda Síochána. In this way GIAS are central to the continuous improvement across the organisation.

Work Completed

Seventeen audit reports were completed in 2015. These included:

- Eight audits of Garda Divisions/ Districts/ Specialist Units.
- Seven Review Audit Reports which focused on the implementation of recommendation from previous audits.
- One Joint Audit in conjunction with the Internal Audit Unit of the Department of Justice.
- One report to the Garda Commissioner in relation to financial control.

Risk Reduction

Internal Audit Reports have identified and reported on risks to the financial management and reputation of An Garda Síochána. The reports classify the recommendations made, as priorities 1 to 3.

Priority One recommendations are those where both the impact of the control

weaknesses on the operations of the organisation as a whole or on Divisions/Units within the organisation and the likelihood of occurrence is considered to be high. Priority One issues require immediate attention by management. Outstanding recommendations are reported to the Audit Committee at each meeting. Review Audits are conducted within six months to one year after the original audit report has been concluded. In this way risks are identified, recommendations for improvement made and a review conducted in order to provide assurance that these risks are being managed appropriately.

Anti-Fraud Policy

During 2015, eleven cases of suspected fraud were reported to the Head of Internal Audit under the updated Anti-Fraud Policy. This represents a decrease from twenty six cases reported during 2014. These cases were investigated by appointed investigating officers in line with the policy. Garda Internal Audit has noted these cases and will test for similar incidences in future audit assignments. The cases are reviewed with Internal Affairs Section and the HRM Directorate to determine the outcome of the investigations in each case.

Collaboration with Garda Professional Standards Unit

It is recognised that there is a crossover of responsibilities and roles between Garda Internal Audit Section and the Garda Professional Standards Unit (GPSU).

Both units are involved in audit and examination of the systems and processes in An Garda Síochána with GIAS providing an objective assurance and consulting activity designed to add value and improve the organisations operations.

GIAS, as part of the overall governance and control environment within An Garda Síochána, provides reasonable audit assurance that significant risks are identified, managed and controlled effectively throughout the organisation. GPSU examines and reviews operational, administrative and management performance.

GIAS and GPSU make recommendations and propose measures to enhance controls and improve performance. Both units have

developed competences in certain areas of audit and examination. In some complex audits the skill set of both units is required working collaboratively. During 2015 one joint audit was undertaken between GPSU and GIAS and is still on-going. This collaboration will continue in 2016.

IT Operations

Examples of projects completed in 2015 include:

British Irish Visa Scheme

In 2014 An Garda Síochána worked with the Irish Naturalisation and Immigration Service (INIS) and the UK Home Office in the delivery of the British Irish Visa Scheme. This Common Travel Area (CTA) visa arrangement will allow short term visitors to UK and Ireland to travel freely between the two states, where previously separate visas for each state would have been required.

The key requirements for the introduction of this scheme were:

- Electronic collection of fingerprint data for all Irish visa applicants.
- Sharing of biometric and biographical visa data with the UK immigration authorities.
- The introduction of these new visa arrangements is expected to deliver a number of significant benefits from a business, tourism and immigration point of view, including:
 - Greater ease of movement between Ireland and the United Kingdom for short term visitors
 - Positive impact on tourism and business sectors as Ireland's attractiveness as an international destination will be enhanced
 - Creates an effective deterrent against fraudulent visa applications and enforces the prevention of visa shopping through the ability to lock identities of visa applicants and prevent multiple application under different identities
 - Increased security of the external border of the Common Travel Area

between Ireland and the UK.

The British Irish Visa Scheme has been successfully rolled-out to three countries in 2014 and 2015, with over 25,000 transactions processed to date. A phased roll out to all remaining countries is under review.

Windows 7 Deployment

During 2015 the Exchange 2010 project was completed, which was critical to An Garda Síochána to address the risks associated with the end of life of Exchange 2003. The project included the provision of new Exchange infrastructure to a fully supported high availability solution with all mailboxes being increased in size to at least 1GB.

Exchange 2010 has been the primary email system since June 2015 with over 18,000 personal and section mailboxes migrated with minimal disruption to the organisation. There were also over 40 internal IT Service applications integrated to send email updated to reference Exchange 2010.

Eurodac Recast Regulations

Eurodac is primarily a biometric database operated by the European Commission for comparing fingerprints. The system helps EU member states to identify whether an asylum applicant has previously claimed asylum in another EU country or whether an asylum applicant has been previously apprehended when entering EU territory unlawfully.

During 2015 An Garda Síochána worked with the Office of the Refugee Applications Commission (ORAC) to successfully deliver an emergency Eurodac solution to comply with Ireland's obligations under the Recast Regulations.

Regional Report

Please find below a sample of the many community-related activities undertaken by local Gardaí.

Age Friendly Cafe Raheny.

The Age Friendly Ireland initiatives main aim is to make Ireland a great and safer place to grow old in. It is a national initiative which is split into 25 age friendly counties and 8 age friendly towns of which Raheny is one. An Garda Síochána is a steering committee member of Age Friendly Raheny.



As part of Age Friendly Raheny the organising committee, of which An Garda Síochána is a member, have set up an age friendly community cafe. The Age Friendly community cafe caters for the elderly in the community and specifically targets people who are living alone, have no support and elderly who have been the victims of crime and gives them a meeting place with like-minded people.

Safer Ballymun

Safer Ballymun is an action based problem solving partnership between An Garda Síochána, Dublin City Council and the local community focussed on making Ballymun a safer, cleaner, greener place in which to live, work and visit. Safer Ballymun meets in public meetings every six weeks where representatives from the local agencies meet with local residents to discuss issues of concern.

The aim of Safer Ballymun is to ensure a high quality, safe living environment for the citizens of Ballymun by building trust and co



operation between all the parties, reducing the level of crime, substance misuse and anti social behaviour in the area and encouraging residents to become active in their community.

Garda Text Alert Scheme

The Garda Text Alert scheme was extended within the Santry Sub District supporting in excess of 20 such programmes which were used to great effect with 'Operation Crossover' throughout the year. The Bi-Monthly Neighbourhood Watch / Residents Association meetings included discussion on local issues and the Divisional Crime Prevention Sergeant delivered Crime Prevention talks on several occasions. There are approximately 2,250 people signed to the Garda Text Alert System in the Santry Sub District.

Bicycle Anti Theft Campaign



Community Police Santry also facilitated a 'bicycle anti theft' campaign in conjunction with Dublin City University which involved

using end of life bicycles sprayed blue highlighting bicycle security. This involved advice on appropriate and best practice when securing your unattended bicycle. This initiative was launched in September by Supt Finbarr Murphy Ballymun. Preliminary crime figures show that there is a 40% reduction in bicycle thefts from the DCU complex from September 2015 – December 2015 on the similar period in 2014.

Pearse Street Station—100 Years

2015 was a historic year for the DMR South Central as the divisional headquarter station at 1 Pearse Street celebrated its centenary in December. The station party gathered for a photograph and a book was launched as part of the commemorations. Although no definitive date of the opening was identified, the Freemans Journal cites 18/12/1915 as the date that the old police station at 5A College Street was vacated.



National Irish Water Safety Awards

Five Gardaí from Pearse Street were among forty-two rescuers who received recognition at Irish Water Safety's National Annual Awards Ceremony at Dublin Castle on



Tuesday 17th November, 2015. Three lives were saved from drowning from dramatic incidents through the brave actions of these Gardaí.

Schools Beep Beep Day

Gardaí from Kevin Street and Kilmainham are in regular contact with schools in the area. This was done as part of the Schools Beep Beep Day promoting road safety to school children.



Visit of Syrian resettlement Group to Thurles Garda Station

The aim of the visit was to provide an opportunity for engagement and offer support to the families relocated but in particular to provide information on An Garda Síochána and policing in Ireland. Those who attended were provided with a visit to the station and the children were given gift bags, which included the Garda coloring book and sweets.

The Syrian group was very appreciative to Gardaí of having the opportunity to meet with the Gardaí in an informal setting.



Photo: Sgt Declan Boland, Gda Damien Cleere & Gda Regina McCarthy welcoming the Syrian Community to Thurles Garda Station.

A number of presentations were given to those in attendance and leaflets on crime prevention advice were provided in French and Arabic.

After the visit, Sally Daly Resettlement Liaison Officer from the North Tipperary leader program, thanked the Gardaí for the opportunity for this engagement and complimented the work of Community Gardaí in Thurles in their continued assistance and support of the resettlement program for these families.

Visit of Somaliland Police Delegation to Thurles Garda Station

The European Union is currently engaged in the Horn of Africa in a capacity building mission for rule of law. An Garda Síochána was selected as a world leader in best international practice in policing that could provide the Somaliland Police with an insight into policing, in particular community policing, maritime crime, the area of women in policing and human rights compliance.



Sgt Tom O'Dwyer, CPO, C/Supt Kehoe & Gda Chris Verling with the delegation from Somaliland

On the Wednesday 13th May 2015, Chief Superintendent Kehoe and Gardaí from Thurles welcomed the delegation from the Somaliland Police to Thurles Garda Station.

Somaliland lies in north-western Somalia, on the southern coast of the Gulf of Aden is bordered by the autonomous Puntland region of Somalia to the east, Djibouti to the northwest, and Ethiopia to the south and west. Its territory has an approximate area of 137,600 square kilometers (53,100 sq mi), with approximately 3.5 million residents.

The delegation who also attended the Garda

College, Templemore during their six day visit to Ireland, attended at Thurles Garda Station to discuss policing in rural areas and in particular community policing and text alert.

As part of their visit they met with Chief Superintendent Kehoe, who discussed with them policing in the Tipperary Division and provided information on policing, community policing, text alert and the Divisional initiative 'Know Your Patch'. They also received a presentation from Sergeant Thomas O'Dwyer, Divisional Crime Prevention Officer and Garda Christopher Verling, a Community Policing Garda attached to Thurles.

Launch of Roscrea Business Watch

On the 16th October 2015 Chief Superintendent Kehoe and Superintendent Noonan officially launched Roscrea, Business Watch, at the Racket Hall, Roscrea.

The event which was organised by Garda Michelle Murphy and Gardaí from Roscrea was attended by over 25 national and local companies. These companies provided information on a wide range of products, from premises security, cash security, to item security (insurance of tools, marking machinery etc) and victim support.



