

# An Garda Síochána

Oifig Saorála Fáisnéise,  
An Garda Síochána, Teach áth Luimnigh,  
Lárionad Gnó Udáras Forbartha Tionscail,  
Baile Sheáin, An Uaimh,  
Contae na Mí.  
C15 DR90



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

Teileafón/Tel: (046) 9036350

Láithreán Gréasain/Website:  
[www.garda.ie](http://www.garda.ie)

Bí linn/Join us  

Ríomh-phoist/Email: [foi@garda.ie](mailto:foi@garda.ie)

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

*Dear*

I refer to your request, dated and received on 29<sup>th</sup> 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 25<sup>th</sup> 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:

*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

**IBAN:** IE86BOFI90001710026896  
**BIC:** BOFIE2D

**You must ensure that your FOI reference number (FOI-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 in to the public domain via our website at [www.garda.ie](http://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,

  
\_\_\_\_\_  
**MARIA BRODIGAN**  
**FREEDOM OF INFORMATION OFFICER**

**ACTING ASSISTANT PRINCIPAL**

25<sup>th</sup> **SEPTEMBER 2019**

Requester Name: Ms. Ann Murphy File Re: FOI-000355-2019

Page No	Description of document	Deletions	Relevant Section of FOI Acts	Reason for Decision	Decision Maker's decision
1-2	12.09.2019 - Email correspondence from Insp. Brian Murphy to Divisional Office, Bandon				Grant
3	Blank Page				Grant
4	10.09.2019 - Minute from Chief Supt. Cadogan to Chief Supt. Daly, GNPSSB re Deployment of Garda Members to Cork West Protective Services Unit	1 deletion	Part 1(n) of Schedule 1	Out of Scope	Grant
5	Blank Page				Grant
6	06.09.2019 - Email correspondence from Bandon Division Office to Assistant Commissioner, Southern Region				Grant
7-8	06.09.2019 - Minute from Chief Supt. Cadogan to Assistant Commissioner, Southern Region re: Development Protective Services Unit	3 deletions	Part 1(n) of Schedule 1	Out of Scope	Part-Grant
9	Blank Page				Grant
10	02.09.2019 - Email from Bandon Divisional Office to HRM Competitions Office re Detective Protective Services Unit				Grant
11-12	14.08.20196 - Minute from interview Board to Chief Supt. re competition to fill vacancies for Detective Protective Services Unit	2 deletions	Section 37	Personal Information	Part-Grant
13	Blank Page				Grant
14-15	22.08.2019 - Email correspondence from Bandon Divisional Office to Insp. Brian Murphy re Dunmanway Garda Station	3 deletions	Part 1(n) of Schedule 1	Out of Scope	Part-Grant
16	Blank Page				Grant

17-18	01.08.2019 - Email correspondence from Bandon Divisional Office to Macroom District Office re: PSU Applicants	1 page	Section 37	Personal Information	Part-Grant
19	Blank Page				Grant
20	30.07.2019 - Email correspondence from Bandon Divisional Office to Ronan Mahon, GNPSB re DPSU Rollout				Grant
21	Blank Page				Grant
22	18.07.2019 - Email correspondence from Bandon Divisional Office re: Signing of PSU Applications				Grant
23	Blank Page				Grant
24-28	03.07.2019 - Email correspondence from Bandon Divisional Office to various recipients re: Garda Interview Schedule	4 deletions	Section 37	Personal Information	Part Grant
29	Blank Page				Grant
30-35	03.07.2019 - Email correspondence from Bandon Divisional Office to John Healy re: Garda Interview Schedule	5 deletions	Section 37	Personal Information	Part-Grant
36	Blank Page				Grant
37	02.07.2019 - Email correspondence from Bandon Divisional Office to Various recipients re Signing of PSU applications				Grant
38	Blank Page				Grant
39	27.05.2019 - Email correspondence from HRM Competitions to Bandon Divisional Office re Application for Board				Grant
40	Blank Page				Grant
41-42	26.05.2019 - Email correspondence from Bandon Divisional Office to HRM Competitions Office	1 page	Section 37	Personal Information	Part-Grant
43	Blank Page				



			Total number of pages for full release		40
			Total number of pages for partial release		28
			Total number of pages being withheld		12

**Collins-OKeeffe, Cathy**

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**From:** Murphy, Brian F  
**Sent:** Thursday 12 September 2019 10:41  
**To:** Bandon\_DV  
**Cc:** Cadogan, Cornelius J  
**Subject:** RE: 000-355-19

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Divisional Office  
Bandon

The PSU for Cork West has been approved but not yet established. A panel of Sergeants and Gardai 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)23-8852216 Mobile: 00353 (0)87 0601561 Email: [brian.f.murphy@garda.ie](mailto:brian.f.murphy@garda.ie)



**From:** Bandon\_DV  
**Sent:** 12/09/2019 10:26  
**To:** Murphy, Brian F <[Brian.F.Murphy@Garda.ie](mailto:Brian.F.Murphy@Garda.ie)>  
**Subject:** FW: 000-355-19

Inspector Murphy  
Bandon

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

Catherine Whelton,  
Divisional Office,  
On behalf of Chief Superintendent Con Cadogan.  
*Bandon Garda Station, Bandon, Co.Cork, Ireland. P72AK02.*  
Ph: 00353 (0)23 8852211  
An Garda Síochána: Ag Coinneáil Daoine Sábháilte – Keeping people safe.

**From:** HRPD.FOI  
**Sent:** Thursday 12 September 2019 10:02

**To:** Bandon\_DV <Bandon\_DV@garda.ie>  
**Subject:** RE: 000-355-19

2

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 un-redacted copy.

Regards,

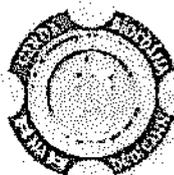
Maeve Dougherty  
Athlumney House  
Navan  
Maeve.Dougherty@garda.ie  
046-9036832

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Break

An tArd Cheannfort,  
Roinn Chorcaí Thiar  
An Garda Síochána,  
Droichead na Bannán,  
Contae Corcaí.



Chief Superintendent,  
Cork W.R. Division  
An Garda Síochána,  
Bandon,  
Co. Cork.

Teileafón/Tel: (023) 8852211-14  
Facs/Fax: (023) 8852281

Láithreán Gréasain/Web Site: [www.garda.ie](http://www.garda.ie)  
Ríomh-phoist/Email: [....@garda.ie](mailto:....@garda.ie)

*Bi linn/Join us*



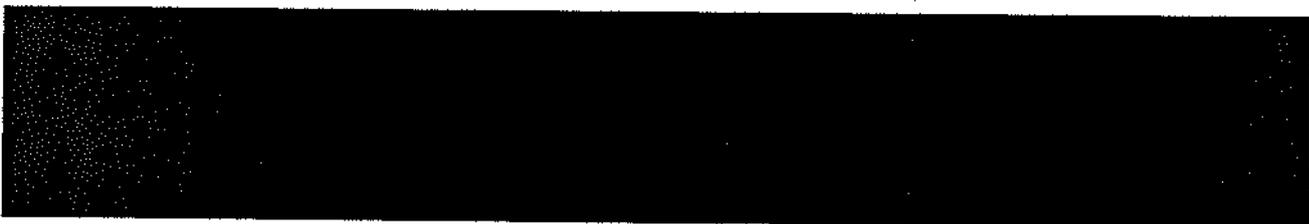
10/09/2019

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 1<sup>st</sup>, 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



An tArd Cheannfort

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Next Document.

**Collins-OKeeffe, Cathy**

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**From:** Bandon\_DV  
**Sent:** Friday 6 September 2019 17:03  
**To:** Commissioner\_South  
**Subject:** RE: Development of Protective Services Unit at Dunmanway Garda Station  
**Attachments:** PSU DUNMANWAY GARDA STATION.pdf

Assistant Commissioner  
Southern Region

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

*Cathy Collins*

*Sent on behalf of Chief Superintendent*

*Bandon Garda Station, Bandon, Co.Cork, Ireland. P73A402*

*Ph: (0)23 8852312*

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An tÁrd cheannfort,  
Roinn chórcal Thiar,  
An Garda Síochána,  
Droichead na Bannán,  
Contae Corcaí



Chief Superintendent,  
Cork W.R. Division,  
An Garda Síochána,  
Bandon,  
Co. cork.

