



An Garda Síochána

Monthly Report to the Policing Authority

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

December 2019

An Garda Síochána

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Gnóthaí Corparáideacha
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Ms. Helen Hall
Chief Executive
Policing Authority

Dear Helen

Re: Commissioner's Monthly Report to the Policing Authority

I am pleased to provide the twelfth monthly report for 2019 outlining the key aspects of the administration and operation of An Garda Síochána, in accordance with Section 41A of the Garda Síochána Act 2005, as amended.

This report is provided for review in advance of the Policing Authority meeting with the Commissioner, on Monday 16 December 2019.

I would like to wish you and your colleagues a very happy Christmas and peaceful New Year.

Yours sincerely

**DERMOT MANN
CHIEF SUPERINTENDENT
OFFICE OF THE COMMISSIONER**

December 2019

An Garda Síochána: Ag Coinneáil Daoine Sábháilte – Keeping People Safe

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Message from the Commissioner

This month's report again demonstrates the good work being done by personnel across An Garda Síochána to keep people safe. In particular, the work in communities to prevent and tackle crime. An Garda Síochána has a proud tradition of close co-operation with communities. It is the foundation of how we deliver policing and how we have built and gained the trust of the people.

This was achieved by meeting and talking to people, particularly those isolated, lonely or vulnerable. As demonstrated in this report, it was also through working with local communities to prevent crime, recognising young people for their contribution to their area and co-operating with stakeholders to tackle particular crimes. It was also achieved by confronting the hard and difficult issues facing communities such as drug dealing, robberies and anti-social behaviour. This report provides some examples of this work in the last month.

It was great to see our newest members of An Garda Síochána passing out recently from the Garda College, having been presented with our new Community Policing Framework Guidelines, which set out how we expect Gardaí to work effectively with the individuals and the communities they serve. In addition, we are introducing an enhanced approach to community policing with Community Gardaí being given individual responsibility for certain geographic areas. They will get to know local people and these people will get to know them. Community Policing Teams headed by an Inspector will also be established with responsibility for working with local stakeholders and agencies to identify solutions to their key concerns.

Given the time of the year, I would like to take this opportunity to re-emphasise our road safety messages to 'Slow down', 'Never take drink or drugs and drive', 'Never use a mobile phone while driving', and 'Wear a seat belt'.

We hope that by using our roads responsibly, families will not have to suffer tragedy this Christmas or New Year.

1. Finance

The overall financial position at the end of November 2019, shows a total net expenditure of €1,511.6m, which is €2.6m more than the profiled spend of €1,509m. A Supplementary Estimate of €17.5m was approved by the Justice & Equality Committee on 4 December 2019 and is on the order of business for approval by the Dáil on 12 December 2019. The supplementary funding will be primarily used to offset the additional overtime and other expenditure incurred in 2019 as a result of the visits of the US President and Vice President. It will also assist in reversing some of the capital and current expenditure cutbacks imposed, to ensure expenditure was kept in line with budget.

The year to date expenditure on salaries is €953.3m which is almost €3.5m more than the profiled spend. The year to date expenditure on salaries for the Garda College is €20.8m. The year to date total Pay and Overtime of €1,073.7m including the Garda College shows an overspend of €12.1m or 1.1% compared to budget, of which €11.5m is related to the US President and Vice President visits.

The expenditure on overtime for the year to date (including the Garda College) is €99.7m, which is €12.4m or 14% in excess of the profiled budget. The year to date excess was driven by a number of events which required extra policing resources in addition to the available rostered resources.

Estate Management Developments in November 2019

- **Fitzgibbon Street Garda Station:** Works are expected to start on-site in December 2019.
- **Garda Water Unit, Athlone:** Renovation of the existing facility is continuing.
- **Cell Refurbishment Programme:** Cell upgrades are ongoing in various stations nationwide. The schedule of works for 2020 cell refurbishments has been finalised and forwarded to OPW for action.

Development of the new purpose built Garda facility at Military Road

Post tender assessment from the preferred main contractor has been completed. Tenders for the reserved specialists (mechanical, electrical and lift) have also been issued and are due for return on 16 December 2019.

Programme for Government commitment to reopen six Garda Stations

- **Rush, Co. Dublin:** Works continue on site and completion is expected in December 2019.
- **Stepaside, Co. Dublin:** Handover to An Garda Síochána is scheduled for mid-December.
- **As reported last month;**
 - Handover of Ballinspittle is expected in December 2019.
 - Works are expected to be completed in late 2020 in Leighlinbridge, Co. Carlow.
 - A brief of requirements for Bawnboy, Co. Cavan is under review by OPW.
 - Donard Garda Station has reopened.

2. Human Resources and People Development (HRPD)

- Garda and Garda Staff strengths at 30 November 2019, including a breakdown by rank, grade and gender, are outlined below. Information is also provided in respect of family friendly arrangements, sick leave and suspensions.
- The Garda Trainee recruitment campaign continues. Four classes entered the Garda College during 2018. The first class of 2019 entered into the College in April with further intakes in August and November. Work is ongoing on recruitment to Garda Staff posts sanctioned by the Policing Authority.
- Refinement and revision of the Workforce Plan continues in consultation with the Policing Authority and Departments of Justice & Equality and Public Expenditure & Reform, ensuring continuous focus on the Garda Reassignment Initiative and progress on the workforce modernisation agenda.
- The number of Garda members reassigned to operational duties at 29 November 2019 is 583.5. A chart outlining the rank breakdown is provided to follow.
- Details of numbers and vacancies in specified ranks are outlined at Appendices B and C.

Garda Strengths

Rank	At 30 November 2019	Male	Female	WTE
Commissioner	1	1		1
Deputy Commissioner	1	1		1
Assistant Commissioner	8	6	2	8
Chief Superintendent	47	38	9	47
Superintendent	167	150	17	167
Inspector	381	316	65	381
Sergeant	1,975	1,553	422	1,972.5
Garda	11,756	8,406	3,350	11,702
Total	14,336	10,471	3,865	14,279.5

Of which		Male	Female
Career Breaks (incl. ICB)	76	33	43
Work-sharing	56.5	2	54.5
Secondments (Overseas etc.)	14	8	6
Maternity Leave	71	N/A	71
Unpaid Maternity Leave	45	N/A	45
Paternity Leave	22	22	N/A
Available Strength	14,051.5	10,406	3,645.5

Garda Reserves

Garda Reserves Strength as at 30 November 2019	Total	Male	Female
	461	344	117

Garda Staff Strengths

	Total	WTE*	Male	Female
Professional / Technical	58	57.1	35	23
Administrative **	2,732	2,633	704	2,028
Industrial / Non Industrial	405	249.4	124	281
Total	3,195	2,939.5	863	2,332

Of which	Total	Male	Female
Career Breaks	23	4	19
Maternity Leave	28	N/A	28
Unpaid Maternity Leave	6	N/A	6
Paternity Leave	0	0	N/A
Available Total	3,161	863	2,298

* Whole time equivalent – Garda staff work on a number of different work-sharing patterns

** Civil service grades and other administrative posts

Work Sharing ***	Total	Male	Female
	336	7	329

*** Work-sharing figure excludes Industrial/Non-Industrial staff. Many of these posts are part-time.

Administrative and Civil Service

Grade	Total	WTE	Male	Female
CAO	1	1	1	
Executive Director	5	5	4	1
Director	1	1	1	
PO	19	19	12	7
AP	44	44	19	25
HEO/AO	154	152.8	67	87
EO	727	717.3	198	529
CO	1,781	1,692.9	402	1,379
Total	2,732	2,633	704	2,028

