Re: Freedom of Information Request FOI-000355-2019
Request Part-Granted

Dear

I refer to your request, dated and received on 29th August 2019 which you have made under the Freedom of Information Act 2014 (FOI Act) for records held by An Garda Síochána.

Part 1(n) of Schedule 1 of the FOI Act states that An Garda Síochána is listed as a partially included agency "insofar as it relates to administrative records relating to human resources, or finance or procurement matters". Therefore, only administrative records that relate to human resources, finance or procurement shall be considered.

Your request sought:

Original Request:
Materials relating to the setting up of a protective services unit in Cork West garda division?

Clarified Request:
Can I please frame this request in terms of human resources, and finances allocated for it?

I wish to inform you that I have decided to part-grant your request on the 25th September 2019.

The purpose of this letter is to explain that decision.
1. Findings, particulars and reasons for decision

Upon receipt, your request was forwarded to the Divisional Office in Cork West and a number of records have been identified in respect of same. These records contain information relating to human resources and finance matters. However, in addition to this type of information, the records also make reference to operational policing matters.

Part 1(n) of Schedule 1
Part 1(n) of Schedule 1 of the FOI Act states that An Garda Síochána is listed as a partially included agency "insofar as it relates to administrative records relating to human resources, or finance or procurement matters". Therefore, only administrative records that relate to human resources, finance or procurement shall be considered.

HR records refer to personal records of staff working within An Garda Síochána. They also relate to statistical information in respect of the organisation, e.g. sick leave, discipline, retirements, etc. Financial records relate to the financial expenditure of the organisation and procurement records relate to the contracting of services and the tendering process associated with same.

A number of the records identified do not come within the ambit of this partially included agency as set out in Part 1(n) of Schedule 1 of the FOI Act. I am therefore refusing these records as they fall outside the scope of the FOI Act insofar as it pertains to An Garda Síochána. These redactions are set in the attached schedule of records.

Section 2 – Interpretation of the Act
Under the FOI Act, records are released without any restriction as to how they may be used and thus, release under the FOI Act, is in effect, regarded as being released to the world at large. As a result, I am conscious of my obligations to retain personal information in a confidential and secure manner and prevent personal information from being released into the public domain unnecessarily. Section 2 of the FOI Act defines personal information as follows:

2. (1) In this Act—
"personal information" means information about an identifiable individual that, either—

(a) would, in the ordinary course of events, be known only to the individual or members of the family, or friends, of the individual, or
(b) is held by an FOI body on the understanding that it would be treated by that body as confidential,

and, without prejudice to the generality of the foregoing, includes —

(iii) information relating to the employment or employment history of the individual

Section 37 – Personal Information
Section 37(1) provides that a public body shall refuse to grant a request if access to the record concerned would involve the disclosure of personal information. As such, I am satisfied that the records listed for redaction in the enclosed schedule of records consist of personal information. Accordingly, I find that Section 37(1) of the Act applies to the records at issue. Section 37(1) of the FOI Act are as follows:

Seirbhísí gairmiúla agus stáitistaí a bhíl i gceist le híontóthóir, muidin agus tábhachtán na ndaoine ar a bhfuil síneadh.
37(1) Subject to this section, a head shall refuse to grant an FOI request if, in the opinion of the head, access to the record concerned would involve the disclosure of personal information (including personal information relating to a deceased individual)

I am refusing to provide the information contained within the specific records because I believe that it is the personal information as per Section 37 of the FOI Act. The release of this information, which is specific to individual(s), is considered personal information.

As per Section 37 of the FOI Act, I have considered the public interest issues which arise in this case and have taken account of the following factors in favour of release:

- Ensuring openness and transparency of organisational functions to the greatest possible extent,
- The public interest in members of the public exercising their rights under the FOI Act,
- That there is more than just a transitory interest by the public in this information,
- The right to privacy is outweighed by the needs of the public.

In considering the public interest factors which favour withholding the records, I have taken account of the following:

- Allowing a public body to hold personal information without undue access by members of the public,
- The public interest is not best served by releasing these records,
- That the Organisation can conduct its business in a confidential manner,
- That there is a reasonable and implied expectation that sensitive personal information will remain confidential,
- That there is no overriding public interest that outweighs the individual's right to privacy.

Having balanced the factors both for and against the release of the information, I decided that the public interest in preserving the personal information and the reasonable expectation that information be maintained in a confidential manner by An Garda Síochána outweighs the public interest which would be served were the records released to you.

2. Right of Appeal

In the event that you are not happy with this decision you may seek an Internal Review of the matter by writing to the address below and quoting reference number FOI-000355-2019.

*Freedom of Information Office, An Garda Síochána, Athlumney House, IDA Business Park, Johnstown, Navan, Co. Meath C15 DR90*

Please note that a fee applies. This fee has been set at €30 (€10 for a Medical Card holder). Payment should be made by way of bank draft, money order, postal order or personal cheque, and made payable to Accountant, Garda Finance Directorate, Garda Headquarters, Phoenix Park, Dublin 8.