Teileafón/Fel: (023) 8852211-14  
Facs/Fax: (023) 8852281

Láithreán Gréasain/Web Site: [www.garda.ie](http://www.garda.ie)  
Ríomh-phoist:/Email: [Bandon\\_dv@garda.ie](mailto:Bandon_dv@garda.ie)

Bliain/Join us  

Assistant Commissioner  
An Garda Síochána  
Southern Region  
Anglesea Street

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

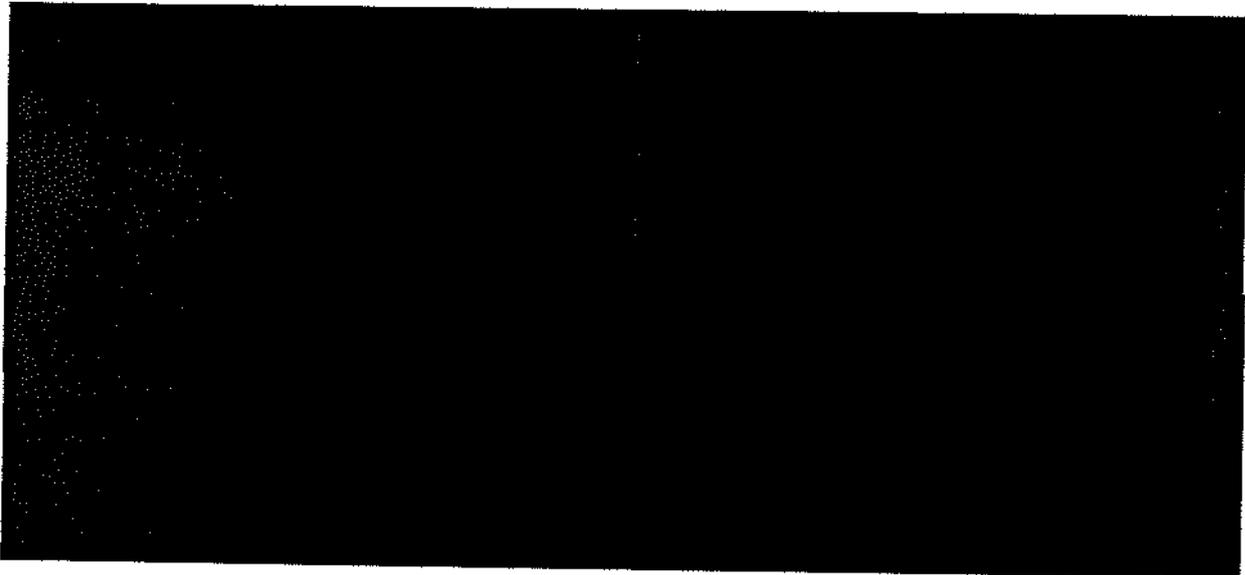
I refer to the above matter.

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

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Next Document.

**Collins-O'Keeffe, Cathy**

**From:** Bandon\_DV  
**Sent:** Monday 2 September 2019 16:47  
**To:** HRM\_CompitionsOffice  
**Subject:** RE: Detective Protective Services Unit competition  
**Attachments:** PSU COMPETITION.pdf

FAO Nadine

With reference to this matter please find the attached results from appointed interview board forwarded for your attention please.

*Cathy Collins*

*Sent on behalf of Chief Superintendent  
 Bandon Garda Station, Bandon, Co Cork, Ireland. T: 02343 88522  
 Cell: 02343 8852212  
 To deliver professional policing and security services to the town.*

**From:** HRM\_CompitionsOffice  
**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, 26<sup>th</sup> August 2019, regarding the current status of the Detective Protective Services Unit competition

Our last correspondence on the 1<sup>st</sup> July 2019 was approval of the nominated Interview Board

We are now seeking an update in this matter

Forwarded for your information and attention, please

Sent on behalf of

Denise Kennedy,  
 Head of Talent Acquisition

by

Nadine Free,  
 Competitions Office,

# An Garda Síochána

Ceannfort Bleáitairéachta,  
An Garda Síochána,  
Sraid Mhonn,  
Corcaigh,  
T12 K244



D/Superintendent,  
An Garda Síochána,  
Anglosa Street,  
Cork,  
T12 K244

Teileafón/Tel: 021 4522021

Láithreán Gréasáin/Web Site:  
[www.garda.ie](http://www.garda.ie)

Bláin/Join us  

Ríomh-phoist/Email:  
[john.gc.healy@garda.ie](mailto:john.gc.healy@garda.ie)

*Please quote the following reference number:*

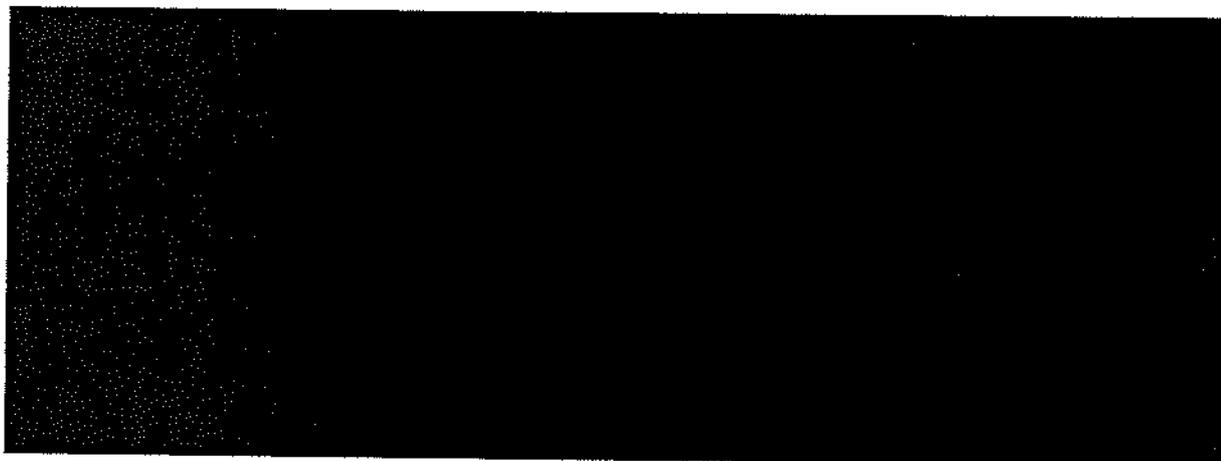
**CONFIDENTIAL**

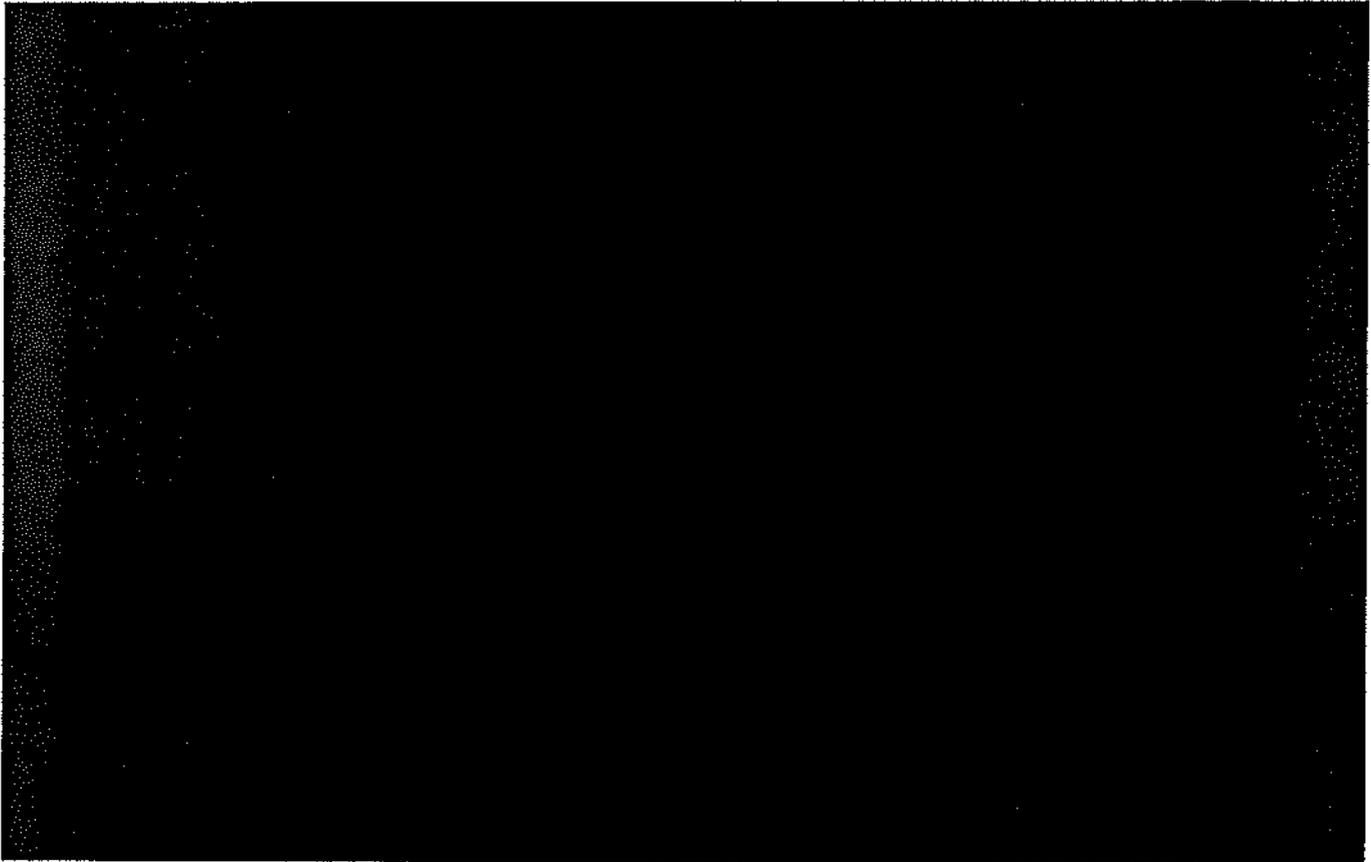
Chief Superintendent,  
Cork West

**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 John Healy and Inspector Liz Kennedy, sat in the Cork West Division between the 7<sup>th</sup> August to 14<sup>th</sup> 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:



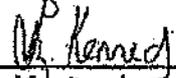


The board wishes to acknowledge the very high standard of candidate that presented for interview which is indicative of a highly professional policing culture in the Division.