Parental Leave

Persons who availed of Parental Leave during 01.11.19 – 30.11.2019	Garda Members	Garda Staff
	197	117

Garda members reassigned to operational duties as at 29 November 2019

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
2018	0.5	4.5	15	39	199	258
2019	0	6	7	45	267.5	325.5
Total	0.5	10.5	22	84	466.5	583.5

Garda Members - Unavailable for duty due to sick leave 1.11.2019 – 30.11.2019

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
October 2019	1,704	155	120	11	7	1	1,831	167
November 2019	1593	154	135	11	8	0	1736	165

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
October 2019	1830	156	125	11	7	1	1,962	168
November 2019	1723	158	145	11	8	0	1876	169

**Ordinary Illness **Injury on Duty*

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
October 2019	13541.5	4301.5	823.5	321	117	1	14,482	4,623.5
November 2019	12548.5	4198.5	989	310	138	0	13675.5	4508.5

Garda Staff - Number who availed of sick leave

	No.
October 2019	418
November 2019	396

Garda Staff - Instances of Absence

	Administrative Grades	Technical and Professional	Total
October 2019	449	11	460
November 2019	432	7	442

Garda Staff - Number of days absent

	Administrative Grades	Technical and Professional	Total
October 2019	3,153	100	3,253
November 2019	3,148	78	3,226

- The total number of sick days recorded on SAMS (Sickness Absence Management System) is the number of calendar days that Garda members and Garda Staff are absent. This includes absences due to injury on duty / occupational injury and may also include weekends and rest days.
- Sick leave is recorded and classified as ordinary illness. However, if a member is maliciously injured in the course of duty, without wilful default or negligence on their part and a certificate in accordance with Garda Code 11.37 is issued, the absence may be reclassified as injury on duty.

- Where a member is attributing a subsequent absence to a previous injury sustained on duty, the advices of the Chief Medical Officer are sought to confirm the classification of the absence. The absence remains treated as “Ordinary Illness” until the Chief Medical Officer confirms otherwise.
- Statistics provided are by rank/grade only, as SAMS reporting does not breakdown by gender.

Suspensions: Persons suspended from An Garda Síochána as at 6 December 2019

Total	Male	Female
42	38	4

3. Information and Communications Technology (ICT)

Roster and Duty Management System (RDMS): RDMS is continuing to operate in DMR East. Garda Staff at the Garda National Vetting Bureau (GNVB) are operating RDMS on a pilot basis which will conclude at the end of January 2020.

Front Line Mobility: In November 2019, the Mobility public tender process was completed and the contract awarded to the successful bidder. 2,000+ devices are ordered for delivery as soon as available. Activities continued on completing the build out and testing of the device management infrastructure. Online training content, hosted on the Garda LMS system, was also completed and released to the first deployment group prior to receipt of their new Mobile Data Stations. In relation to deployment, a number of the new mobile devices have been received and were deployed to the first group of frontline members on 3 December 2019 at a Mobility Champions event which took place in Limerick. Further deployments will take place throughout December 2019 and it is expected that 2,000 mobility devices will be available to An Garda Síochána from 9 January 2020.

PRÜM: PRÜM data sharing is currently live with one Member State, Austria, since February 2019. In recent months, An Garda Síochána has been endeavouring to extend connectivity to two further States, The Netherlands and Portugal. The Netherlands has experienced issues in its environment and testing with Ireland is on hold while they resolve the issue. Testing with Portugal has commenced, however, a format issue was discovered. A possible solution has been identified and if successful, testing with Portugal will resume.

Property and Exhibits Management System (PEMS): As of 1 December 2019, 672,858 Objects have been created in PEMS2.

Investigation Management System (IMS): IMS Phase 2 deployment took place in Kilkenny/Carlow, Wexford and Tipperary Divisions on week commencing 18 November 2019. All incidents requiring investigation are now managed on IMS for these locations. As of 1 December 2019, 13,114 Investigations and 102,598 Investigation Jobs have been created in IMS. A number of high priority defect fixes and Change Requests were deployed into the live environment on 3 December 2019.

Schengen Information System II (SISII): The SISII project is on track to achieve technical readiness in December 2019. Technical readiness is defined as successful completion of technical and compliance test phases prescribed by eu-LISA. Functional testing was successfully executed with Iceland, Germany, Netherlands and Switzerland and user acceptance testing of all SIS-related national systems will be complete in December. Training materials are being developed for delivery in Q1 2020 and initial Schengen communications are available on the Garda website. Schengen (SISII) ‘go-live’ is at the discretion of the EU Commission but indications suggest this will be scheduled in Q2 2020.

4. Corporate Communications

Passing Out Ceremony on 29 November 2019

The Taoiseach Leo Varadkar TD, Minister for Justice and Equality Charlie Flanagan TD and the Commissioner attended the Graduation Ceremony in the Garda College in Templemore. The ceremony was transmitted live on Facebook with a reach in excess of 92,000 people and the event garnered extensive media coverage. A total of 197 newly attested Gardaí graduated at the ceremony and took up operational duties on 2 December 2019. Of the 197, 89 Gardaí are assigned to the Dublin Region, 32 Gardaí to Cork City and 32 to Limerick City and all have been deployed to 'Open City'. The remaining 44 newly attested Gardaí have been deployed to border Divisions.

An Garda Síochána Youth Awards

The Office of Corporate Communications conducted filming at the Carlow/Kilkenny and West Cork Garda Youth Awards. The Garda National Youth Awards showcase the positive contribution young people are making in their communities. The Awards at national and divisional level enable Gardaí to develop strong relationships with community groups and young people in their areas.

Launches and Initiatives

A number of key initiatives and events took place during the month of October, including:

- The Corporate Communications Office filmed at Operation TEORANN Major Emergency Exercise. The joint training exercise between An Garda Síochána, our Partner Response Agencies (PRAs); the HSE (National Ambulance Service), Louth County Council and Monaghan County Council took place at locations in Louth and Monaghan. The training day was an opportunity to exercise our activation, response, and coordination in responding to a complex and dynamic emergency situation. It also resulted in significant media coverage.
- The Christmas Road Safety Campaign was launched by the Commissioner and Assistant Commissioner Roads Policing with the Road Safety Authority (RSA).
- Chief Superintendent, Roads Policing in conjunction with RSA, introduced a new law for drivers in relation to the minimum passing distance for cyclists.

Media Interviews/Briefings included:

- A media briefing was held following the sentencing of Boy A and Boy B in the murder of a 14 year old girl in Lucan, Co. Dublin in May 2018. During the briefing, senior investigating officers outlined the unprecedented and innovative arrangements used throughout the investigation, particularly in relation to the protection of the human rights of all involved. The commitment by Gardaí and the investigation team in bringing the investigation to a successful conclusion was also noted.
- The Commissioner and Assistant Chief Constable of the PSNI announced the Joint Investigation Team into the kidnapping, false imprisonment and assault of a senior executive at Quinn Industrial Holdings and progress made in the investigation.
- Following the discovery of a man's body in Lucan, a murder investigation briefing was held.
- A briefing was held in Rosslare to discuss the investigation into immigration offences.
- Morning Ireland on RTE Radio 1 interviewed Detective Chief Superintendent, Protective Services Bureau with regard to protecting sex workers from violence.

