



An Garda Síochána
Monthly Report to the Policing Authority

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

October 2017

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
Páirc an Fhionnuisce
Baile Átha Cliath 8
D08 HN3X



Office of the Commissioner
Corporate Affairs
Garda Headquarters
Phoenix Park
Dublin 8
D08 HN3X

Tel/Teileafón:(01)6662018/26
Fax/Facs:(01) 6662021

Láithreán Gréasáin / Website:
www.garda.ie

Luaigh an uimhir tharaghta seo a leanas le do thoil:

Ríomhpost / E-mail:
commissioner@garda.ie

Please quote the following ref.
number: **CMR_34-367274/15**

Bí linn/Join us  

Ms. Helen Hall
Chief Executive
Policing Authority

Dear Ms. Hall

Re: Commissioner's Monthly Report to the Policing Authority

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.

An Garda Síochána's progress in fulfilling its commitments under Policing Plan 2017 is outlined at Appendix B. The Plan is structured around five policing and security priorities:

- 1. National and International Security** – A safe and secure state in which to live, work, visit and invest
- 2. Confronting Crime** – Enhanced feelings of safety in our communities; increased victim satisfaction; and reductions in crime
- 3. Roads Policing** – Enhanced road safety and reduced opportunities for criminal use of our road network
- 4. Community Engagement and Public Safety** – A reduction in the proportion of people who have a fear of crime and an increase in the proportion of people, in particular victims, satisfied with the service provided to them
- 5. Organisational Development and Capacity Improvement** - A modern and renewed organisation delivering professional and accountable services as a beacon of 21st century policing.

Quarterly milestones are set at the beginning of the year for each initiative. These milestones allow An Garda Síochána to manage its performance and ultimately achieve its goals. Progress is then rated *On Target*, *At Risk* and *Off Target*.

The launch of the new Bachelor of Arts in Applied Policing and Criminal Justice took place at the University of Limerick on Wednesday 4 October 2017. The new BA is a two-year, part-time, digital learning programme, run by the University of Limerick, specifically designed for those who have completed the Level 7 BA in Applied Policing, delivered at An Garda Síochána Training College in Templemore, or equivalent. This programme provides a unique opportunity for Garda learners to capitalise on their current expertise and to develop further skills and competencies to up skill to a Level 8 qualification, while giving participants a greater insight into policing and the criminal justice system. The launch of the programme was preceded by two on-campus workshops for students enrolled on the programme. The first workshop was delivered by Professor Shane Kilcommins on the Law of Evidence and the second workshop was delivered by Dr. Johnny Connolly and Dr. Ger Coffey on Crime and Criminal Justice.

Due to the systems in place in An Garda Síochána, it has not been possible, to date, to capture the discipline data requested. Discipline in An Garda Síochána is governed by the Garda Síochána (Discipline) Regulations 2007. Supervisors and management throughout the Organisation actively invoke informal resolution in accordance with 'Regulation 10', during the course of a member's duty. Minor disciplinary matters are recorded locally and not centrally. Internal Affairs Section has been actively working with the IT Section for a solution to establish a sustainable method of capturing accurate data on a long term basis for disciplinary matters. It is envisaged that this data will also form the basis of information publication as part of An Garda Síochána's Publishing Scheme within the Freedom of Information Act 2014.

Data in respect of Freedom of Information Requests, Claims and Compensation has been included at Sections 12, 13 and 14. Positive policing successes and a summary of the on-going work across business functions to improve detection rates are detailed at Appendix C.

This report complements the following documents which are provided to the Policing Authority 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

**INSPECTOR
COMMISSIONER'S OFFICE**

October 2017

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

The overall financial position at the end of September shows a total net expenditure of €1,128m which is €11.1m more than the profiled spend of €1,116.9m. Based upon the latest projection, it is estimated that the cost of the Garda Pay Deal will be €55m in 2017, of which €34m was provided in the Revised Estimates. The management accounts for September show an adverse variance for the Pay Subhead of €38.7m which is partly driven by the funding shortfall but also due to operational exigencies which have resulted in higher overtime expenditure than the profiled budgeted spend. The expenditure on overtime for the year to date at September was €97.9m, resulting in an over spend of €33.7m which is 53% in excess of the profiled budget.

Procurement

There is a strong focus in the 2017 Business Plan to address the non-contracted spend reported in the 2016 Circular 40/02 return, especially with regard to towing, medical services for detainees and cleaning contracts. There is also a focus on finalising key tenders associated with the MRP, such as the Cultural Audit, IT applications and reviews of existing structures, for example, the HRPD Operating Model.

Cleaning Tenders

In September, a major milestone was reached in managing contract cleaning requirements through utilisation of OGP Framework agreements. The first regional tender, covering stations and offices in the DMR was submitted to OGP who issued them to framework members on 29 September.

Garda College Food Tender

As the value of this contract exceeds €700,000 for all food items, a detailed specification was submitted to OGP on 15 September 2017. The OGP has drafted an RFT which the Garda College is currently reviewing. A briefing session was held in the College on 26 September and it was attended by existing and potential suppliers. A Prior Information Notice (PIN) was published by the OGP on e-Tenders in early October. The next steps following the approval of the RFT, will be the publication of the tender by OGP in Q4-2017 with a view to awarding the contract by the end of January 2018.

Estate Management

New Garda Stations

The new Garda Station in Wexford was handed over to An Garda Síochána on Friday 15 September 2017 and policing operations commenced in the new station on 22nd September. Major Garda Station projects continue to be progressed at Kevin St. and Galway. Completion is scheduled for December 2017 and March 2018, respectively.



Part 9 planning was approved on 19 June 2017 for a replacement Garda Station and a facility for the Garda National Immigration Bureau at Dublin Airport. Tender documents were returned in September and are currently being assessed.

Military Road: A number of meetings took place to finalise the overall spatial requirements and it is expected that the OPW proposals for the replacement of Harcourt Square will be finalised and provided to An Garda Síochána in October 2017 for final agreement. The OPW plans to lodge the planning application for the scheme in December 2017.

Glanmire: Planning was lodged for a new Garda Station at Glanmire on 2 August 2017 and completed on 13 September 2017. Tenders are due to issue in Q4, 2017.

National Cell Refurbishment Programme

The Cell Refurbishment Programme is progressing well and the position is as follows:

- The cells in 75 Garda Stations have been refurbished with one ongoing.
- A contract for the refurbishment of the cells in one station is to be awarded imminently and the refurbishment of the cells in six Garda Stations is nearing contract award stage.
- An additional 25 Garda Stations are at planning stage with a view to progressing same as part of the Programme in 2018.