Photo: C/Supt Kehoe, Supt Noonan, Insp O Henry & Gardaí from Roscrea with members from Chamber Commerce.

Chief Superintendent Kehoe in her address outlined the importance of Business Watch, advising that such initiatives provides a framework within which the business community can join together with An Garda Síochána in working together in reducing and preventing crime.

Operation Storm, Kilkenny/Carlow

This operation was in large part driven by burglary, theft, crime patterns and intelligence gathering for Kilkenny/Carlow Division.



The objective was to disrupt criminals resident within and travelling through Kilkenny/Carlow Division, and reinforce feelings of safety within the community. Criminals were deterred from committing crime in an area perceived as being heavily policed. The key ingredients of Operation Storm were visibility, disruption, crime reduction and prevention, intelligence gathering and community engagement

Thirty six searches were conducted, 32 arrests were made, 92 warrants were executed, and 263 checkpoints were conducted in the course of the operation which ran for six days between September and November, 2015.

Operation Storm was designed to complement existing Garda activity, aid community cooperation, reduce the perception of fear in rural and isolated communities and provide ongoing support to victims. The elements of this operation continue in the Division under the auspices of Operation Thor.

Text Alert

The South Eastern Region Text Alert (SERTA) was launched in March, 2015. It is designed to facilitate the immediate communication of timely, accurate and relevant information relating to the commission of a crime in the South Eastern Region.

This is achieved in a structured and consistent way. SERTA is used as a one way communications system, only, to facilitate the rapid spread of information of accurate information in relation to priority issues such as the description and direction of travel of vehicle involved in a robbery.

Waterford Garda Victim Service

Following the successful launch of the Waterford Garda Victim Service Office in 2012, Waterford Gardaí held an information evening in July 2015 for victims and victim support agencies to review the quality of the service being provided and to obtain feedback from the victim support agencies and victims of crime in Waterford Division.



Following this information evening, feedback received was that there was strong support for the formation of a Victim's Forum in the Division of Waterford. The forum will serve as a conduit where ideas could be exchanged and any issues or difficulties addressed by collaborative engagement by all.

Purple Flag Waterford

The Purple Flag initiative is designed to enhance the vibrancy of the city centre in the hours 5pm to 5am and is a key element of the Waterford City Centre Management Plan. Waterford was awarded the Purple Flag in February 2015 and it is international recognition of Waterford's successful, well-managed city centre.

The Purple Flag represents good quality evening & night time economy, where people can enjoy a safe night out in a pleasant environment.

It is not about alcohol or anti social behaviour, it is holistic and caters for all ages and includes family entertainment, arts & culture, shopping, dining, pubs and nightclubs.



Sgt Gavin Hegarty, Nick Donnelly, Purple Flag Co-ordinator, Commissioner Nóirín O'Sullivan, Cllr. Eddie Mulligan and Chief Supt Pat Murphy

Waterford Gardaí took an active role in achieving the Purple Flag by ensuring that Waterford is a safe city for all to visit and enjoy.

Launch of Waterford Restorative Practice Network

WRPN was launched on the 20th May 2015 to over 100 professionals from Community, Education, Voluntary, Statutory and Private sectors to learn about this inclusive approach of working with people. During the launch, several presentations were made along with workshops that focused on how RP is positively impacting people across various Educational, Organisational, Justice, Health and Community settings.



WRPN membership currently includes representatives from the Gardaí, the School Completion Programme, the Probation Service, Tusla, Treo, Barnardos, Waterford Institute of Technology, Waterford Community Forum and Waterford

Council. RP is a way of working with people that is based on the philosophy that when people are given ownership and responsibility for their actions, there is a greater likelihood of positive, long-term interaction with other people, the development of empathy with others and the establishment of healthy and productive communities. The aim of WRPN is that the whole of Waterford County becomes a Restorative Community. The necessary skills, support and training will be provided to ensure that all forms of Restorative

Practices are embedded within the fabric of Waterford society.

Presentation of Scott Medal Certificates.

On 28th October 2015 at a presentation ceremony at Enniscorthy Garda Station, Assistant Commissioner Jack Nolan, South Eastern Region presented the following Gardaí from the Wexford Division with Scott Medal Certificates of Commendation:

Garda Martin Kavanagh, Gorey Garda Station.

Garda Barry Hennessy, Wexford Garda Station.

Garda Kevin Dooley, New Ross Garda Station.



Pictured from L-R: Chief Superintendent John Roche, Garda Martin Kavanagh, Garda Kevin Dooley, Garda Barry Hennessy, Assistant Commissioner Jack Nolan, Superintendent Liam White

Garda Martin Kavanagh received this commendation following a violent domestic incident in October 2007 in Carnew, Co. Wicklow. Garda Kavanagh showed exceptional courage and bravery, involving risk to life in the execution of duty, in confronting and disarming a violent suspect and in doing so received a serious injury requiring 16 stitches to a head wound.

Garda Barry Hennessy received this commendation following an incident in November 2012 where he showed exceptional courage and bravery, involving risk to life in the execution of duty, in entering the winter sea at Wexford Quay, in order to rescue a distressed woman, who had entered the water.

Garda Kevin Dooley received this commendation following a fire at an apartment complex in New Ross in January 2012. Garda Dooley showed exceptional courage and bravery, involving risk to life in the execution of duty, in entering a smoke filled burning building in order to evacuate the residents many of whom were oblivious to a life threatening situation.

Fundraiser for County Wexford Hospice Homecare raised €4,400

On 2nd October 2015, the Wexford Garda Social Club held their Annual Blue Light Ball at the Talbot Hotel, Wexford.



Pictured from left, back - Supt Jim Doyle, Philip Gavin, general manager, Talbot Hotel, Ch Supt John Roche; front; Niamh Lambert, Talbot Hotel, Garda Colm Dunne, Eamonn Mernagh for Hospice Homecare, Garda Paddy Casey, and Dick Walsh, manager, Talbot Hotel.

The sellout fundraiser collected €4400 for Wexford Hospice Homecare which is over €1000 higher than last year's figure. Detective Garda Colm Dunne said that organisers at the Wexford Garda Social Club were thrilled with the total raised. Over 200 people attended the black-tie event.

National Ploughing Competition

In September 2015 the National Ploughing championships were held virtually across the road from the Electric Picnic Site, in Ratheniska, Stradbally. This was the third year at this location, the event ran for 3 days bringing in crowds of over 281,000 making it the highest attendance ever at the event –

NPA Managing Direction Anna May McHugh stated “Traffic to and from the site has been moving well all week and credit is due to An Garda Síochána in no small part and the traffic management plan in place. With the record number attending, everyone expected to meet some holdups, but the traffic was kept flowing at all times with only the very minimum of delays”.

Over 215 Gardaí were on duty each day of the event.



Flood Relief Westmeath

Over the December 2015 period Athlone was subjected to rising water levels in the Shannon. Only 9 houses flooded to date and hundreds of other houses were below the water line but saved by the enormous efforts of multiple agencies and volunteers. The Gardaí pictured have assisted in patrolling the affected areas and assisting the workers.



Honouring Excellence in the Community Award

Sergeant Colm Corrigan and Garda Marco De Luca, Community Policing Unit, Wicklow Town with Mr Joshua McKenna, President of Wicklow Town and District Chamber of Commerce, having being presented with the Honouring Excellence in the Community Award at the Wicklow Town and District Chamber Dinner Dance at Tinakilly, Hotel, Rathnew on Friday 30th October 2015.

The award was presented to Sgt Corrigan and Gda De Luca with a few words on their contribution to Wicklow Town through Community Policing “Through your hard work and dedication to the needs of others, you have made our community a much better place to live. Your willingness to give so freely of your time and energy has changed the lives of many people in a very positive way”.



Launch of “Campus and Community Watch” University of Limerick

In September 2015, An Garda Síochána’s Campus and Community Watch was officially launched for the 2015/2016 academic year for the University of Limerick.



The event was officially launched by Superintendent Derek Smart of Henry Street Garda Station. Campus and Community Watch is a crime prevention, community safety and awareness program designed to put personal safety and community to the forefront of all student minds. The focus of the initiative is to ensure that all communities in the environs of the campus which include both student and non student residents are also included in this initiative and made

aware of the information that may assist them in their security needs.

Further to this An Garda Síochána launched their Garda Office which is held each Wednesday in the Students Union Building on campus from 1pm to 3pm. This office, which is run by the Community Policing Unit at Henry Street Garda Station, provides the majority of services a person would find in their local Garda Station and is available for all staff and students of the University of Limerick.

Limerick Garda Youth Awards 2015

The 2nd Annual Limerick Garda Youth Awards for 2015 took place at the Woodlands House Hotel on Thursday 26th November 2015.



Butterfly Club, Colaiste Trocaire, Rathkeale with Inspector Brian O Donovan, Newcastle West.

Over 240 guests attended a gala dinner where awards were presented to six individuals and four groups. Each had won their award for a variety of activities among their schools and communities and for overcoming challenges they have faced during their lives. Chief Superintendent Sheahan and his District Officers presented the awards.

Traffic Collision simulation

On Wednesday 6th May 2015, combined resources from An Garda Síochána, HSE National Ambulance Service, Fire Service, West Cork Rapid Response and the Red Cross organised a traffic collision simulation exercise in Bandon.

In excess of 250 Transition Year students from three secondary schools in Bandon town attended this Road Safety Awareness exercise. Initially, all the students were addressed and presentations were given by

the emergency personnel present. Following these presentations, the simulation exercise was held at Old Chapel.



With the assistance of local Gardaí, the main N71 Bandon to Clonakilty road was closed at Old Chapel for a period, and traffic diversions were put in place. A two car collision resulting in a number of fatalities was simulated and volunteer students from Hamilton High School played the part of the victims and survivors of the crash. At various stages of the simulation, the exercise was paused and the students were informed of what action was being taken by the emergency services, and why.

West Cork Garda Youth Awards 2015

The 20th West Cork Garda Youth Awards were held in Bantry in November 2015. This year, a total of 155 young people were nominated for the West Cork Garda Youth Awards, it is the highest number of nominations ever received, which is an acknowledgement of the tremendous work being done on the ground by the young people of West Cork. A total of 24 Awards were presented, and the mood was uplifting, as the dedication and excellence of the Award winners was celebrated.



Crime Prevention Listowel

Seven Text Alert Schemes were successfully set up during 2015 in the Listowel Garda District.

