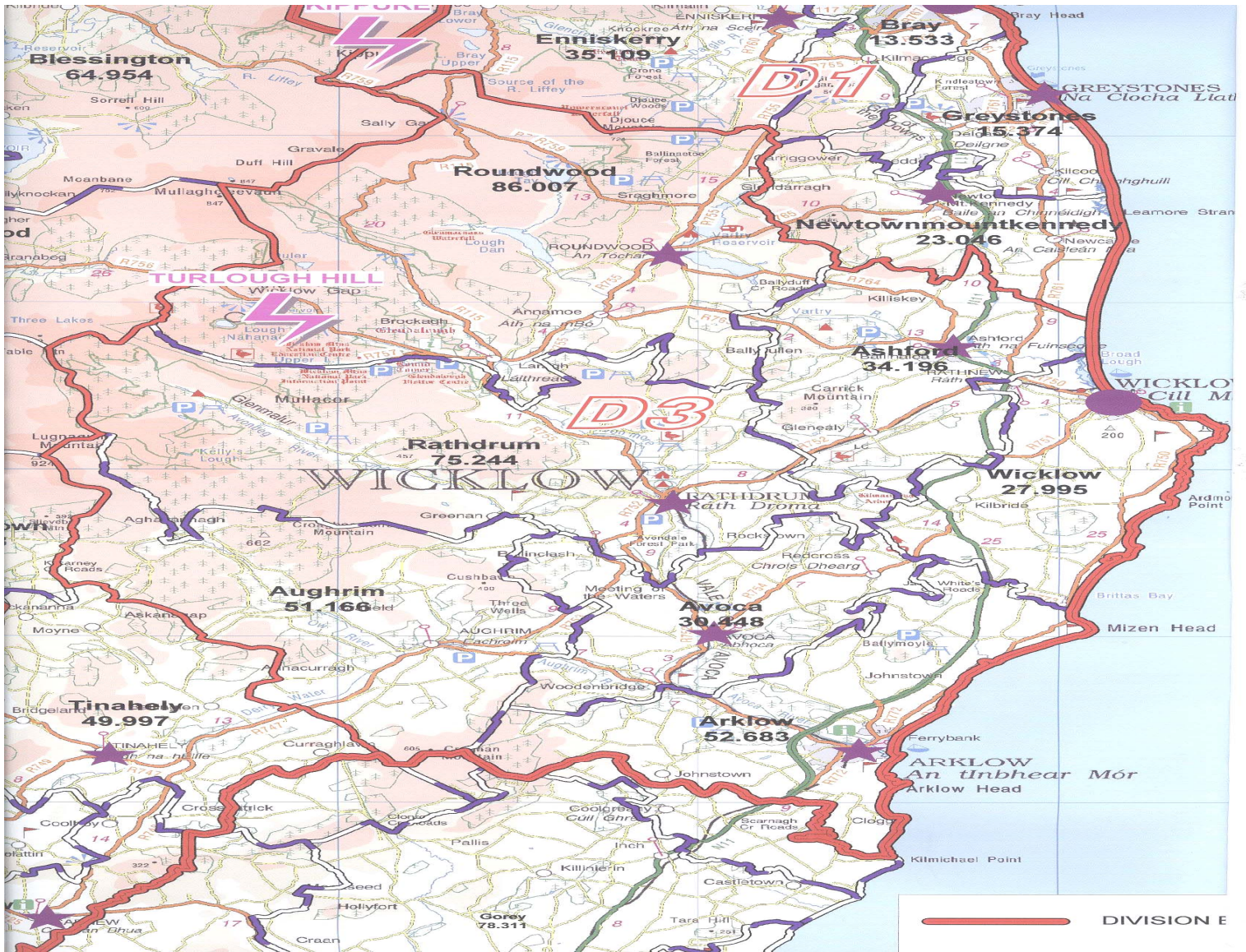




WICKLOW DIVISION POLICING PLAN 2012



Working with Communities

FOREWORD OF THE WICKLOW DIVISIONAL OFFICER

I am pleased to present the Wicklow Divisional Policing Plan for 2012. The Divisional plan outlines the strategic objectives for the Wicklow Division and compliments An Garda Síochána Strategy Statement 2010-2012, An Garda Síochána Policing Plan 2012 and the Eastern Region Policing Plan 2012.