Fleet Management

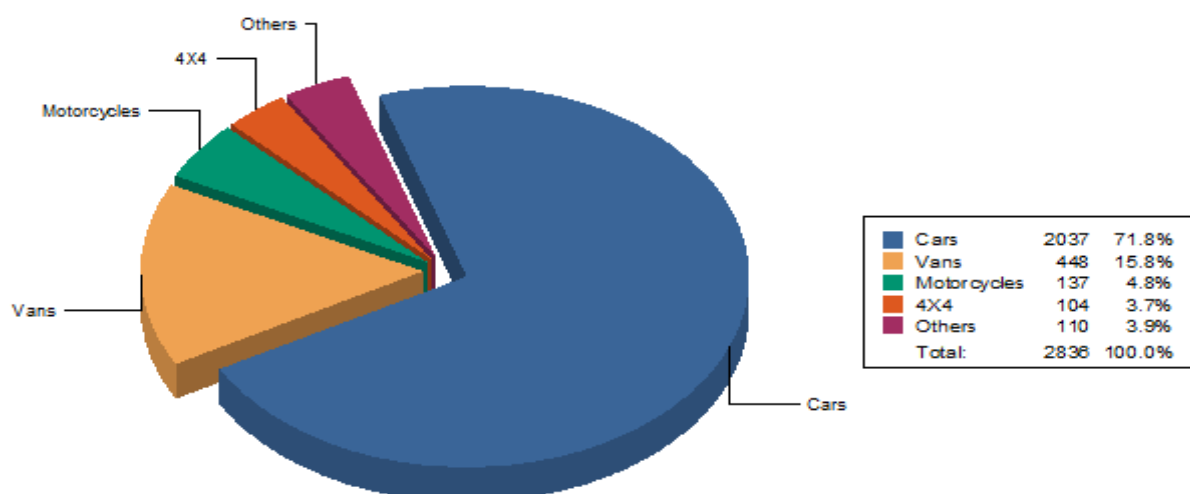
Strength of Garda Fleet, broken down by Type as at 4 October 2017

Cars			Vans	Motorcycles	4 x 4	Others	Total
Marked	Unmarked	Total	Total	Total	Total	Total	
815	1,222	2,037	448	137	104	110	2,836

Strength of Garda Fleet, broken down by Age as at 4 October 2017

	Cars	Vans	Motorcycles	4 x 4	Others	Total	% Total
Total	2,037	448	137	104	110	2,836	100%
< 1 year	230	61	3	17	31	342	12%
1 – 2 years	307	112	60	33	24	536	19%
2 – 4 years	798	64	20	0	18	900	32%
4 – 6 years	201	103	5	2	3	314	11%
> 6 years	501	108	49	52	34	744	26%

Vehicle age is calculated from date of commission



2 Human Resources and People Development (HRPD)

- The current Garda strength is 13,412 and civilian strength is 2119.514 (whole-time equivalent). A full breakdown by rank and grade is outlined at Appendix A.
- The Garda Trainee recruitment campaign continues. 142 recruits were attested in April and 199 in July. A further 181 recruits were attested 22 September 2017.
- A group of 206 student Gardaí commenced training on 2 May 2017 and 200 on 8 August 2017. A further 200 students are due to commence on 6 November 2017.
- Further to the sanction received to recruit the 95 priority posts at the beginning of this year and the €8m provided in the 2017 Garda Pay Budget for the recruitment of 500 civilian staff, work is well advanced on filling these posts.
- Executive Director Legal and Compliance was appointed on 18 October 2017. A start date of 6 November 2017 has been agreed.
- In August 2017, the first iteration of the Workforce Plan was provided to the Policing Authority. A second iteration is currently being developed and a meeting with the Policing Authority, the Department of Public Expenditure and Reform and the Department of Justice and Equality is due to take place on 24 October 2017 to progress this matter. The Workforce Plan includes the Organisational Deployment Survey (Census) as an appendix which identified approximately 2,050 posts meriting further examination for civilianisation. Meetings will continue on a regular basis with the Policing Authority and Departments of Justice and Equality and Public Expenditure and Reform to progress the Workforce Plan. 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.

3 Information and Communications Technology (ICT)

The following projects were deployed to the Live Environment;

- **Monthly Patching:** Essential Microsoft security updates were deployed to all devices on 12 October 2017.
- **PEMS2:** Implementation of the Enterprise Property Management System (PEMS2) began on the 21 September 2017 to the DMR and Specialist Units. Further rollout to the Eastern Region took place on 16 October 2017.
- **Microsoft Office 2016:** An upgrade of Microsoft Office from 2007 to 2016 began on 25 September 2017 to selected locations. Full deployment is continuing on a phased approach throughout October.
- **Reporting Services Release 7:** Updates to Reporting Services was deployed on 28 September 2017. This update provided enhancements to the current reports within the application.

Modernisation and Renewal Projects

Front Line Mobility: The Enterprise Mobility Management (EMM) ICT live pilot concluded at the end of September 2017 with feedback received from participants and all pilot devices returned. Pilot participants were granted access to a secure Knox Container on the phone which provided secure access to email, calendar and contacts from Garda servers. The EMM project team is compiling service transition documentation and working to collate a closure report for the initial implementation project. The EMM Project team has submitted a proposed support model for the EMM Service which is currently under review by ICT and Telecoms. A new Vehicle Lookup app was also deployed to the Live EMM environment. This app was successfully demonstrated at the Commissioner's Conference on 5 and 6 October 2017.

Property Management: The Property and Exhibits Management system (PEMS2) went live on 21 September 2017 for users in the Dublin Metropolitan Region and Specialist Units. To date, 127 users have been provisioned with access to the application and over 15,000 object records have been created in the system. The phased rollout of the application is ongoing with peripheral devices being rolled out Region by Region with application access granted to the trained user base in each Region. Peripheral devices were installed in the Eastern Region on 16 October 2017.

Enterprise Content Management: The Enterprise Content Management (ECM) platform was deployed to a live environment on 31 July 2017 in Mullingar, Athlone and Naas Districts along with the Eastern Regional offices. Lessons learned from Phase 1 will feed into the rollout of Phase 2. ICT implemented changes on 3 October 2017 to address a number of high priority Change Requests that were requested by system users and the Business Owner. Dates for Phase 2 training and deployment are to be agreed between the Business Owner, Garda College, Strategic Transformation Office and ICT.

Investigations Management: ICT is currently implementing an Investigations Management System (IMS) to centrally manage all investigations within the Organisation. Target go-live date is Q4 2018. Final designs are under review for sign off with technical designs and discussions progressing throughout October 2017. Stakeholder analysis has now completed. Build and functional test phases are in progress. Change impact assessment and training plan analysis has commenced.

Prüm¹: ICT is currently implementing enhancements to the Automated Finger Printing System to step up cross-border cooperation in relation to terrorism, crime and illegal immigration. AGS has communicated to the Department of Justice and Equality that they can proceed with submitting the questionnaire on sharing fingerprinting data to the EU Council to indicate readiness to commence the EU evaluation process. An Garda Síochána is awaiting feedback from the Department regarding the commencement of the evaluation. The project team has completed functional testing and has commenced regression testing.

4 Corporate Communications

Cross-Border Organised Crime Conference

As part of the conference, the Acting Commissioner and the Chief Constable PSNI gave a joint media briefing on the progress that both services are making in tackling cross-border crime and terrorism together. This was re-enforced by a further media briefing given by Assistant Commissioner Barry O'Brien and the PSNI's Assistant Chief Constable Stephen Martin on the successful work of the Joint Agency Task Force.