Below are Listowel Garda Members at a Charity Cycle Event in Listowel Town in Summer 2015.



Below are Listowel Garda Members distributing Crime Prevention advice to members of the public at the supporting Safer Communities campaign during 2015.



Royal Visit



On 20th May 2015 HRH Prince Charles and his wife Camilla the Duchess of Cornwall visited the Sligo Garda District. Some 1,500 Gardaí provided security for the duration of the visit which passed off without incident.



Fleadh Cheoil Na hEireann 2015

An estimated 450,000 attended the 2015 Fleadh Cheoil Na hEireann Sligo making it the busiest in the history of the event. The event took place from 9th to 16th August. The trouble-free atmosphere and the dedication of almost 2,000 volunteers assisted in making the event a huge success.



Organised Crime Cross Border Seminar

Sligo hosted the 13th Annual Cross Border Seminar on Organised Crime, which was attended by Minister for Justice Frances Fitzgerald TD and Stormont Justice Minister David Ford. Garda Commissioner Nóirín O'Sullivan, and Chief Constable PSNI George Hamilton also attended.



Responding to Life Threatening Situation - Monaghan

In August 2015 Garda Paul Oliphant and Garda Patrick O'Flanagan, Monaghan Station responded to a 999 call from a lady in cardiac arrest. They were the first responders at the scene and there were no medical professionals present. Garda Oliphant commenced CPR on the lady assisted by Garda O'Flanagan while they communicated with Ambulance Control and kept them updated on the situation. The lady was unconscious and in full cardiac arrest. The lady was brought to Cavan General

Hospital where she recovered thanks in no small part to their intervention.

Operation Solas in the Western Region

Galway Gardaí ran Operation Solas again in 2015 – calling on the public to check their lights and avoid possible minimum fine of €60. Operation Solas educates road users of the importance of lighting up during shorter days. Social Media was used to highlight the Operation and spread the 'Be Safe, Be Seen' message!

Galway Blue Challenge

The Galway Blue Challenge comprises of members and staff of An Garda Síochána from Salthill and Galway Garda Stations raising funds and creating awareness for a selected charity for the annual two day Fun Cycle and climb of Croagh Patrick.



Selection of Group – Cyclists, Logistics, Charity etc before taking off at Maam Cross

The Blue Challenge for 2015 raised a total of €15,725.00 for HAND in HAND charity – a local charity based in Oranmore, Galway and who provides practical and emotional support for families whose lives have been affected by childhood cancer.

New Galway Regional & Divisional Headquarters

Speaking on 16th October, 2015 at the site of the new Galway Regional and Divisional Headquarters, Commissioner O'Sullivan said: "This new HQ will enhance the service we provide to the people of Galway and the Western Region in terms of supporting the victims of crime and investigating crime".

"For example, there will be dedicated victim support facilities. We will also be better equipped to investigate crime with dedicated rooms for fingerprinting, scenes of crime, custody facilities, and a property and exhibit store all in the one facility".

"We see this building as being a centre-of-excellence for our people in Galway and the West as it will have state-of-the-art training facilities for areas such as firearms, continuous professional development, and the training of Probationer Gardaí," added the Commissioner.



The Commissioner was joined at the site by the Minister for Justice & Equality, Frances Fitzgerald TD, OPW Commissioner John Sydenham, and State Architect Ciaran O'Connor who designed the building on behalf of An Garda Síochána. It is expected to take two years to construct the building.

Strategic Goals

Strategic Goal One - Keeping Our Country Safe

| Performance Indicator | Details |
|---|--|
| National security maintained | National security was maintained in 2015 through various successful, targeted operations, which resulted in arrests and charges for firearms and explosives offences and offences contrary to the Offences Against the State Act 1939 (as amended). |
| International security enhanced | <p>Plans to augment resources in both Liaison & Protection and Security & Intelligence Sections were drawn up in 2015 in order to provide additional support and capability to both. This will enable both sections maintain efficient communication with international colleagues in both security and police services.</p> <p>Following terrorist attacks in Paris in 2015, Europol Headquarters, The Hague, enhanced its counter terrorism capability and An Garda Síochána played an active part in providing intelligence on an ongoing basis to this end. Continued co-operation exists with Eurojust on a range of operational and organisational issues.</p> <p>*Eurojust is an agency of the European Union dealing with judicial co-operation.</p> |
| Terrorist, extremist and organised crime groups identified and investigated | Efforts to identify and target both terrorist and organised criminal groups continued throughout 2015. A number of intelligence led operations resulted in the detection and prevention of serious crime, including arrests, charges brought and confiscation of firearms, munitions and illicit drugs. |
| Individuals and groups suspected of engaging in terrorist, extremist and organised crime, identified and investigated | Targeted operations against individuals and groups suspected of engaging in terrorist, extremist and organised crime were successfully carried out throughout 2015. A number of arrests were made and charges brought relating to firearms and explosives offences; and offences contrary to the Offences Against the State Act 1939 (as amended). |

| Performance Indicator | Details |
|---|--|
| Cross Border Policing Strategy enhanced and implemented | <p>Amendments to the Cross Border Policing Strategy were drafted in the context of the Fresh Start Agreement and the Cross Border Organised Crime Task Force. Liaison is continuing with internal Garda and external PSNI stakeholders.</p> <p>'A Fresh Start: the Stormont Agreement and Implementation Plan' is a framework document drawn up by the Northern Ireland Assembly and the British and Irish governments to address challenges facing the communities of Northern Ireland.</p> |
| Major emergency plans updated and training exercises conducted | <p>The Major Emergency Management Office liaised throughout 2015 with all Regions to ensure that Port Security Plans were in place in all relevant areas.</p> <p>The Major Emergency Management Office also ensured the completion of the programme for 'Seveso' exercises in 2015.</p> <p>The Major Emergency Management Office continued to work on emergency plans and training exercises during 2015. A number of multi-agency table-top and practical exercises were conducted across the country.</p> <p>*Seveso Directives set out European Union legislation pertaining to major industrial accidents involving dangerous chemicals posing a significant threat to humans and the environment.</p> |
| Participation in the major emergency risk assessment process | <p>A National Cyber Security Strategy was developed and implemented in conjunction with relevant Government stakeholders. An Garda Síochána contributed to this strategy and developed a Cyber Strategy for the organisation which is at an advanced stage.</p> |
| Operational response units fully prepared for major emergencies | <p>Reviews of Major Emergency plans were carried out throughout 2015 and appropriate training was provided.</p> <p>Ongoing co-operation and liaison maintained with the Irish Defence Forces in order to conduct table-top exercises based on terrorist attack related scenarios.</p> |

| Performance Indicator | Details |
|-----------------------------------|---|
| Active engagement in Horizon 2020 | <p>An Garda Síochána continued its involvement in EU Research & Development projects under Framework Programme 7 (with Trinity College in project SLÁNDÁIL), and under Horizon 2020. During 2015, the Commissioner approved Garda partnership in three (3) H2020 applications:</p> <ol style="list-style-type: none"> 1. An Garda Síochána membership of Expert User panel with Trinity College Dublin led application 'CEILTE' under FCT-15-2015; 2. An Garda Síochána partnership with UCD who are co-leading (with INLECOM Systems Ltd UK) application SISCA under FCT-01-2015; 3. An Garda Síochána partnership with EU Council Radio Communications Expert Group and Public Safety Communications Europe (PSCE Belgium) – DRS-18-2015; <p>The Commissioner also approved a letter of support for one (1) H2020 application: An Garda Síochána letter of support and advisory panel membership via DCU for VICOMTECH application 'ASGARD' under FCT-01-2015;</p> |

Strategic Goal Two - National Policing

| Performance Indicator | Details |
|--|---|
| Standards developed for the collation, analysis and evaluation of intelligence | An enhanced intelligence capability was delivered in 2015 with the successful implementation of the Major Investigation Management System (MIMS) in Security & Intelligence Branch. Training was delivered to all staff. |
| Standard operating procedures developed for Criminal Intelligence Officers and functions defined | The issue of a standard operating procedure for Criminal Intelligence Officers (CIOs) was developed in 2015 under a draft document entitled 'CIO Manual'. The document is expected to be approved in early 2016. |
| Awareness programme on the value of criminal intelligence and data protection provided | Daily monitoring of PULSE intelligence by the National Criminal Intelligence Unit (NCIU) throughout 2015 ensured that entries deemed incompliant with Garda regulations were brought to the attention of local Garda management and that action was taken to rectify the issue. The NCIU also provided training presentations on this subject to recruit Gardaí in the Garda College. |
| Role of GSAS in the analysis of statistical crime data reviewed | The Garda Síochána Analysis Service (GSAS) continued to provide analytical support to the organisation at a Regional and National level throughout 2015. Critical vacancies were filled during the year through a recruitment process at both Executive Officer and Higher Executive Officer level. |
| Improved supervision of crime investigation | The release of Information Technology software upgrades (Pulse Release 6.8) and a new directive to members from Garda HQ during 2015, assisted in addressing this issue. Local managers and supervisors continued to supervise the progress of investigations at Performance and Accountability Framework meetings throughout the year. |
| Full engagement with partner agencies in relation to the review of Crime Counting rules | During 2015, senior managers in the Analysis Service maintained ongoing liaisons with the Expert Group on Crime Statistics, headed up by the Central Statistics Office (CSO), providing input into re-examining our crime counting rules. The year-end perspective was that current crime counting rules should be maintained. |

| Performance Indicator | Details |
|--|---|
| Divisional PAF operational | <p>The “Performance Accountability Framework” (PAF) is an initiative under the Policing and Security with TRUST programme. A strategy document for PAF was completed and approved by the National Policing Programme Board in November, 2015 and subsequently presented to and approved by the Garda Executive Team in December 2015.</p> <p>New PULSE incident Management functionality and processes with new and revised management reports have been incorporated in to the existing and revised PAF process. A new role of ‘PAF Administrator’ has been established to assist in managing new processes and will also support the PAF initiative. Administrators have been appointed in each District.</p> |
| Garda Juvenile Diversion Programme reviewed and supported | <p>A Review of the Juvenile Diversion Programme is currently in progress. The full committee met on four occasions during 2015. It includes representatives from the judiciary, the Office of the DPP, the Justice Service and An Garda Síochána.</p> <p>The workings of Juvenile Diversion Office were reviewed, together with the legislation covering children and young persons in the justice system. A review of best international practice and an analysis of the Garda Professional Standards Unit review of operational processes and procedures associated with the Juvenile Diversion Programme will be undertaken in 2016.</p> |
| Roles, responsibilities and standard operating procedures for GISC staff defined and implemented | <p>Work on the development of roles, responsibilities and standard operating procedures for GISC staff was ongoing throughout 2015.</p> <p>Roles and responsibilities continued to develop as further demands associated with incident creation, the pilot of the Direct Data Entry system, and other issues associated with the incident management recommendations from the report of the Garda Inspectorate on Crime Investigation were addressed. This work will continue in 2016. .</p> |
| Control room and central call handling strategy reviewed | <p>“Control Room Strategy” is an initiative under the Policing and Security with TRUST programme. An overarching Control Room Strategy has been drafted that proposes the introduction of centralised contact</p> |