The Strategy Statement 2010-2012 outlines the core values of An Garda Síochána as Honesty, Accountability, Respect and Professionalism. These core values are intrinsic aspects of the Wicklow Division Policing Plan for 2012.

The priority areas in this plan are State security, confronting crime, effective roads policing, working with communities and the development of an excellent organisation.

Gardaí in the Wicklow Division remain committed to working with local communities to provide a quality policing service that meets the needs of all its stakeholders. We are committed to our core activity of preventing and detecting crime and we will strive to work with communities to provide a peaceful and safe environment in which to live. We will also endeavour to make our roads safer through enforcement, education and working in partnership with other agencies. In achieving these goals An Garda Síochána is committed to providing excellence in its service delivery.

As with all public sector organisations, An Garda Síochána is faced with reductions in budgets and resources in these challenging economic times. However, I remain confident that we can continue in providing an efficient and professional policing service to the people of Wicklow in 2012.

An Garda Síochána is undergoing an extensive modernisation programme and the Wicklow Division is committed to assist in achieving the goals of organisational reform and the continued implementation of the Public Service (Croke Park) Agreement 2010-2014. This will be achieved through continued participation in the modernisation programme and assisting in new initiatives and projects, while being accountable to the people we serve.

The Commissioner is committed to working with communities to identify their needs, and to maximise our impact on their safety and security. The Gardaí and civilian staff in the Wicklow Division are committed to this objective and I am confident we will rise to meet the challenges presented in 2012 and are committed to achieving the goals outlined in the Wicklow Division Policing Plan for 2012.

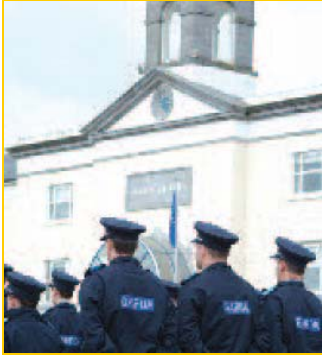
Chief Superintendent

(Thomas Conway)



VISION

*‘Excellent people delivering
policing excellence’*



MISSION

Working with Communities to Protect and Serve

VALUES

Honesty – Being honest and ethical and adhering to the principles of fairness and justice.

Accountability – Accepting individual responsibility and ensuring public accountability.

Respect – Having respect for people, their Human Rights and their needs.

Professionalism – Providing a professional policing service to all.

An Garda Síochána - Priorities for 2012



Security

To protect the State and the people against terrorism in all its forms.

Crime

To combat serious crime, in particular organised crime.

Policing Communities

To achieve the maximum levels of safety for local communities and to provide a community policing service which meets the demands of the public.

Roads Policing

To police the roads, in particular to reduce the number of deaths and serious injuries arising from collisions.

Effective use of resources

To promote efficiencies in resource allocation and deployment so as to enhance the policing service to the public.

Victims of Crime

To support and protect all victims of crime and treat them with dignity. To keep victims of crime informed about the progress of their cases and bring offenders to justice promptly.

Human Trafficking

To prevent and detect human trafficking.

Ensuring our Nation's Security

Ensuring our national security is a core commitment for An Garda Síochána. This goal demonstrates our unwavering focus on guarding national security and in playing an active role in strengthening international security. We are fully committed to maintaining a secure nation for all our communities

Key actions	This will be achieved by	Performance Indicators	Process Owner	Outcome
<p>Continue to identify and analyse the threats to the State emanating from terrorist and extremist groups and take appropriate action</p>	<p>The provision of Tactical and Strategic Intelligence Assessments to inform local management and Regional Units of emerging patterns, trends and thus assist in critical decision making</p>	<p>Divisional plans to tackle dissident republican activity to continue. Plans for 2012 to be approved and implemented</p>	<p>Each Superintendent and Detective Inspector</p>	<p>A secure nation</p>
	<p>The maintenance of awareness within the Garda organisation of the prevailing threat from terrorist groupings by delivery of training through appropriate forums</p>	<p>Attendance of appropriate personnel at the Regional seminar on the topic of 'Dissident Republican Activities'</p>		
	<p>Continue liaison with Crime & Security, in combating terrorist procurement, financing and operational activities</p>	<p>The number of successful interventions in thwarting terrorist grouping operational activity</p>		
<p>Continue to identify and analyse threats to other countries emanating from terrorist and extremist elements within this jurisdiction</p>	<p>The timely dissemination of intelligence to support operational management in the targeting of terrorist and extremist elements</p>	<p>The timely delivery of quality intelligence packages.</p>		
<p>Continue to disrupt the connection between organised crime gangs and subversive/terrorist groups</p>	<p>Continued assessment and dissemination of intelligence relative to the organised crime and terrorist interface</p>	<p>The implementation and training of personnel in the use of the CHIS Charter System completed</p> <p>The number of successful interventions in tackling links between organised groups and terrorist organisations</p>		

