# An Garda Síochána



**Annual Policing Plan 2013** 

Kilkenny / Carlow Division

#### Foreword



This is the fourth annual policing plan for the Kilkenny Carlow Division. This plan sets out strategic priorities for the first year of our new Garda Síochána Strategy Statement 2013 - 2015 and includes the priorities determined for An Garda Síochána by the Minister for Justice, Equality and Law Reform in accordance with section 7 of the Garda Síochána Act 2005. In formulating this plan, I am again conscious of Garda Inspectorate reports, public finances and the Garda Public Attitudes survey.

I will face the challenges of 2013 together with my colleagues and always act in the interests of the general good. All my actions will be grounded on An Garda Síochána's four core principals of honesty, accountability, respect and professionalism.

The plan is proactive and takes cognisance of the constant changing environment within a policing context. My members continue to be my most valuable resource and they will give me the ability to achieve my plans. In this context, my plan never loses sight of An Garda Síochána's vision for "excellent people delivering policing excellence". This plan clearly outlines how Gardaí will work together with the people we serve in a structured and objective manner.

The plan sets out steps and performance indicators under four new priority headings as decided by our Garda Commissioner. These priorities ensure that An Garda Síochána is focused on securing our nation, proactive policing operations, ensuring safe communities and delivering a professional policing service. These goals were

decided upon following a wide consultation and analysis process during which the views of our partners, the public and the members of An Garda Síochána were sought concerning the key issues upon which they believe An Garda Síochána should concentrate during the coming year.

In our changing economic environment there are further financial constraints on our organisation. However, strong leadership will guide the Gardai within this Division through these difficulties. I will ensure we have optimum achievements with fewer resources. The focus of my efforts will be to maintain front line services. I hereby give my commitment to continue to positively pro-actively manage all resources available to me. I remain dedicated to our primary objective which is to prevent, detect and disrupt crime and criminal activity and to ensure people feel safe in their homes, on our roads and in our communities.

Finally, our organisation is only as good as the co-operation we receive from the public, we ultimately serve. I ask that people in Kilkenny Carlow Division work with their local Gardaí to make the Kilkenny Carlow Division a safe place to live by reporting crime or any suspicious activity to their local Garda Station or by dialling 999 or 112 or calling the Garda confidential line at 1800 666 111.

Michael A. McGarry Chief Superintendent

## 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 Right and their needs

**Professionalism** Providing a professionalism policing

service to all

## Policing Priorities for An Garda Síochána for 2013 as determined by the Minister for Justice and Law Reform

#### **Background**

The function of the Garda Síochána under section 7 of the Garda Síochána Act 2005 is to provide policing and security for the State with the objective of:

- preserving the peace and public order,
- protecting life and property
- vindicating the human rights of each individual
- protecting the security of the State,
- preventing crime
- bringing criminals to justice, including by detecting and investigating crime,
- regulating and controlling road traffic and improving road safety and
- carrying out such other functions conferred by law, including those relating to immigration.

In producing his policing plan the Garda Commissioner is required to have regard to the priorities of the Minister for Justice and Law Reform and to the Garda Strategy Statement. The Commissioner is also required to have regard to relevant Government policy. This includes the provisions of the Programme for Government and the specific Government strategies in relation to drugs, human trafficking, youth justice, victims of crime, road safety, and on domestic and sexual violence. As Chief Superintendent for Kilkenny Carlow I have been conscious of the priorities of the Minister for Justice and Law Reform and to the Garda Strategy Statement while developing my policing plan for 2013.

The Minister, under the provisions of section 20 of the Garda Síochána Act 2005, has determined the following matters as priorities for the Garda Síochána for 2013.