5. Progress update on embedding the Code of Ethics

Ethics Workshops and Sign-Up to the Code of Ethics in An Garda Síochána

On 30 November 2019, the status of participation at Ethics Workshops and the associated sign up to the Code of Ethics Declaration is as follows;

	Total Number	Attended Workshops	% Attended Workshops	Numbers Signed	% attended workshops that signed	% of total number that signed
No. of Garda Members	14,336	13,165	92%	12,119	92%	85%
No. of Garda Staff	3,195	2,063	65%	1,964	95%	61%
Reserves	461	169	37%	135	80%	29%
Total including Reserves	17,992	15,397	86%	14,218	92%	89%
Total excluding Reserves	17,531	15,228	87%	14,083	92%	80%

Garda Decision Making Model (GDMM)

The Garda College is currently engaging with a third party supplier for an e-learning training initiative for the Decision Making Model. Work is ongoing in respect of the first iteration of the training material.

6. Implementation of Cultural Change

As outlined in recent reports, the Commissioner has approved 12 initiatives under a Staff Culture Engagement Proposal, in accordance with A Policing Service For the Future (APSFF). The current position in respect of the 12 initiatives is as follows:

Initiatives Completed in Q3 2019	1) Innovation Week: Complete.
Monitoring of On-Going Initiatives implemented in Q3 2019	2) Publication of Senior Leadership Team Meeting Actions. 3) Senior Leadership Team meeting locations rotated amongst the Divisions. 4) Circulate Regional and Divisional PAF Meeting Priorities/Actions. 5) Ethics and Culture Team Site on the Garda Portal.
Initiatives to be implemented in Q4 2019 (Not requiring a pilot phase)	6) Staff Engagement Charter: Charter circulated to the Organisation in November 2019. 7) Garda NewsBeat Article on Staff Culture Engagement Initiatives: Work is continuing to prepare articles on the initiatives for a special issue of NewsBeat.
Initiatives piloted in Q3 2019 implemented nationally - November 2019	8) Have Your Say Mailbox: Launched in remaining Divisions in November 2019.
Initiatives piloted in Q3 to be implemented nationally – Q4 2019	9) Senior Officers' monthly patrol with operational units/sections: Revisions currently being applied to this initiative.

Develop criteria for a future Culture Audit, post 2019	10) 2 nd Tele-conference held with a possible third-party provider on 31 October 2019. Potential for a further audit to be conducted in Q3 2020.
Initiatives integrated into On-Going APSFF Initiatives	11) Supervisor Seven-Minute Briefing Calendar with the PAF Briefing Process. 12) Listening Circles with the planning process for the Policing Plan 2020.

7. Risk Management

There are 17 Corporate Risks on An Garda Síochána's Corporate Risk Register. Corporate Risk Owners have been assigned and each is being actively managed. The Garda Risk Management Unit (GRMU) continues to provide Organisation-wide communications, training, workshops, advice and guidance to all risk management stakeholders. Superintendent GRMU undertakes regular meetings with Divisional and District Risk Managers to review and quality assure Risk Registers and the GRMU provides Risk Register Development Workshops to stakeholders on an ongoing basis.

- A Risk Register Workshop was held with the DMR on 18 November 2019.
- A support staff briefing is scheduled to take place on 12 December 2019 for the North Western Region, in Monaghan.
- Risk management briefings to Inspectors and Sergeant Development Programmes continued throughout November, with more scheduled to take place in December.
- A Key Governance Stakeholder Group meeting took place on 9 December 2019.
- The next Audit and Risk Committee meeting is scheduled to take place on 18 December 2019.

Compliance rates from Divisions and Regions have remained consistently high throughout 2018 and the start of 2019. The compliance rate for 2019 to date is currently 94%.

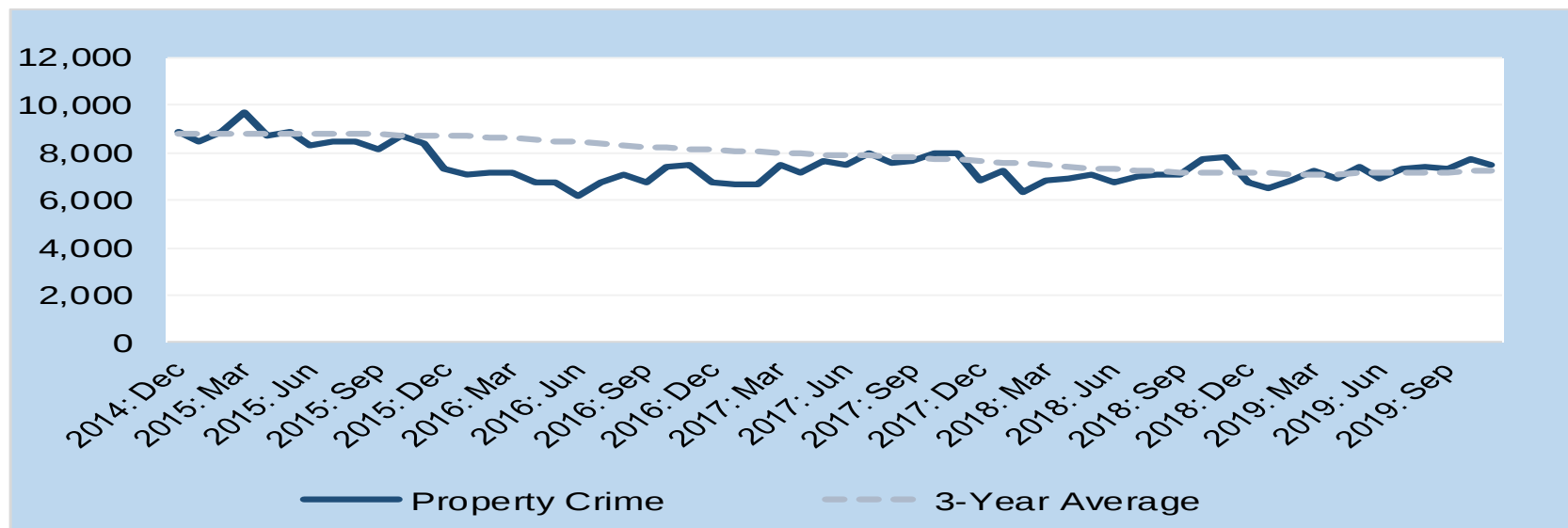
8. Crime Trends

National Overview

Long term trends in property crime and burglary have plateaued, having been decreasing over the previous four years. Crimes against the person and sexual offences continue a long term increase. While public order has been increasing since 2018, criminal damage, which had been decreasing has now begun to stabilise.

Chart 1: Total Property Crime - 5 Year Trend

Nationally, total **Property Crime** had been trending downwards since the end of 2015, but has shown some indications of an increase in 2018/19. Levels are up 1.6% in the past 12 months compared with the 12 months prior and property crime figures for the first 11 months of 2019 were 2% higher than the same period in 2018.

