



**An Garda Síochána**  
**Monthly Report to the Policing Authority**

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

**May 2018**

# An Garda Síochána

Oifig an Choimisinéara  
Gnóthaí Corparáideacha  
An Garda Síochána  
Páirc an Fhionnuisce  
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Ms. Helen Hall  
Chief Executive  
Policing Authority

Dear Ms. Hall

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

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In accordance with Section 41A of the Garda Síochána Act 2005, as amended, I am pleased to present the monthly report outlining key aspects of the administration and operation of An Garda Síochána. This report provides an update on all areas included in previous reports and requested by the Policing Authority, from Sections 1 – 15 and in appendices A – E.

At Appendix B (i) – (iv), 'Performance at a glance' for April outlines An Garda Síochána's progress in fulfilling its commitments under the Policing Plan 2018. The Plan is structured around five policing and security priorities;

- 1. Organisational Development and Capacity Improvement**
- 2. National and International Security**
- 3. Confronting Crime**
- 4. Roads Policing**
- 5. Community Engagement and Public Safety**

Quarterly milestones for each initiative are set at the beginning of the year, allowing An Garda Síochána to manage performance and achieve goals. Progress is rated 'On Target', 'At Risk' and 'Off Target', colour coded in the report in green, amber and red.

Seirbhísí gairmiúla póilíneachta agus slándála a sholáthar le hiontaoibh, muinín agus tacaíocht na ndaoine ar a bhfreastalaímid  
To deliver professional policing and security services with the trust, confidence and support of the people we serve

Internal Affairs Section is advancing an electronic based system for the development and publication of statistics on Garda Compensations and Garda Discipline and consultation is continuing between Internal Affairs and ICT. A table of statistical returns in respect of compensations awarded for 2018 is provided at Section 7. The details of members suspended and dismissed is also outlined in Section 7.

Policing successes, a summary of on-going work and details of engagement with the community are outlined at Appendix C. In addition to these, some further positive initiatives have been introduced in recent months which include the following:

### **MRP Townhall Forums**

The Garda Executive facilitated several Modernisation and Renewal Programme (MRP) Regional Town Hall Forums in the last number of weeks to engage face to face with all personnel. The first of their kind, these Town Hall Forums focus on the MRP as well as other ongoing projects within An Garda Síochána.

The first three sets of forums were held in the Southern, Western and Northern Regions. The discussion items have included information relating to:

- Staffing, vehicles, accommodation, welfare and the new proposed summer uniform
- The ACTIVE Mobility Project
- The Divisional Policing Model
- Civilianisation / Workforce Planning
- Recently launched and upcoming MRP projects

All personnel across An Garda Síochána have been invited to attend these Town Hall Forums. They offer an excellent opportunity to hear more about MRP projects and learn about how they have progressed to date, how they might impact on various roles and what staff of the Organisation can expect next. The MRP Regional Town Hall Forums also offer a chance for staff to provide feedback, pose questions and raise concerns to Senior Leadership. There has been very positive feedback from those who have already attended and there has been strong engagement and healthy discussion to date, with each Town Hall having between 20 - 50 attendees.

### **Roads Policing Induction Day**

As part of the Organisation's commitment to Roads Policing, 64 newly appointed members to Divisional Roads Policing Units from the six Garda Regions nationwide attended a Roads Policing Induction Seminar between 23 – 25 April 2018. The course, which was co-ordinated by the Garda College and the Garda National Roads Policing Bureau included presentations on the following;

- Ethics in Roads Policing
- Fixed Charge Processing System
- Commercial Vehicle Enforcement
- Tachographs
- Intoxicated Driving
- Drink Driving Prosecutions and Case Law
- The Garda Welfare Service
- Forensic Collision Investigation
- Criminal Interdiction
- Taxi Regulations
- The Active Mobility Project

- ANPR
- Media

Additionally, there was a practical section where the members gained valuable insight into commercial vehicle enforcement, observing a HGV and a Bus (LPSV) with an RSA Vehicle Inspector. In addition to presenters from within An Garda Síochána, guest speakers attended from the RSA, MBRS, NTA and the Office of the DPP. The attendees were also addressed by Deputy Commissioner Policing and Security on the importance of their role in road safety and in the lives of all who are affected by collisions. They were also advised on the requirement at all times to be “Balanced, Reasonable and Proportionate” in their actions.

### **Organisational Challenges**

In addition to those provided in recent months, An Garda Síochána is currently encountering a number of Organisational challenges. Section 1 sets out details of how budgetary constraints in 2018 will significantly impact the Organisation’s ability to deliver on a number of projects and requirements.

The Culture Audit of An Garda Síochána was published this month, the findings of which will help inform the Garda Organisation in providing the best supports to our people so as to improve the service we provide to the public. The findings and implications are being considered during the next two months and an outline of the actions to be undertaken will issue thereafter. Developments will be reported at forthcoming meetings.

As outlined in February, the current deficits of supervisors, particularly at Sergeant and Inspector rank, for front-line policing, to ensure our operational personnel are mentored, monitored, guided and instructed in their daily duties, are of concern. These responsibilities are also an essential requirement in our specialist units, as well as part of our duty of care to new and Probationer Gardaí as they commence their careers in An Garda Síochána. Promotion competitions to fill existing vacancies for Sergeants and Inspectors and those arising until 31 December 2019, are ongoing, and both competitions are expected to conclude before the end of Quarter 3 2018.

This report complements the following documents which are provided directly to you on a monthly or quarterly basis:

- Human Resources and People Development figures
- Numbers and vacancies in specified ranks
- Status updates on Modernisation and Renewal Programme 2016 - 2021
- Policing Plan Performance Reports

Yours sincerely

**CHIEF SUPERINTENDENT  
OFFICE OF THE COMMISSIONER**

May 2018

The overall financial position at the end of April 2018 shows a total net expenditure of €544m which is €43m more than the profiled spend of €501m.

Due to a European holiday on 1 May 2018, the NSSO (Payroll Shared Services Killarney) was advised by its bank to make payments on 30 April 2018 this year to ensure that retired members living in mainland Europe received payment by 1 May 2018. The impact on the monthly accounts is that the April and May expenditure for Garda pensioners appears in the accounts in April, although the corresponding budget for the May payments will be in next month's accounts. The significant overspend on the pensions subhead will resolve in the May Accounts. Therefore, excluding the May pension payments, the position at the end of April shows a total net expenditure of €517.8m which is €16.8m more than the profiled spend of €501m.

The management accounts for April show an adverse variance for the Pay Subhead of €12.2m which is partly driven by a funding shortfall but also due to operational exigencies which has resulted in higher overtime expenditure than the profiled budgeted spend. The expenditure on overtime for the year to date 2018 was €38.1m, which is €8.5m in excess of the profiled budget. In addition, for the year to date, there was €0.8m expended on overtime in the Garda College. The year to date excess was driven by a number of significant events which required extra policing resources in addition to the available rostered resources. Budget holders are actively implementing a range of corrective measures to ensure that expenditure is brought within profile over the coming months.

### **Procurement**

- **Project Managers (2) Strategic Transformation Office (STO):** Department of Public Expenditure and Reform (DPER) sanction was received on 6 April 2017. The contract document is with the STO and KPMG for signature.
- **Support by the Hour – 2 Garda EC.135 Helicopters:** The draft contract is with the Garda Air Support Unit and Airbus Helicopters UK Ltd (AHUK) for approval and DPER sanction is currently awaited by An Garda Síochána.
- **GDPR Application System:** Sanction from DPER was received on 5 February 2018. The Request for Tender (RFT) was published on e-Tenders on 16 February 2018 and the evaluation commenced on 11 April 2018. The evaluation has been completed and standstill letters are in preparation, to issue in May 2018.
- **External ICT Technical Support Services Multi Supplier Framework**
  - Sanction was received from the Digital Government Oversight Unit and DPER on 20 December 2018.
  - **IT Service Desk:** Supplementary RFT sent to the Office of Government Procurement (OGP) on 9 April 2018 for processing.
  - **IT Infrastructure Support Services:** RFT sent to OGP on 2 May 2018 for processing.
  - **IT Security Support Services:** Supplementary RFT sent to OGP on 2 May 2018 for processing.
- **Garda College Additional Training facilities, DMR area:** Observations from the Garda College were forwarded to the OGP on 19 April 2018. The tender is expected to be published by OGP in the Official Journal of the European Union in May 2018.
- **Creative and Digital Framework:** An Initial requirements document issued to the OGP on 6 April 2018 for the development of a video on the Code of Ethics.