#### **Security**

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

#### Crime

To combat serious crime in all its forms, in particular violent crime, organised crime including human trafficking, and white collar crime

#### **Policing Communities**

To provide a policing service which meets the needs of local communities, tackles antisocial behaviour and burglary and supports the needs of victims of crime, treats them with dignity and keeps them informed about the progress of cases relevant to them

#### **Roads Policing**

To continue to reduce the number of deaths and serious injuries on our roads arising from collisions

#### **Domestic and Sexual Violence**

To prevent domestic, sexual and gender-based violence and to effectively tackle such violence when it occurs

#### **Efficient use of resources**

To maximise efficiencies in resource allocation and deployment of personnel, while maintaining professional policing standards across the Force

Goal One: Securing Our Nation  Ensuring our National Security is a key priority for An Garda Síochána. We are committed to maintaining national security  and will continue our role in safeguarding international security					
Initiative	This will be achieved by	Performance Indicators	Process Owner	Outcome	
Targeted operations against terrorist and extremist groups, including dissident republican	Improving our intelligence gathering capabilities in the Kilkenny / Carlow Division to identify National or International threats from terrorist, extremist and organised crime groups with links to terrorist groups Analyse and maintain profiles of dissident republican activists resident or	National security maintained through targeted operations  Increased intelligence	Each Superintendent & Detective Inspector & D/Sergeants & Crime Sergeant	A Secure State	
Targeted operations against organised criminal activity, involving terrorist groups  Continued exchange of	Conduct operations to disrupt the activities of terrorist and extremist groups, including dissident republican  Identifying associations between organised criminal groups and dissident republican and terrorist activists.  Conduct operations to disrupt these activities  Input to South Eastern Regional  Seminar on National Security threats and regular briefings to the divisional force  Conducting regular intelligence	Number of operations conducted against identified groups and threats  National security maintained through targeted operations against organised criminal groups associated with terrorists	Each Superintendent & Detective Inspector & D/Sergeants & Crime Sergeant	Active Role in International Security	
information and intelligence with appropriate domestic and international agencies	briefings to appropriately address the threat posed by dissident republicans in the Kilkenny / Carlow Division	Number of briefings conducted in the Kilkenny / Carlow Division			

Goal One: Securing Our Nation  Ensuring our National Security is a key priority for An Garda Síochána. We are committed to maintaining national security and will continue our role in safeguarding international security				
Initiative	This will be achieved by	Performance Indicators	Process Owner	Outcome
Enhanced level of readiness for major emergencies	An Garda Síochána will work with relevant agencies to ensure that, in the event of major emergencies, the organisation has the capability to respond effectively at a national and local level	Garda major emergency plans in place and major emergency exercises attended	Each Superintendent & Inspector Connolly	A Secure State
	Review training needs of personnel in the Kilkenny/ Carlow Division	Training needs addressed		

#### **Goal Two: Proactive Policing Operations** An Garda Síochána is committed to protecting the public from serious harm. Working with our partners we will develop targeted policing operations to reduce crime and ensure safety on our roads This will be achieved by **Performance Indicators** Initiative **Process Owner Outcome** Information-led Successful information led interventions, based on Reduced property crime and policing operations intelligence and analysis, will be used to generate increased detection rates to combat crime reductions in crime Target the most prolific offenders involved in Prolific offenders identified. property crime through proactive policing Continue to target monitored and targeted property crime and strategies, search arrest and prosecution persistent offenders Each Superintendent & Reduced Reduced property crime and Detective Inspector & crime Target property incidents such as robberies and aggravated burglaries that use threats of violence increased detection rates D/Sergeants & Crime Sergeant Number of overt crime Use all available Conduct High Visibility Crime Prevention prevention operations checkpoints on the public roadways and conducted on national and means to deny motorways to target and disrupt individuals and Secondary Routes to deny criminals the use of groups using the roads networks for criminal our roads for criminals the use of our purposes. This will contribute to the overall criminal activity roads for criminal activity reductions in crime and improve road safety