Murder Investigation into a Fatal Fire in Kilcock

A media briefing was held to advise that an investigation into a fatal fire in Kilcock, Co Kildare 30 years ago had been upgraded to a murder investigation which included a public appeal for information. This resulted in significant media coverage across national television, radio and print.

Travel advice for National Ploughing Championship

Advice to people travelling to the National Ploughing Championships was provided on a regular basis by An Garda Síochána via social media, print, radio and television interviews. This advice helped ensure that the Championships passed off safely and with no major traffic delays.

¹ Prüm Convention: sometimes known as Schengen III Agreement is a treaty, signed on 27 May 2005 by Austria, Belgium, France, Germany, Luxembourg, the Netherlands and Spain in the town of Prüm in Germany and which is open to all members of the EU, 14 of which are currently parties. The convention was adopted to enable signatories to exchange data re. DNA, fingerprints and vehicle registrations of concerned persons and to cooperate against terrorism.

Interviews/Operational Media Briefings

The interviews/Operational briefings conducted during the month included:

- media briefings on murder investigations
- advice to children on how to protect themselves from online exploitation
- missing persons investigations, and
- road safety advice around Project Edward.

Level of post	Number sanctioned	Number appointed	Sanctioned posts not filled at 19/10/2017	Progress
Executive Directors	3	1	2	Executive Director Strategy & Transformation appointed 29 June 2017 Executive Director Legal and Compliance to commence duty on 6 November 2017 Job specification for Executive Director Chief Data Officer with the Policing Authority for approval.
CMO	1	1	0	Appointed on 29 June 2017
Principal Officers	6	3	3	The Policing Authority appointed 3 POs from an Internal PO panel on 28 September 2017. The Public Appointments Service (PAS) advertised HR PO competition. Job Specifications are with PAS for ICT PO posts. (The competition on hold pending clarification from the Department of Public Expenditure and Reform in respect of sanction)
Assistant Principal Officers	20	14	6	9 posts filled from internal panel 5 posts filled from PAS panel 1 candidate is the subject of vetting and is to be appointed to Human Resources and People Development (HRPD) Further candidates have been requested from PAS Job specifications with PAS for ICT (Competition on hold pending clarification the Department of Public Expenditure and Reform in respect of sanction)
Prof. Accountant I	1	1	0	PAS panel used
Solicitors	2	1	1	1 candidate appointed from PAS panel No further candidates available from PAS currently
Higher Executive Officers	14	30	0	19 promoted from internal Garda Síochána panel 11 from external PAS panel (including HEO Auditor)
Executive Officers	24	65	0	37 promoted from Internal Panel 28 from PAS panels
Clerical Officers	29	190 appointed since 1 January 2017	0	PAS panel utilised
Total	100			

- Additional sanction received for 11 posts in the Garda College
 - 8 cleaners (appointed)
 - 1 supervisor of cleaners (appointed)
 - 2 service attendants (competition concluded, successful candidates to be appointed)
- An Garda Síochána has prepared business cases in respect of an additional 220 posts and is preparing additional material for the sanctioning authorities in that regard.

Summary of staff appointed since 1 January 2017 through PAS Redeployment / Central Transfer List 13 October 2017

	Other	Ex Dir	PO	AP	HEO	EO	CO	TOTAL
Overall total	4	2	1	5	10	25	190	237

190 COs have been appointed either from PAS or Central Transfer List since 1 January 2017

25 EOs appointed. 2 in ICT (from PAS)
 7 in GISC (3 retained from external panels)
 3 GCVU
 2 CTL (Central Transfer List)
 11 retained from PAS (to other areas in An Garda Síochána) (3 further started on 16/10/17)

A further 37 EOs promoted from Internal Competition

11 HEOs were appointed from PAS Competitions (1 commenced duty 16/10/17)

A further 19 HEOs were promoted from Internal Competition

2 Professional Accountant Grade 2 appointed from PAS (recorded under Other)

1 Professional Accountant Grade 1 appointed from PAS (recorded under Other)

5 APs appointed 3 in GISC
 1 in Housing (appointed from PAS)
 1 in Garda College retained following Inter Departmental Competition)

A further 9 APs were promoted from Internal Competition

1 PO ICT Redeployed (further 3 from Internal panel)

1 Solicitor (recorded under Other)

1 CMO (recorded as 'Ex Dir' above)

1 Executive Director Strategy and Transformation

To-date, 112 candidates have withdrawn from the campaign at different stages of the process

Summary of number of staff requested and in vetting from PAS as of 13/10/2017

	Other	Ex Dir	PO	AP	HEO	EO	CO	TOTAL
Overall total	3	1		1	15	42	110	172

1 Executive Director Legal & Compliance (cleared and start date agreed)

3 AO (in vetting at 13 September 2017 (recorded as 'other' above) – Start dates 31/10/17, 6/11/17 and 13/11/17.

1 AP in vetting for HR

15 HEOs in vetting

41 EOs in vetting

1 Communication & Media Assistant (EO) for Press Office in vetting

110 COs in vetting and await start dates

Summary of number of staff requested from PAS as of 13/10/2017

		Other	Ex Dir	PO	AP	HEO	EO	CO	TOTAL
Overall total		4		3	10	9	13	57	96

Notes:

57 COs for various offices nationally - including for Garda Redeployment

13 EOs for Regional & Dublin - including for Garda Redeployment

4 Other: 1 Solicitor & 3 Professional Accountants - 2 Grade 1 & 1 Grade 2

4 POs 3 in ICT

 1 in HRPD

10 APs 9 in ICT

 1 in HRM

7 HEOs ICT

2 HEOs to include 1 Auditor

Status update on recruitment of civilian staff to facilitate Garda Reassignments at 20.10.2017	Executive Officers	Clerical Officers
Waiting on names from PAS	1	1
Currently in vetting	7	12
Start date TBC/Waiting on assignment papers	4	1
Start date agreed	4	5
Assigned and started	1	8
Total	17	27

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

The Project Team in An Garda Síochána continues to meet on a regular basis and the plan to embed the Code of Ethics is progressing well. Assistant Commissioner Leahy and a number of representatives of the Project Team met with the Policing Authority's Code of Ethics Committee on 12 October 2017 and provided a full update on progress. An Garda Síochána welcomes the input and observations of the Code of Ethics Committee into various ethics initiatives and communications materials.

During the Attestation Ceremony on 22 September 2017, all student Gardaí signed that they had read and understood the Code of Ethics and made a commitment to adhere to its standards. This will continue for all forthcoming attestations.

Preliminary Code of Ethics awareness presentations were conducted throughout all Divisions and Sections nationally during the month of September. All ranks and grades were in attendance. Distribution of the Code of Ethics booklets to all Divisions and Sections was completed in October 2017.