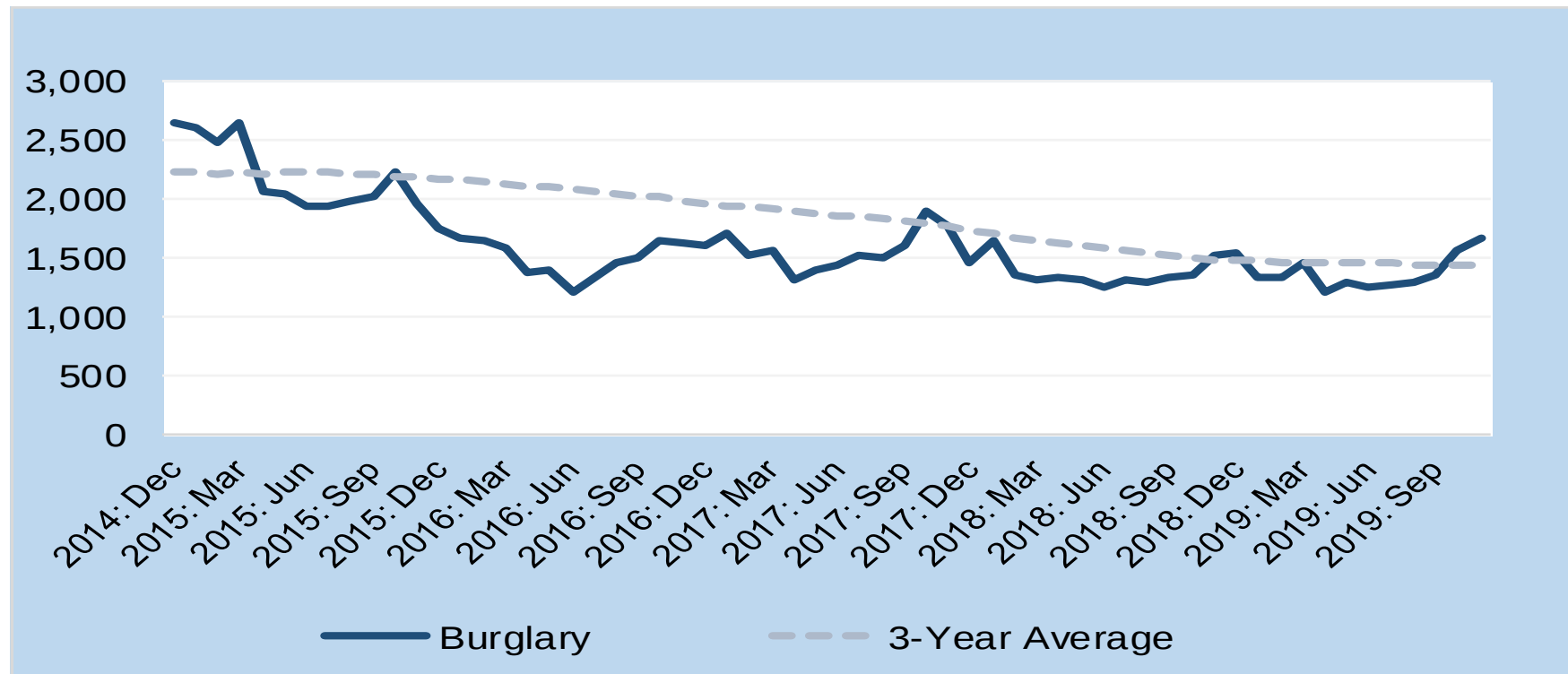


The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

Note: Crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.

Chart 2: Burglary - 5 Year Trend

Burglary has also been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015, but has increased in October and November in line with trends expected at this time of year. Residential burglary tends to increase in the darker winter months. Residential burglary is up 5% and burglary occurring elsewhere is down 9% in the past 12 months compared with the previous period.

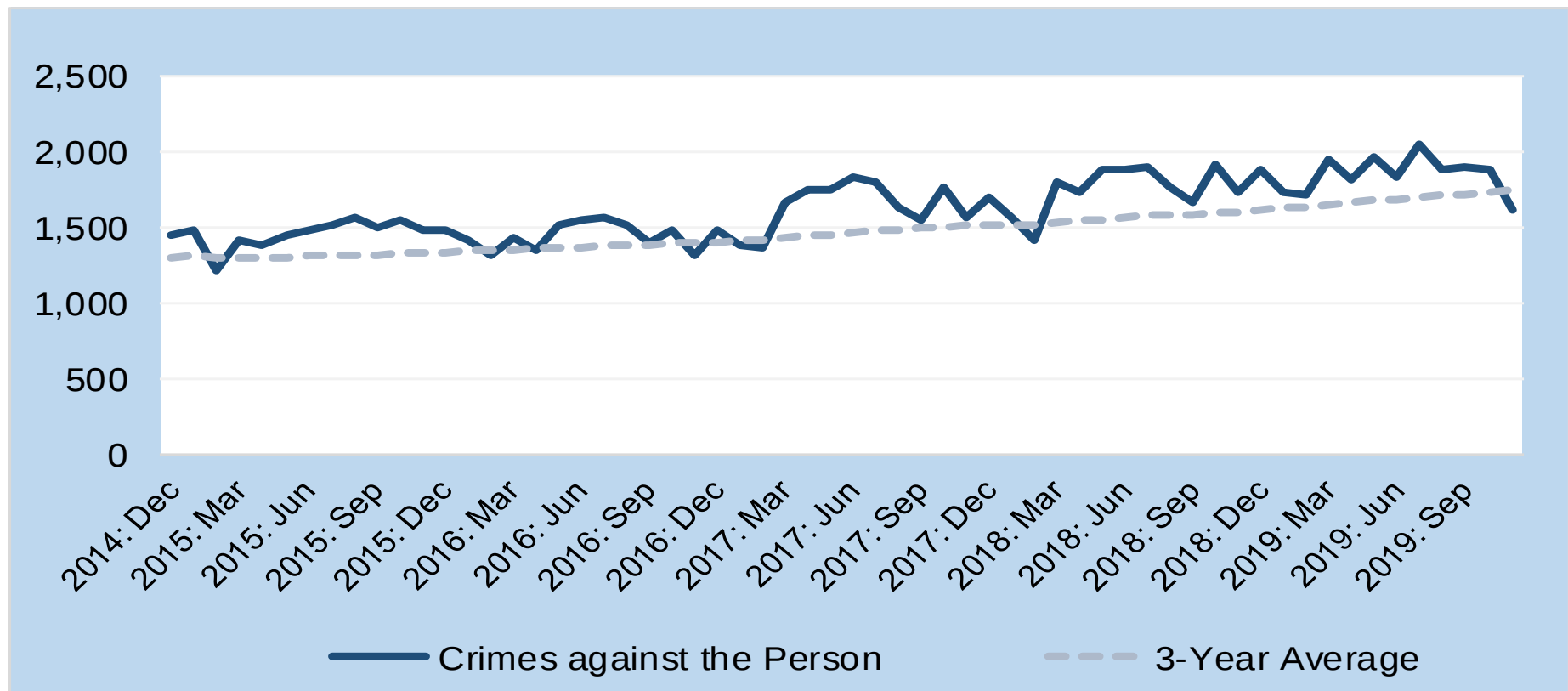


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Chart 3: Crimes against the Person - 5 Year Trend

Nationally, **crimes against the person** continue to trend upwards, with an increase of 6% in the 12 month comparison, primarily driven by an increase in assaults.