Payment can be made by electronic means, using the following details:

**Account Name:** Garda Síochána Finance Section Public Bank Account
**Account Number:** 10026896
**Sort Code:** 900017
You must ensure that your FOI reference number (F0I-000355-2019) is included in the payment details.

You should submit your request for an Internal Review within 4 weeks from the date of this notification. The review will involve a complete reconsideration of the matter by a more senior member of An Garda Síochána and the decision will be communicated to you within 3 weeks. The making of a late appeal may be permitted in appropriate circumstances.

Please be advised that An Garda Síochána replies under Freedom of Information may be released into the public domain via our website at www.garda.ie.

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.

Should you have any questions or concerns regarding the above, please contact me by telephone at (046) 9036350.

Yours sincerely,

[Signature]

Acting Assistant Principal

Maria Brodigan
Freedom of Information Officer

25th September 2019
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File Ref: FOI-2000355-2019
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The PSU for Cork West has been approved but not yet established. A panel of Sergeants and Gardaí have been selected for deployment when established but as yet remain deployed on their normal duty. As such there are no costs associated with the project at this point. The OPW are engaging with Garda Estate Management on costs associated with facility development and HRM at Garda HQ will have authority for deployment.

The request can perhaps be better addressed when the unit has been established or final costs from OPW have been received.

I have no records that can be disclosed as the unit does not yet exist.

Insp Joanne O'Brien will have responsibility for PSU when established. My role, to date has been in liaising with OPW and Garda Estate Management on identifying potential facilities.

**Brian Murphy – Inspector in Charge.**
Bandon Garda Station, Bandon, Co.Cork, Ireland. P72AK02.
Ph: 00353 (0)23-8552216 Mobile: 00353 (0)87 0601561 Email: brian.f.murphy@garda.ie

**Further to previous correspondence received on Monday last, is there a reply to this message.**

Catherine Whelton,
Divisional Office,
On behalf of Chief Superintendent Colm Cadogan.
Bandon Garda Station, Bandon, Co.Cork, Ireland. P72AK02.
Ph: 00353 (0)23 8552211
An Garda Síochána: Ag Coimeáid Dáonna Sabháilte – Keeping people safe.
To: Bandon_DV <Bandon_DV@garda.ie>
Subject: RE: 000-355-19

Good morning,

With reference to the above, may I please request your response for this FOI.

Kind regards,

Maeve

---

From: HRPD.FOI
Sent: Tuesday 3 September 2019 14:46
To: Bandon_DV <Bandon_DV@garda.ie>
Subject: 000-355-19

Please see attached FOI request for your attention.

Please indicate whether the information requested regarding staffing for the Protective Services Unit in Cork West Garda Division can be supplied by your section and whether it is envisaged that it will be necessary to charge fees for the search, retrieval, extraction, scheduling and copying of records related to the FOI request.

Please advise of the estimation of fees, in early course, in order to issue a notification of fees letter to the requester by close of business on 9 September 2019. Please find attached Fees Reckoner for reference.

Please furnish a reply, electronically, no later than 16 September 2019, and complete the attached Certificate of Records Search.

If you cannot make the date, please indicate how many days of an extension are required.

Where you wish to withhold part of a record and redaction is required please submit a redacted copy and an unredacted copy.

Regards,

Maeve Dougherty
Athlumney House
Navan
Maeve.Dougherty@garda.ie
046-9036832
Chief Superintendent D. Daly,
Garda National Protective Services Bureau
Garda Headquarters,
Phoenix Park

Re: Deployment of Garda Members to Cork West Protective Services Unit, Dunmanway.

I refer to the above and further to our recent discussion.

Sanction has been obtained from Estate Management for Dunmanway Garda Station to be altered to suit the requirements of the Protective Services Unit for Cork West Division. The work will be carried over a 10 weeks period, with a projected completion date of December 1st, 2019.

The current panel resulting from recent PSU competition consists of two members of Sergeant rank, ten members of Garda rank along with one reserve member of Sergeant rank and five reserve members of Garda rank.

I have previously outlined to Assistant Commissioner A. McMahon, Southern Region, that in order to implement and assign members to a Protective Services Unit immediate replacements are necessary in order to meet minimum operational requirements. Assistant Commissioner McMahon responded that she is not in a position to facilitate my request due to insufficient resources.

Forwarded for your attention,

Chief Superintendent
Con Cadogan
Break

Next Document.
Assistant Commissioner  
Southern Region

The attached correspondence from Chief Supt Cadogan is forwarded for your attention please.

Cathy O'Keeffe
Sent on behalf of Chief Superintendent
Bandon Garda Station, Bandon, Co. Cork, Ireland. P7361.03
Ph: 022 6852312
To deliver professional policing and security services with trust.
Assistant Commissioner
An Garda Síochána
Southern Region
Anglesca Street

Re: Development Protective Services Unit at Dunmanway Garda Station,
Cork West Division.