| Performance Indicator | Details |
|--|---|
| | centres to handle all requests for service from the public, using a new Computer Aided Dispatch system, which will also incorporate a contact management system. This strategy was presented to senior Garda managers in December, 2015 and will be revised in early 2016 based on their feedback. |
| Divisional victim service centres established | In each of the 28 Garda divisions, Garda Victim Service Offices (GVSO's) were established and officially launched with full-time, dedicated staff. Offices are staffed by Gardaí and civilian staff who have been trained (with input from victim support groups) in how to deal with victims in an empathetic and professional manner. |
| Forensic evidence management policy developed and implemented | <p>The groundwork for the development of a forensic evidence management strategy was laid in 2015 when the National Forensic Co-Ordination Office commenced operations in February.</p> <p>Additionally a Code of Practice required under the Criminal Justice (Forensic Evidence and DNA Database System) Act, 2014 was approved by the Minister for Justice and Equality in November, 2015, on commencement of the Act.</p> |
| Interim IT system to support the management of crime investigation developed | <p>This initiative was addressed through the release of new computer software (PULSE Release 6.8) launched on 1st November, 2015.</p> <p>This upgrade provides enhanced functionality to assist in crime victim support and crime incident supervision and management.</p> |
| Detections in relation to criminal assets (confiscated) increased | <p>The Criminal Assets Bureau (CAB) continued its work throughout 2015.</p> <p>Details of its investigations; and actions taken under the Proceeds of Crime Act 1996 & 2005; Social Protection Actions; Criminal Prosecutions arising; and significant court judgements; will be provided in its Annual Report to be published in 2016.</p> |

| Performance Indicator | Details |
|---|---|
| <p>Heightened public awareness of the potential for cyber crime and related preventative security measures</p> | <p>The Computer Crime Investigation Unit (CCIU) participated in an RTE Primetime programme in relation to identity theft and cybercrime. Members of the unit also participated in the Crime Call television programme in October, 2015.</p> <p>Gardaí also attended at Bloom in the Phoenix Park as a part of the fraud and cybercrime awareness programme. A presentation was also made to the Irish Criminal Barristers Association on the subject of the 'Darknet'.</p> <p>A further presentation was made to the Association for Criminal Justice Research and Development on Cybercrime in December, 2015; and the CCIU liaised during the year with the Bankers Federation and the Police Service of Northern Ireland in the area of cybercrime. A presentation was also made to the Irish Reporting and Information Security Service in November, 2015, in relation to Cybercrime - CERT (Computer Emergency Response Team).</p> |
| <p>Cooperation with National Office for the Prevention of Domestic, Sexual and Gender Based Violence (COSC) in the implementation of its new strategy</p> | <p>The Garda National Protective Services Bureau (GNPSB) has engaged fully with the Dept of Justice and Equality in the preparation of the 2nd National Strategy. This work has been completed and the COSC Second National Strategy on Domestic, Sexual & Gender based Violence will be launched in early 2016.</p> |
| <p>Violent crime against the person reduced</p> | <p>A total of 30 murders were recorded in 2015 -the lowest total in over 10 years.</p> <p>However, crimes against the person increased by 10%. Furthermore a total of 589 murder threats were recorded in 2015 – an increase of 173 incidents (42%). These incidents were recorded across 193 Sub-Districts. In total 44% of such incidents occurred at a location type 'House'.</p> <p>Minor Assault is at its highest level since 2010 and Assault Causing Harm the highest since 2011, up 12% and 7% respectively in the year to date.</p> |

| Performance Indicator | Details |
|--|--|
| Property crime reduced | <p>Property crime was down 3% in 2015. Property crime tends to fluctuate given the variety of offences within this classification including theft, robbery and burglary. However, what is particularly notable in 2015 is the substantial drop in property crime in the last quarter. This was driven by substantial decreases in burglary (not aggravated) and theft of other property which comprised around 44% of property crime incidents. Thefts from shop have continued to increase (+9%) throughout 2015. The 12 month average for thefts of other property is at its lowest level since 2010.</p> <p>Operation Thor was launched in November 2015. The Operation will actively target organised crime gangs and repeat offenders through co-ordinated crime prevention and enforcement activity based on intelligence and the latest crime trends and patterns to protect communities.</p> |
| Detections of violent crime against the person increased | <p>Detections for violent crime in the year 2015 decreased by 4% in comparison to 2014. To address this downward trend, the organisation commenced targeting groups and individuals engaged in violent criminal activity through national policing operations such as Operation Thor and that work will be progressed in 2016.</p> |
| Detections of property crime increased | <p>Detections were down overall, by 2% at year end. Robbery of an establishment/institution detections were up 31% with the detection rate up 3 percentage points on the first 6 months of 2015 and now stands at 40%.</p> <p>Burglary detections were the lowest in over 10 years, with the second half of 2015 being the lowest detections total since 2005.</p> |
| National roll out and development of Adult Case Management Programme | <p>A national Adult Case Management programme was researched thoroughly during 2015 and a significant new draft strategy was developed,</p> |

| Performance Indicator | Details |
|---|---|
| National roll out and development of Adult Case Management Programme (cont,d) | <p>encompassing substantive new policy and procedural documents under the title 'A Strategic Approach to Offender Recidivism (SAOR)'. SAOR is intended to reduce recidivism both in adult and youth offenders and its objectives include:</p> <ul style="list-style-type: none"> • Crime Reduction • The implementation of a consistent approach to the management of offenders • Ensuring an active response to criminality • Identification of prolific offenders • Ensuring a collaborative and coordinated approach within An Garda Síochána • To work in partnership with other agencies to achieve these objectives <p>Implementation of the strategy is expected to take place in late 2016.</p> |
| Further enhance Garda Youth Case Management | <p>Enhancing Youth Case Management was researched thoroughly during 2015 under a new strategy titled 'A Strategic Approach to Offender Recidivism (SAOR)' (see above).</p> <p>The new strategy incorporates a holistic 9-step approach to youth offender management based upon the assignment of a Garda member trained in offender management to each offender; and the subsequent management of that offender in respect of court cases; charges; bail conditions; interagency liaison; and internal communications.</p> |
| Develop interagency offender management initiatives to support SAOR | <p>A Joint Agency Response to Crime (J-ARC) strategy was launched in November 2015. J-ARC is a joint strategy between the Garda Síochána, the Probation Service and the Irish Prison Service. The J-ARC strategy aims to implement a multi-agency approach to the management of crime, prioritise certain prolific offenders and develop specific initiatives which will address their behaviour and reduce crime thereby increasing community safety.</p> |

| Performance Indicator | Details |
|--|--|
| Full participation with partner agencies to improve the management of sex offenders and assist in conducting annual reviews of the progress of individual SORAMs | <p>The management of sex offenders by An Garda Síochána is primarily conducted through what are known as Sexual Offenders Risk Assessment Management (SORAM) teams.</p> <p>In 2015, the Garda National Protective Services Bureau (GNPSB) hosted 8 joint agency workshops addressing all Regional and Divisional SORAM teams. Each workshop addressed new and emerging developments; training; and Risk Assessment Management Plans.</p> |
| Improved detection data quality | <p>A Working Group within the Garda Information Services Centre (GISC) oversaw the setting up of a Data Quality Pilot, and the development of the processes to operate the Pilot in 3 Divisions. The Pilot commenced on 16th February and continued to end of April, 2015.</p> <p>In order for the pilot to be extended nationwide it is proposed that a new Data Quality Unit comprising of a Data Quality Support & Appeals Section and an Audit/ Assurance Section be established. This is a matter for consideration in 2016.</p> |
| Standard operating procedures regarding first response and incident recording, produced and implemented | <p>Pulse Release 6.8 (an IT software tool designed to aid supervisors in this area) and Headquarters Directive released in October, 2015, addressed this initiative. Local Management continue to supervise the recording, classification and progress of investigations.</p> <p>New policy and procedure was introduced to all Garda members in the aforementioned directive and in associated 'Guideline' and 'How-to' documents. These documents detail the roles and responsibilities of members, including both reporting and investigating Gardaí.</p> |
| Improved performance in the execution of warrants and in the service of summonses | <p>An IT based Reporting Dashboard created so that at a National and Regional Level, Garda Management can review progress with the issue of tackling warrants using key performance indicators. The total number of warrants on hand as at 31st December, 2015, was 117,677 down from 124,858 on 1st January, 2015. This represents a decrease of 7,181 or 6%.</p> |

| Performance Indicator | Details |
|--|---|
| Improved performance in the execution of warrants and in the service of summonses (cont,d) | <p>The total number of execution attempts increased from 139,653 in 2014 to 153,617 in 2015. This is an increase of 13,964 or 10%.</p> <p>A working group looking at the area of Summons is under the remit of Chief Superintendent, Crime Policy & Administration. Work is continuing by this Group.</p> |
| Bail management, processes and systems improved | <p>The Issue of Bail Management is being addressed by An Garda Síochána participation in a number of fora and initiatives. In 2015 An Garda Síochána continued it's participation in the J.A.R.C. (Joint Agency Response to Crime) in conjunction with the Irish Prison and Probations Services. Arising from JARC a pilot programme was conducted in the DMR in respect of Adult Case Management. The overarching objective is to work with fellow agencies in order to manage offenders and bring efficiencies to the existing processes, including Bail Management.</p> <p>Also in the DMR work is conducted under the Strategic Approach to Offender Recidivism (SOAR) Project which under the chair of Assistant Commissioner, DMR which provides guidance to members managing cases. A bail pack has been created to assist members making objections to bail under section 2 of the Bail Act 1997. The pack has been positively received and has brought further co-ordination and efficiencies to bail management.</p> <p>The Criminal Justice (Burglary of Dwellings) Act, 2015 (S.I. 56 of 2015 of the 24th December, 2015) amends the Bail Act 1997 by inserting the new subsection 2A "Refusal of bail for protection of dwellings" to section 2 of the Act . This new provision will provide a valuable deterrent to repeat burglary offenders and provides another means for Investigators to seek to have bail refused where there is a risk to the protection of buildings by way of burglary or aggravated burglary.</p> |