The second request for tender for the provision of Code of Ethics training and related activities in An Garda Síochána closed on 26 September 2017 and a successful tender was selected. A meeting with the external ethics expert took place on 20 October 2017 and the associated work will proceed immediately. An Executive Officer is due to be appointed on 23 October 2017 to manage a permanent secretariat to support the embedding of the Code of Ethics.

An Ethics Advisory Group in An Garda Síochána is currently being established comprising graduates and students of a Masters Degree in Ethics. Their expertise in ethics and their wide range of policing experience will provide value and support to the Project Team in relation to embedding the Code of Ethics and developing an Ethics Framework for An Garda Síochána.

An 'Integrity at Work' pledge and an 'Integrity at work membership agreement' were signed by the Acting Commissioner, Deputy Commissioner and the CAO with Transparency International Ireland on 4 October 2017. By entering into this agreement, An Garda Síochána agrees to promote the aims, objectives and ethos of Integrity at Work.

Further ethics training for senior management in An Garda Síochána will take place on 7 November 2017 and An Garda Síochána looks forward to welcoming a representative of the Policing Authority to the event. The Project Team to embed the Code of Ethics in An Garda Síochána is due to meet the Policing Authority's Code of Ethics Committee on 9 November 2017.

National Overview

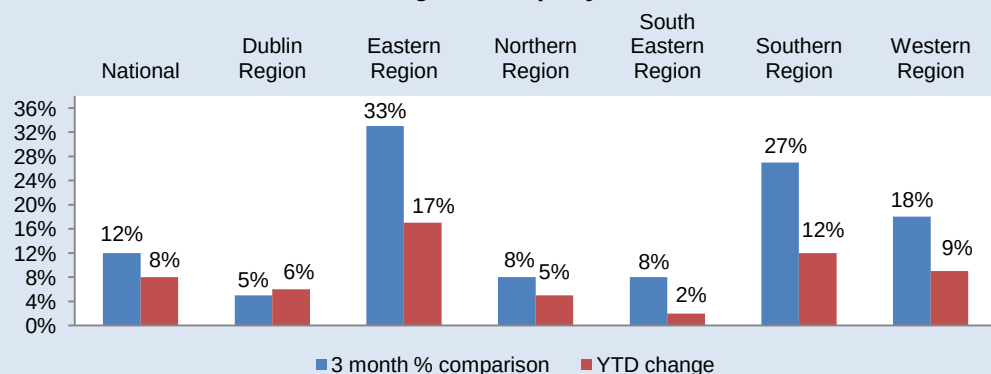
Property crime nationally is up 8% in the year to date and 12% when July, August and September are compared to the same period in 2016, with all regions reporting increases. In the year to date, 2017, crimes against the person are up 10% compared to 2016, with increases evident in all regions. Sexual offences are up 9% when compared with the same period last year. Criminal damage is running 9% higher and public order offences are running 6% higher compared to the same three months last year.

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.

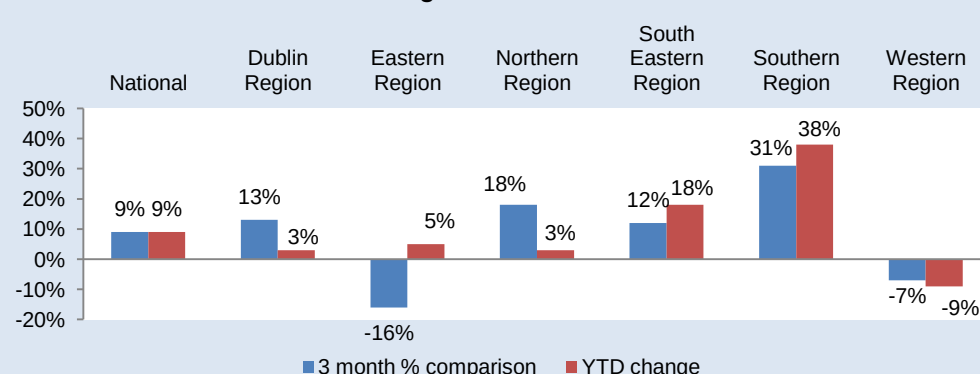
Emerging Challenges

In recent months there have been considerable increases in incident counts across many crime groups. These increases are seen across all regions.

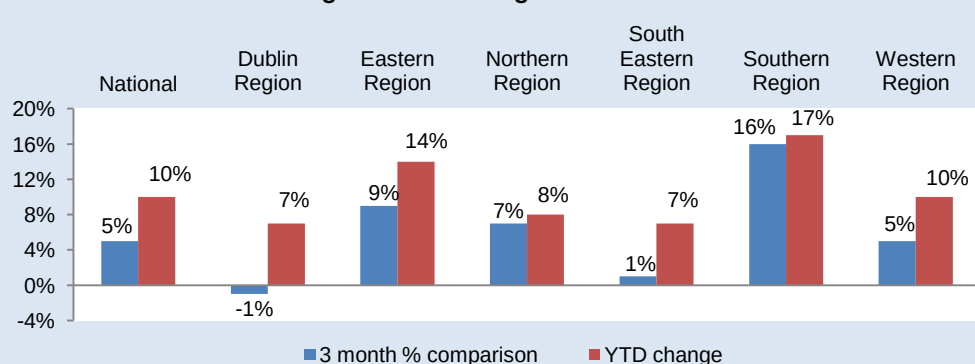
Changes in Property Crime



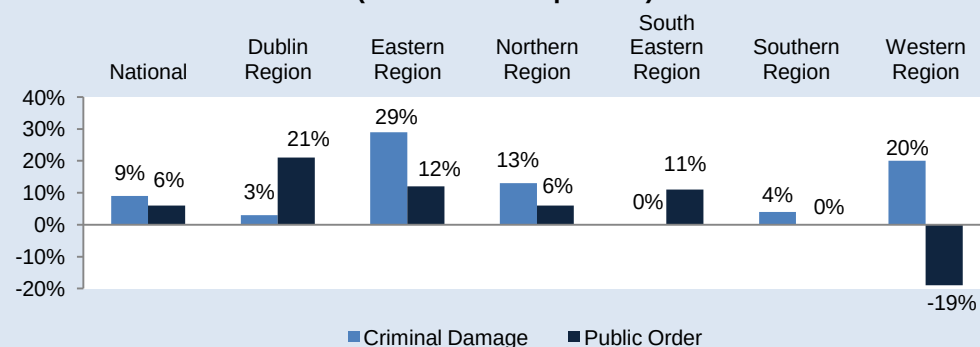
Changes in Sexual Offences



Changes in Crimes Against the Person



Changes in Criminal Damage and Public Order (3 month % comparison)

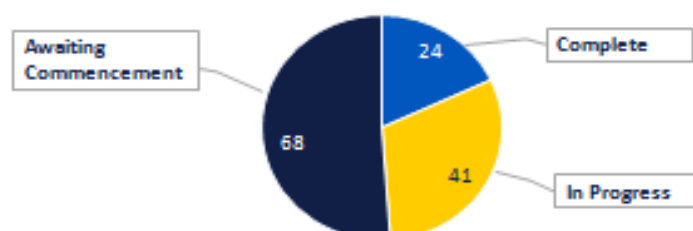


MRP Projects - September Summary Status



There are **133** projects aligned to the Modernisation & Renewal Programme.