I refer to the above matter.

As you are aware, I am in contact with Mr. Sean Murphy, Garda Housing Section in respect of
development of Protective Services Unit at Dunmanway Garda Station West Cork Division.

Cork West Division was selected for development as the second phase of the P.S.U roll out by
National P.S.U Office. Permission was granted to hold interviews.

• Interviews were held in August 2019.
• A team of two D/Sergeants and ten D/Gardai were selected along with a reserve panel
  of one D/Sergeant and five D/Gardai. They are currently awaiting training dates.

• An Garda Síochána and OPW now have costings and plans and are now ready for
tender process.
Forwarded for your consideration please.

Con Cadogan
Chief Superintendent.
06/09/2019
Break

Next Document.
From: HRM_CompetitionsOffice
Sent: Tuesday 27 August 2019 11:34
To: Bandon_DV <Bandon_DV@garda.ie>
Subject: Detective Protective Services Unit competition

B19/043A/19
BB_comp19-164373/19

Chief Superintendent,
Bandon

Further to our telephone conversation yesterday, 26th August 2019, regarding the current status of the Detective Protective Services Unit competition.

Our last correspondence on the 1st July 2019 was approval of the nominated Interview Board.

We are now seeking an update on this matter.

Forwarded for your information and attention, please.

Sent on behalf of

Denise Kennedy,
Head of Talent Acquisition

by

Nadine Free,
Competitions Office,
CONFIDENTIAL

Chief Superintendent,
Cork West

RE: Competition to fill vacancies for Detective Protective Services Unit
   Cork West Division

With reference to the above mentioned competition and interview process, I wish to inform you that the appointed board, consisting of D/Superintendent Jólia Healy and Inspector Liz Kennedy, sat in the Cork West Division between the 7th August to 14th August 2019.

The board interviewed five members of Sergeant rank for two Detective Sergeant positions and a reserve of 1 D/Sergeant. The board also interviewed 27 candidates for 10 Detective Garda appointments with a reserve list of 5. Based on the scoring interview process the following persons are identified as being successful candidates in the competition subject to ratification by the Executive Director, Human Resources and People Development.
The board wishes to acknowledge the very high standard of candidate that presented for interview which is indicative of a highly professional policing culture in the Division.

Yours sincerely,

Signature: [Signature]

Date: 14 August 2019

John G. Healy

Liz Kennedy
Forwarded for your attention please.

From: Murphy, Sean
Sent: Thursday 22 August 2019 12:28
To: Bandon DV <Bandon_DV@garda.ie>; Cadogan, Cornelius J <Cornelius.J.Cadogan@garda.ie>
Cc: Byrne, Stephen <Stephen.Byrne@garda.ie>; Hennessy, Anne M <anne.m.hennessy@garda.ie>
Subject: Dunmanway Garda Station Divisional PSU

Chief Superintendent Cork West

I refer to previous discussions regarding the refurbishment of Dunmanway Garda Station for the Divisional PSU and advise that I have received an estimated cost of the works at Dunmanway from the OPW on my return from leave.

In this regard, the OPW has advised that it has an estimated cost for the contract of €167,000 including VAT. The OPW advises that the total budget, including design and other professional fees, should be around €200,000. On the basis of previous experience in dealing with such matters, the cost is likely to exceed €200k.

The cost projected by the OPW is now significantly higher than the initial estimate for these works and is a cause of concern in terms of affordability and value for money.

In view of the impending amalgamation of the Cork West/North Divisions, I have a concern in relation to committing €200k + to the upgrade of Dunmanway Garda Station when a decision will have to be made as to the optimum future location for the PSU for the new Cork West/North Division.

From our visit to Dunmanway Garda Station earlier in the year, I believe that there is capacity in the existing Station to accommodate additional personnel for the PSU with minimal work and would be glad of your views on the merit of expending €200k on the refurbishment of Dunmanway.
Regards,

Seán Murphy | Head of Estate Management | An Garda Síochána | sean.murphy@ garda.ie
89-94 Capel St. Dublin 1, D01 E3C6 | +353 1 666 8520 | +353 87 8197755
Next Document.

Break
Harrington, Margaret M

From: Bandon_DV
Sent: Thursday 1 August 2019 10:11
To: Macroom_DS
Subject: PSU Applicants yet to sign Code of Ethics Declaration Form - Macroom DS
Attachments: PSU Apps no Ethics Declaration - Macroom DS.xlsx

Superintendent,
Macroom

Attached is list of PSU applicants that have yet to sign Code of Ethics Declaration Form according to records held at this office.

Copy of Declaration form is to be forwarded to this office once completed in order to maintain records current, please.