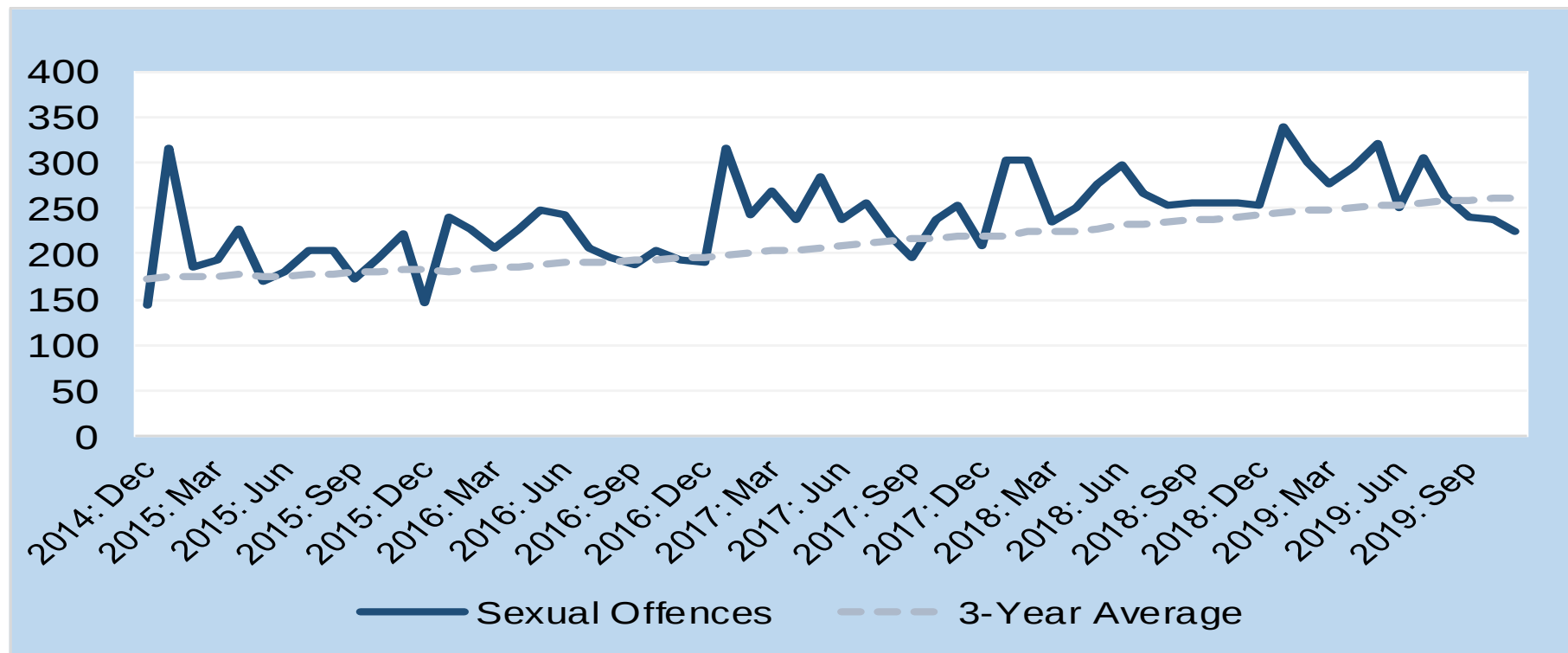


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Chart 4: Sexual Offences - 5 Year Trend

The Garda Information Services Centre (GISC) has implemented a batch data quality check on **Sexual Offences** to ensure the correct application of crime counting rules and as such this data can be reported on with a one month time lag. Sexual offences have been increasing since early 2015 and are up 4% in the past 12 months as compared with the 12 months prior to this. This increase is not unique to Ireland and may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. However, given that crimes against the person are also on an upward trend, it cannot be precluded that there has been an increase in the number of sexual crimes occurring.

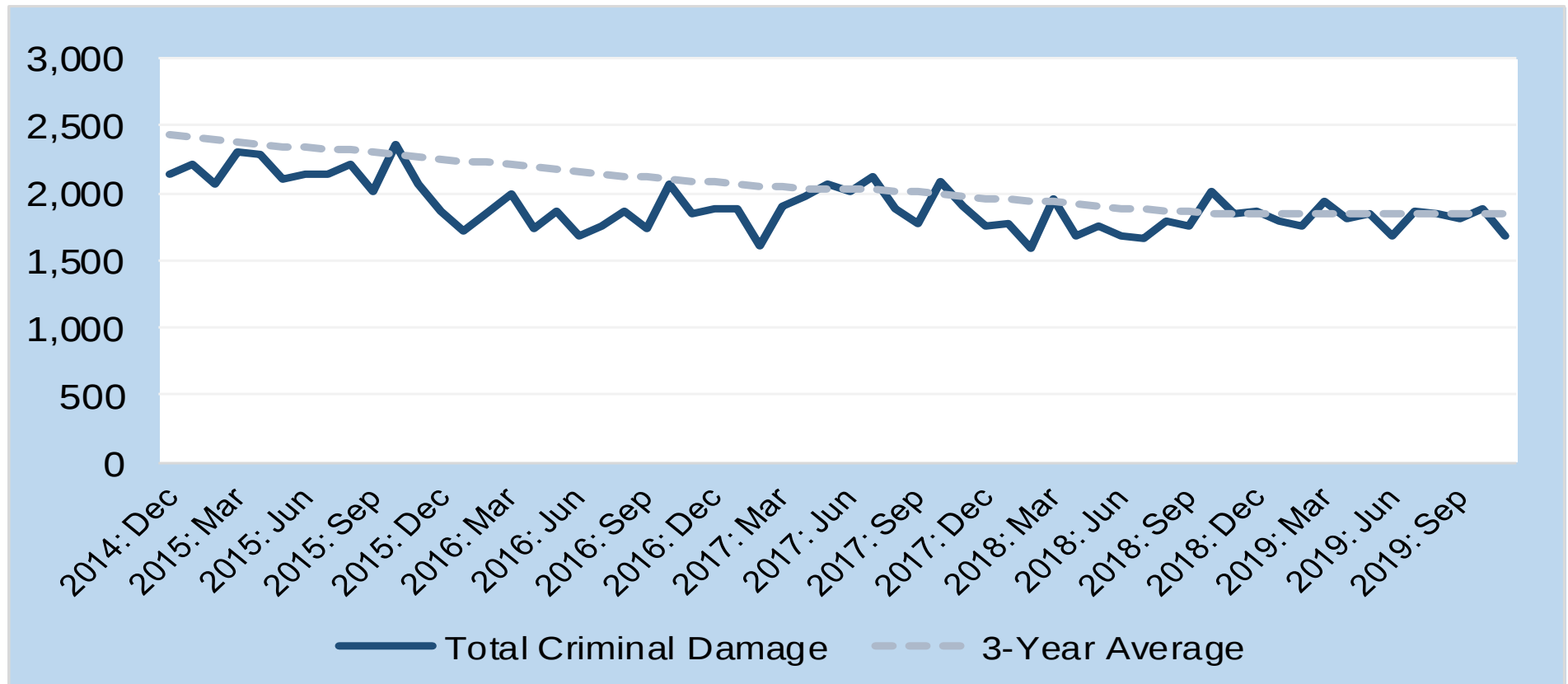


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Chart 5: Total Criminal Damage - 5 Year Trend

Nationally, **total criminal damage** incidents have trended downwards, but have recorded a 3% increase in the last 12 months compared with the previous period.