All Projects are categorised on the Programme Plan. **41** Projects are currently in progress as part of the Modernisation & Renewal Programme.



Changes since July

Awaiting Commencement	In Progress	Complete
+0	+1	+0

Protective Service Units Phase 2 added

In Progress Projects Summary Status



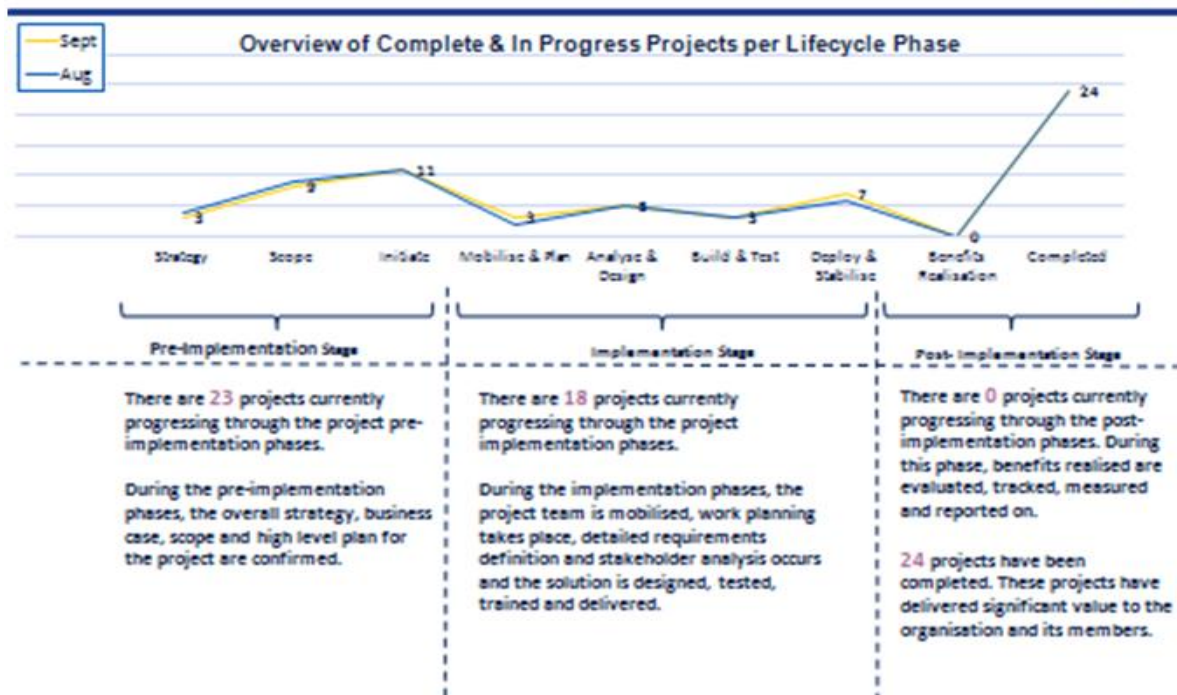
All In Progress projects are classified as Red, Amber, or Green based on a number of factors including schedule, cost, scope, resources, risks and issues.

Critical	Under Control	On Track
4	12	25

All In Progress projects are assigned to one of the four Programme Boards introduced as part of the Modernisation & Renewal Programme, as detailed below