Forwarded for your attention,

Charlie Cronin
Sent on behalf of Ann Cashman, Chief Superintendent
Bandon Road Station, Bandon, Co. Cork, Ireland. R82K12U

To ensure professionalism, policies and services with the trust, confidence and the support of the people we serve.

An Garda Síochána
Next Document.

Break
From: Bandon, DV  
Sent: Tuesday 30 July 2019 11:57  
To: Mahon, Ronan  
Subject: RE: DPSU Rollout

Good Morning Ronan,

In respect of Cork West Division I can confirm the following:

- Inspector Brian Murphy, Bandon Garda Station has been project managing the Roll out of the PSU on behalf of Chief Supt Cadogan.
- The DPSU for Cork West Division will be based at Dunmanway Garda Station.
- On receipt of your email the Chief has requested that all correspondence be directed through the Divisional Office.

An Garda Síochána

Divisional Clerks

Reference the above subject matter. It would be appreciated if you could forward me details of the person managing the rollout of the DPSU in your respective Divisions. Not only will GNPSB be looking for this liaison person but I will also be advising Telecoms and IT of this as well. Additionally for the same reason could you provide the address of the proposed DPSU office.

Regards

Ronan Mahon

Ronan Mahon | Higher Executive Officer | Garda National Protective Services Bureau | An Garda Síochána, Harcourt Square, Dublin 2, Ireland, D02 DH42  
Tel: +353 (0) 1 6662413 | Email: gnpssbygarda.ie | Web: www.gardai.ie
Next Document

Break
REMINDER

Members who are applying for PSU positions are invited to attend at the Divisional Office to sign their applications from Thursday 4/7/2019 -- Tuesday 30/7/2019 from 9am-5pm.

For compliance, please,

Chief Superintend
Section Head of Div, Divisional Head Department

An Garda Síochána

To deliver professional policing and security services with the trust, confidence and the support of the people we serve.
Next Document

Break
Each Superintendent,
Cork West

I am directed by Chief Superintendent, Cork West, to refer to the above.

See attached Interview Schedule for Protective Services Unit competition, Cork West, for member of Garda Rank.

Ensure all members are present 15 minutes prior to their interview time.

Forwarded for your attention and that of all members concerned.

Chief Inspector
Sent on behalf of Cian Corrigan, Chief Superintendent
Supt Ruan Mulligan, Station, Cork West, Protection Services.

To ensure operational principles of security services with the trust, confidence and the support of the people we serve.

An Garda Síochána
Superintendent,  
Bandon  
Clonakilty  
Macroom

Re: Interviews for Detective Protective Services Unit  
Cork Garda West Division

Interviews will take place in the Conference Room at Bandon Garda station. Relevant interview times for each applicant are set out hereunder.

All uniformed members when presenting for interview will wear uniform shirt/tie/epaulettes – no uniform jacket/cap or gloves. Please inform the applicants to be in possession of their Identification Card and Official Notebook.

Forwarded, please,

(Con Cadogan)  
Chief Superintendent
An Garda Síochána

Superintendent,
Bandon
Bantry
Clonakilty
Macroom

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Cork Garda West Division

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Forwarded, please,

(Con Cadogan)
Chief Superintendent

Seabhlaíonn polaíocht afbeala agus shundraí a chuidachar le hiontaí as, mhílim agus tacaíocht na ndaoine as a bhfreastalaíonn
To deliver professional policing and security services with the trust, confidence and support of the people we serve.
Re: Interviews for Detective Protective Services Unit

Cork Garda West Division

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Forwarded, please,

[Signature]

(Con Cadogan)
Chief Superintendent
Superintendent,
Bandon
Clonakilty
Macroom

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Forwarded, please,

[Signature]
(Con Cadogan)
Chief Superintendent
D/Supt. John Healy,
Anglesea Street

I am directed by Chief Superintendent, Cork West, to refer to the above.

Find attached interview Schedule for Cork West Protective Services Unit.

Forwarded for your attention,

Chief Inspector
Supt on behalf of Chief Superintendent
Supt Maurice Martin, Garda, Cork PSNI

To deliver professional policing and security services with the trust, confidence and the support of the people we serve.

An Garda Síochána
D/Superintendent John Healy,
Anglesea Street,

Inspector Liz Kennedy,
Henry Street,
Limerick

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Forwarded, please,

[Signature]
(Corn Cadogan)
Chief Superintendent

Sceachtas gairmiúilais polintéiseach a bhfuil thuaidh ar an nAthair, Rudhruim is iomadacht na mbhíonn sa Bhreatainmheachad
do dhíriugadh polsanna faoi duine faoi duine go dtí tharla gléas don duine a bheidh air
D/ Superintendent John Healy,
Anglesea Street,

Inspector Liz Kennedy,
Henry Street,
Limerick

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Cork Garda West Division

Interviews will take place in the Conference Room at Bandon Garda station. Relevant interview times for each applicant are set out hereunder.