Yours sincerely,

Signature:   
\_\_\_\_\_  
John G. Healy

Date: 14 August 2019

  
\_\_\_\_\_  
Liz Kennedy

Next Document.

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**Collins-O'Keeffe, Cathy**

**From:** Bandon\_DV  
**Sent:** Thursday 22 August 2019 12:33  
**To:** Murphy, Brian F  
**Subject:** FW: Dunmanway Garda Station Divisional PSU

Inspector Murphy

Forwarded for your attention please.

*Cathy Collins*

*Sent on behalf of Chief Superintendent*

*Bandon Garda Station, Bandon, Co. Cork, Ireland. P72AK02.*

*☎ 00353 (0)23 8852212*

*To deliver professional policing and security services with the trust*

**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](mailto:sean.murphy@garda.ie)  
89-94 Capel St, Dublin 1, D01 E3C6 | +353 1 666 8520 | +353 87 8197755

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**Harrington, Margaret M**

**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.

*Key Personnel Involved*

*Divisional Clerk*

*Chief Supt of Cork West Division, Chief Superintendent*

*Divisional Garda Station, Divisional Clerk, Bandon, BT/AR/()*

*[Phone Number] [Email Address]*

*An Garda Síochána - An tOmbudsman - An tOmbudsman - An tOmbudsman*



**An Garda Síochána**

AN Garda Síochána - An tOmbudsman - An tOmbudsman - An tOmbudsman

#### 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 6663413 | Email: gnpsb@garda.ie | Web: www.garda.ie



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**Harrington, Margaret M**

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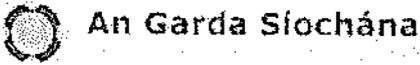
**From:** Bandon\_DV  
**Sent:** Thursday 18 July 2019 15:36  
**Subject:** FW: Signing of PSU applications prior to PSU interviews

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,

*Cheif Múir*  
*Seán de Buidé of Sean Cárraig, Chief Superintendent*  
*Bunúir Garda Mairín Bannion, Co. Cork, Ireland. P/2AR6*  
*Úr Gairneir*  
*To deliver professional, prompt and efficient services with the trust, confidence and the support of the people we serve.*



Next Document.

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**Harrington, Margaret M**

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**From:** Bandon\_DV  
**Sent:** Wednesday 3 July 2019 09:41  
**To:** Bandon\_DS; Bantry\_DS; Clonakilty\_DS; Macroom\_DS  
**Cc:** Fogarty, Brendan; OSullivan, Declan; OMahony, Gerard M; Moore, Joseph G  
**Subject:** Garda Interview Schedule - Protective Services Unit Cork West  
**Attachments:** Gda - Interview Schedule PSU.pdf

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.

*Chaitín Nígharta*

*Sent on behalf of Caoilteogán, Chief Superintendent*

*Bandon Garda Station, Bandon, Co.Cork, Ireland. P22A622.*

*Ph. 0223 86233*

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**An Garda Síochána**

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# An Garda Síochána

An tArd Cheannfort,  
Roinn Chorcaí Thiar  
An Garda Síochána,  
Droichead na Banndan,  
Contae Corcaí.



Chief Superintendent,  
Cork W.R. Division  
An Garda Síochána,  
Bandon,  
Co. Cork.

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02/07/2019

**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.



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Forwarded, please,

**(Con Cadogan)  
Chief Superintendent**

# An Garda Síochána

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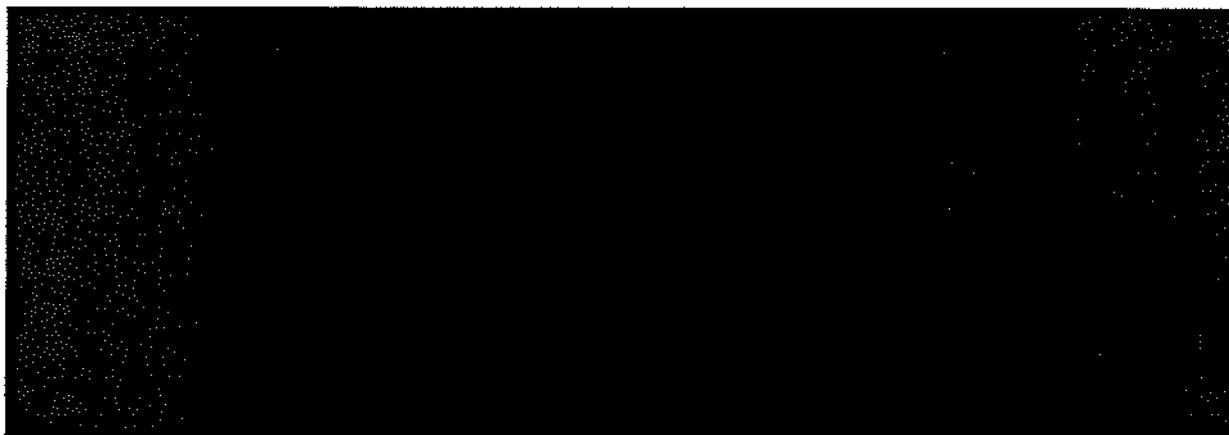
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02/07/2019

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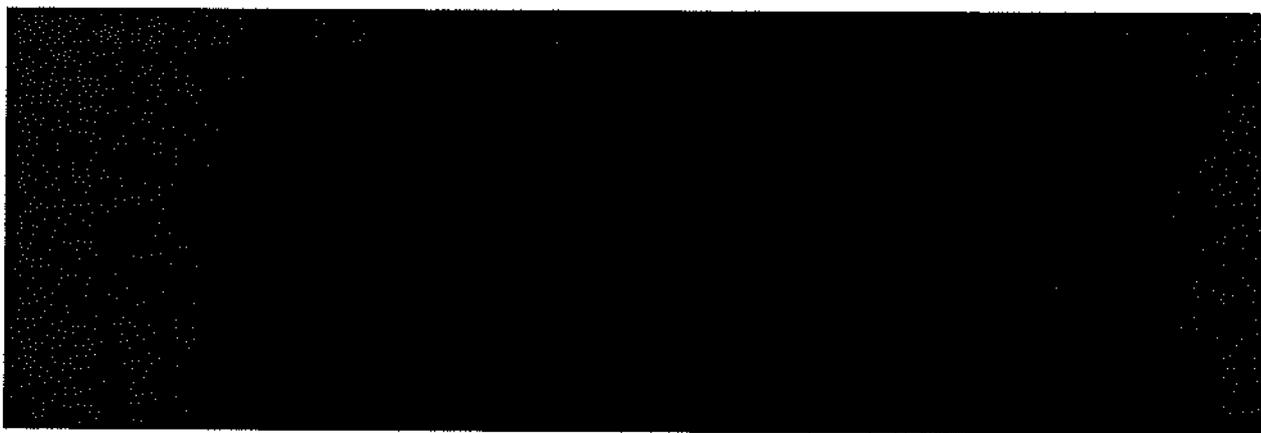
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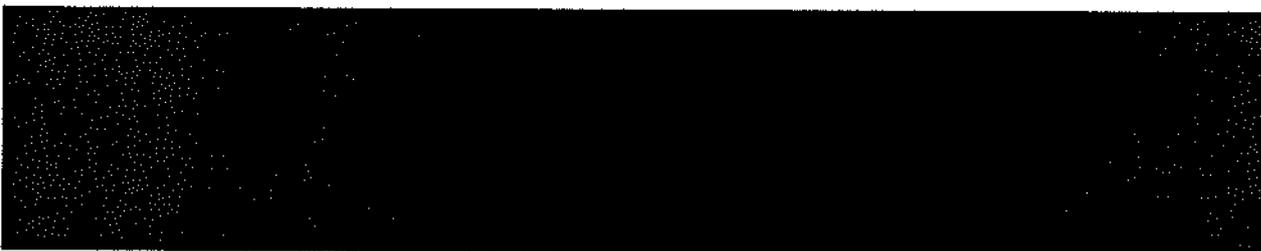


02/07/2019

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Bandon  
Clonakilty  
Macroon

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Forwarded, please,

**(Con Cadogan)  
Chief Superintendent**

Next Document.