In Progress Projects Summary Status



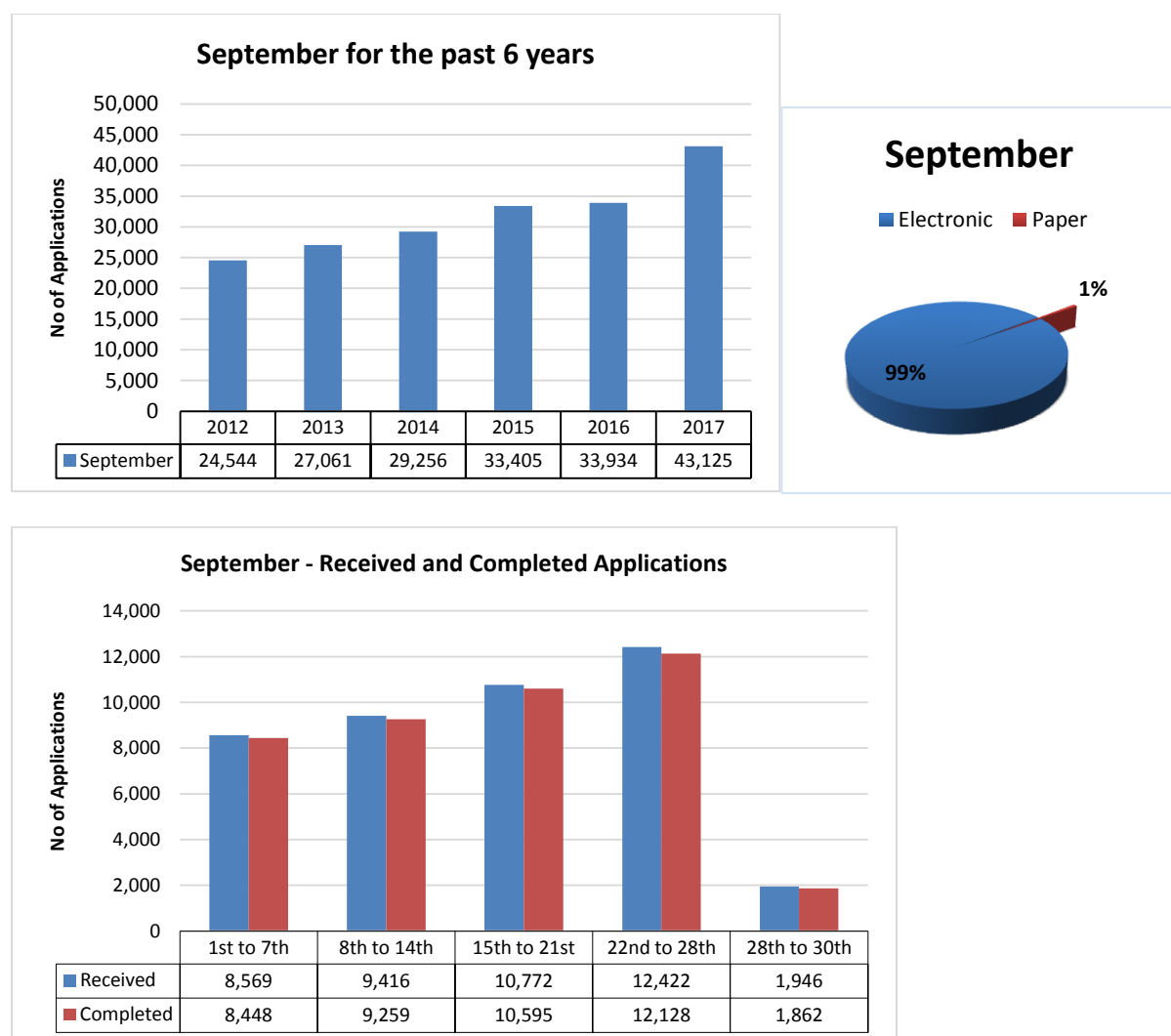
9 Risk Management

- Seven meetings of the Risk and Policy Governance Board (R&PGB) have been held to date in 2017, with the most recent meeting taking place on 18 October 2017.
- Twelve Corporate Risks have been identified by An Garda Síochána. Corporate Risk Owners have been assigned to each and they are being actively managed.
- A thirteenth risk, with respect to correspondence management is to be discussed at the next Risk and Policy Governance Board Meeting.
- Risk Action Plans have been developed in respect of each corporate risk.
- The Garda Risk Management Unit provides organisation-wide communications, training, advice and guidance to all risk management stakeholders, with the objective of embedding risk management firmly within the Organisation's culture.
 - Two final senior management training workshops took place on 3 and 4 October 2017.
 - Two risk management support staff briefings were undertaken on 26 and 27 September 2017.
 - Three briefings were delivered to Sergeants Development Programmes, on 15, 22 and 29 September 2017.
 - The Garda Risk Management Unit continues to provide Risk Register Development Workshops, and specific support, guidance and advice to stakeholders on an ongoing basis with the most recent being held on 5 September 2017 at Pearse Street Garda Station and 20 September 2017 at Mayfield.
 - Meetings with Support Staff took place on 7 September (Executive Support & Corporate Services), 8 September (Finance & Services), 13 September (CAO) and 13 September (Security & Intelligence),

To date;

- Since October 2016, the Garda Risk Management Unit has provided training, briefings or direct support to more than 980 members of An Garda Síochána, of all ranks and grades.
- All senior managers (Superintendent rank/civilian equivalent grade upwards) have been trained, through a co-facilitated approach between the Garda Risk Management Unit and the Institute of Public Administration (IPA).
- Risk Management training is also delivered to newly promoted Sergeants, Inspectors, Superintendents, Chief Superintendents and civilian equivalents.

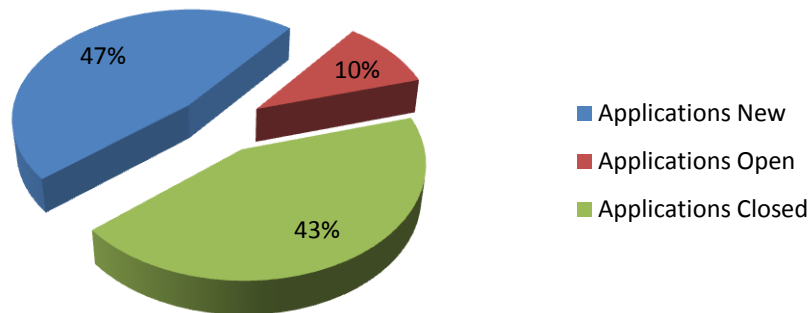
10 Vetting



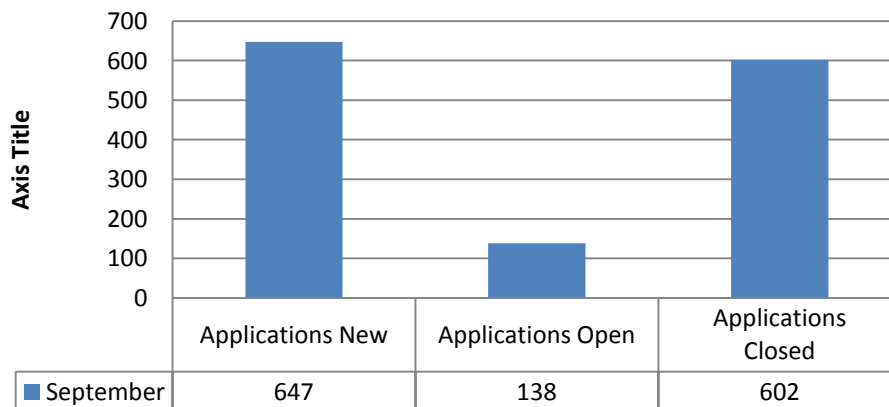
11 Data Protection

Applications	New	Open	Closed
September	647	138	602

**Data Protection Requests -
September**



**Data Protection Requests -
September**



12 Freedom of Information (FOI)

The FOI system records a total of 421 requests, incorporating a total of 814 questions, received between 1 January and 29 September 2017. The majority of these requests were submitted by journalists (173), followed by requests from members of the public (148). The remaining requests were submitted by business groups, solicitors and academics. Six requests have been received from members of the Oireachtas.

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

MONTHLY STATUS UPDATE 29 September 2017			
FOI Requests	Year To Date	September	Comments/Issues
Finance: General	83	6	
Finance: Procurement	9	0	
FOI Section	241	31	
Human Resources	83	14	
Internal Audit	5	0	
Total Requests	421	51	
Additional Requests	237	17	These comprise of out of scope requests that require attention by An Garda Síochána (crime reporting etc)
FOI Decisions	Year To Date	September	Comments/Issues
Granted	43	3	18 Internal Reviews (7 from same requester) and 2 OIC Appeals completed
Part-granted	86	5	
Refused	247	30	
Withdrawn	29	0	
Withdraw & redirect	0	0	
Total Decisions	405	38	
Response Times	Year To Date	September	Comments/Issues
Within time	396	37	
Out of time	9	1	

13 Legal Services Claims and Malicious Injury Compensation

September 2017

File Type	Active				Finalised			
	Garda		Non-Garda		Garda		Non-Garda	
	Total	Proceedings Served	Total	Proceedings Served	Total	Proceedings Served	Total	Proceedings Served
Article 40	0		2	2	0		0	
Assault	0		1	1	0		0	
Constitutional	0		0	0	0		0	
Defamation	0		0	0	0		0	
Bullying	0		0	0	0		0	
Damage to Property	3		14	0	0		0	
Discovery	1		3	2	0		0	
Employment Cases	1	1	2	2	0		0	
Judicial Review	0		5	4	0		0	
Injunction	0		1	1	0		0	
Inquest	0		0	0	0		0	
Malicious Prosecution	0		0	0	0		0	
Negligence	0		0	0	0		0	
Personal Injury	3		6	2	0		0	
PSV	0		0	0	0		0	
SCA Assist	0		0	0	0		0	
Unlawful Arrest	0		0	0	0		0	
Unlawful Search	0		0	0	0		0	
Unlawful Seizure	0		0	0	0		0	
Vetting	0		2	0	0		0	
Warrant Case	0		1	0	0		0	
Other	0		6	5	0		0	
Total	8	1	43	19	0	0	0	0

Malicious injuries compensation

Cases on hand at Compensation Section, Garda Headquarters	1462
New cases received from the Department of Justice and Equality	15
Cases finalised:	0

Appendix A

Human Resources and People Development (HRPD)