## **Estate Management**

### **Challenges / Risks: Budget and OPW Capacity**

No funding has been allocated to support accommodation requirements arising from the planned increase the Garda workforce which has been approved by Government or for the implementation projects under the MRP.

Budgetary constraints in 2018 present a significant risk in relation to the capacity to deliver on:

- the Garda Capital Building Programme 2016-2021
- the Garda Modernisation and Renewal Programme
- the implementation of the Functional Policing model in four Divisions
- the expansion of the Garda workforce approved by Government in July 2016, and
- the Garda Síochána Policing Plan 2018 targets.

Funding available for maintenance and small capital works (to undertake, inter alia, office refits to accommodate additional personnel) has been substantially cut in 2018. The budget provision for such works in 2018 is €642k. Expenditure on this area in 2017 was €4.3m. A total of €1.6m is required for current expenditure in 2018 and €1.8m small scale capital works are to be carried forward from 2017. For 2018, the minimum required to meet annual current expenditure requirements and liabilities for small capital works that have been carried forward to 2018 is €3.4m (€1.6m annual current expenditure and €1.8m carryover). The €642k budget provision in 2018 leaves a deficit in funding of circa. €2.8m in 2018.

The allocation of a budget of €3.4m would, of itself, leave An Garda Síochána in the unsustainable position where, in January 2018, it does not have any funding for the remainder of the year to meet a range of accommodation requirements (including office refits to cater for additional staff). Unless additional funding is provided in 2018, An Garda Síochána is not in a position to meet the accommodation requirements of the organisation. The issue of accommodation is currently a High Corporate Risk, overseen by the Risk and Policy Governance Board and the risk rating in relation to the issue of accommodation has recently been increased to a rating of '25', which is the maximum.

### **Development of the new purpose built Garda facility at Military Road**

In December 2016, the OPW agreed a new non-renewable six-year lease on the Harcourt Square complex commencing 1 January 2017. This creates the imperative to develop a replacement facility for An Garda Síochána at Military Road before the end of 2022. Funding in the amount of €80m has been allocated for the Military Road project in Budget 2018. Based on the level of the budget approved for Military Road project, the building proposed for Military Road will not accommodate all the Garda Bureaus/Units that are currently based in Harcourt Square.

An Garda Síochána requires confirmation and assurance from the OPW and the Department of Justice and Equality that long-term, fit for purpose accommodation will be provided for all Garda Bureaus that will not be accommodated in Military Road by the end of 2022. This will require additional funding which is a matter that needs to be addressed with the Department of Public Expenditure and Reform by the OPW and Department of Justice and Equality. An Garda Síochána also requires sight of OPW proposals for the accommodation of Bureaus that will not be accommodated at Military Road in the soonest timeframe.

The OPW has lodged the Planning application for the Military Road scheme in December 2017 and is currently dealing with a number of queries arising from this process.

### **New Garda Stations – Kevin Street and Galway**

Major Garda Station projects continue to be progressed at Kevin St. and Galway. Kevin Street was formally handed over to An Garda Síochána on 20 April 2018. A Garda managed fit out (furniture, ICT and Telecoms) has commenced and it is anticipated that the Station will become operational in mid May 2018.

The Regional Headquarters project in Galway is progressing well and is scheduled for handover to An Garda Síochána in June 2018, following which the fit out phase will commence. The fit out phase is expected to take approximately 3 weeks.

### **Garda Capital Investment Programme 2016 - 2021**

- Works are ongoing at Carlow Garda Station where the upgrade of the cells and custody management facilities are taking place.
- Works are ongoing at Ballinasloe Garda Station where a total refurbishment of the Station is taking place, to include the upgrade of the cells and custody management facilities.
- A contract was awarded in April for the provision of a new Garda Station and immigration facility for the Garda National Immigration Bureau at Transaer House, Dublin Airport and work will commence shortly.
- The contract for the redevelopment of Athlone Garda Station has been awarded and works to the Station are expected to commence imminently.

### **Projects being advanced to planning and tender stage**

- Longford Garda Station
- Donegal Town Garda Station
- Glanmire Garda Station
- Garda Water Unit, Athlone

### **Public Private Partnership (PPP)**

A Garda PPP was approved in the Garda Capital Investment Programme in October 2015 for new Stations at Sligo, Clonmel and Macroom. The OPW has a site in Macroom and significant progress has been made on the acquisition of a site in Sligo. The acquisition of the site in Clonmel is also making progress.

### **Reopening of Stations**

Estate Management requested technical surveys by the OPW to determine the works required to enable six Garda Stations to be reopened and to provide costings to facilitate same. The OPW conducted preliminary technical surveys and provided An Garda Síochána with indicative costings of €2.2m, subject to agreement on final designs and the outcome of a tender process. An Garda Síochána continues to work with the OPW to progress this matter.

### **Garda Fleet**

#### **Strength of Garda Fleet, broken down by type as at 30 April 2018**

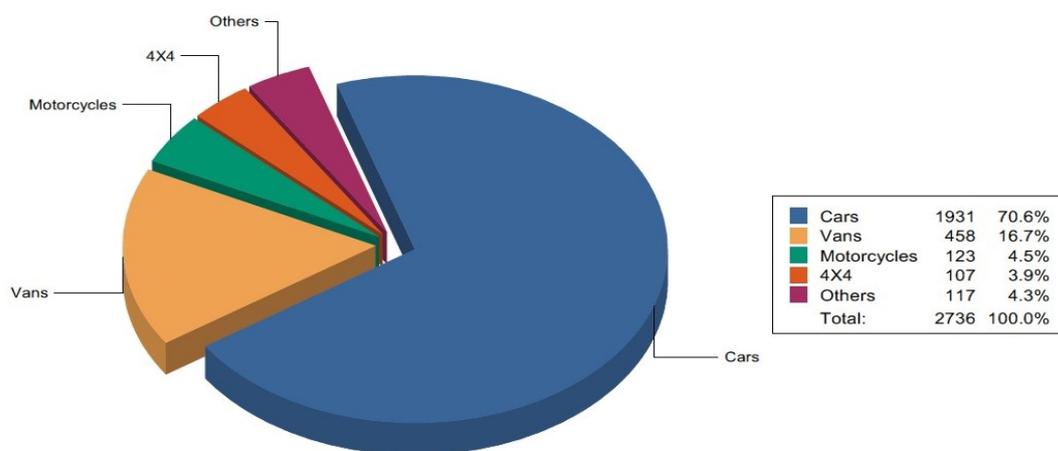
Cars			Vans	Motorcycles	4 x 4	Others	Total
Marked	Unmarked	Total	Total	Total	Total	Total	
793	1,138	1,931	458	123	107	117	2,736

### Strength of Garda Fleet, broken down by age as at 12 March 2018

	Cars	Vans	Motorcycles	4 x 4	Others	Total	% of Total
<b>Total</b>	1,931	458	123	107	117	2,736	100%
<b>&lt; 1 year</b>	207	45	6	26	19	303	11%
<b>1 – 2 years</b>	278	114	35	25	29	481	18%
<b>2 – 4 years</b>	714	111	48	16	38	927	34%
<b>4 – 6 years</b>	343	106	5	2	4	460	17%
<b>&gt; 6 years</b>	389	82	29	38	27	565	21%

Vehicle age is calculated from date of commission

### Strength of Garda Fleet, broken down by type as at 30 April 2018



## 2 Human Resources and People Development (HRPD)

- The Garda strength at the end of April 2018 stood at 13,631 and the civilian strength at 2288.514. A full breakdown by rank and grade is outlined at Appendix A.
- The Garda Trainee recruitment campaign continues. 200 students commenced training on 6 November 2017 and the first class of 2018 entered the college in January. A further class entered in April with 2 more planned intakes for July and October.
- Work is continuing on the recruitment of additional and new civilian posts following sanction received from the Policing Authority.
- The recruitment process for Principal Officers for HR and the Data Protection Office concluded and successful candidates commenced on 3 and 9 April 2018 respectively.
- The Workforce Plan is continuing to be refined and revised in consultation with the Policing Authority and Departments of Justice and Equality and Public Expenditure and Reform. Further information on the status of Civilianisation and Redeployment is outlined in Section 5.
- Details of numbers and vacancies in specified ranks are attached at Appendices D and E.