<p>Consolidate organisational requirements emerging from the “Framework for Major Emergency Management in Ireland”</p>	<p>Work with the Office of Emergency Planning, in conducting a Divisional Risk Assessment</p> <p>Implementation of the Major Emergency Management Programme 2012</p>	<p>Risk assessment of major emergency hazards conducted in the Division</p> <p>Minimum of two major emergency planning exercises conducted in each designated major emergency region</p> <p>Interagency Guidance Documents and Protocols developed for:</p> <ul style="list-style-type: none"> • motorway incidents. • major emergency media plan template • Interagency Mass Fatality Plan 	<p style="text-align: center;">Each Superintendent, Traffic Inspector and Inspector with responsibility for Major Emergency Plan</p>	<p style="text-align: center;">An active role in enhancing national security</p>
<p>Prepare for Ireland’s Presidency of the EU Council, January to June 2013</p>	<p>In conjunction with Government Departments participate in developing security requirements for Ireland’s EU Presidency prior to and during January – June 2013</p> <p>Prepare for An Garda Síochána’s participation in Justice & Home Affairs Council Working Groups during Ireland’s EU Presidency – January to June 2013</p>	<p>Garda plans and structures in place for all security arrangements for Ireland’s EU Presidency January – June 2013</p> <p>Meetings of Garda Presidency Working Group scheduled and co-ordinated</p> <p>Training requirements identified, and training provided, for Chairs and delegates of Council Working Groups</p>		

Confronting Crime

An Garda Síochána will continue to focus on the prevention of crime. This includes targeting volume property crimes such as burglaries and thefts as well as crimes against the person such as assaults. Importantly, we will ensure that we target those crimes that impact on vulnerable members of our communities, including crimes against children, domestic violence and hate crimes. We will also seek to tackle organised crime through intelligence and analysis, white collar crime and e-crime. Overall, our aim is to reduce crime and the fear of crime.

Key actions	This will be achieved by	Performance Indicators	Process Owner	Outcome
<p>Tackle property crime</p> <p>Tackle crimes against the person</p> <p>Divert young people from crime</p>	<p>Crime prevention, tackling offenders, especially repeat offenders, and targeting crime hotspots as identified by analysis. This will reduce property crimes such as burglaries, thefts, and robberies</p> <p>Pro-active and analysis led policing of the night time economy</p> <p>Tackling of sexual crimes, human trafficking and crimes against children using expertise at National Support Services to support investigations</p> <p>Enhancing the organisations capability of managing the risks associated with sex offenders</p> <p>On-going consultation with agencies supporting victims of sexual abuse and domestic violence</p> <p>Working with other agencies to ensure that young people do not become involved in crime. Specifically, this will be achieved by challenging the behaviour of youths who offend, through the use of the Diversion Programme and Diversion Projects and where appropriate the Criminal Courts</p>	<p>Reduced property crime</p> <p>Increased detections for property crime</p> <p>Reduced crimes against the person</p> <p>Increased detections for crimes against the person</p> <p>No. of human trafficking offences identified and investigated</p> <p>Participation in the National Sex Offender Risk Assessment and Management Pilot Project (SORAM) within the Wicklow Division.; 2 formal meetings and 3 informal meetings held with Probation Service & HSE</p> <p>To work with the Strategic Committee established to liaise with the National Director, Children and Family Services. Biannual meetings held</p> <p>Reduced assaults</p> <p>Monthly meeting of Divisional Management team on the utilisation of the Diversion Programme, Garda Youth Diversion Projects and Garda Youth Crime Case Management in diverting young people away from criminal activity. Quarterly report to Regional Management team on same.</p>	<p>Each Superintendent, Detective Inspector and Inspector with responsibility for Children and Youth Affairs</p>	<p>Reduced crime and the fear of crime</p>