Rank	Strength at 30 September 2017
Commissioner	0
Deputy Commissioner	2
Assistant Commissioner	9
Chief Superintendent	42
Superintendent	159
Inspector	284
Sergeant	1,896
Garda	11,020
Sub - Total	13,412
Career Breaks (incl ICB)	177
Work-sharing**	52*
Secondments (Overseas etc)	19
Maternity Leave	107
Unpaid Maternity Leave	48
Total	13,009

** Equates to 104 work sharing 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
Professional Accountant Grade I	3	Exec Director ICT	1	Carpenter	1
Professional Accountant Grade II	3.8	Exec Director S&T	1	Charge hand	1
Professional Accountant Grade III	1	Director	1	Plumber	1
CMO	1	PO*	6	Traffic Warden	6
Assistant CMO	1	AP**	31	Coffee Shop Attendant	0
Occupational Health Physician	0	HEO***	102	Driver	15.8
Nurse	3	EO ****	294.053	Store man	4
Photographer	3	CO	1386.841	Store Officer	1
Cartographer	2	Supt. of Cleaners	2	Groom	1
Telecoms Technician	12.6	Cleaner	147.33		
Examiner of Maps	1	Service Attendant	31.49		
Head of Legal Affairs (Director level)	1	Seasonal Cleaner /SA	8		
Accident Damage Co-ordinator	1	Service Officer	7		
Technical Supervisor	1				
Workshop Supervisor	1				
Total	54		2021.714		43.8

* Includes 1 Senior Crime & Policing Analyst

** Includes 2 Higher Crime & Policing Analysts

*** Includes 29 Crime & Policing Analysts, and 2 Assistant Accountants

**** Includes 10 Crime & Policing Analysts

GRAND TOTAL: 2119.514 (whole-time equivalent)

Appendix B (i)

Policing Plan 2017 – August performance at a glance

PRIORITY 1: NATIONAL AND INTERNATIONAL SECURITY

No.	Strategies / Projects	RAG Rating
5	Collaborative engagement with key minority groups.	On Target
7	a) Establishment of a Cyber Crime Investigation Unit at the Garda Cyber Crime Bureau. b) Development of new cyber crime strategy by Q4 2017.	On Target

PRIORITY 2: CONFRONTING CRIME

No.	Strategies / Projects	RAG Rating
8	Publish National Crime Prevention and Reduction Strategy.	On Target
10	Establishment of Protective Services Units in 3 Garda Divisions by Q4.	On Target
12	Implementation of COSC strategic actions pertaining to 2017.	On Target
13	Implementing the recommendations of the review of the victims services offices.	On Target
14	Provision of information on Criminal Justice system, etc through the new Garda website.	At Risk
15	Deployment of CAD nationally by Q4 2017	Off Target
15a	Deployment of CAD nationally by Q4 2017 - CAD I	On Target
15b	Deployment of CAD nationally by Q4 2017 - CAD II	On Target
16	a) Each non-sexual crime incident has investigating officer and supervisor assigned. b) Each sexual crime incident has an investigating officer and supervisor assigned to it.	At Risk
18	Collaboration with international police targeting OCGs and individuals involved in criminality.	On Target
19	Deployment of new evidence-based framework by Q4 2017.	Off Target
20	Roll-out of JARC to 12 Garda Divisions by Q4 2017.	At Risk
21	The roll-out of SAOR to all Garda Divisions by Q4 2017.	At Risk
22	Active participation by An Garda Síochána in the Youth Justice Action implementation.	On Target
Metrics		
9	b) Decreased incidents of burglary by 5% in 2017	Off Target
	c) Decreased incidents of robbery by 10% in 2017.	Off Target
	d) Decreased incidents of assault by 6% in 2017.	Off Target
	f) Increased recordings of incidents with a hate motive against 2016 baseline.	At Risk
11	f) Increased reporting of sexual offences.	At Risk
	g) Increased detection of sexual offences.	Off Target
	h) Increased number of victims of Human Trafficking identified.	On Target
16	c) Improved detections of burglary compared to 2016.	Off Target
	d) Improved detections of robbery compared to 2016.	Off Target
	e) Improved detections of assault compared to 2016.	Off Target
17	a) Increased detections for sale and supply of drugs compared to 2016.	At Risk
	b) Increased number of firearms seized compared to 2016.	On Target
Public Attitude Survey (Reported each quarter)		
9	a) Improve public opinion on ability of An Garda Síochána to tackle crime from 57% to 60%.	Off Target
	e) Enhanced feelings of public safety as measured by the Public Attitude Survey.	On Target
13	a) Increased victim satisfaction from 57% in 2015 to 65% in 2017.	At Risk

PRIORITY 3: ROADS POLICING

No.	Strategies / Projects	RAG Rating
24	Facilitation of the Road Safety Authority in the collection of data and conducting of research.	On Target
25	Participate in planned Multi-agency Checkpoints as per Roads Policing Plan 2017.	On Target
26	Phase 1 of the ANPR Strategy completed by Q3 2017.	Off Target
27	Reviewing all collision prone zones by Q4 of 2017. (Done on a quarterly basis.)	On Target
28	All recommendations and improvements within the remit of An Garda Síochána implemented.	On Target
29	Audit of the Garda Fixed Charge Processing system complete by Q4 2017.	On Target
30	Tailored education and training provided to all members of Roads Policing units.	On Target
31	10% more personnel allocated to RP Units in all regions by end Q4 2017 vs. end of Q4 2016.	At Risk
32	100% completion of planned exercises in each region.	At Risk
Metrics		
23	a) Increased road-user compliance, as measured by the Road Safety Authority.	On Target
	b) Increased Garda visibility, as measured by the Road Safety Authority.	On Target
	c) Less than 136 fatalities on our roads in line with the Government's Road Safety Strategy.	Off Target
	d) Less than 380 serious injuries in line with Government's Road Safety Strategy.	Off Target

Appendix B (ii)

PRIORITY 4: COMMUNITY ENGAGEMENT & PUBLIC SAFETY

No.	Strategies / Projects	RAG Rating
33	New Community Policing Framework developed and implemented by Q4 of 2017.	Off Target
35	Phase 1 of PALF completed by Q4 of 2017.	At Risk
38	a) Garda Diversity and Inclusion Strategy implemented by Q3 2017.	Off Target
	d) Increasing the scope of the Public Attitude Survey to include 16-18 year olds.	On Target
39	PACE Pilot completed in 6 Divisions.	
40	Schools programme review completed by Q3 2017.	At Risk
42	Minimum of one Crime Prevention Day per quarter held in each division.	On Target
43	Analysts contribute to operational activity undertaken by all units.	At Risk
44	All Joint Policing Committee meetings attended by nominated Chief Supt.	On Target
45	6 Garda Stations re-opened by end Q4 2017.	
	<i>Metrics</i>	
36	Level of online engagement ahead of industry standards (figures reported quarterly).	Off Target
37	Level of online engagement ahead of industry standards (figures reported quarterly).	On Target
	<i>Public Attitude Survey (Reported each quarter)</i>	
34	a) Increased perception that An Garda Síochána is community focused to a level of 64% of higher.	At Risk
	b) Reduced fear of crime (baseline 2016).	On Target
	c) Increased Garda visibility as per the Public Attitude Survey (baseline 2016).	On Target
38	b) 72% or higher level of satisfaction with the service provided to local communities.	On Target
	c) Increased proportion of people who feel AGS treats all people equally, irrespective of background.	On Target
41	80% or higher of respondents aware of Garda Crime Prevention campaigns.	On Target