All uniformed members when presenting for interview will wear uniform shirt/tie/epaulettes — no uniform jacket/cap or gloves. Please inform the applicants to be in possession of their Identification Card and Official Notebook.

Forwarded, please,

(Con Cadogan)
Chief Superintendent
D/Superintendent John Healy,
Anglesea Street,

Inspector Liz Kennedy,
Henry Street,
Limerick

Re: Interviews for Detective Protective Services Unit
Cork Garda West Division

Interviews will take place in the Conference Room at Bandon Garda station. Relevant interview times for each applicant are set out hereunder.

All uniformed members when presenting for interview will wear uniform shirt/tie/epaulettes — no uniform jacket/cap or gloves. Please inform the applicants to be in possession of their Identification Card and Official Notebook.

Forwarded, please,

(Col Caddogan)
Chief Superintendent

Scithi na tinntiollis a bhfuil an t-aon daonna sa tionscadal a bhaintear suas leis na teaghlach, muid agus tá triail eile ar na ndíreach na bhfear agus na bhfear a thabhairt den fhorbairt éagsúil a dhuine.
Di/Superintendent John Healy,
Anglesea Street,

Inspector Liz Kennedy,
Henry Street,
Limerick

Re: Interviews for Detective Protective Services Unit
Cork Garda West Division

Interviews will take place in the Conference Room at Bandon Garda station. Relevant interview times for each applicant are set out hereunder.

All uniformed members when presenting for interview will wear uniform shirt/tie/epaulettes - no uniform jacket/cap or gloves. Please inform the applicants to be in possession of their Identification Card and Official Notebook.

Forwarded, please,

(Gon Cadogan)
Chief Superintendent

Seachtbheas gur mheallaí postbhreacadh agus slándála a sholadh an tsaothar, mar phríomh án tsaolacht an mhéachais at a bhí ríomhaíocht na bhfhoireann air.

To deliver professional policing and security services with the trust, confidence and support of the people we serve.
D/Superintendent John Healy,
Anglesea Street,

Inspector Liz Kennedy,
Henry Street,
Limerick

Re: Interviews for Detective Protective Services Unit
Cork Garda West Division

Interviews will take place in the Conference Room at Bandon Garda station. Relevant interview times for each applicant are set out hereunder.

All uniformed members when presenting for interview will wear uniform shirt/tie/epaulettes -- no uniform jacket/cap or gloves. Please inform the applicants to be in possession of their Identification Card and Official Notebook.

Forwarded, please,

(Con Cadogan)
Chief Superintendent
Next Document.

Break
From: Bandon_DV
Sent: Tuesday 2 July 2019 17:47
To: Bandon_DS; Bantry_DS; Clonakilty_DS; Macroom_DS
Subject: Signing of PSU applications prior to PSU interviews

Each Supt
Cork West

Members who are applying for PSU positions are invited to attend at the Divisional Office to sign their applications from Thursday 4/7/2019 – Tuesday 30/7/2019 from 9am-5pm.

For compliance, please,

Aonad Déanann Spáinn
Senator Seán Kelly, Chief Superintendent
An Garda Síochána Mílte, Detective, Cork City, River Road
An Garda Síochána
For further information, please contact the staff in your Division.

An Garda Síochána
Harrington, Margaret M

From: HRM_CompetitionsOffice
Sent: Monday 27 May 2019 14:27
To: Bandon_DV
Subject: Application for Board, PSU, Cork West Garda Division.

Follow Up Flag: Follow up
Flag Status: Completed
Categories: Yellow Category, Red Category

819/043A/19
BB comp19-16473/19

Chief Superintendent,
Cork West

I refer to the above and to your email dated 26th May 2019.

Further to telephone conversation this morning, this email will be held until after the closing date of the competition.

Following the closing date, i.e. 31st June 2019, please forward a full list of applicants and a copy of the actual directive advertised after the closing date of the competition.

Forwarded for your information, please.

Sent on behalf of

Denise Kennedy,
Head of Talent Acquisition

by

Becca Saunders
Competitions Office
Human Resource Management
Garda Headquarters,
Phoenix Park,
Dublin 8

01-6661833/61693/61623/61641/62375
Next Document.

Break
Ms Denise Kennedy  
Head Of Talent Acquisition  

Re: Vacancies for Detective Sergeants (2) and Detective Gardai (10), Protective Services Unit, Cork West  

There are 24 Gardai and 5 Sgts seeking interviews for these positions that this office is aware of as per attachment. While the final submission for applications to this office is not until 17/6/2019 I forward this email to seek sanction for a board in advance for this competition.

The nominations are as follows,

- Detective Supt Sean Healy, Angelsea St, Cork City Division.
- Inspector Elizabeth Kennedy, Henry St, Limerick Division.

Forwarded, please,

An Garda Síochána
Next Document

Break
Ronan Mahon, HEO
GNPSB

I am directed by Chief Superintendent, Cork West, to refer to the above.