<p>Tackle organised crime</p>	<p>Using intelligence and analysis to inform operations against organised crime groups</p> <p>Work in partnership with Europol and other national and international agencies</p>	<p>Number of intelligence reports generated relating to organised crime/ number of intelligence led operations carried out</p> <p>Number of joint investigations undertaken with Revenue/Customs</p>	<p>Each Superintendent and Detective Inspector</p>	
<p>Tackle e-crime by</p>	<p>Focusing on reducing e-crime using leading edge technology and through active engagement with the community and business stakeholders</p>	<p>Increased knowledge and competence in dealing with e-crime</p> <p>Work with the Computer Forensic Preliminary Analysis Unit when established</p> <p>Delivery of new module of Garda Schools Programme on Internet Safety</p>		
<p>Tackle white collar crime in all its forms</p>	<p>Proactive targeting of criminal organisations and individuals who engage in financial crime in areas of business, money laundering, terrorist financing and card payments</p> <p>Working in co-operation with the Director of Corporate Enforcement and other regulatory bodies to fully investigate complex commercial fraud cases using all the skills and resources at National Support Services including the Garda Bureau of Fraud Investigation and the Criminal Assets Bureau</p>	<p>Number of production orders served pursuant to the Bankers Book Evidence Act and Sections 14,52,63,64</p> <p>Reduced incidents of fraud and increased detections</p> <p>The number of major investigation files submitted for consideration by the Director of Public Prosecutions in respect of criminal charges</p> <p>The number of tax assessments raised against persons who have gained financially from criminal conduct and number of investigations conducted in conjunction with CAB and GBFI</p> <p>Number of commercial fraud investigations commenced conduct and number of investigations conducted in conjunction with GBFI</p>		

Effective Roads Policing

An Garda Síochána is committed to making our roads safer and improving the behaviour of all road users. We are dedicated to achieving a reduction in the incidence of fatal and serious collisions on our roads during the lifetime of our Strategy Statement. We will develop and implement initiatives which deny the use of our roads for criminal activity.

Key actions	This will be achieved by	Performance Indicators	Process Owner	Outcome
<p>Continued reduction in the incidents of fatal and serious injury collisions and deny the use of our roads network for criminal activity</p>	<p>Continued implementation of High Visibility Strategy through targeted intelligence and analysis based enforcement of roads policing and road safety operations</p> <p>Use of new technologies, such as the Automatic Number Plate Recognition (ANPR) system to deny the use of our roads for criminal activity</p> <p>The roll out of the Criminal Interdiction programme to all Traffic Corps members</p> <p>Speed enforcement carried out in speed enforcement zones using speed detection vehicles</p> <p>Deliver a range of prevention programmes</p> <p>Continue to educate young drivers in relation to road safety and include traffic awareness on all School Programmes</p>	<p>Continued downward trend in road deaths and serious injuries</p> <p>Targets appropriate to An Garda Síochána, as set out in The Road Safety Strategy 2007-2012, achieved in the following areas:</p> <ul style="list-style-type: none"> • Increased compliance with speed limits • Increased compliance with drink driving legislation • Increased enforcement of Road Traffic Operations <p>Number of successful interceptions using A.N.P.R.</p> <p>Criminal Interdiction Programme rolled out to all Traffic Corps members</p> <p>Support, monitor and review the hours of enforcement by GoSafe cameras completed per month in the Wicklow Division.</p> <p>Four School Bus Safety operations and two Pedestrian Road Safety Awareness operations conducted nationally.</p> <p>Delivery of schools programme to transition year students on a quarterly basis within the Wicklow Division</p>	<p>Each Superintendent and Traffic Inspector</p>	<p>Safer roads and improved road user behaviour leading to a reduction in deaths and serious injuries</p>

Ráiteas Misin/Mission Statement

Ag obair le pobail chun iad a chosaint agus chun freastal orthu / Working with communities to protect and serve