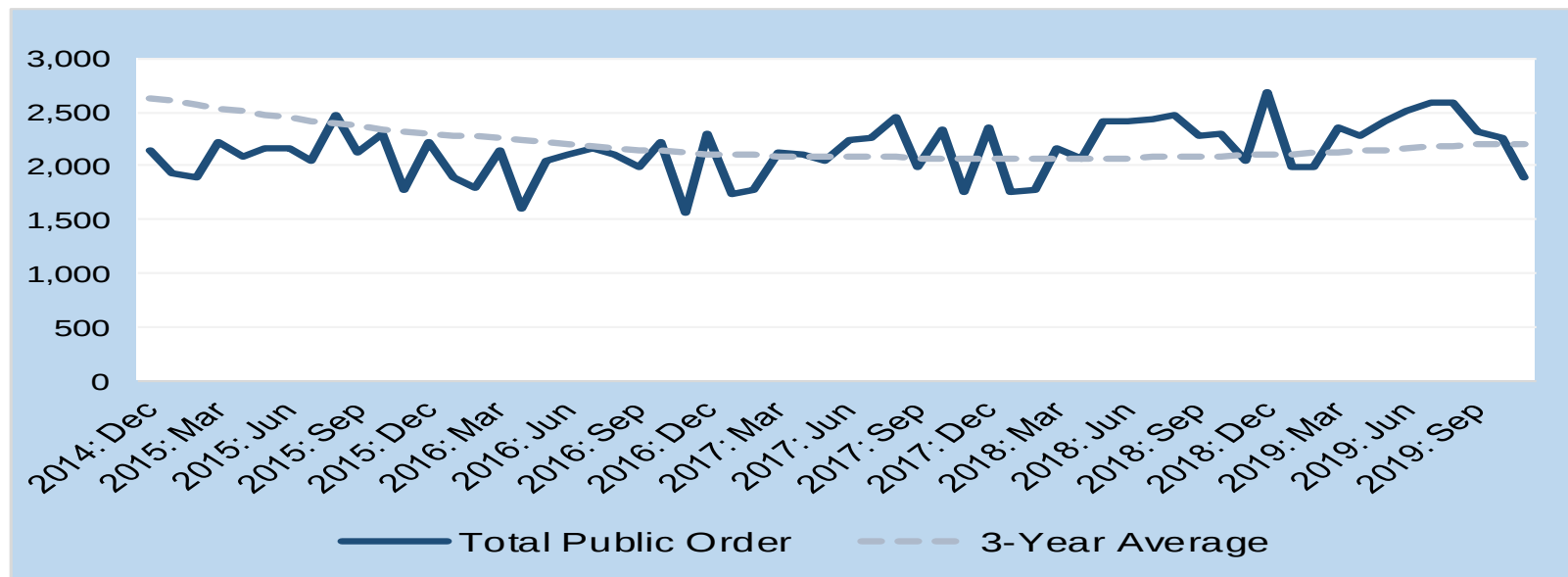


The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

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Chart 6: Total Public Order - 5 Year Trend

Total public order incidents have been showing an increasing trend since mid-2018. There has been a 5% increase in the number of recorded offences in the last 12 months compared with the previous period. Increases in public order offences have been driven by a 9% increase in drunkenness offences over the same period.



The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

Note: Crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.

Data Quality Assurance

For the first time since 2014, the CSO published An Garda Síochána's Crime Detection Rates on 3 December 2019. The CSO report acknowledged that an important factor in the decision to publish was the ongoing positive impact of data governance practices delivered by the Organisation. Crime Statistics continue to be published under reservation. An Garda Síochána has developed a Data Quality Assurance Plan to address wider issues relating to data quality. These additional measures will further improve both the governance of data and its value to strategic and operational policing as well as decision making overall. This in turn will improve the supply of quality data for official statistics as we progress towards lifting the reservation status. Implementation of the plan is overseen by the internal Data Governance Board.

9. Policing Successes

Throughout November 2019, there were numerous incidents of noteworthy police work performed by members of An Garda Síochána in the course of their routine operational policing duties. They were supported by specialist personnel from units under the remit of Assistant Commissioners Special Crime Operations, Security & Intelligence, Roads Policing & Major Event Management and Community Relations. These included the incidents set out to follow:

As part of the investigation by Essex Constabulary into the deaths of 39 persons in a refrigerated trailer outside Tilbury Port on 23 October 2019, the Garda National Immigration Bureau (GNIB) provided assistance and a tractor unit was seized at Dublin Port on 26 October 2019. Following receipt of a request under the Criminal Justice (Mutual Legal Assistance) Act, personnel from the Essex Forensic Science Service travelled to Dublin and following a technical examination by the Garda National Technical Bureau, the UK Authorities took possession of the vehicle. As part of the investigation and on foot of a European Arrest Warrant, a person was arrested on 1 November 2019 and brought before the High Court. A request to participate in a Joint Investigation Team into this incident was received from the Belgian and UK authorities and was signed by the Commissioner on 9 December, 2019.

On 1 November 2019, as part of an ongoing investigation into an incident in December 2018, at a property in Co. Roscommon, four persons were re-arrested for the purpose of charge in connection with that incident. They were brought before Castlerea District Court, charged with offences including false imprisonment, assault causing harm, criminal damage and aggravated burglary, where the Court granted bail to all the prisoners.

On 3 November 2019, emergency services were dispatched to a call where individuals were in difficulty in water near Coney Island, Rosses Point. A short time later, a call-taker at the North Western Region received a call from a mobile phone. The call-taker encountered difficulty in obtaining details from the caller. However, she identified the location of the mobile phone as Inishmurray Coast. This information was immediately passed to the Coast Guard by the call taker and four persons were located off Inishmurray Coast and taken safely from the water.

Following investigations by personnel from the Garda National Economic Crime Bureau (GNECB) into ATM Transaction Reversal Fraud which occurred during the month of October 2019, searches were carried out in Co. Dublin on 4 November 2019. The searches resulted in the arrest of two suspects who were detained pursuant to section 4 of the Criminal Justice Act 1984. One male was charged with 19 offences contrary to section 2 of the Criminal Damage Act 1991 and was granted bail, while the second male was charged with 16 offences contrary to the same Act and was remanded in custody.

On 5 November 2019, as part of an investigation into the activities of an organised crime gang, the Criminal Assets Bureau, in liaison with Revenue Officials and the Stolen Motor Vehicle Investigation Unit, seized four items of Farm Machinery at Dublin Port.

On 7 November 2019, the Criminal Assets Bureau conducted searches in Co. Monaghan, targeting the assets of an organised crime gang. During the searches, cash and documentation were seized. A total of 19 bank accounts were restrained pursuant to section 17(2) of the Criminal Justice (Money Laundering and Terrorist Financing) Act 2010. Follow up searches were conducted on 11 November 2019, resulting in the seizure of further documentation.

On 8 November 2019, as part of an ongoing investigation into the kidnapping, false imprisonment and assault of a senior executive at Quinn Industrial Holdings [QIH], a number of searches were conducted

by An Garda Síochána in Dublin, Cavan and Monaghan by the Police Service of Northern Ireland in Fermanagh and by Derbyshire Constabulary in the UK, during which documentation and electronic devices were seized.

Also on 8 November 2019, the agreement was signed by the Commissioner, representatives of the Public Prosecution Service and the Police Service of Northern Ireland at Garda Headquarters, to participate in a Joint Investigation Team, under the provisions of the Criminal Justice (Joint Investigation Teams) Act, 2004, as amended, and under the auspices of Eurojust. This related to the investigation by both police services of incidents relating to Quinn Industrial Holdings [QIH].

As part of an ongoing investigation into incidents relating to QIH, in particular the kidnap, false imprisonment and assault of a senior executive in September, 2019, six persons were arrested on 14 and 21 November 2019, for offences contrary to sections 72 and 73 of the Criminal Justice Act, 2006, as amended. They were detained at Garda Stations in Monaghan, Kells, Cavan and Dublin, pursuant to section 50 of the Criminal Justice Act, 2007, as amended. One person was also arrested for withholding information, contrary to section 9(1), of the Offences Against the State Act 1939/98, as amended. Four persons were charged with offences contrary to sections 3 & 15 of the Non-Fatal Offences Against the Person Act, 1997 (Assault & False Imprisonment) and were brought before Virginia District Court on 26 November, 2019 where they were remanded in custody. The remaining three persons were released without charge, pending the submission of an Investigation File to the Law Officers, which is being finalised at this time.