- **Monthly Patching:** Essential Microsoft security updates were deployed to all PCs on 11 May 2018.
- **Portal 4:** A maintenance release update for the Garda Síochána Portal was deployed on 26 April 2018. This release included updates to code tables for the firearms register section of the website.
- **Endpoint Protection Upgrade:** An upgrade to An Garda Síochána's anti-virus suite was completed on 30 April 2018. This will deliver enhanced protection against the most recent malware threats, while ensuring future compatibility with the latest operating systems and security patches.
- **Garda National Immigration Bureau (GNIB) Database Upgrade:** The GNIB Database was upgraded on 29 April 2018. As part of this release, the GNIB hardware and software database was updated to a newer version.
- **Reporting Services 5:** A maintenance release update for the reporting services is scheduled for 31 May 2018. This release will include updates to reports within the web application.

### Modernisation and Renewal Projects

**Property Management:** The Property and Exhibits Management System (PEMS2) Go Live activities are now complete and application access is available to trained users in all Regions. As of 30 April 2018, 703 users have been provisioned with access to the application, with a planned total of 1,200 users after training is complete. There are 192,181 object records that have been created in the system. Phase 2 of the phased roll out of the peripheral devices, which started with DMR Region, is nearing completion, with 95% of the peripherals delivered. PEMS 2 release 1.2 is scheduled for deployment on 23 May 2018. This release includes functional changes to the application as agreed with the business owner, including integration with the Forensic Science Ireland laboratory management system and minor bug fixes.

**Investigations Management System:** An Investigations Management System (IMS) is being implemented to centrally manage all investigations within the Organisation. The target go-live date is Q4 2018. Build and testing phases are in progress, as is the drafting of policy and procedures to support the system. Change Management activities are in progress to enable and facilitate the scale of change across the Organisation with initial communications to members due to commence in May 2018. The Training Approach has been agreed with the Garda College and the development of training materials is in progress.

**Roster and Duty Management System (RDMS):** This is the implementation of an off-the-shelf Duty Management System for active duty planning and resource management (time and attendance). The project is currently in the final stages of the 'test phase'. The test phase consists of preparation of and execution of test cases to ensure the quality and requirements of the system are met. During the test phase, System Testing, Technical Testing, Performance Testing and User Acceptance Testing (UAT) of the Duty Management System will be completed. Currently, System Test and User Acceptance Testing execution has completed and Performance and Technical Testing is in progress. Communications planning is complete and training preparation is in the final stages of completion for training of the DMR East Division 3-month pilot. A pilot deployment date is yet to be confirmed.

### International anti-gangland operation

In co-operation with Australian authorities, the Garda Drugs and Organised Crime Bureau undertook an operation targeting the money laundering activities of criminal organised gang suspected of drug trafficking offences in Ireland, Australia and New Zealand. The operation resulted in the arrest of a number of individuals and seizure of €250,000. Assistant Commissioner Special Crime Operations was interviewed live on RTE’s Six One News as part of the significant coverage, which included images released by An Garda Síochána of some of the seized cash hidden within the springs of a mattress.

### Increase in Personnel for Roads Policing

The expansion of Roads Policing in An Garda Síochána with the appointment of 87 new members was publicised through press release and posting on social media. The focus of the press release was on the benefits this would bring to enhancing road safety. There was coverage in The Irish Sun, The Daily Star and the Irish Examiner.

### Missing Persons Appeal

To assist in the search for a missing person originally from Brazil, an appeal in Portuguese from a Garda was filmed and posted on An Garda Síochána’s social media channels. It was viewed 156,000 times on Facebook and shared by over 3,000 people. The appeal attracted positive comment from the public, particularly the Brazilian community, and widespread media coverage including a number of Brazilian TV channels.

**An Garda Síochána**  
Published by Michael Staines [?] · 1 hr · €

A polícia Irlandesa gostaria de reforçar o pedido de ajuda a toda comunidade na buscar por Caique T. De Oliveira, De 24 anos, que encontra-se desaparecido desde o dia 06 de Marco de 2018.  
Por favor ligue para: 01-6667600  
See Translation

**Desaparecido:  
Caique Trindade De Oliveira**

**Boost Your Video for €8**  
Your video post "A policia Irlandesa gostaria d..." is performing better than 95% of your recent posts. Boost it to reach up to 7,900 more people in Dublin.

Your video is popular with women between the ages 25-34 **Boost Post**

6.4K Views

Like Comment Share

Rodrigo Rocha, Susan Gregg Farrell and 425 others Top Comments

314 Shares

**Expansion of social media sites**

A Facebook page for Sligo/Leitrim Division was launched on 20 April 2018 and by the end of the month the site had almost 1,000 followers and over 48,000 impressions. This is the highest number of followers gained by a Regional Facebook page in its first month.

There are now Regional/Divisional Facebook pages for the Southern Region, Garda College, Kildare, Meath, Tipperary, Carlow/Kilkenny, Cavan/Monaghan, and Sligo/Leitrim. It is planned for further Divisional Facebook pages to go live in the coming months.

**Interviews/Operational Media Briefings included:**

- The success of an operation tackling sham marriages (Sunday Independent)
- An anti-assault campaign (Irish Examiner)
- Tackling organised crime in Limerick (Sunday World)
- An international conference hosted by An Garda Síochána into policing the Dark Net (Irish Examiner)
- CAB searches (all media)
- Ongoing investigations such as missing persons and murders.

**5 Progress update on the status of Civilianisation and Redeployment**

**Garda members who have been reassigned to operational duties as of 18 May 2018**

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda
<b>Total</b>	0.5	4	8	*9	64**

\*Sgt (retired and being replaced by a HEO in an enhanced role) \*\*inclusive of 9 GNIB posts

**Garda members reassigned to operational duties as of 18 May 2018, by Division**

	Chief Supt Total: 0.5	Superintendent Total: 4	Inspector Total: 8	Sergeant Total: 9	Garda Total:64
Strategic Trans Office	0.5	4			
Legal Affairs			1		
Internal Audit			1		
Finance			1		
GPSU			1		
HRM			1		
Garda College			2		
Commissioners Office					1
Community Relations			1	2	
Internal Affairs					1
Press Office				1	
NBCI				1	
CAO				1	
GNIB					9
Cork City					6
Cork North				1	2
Cork West					3
Limerick					2
Donegal					1
Louth					1
Galway				1	6
Sligo					3
DMR West				2	5
DMR South					3
DMR South Central					6
DMR North					4
DMR North Central					4
Tipperary					1
DMR Traffic					1
GNSPB					1
West Meath					1
Mayo					1
Wicklow					1
Laois/Offaly					1

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

An Garda Síochána attended the Code of Ethics Committee meeting at the Policing Authority on 9 May 2018 and a full update was provided on the work of the Steering Committee.

As outlined in Section 1, preparations have commenced to develop an ethics video(s) which will be published via all internal and external media platforms.

A Formal commitment and sign up to the Code of Ethics has been incorporated into the *Notes for Applicants and Conditions of Service Booklet* for all Garda recruitment competitions. Plans are underway to incorporate into promotion competitions.

As at the end of April, in excess of 4,600 Garda personnel from all ranks and grades have attended and positively engaged in Ethics Workshops. Current projections anticipate finalisation by the end of June 2018, with any overrun being a small percentage of the Organisation.