#### **Goal Two: Proactive Policing Operations** An Garda Síochána is committed to protecting the public from serious harm. Working with our partners we will develop targeted policing operations to reduce crime and ensure safety on our roads Initiative This will be achieved by Performance Indicators **Process Owner** Outcome Actively address all forms of An Garda Síochána in The Kilkenny Carlow Violent crime reduced and Violent Crime Division will continue to work to reduce detections increased violent crime through strong enforcement and prevention strategies Continue to pursue the investigation of sexual Strict enforcement of the offences and/or domestic violence with vigour legislation and number of prosecutions for breaches of this legislation Each Superintendent & Detective Inspector & Reduce Supporting the national media events completed with the aim of increasing public D/Sergeants & Crime Crime awareness of An Garda Síochána's Media campaigns supported Sergeant policy relating to the investigation of incidents of sexual abuse, crimes against children or incidents of domestic violence An Garda Síochána will seek to work Increase feelings of safety in Work with all our partners to effectively with all national and local groups communities (such as Joint Policing Committees, community help prevent and reduce the threat posed by crime and businesses organisations) to prevent and reduce the threat posed by crime

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Initiative	This will be achieved by	Performance Indicators	Process Owner	Outcome		
Target organised crime, human and drug trafficking networks	The identification and proactive targeting of organised crime groups operating in the Kilkenny / Carlow Division, whose activities have a negative impact on communities across the division (for example, trading in drugs, illegal goods, and human trafficking for the purpose of sexual and labour exploitation)  Conducting intelligence led operations search and arrest operations against identified targets involved in organised crime	Organised crime groups targeted and disrupted Number of joint operations and liaisons conducted with Revenue Officials Intelligence led operations conducted	Each Superintendent & Detective Inspector & D/Sergeants & Crime Sergeant	Reduce Crime		
Effective investigation of those who engage in white collar and financial crime	An Garda Síochána in the Kilkenny /Carlow Division will work in conjunction with relevant partner agencies and institutions to conduct focussed investigations against persons and groups identified as being involved in white collar/financial crime	Targeted operations against individuals, groups or organisations engaging in white collar / financial crime				

	Goal Two: Proactive Policing Operations  An Garda Síochána is committed to protecting the public from serious harm. Working with our partners we will develop targeted policing operations to reduce crime and ensure safety on our roads				
Performance Indicators	THIS WILL BE ACHIEVED BY	PREFORMANCE INDICATORS	PROCESS OWNER	OUTCOME	
Work in partnership with other agencies to successfully enforce our roads policing strategy	Actions appropriate to An Garda Síochána as set out in the Government Road Safety Strategy 2013-2020 will be achieved	Actions appropriate to An Garda Síochána, as set out in the Government Road Safety Strategy 2013 – 2020 will be achieved			
	Develop the existing Collision Prevention Programme with all agencies	Monthly Collision Prevention Programme meetings with relative road safety partners in each county within the Region		Safer roads and	
	Continue Transition Year Education Programme throughout the Region	Delivery of Schools programme of 'It won't happen to me' to all Transition Year Students in the Region	Each Superintendent Acting Divisional Traffic Inspector Regional Traffic Superintendent	improved road user behaviour leading to a reduction in deaths and serious	
	Continue to promote key messages on road safety maximising use of both print and voice media	Road Safety messages delivered through local media, print and audio, Bank Holiday Press Releases, Road Safety Stands at events Co-branding of road safety messages in conjunction with the Road Safety Authority developed and completed		injuries	
	The roll out of the Criminal Interdiction programme to all Traffic Corps members	Criminal Interdiction programme rolled out to all Traffic Corps members			