---

Break

**Harrington, Margaret M**

---

**From:** Bandon\_DV  
**Sent:** Wednesday 3 July 2019 09:38  
**To:** Healy, John Ge  
**Subject:** Cork West Detective Services Unit - Interview Schedule  
**Attachments:** Cork West PSU Interviews - Aug 2019.pdf

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,

*Clárúcháir*

*Sent on behalf of Caoimhín, Chief Superintendent*

*Bandon Garda Station, Bandon, Co. Cork, Ireland. PSAN/a*

*011 80 22 1029 20220*

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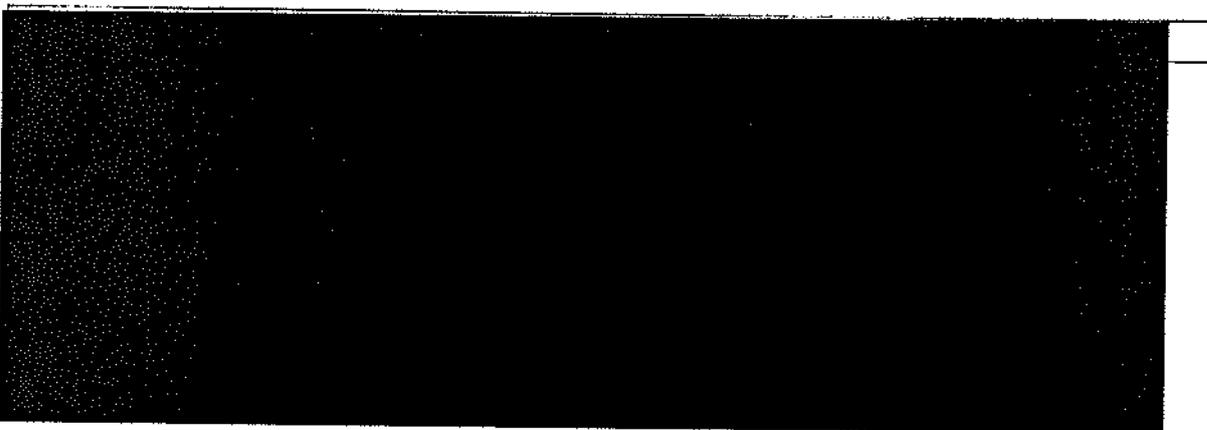
02/07/2019

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Anglesea Street,

Inspector Liz Kennedy,  
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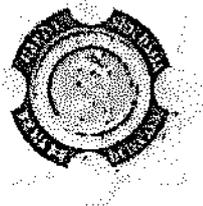
Forwarded, please,

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Chief Superintendent**

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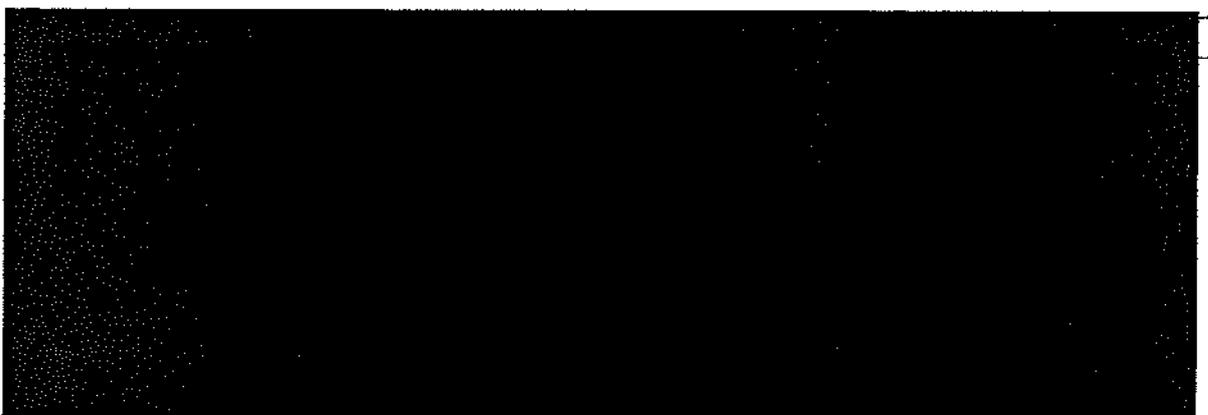
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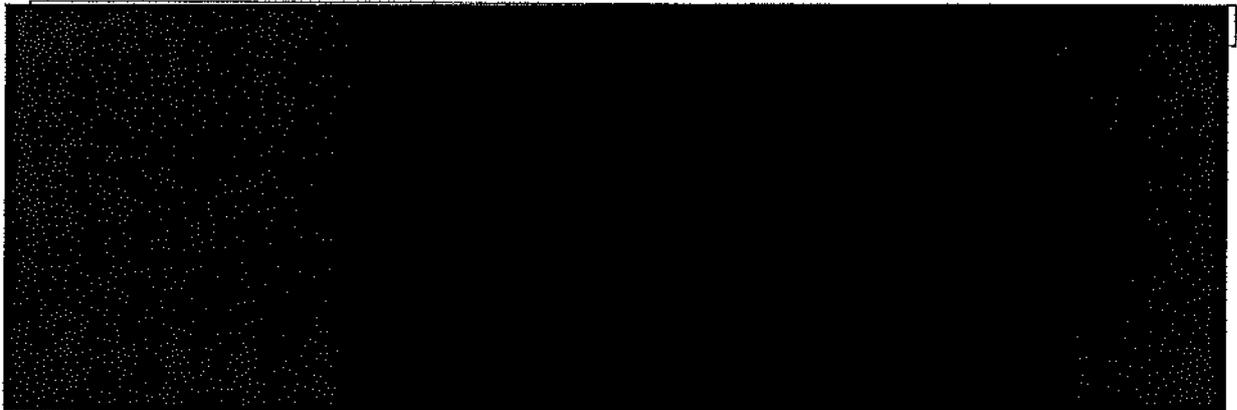
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Forwarded, please,

**(Con Cadogan)  
Chief Superintendent**

Next Document.

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Break

**Harrington, Margaret M**

---

**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,

*Áine Ó'Donoghue, Supt*

*Sene on behalf of Col Cuddegan, Chief Superintendent*

*Bandon Garda Station, Bandon, Cork, Ireland. T73A602*

*01903 1093880211*

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**An Garda Síochána**

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Break

**Harrington, Margaret M**

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**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

B19/043A/19  
BB\_comp19-16473/19

Chief Superintendent,  
Cork West

I refer to the above and to your email dated 26<sup>th</sup> 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. 17<sup>th</sup> 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

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Break

**Harrington, Margaret M**

---

**From:** Bandon\_DV  
**Sent:** Sunday 26 May 2019 11:58  
**To:** HRM\_CompetitionsOffice  
**Subject:** Re.: Application for Board, PSU, Cork West Garda Division.  
**Attachments:** Gda & Sgt Applications for PSU 2019.docx

B19/043A/19  
BB\_comp19-164373/19

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, Anglesea St, Cork City Division.
- Inspector Elizabeth Kennedy, Henry St, Limerick Division.

Forwarded, please,

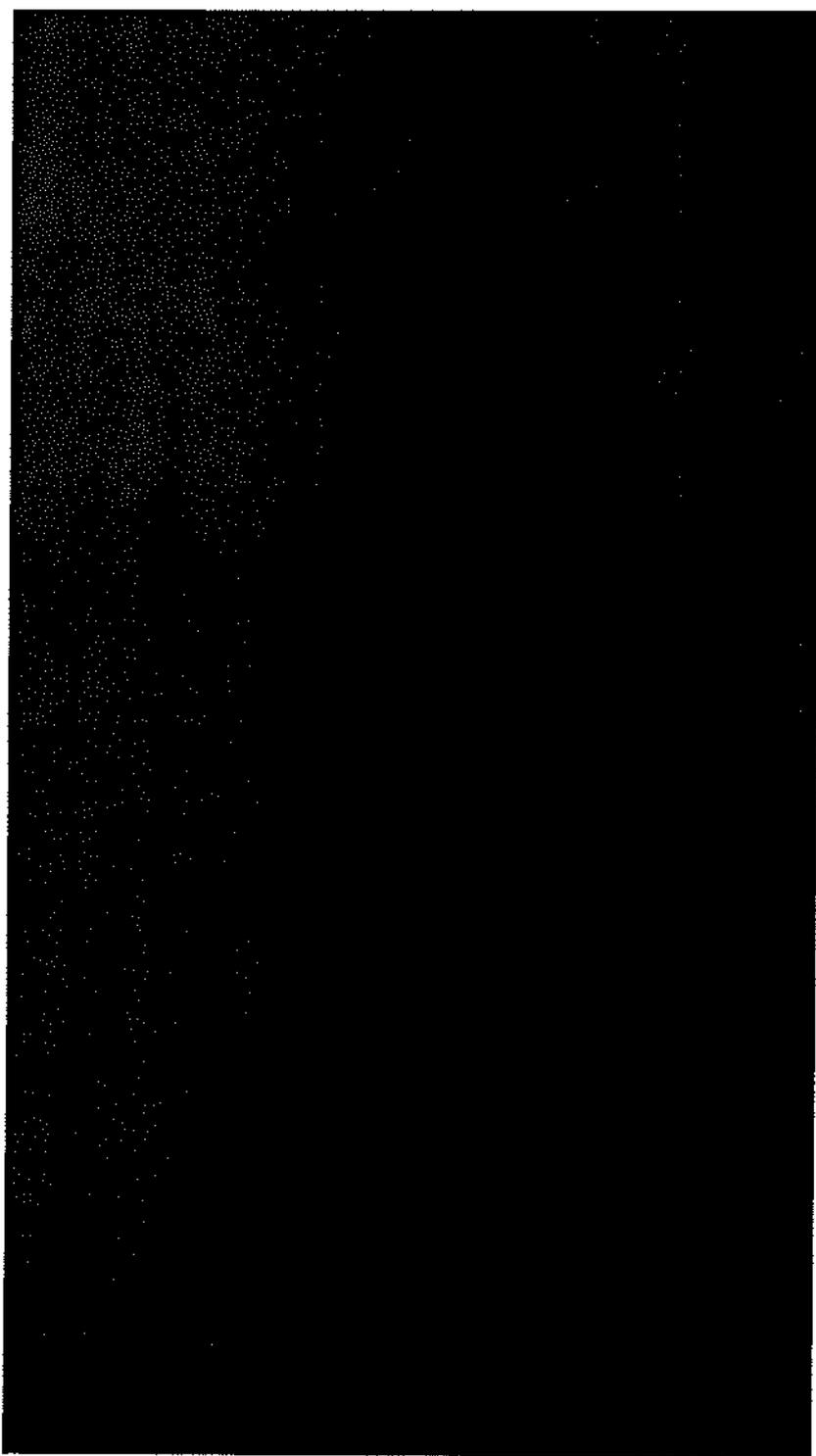
*Kate O'Donoghue, Sgt  
Sent on behalf of Gen Cúigáin, Chief Superintendent  
Bandon Garda Station, Bandon, Co.Cork, Ireland. PjzAkoc.  
Phone: +353 (0)23 8852911*

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www.garda.ie



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Break

**Harrington, Margaret M**

**From:** Bandon\_DV  
**Sent:** Tuesday 21 May 2019 16:36  
**To:** Mahon, Ronan  
**Subject:** FW: DPSU Phase 2 Competitions

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 17<sup>th</sup>, there after an interview board will be organised for the competition.