The remaining Regional Launches of the Code of Ethics will take place during May and June 2018. Details of the locations venues and times have been provided to you.

## 7 Internal Affairs

Compensation	January	February	March	April	Total
Compensation files Opened	16	11	13	12	52
Compensation files Closed*	0	3	38	24	46
Compensation Cases Awarded in the High Court	11	19	12	14	56
<b>Total Awarded (€)</b>	<b>712,627</b>	<b>447,613</b>	<b>200,620</b>	<b>306,851</b>	<b>1,667,711</b>

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

### Discipline / Complaints

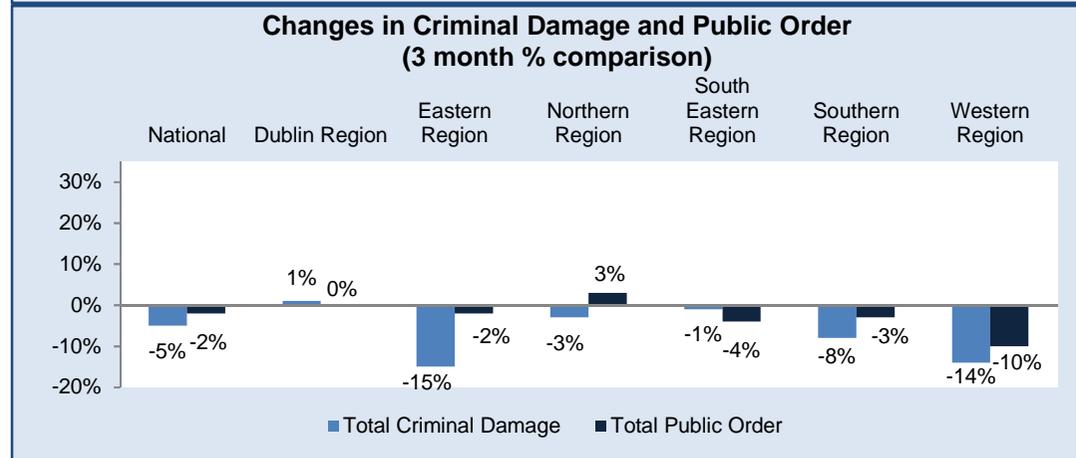
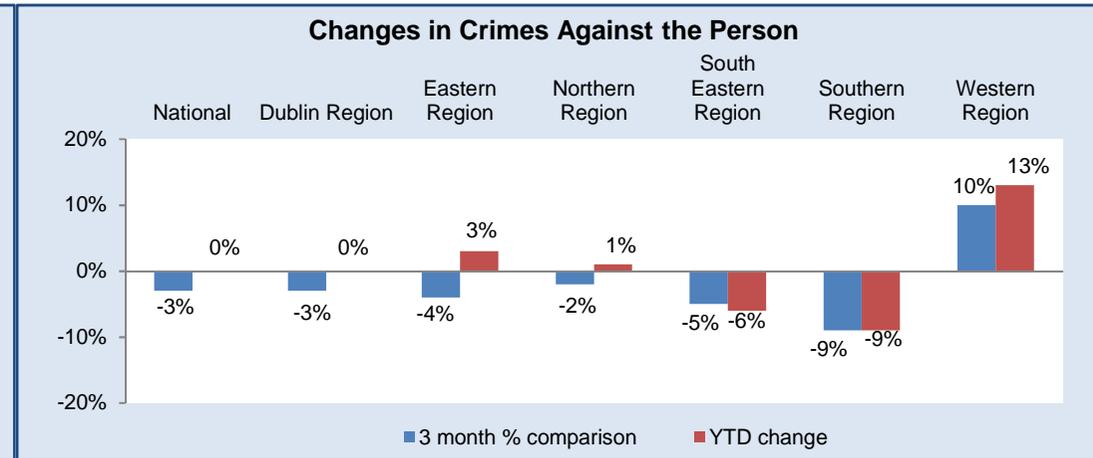
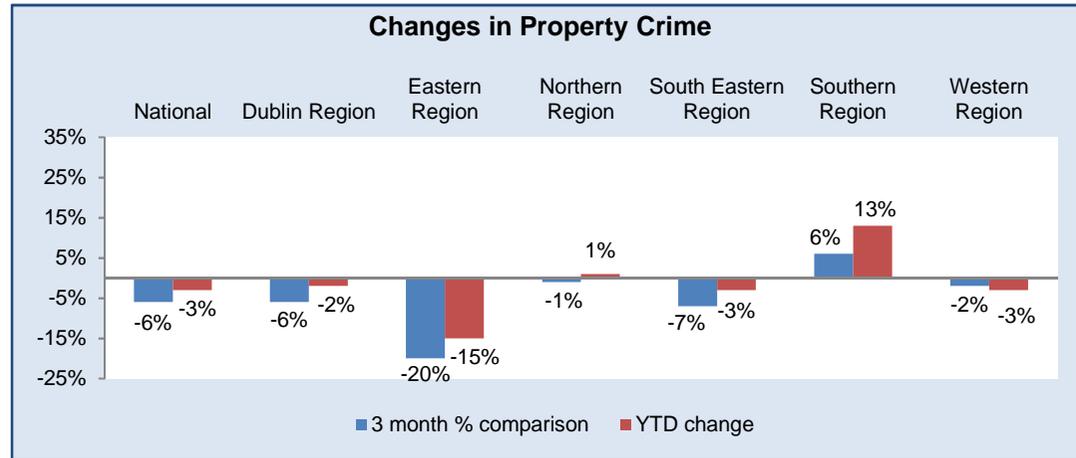
- At present, there are 32 members suspended from An Garda Síochána.
- In 2018, to date, one member has been dismissed.

**National Overview/ operational challenges**

Property crime is down -3% in the year-to-date comparisons. Violent property crime incidents are up +20% in the year-to-date. Increases are evident in robbery from the person, robbery of an establishment and aggravated burglary incidents. Nationally, crimes against the person are unchanged in the year-to-date, however there were increases in the Eastern, Northern and Western Regions. Time comparisons could not be completed for sexual offences this month. Total criminal damage and total public order incidents are both down -5% and -2%, respectively. The Garda Organisation closely monitors crime trends and disseminates analysis on a regional and divisional basis. This feeds directly into planning operational activities aimed at reducing and preventing crime.