Strategic Goal Three - Keeping Our People Safe

| Performance Indicator | Details |
|---|---|
| <p>National Policy Framework for Children and Young People supported and An Garda Síochána Children and Youth Strategy implemented</p> | <p>An Garda Síochána's Children & Youth Strategy continued to be implemented through the implementation of the Garda Schools Programme, ensuring consistent delivery across all Garda Divisions in 2015.</p> <p>A review was carried out in 2015 on the 2014 returns of the Garda Schools Programme. Findings were issued to each Divisional Officer in June.</p> <p>In 2015, 5095 schools visits occurred (including both Primary and Secondary Schools).</p> |
| <p>Review existing organisational approach Children & Youths and develop a new unit to oversee and management engagement and policies regarding children and youths</p> | <p>The review of the Garda Juvenile Diversion Programme was ongoing in 2015.</p> <p>The terms of reference of the group were set out by the Commissioner, and include:</p> <ul style="list-style-type: none"> • To examine the application and administration of the Juvenile Diversion Programme • To examine current relevant legislation • To research international best practice on juvenile diversion • To make recommendations <p>It is expected that the work of this group will be completed in 2016 and consideration will then be given to the next steps to be taken.</p> |
| <p>Ensure a coordinated approach in policies and initiatives regarding children and youth at a local level</p> | <p>In 2015 19,776 juveniles were referred to the programme.</p> <p>The delivery of both the primary and secondary Schools Programme was monitored nationally, participation by all trained personnel was encouraged, and support was provided to Divisional Liaison Inspectors.</p> <p>The Garda Community Relations Bureau liaised with the Continuous Professional Development personnel in the development of the Garda Schools Programme.</p> <p>The National Juvenile Diversion Programme was delivered in line with the legislative requirements laid down in Part 4 of the Children's Act 2001.</p> |

| Performance Indicator | Details |
|---|--|
| Policy in relation to 'Children First' reviewed and findings addressed | This work is ongoing. The policy directive in relation to 'Children First' is currently under review. The Garda National Protective Services Bureau (GNPSB) are engaged in drafting a Child Safeguarding Policy for An Garda Síochána in line with the requirements of Children First Act, 2015. |
| Helpline for reporting child sexual abuse piloted | <p>The establishment of a pilot helpline for reporting child sexual abuse was progressed to an advanced stage during 2015.</p> <p>However, discussions were held with the Dublin Rape Crisis Centre to provide welfare and safeguarding training for staff involved in the proposed helpline. A bespoke training course is being developed for staff by the Dublin Rape Crisis Centre. Once completed, training will be delivered and the Helpline can then be activated.</p> |
| Further enhance liaison with child welfare agencies at national and local level | <p>An Garda Síochána is represented on the Strategic Liaison Committee – of An Garda Síochána and Tusla (the Child and Family Agency).</p> <p>Assistant Commissioner, National Support Services and the CEO of Tusla jointly chair the meetings of this committee. The aim of this Committee is to give a co-ordinated response between the two agencies, to identify problems within the system and work to resolve same.</p> <p>The committee is supporting developments in partnership in relation to missing children from care, specialist interviewing, protocols relating to Section 12 of the Child Care Act 1991, investigation of organised abuse of children (including those in care) and the practical application of the Children Act 2015. The work of this committee will support interagency cooperation of Tusla and An Garda Síochána at all levels around the country.</p> |
| Garda Diversity Strategy implemented | The Diversity Strategy was progressed during 2015 and is at highly advanced stage. Further revision required and completion is expected in 2016. |

| Performance Indicator | Details |
|---|---|
| Models of good practice in relation to diversity disseminated via the Garda Racial Intercultural and Diversity Office | <p>In 2015, the Garda Racial Intercultural and Diversity Office (GRIDO) delivered presentations on diversity as part of the training provided to various groups of Garda members including the new Victim Liaison Officers.</p> <p>The GRIDO also continued liaison with diverse communities and represented An Garda Síochána at meetings, events and conferences in 2015 including Dublin City Interfaith Forum; Three Faiths Forum; Radicalisation RANPOL Conference, Madrid; Radicalisation CEPOL Conference, Hungary; EU Radicalisation Awareness Network (RAN) Thematic Event, Brussels and EU Police Hate Crime Policy Project (Good Practice Plus), Belfast.</p> <p>Meetings with representatives of the Traveller community, including Pavee Point; the Muslim community, including the Islamic Cultural Centre; the Roma community; the deaf community; the Chinese community; the Libyan community; the National Disability Authority; TENI (Transgender Equality Network Ireland); GLEN (Gay and Lesbian Equality Network); SARI (Sports Against Racism Ireland); Aslam Autism Support; refugees from Iraq, Syria, Iran and Afghanistan and migrant victims of crime in Ireland Conference (Immigrant Council of Ireland) .</p> |
| Garda Community Policing Service Policy implemented | <p>A significant amount of work was conducted on this policy under the remit of Assistant Commissioner ODSP. A decision was made during 2015 to incorporate this work into the Garda Strategic Transformation Programme.</p> <p>The revised National Model of Community Policing as developed by the Garda Community Relations Bureau is being considered as part of the development of this initiative. The “Community Policing Framework” has been prioritised by the Garda Executive Team to commence in Quarter 1 2016. This initiative will create a clearly defined Community Policing Framework to provide common guidelines and a shared ethos of community policing. This project has been completed, and was forwarded to Deputy Commissioner Operations on 14 April 2015. It is believed that this forms part of the work being undertaken by the Strategic Transformation Office on the National Operating Framework. (ODSP)</p> |

| Performance Indicator | Details |
|---|--|
| Continued commitment to Joint Policing Committees | <p>A national Joint Policing Committee Office (JPCO) at the Community Relations Bureau manages, coordinates and disseminates information in relation to the operation of Joint Policing Committees on a national basis.</p> <p>The JPCO participated on the Department of the Environment, Community and Local Government National Joint Policing Committee Oversight Group;</p> <p>The office also participated in the Garda Síochána (Policing Authority and Miscellaneous Provisions) Bill 2015 - Implementation and Transitional Arrangements Group.</p> <p>Documentation was sent to each appointed Divisional Officer on operational guidelines for Joint Policing Committees and directive on the matter was issued during 2015.</p> <p>Staff from the office participated at public exhibitions/information events and attended at a Garda student information event to promote the joint policing committee process and provide information on participation.</p> |
| Purple Flag Initiative supported | <p>Purple Flags are awarded to towns and cities judged to meet certain criteria for vibrant and safe evening and night time economies. Local authorities, businesses, interested parties liaise with local Gardaí to obtain same.</p> <p>In 2015, Purple Flags were awarded to 10 towns in total: Sligo, Ballina, Westport, Carrick-on-Shannon, Mullingar, Cork, Waterford, Galway, Swords and Blanchardstown. A total of 14 towns/areas in total have now been awarded Purple Flags in Ireland – those listed above and Bray and Killarney (2014) and Dublin and Ennis (2013).</p> |
| Public order incidents reduced | Public Order continues to decrease, down 6% in 2015 |
| Criminal damage incidents reduced | Criminal Damage including Arson was down in both the final 3 months and year to date measures by 12% and 5% respectively. |

| Performance Indicator | Details |
|-------------------------------|--|
| Road fatalities reduced | There was a 15% reduction in the number of fatalities on our nation's road with a total of 166, which is a decrease of 27. |
| Road serious injuries reduced | The number of serious injuries on our roads decreased from 369 to 333, a reduction of 10%. |

Strategic Goal Four - Delivering a Professional Service

| Performance Indicator | Details |
|---|---|
| Role profile and standard operating procedures for the Garda Professional Standards Unit (GPSU) developed | <p>The Garda Professional Standards Unit (GPSU) continued to develop and update supporting procedural documents that addressed all new directives and organisational policies in 2015.</p> <p>'What to Expect' and 'How To' documents are explanation documents to benefit the Garda Organisation and GPSU stakeholders in how to prepare and ready themselves for a GPSU examination. They offer advice and guidance, so that Divisions and Districts are prepared for examinations and reviews. It is anticipated that 'What to Expect' documents drafted in 2015 will be published on the GPSU revised Portal page in 2016. 'How to' documents are for internal use within the GPSU.</p> |
| Implementation of the Protected Disclosures Act fully supported | <p>A draft policy document in relation to this initiative was prepared during 2015 in accordance with Section 21 of the Protected Disclosures Act 2014. This section requires that all public bodies establish and maintain procedures for the making of protected disclosures by workers who are or were employed by the public body and for dealing with such disclosures. The Act provides certain protection to those workers who wish to make a disclosure of wrongdoing.</p> <p>The internal policy on the full implementation of the Protected Disclosures Act has been completed by the working group and is before the Head of Legal Affairs. The document is expected to be approved in 2016.</p> |
| Public Service Stability Agreement 2013-2016 implemented | <p>Implementation of the Public Service Stability Agreement 2013-2016:</p> <p>Sworn Garda members - the first phase of provisions of the agreement were implemented for all members of An Garda Síochána in 2014, where they applied. A further phase of provisions relating to incremental progression for members of An Garda Síochána is in progress and measures will be implemented, where applicable, by the conclusion of the agreement.</p> |