Forwarded for your information,

*Cheríní Mhúirín*

*Sent on behalf of Eoin Ó'Keefe, Chief Superintendent  
 Bandon Garda Station, Bandon, Co. Cork, Ireland. P22AR02.*

*01274 222 802 ext*

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

Division Officer

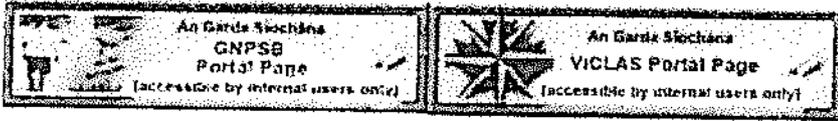
With reference to the above, D\Chief Superintendent Daly has requested an update as follows:

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

**ODonoghue, Catherine M**

---

**From:** Bandon\_DV  
**Sent:** Thursday 28 March 2019 16:44  
**To:** Daly, Declan  
**Subject:** RE: RE: Phase ii - Establishment of the Divisional Protective Services Bureau

Det. (Inv) Clodagh Daly  
 GNPSB

RE: Phase ii - Establishment of the Divisional Protective Services Bureau

I am pleased by Chief Supt. Declan West to refer to your correspondence.

I wish to acknowledge receipt of your email on today's date and wish to inform you that I have applied for permission to hold a competition as directed.

Forwinded, please.

Yours sincerely,

Det. (Inv) Clodagh Daly  
 GNPSB  
 Garda National Protective Services Bureau  
 100, North Circular Road, Dublin 15  
 Tel: 01 708 1200

For further information please contact the Garda National Protective Services Bureau on 01 708 1200 or visit our website at [www.garda.ie](http://www.garda.ie)



**An Garda Síochána**

**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 Superintendent:

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 48<sup>th</sup> 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 Garda is a priority.

Communication from this office has issued to HRPD to advise.

Travis Kelly  
Protective Services Bureau

Garda National Protective Services Bureau  
Newport Square  
100-110 Street  
Dublin 2

Tel: +353 1 466 4000

Fax: +353 1 466 3110

E-Mail: [travis.kelly@garda.ie](mailto:travis.kelly@garda.ie)

Customer Email: [guarda@garda.ie](mailto:guarda@garda.ie)



Next Document.

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Break



Next Document.

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Break

**Harrington, Margaret M**

---

**From:** Bandon\_DV  
**Sent:** Friday 1 February 2019 10:41  
**To:** Daly, Decian  
**Cc:** GNPSB; Commissioner\_South  
**Subject:** RE: Establishment of Divisional Protective Service Units Phase 11  
**Attachments:** [Untitled].pdf

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,

*Ray D Donoghue, Sgr  
Sine an bheith ag Caoilán, Chif / Superintendente  
Feidhme Gardaí Stáisiún, Bandon, Co. Cork, Éire. E: rdd@ga.gov.ie  
T: 0226 4123 8832 ext 1*

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DVG.2139/16

Chief Superintendent Cadogan  
Divisional Officer  
Cork West





### Resource Capability

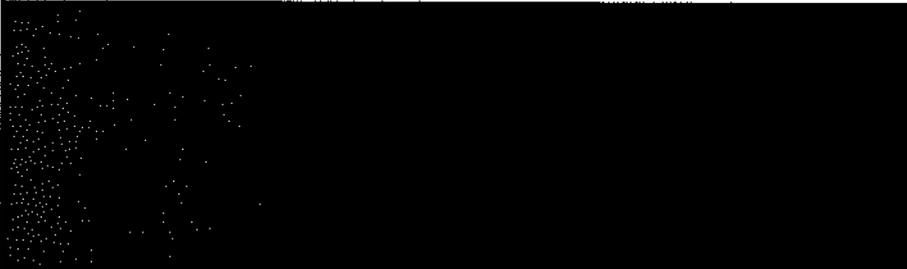
Based on the evaluation of the Phase I DPSU's, the minimum strength of each PSU has been set at 1 Inspector, 2 D/Sergeants, 10 D/Gardai.

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: +35316663316

E-Mail: [declan.daly@garda.ie](mailto:declan.daly@garda.ie)

Section Email: [gnpsb@garda.ie](mailto:gnpsb@garda.ie)



# An Garda Síochána

An tArd Cheannfort,  
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Bl linn/Join us  

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/Gardaí. [REDACTED]

[REDACTED] I have examined [REDACTED] 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 Gardaí. 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.

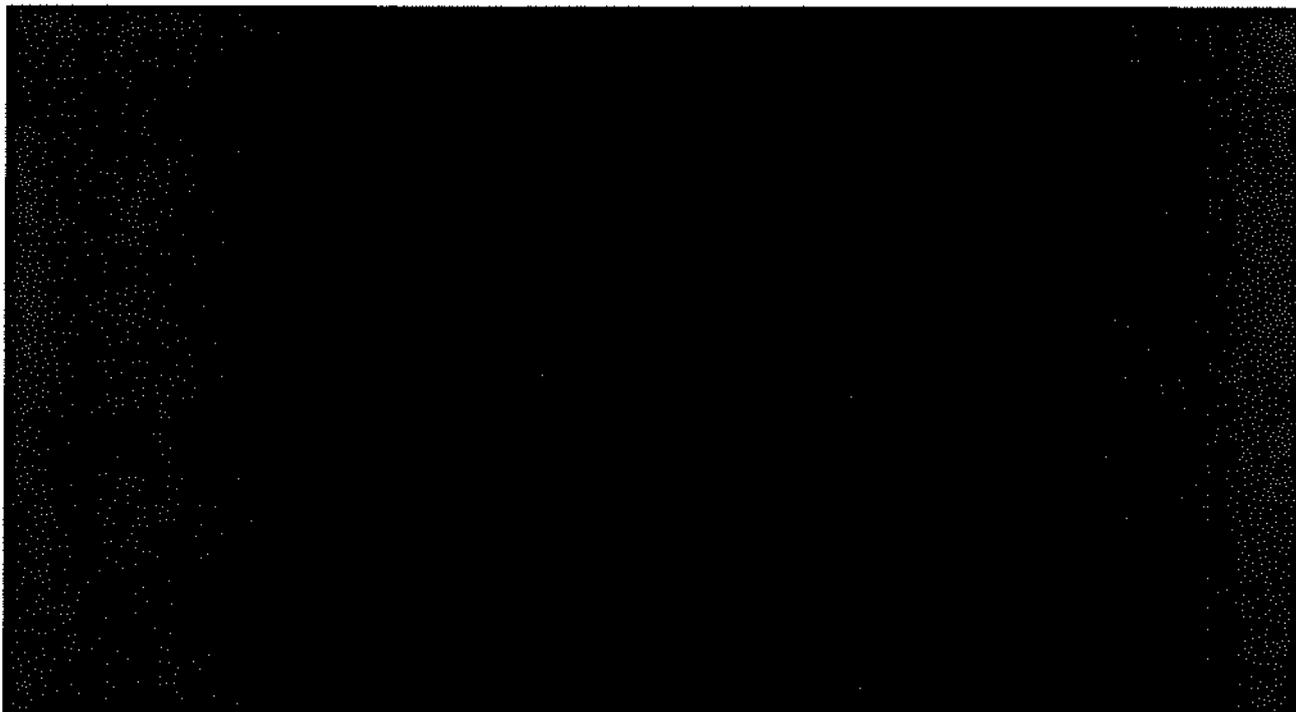
### Accommodation

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. [REDACTED]

[REDACTED] 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

Seirbhísi gairmiúla póilíníochta agus sábháilte a sholáthar le hiontaoibh, maíun agus tacaíocht na ndaoine ar a bhfeirstatalaund  
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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 Gardai for this unit, 2 Clerical Officers will also be required for administration duties.



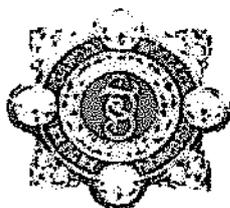
Forwarded, please,

Handwritten signature of Con Cadogan.