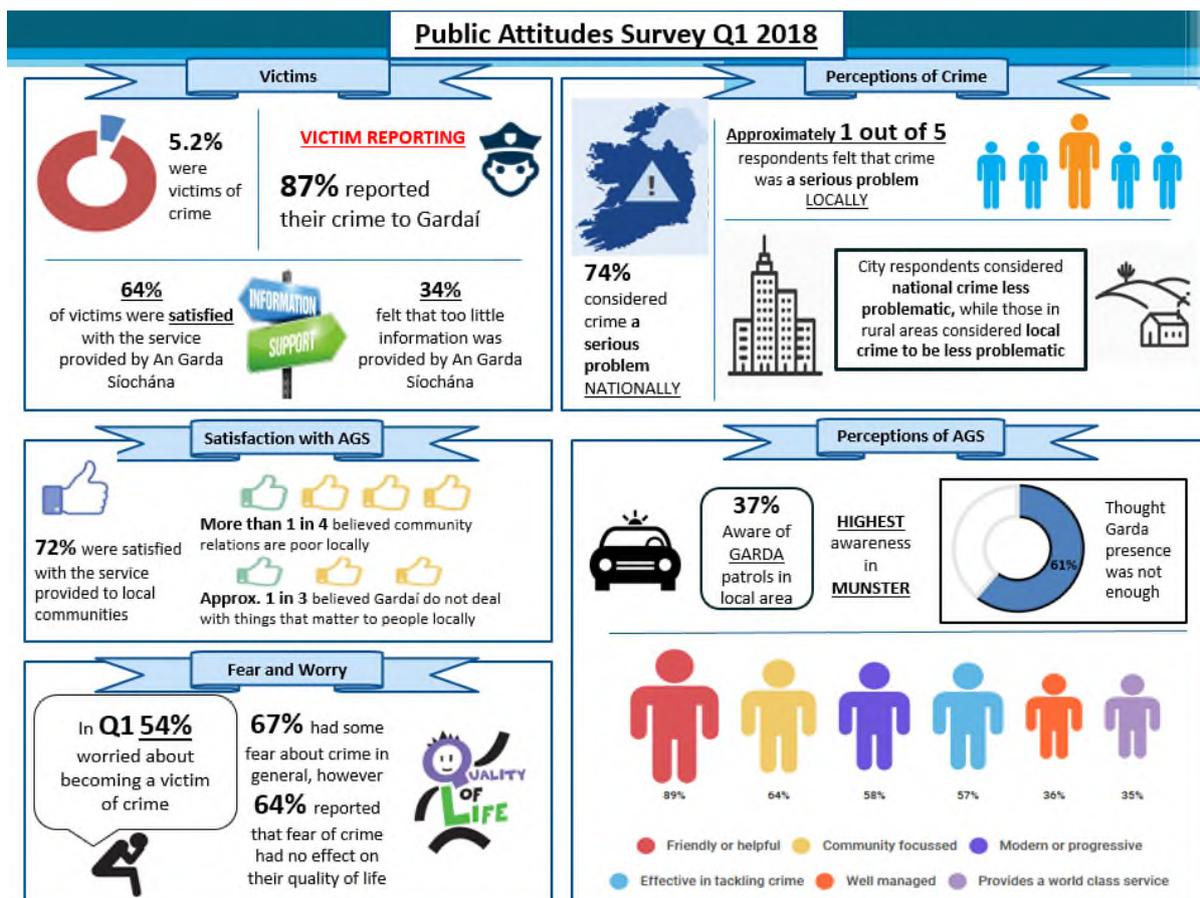
**Organisational challenges**

The CSO has taken the decision to resume publication of Recorded Crime statistics in the first six months of 2018 in a new category entitled "Under Reservation". The Garda Organisation is continuously working with the CSO to rectify data quality issues and concerns.



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

## 9 Public Attitudes Survey



## 10 Modernisation and Renewal Plan 2016-2018

### MRP Status Overview for April

### Project Status View

National Policing	National Security	Community Safety	Cross Org Services
Divisional Protective Service Units 1	Schengen	Community Policing Framework Strategy	Health & Wellbeing Strategy*
PAF Technology Support	PEMS Part 2	CAD Part 2	Policy Governance Structure (P1)*
Divisional Protective Service Units 2	Investigations Management System	CAD Part 1	Policy Ownership Matrix (P2)*
JARC*	ECM System Phase 1	Contact Management System	Roster & Duty Management System
SAOR*	ECM System Phase 2	Control Room Accommodation	Equality, Diversity & Inclusion Strategy*
ANPR Central Monitoring Office*	Garda National Cyber Crime Bureau - Project 1	Control Room Phone Number/Communications	General Data Protection Regulation*
Code of Ethics	PEMS Part 3*	Corporate Services*	PALF
Court Presenters	Prum (Fingerprint Data Exchange)*	Enhancing Network Access to Rural Locations*	Bullying & Harassment Policy*
Electronic RC1*		Establish the Office of Corporate Communications*	Cultural Audit*
GoAML*		CAD Part 1 - National Rollout	Garda Employee Assistance Service System*
PAF Processes & Procedures		CCTV Management Strategy*	Garda Síochána Analysis Service*
		Garda Mobility Strategy	HR Operating Model*
			Process Optimisation - Cycle to Work*
			Revised Approach to Risk Management*
			Risk Management IT System*

### Project Status Breakdown

Critical	Under Control	On Track	Total Projects
12	19	17	48

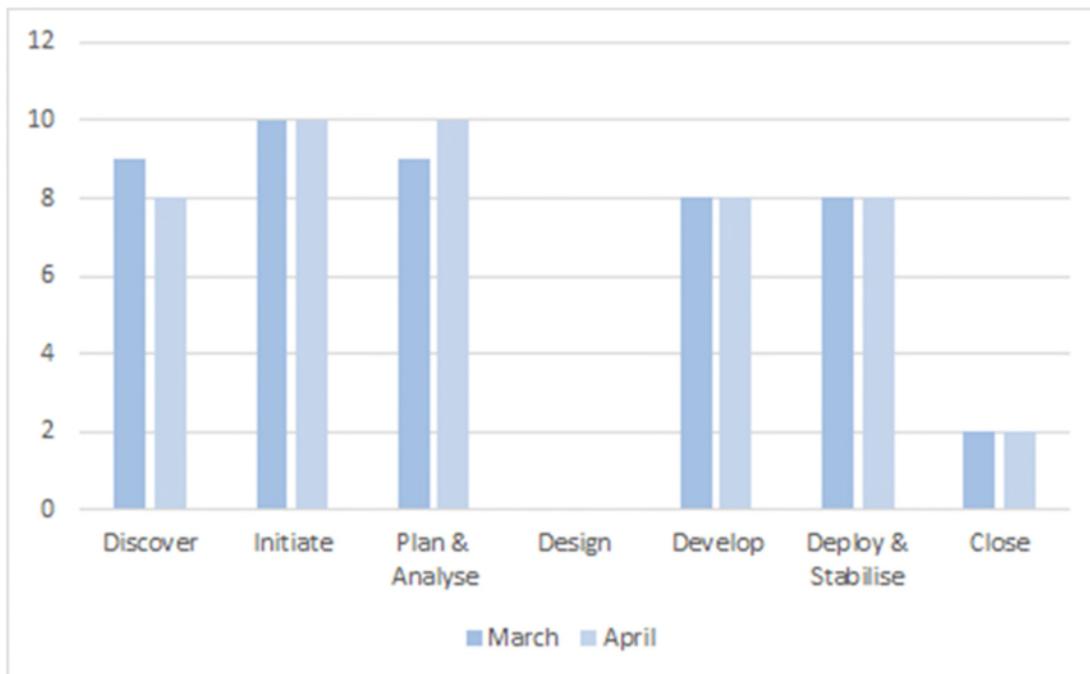
### Project Status Comparison to Previous Month

Critical	+1 (+4,-3)	<ul style="list-style-type: none"> <li>CAD Part 2 moved from amber</li> <li>PAF Technology Support moved from amber</li> <li>Policy Governance Structure (P1) moved from amber</li> <li>Policy Ownership Matrix (P2) moved from amber</li> </ul>
Under Control	0 (+4,-4)	<ul style="list-style-type: none"> <li>Contact Management System moved from red</li> <li>Control Room Phone Number/ Communications moved from red</li> <li>Investigations Management System moved from red</li> <li>Equality, Diversity and Inclusion Strategy moved from green</li> </ul>
On Track	-1	