	<p>Continue to promote key messages on road safety, for example through Crime Call</p> <p>Continue to confront and change the behaviour of youths who commit road traffic offences</p> <p>Continue inter-departmental co-operation through bi-lateral and multi-agency operations</p>	<p>Road Safety messages delivered through Crimecall programmes, Bank Holiday Press Releases, National and Local Media Campaigns, Road Safety Stands at key event.</p> <p>Co-branding of road safety messages in conjunction with the Road Safety Authority developed and completed</p> <p>Delivery of Restorative Justice Road Safety Programme to youths who have committed Road Traffic Offences. No. of Road Traffic referrals dealt with restoratively</p> <p>One bi-lateral agency checkpoint conducted in the Wicklow Division per week.</p> <p>One multi-agency checkpoint conducted in the Division per month and report quarterly to the Regional Office.</p>	<p>Each Superintendent and Traffic Inspector</p>	<p>Safer roads and improved road user behaviour leading to a reduction in deaths and serious injuries</p>
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Ensuring a Peaceful Community

An Garda Síochána recognises the need to engage directly with communities to understand and respond to their concerns and to ensure a peaceful and safe environment for everyone. Working with our communities will enhance public confidence in our service by improving feelings of safety in the community.

Key actions:	This will be achieved by:	Performance Indicators	Process Owner	Outcome
<p>Reduce public disorder and criminal damage</p>	<p>Proactive and innovative response to public disorder including analysis, identification of public order and anti-social behaviour hotspots, and deployment of appropriate resources</p> <p>Use of all available legislation, particularly in relation to underage drinking and illegal drug taking</p>	<p>Public disorder reduced</p> <p>Criminal damage reduced</p> <p>Number of alcohol test purchase operations conducted in the Wicklow Division</p>	<p>Each Superintendent and Inspector's with Community Policing and Young Persons portfolio's</p>	<p>Safer and more peaceful local communities</p>
<p>Improve the feeling of safety in the community</p>	<p>Continued liaison with the licensed trade and those involved in the management of the night time economy to reduce incidents of public disorder and anti-social behaviour</p> <p>The continued use of behaviour warnings and good behaviour contracts to target anti-social behaviour</p> <p>Enhanced community safety through targeted high visibility patrols and better use of all available technology</p> <p>Promote greater use of the Garda Agecard to reduce the consumption and sale of alcohol to people under 18 years of age</p>	<p>Strategic Partnerships established with Vintner Associations and Responsible Retail Alcohol in Ireland (RRAI) within the Wicklow Division</p> <p>The number of behaviour warnings and good behaviour contracts issued within the Wicklow Division</p> <p>Increased feelings of safety in the community. A Plan for information led high visibility patrolling developed and implemented</p> <p>Two National Agecard Awareness Campaigns conducted in the Wicklow Division using local media, one in each District.</p>	<p>Each Superintendent and Inspector's with Community Policing and Young Persons portfolio's</p>	<p>Safer and more peaceful local communities</p>

Working with Communities

This goal acknowledges that a community based approach is a priority for An Garda Síochána, in order to build and maintain trust and confidence in the Garda service. We will deliver a service that recognises the diverse needs and priorities of all the people and communities in Ireland.

Key actions:	This will be achieved by:	Performance Indicators	Process Owner	Outcome
<p>Continue meaningful engagement with young people</p>	<p>The implementation of the Garda Youth and Children Strategy 2012-2014 and the continued delivery of Garda Primary and Secondary School Programmes</p>	<p>Year One of the Garda Youth and Children Strategy implemented</p> <p>Participate in Youth Fora evaluation</p>	<p>Each Superintendent and Inspector's with Community Policing and Young Persons portfolio's</p>	<p>Trust and confidence in the Garda service</p>
<p>Ensure the protection of vulnerable persons and groups</p>	<p>Proactive co-operation with all relevant Departments, organisations and agencies to improve the safety of children and young people</p> <p>Continued implementation of the Garda Diversity Strategy 2009-2012, the Garda Older People Strategy, and the Safer Communities Campaign</p>	<p>Final year of the Garda Diversity Strategy implemented</p> <p>Continued implementation of the Garda Older People Strategy</p> <p>Two Supporting Safer Community Campaigns delivered</p>		
<p>Improved understanding and responsiveness to community needs</p>	<p>Continued implementation of the National Model of Community Policing in the areas of Neighbourhood Watch and Community Alert</p> <p>Continue to actively participate in Joint Policing Committees (JPCs) and work in partnership with community groups to understand their needs and expectations</p>	<p>To participate in the development of New Neighbourhood Watch, and Community Alert, guidelines developed within the context of the National Community Policing Model</p> <p>Active participation in all established JPCs and local policing fora</p>		
<p>Recognising and responding to the needs of the victims of crime</p>	<p>Continued Implementation of the Garda Victims Charter and engagement in partnership with Government funded Victim Support groups</p> <p>Support actions necessary to implement draft EU Directive on victims identified and an implementation plan agreed</p>	<p>Commitments to Garda Victims Charter monitored.</p> <p>Continued improvement in numbers of Victims of Crime Letters issued.</p> <p>Actions taken to support the implementation of draft EU Directive on Victims of Crime identified</p>		