| Performance Indicator | Details |
|--|--|
| Public Service Stability Agreement 2013-2016 implemented. (cont,d) | The additional hours element of the agreement was implemented during 2013, 2014 and 2015. The GRA and the AGSI have rejected the Public Service Stability Agreement, 2016-2018 (Lansdowne Road Agreement) and consequently there is no longer a requirement on members of Garda, Sergeant and Inspector rank to work the additional hours. |
| Role of the Garda Reserve extended | <p>In June 2015, the Garda Commissioner conferred additional powers and duties on Garda Reserves who now have additional powers under the Criminal Justice (Public Order) Act 1994 as amended. The extension now includes the following:</p> <p>Section 8 – Direction/Failure to comply with direction of a member of An Garda Síochána (for specific offences)</p> <p>Section 21 – Control of access to certain events etc.</p> <p>Section 22 – Surrender and seizure of intoxicating liquor etc.</p> <p>Section 24 – Power to demand name and address/ power of arrest without warrant</p> <p>Powers under the Road Traffic 1961 as amended:</p> <p>Section 41, Road Traffic Act 1961 – seizure of vehicles.</p> <p>The Garda Commissioner has determined that the additional duties of a Garda Reserve member shall include the following: Issue of FCPS notices where offences are detected; and the service of summonses.</p> |
| Full cooperation and collaboration provided to the Policing Authority on the development of a Code of Ethics for An Garda Síochána | A draft Code of Ethics document has been developed and forwarded to the Garda Policing Authority for its views and observations. |
| Improved knowledge and awareness of human rights | Human Rights issues and principles are threaded through all training programmes provided by the Garda College in order to ensure that knowledge and awareness of human rights is embedded throughout the organisation. |

| Performance Indicator | Details |
|--|--|
| Full and open collaborative engagement with all the partner agencies | <p>An Garda Síochána collaborated throughout 2015 with a wide range of local, national and international partner agencies in relation to security and policing matters.</p> <p>Engagement was continued in particular through Joint Policing Committees locally; State Departments and Agencies; Europol, Interpol and other policing and law enforcement agencies internationally; and academic and training bodies both in Ireland and abroad.</p> <p>An existing pilot, involving the secondment of 20 Garda members to the Department of Social Protection was extended for a further 12 month period on 1st December, 2015.</p> |
| Enhanced communications and media presence | <p>A new Communications Strategy was introduced in 2015.</p> <p>Regional and divisional social media pilots were introduced and the organisation achieved the largest social media audience in the public sector in 2015.</p> <p>An Garda Síochána was awarded two national awards for social media activity in 2015.</p> <p>A media relations training programme for senior officers and staff was commenced during the year.</p> <p>Media briefings were held for a number of major operations/incidents.</p> |
| Revised approach to risk management implemented. | <p>A revised approach to Risk Management was developed during 2015 and a draft Project Brief document to support its implementation was submitted to the Transformation Office for approval and prioritisation. It is expected that the newly revised approach will be implemented in 2016.</p> |
| ICT support systems identified and prioritised for development. | <p>In 2015 ICT support systems were developed and implemented to support the following - Freedom of Information (eFOI), emergency call handling (eRC1), PULSE Incident Management and Crime Victim Support, and Crime KPI reporting.</p> <p>The following IT support systems were also approved to commence implementation in 2016 - Property and Exhibits Management System, Major and an Enterprise Content Management System.</p> |

| Performance Indicator | Details |
|-------------------------------------|--|
| Mobile access to PULSE implemented. | All levels Superintendent and above now have access through Virtual Desktop Infrastructure (VDI). Liaison and Protection Officers posted abroad using VDI operationally. Available to 300 users; 50 of these users have persistent profiles, i.e. data is retained on the desktop between logons and reboots; the remainder are floating desktops. Laptops are the major access point though a number of tablet devices are also in use. |

Strategic Goal Five - Policing in the Future

| Performance Indicator | Details |
|---|---|
| Strategic Transformation Plan approved and commenced | <p>The Garda Strategic Transformation Programme known as Policing and Security with TRUST was completed and approved in 2015.</p> <p>Funding for significant investment programmes over the next five years in ICT, fleet, and station upgrades has been secured from Government.</p> <p>Due to the scale of the programme, a phased planning approach is essential to take account of the capacity of the organisation to absorb change and to ensure we maintain current policing and security services. An Garda Síochána will measure and evaluate the success of each initiative through engagement with the public and stakeholders as well as a detailed benefit analysis.</p> |
| Continued implementation of the recommendations of Garda Inspectorate Reports | <p>Recommendations on the Garda Inspectorate reports were aligned to Policing and Security with TRUST initiatives.</p> |
| Research on comparator organisations continued | <p>As part of the Garda Transformation Programme preliminary research was completed in 2015 on comparator organisations including: Police Scotland, Police Service of Northern Ireland, West Midlands, Jersey Police, New York Police Department and the Revenue Commissioners.</p> <p>Ongoing research will form part of the Garda Transformation Programme.</p> |
| Corporate Services Centre established | <p>Two people were assigned to develop and implement a corporate service function for An Garda Síochána.</p> <p>A scoping exercise with internal and external stakeholders was conducted and an analysis of findings was completed.</p> <p>An operating model/structure for Corporate Services was developed in 2015 and is currently being considered by Garda Executive.</p> <p>Roles and responsibilities for senior managers in Corporate Services were developed.</p> |

| | |
|---|--|
| MIMS Phase 2 Intelligence Management System deployed | Phase 2 of the Major Investigation Management System (MIMS) was completed and deployed during 2015. |
| CPD delivery model reviewed and findings addressed | The model of delivery for Continuous Professional Development for An Garda Síochána is under review. In this regard consultation with Garda Associations is ongoing. |
| Innovative approaches to education, training and development researched | The Garda College is incrementally developing its use of the Moodle based Learning Management System. The Garda College is also engaging with a range of third level institutions in relation to the provision of specific training interventions. |
| Positive working environment created | <p>Information seminars on creating a positive working environment were carried out during 2015. They provided information to staff on:</p> <ul style="list-style-type: none"> • An Garda Síochána policy "Working Together to Create a Positive Working Environment" • The new Civil Service policy titled "Dignity at Work: An Anti-Bullying, Harassment and Sexual Harassment Policy for the Irish Civil Service". Bullying & Harassment Policies under review by employment expert and progress made to create a single policy for both Garda members and civil servants working in An Garda Síochána. |
| Internal communication improved | <p>Commissioner provided a number of updates to staff in relation to progress of transformation programme and other key developments in the organisation. Communications Advisory Council made up of Garda members and staff was established to examine how internal and external communications could be improved.</p> <p>Significant internal communications activity is planned around the introduction and implementation of the transformation programme in 2016.</p> |
| Review of the Garda pilot rosters system complete | The Westmanstown Group tasked to revise the Garda roster and Working Time Agreement has agreed a new roster. The representative associations are currently involved in ratifying the agreement reached. |

| Performance Indicator | Details |
|---|---|
| Review of workforce deployment completed | <p>“Workforce Planning” is an initiative under the Policing and Security with TRUST programme.</p> <p>The workforce deployment model as developed by HR & PD is being considered as part of this initiative. The workforce planning initiative will be implemented as part of the overall HR Strategy which is currently being drafted.</p> <p>“Workforce Planning” has been prioritised by the Garda Executive Team in 2015 and is due to commence in Quarter 3, 2016. This initiative will develop and implement a workforce planning strategy that includes resource allocation, skills utilisation, online skills database, recruitment and talent management, transfers, promotions, people mobility and succession planning.</p> |
| Review of the Garda pilot rosters system complete | <p>The Westmanstown Group tasked to revise the Garda roster and Working Time Agreement has proposed a new roster. The representative associations are currently considering the proposal and a result of a GRA ballot of members is expected in the first half of 2016.</p> |
| Sickness absences reduced | <p>Since the introduction of the new sick leave scheme, sick leave reduced by 30% in 2014 and a further 19% in 2015. However there was an increase of 24% in the number of days lost as a result of injury on duty in 2015.</p> <p>Prior to the implementation of this new scheme the paid sick leave limits were applied on a 1-year rolling period rather than a 4-year rolling period for sworn members in An Garda Síochána.</p> <p>As a result of the new reduced paid sick leave limits now being applied on a 4-year rolling period, many Garda members have been pay affected immediately while on sick leave since 31 March, 2014. Garda Management continues to monitor and manage sick absences supporting all of the staff appropriately.</p> |

| Performance Indicator | Details |
|---|--|
| Reduce the number of open employee issues | An Garda Síochána continues to have ongoing liaison with Mr. Colm Henry of the Department of Justice & Equality who is secretary for the group with a view to reducing the number of open employee issues. |
| Leadership, management and supervisory programmes developed/enhanced | <p>Plans for leadership, management, and supervisory scholarship programmes were developed and progressed in 2015.</p> <p>Promotion programmes for Sergeants, Inspectors, Executive Officers, Higher Executive Officer and Assistant Principle grades will continue to be delivered.</p> <p>Members of An Garda Síochána are currently undergoing a Bachelor of Science in Police Leadership and Governance.</p> |
| Education, training and development needs of the organisation addressed | <p>During 2015 members of An Garda Síochána were supported in undertaking each of the following educational programmes:</p> <ol style="list-style-type: none"> 1. M.A. in Ethics (Corporate Responsibility) – D.C.U. 2. M.Sc in Education and Training (eLearning) – D.C.U. 3. M.B.A. – D.C.U. 4. M.B.A. – U.L. 5. M.A./L.L.M. in Criminal Justice Human Rights – U.L. <p>A total of 57 Members of An Garda Síochána were supported in undertaking a B.Sc in Police Leadership and Governance (U.C.D.) commencing September, 2015.</p> <p>A total of 94 civilian and sworn members of An Garda Síochána were also supported in undertaking other academic programmes for the academic year 2015/2016.</p> |

| Performance Indicator | Details |
|--|---|
| Education, training and development needs of the organisation addressed (cont,d) | <p>A total of 40 civilian and sworn members were also supported in undertaking a Certificate in Civil Service and State Agency Studies with the Institute of Public Administration.</p> <p>The Director of Training and Development continued actively liaising with other third level institutions in the provision of relevant academic and applied skills programmes throughout the year.</p> |
| Crime investigative training improved | <p>Training on the investigation of crime is ongoing.</p> <p>The Garda College has gained accreditation from the University of Limerick for the Senior Investigating Officers Programme. The Specialist Diploma in Serious Criminal Investigation is a level 9 qualification which all prospective Senior Investigating Officers will undergo.</p> <p>However, the Garda College continued in the delivery of Serious Incident Canvas Co-ordinators, Detective Garda Training, Detective Sergeant Training and Investigative Interviewing of Witnesses and Suspects (levels 1-4) throughout 2015.</p> |

Statistics

| Crime offence group | 2015 | 2014 |
|--|--------|--------|
| 01 Homicide offences | 57 | 80 |
| 02 Sexual offences | 2,361 | 2,062 |
| 03 Attempts or threats to murder, assaults, harassments and related offences | 16,948 | 14,990 |
| 04 Dangerous or negligent acts | 7,199 | 7,286 |
| 05 Kidnapping and related offences | 155 | 122 |
| 06 Robbery, extortion and hijacking offences | 2,584 | 2,650 |
| 07 Burglary and related offences | 26,246 | 27,529 |
| 08 Theft and related offences | 75,993 | 77,753 |
| 09 Fraud, deception and related offences | 5,600 | 5,179 |
| 10 Controlled drug offences | 15,128 | 15,957 |
| 11 Weapons and explosives offences | 2,365 | 2,469 |
| 12 Damage to property and to the environment | 26,066 | 27,419 |
| 13 Public order and other social code offences | 33,254 | 32,603 |
| 15 Offences against Government, justice procedures and organisation of crime | 11,070 | 9,394 |

Crime Statistics

The figures show that there was a decrease of twenty three (23) in the Homicides category in 2015 compared to 2014. This represents a decrease of 29%. The number of murders fell from fifty two (52) in 2014 to thirty (30) in 2015. This was a decrease of 42%.