### Project Status by Tier

	Red	Amber	Green	Total Projects
Tier 1	2	0	0	2
Tier 2	7	10	5	22
Tier 3	3	9	12	24

## Project Breakdown by Phase



## 11 Risk Management

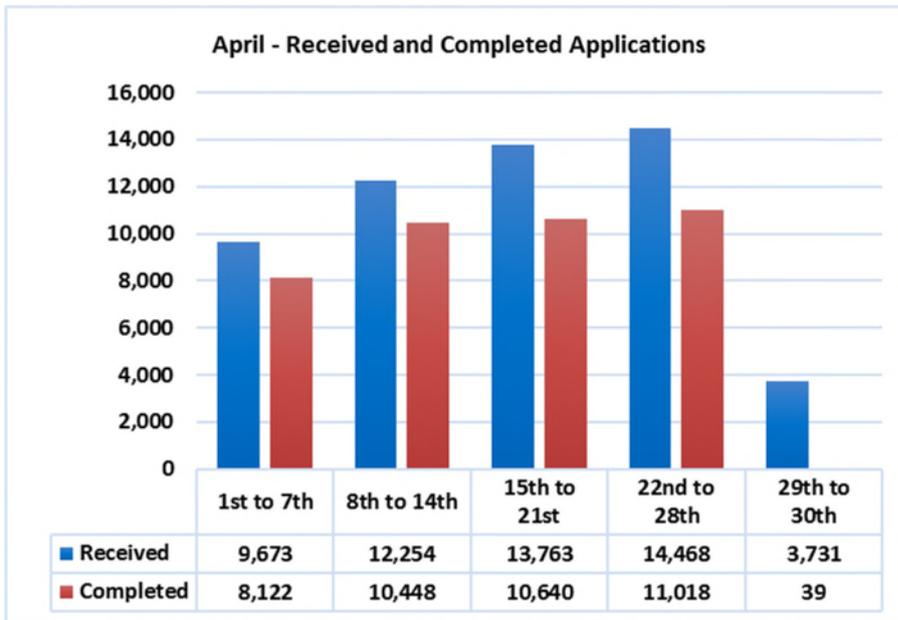
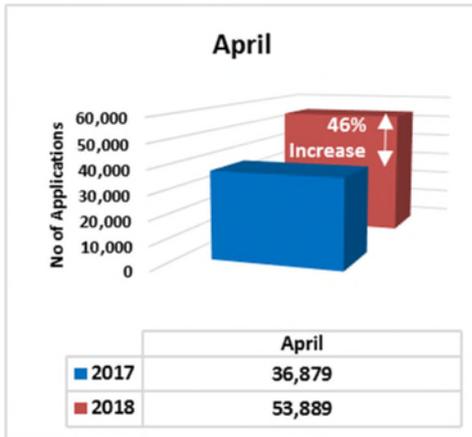
Two meetings of the Risk & Policy Governance Board (R&PGB) have been held in 2018. The Garda Risk Management Unit continues to provide Organisation-wide communications, training, workshops, advice and guidance to all risk management stakeholders, with the objective of embedding risk management firmly within the Organisation's culture.

The following briefings/workshops took place during the month of April;

- One to one review and quality assurance of Risk Registers between Supt GRMU and Divisional and District Risk Managers
- Risk Register Development Workshops and specific support, guidance and advice with various stakeholders
- Training at Sergeants' Development Programme
- One-to-one meetings between GRMU and Corporate Risk Owners

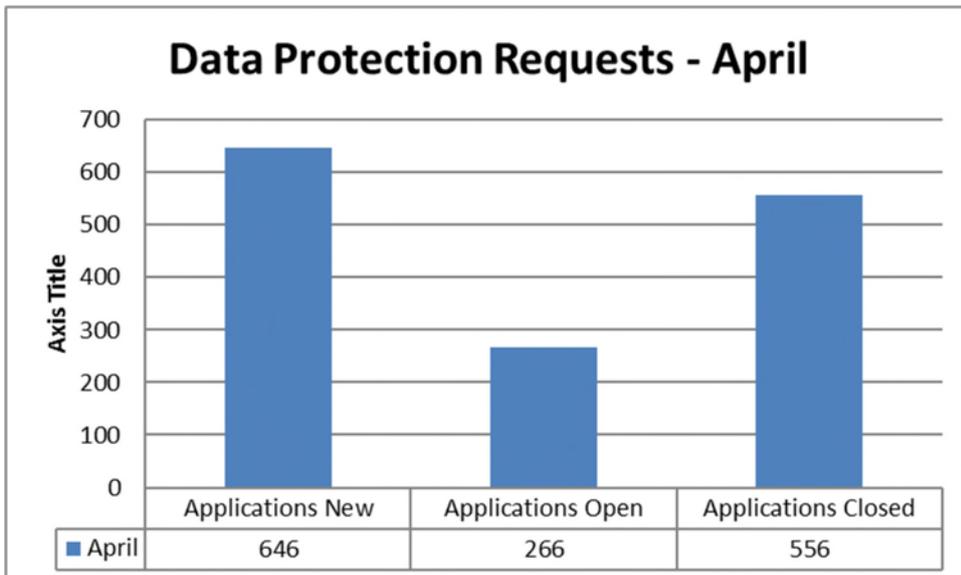
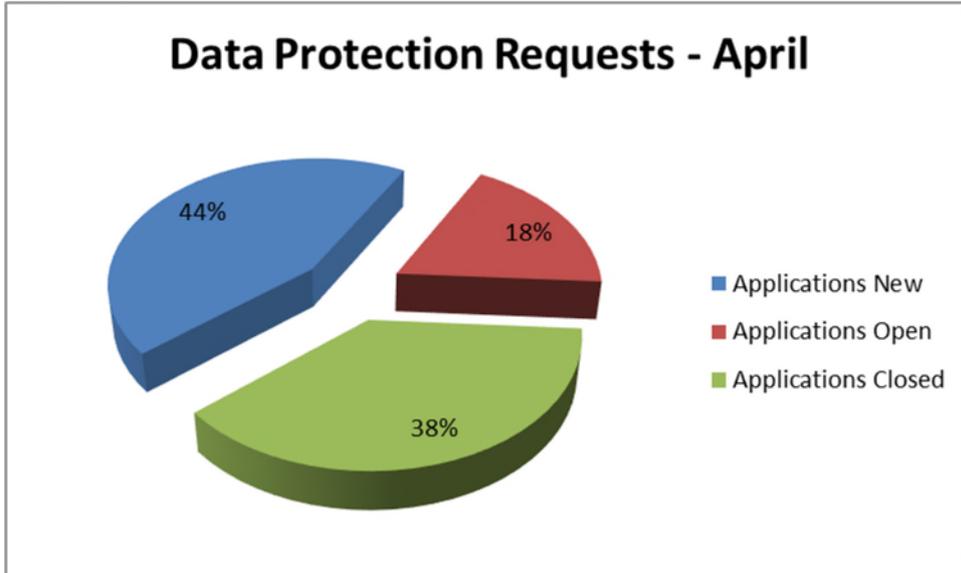
Since October 2016, the Garda Risk Management Unit has provided training, briefings and direct support to more than 1,360 members of An Garda Síochána, of all ranks and grades.

## 12 Vetting



**13 Data Protection**

Applications	New	Open	Closed
March	646	226	556



## 14 Freedom of Information (FOI)

The eFOI tracking system records a total of 176 requests, incorporating a total of 280 questions, received between 1 January and 30 April 2018. The majority of these requests were submitted by journalists (73), followed by requests from members of the public (65). Five requests have been received from members of the Oireachtas. The remaining requests were submitted by business/interest groups, solicitors and academics.

The distribution of these requests over Human Resources, FOI Section, Internal Audit, Finance and Procurement is displayed in the table below:

MONTHLY STATUS UPDATE – April 2018			
FOI Requests	Year To Date	April	Comments/Issues
Finance: General	30	5	
Finance: Procurement	6	1	
FOI Section	106	29	
Human Resources	33	3	
Internal Audit	1	1	
<b>Total Requests</b>	<b>176</b>	<b>39</b>	
<b>Additional Requests</b>	<b>152</b>	<b>34</b>	These comprise of out of scope requests that require attention by An Garda Síochána (crime reporting etc.)
FOI Decisions	Year To Date	April	Comments/Issues
<b>Granted</b>	<b>16</b>	<b>2</b>	As of 30 April 2018, 19 FOI requests remain open, including one request received in 2017
<b>Part-granted</b>	<b>43</b>	<b>9</b>	
<b>Refused</b>	<b>96</b>	<b>25</b>	
<b>Withdrawn</b>	<b>11</b>	<b>5</b>	
<b>Withdraw &amp; redirect</b>	<b>0</b>	<b>0</b>	
<b>Total Decisions</b>	<b>166</b>	<b>41</b>	28 decisions made in January 2018 of which 6 referred to FOI requests received in 2017
Response Times	Year To Date	April	Comments/Issues
<b>Within time</b>	<b>156</b>	<b>40</b>	
<b>Out of time</b>	<b>10</b>	<b>1</b>	

\* The statistics are drawn from a live ICT reporting system and as a result information is changing hourly/daily as decisions are made and files completed.