With reference to your request attached hereunder:

1. Notification of the competition was advertised to all District Office for further dissemination to all members.
2. It is anticipated that there will be approximately 20 members of Garda rank and 4 members of Sergeant rank applying for this competition.
3. There has been no difficulties in progressing the competition process thus far.

Invitations are intended to reach this office by June 17th, there after an interview board will be organised for the competition.

Forwarded for your information,

Chief Superintendent

An Garda Síochána

From: Mahon, Ronan
Sent: Monday 20 May 2019 11:36
To: Bandon DV <Bandon DV@garda.ie>
Subject: DPSU Phase 2 Competitions

Division Officer

With reference to the above, D\Chief Superintendent Daly has requested an update as follows:

1. Has notification regarding the competitions been issued within your division?
2. Although the competition process is in its early stage is there an indication as to the number of personnel who will be applying?
3. Are there difficulties being experienced in the progression of the competition process?

Your feedback would be greatly appreciated

Regards

Ronan Mahon
Next Document

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Break
From: Daly, Declan  
Sent: Thursday 28 March 2019 12:24  
To: Thurles_DV <Thurles_DV@garda.ie>; Dunlaoghaire_DV <dunlaoghaire_dv@garda.ie>; Crumlin_DV <crumlin_dv@garda.ie>; Ballymun_DV <ballymun_dv@Garda.ie>; Clare_DV <Clare_DV@garda.ie>; Bray_DV <Bray_DV@garda.ie>; Bandon_DV <Bandon_DV@garda.ie>  
Cc: GNPSB <GNPSB@garda.ie>  
Subject: FW: RE: Phase II - Establishment of the Divisional Protective Services Bureau  

DPSU.2139/16  

Chief Superintendents:  

I refer to the above and am pleased to advise that the Garda Executive has approved the planned roll out of the Divisional Protective Services Units for May 2019. Your Division has been approved for inclusion in the May 2019 roll out.  

It is now appropriate for you to correspond with the Competitions Office, Human Resource and People Development, to enable the competition process to begin. The implementation team at the Garda National
Protective Services Bureau and Strategic Transformation Office are at your disposal to assist and advance the Division towards the establishment of the Units.

For this purpose over the coming weeks representatives from the implementation team will arrange a meeting in your Division to discuss the establishment of the Unit. As a first step, the competition process for selection of two Detective Sergeants and ten Detective Gardai is a priority.

Communication from this office has issued to HRPD to advise.
From: Bandon, DV
Sent: Thursday 28 March 2019 16:41
To: HRM Competitions Office
Subject: FW: Establishment Of Protective Services Bureau, Cork West

Chief Sept,
HRM Competitions,

Re: Establishment Of Protective Services Bureau, Cork West

I am informed by Chief Sept, Cork, that the above letter was received today, and that the Garda Commissioner has approved the phasing out of the National Protective Service Units in May 2019, and that Cork West Division has been approved for inclusion in the May 2019 roll out.

I now seek permission to hold a competition for the selection of two Detective Sergeants and one Detective Corporal for the Cork West Protective Services Bureau.

Yours sincerely,

An Garda Síochána
Detective Chief Supt Daly
GNPSB

Re: Establishment of Divisional Protective Service Units Phase 11 - Cork West Division

I am directed by Chief Supt, Cork West to refer to the above title.

Please find attached report in respect of the establishment of the Divisional PSB in Cork West as requested. Also attached is a copy of the Business case that was prepared in 2017 in anticipation of this unit.

Forwarded, please,

[Signature]

An Garda Síochána

DVG.2139/16

Chief Superintendent Cadogan
Divisional Officer
Cork West
Resource Capability

Based on the evaluation of the Phase I DPSU’s, the minimum strength of each PSU has been set at 1 Inspector, 2 D/Sergeants, 10 D/Gardai. Where a Divisional officer believes a minimum strength unit is insufficient for their requirement an additional business case must be submitted supporting the case for additional resources. Vacancies will be filled from a competition held in each Division. At this point in time, that completion does not include the inspector, which will be dealt with separately by HRM.

Accommodation

There is a requirement to identify suitable office space to accommodate a minimum strength DPSU. In the current climate of financial constraint within An Garda Síochána, refurbishment of offices will most likely not be realised in the timeframe allocated for establishing the remainder of Phase II DPSU’s. It is therefore imperative that in order for a Division to be considered for the next Phase, suitable accommodation must be in place prior to any selection process being undertaken.

When submitting your report please ensure you provide information on the following:

- Number of personnel envisioned for the unit (minimum 2 Sergeants and 10 Gardai)
- Location of Accommodation (if multiple sites please stipulate)
Members of the DPSU support team, in GNPSB, are available to meet and discuss with you any issues you feel need to be addressed.

Please provide the requested information as soon as possible in order to ensure that this complex and detailed process can begin.