PRIORITY 5: ORGANISATIONAL DEVELOPMENT & CAPACITY IMPROVEMENT

No.	Strategies / Projects	RAG Rating
46	Cultural Audit to measure staff willingness to bring forward issues, including Protected Disclosures.	On Target
47	Cultural Audit published by end of Q3 2017.	On Target
48	a) Communications plan developed for Gardai, Reserves & civilians re: ethical matters by end Q1.	Off Target
	b) Code of Ethics incorporated into training programmes in the Garda College by end of Q2 2017.	Off Target
49	New governance structure deployed nationwide by end of Q1 2017.	On Target
50	New approach to Risk Management fully implemented by end of Q1 2017.	On Target
51	Quarterly reports provided to relevant oversight bodies, including the Policing Authority, outlining progress with implementation of 3rd party report recommendations.	On Target
52	a) HR Strategy and Operating Model developed.	On Target
	b) Attitudes toward HR Strategy and Operating Model assessed through the Cultural Audit.	Off Target
54	Up-to-date intelligence and technology used to obstruct online child exploitation.	At Risk
55	Scheduled reporting on MRP projects to relevant oversight agencies.	On Target
58	165 officers redeployed and replaced with civilian staff as part of 5-year redeployment plan.	Off Target
59	4 hybrid functional policing model pilots completed and evaluated.	Off Target
60	Data Quality Unit established and operating within GISC.	On Target
	<i>Metrics</i>	
53	a) 95% of all vetting applications processed on eVetting by Q4 of 2017.	On Target
	b) 80% of all eVetting applications completed within 5 working days of receipt.	At Risk
56	a) 200 Garda recruited and in training per quarter in 2017.	On Target
	b) 500 civilian support staff recruited by end of Q4 2017.	Off Target
57	300 Garda Reservists recruited and in training by end of Q4 2017.	Off Target
61	a) Increased proportion of incidents correctly classified on PULSE.	At Risk
	b) Increased proportion of detections correctly classified on PULSE.	Off Target

Appendix C

Policing successes and summary of on-going work

Throughout the month of September 2017, there have been numerous examples of excellent police work performed by members of An Garda Síochána attached to frontline policing duties, supported by specialist personnel such as those attached to Special Crime Operations, Security and Intelligence, Roads Policing and Community Engagement & Public Safety.

On Saturday 2 September 2017, as part of a planned operation targeting serious criminal activity, Gardaí attached to the Garda National Drugs & Organised Crime Bureau (GNDOCB) arrested two males in the Naas area and recovered €829,265 in cash. Follow up searches took place in Sligo, Lucan, and Kildare, during the course of which, a vehicle valued at an estimated €50,000 was seized.

On Wednesday 6 September 2017, Gardaí in Cork City Division conducted a major search operation on the north side of the City, resulting in the seizure of firearms, ammunition, an assortment of weapons, cash, jewellery, and vehicles, following searches of 16 properties. The operation was led by local Gardaí and supported by units from across the Southern Region, including the Armed Support Unit and Officers from Revenue Customs Service. Three males were arrested during the course of the operation.

In the early hours of Saturday 17 September 2017, Gardaí in the Cork West Division conducted an operation resulting in the arrest of three males following earlier reports of two burglaries, seven thefts from vehicles, one unauthorised taking of a vehicle, and two 'interference with mechanism of vehicle' incidents in the Ballineen/Enniskeane area. One male was subsequently charged with a number of offences and is before the Courts. A number of items of stolen property, including tools and household items, were recovered.

On 22 and 23 September 2017, a planned intelligence-led operation targeting the sale and supply of controlled drugs in the Kildare area was conducted by the Kildare Divisional Drugs Unit, resulting in the search of 19 premises and one vehicle, with a total of six detections for possession of drugs for sale or supply offences. Cash, stolen property, Cocaine, Heroin, and Cannabis were all seized, and the operation will have a considerable impact on the drug trade locally.

An Garda Síochána contributes to a number of suicide prevention and awareness actions contained in '*Connecting for Life*', the National Strategy to Reduce Suicide over the period 2015 – 2020. Frontline Gardaí engage on an almost daily basis in incidents of suicide or attempted suicides. One example was on Sunday 24 September 2017, when Gardaí in Galway responded to a report of an individual hanging from a bridge. Gardaí rushed to the scene and removed the ligature. The individual was resuscitated and has since made a full recovery.

Commencing on Thursday 28 September 2017, a four day policing initiative to prevent crime, disrupt criminal activity and enhance community engagement took place under the auspices of Operation Thor – 'Project Storm' in the Kilkenny/Carlow Division. During the course of this operation, 35 people were arrested in connection with ongoing investigations into recent burglary, theft, criminal damage, assault and violent disorder incidents and in relation to bench and penal warrants.

A total of 47 checkpoints were carried out to intercept and disrupt criminal groups. The locations for these checkpoints were selected as a result of issues highlighted during meetings between local community stakeholders and the Garda Divisional Management Team. Crime prevention and awareness stands were set up at a number of locations including at National Schools and shopping

centres, where advice and crime prevention information were distributed to the public. Crime prevention and road safety information were distributed to motorists, with seven vehicles seized under the Road Traffic Acts. The operation was assisted by Armed Support Unit (ASU) personnel and 27 Trainee Gardaí from the Garda College.

As a result of an investigation into a burglary that occurred on 8 September in the Dublin 3 area, Gardaí, assisted by members attached to Operation Waste and DMR Traffic, located a car stolen in said burglary. This stolen car helped focus Garda enquiries and led to a search of the home of a male suspected of being involved in the burglary. On 20 September, Gardaí searched this address, under search warrant, during which they recovered a large amount of stolen property in the bedroom of the male suspect. Enquiries were carried out in respect of this property and established it had been stolen in approximately 18 separate burglaries. The male in question stands remanded on bail to appear in court on 5 December 2017 for directions from the DPP. Gardaí will submit an investigation file to the Office of the DPP seeking additional serious charges. This was a significant capture and was the result of truly excellent police work by those concerned.

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

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.												
	2017												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2017
Assistant Commissioner		1		1		1							3
Chief Superintendent	1	1				1			2			1	6
Superintendent			1			1		2	4	1		2	11
Total	1	2	1	1	0	3	0	2	6	1	0	3	20

Appendix E

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks
Data as at the end of September 2017

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	8	8	1								1	9	-1
Chief Superintendent	45	45					1	1		1	-3	42	3
Superintendent	166	162	6				2	2			2	164	2
Total	219	215	7	0	0	0	3	3	0	1	0	215	4