Targeted traffic enforcement to reduce deaths and serious injuries on our roads and to challenge dangerous road user behaviour	Continued implementation of High Visibility Strategy through targeted intelligence and analysis based enforcement of roads policing and road safety operations  Greater use of MAT (Mandatory Alcohol Testing) checkpoints especially 'morning after' detections  Speed enforcement carried out in speed enforcement zones using speed detection vehicles The continued identification and updating of Collision Prone Zones and reducing their impact on Road Safety by working with local Borough and	Continued downward trend in road deaths and serious injuries  Targets appropriate to An Garda Síochána, as set out in The Road Safety Strategy 2013-2020, achieved in the following areas:  Increased compliance with speed limits  Increased compliance with drink driving legislation  Increased enforcement of Road Traffic Operations  6,000 hours of enforcement by Go Safe cameras competed per month Deploy Garda Robot speed detection vehicles in speed enforcement zones.  Daily intercept speed detections in speed enforcement zones	Each Superintendent Acting Divisional Traffic Inspector Regional Traffic Superintendent	Safer roads and improved road user behaviour leading to a reduction in deaths and serious injuries
	by working with local Borough and County Councils with an aim to bring about road improvements  Targeting road traffic offenders within these Collision Prone Zones Adopting a high visibility approach in	Four School Bus Safety operations and two Pedestrian Road Safety Awareness operations conducted nationally		

Enforcement utilisation of during unso	sion Prone Zones nt of HGV's legislation and of the mobile weigh bridge ociable hours ange of prevention	Conduct one operation per quarter to enforce Driver Permit Legislation Target enforcement of vehicle modification by young drivers		
relation to 1	o educate young drivers in road safety and include reness on all School es	Delivery of schools programme to transition year students on a quarterly basis Deliver Road Safety Presentation to employees of large companies such as VHI and ESB etc Deliver additional road safety initiatives such as road safety table quiz to secondary schools	Each Superintendent	Safer roads and improved road
	promote key messages on for example through	Road Safety messages delivered through Crimecall programmes, Bank Holiday Press Releases, National and Local Media Campaigns, Road Safety Stands at key event Co-branding of road safety messages in conjunction with the Road Safety Authority developed and completed	Acting Divisional Traffic Inspector Regional Traffic Superintendent	user behaviour leading to a reduction in deaths and serious injuries
	o confront and change the of youths who commit road nees	Delivery of Restorative Justice Road Safety Programme to youths who have committed Road Traffic Offences. No. of Road Traffic referrals dealt with restoratively		
Continue in	nter-departmental co-	GNTB to chair two meetings with		

operation through bi-lateral and multi-agency operations	relevant stakeholders in respect of Multi Agency Checkpoints One bi-lateral agency checkpoint conducted in each Division per week One multi agency checkpoint conducted in each Region per week (Reported quarterly)		
Use of new technologies, such as the Automatic Number Plate Recognition system to deny the use of our roads for criminal activity	Number of criminal intelligence reports submitted by Traffic Corps personnel. Number of targeted high visibility strategic crime checkpoints aimed at detecting and disrupting travelling criminals completed and implemented. Number of successful interceptions using A.N.P.R.	Each Superintendent & Detective Inspector & D/Sergeants & Crime Sergeant	Reduce Crime

#### **Goal Three: Ensuring Safe Communities**

An Garda Síochána acknowledges the importance of community based policing. Working in partnership with communities we will continue to tackle the behaviours that affect our communities' quality of life

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Initiative	This will be achieved by	Performance Indicators	Process Owner	Outcome		
Active community engagement to develop appropriate policing strategies that meet the needs and priorities of communities	Ensuring that Community policing is embedded in all Communities	Continue development and updating of Community Policing Model across the Division in keeping with National Model				
	Evaluating Community Alert and Neighbourhood Watch Strategies  Ensure Divisional Neighbourhood Watch (NW) / Community Alert Conference is hosted by the Divisional Office	Number of meetings with National Partners on Neighbourhood Watch and Community Alert NW / Community Alert AGM held in each District	Each District Officer  Superintendent Redmond Divisional Level  Inspector Liam Connolly	Safe Homes		
	Each Community Policing Model to be subdivided into neighbourhoods for policing purposes	Neighbourhoods Established across Division	Comony			
	Playing an active role in the operation of Joint Policing Committees (JPCs) and working in partnership with community groups.	Number of JPC Meetings Attended				