Con Cadogan  
Chief Superintendent  
31.1.19

# An Garda Síochána

*Bleachtaire Cigire  
An Garda Síochána,  
Droichead Na Bandan  
Co. Chorcaí.*



*Detective Inspector  
An Garda Síochána,  
Bandon  
Co. Cork.*

Teileafón/Telephone: (023) 8052232  
Facs/Fax:

Web Site: [www.garda.ie](http://www.garda.ie)

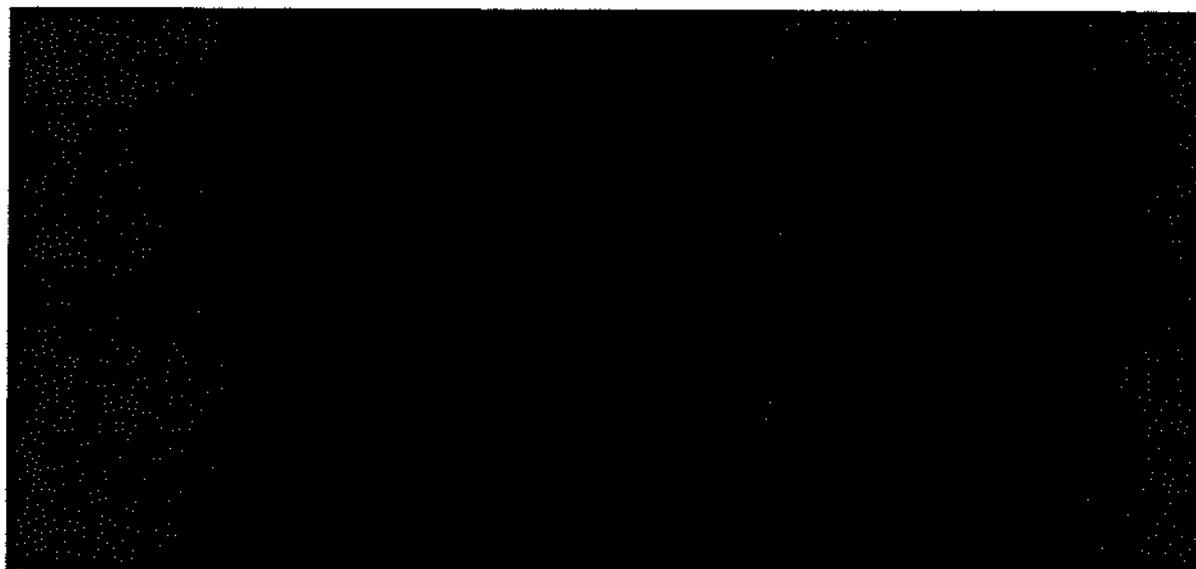
*Bí linn! Join us*  

*Please quote the following ref. number:*

E-mail: [Joseph.g.moore@garda.ie](mailto:Joseph.g.moore@garda.ie)  
Data: 8.9.17

**Chief Superintendent  
Cork West**

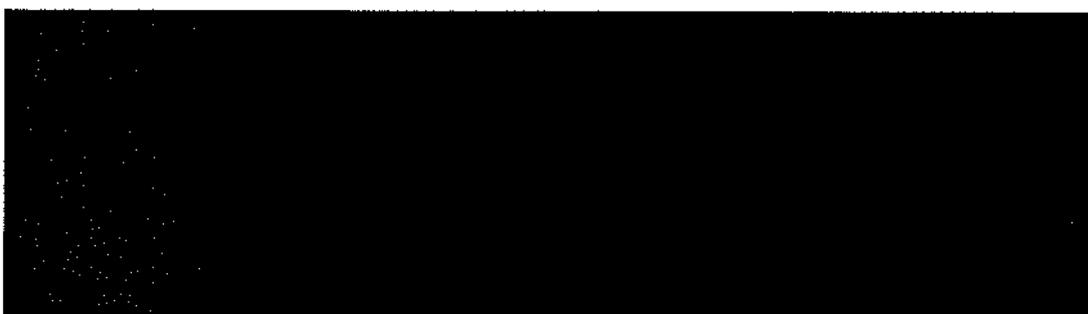
**Re: Proposal for Cork West Divisional Protective Services Unit**



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.



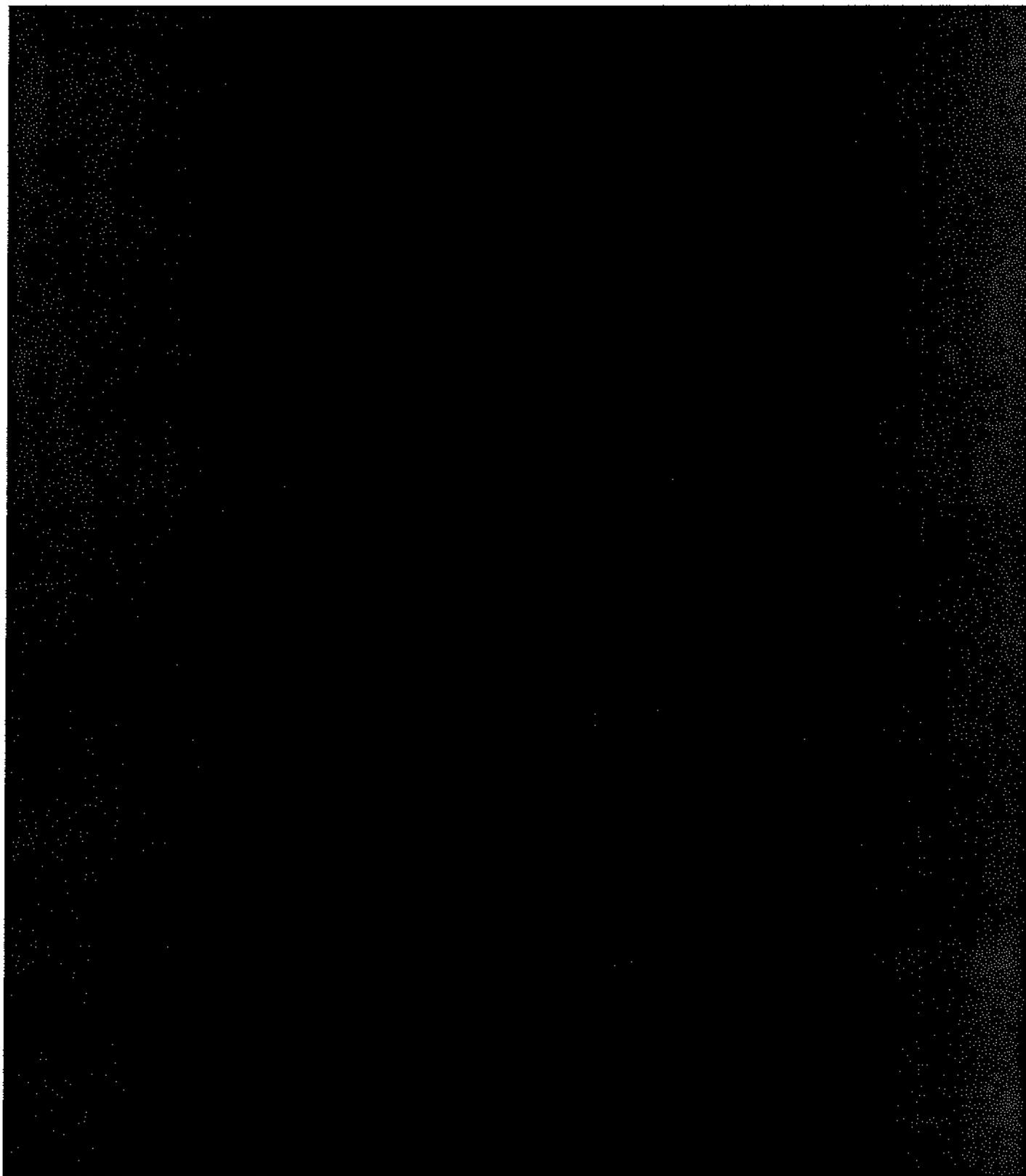
The Modernisation and Renewal Programme sets out the need for PSU in each Garda Division;