April 2018

File Type	New				Finalised			
	Garda		Non-Garda		Garda		Non-Garda	
	Litigation	Pre-Litigation	Litigation	Pre-Litigation	Litigation	Pre-Litigation	Litigation	Pre-Litigation
Article 40								
Assault							5	
Assault (Sexual)								
Breach of Duty								1
Bullying								
Consultative Case Stated								
Defamation				1			1	
Damage to Property		2	1	10				5
Discovery		1	2	3			5	1
Equal Status Act				1				
Employment Cases				1				
False Imprisonment				2				
Fixed Charge Notice								
Injunction								
Inquest		1		1				
Judicial Review			2		2		2	
Loss of Property								1
Malicious Prosecution								
Negligence								
Penalty Points								
Personal Injury		2	4	7				
Police Property Application								1
PSV								
Slip/Trip/Fall								
SCA Assist								
Unlawful Arrest							1	
Unlawful Search								
Unlawful Seizure								
Vetting								
Warrant Case								
Other			1	5			1	1
<b>Total</b>	<b>0</b>	<b>6</b>	<b>10</b>	<b>31</b>	<b>2</b>	<b>0</b>	<b>15</b>	<b>10</b>

- The figures provided above refer to the number of new files opened and finalised in Legal Services in the month of March 2018.
- The files are broken down into the categories of “Garda “ / “non-Garda” files.
- The figures are further broken down into files which are “pre-litigation” (legal proceedings have not been instituted) and “litigation” (files which are the subject of legal proceedings).

## Appendix A

### Human Resources and People Development (HRPD)

Rank	Strength at 30 April 2018
Commissioner	1
Deputy Commissioner	1
Assistant Commissioner	9
Chief Superintendent	44
Superintendent	164
Inspector	254
Sergeant	1,852
Garda	11,306
<b>Sub - Total</b>	<b>13,631</b>
Career Breaks (incl. ICB)	103
Work-sharing*	54
Secondments (Overseas etc.)	20
Maternity Leave	66
Unpaid Maternity Leave	35
<b>Total</b>	<b>13,353</b>

\* Equates to 108 members

Professional/Technical		Administrative		Industrial	
Head of Training & Development	0	CAO	1	General Op	11
Teacher	16.6	Exec Director Finance	1	Electrician	1
Researcher	2	Exec Director HRPD	1	Store Keeper	1
Senior Solicitor	1	Exec Director ICT	1	Carpenter	1
Professional Accountant Grade I	6	Exec Director S&T	1	Charge hand	1
Professional Accountant Grade II	2.8	Exec Director L&C	1	Plumber	1
Professional Accountant Grade III	1	Director	1	Traffic Warden	5.5
CMO	1	PO*	12	Coffee Shop Attendant	0
Assistant CMO	1	AP**	31	Driver	15.8
Occupational Health Physician	0	HEO***	123.95	Store man	4
Nurse	3	EO ****	345.086	Store Officer	1
Photographer	3	CO	1445.538	Groom	1
Cartographer	2	Supt. of Cleaners	2		
Telecoms Technician	11	Cleaner	149.71		
Examiner of Maps	1	Service Attendant	32		
Head of Legal Affairs (Director level)	1	Seasonal Cleaner /SA	7.53		
Accident Damage Co-ordinator	1	Service Officer	6		
Technical Supervisor	1	Catering Staff	28		
Workshop Supervisor	1				
<b>Total</b>	<b>55.4</b>		<b>2189.814</b>		<b>43.3</b>

\* Includes 1 Head of Garda Síochána Analysis Service

\*\* Includes 2 Deputy Heads of Garda Síochána Analysis Service

\*\*\* Includes 26 Senior Crime & Policing Analysts

\*\*\*\* Includes 8 Crime & Policing Analysts

**GRAND TOTAL: 2288.514 (whole-time equivalent)**

## Appendix B (i)

# Policing Plan 2018 – Performance at a glance, April 2018

### Priority 1

Organisational Development  
and Capacity Improvement

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

## Appendix B (ii)

# Policing Plan 2018

### Priority 2

National and International Security

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

### Public Attitude Survey

Reported Quarterly

	Target	Q1 2018
Respondents who think An Garda Síochána is well-managed (baseline 2017)	+5%	-5.4% (36%)
Increased victim satisfaction	65%	63%
Respondents who say that fear of crime does not impact on quality of life	75%	64%
Public opinion on ability of An Garda Síochána to tackle crime	60%	57%
Respondents who see crime as a very serious or serious problem locally	20%	20%
Garda visibility	40%	37%
Perception that An Garda Síochána is community focused	67%	64%
Satisfaction with the service provided to local communities	75%	72%
Perception that AGS treats all people equally, irrespective of background	New	64%

Appendix B (iii)

Policing Plan 2018

Priority 3

Confronting Crime

33	CJ (Victims of Crime) Act 2017	Green	39b	ID Victims of Sex Exploitation	Green
34a	Defining Hate Crime	White	40a	Safeguarding Statement	Yellow
34b	Proc. to Record Hate Crime	White	40b	PULSE Automated Children First	Green
34c	Rpt. Hate Crime Campaign	Green	40c	Integrate PULSE/TUSLA NCCIS	Yellow
35a	Div. Protective Services Units	Green	41a	Crime Prevention Officer Proc.	Green
35b	Dom. Abuse/Sex Cr. Risk Ass.	Green	41b	Crime Prevention Mobile App.	Green
35c	Facilitating SORAM Workshops	Green	44a	GNECB Regional Liaison	Green
36a	Domestic Homicide Review	Green	44b	N. Fraud Prevention Office	Green
36b	Reporting/Detection of Sex Off.	Red	44c	Fraud Prevention Camp.	Green
37a	Domestic Abuse Interventions	Green	44d	Anti-Corruption & Bribery	Green
37b	Reporting of Domestic Abuse	Green	44e	Corruption/Bribery Ph. Line	Yellow
37c	Domestic Abuse Call-Backs	Green	45a	Reports to PA on OCG's per Q.	Green
38a	THB Training	Green	45b	Dev. Matrix to assess OCG's	Green
38b	Identification of victims of THB	Red	46	Drug Intimidation Rpt. Pg.	Green
39a	Dist. of Child Pornography	Green	47	Enhanced GoAML Function	Green

Priority 3

Metrics

42a	Increase Det. Rate (Assault)	Red	43	Decrease Inc. Level (Assault)	Red
42b	Maintain Inc. Level (Burglary)	Green	44f	Increase in M. Laundering Inv.	Red
42c	Increase Det. Rate (Burglary)	Red	45c	Increase Det. (S/S Ctrl. Drugs)	Red
42d	Maintain Inc. Level (Robbery)	Red	45d	Increase Det. (Firearms)	Red
42e	Increase Det. Rate (Robbery)	Red	45e	European Arrest Warrant Ex.	Red
42f	Maintain Det. Rates - Narrative	White			

## Policing Plan 2018

**Priority 4**

Roads Policing

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

**Priority 4**

Metrics

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

**Priority 5**

Community Engagement and Public Safety

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

## Appendix C

### Policing successes and summary of on-going work

Throughout the month of April 2018, there have been a number of incidents of excellent police work demonstrated by members of An Garda Síochána performing operational policing duties, supported by specialist personnel such as those attached to Special Crime Operations, Security & Intelligence, Roads Policing and Community Engagement and Public Safety.

The following is a breakdown of the most significant seizures by the Garda National Drugs and Organised Crime Bureau for April 2018:

- On 5 April 2018 in Kilkenny, two persons were arrested and 1kg Cocaine was seized with a value of €70,000.
- On 17 April 2018, two persons were arrested in Drumcondra and €250,000 was seized.
- On 19 April 2018, in Blanchardstown, two persons were arrested and €10,250 in cash and Cocaine with a value of €26,000 were seized.
- On 20 April 2018, members from the Garda National Drugs and Organised Crime Bureau (GNDOCB) assisted in the investigation and recovery of cigarettes valued at €750,000 at Clondalkin, Dublin 22.
- On 23 April 2018, two persons were arrested in Swords, where 12kgs of Cannabis Herb valued at €240,000, 0.5kgs of Amphetamine valued at €7,500 and €2,800 cash were seized.