The Sexual Assault Group showed an overall increase of 15% on the previous year. Aggravated Sexual Assault and Sexual Assault decreased by 50% and 2% respectively with a combined total of 52 fewer crimes recorded.

There was an increase of 12% in Attempts/ Threats to Murder, Assaults, Harassments and Related Offences group in 2014. Assault/ Obstruction / Resist Arrest – Peace Officer and Assault (Minor) increased by 13% representing 1,325 more incidents.

Dangerous or Negligent Acts saw a decrease of 99 offences (1.4%). Driving / in-charge of a vehicle while over the legal alcohol limit (-27 offences) / under the

influence of drugs (-51 offences) both showed decreases when compared to 2014. This decrease equated to 19%.

Kidnapping and Related offences showed an increase of 25% which equates to 31 offences.

The Robbery, Extortion and Hijacking Offences group showed a decrease on 2014 figures of 2%. The number of Robbery of cash or goods in transit offences and robbery from the person offences decreased by 31% and 10% respectively.

As a group Burglary and Related Offences showed a decrease of 5% on 2014. The number of burglary offences decreased by 1,302 or 5%.

Theft and Related Offences group showed an overall decrease of 2% representing 1,704 fewer offences recorded in 2015 when compared with 2014. Theft from Person and Theft Other offences recorded a decrease of 1% and 5% which, when combined, resulted in 2,199 fewer offences in 2015.

The Controlled Drug Offences group recorded a decrease of 5%. Offences

of Possession for sale and supply and 'simple possession' (personal use) fell by 5% and 3% respectively representing 487 fewer offences than in 2014.

The Weapons and Explosives Offences group recorded a decrease of 5% when compared with 2014.

The Damage to Property and the Environment decreased by 5% which was driven by a reduction of 1,265 offences of criminal damage.

Public Order and Social Code Offences showed an increase of 2% when compared to 2014. This was primarily driven by an increase of Other social code offences (begging) which increased by 2,304 offences. The number of disorderly conduct offences decreased by 5% (1,339 offences).

In 2015 an overall decrease was recorded in 8 of the 14 offence groups when compared with 2014.

For more detailed information of crime figures go to www.cso.ie

Missing Persons Bureau

Missing Persons Bureau

The number of missing persons reported to An Garda Síochána in 2015 was 9,969. This was an increase of almost 9% in reports from the previous year. Thankfully, a majority of these people are located within a short period of time, but unfortunately 48 remained missing at year end. As with all missing person investigations, these cases will remain open and active until such time as the person is located.

If you think you have or think you have information on a missing person please contact any Garda Station, or email missingpersons bureau@garda.ie or telephone 1800666666. If you would like to speak directly to a member of the Missing Persons Bureau, please ring (01) 6662615.

The Missing Persons Bureau once again worked closely with the Department of Justice and Equality to host the third event of National Missing Persons Day on 2nd December 2015. This Day was established to commemorate those people who have gone missing, and to bring together the

families left behind so that they may find comfort and solace in a ceremony of reflection. The day itself enables publicity to be drawn to missing person investigations, and it raises awareness of the significant issues associated with missing persons.

Child Rescue Ireland (CRI) Alert is a system that An Garda Síochána can utilise to seek the assistance of the public when investigating child abductions cases where there is a reasonable belief that there is an immediate and serious risk to the health or welfare of the child/children.

When these four criteria are met, alert information is distributed to the public in a variety of ways, for example – social media, radio, television, CRI Alert App, road signs, bus and railways, ports and airports.

To date six CRI Alerts have been launched. An Garda Síochána would like to thank the public for their continued participation with the CRI Alert system. It is only with your help that CRI Alert works as effectively as it does.

Firearms Policy Unit

The Firearms Policy Unit acts as a central point of contact for all of the various firearms licensing stakeholders. The Unit works closely with Department of Justice and Equality, shooting range operators, registered firearms dealers and liaises on a regular basis with representatives of the shooting bodies and gun clubs dispersed throughout the country. The Unit updates the Garda website www.garda.ie on firearms licensing related matters where all application forms, Statutory Instruments, current legislation and a copy of the Commissioner's Guidelines may be accessed.

Numbers of firearm certificates

The total number of all classes of firearm certificates on issue as of 31st December 2015 was 203,422. The second major renewal phase for three year firearm certificates commenced on 1st August 2015 with the vast majority of applications processed to a conclusion.

Forensic Firearms Report

Six hundred and thirty eight separate items which could be classed as firearms under current legislation were submitted to the Ballistics Section for examination in 2015.

| Gun Types | Total Gun | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 |
|---------------------|-------------|------------|------------|------------|------------|------------|------------|
| Pistols | 293 | 86 | 65 | 50 | 52 | 40 | 32 |
| Revolvers | 209 | 53 | 74 | 28 | 27 | 14 | 29 |
| Light Machine gun | 3 | 1 | 0 | 0 | 2 | 0 | 1 |
| Sub-machine gun | 27 | 7 | 4 | 10 | 3 | 3 | 7 |
| Assault Rifle | 12 | 6 | 1 | 2 | 1 | 2 | 10 |
| Blank firing Pistol | 87 | 21 | 11 | 19 | 12 | 24 | 21 |
| Imitation Pistol | 99 | 33 | 23 | 17 | 16 | 10 | 15 |
| Imitation Revolver | 43 | 14 | 10 | 5 | 9 | 5 | 4 |
| Rifle | 272 | 55 | 76 | 50 | 50 | 41 | 39 |
| Shotgun | 672 | 153 | 144 | 150 | 125 | 100 | 92 |
| Air Rifle | 519 | 154 | 126 | 97 | 49 | 93 | 79 |
| Air Pistol | 979 | 217 | 203 | 166 | 177 | 216 | 155 |
| Muskets | 17 | 10 | 0 | 2 | 0 | 5 | 3 |
| Stunguns | 293 | 121 | 0 | 53 | 56 | 63 | 96 |
| Crossbows | 41 | 17 | 0 | 7 | 7 | 10 | 7 |
| CS Gas | 101 | 0 | 0 | 31 | 19 | 51 | 42 |
| Silencers | 28 | 0 | 0 | 9 | 7 | 12 | 6 |
| Total | 3695 | 948 | 737 | 696 | 624 | 689 | 638 |

Incidents Recorded Under Section 12 of The Childcare Act

Under Section 12 of the Child Care Act 1991, An Garda Síochána can remove a child from their parents/guardians if they believe there is an immediate danger to the child. The child must “as soon as possible be delivered up to the custody of the Child & Family Agency” who then make the independent decision as to whether a) to return the child to the parent having custody of him/her or a person acting in loco parentis or b) apply to Court for an Emergency Care Order. If an application for an Emergency Care Order is made then the Judge will hear evidence from the Child & Family Agency and An Garda Síochána as necessary and only on consideration of all the facts of the case will the Courts make an order.

For the period from 1st January 2013 to 31st

December 2015 a total of 2,049 incidents were reported on PULSE under the incident type “Section 12 Child Care Act Invoked”.

This is based on the Date Reported which is the date on which the incident was reported or became known to An Garda Síochána. Information is current as of 28th January 2016 and is operational, provisional and subject to change.

It should be noted that a number of individual children (defined as a person aged under 18 at the date of the incident) can be associated with more than one Section 12 incident in a year.

- In 2013, 728 individual children were identified in connection with the 758 Section 12 incidents.

- In 2014, 549 individual children were identified in respect of the 579 Section 12 incidents.

-In 2015, 689 individual children were identified in respect of the 712 Section 12 incidents.

| Region / Division | 2013 | 2014 | 2015 |
|-----------------------------|-------------|-------------|-------------|
| Dublin Region | 227 | 107 | 156 |
| D.M.R. Eastern | 16 | 9 | 5 |
| D.M.R. North Central | 31 | 14 | 41 |
| D.M.R. Northern | 43 | 25 | 48 |
| D.M.R. South Central | 44 | 20 | 14 |
| D.M.R. Southern | 32 | 23 | 28 |
| D.M.R. Western | 61 | 16 | 20 |
| Eastern Region | 73 | 65 | 109 |
| Kildare Div | 17 | 18 | 24 |
| Laois/Offaly | 17 | 21 | 34 |
| Meath Div | 13 | 17 | 24 |
| Westmeath Div | 19 | 3 | 5 |
| Wicklow Div | 7 | 6 | 22 |
| Northern Region | 112 | 86 | 99 |
| Cavan/Monaghan | 23 | 20 | 25 |
| Donegal | 27 | 22 | 27 |
| Louth Div | 53 | 39 | 45 |
| Sligo/Leitrim | 9 | 5 | 2 |
| South Eastern Region | 136 | 118 | 126 |
| Kilkenny/Carlow | 29 | 11 | 16 |
| Tipperary | 57 | 32 | 30 |
| Waterford Div | 22 | 30 | 27 |
| Wexford Div | 28 | 45 | 53 |
| Southern Region | 132 | 155 | 136 |
| Cork City | 30 | 44 | 56 |
| Cork North | 20 | 44 | 32 |
| Cork West | 11 | 21 | 10 |
| Kerry | 30 | 14 | 15 |
| Limerick | 41 | 32 | 23 |
| Western Region | 78 | 48 | 86 |
| Clare | 21 | 14 | 18 |
| Galway Div | 29 | 20 | 39 |
| Mayo | 16 | 6 | 17 |
| Roscommon/Longford Div | 12 | 8 | 12 |
| National Total | 758 | 579 | 712 |

Deaths in Custody

Deaths in Garda Custody in 2015

Death of Mr. Andre Rodriguez

On 14th November, 2015, Mr. Andre Rodriguez died while in custody at Dublin Airport. Mr. Rodriguez (DOB 2nd January, 1992) was stopped at Immigration Control on Pier A, Terminal One, Dublin Airport by Irish National Immigration Staff (INIS) having been refused entry to the State. Shortly after being taken into custody, a Dublin Airport Authority ambulance was called and Mr. Rodriguez was brought to the A&E department at Beaumont Hospital arriving at 13.35hrs. Andre Luiz Rodriguez was pronounced deceased shortly after arrival at Beaumont Hospital.