On 9 November 2019, Gardaí from Shannon Garda Station responded to a burglary call at a shop in Shannon, Co. Clare. Two males had entered the premises and escaped with a sum of cash. A similar incident occurred shortly afterwards in another shop in the town. Following extensive patrols, Gardaí located two male suspects, who were arrested and detained pursuant to section 4 of the Criminal Justice Act 1984. Both males subsequently appeared before Kilrush District Court on 12 November 2019 and were remanded in custody.

On 14 November 2019, the Criminal Assets Bureau, supported by the Regional Armed Support Unit and local Gardaí conducted searches in Co. Longford, targeting the assets of an organised crime gang suspected of being involved in the sale and supply of controlled drugs. Six motor vehicles, cash, farm machinery, counterfeit notes and documentation were seized.

On 15 November 2019, as part of an intelligence led investigation, personnel from the Garda National Drugs and Organised Crime Bureau conducted searches in West Dublin, resulting in the recovery of a loaded semi-automatic firearm and ammunition. Four suspects were arrested pursuant to the provisions of section 30 of the Offences Against the State Act 1939/98 and one male was subsequently charged with three offences contrary to section 27A(1) of the Firearms Act 1925, as amended, and was remanded in custody.

On 16 November 2019, as a result of an intelligence led investigation, personnel from the Ballymun District Drugs Unit searched a vehicle and recovered Cannabis with an estimated street value of €10,000. Two suspects were arrested. During follow up searches a large quantity of drugs, including Cocaine and Diamorphine with an estimated street value in excess of €400,000 was located and three others were arrested. All suspects were detained under section 2 of the Criminal Justice (Drug Trafficking) Act, 1996. One male was subsequently charged with drug related offences, while a second male was charged with unrelated offences. Investigations remain ongoing.

Following an armed robbery at AIB, Westmoreland Street in October 2019 and an appeal for information on Crimecall, a male attended Pearse Street Garda Station on 22 November 2019. He was

arrested and detained under the provisions of section 30 of the Offences Against the State Act 1939 and was subsequently charged with robbery, contrary to section 14 of the Criminal Justice (Theft & Fraud Offences) Act 2001 and remanded in custody.

Following a spate of attacks against sex workers, searches were carried out in West Dublin by personnel from the Garda National Protective Services Bureau (GNPSB) in liaison with local Garda Districts on 19 November 2019. The searches resulted in the arrest of four suspects. Three males were charged with robbery and related offences and appeared before a special sitting of Roscommon District Court on 21 November 2019, where they were remanded in custody. The fourth male was arrested on foot of outstanding bench warrants. An investigation file is being prepared for the Law Officers in relation to other offences.

On 22 November 2019, the Criminal Assets Bureau conducted searches in Co. Carlow, targeting the assets and activities of an organised crime gang suspected of being involved in burglaries and conducting substandard renovation work on vulnerable persons. Cash and documentation were seized during the searches.

On 29 November 2019, as a result of an intelligence led operation targeting criminal activity in the area, Gardaí from the Westmeath Divisional Drugs Unit, assisted by District and other Divisional Units, conducted searches throughout Co. Westmeath. During the searches, a significant volume of car parts, including Central Processing Units (CPUs), steering wheels and air bags (valued at approximately €30,000), concealed in two vehicles, were seized. One male was arrested and subsequently released from custody. Investigation into this matter remains ongoing.

During the month of November 2019, the Criminal Assets Bureau obtained orders pursuant to sections 2 & 3 of the Proceeds of Crime Act 1996, as amended, over assets including €76,000 in cash, 8 vehicles and high end designer goods valued at €40,000.

During November 2019, as part of an ongoing investigation, four persons were arrested by personnel from the Garda National Bureau of Criminal Investigation in relation to obtaining Fraudulently Obtained Genuine Passports. Three males were subsequently charged with offences pursuant to section 20 of the Passport Act 2008.

10. Community Engagement and Organisational Initiatives

Kilkenny/Carlow Community & Text Alert Awards

On 11 November 2019, the Garda National Crime Prevention Unit attended the Kilkenny/Carlow Community & Text Alert Awards, which showcased security products to attendees. The Crime Prevention Product Roadshow provides members of the public with an opportunity to see, touch and feel products which are available on the market, to assist them in crime prevention and provide crime prevention advice.

Major Emergency Multi Agency Cross Border Training – Monaghan and Louth

On 12 November 2019, Gardaí from Monaghan and Louth took part in a Major Emergency Multi Agency cross border training exercise. The exercise involved all Principle Response Agencies (PRA's) in the Region, following incidents at a water pumping station in Co. Louth followed by a serious collision between a fuel tanker and a bus in Co Monaghan. It exercised activation, response and coordination to complex and dynamic emergencies.

Agencies taking part in the exercise included An Garda Síochána, Louth County Council, Monaghan County Council, the HSE, National Ambulance Service, local Fire Services and Civil Defence. Observers included members of the Defence Forces, PSNI, Irish Water, The Policing Authority and members of the media.

During the exercise, staff from Louth County Council discovered members of a criminal group discharging the contents of a fuel tanker into the River Fane at the water pumping station at Newtownfane, Co Louth. When staff alerted Gardaí they were taken hostage and held up at the scene by two members of the crime group. At the same time, a third member of the group fled from the site in a second fuel tanker and became involved in a major road traffic collision with a bus a short distance away in Co. Monaghan. The collision resulted in multiple fatalities and serious injuries to passengers.

As specialist Garda units (Armed Support Units, Emergency Response Unit and Hostage Negotiators) responded to the evolving hostage/ barricade situation in Co. Louth, the related and simultaneous multi casualty road traffic collision in Co. Monaghan tested the capacity of all the PRA's in a Major Emergency situation to respond and co-ordinate their activities effectively.

National Age Friendly Recognition and Achievement Awards in Croke Park

On 14 November 2019, the Commissioner represented An Garda Síochána at the National Age Friendly Recognition and Achievement Awards in Croke Park. The Age Friendly Safety and Security Award, sponsored by An Garda Síochána, was presented to South Dublin County Council (Home Security Scheme/Lock and Carbon Monoxide Alarm).

'Crime Prevention through Environmental Design'

On 18 November 2019, the Garda National Crime Prevention Unit, gave a presentation at the Department of Housing and Local Government titled 'Crime Prevention through Environmental Design'. The presentation was given in order to influence those involved in the delivery of housing for older people and to consider the services of the Garda National Crime Prevention Unit at the planning stage of developments. Presentations were also given to planners, architects and engineers on the future of Housing for Older People.

Intelligence Analysts Graduation

On 11 November 2019, 15 new Executive Officer Intelligence Analysts graduated from their Intelligence Training Programme at Castleknock Hotel. They are the first Analysts to complete accredited intelligence analysis training in the history of An Garda Síochána and they received accreditation from Sharopa Training Ltd, an internationally recognised trainer.



Cavan Cross Cultural Community (4C) Event

On 23 November 2019, the Garda Community Engagement and Public Safety Bureau gave a presentation on Diversity at Cavan Cross Cultural Community (4C) Event, attended by individual and group representatives interested in multicultural development and integration in a community setting. 4C provides a platform to empower and support people to engage and participate through training, development and information provision to promote integration and influence policy at local level, foster mutual respect and celebrate diverse cultures.