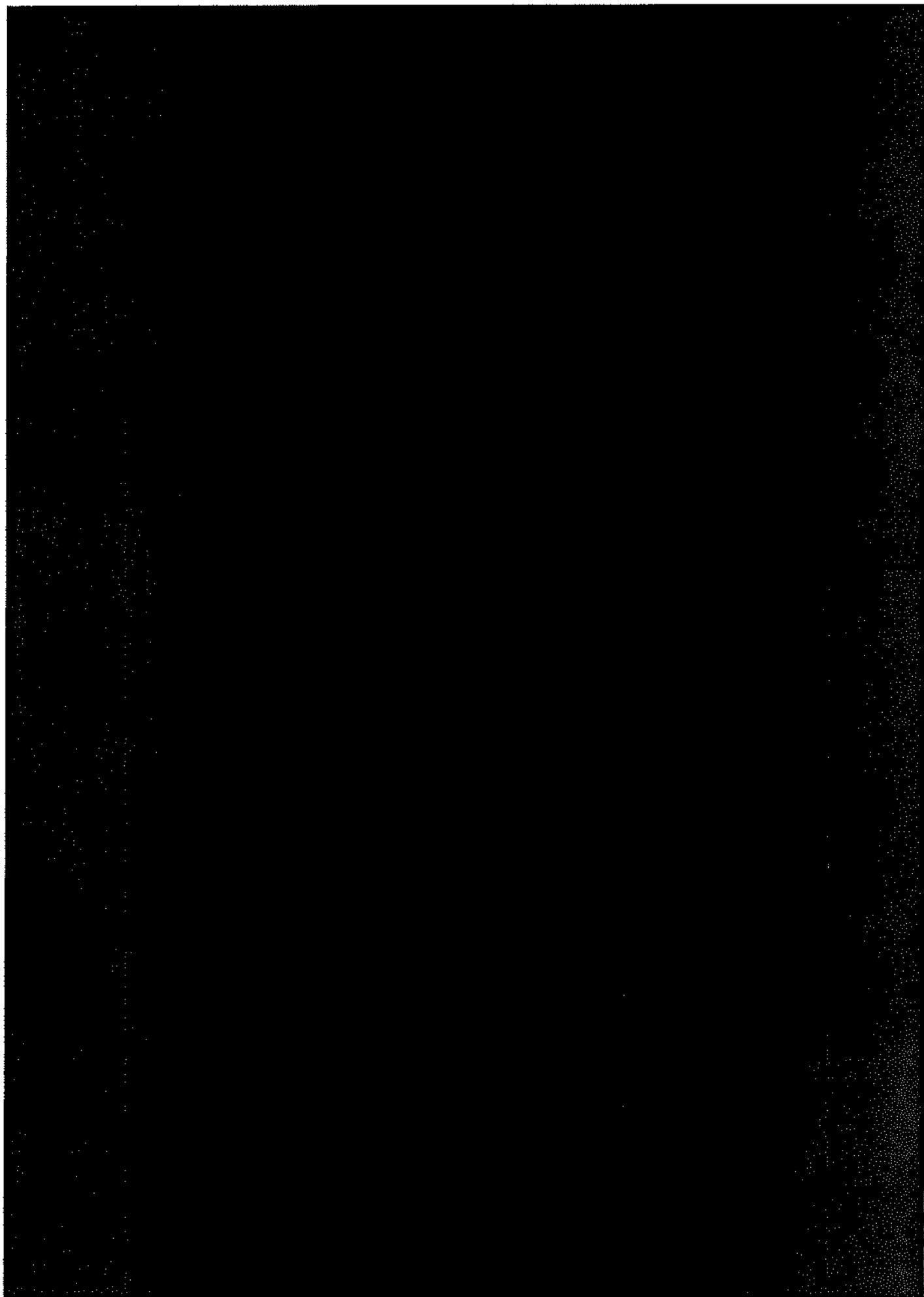


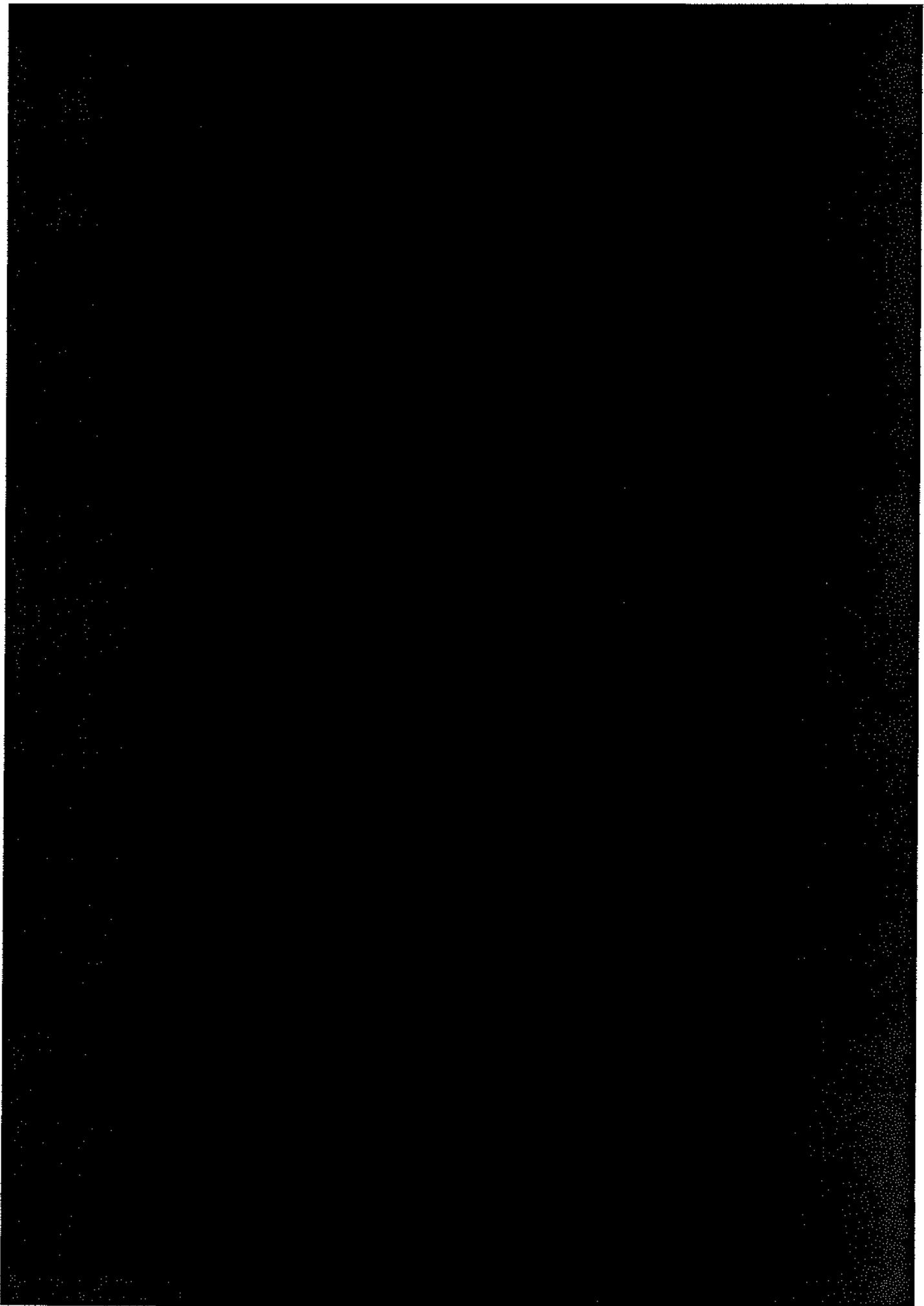
- To comply with recommendations from An Garda Síochána Policing Plan 2016, the Garda Inspectorate Report Number 7 and Number 10 as well as compliance with EU Victims Directive (2011/36/EU)

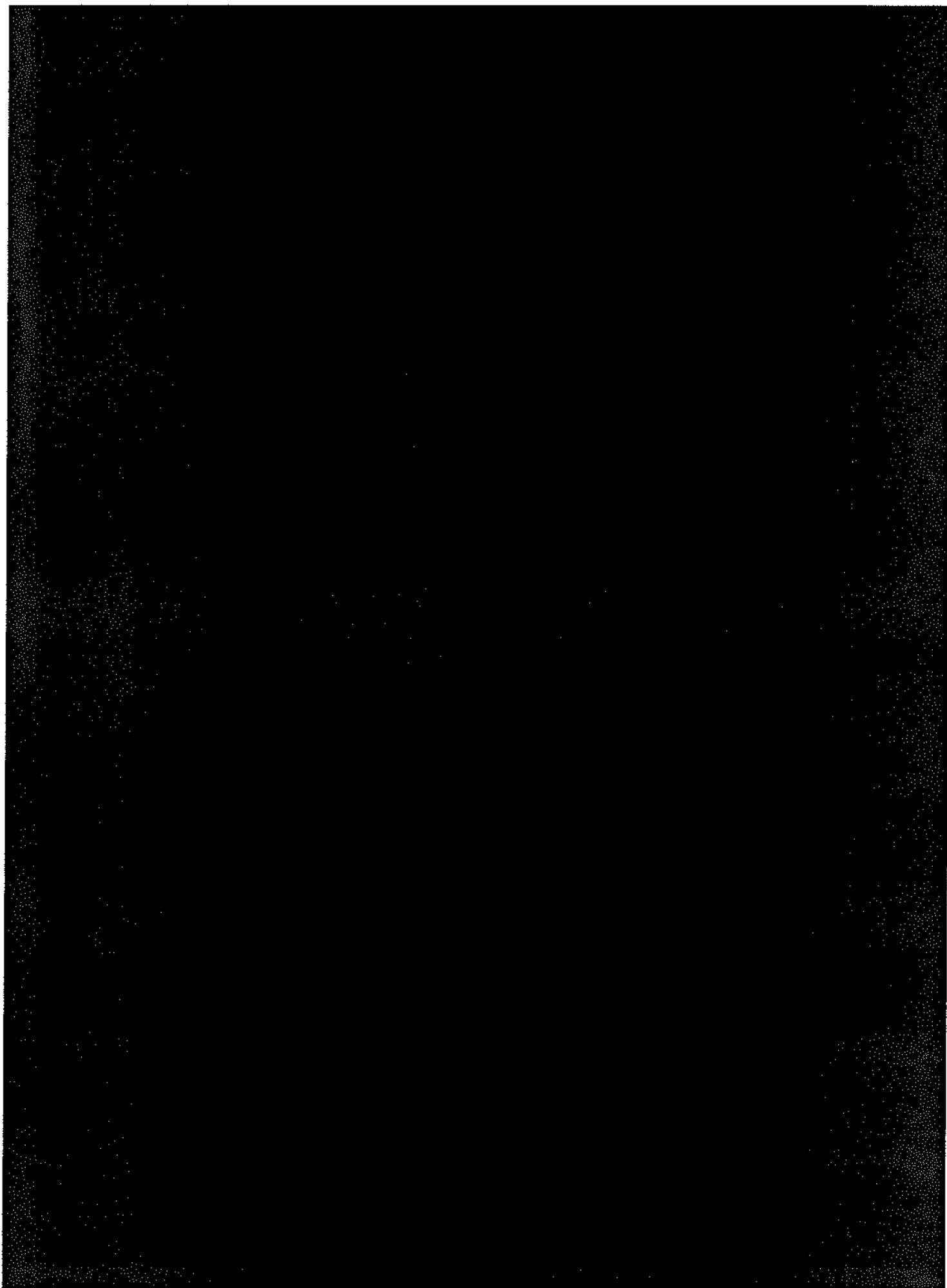
Given the current workload on the members within this Division dealing with matters related to the work of a Protective Services Unit I believe I am well justified in outlining the need for such a Unit in this Division.