The Garda Síochána Ombudsman Commission was notified in accordance with Section 102 (1) of the Garda Síochána Act 2005 and attended the scene. The matter is still under investigation by the Garda Síochána Ombudsman Commission. To date an Inquest has not been held.

Criminal Justice Act 2006

Anti Social Behaviour Warnings/Orders and Good Behaviour Contracts for the year 2015

| Behaviour Warnings (Adult) | Behaviour Warnings (Child) | Good Behaviour Contract | Civil Order (Adult) | Behaviour Order (Child) |
|----------------------------|----------------------------|-------------------------|---------------------|-------------------------|
| 801 | 142 | 0 | 2 | 0 |

Missing Persons Reports

| 2015 | High Risk | | Medium Risk | | Low Risk | | Total | |
|-----------------------------|--------------|-----------|-------------|----------|--------------|-----------|--------------|-----------|
| | Reports | Untraced | Reports | Untraced | Reports | Untraced | Reports | Untraced |
| EASTERN REGION | 1,385 | 5 | 101 | 0 | 149 | 0 | 1,635 | 5 |
| Kildare | 420 | 0 | 33 | 0 | 28 | 0 | 481 | 0 |
| Laois/Offaly | 123 | 0 | 12 | 0 | 20 | 0 | 155 | 0 |
| Meath | 285 | 3 | 24 | 0 | 64 | 0 | 373 | 3 |
| Westmeath | 213 | 0 | 12 | 0 | 19 | 0 | 244 | 0 |
| Wicklow | 344 | 2 | 20 | 0 | 18 | 0 | 382 | 2 |
| DUBLIN MET. REGION | 3,389 | 10 | 294 | 1 | 413 | 4 | 4,096 | 15 |
| Eastern | 333 | 1 | 27 | 0 | 41 | 0 | 401 | 1 |
| North Central | 923 | 0 | 57 | 1 | 71 | 2 | 1,051 | 3 |
| Northern | 844 | 1 | 64 | 0 | 85 | 1 | 993 | 2 |
| South Central | 564 | 2 | 32 | 0 | 58 | 0 | 654 | 2 |
| Southern | 273 | 5 | 49 | 0 | 85 | 0 | 407 | 5 |
| Western | 452 | 1 | 65 | 0 | 73 | 1 | 590 | 2 |
| NORTHERN REGION | 656 | 3 | 79 | 1 | 134 | 4 | 869 | 8 |
| Cavan/Monaghan | 107 | 0 | 13 | 0 | 23 | 0 | 143 | 0 |
| Donegal | 100 | 1 | 27 | 0 | 35 | 2 | 162 | 3 |
| Louth | 395 | 1 | 33 | 1 | 53 | 2 | 481 | 4 |
| Sligo/Leitrim | 54 | 1 | 6 | 0 | 23 | 0 | 83 | 1 |
| SOUTH EASTERN REGION | 653 | 4 | 91 | 0 | 105 | 1 | 849 | 5 |
| Kilkenny/Carlow | 165 | 3 | 18 | 0 | 20 | 0 | 203 | 3 |
| Tipperary | 154 | 0 | 18 | 0 | 28 | 0 | 200 | 0 |
| Waterford | 124 | 0 | 26 | 0 | 23 | 0 | 173 | 0 |
| Wexford | 210 | 1 | 29 | 0 | 34 | 1 | 273 | 2 |
| SOUTHERN REGION | 1,648 | 2 | 139 | 2 | 179 | 3 | 1,966 | 7 |
| Cork City | 653 | 0 | 60 | 0 | 81 | 0 | 794 | 0 |
| Cork North | 150 | 0 | 23 | 1 | 21 | 1 | 194 | 2 |
| Cork West | 148 | 0 | 11 | 0 | 17 | 0 | 176 | 0 |
| Kerry | 58 | 1 | 13 | 0 | 25 | 1 | 96 | 2 |
| Limerick | 639 | 1 | 32 | 1 | 35 | 1 | 706 | 3 |
| WESTERN REGION | 366 | 6 | 77 | 0 | 111 | 2 | 554 | 8 |
| Clare | 97 | 5 | 14 | 0 | 13 | 0 | 124 | 5 |
| Galway | 159 | 0 | 42 | 0 | 60 | 0 | 261 | 0 |
| Mayo | 71 | 1 | 14 | 0 | 24 | 1 | 109 | 2 |
| Roscommon/Longford | 39 | 0 | 7 | 0 | 14 | 1 | 60 | 1 |
| Total | 8,097 | 30 | 781 | 4 | 1,091 | 14 | 9,969 | 48 |

In 2015, there were 9,669 reports of missing persons. Of these, 8,097 were high risk, 781 were medium risk and 1,091 were low risk. The total number of persons still missing for 2015 is 48. This figure is operational and subject to change.

FORENSIC SCIENCE LABORATORY DRUGS SECTION

Received and Reported on from 01/01/2015 to 31/12/2015

| Category | grams/mls/Plant | Tbls/Sqr/Caps | Value |
|------------------------|-----------------|---------------|--------------------|
| Anabolic Steroids | 24 | 1,763 | €1,058 |
| Barbituates | - | - | - |
| Benzodiazepines | 749 | 495,557 | €991,113 |
| Cannabis Herb | 558,678 | 3 | €11,173,554 |
| Cannabis Plants | 12,539 | - | €10,031,084 |
| Cannabis Resin | 263,363 | - | €1,580,178 |
| Cathinones | 6,744 | 69 | €236,041 |
| Cocaine | 108,817 | - | €7,617,223 |
| Diamorphine | 61,741 | 3 | €9,261,194 |
| Hallucinogens | 22,136 | 4,956 | €1,576,943 |
| Mixing agents | 49,656 | 315 | €24,828 |
| Opioids Other | 12,448 | 76 | €4,108 |
| Other | - | 458 | €0 |
| Phenethylamines** | 27,436 | 187,681 | €3,522,972 |
| Piperazine | 172 | 2,304 | €20,103 |
| Sleeping Tablet | 15 | 331,896 | €663,792 |
| Solvents | - | - | - |
| Synthetic Cannabinoids | 3 | 0 | €57 |
| TOTAL | | | €46,704,248 |

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

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

All figures are provisional, operational and subject to change.

Above figures refer to drug seizures conducted by An Garda Síochána alone and do not include the amount and value of drugs seized in multi-agency operations in which An Garda Síochána was centrally involved

Drugs Seizures

The seizure data provided to An Garda Síochána by Forensic Science Ireland reveals that in 2015 the value of illicit drugs seized by AGS is €46,704,247 Euro which is down significantly from 2014 figures (€62,524,651). The difference in overall value of all controlled drugs seized between 2015 and the preceding year is €15.8 million.

In 2015 the value of Cannabis plants and Cannabis herb seized was €21.2 million which accounted for just over 45% of all illicit drugs seized from the 1st of January 2015 to the 31st of December 2015. Cannabis remains the most prevalent controlled drug in this jurisdiction.

In 2014 Cannabis seizures involving plants and herb form amounted to €36.9 million which accounted for 59% of all drug seizures for this period. In previous years Cannabis herb and plants have accounted for 64% of all seizures in 2013 and 55% of all seizures in 2012.

In terms of value, the seizures of Cannabis herb and plants have diminished from €64.2 million in 2012, to €41.8 million in 2013, to €36.9 million in 2014, to €21.2 million in 2015.

This, year on year reduction, regarding the amount of Cannabis seized by An Garda Síochána is reflective of how the industrial cultivation of Cannabis in Ireland has been tackled under Operation Nitrogen which involved intelligence led operations tackling the Cannabis cultivation industry. Many Organised Crime Groups, including a number of significant crime gangs, who for a number of years, were involved in very significant criminal enterprises have been arrested and brought before the courts. These Cannabis cultivation facilities were large scale and sophisticated but, more importantly, they were often connected to each other in the sense that they were run by the same criminals at the higher levels of these Organised Crime Groups (OCG's). As a direct result of Garda activities many of these OCG's have been dismantled and their operatives imprisoned which has led to a dearth of skills within the criminal fraternity in

terms of experience and technical management of these industrial type facilities growing Cannabis Plants. In turn, this has reduced the harm caused to young people who abuse cannabis herb which is often described as a gateway drug to other more potent illicit drugs.

The difference in overall value of Cannabis herb and plants seized between 2015 and the preceding year is €15.7 million. The seizures of other drug types remains reasonably constant between the two years with increases in volumes seized for drugs such as Cocaine and Heroin between 2014 and 2015.

In reality, Cannabis herb and Cannabis plants have a major statistical impact on the overall value of drugs seized in Ireland in any given year. Although the phenomenon of grow houses still exist to an extent, the large scale enterprises that were once common have dissipated as a result of proactive policing operations, in particular Operation Nitrogen, which have dismantled the highest levels of many of these organised criminal groupings.

In terms of Heroin Seizures, there was a significant increase in the seizure of this drug and a relatively minor increase in Cocaine seizures in 2015 (just under 109 Kgs). With regard to Heroin, in 2015 An Garda Síochána seized just under 62 Kgs whilst in 2014, just under 40 kgs was seized, but to give that some perspective in terms of trends, in 2013 An Garda Síochána seized just over 61 Kgs of Heroin. An Garda Síochána continues to tackle those involved in Organised Crime especially those groups and criminals who are engaged in Drug Trafficking and in 2016 the focus of the Drugs and Organised Crime Bureau (DOCB) and AGS remains resolute in terms of tackling every level of organised criminality in Ireland.