An Excellent Organisation

An Garda Síochána, in implementing this goal, will maintain our focus on the development of a highly professional organisation which acknowledges the contribution of its people at all levels.

We will use the resources available to us in effective and innovative ways. In developing our people to be highly motivated, we will ensure improved service to all members of the community, which will assist in achieving the policing and community centred objectives of An Garda Síochána.

Key actions:	This will be achieved by:	Performance Indicators	Process Owner	Outcome
Workforce Planning	Continued implementation of the Public Service (Croke Park) Agreement 2010-2014. This includes the continued programme of civilianisation with the aim of maximising the number of Gardaí available for operational duty	Participation in the delivery within the set timeframes of <ul style="list-style-type: none"> a performance management framework for all staff of An Garda Síochána a rostering/attendance system that more closely matches the availability of staff with policing demands and complies with the EU Working Time Directive. appropriate reporting arrangements between An Garda Síochána & civilian support staff 	Each Superintendent and each Inspector	Highly motivated people
Organisational Reform	Improved procedures for the reporting of sickness absences and injury on duty to facilitate earlier intervention by Occupational Health Service, Employee Assistance Service and HR	Reduced absences Ensuring completion of IR1 and submission of same. Assist in the review of the Injury on Duty Policy		Better service to citizens
Ensure value for money and the innovative use of resources	Delivery of policing within the Garda budget, including the effective use of resources Continued achievement of savings through procurement strategies Reducing the environmental impact of An Garda Síochána through the continued implementation of organisational Environmental Strategy	Policing service delivered within budget Continued implementation of the Corporate Procurement Plan 2010-2012 in the Wicklow Division Year Two of the Garda Environmental Strategy implemented		

Ráiteas Misin/Mission Statement

Ag obair le pobail chun iad a chosaint agus chun freastal orthu / Working with communities to protect and serve

<p>Enable smart processes and technologies to support frontline policing delivery</p>	<p>Implementation of identified interventions under the strategic review of the operational effectiveness and resilience under the GRACE programme (Garda Response to a Changing Environment)</p> <p>To use technology to support operational policing</p>	<p>Financial savings and efficiencies achieved through GRACE recommendations</p> <p>If identified for station closures, district amalgamation, or reduced opening hours assist in the full implementation of the programme</p> <p>Rollout of Voice Over IP technology to replace legacy and obsolete PBX systems covering 170 stations completed</p> <p>Comprehensive ICT Security review completed</p> <p>Replacement of SIVRE equipment at 45 locations completed</p> <p>Deployment of IT system to support PALF</p> <p>IT system to support Rosters procured</p> <p>ICT cost reductions in line with targets set by GRACE programme implemented</p>	<p>Each Superintendent and each Inspector</p>	<p>More effective use of resources</p>
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Wicklow Garda Division

Contact Details

<p>Chief Superintendent, Wicklow Division.</p>	<p>Chief Superintendent Thomas Conway, Bray Garda Station, Convent Avenue, Bray, Co. Wicklow.</p>
<p>Superintendent, Bray District</p>	<p>Superintendent Patrick Ward, Bray Garda Station, Convent Avenue, Bray, Co. Wicklow.</p>
<p>Acting Superintendent, Wicklow District</p>	<p>Inspector Mary Aldridge, Wicklow Garda Station, Bachelor's Walk, Wicklow Town, Co. Wicklow.</p>
<p>Superintendent, Baltinglass District</p>	<p>Superintendent Eamonn Keogh Baltinglass Garda Station, Baltinglass, Co. Wicklow.</p>