Declan Daly
Detective Chief Superintendent

Garda National Protective Services Bureau
Harcourt Square
Harcourt Street
Dublin 2

Tel: +35316663423
Fax: +35316663318
E-Mail: declan.daly@ garda.ie
Section Email: npcdu@garda.ie

An Garda Síochána
Ireland's National Police Service
Detective Chief Superintendent
GNPSB

Re: Setting up of Divisional Protective services Unit, Cork West Division

With reference to above,

I wish to acknowledge your correspondence and want to outline that I am delighted that Cork West Division is being considered for a Protective Services unit in early 2019. I wish to confirm that this Division is at an advanced stage in progressing towards the capacity for this unit and I will outline the readiness for same in this report.

Resource Capability

I note that the minimum capability for a Divisional unit is 1 Inspector, 2 D/Sgts and 10 D/Gardai. I have examined in this Division and have previously submitted a business case indicating that the Protective Services Unit in Cork West will require the minimum strength of 1 Inspector, 2 Detective Sergeants and 10 Detective Gardai. I believe that we have the required personnel on the frontline who will be applying for the positions in the Protective services unit. I also believe that these members who have already expressed an interest in this unit have the expertise and the ability to conduct the investigative work required in a PSU.

Accommodation

On Tuesday 30.1.19 I met with Mr Sean Murphy and Mr Stephen Byrnes from Estate Management at Dunmanway Garda Station. This station has been identified as a suitable location to set up the Protective services unit. We carried out a site inspection and looked at the feasibility of setting up the unit there. There are a number of offices at Dunmanway Garda Station which are not being utilised by the existing station party. The station was renovated 10 years ago and is of a high standard. There are a number of cosmetic changes to be made, however on today’s date I met with Mr John McCann of OPW who has agreed to these changes and in addition to this Mr Sean Murphy has committed to provide the finance for these changes within the
building from the Garda Housing budget. It is envisaged that this work can be carried out quickly and accommodation will be ready for a DPSU by May 2019. In addition to the Garda for this unit, 2 Clerical Officers will also be required for administration duties.

Forwarded, please,

[Signature]

Con Cadogan
Chief Superintendent
31.1.19
Chief Superintendent
Cork West

Re: Proposal for Cork West Divisional Protective Services Unit

As you are aware as part of An Garda Síochána's Modernisation & Renewal Programme 2016-2021 it is anticipated that Protective Services Units will be established in each Garda Division by early 2018.
The Modernisation and Renewal Programme sets out the need for PSU in each Garda Division.

- To comply with recommendations from An Garda Síochána Policing Plan 2016, the Garda Inspectorate Report Number 7 and Number 10 as well as compliance with 12.4 Victims Directive 2012.

Given the current workload on the members within this Division dealing with matters related to the work of a Protective Services Unit I believe I am well justified in outlining the need for such a Unit in this Division.
In order to give an overview of the anticipated workload of a Protected Services Unit for the Cork West Division I have examined the incidents relative to each of the above items for the period 2011-2017 year to date.
Resourcing Requirements for Divisional PSU

I would recommend that to effectively investigate and manage all relevant issues under the remit of the PSU they following staffing requirements would be required;
1 Sgt
6 Gardaí
1 Clerical Officer

Due to the Divisional Portfolio of the Unit I believe 4 Unmarked Official Vehicles would be required.

Training Requirements

It is anticipated that those members selected for permanent attachment to the PSU will receive broad awareness training in respect of all aspects under the responsibility of the Unit from staff attached to the National Protective Services Unit. However specialised training may be required in the following areas dependent on the members selected:

- Interview Training *( Desired Minimum of Level 3) **
- Children First Training*
- Sex Offender Management *( Desired Minimum Risk Matrix 2000 and/or Stable & Acute) **
- Specialist Child Interviewer Training **
- Human Trafficking**
- Missing Persons**
- XRY Telephone Analysis**

*All members should receive training.

**Selected Members Should Receive Training.
For consideration please

____________________ D/Inspector

(Joseph G Moore)
Next Document

Break
Harrington, Margaret M

From: Bandon_DV
Sent: Monday 18 June 2018 17:20
To: GNPSB
Subject: RE: Divisional Protective Services Units - Phase 2 Nominated Divisions
Attachments: psu phase 2.pdf

Nicola Carroll
Clerical Officer
Sexual Crime Management Unit
Garda National Protective Services Bureau
Harcourt Square Harcourt Street
Dublin 1
01 66663441
Nicola.Carroll@garda.ie

The attached is forwarded in respect of Cork W.R. Division.