	Implementing the recommendations of JPC Survey 2009	Number of JPC recommendations implemented		
Support and protect vulnerable and diverse sections of our communities through community policing and	The development of and implementation of plan for Older People Strategy	Full implementation of and participation in Older People Strategy across Division	Each District	
proactive engagement	Continued implementation of the Garda Diversity Strategy 2009-2012, the Garda Older People Strategy, and the Safer Communities Campaign	Garda Diversity and Older People Strategy as it pertains to the Division implemented	Officer  Superintendent Redmond Divisional Level	Safe Homes
	Implementing An Garda Síochána Victims Charter and develop monitoring systems to drive that implementation	An Garda Síochána Victims Charter implemented	Inspector Liam Connolly	
		Access to present systems in place and develop/improve as necessary		
Continue to support victims of crime and improve the services available to them	Ensure victims of crime are kept updated. We will also continue to review our policing and practises in order to ensure that the best available police service is given to the victims of crime	Number of meetings with Federation of Victim Support and report submitted with recommendations		

	Reviewing the policing policy on Family Liaison Officers	Access training needs and identify: Number of trained officers. Number of additionally trained FLO	Each District Officer	
Continue to foster positive relationships with children and young people to promote their personal and community safety	Maintenance of Campus Watch in Kilkenny and Carlow  Maintenance of Business Watch in Kilkenny and Carlow  The implementation of the Garda Youth and Children Strategy Youth and Children 2012-2014 and the continued delivery of Garda Primary and Secondary School Programmes	Number of Campus Watch meetings attended Number of Business Watch meetings attended Year One of the Garda Youth and Children Strategy implemented	Superintendent Redmond Divisional Level Inspector Liam Connolly	Safe Communities

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Initiative	This will be achieved by	Performance Indicators	Process Owner	Outcome		
Targeted local crime reduction and prevention initiatives	Identify and proactively target local Public Order 'Hot Spots'	Number of areas identified				
			Each District Officer			
	Respond faster to reports of public disorder and anti-social behaviour	Public Order Incidents reduced	Superintendent	Safe Communities		
		Assaults reduced Criminal Damage reduced	K Dolan (Divisional Level)			
	Adopt a community policing approach in partnership with relevant external stakeholders, including local communities, to reduce incidents of public disorder and anti-social behaviour	Number of Adult Cautions for Public Order Incidents.				
	Adopt a low tolerance stance to alcohol and drug-related anti-social behaviour and	Number of Fixed Charge Number of Anti-Social				
	youth crime	Behaviour Warnings for Public Disorder	Each District Officer			
	Introduce a youth crime case management system		Superintendent K Dolan	Safe Communities		
	Increase the use of Anti-Social Behaviour Warnings		(Divisional Level)			

Enforce the Liquor Licensing Laws Identify and Target known premises involved in the sale of alcohol to underage persons  Identify and Target known premises known to be involved in the sale or supply of controlled drugs	Anti Social Behaviour Number of Juvenile Referrals for Public Order Number of Anti-Social Behaviour Warnings issued Number of Good Behaviour Contracts drawn up for Children Number of Operations to combat Sale of Alcohol to underage persons Number of detections for the sale of alcohol to underage persons Number of Juvenile Cautions. Number of detections for the sale or supply of controlled drugs on Licensed Premises	Each District Officer  Superintendent K Dolan (Divisional Level)	Safe Communities
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Working in partnership we will continue to tackle Public Disorder and Anti Social Behaviour that will affect a Community's Quality of Life  (Improved understanding and	Object to Special Exemptions where appropriate	Numbers of prosecutions of Licensed Premises Detections Number of objections to Special Exemptions Orders		Safe Communities
responsiveness to Community needs)	Object to the Granting of Licenses where appropriate	Number of objections to Granting of licenses	Each District Officer Superintendent K Dolan	
	Identify and Target known premises associated with Public Disorder	Number of licensed premises associated with Public Disorder profiled for prosecution	(Divisional Level)	
	Review Operational Plans for policing of "Hot Spots" for Public Disorder. Operations to be established for All Bank Holiday Weekends, Junior and Leaving Certificate Results	Number of Operations Conducted		
	Conduct analysis of the Public attitude survey to establish findings relevant to each District within the Division	Conduct analysis of the public attitude survey to establish findings relevant to each District Develop and implement a strategy to address analysis findings		Safe Communities