On 1 April 2018, the Garda Air Support Unit Helicopter (AS2) was deployed to assist Garda members in the Lucan area attending an 'intruders-on' call. Two males were observed in the back garden of a residential dwelling. The AS2 crew located these individuals as they were being approached by a Garda member. One of the suspects was arrested, while the second suspect escaped on foot. AS2 followed this suspect and he was arrested shortly afterwards.

On 6 April 2018, Gardaí from Bailieboro Garda Station attended a residential dwelling of an 86-year-old lady who had activated her panic alarm. On attending the scene, it was discovered entry had been gained to her premises via her bedroom window. The woman was extremely traumatised at the scene and could only offer limited information to Gardaí. She was removed to hospital where a Garda member remained with her. CCTV footage in the house was downloaded and Gardaí identified a local male as a suspect. He was arrested for Burglary and conveyed to Bailieboro Garda Station where he was detained under the provisions of Section 4 of the Criminal Justice Act. The suspect was subsequently charged and released on bail. The suspect was again arrested a few days later, as he had breached his bail conditions which were being monitored by local Gardaí.

On 11 April 2018, Gardaí in Henry Street Garda Station, Limerick arrested a man in connection with a series of burglaries that recently occurred in the Castletroy area of Limerick. The man was detained and subsequently charged with 9 burglary offences. He appeared in Limerick District Court and was remanded in custody.

On 18 April 2018, a search warrant was obtained by Gardaí in Finglas, Dublin 11, during which a quantity of Cannabis with an approximate value of €1million was seized. The sole occupant of the house was arrested and detained under Section 2 of the Criminal Justice (Drug Trafficking) Act 1996. He was later charged and brought before the courts.

On 21 April 2018, a joint initiative, involving the Dundalk Roads Policing Unit and officials from the National Transport Authority, took place to enforce Taxi Regulations. Three illegal taxi operators were

detected with one detection resulting in an arrest and criminal proceedings for Road Traffic offences. Further prosecutions are being considered by the National Transport Authority against the three offenders.

On 28 April 2018, a search was carried out in Greenhills under Section 48 of the Criminal Justice (Theft and Fraud Offences) Act, 2001 by Gardaí from Terenure Garda Station, in association with the Stolen Motor Vehicle Investigation Unit (SMVIU). A vehicle, which had been reported stolen, was recovered at the scene. Further investigations resulted in the seizure of 24 motor engines, 17 of which originated from stolen vehicles. In addition, investigating Gardaí seized a significant number of miscellaneous car parts, including vehicle dashboards and vehicle doors.

On 29 April 2018, Gardaí observed a suspect vehicle, following reports that burglars were targeting elderly residents in Ballyjamesduff, Co. Cavan. This vehicle subsequently rammed two Garda patrol cars. Both occupants of the car were found to be in possession of cash and jewellery. They were arrested and charged with two counts of aggravated burglary and remanded in custody.

On 30 April 2018, a 999 call was received at the Communications Centre reporting a violent incident in Tallaght, Dublin 24. On arrival at scene, Gardaí found a male holding his partner against her will. With the assistance of a trained negotiator, Gardaí established contact with the suspect who agreed to open the door. He became physically violent and was restrained by members of the Armed Support Unit and the Emergency Response Unit. He was subsequently taken into custody without injury.

***Note: All Statistics provided are provisional, operational and subject to change.***

### **Engagement with the Community**

On 3 April 2018, the parents of a 9-week old baby arrived at Ennis Garda Station as the child had stopped breathing. The members immediately administered first aid and the child started breathing again. The members continued to assist the parents until an ambulance arrived to take them to hospital.

A concert of remembrance for the late Garda Anthony Golden was held in St. Muredach's Cathedral, Ballina on 6 April 2018. The event was organised by Gardaí in conjunction with the Anthony Golden Community Park Committee. The Anthony Golden Community Park Trust is a voluntary organisation, founded to establish a community park at Killala Road, Ballina, as a memorial to Garda Golden, who was originally from the area. It is also proposed to develop a community and sporting facility, comprising of an all-weather football Astro turf pitch, hurling wall and community centre, to facilitate groups throughout Ballina. This event raised over €10,000.

On 12 April 2018, a road safety initiative was organised in the Bridewell Garda District, in conjunction with the Road Safety Authority. The initiative was attended by Transition Year and 5<sup>th</sup> year students from secondary schools in the District, as well as young people from the M.O.S.T. project, (a Garda Youth Diversion Project, a local community service which works with young people from north-west inner city Dublin), who were accompanied by the Juvenile Liaison Officer. Students were given a Road Safety presentation and experienced the interactive shuttle (virtual reality road traffic scenarios illustrating the effects the use of mobile phone, intoxication, tiredness etc. have on driving). They also observed the rollover simulator (a vehicle on a gantry which is rolled over in a controlled fashion to demonstrate the importance of seatbelts etc.) This was well received by the participants and it is anticipated that this will become an annual event in the District.

An Open Day at the Islamic Centre, Kilkenny took place on 20 April 2018 and was attended by local Garda Management and Gardaí from the Community Engagement Unit. At the event, the Muslim Community discussed openly their plans to have a mosque built in Kilkenny in the medium-term. A large group of attendees were present from the Muslim and the wider local communities, and an in-depth discussion took place. The Imam and the District Officer reported no incidents of note or concern, following the meeting. The high level of support and ongoing engagement by An Garda Síochána with the Muslim community in Kilkenny was remarked on by the Imam.

On 27 April 2018, an awareness campaign, including a short film, entitled 'Use your Brain not your Fist' was launched in partnership with Leitrim Comhairle na nÓg with the help of Loch Bó Films. Funding for the project was received from the Creative Sector, Northwest Regional Drug and Alcohol Task Force, as well as Leitrim County Council and North Connaught Youth Service. 'Use Your Brain Not Your Fists' is a public safety campaign, by An Garda Síochána, aiming to reduce the number of assaults carried out by males between 18 and 39 years of age. The campaign asks young males to think of the consequences, for themselves and others, by being involved in assaults. Statistics show a rise in assaults in the last number of years simultaneous with the resurgence of the night-time economy. The campaign, including promotional film, has already proven popular and is being shared by national organisations. It has also been subject of favourable comment for the impact of its content.

The Longford Crime Prevention Ambassador initiative is a partnership programme, led by An Garda Síochána Community Engagement Gardaí in Longford, in conjunction with Longford County Council and Longford Age Friendly Alliance. This initiative, which was implemented in the Longford area in November 2016, is essentially a peer programme delivering crime prevention information amongst older persons. The initiative tackles crimes against older people and addresses the fear of crime and the sense of isolation among older people. This initiative is supported by the Ageing Well Network, which is a network of independent group leaders, heads of private and voluntary organisations and relevant Government Departments. The Ambassador Programme was nominated for the Age Friendly Safety & Security Award. Age Friendly Ireland is a national organisation incorporating many of the associations with older people. There were 85 nominations and the Longford Crime Ambassador programme was shortlisted to the final three. The Awards Ceremony was held on 11 April 2018 and the project was announced as the Winner in the 'Age Friendly Safety and Security' category and awarded a certificate and plaque.

Appendix D

Schedule of Expected Vacancies													
Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2018												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2018
Assistant Commissioner		1											1
Chief Superintendent			1	1		1					1		4
Superintendent	1		4	1	2				2	1	1	1	13
<b>Total</b>	1	1	5	2	2	1	0	0	2	1	2	1	18

Appendix E

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

Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	9	9									0	9	0
Chief Superintendent	47	45				1					-1	44	3
Superintendent	168	166					0	1		1	-2	164	4
<b>Total</b>	<b>224</b>	<b>220</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>-3</b>	<b>217</b>	<b>7</b>