John Kelly
Chief Superintendent’s Office
Bandon Garda Station, Bandon, Co.Cork, Ireland, P72A852
Tel: 02843472322
To deliver professional policing and security services with the trust

From: GNPSB
Sent: 01 June 2018 12:19
To: Clare_DV <Clare_DV@garda.ie>; Bandon_DV <Bandon_DV@garda.ie>; Dunlaoghaire_DV <dunlaoghaire_dv@garda.ie>; Crumlin_DV <crumlin_dv@garda.ie>; Tralee_DV <Tralee_DV@garda.ie>; Henry_Street_DV <Henry_Street_DV@garda.ie>; Meath_DV <Meath_DV@garda.ie>; Roscommon_DV <Roscommon_DV@garda.ie>; Thurles_DV <Thurles_DV@garda.ie>; Waterford_DV <Waterford_DV@garda.ie>; Bray_DV <Bray_DV@garda.ie>; Gaillimh_DV <Gaillimh_DV@garda.ie>; KilkennyCarlow.DivisionalOffice <KilkennyCarlow.DivisionalOffice@garda.ie>; Kevin_Street_DV <kevin_street_DV@garda.ie>
Cc: Mahon, Ronan <ronan.c.mahon@garda.ie>; Daly, Declan <declan.daly@garda.ie>
Subject: Divisional Protective Services Units - Phase 2 Nominated Divisions

Dvg.2139/16

Divisional Officers

Please see the attached document forwarded for your information and attention.

Sent on behalf of Detective Chief Superintendent, Garda National Protective Service Bureau.

Nicola Carroll
Clerical Officer
Sexual Crime Management Unit
Garda National Protective Services Bureau
Harcourt Square Harcourt Street
Dublin 1
01 66663441
Nicola.E.Carroll@ garda.ie
Detective Chief Superintendent
Garda National Protective Services Bureau,
Harcourt Square

Re: Divisional Protective Services Units – Phase 2 National Nominations

I refer to the above title and your correspondence dated 1st June, 2018.

As Divisional Officer for Cork West Garda Division I would be delighted to welcome Phase two of the Divisional Protective Services Unit initiative to my Division and I wish to outline my requirements as follows.

<table>
<thead>
<tr>
<th>Resource</th>
<th>Recommended</th>
</tr>
</thead>
</table>

Seachtise painintiota poihteuenittta agus slaisidh a stockhar le hineanadh, midhein agus taispeana na ndare na a bheacs a chairniúil.

To deliver professional policing and security services with the trust, confidence and support of the people we serve.
The provision of Accommodation for this unit in this Division is at an advanced stage and I have also spoke to civilian personnel to secure at least one Civilian for this Office.

Chief Superintendent Michael Daly visited this Division on 16th October 2017 and was in favour of the implementation of the Protected Services Unit in this Division.

As Divisional Officer I wish to convey my appreciation for this nomination. This resource would be an invaluable asset to this Division and the Community here in West Cork have long requested a dedicated unit.

Forwarded, please,

[Signature]
Con Cadogan
Chief Superintendent
18/06/2018
Next Document.

Break
Harrington, Margaret M

From: HRM_CompetitionsOffice
Sent: Tuesday 12 June 2018 08:47
To: Bandon_DV
Cc: Driscoll, Amanda M
Subject: Application to advertise for PSU Unit, Cork West Garda Division D/Sgt (1), D/Gardai (8)

Follow Up Flag: Follow up
Flag Status: Completed

Chief Superintendent,
Bandon

I refer to the above and further to your email in this matter.

A meeting was recently chaired by the Strategic Transformation Office with regard to the roll-out of Phase 2 of the Divisional Protective Services Units. Human Resource Management and the Garda National Protective Services Bureau were in attendance with various other stakeholders such as Telecoms and Estate Management. The Strategic Transformation Office is currently in the process of finalising the list of Divisions suitable for the Phase 2 roll-out.

Therefore, this office is not in a position to approve any divisional competition for the Protective Services Unit until confirmation of the proposed Divisions is received from the Strategic Transformation Office.

Forwarded for your information, please.

Sent on behalf of

Chief Superintendent,
Human Resource Management

by

Garda Sarah Sheehan I Competitions Office, Human Resource Management I
Garda Headquarters, Phoenix Park, Dublin, D08 HN3X, Ireland I 01-6662375

An Garda Síochána

From: Bandon_DV
Sent: 04 June 2018 14:00
To: HRM_CompetitionsOffice <HRM_CompetitionsOffice@garda.ie>
Subject: Re; Application to advertise for PSU Unit, Cork West Garda Division D/Sgt (1), D/Gardai (8)

Chief Superintendent
Competitions

Re : Application to advertise for PSU Unit, Cork West Garda Division D/Sgt (1), D/Gardai (8)

I am directed by Chief Superintendent, Cork West to refer to the above title,
Chief Superintendent, Cork West wishes to apply to hold a competition for 1 Detective Sergeant and 8 Detective Gardai for the protective services unit, Cork West.

Forwarded for your approval, please,


On behalf of Col. O'Connor, Chief Superintendent

Rankon Gar da Síochána, Parnell Square East, Cork, Ireland.

To deliver professional policing and security services with the trust, confidence and the support of the people we serve.

An Garda Síochána