Provision of a visible and responsive policing service	Meetings with County Development Board	Number of Meetings held with County Development Board Number of Contributions made to County	Each District Officer	
	Meetings with Joint Policing Committees	Development Board  Number of meetings with Joint Policing Committees	Superintendent K Dolan (Divisional Level)	
	Establish contact on Formal Basis with Vintners Federation in both Area Administrations	Number of Meetings held with holders of Licensed Premises.		
	An Garda Síochána will use new work systems, innovative analysis and technology (such as new command and dispatch centres) in order to ensure that the organisation responds as quickly as possible to emergency calls. Division will be an active participant of new Regional Computer Aided Dispatch Programme	New regional command and dispatch centre operational	Inspector Joe Carton (Divisional Level)	

Goal Four: Delivering a Professional Service An Garda Síochána will continue to use all available resources efficiently to ensure the delivery of a professional policing service				
Initiative	This will be achieved by	Performance Indicators	Process Owner	Outcome
Develop new approaches to policing aimed at sustaining service delivery in line with our budget and resources	An Garda Síochána will continue to proactively engage with staff associations and trade unions on all key change and development existing and new programmes including new rosters implementation and going forward PALF	Regular constructive engagement under the Partnership Framework with staff associations and trade unions	Each District Officer	Best Use of
Restructure the organisation to best meet the challenges of criminal activity and public demands	Implement the restructuring of the organisation through the District and Station rationalisation programme	District and Station rationalisation programme completed	Superintendent Padraig Dunne	Resources
Maintain and develop the knowledge and skills of our people to ensure we are capable of tackling crime and meeting the needs of our communities	An Garda Síochána will identify the development and welfare needs of our people and, where possible, deliver new and innovative approaches to meet these needs under the guidance of our Garda College and CPD School	Implement and highlight to members alternative approaches to training (for example, on-line training, prelearning) developed and implemented	Sergeant i/c CPD School	

Goal Four: Delivering a Professional Service An Garda Síochána will continue to use all available resources efficiently to ensure the delivery of a professional policing service				
Initiative	This will be achieved by	Performance Indicators	Process Owner	Outcome
Continue to enhance our organisation's performance and accountability systems	We will plan, implement and review the outcome of the pilot Performance, Accountability and Learning Framework on a Divisional level and feed back findings to the national working group	Implementation of the Performance and Accountability and Learning Framework	Each District Officer  Superintendent Padraig  Dunne	
	Completion of regular audits at both Divisional and District level by District Officers and by Inspectors with core Divisional responsibilities  This division will continue to use SAMS, HRMS and PULSE text alerts to optimum potential that can support the work of the	Audits completed  New technology implemented to support the Garda organisation		Enhanced Service Delivery
Harness technology and information to generate efficiencies in the delivery of a policing service	The organisation will continue optimum use of current technology and continue to review and implement new technology that can support the work of the organisation in a more efficient manner	Fully utilise the financial Management Framework to ensure that expenditure is maintained within budget Fully utilise the Sickness and Absence Management System to monitor absence through illness within Division		

Harness technology and information to generate efficiencies in the delivery of a policing service		Monthly review of Tran Man System to ensure best possible deployment of the Divisional Fleet		
		Full use of the Regional Analysts Service Reports in the statistical analysis of information	Each District Officer	
		Full implementation of the Regional Performance Accountability Framework (PAF) Report developed by this Division	Superintendent Padraig Dunne	
		Ongoing proactive management of identified risks through Divisional Risk Register	Inspector Liam Connolly	
Reduce the organisation's cost base by exploring shared service opportunities across the public service	Where appropriate we will share resources with other organisations such as HSE and Fire Service to achieve in particular joint goals	Policing priorities financed within Divisional budget through sharing resources	Each District Officer Superintendent Padraig Dunne	