New Framework for Community Policing

During November 2019, training for the New Framework for Community Policing was rolled out in the four pilot areas of Mayo, Cork City, Galway and DMR South Central.



Cycling Legislation

As of midnight on 12 November 2019, new laws protecting cyclists came into effect. The new legislation will make it an offence to dangerously overtake a pedal cyclist. Building on existing legislation, it provides for an increased fixed charge penalty of €120 and three penalty points for offenders.

The introduction of the new law was highlighted by the rollout of new signage, warning motorists to allow adequate space when overtaking cyclists. The signage highlights the need to provide a one metre distance overtaking space in locations with speed limits less than 50km/h and 1.5 metre distance where speed limit exceeds 50 km/h.

Chief Superintendent, Roads Policing said: "Cyclists are one of the most vulnerable road user groups and tragically this year there have been nine cyclists killed on our roads, compared with eight at this point last year. We therefore welcome these new measures which increase the penalty for drivers that put cyclists at risk and also the suite of educational measures to change driver behaviour. Drivers must give cyclists room to cycle safely, especially when overtaking".



Metal Theft Campaign

An Garda Síochána, in conjunction with Crimestoppers and ESB Networks, have launched a campaign to tackle the serious problem of metal theft. The new campaign continues the work of the Metal Theft Forum, which was established in 2012 to develop a metal theft prevention and crime reduction plan. Metal theft affects a large number of businesses and communities and includes the theft of electricity cables, copper wires, road signs, beer kegs, electrical goods, letterboxes and goal posts. Ireland's electricity network, public transport and telecommunications networks have all been victims of metal theft, with criminals removing large amounts of electrical cable, signal cable and copper wire.

Of particular concern is the sharp increase in ESB Network station break-ins and the ongoing theft of electrical cable. In 2019, the number of High Voltage (HV) station break-ins doubled, compared with 2018 and 2017. There have been 43 break-ins to ESB Networks substations in 2019. Serious injuries and fatalities have been caused as a direct consequence of metal theft. An Garda Síochána is calling on members of the public and, in particular, the farming community with overhead power lines on their land to be vigilant of suspicious activity and to come forward with any information they may have on metal theft and people engaged in this illegal activity.



The National Strategic Retail Forum

The National Crime Prevention Unit facilitated the 15th National Meeting of the Strategic Retail Forum on 21 November 2019 at Harcourt Square. The National Strategic Retail Forum improves our partnership approach with retailers, security and representative organisations to prevent thefts from shops. The Assistant Data Protection Commissioner addressed the group on the legislation concerning sharing of information and CCTV footage. The National Garda Victims Service Office presented on the services offered to victims of crime from initial advice provided, to follow-up by the investigating Garda.



Appendix A – Policing Plan 2019 – Performance at a glance, November 2019

Priority 1. Community Policing

1	Community Policing Framework		
2	Diversity & Integration Strategy		
3	National Drug Strategy		

Priority 2. Protecting People

4	National Tasking Co-ordination Unit		23	Detections Improvements Plan	
5	Recruiting Analysts		24	Homicide Review Plan Implementation	
6	Regional Cyber Crime Units		25	Divisional Protective Services Units	
7	GCCB Criminal Intelligence Function		26	Sexual Assault Detections	
8	Crime Prevention & Reduction Strategy		27	TUSLA Information Sharing	
9	Assault Reduction Strategy		28	AGS/TUSLA Working Protocol	
10	Disaggregate Domestic Assaults		29	Domestic Abuse Risk Tool	
11	Bureau of Child Diversion		30	Victim KPIs	
12	Online Youth Diversion Course		31	Investigation Conclusion Call Backs	
13	National Recidivism Unit		32	Incidents Of Coercive Control	
14	OCG Threat Matrix		33	Hate Crime Policy	
15	Reporting OCG Targeting		34	In Person Contact for Victims	
16	CAB Awareness Campaign		35	Victim Assessments	
17	Expanding GoAML		36	Missing Person Status	
18	Armed Response 24/7		37	LifeSaver Detections	
19	GNECB Liaison Units		38	Roads Policing Operations Plan	
20	IMS Deployment		39	Crowe Horwath Recommendations	
21	Prüm Biometric Data Exchange		40	Roads Policing Members	
22	Schengen IT System		41	FCN Recording Delay	

Priority 3. A Secure Ireland

42		Green	47	CHIS Code of Practice	Yellow
43		Green	48		Green
44		Green	49		Green
45	6 Cs Stay Safe Campaign	Green	50	Major Emergency Management	Green
46	Identify Security Requirements	Green			

Priority 4. A Human Rights Foundation

51	Human Rights Unit	Green
52	Human Rights Strategy	Green
53	Identify Human Rights Issues	Green
54	SHRAC	Green
55	Code of Ethics Training	Red
56	Human Rights of the Vulnerable	Red

Priority 5. Our People – Our Greatest Resource

57	Learning & Development Strategy	Green	69	Garda Reserve Strategy	Red
58	Learning & Development Exec. Director	Red	70	Leadership Training Programme	Green
59	Learning & Development Review Group	Red	71	Governance Training	Green
60	New Uniform Procurement	Green	72	Staff Culture Engagement	Green
61	People Strategy	Green	73	Local Intervention Initiative	Green
62.1	Recruitment – Gardaí	Green	74	Performance Management	Red
62.2	Recruitment – Garda Staff	Green	75	PALF Engagement	Red
63	Recruitment – Garda Reserves	Green	76	Garda Probation Monitoring Policy	Yellow
64	Census & Workforce plan	Green	77	Discipline Processes Review	Green
65	Job Specifications	Green	78	Anti-Corruption Unit	Green
66	Garda Redeployment	Red	79	Anti-Corruption Policy	Green
67	Promotion Selection Method	Green	80	Health, Welfare and Wellness Strategy	Red
68	Identifying Non-Core Duties	Green	81	Post-Incident Support	Red

Priority 6. Transforming our Service

82	Management of New Rostering	Red	93	Internal Communications Strategy	Green
83	Estate Management	Red	94	Social Media Engagement	Green
84	Procurement Process	Green	95	Chief Data Officer	Green
85	Operating Model	Green	96	Data Collection and Management	Green
86	Divisional Policing Model	Green	97	GIS Service Level Targets	Red
87	Costed Policing Plan	Red	98	Data Quality Assurance Plan	Green
88	Budget & Sanctions Framework	Red	99	Digital Strategy	Green
89	Corporate Governance Framework	Green	100	Mobile Devices Procurement	Green
90	PAF Phase 2	Green	101	ECM Deployment	Green
91	Risk Management Framework	Red	102	CAD Deployment	Green
92	Head of Internal Communications	Green	103	RDMS Deployment	Red

Additional Information. Non-Policing Plan CFPI Projects

104	Streamlining Allowances	Red	107	Reporting Structures	Red
105	Severance Package	Green	108	Industrial Relations Structures	Red
106	Tenure Policy for SLT	Red	109	ICT Technology Report	Green

Appendix B

Schedule of Expected Vacancies													
Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2019												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2019
Assistant Commissioner								1					1
Chief Superintendent	1				1	1	2			1			6
Superintendent	4	3		3		1			3	1	1		16
Total	5	3	0	3	1	2	2	1	3	2	1	0	23

Appendix C

Return to the Policing Authority: numbers and vacancies in the specified ranks – end of November 2019

Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	9	8									0	8	1
Chief Superintendent	47	47									0	47	0
Superintendent	168	166	2				1			1	1	167	1
Total	224	221	2	0	0	0	1	0	0	1	1	222	2