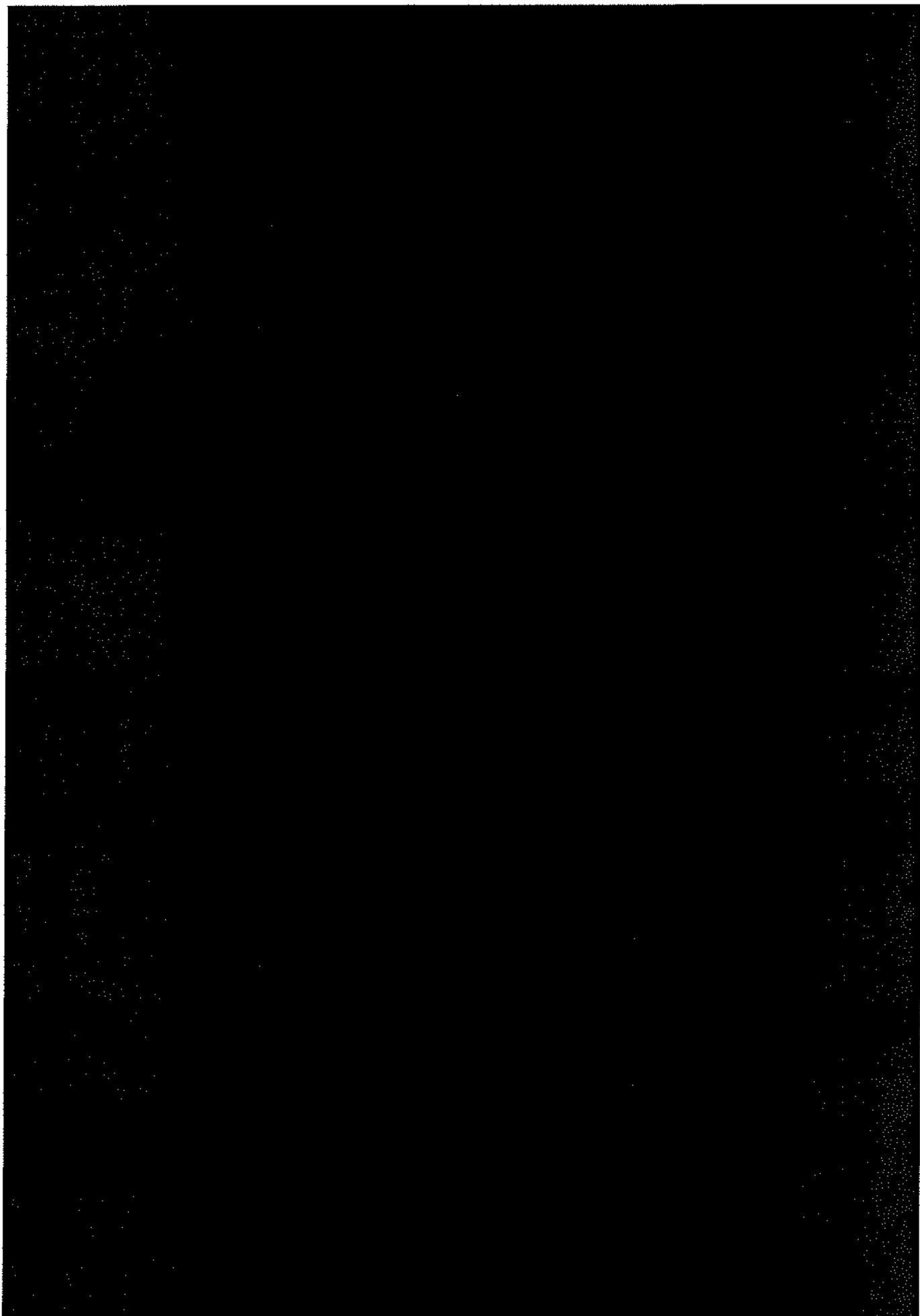
In order to give an overview of the anticipated workload of a Protected Services Unit for the Cork West Division I have examined the incidents relative to each of the above items for the period 2011-2017 year to date.

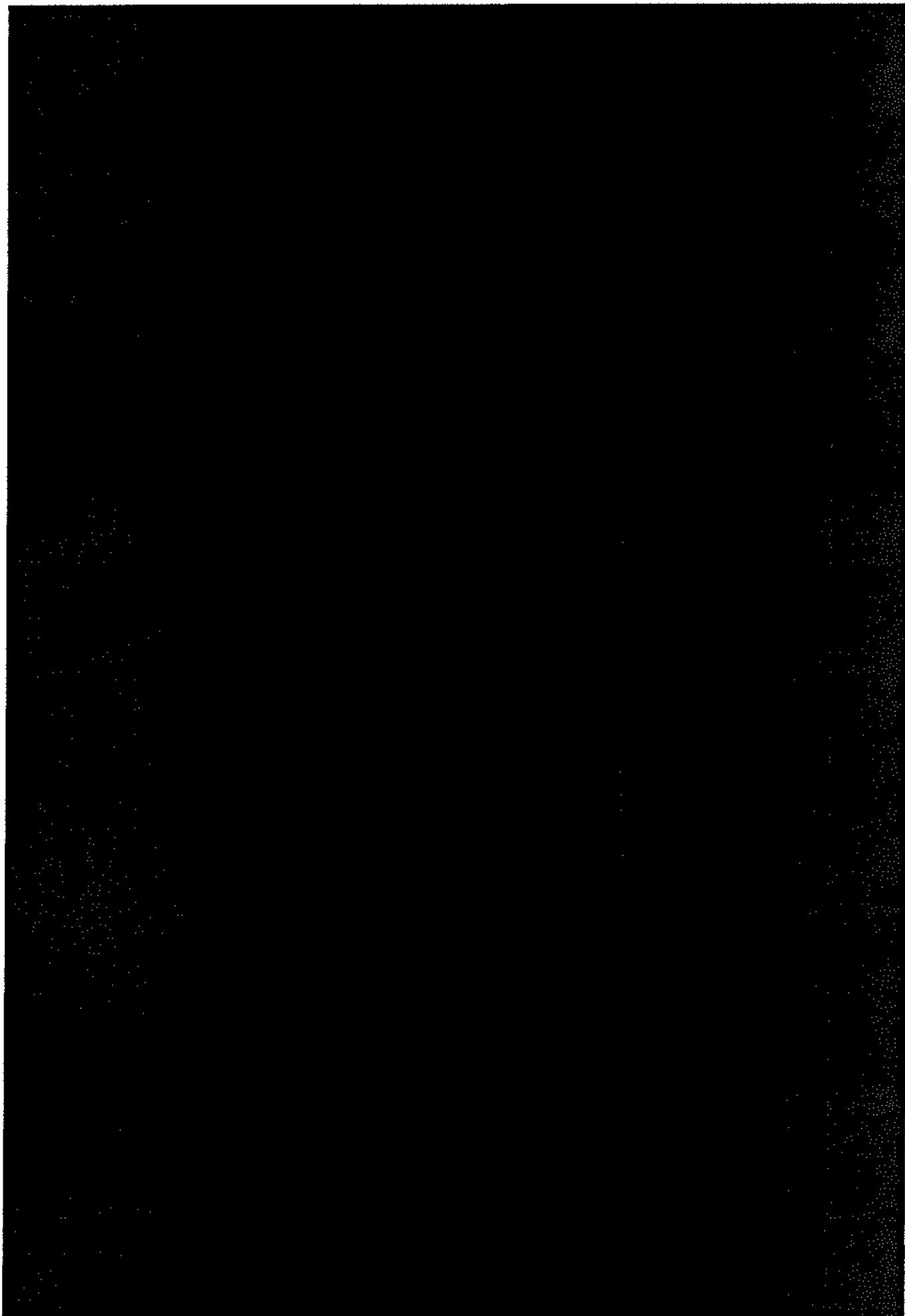


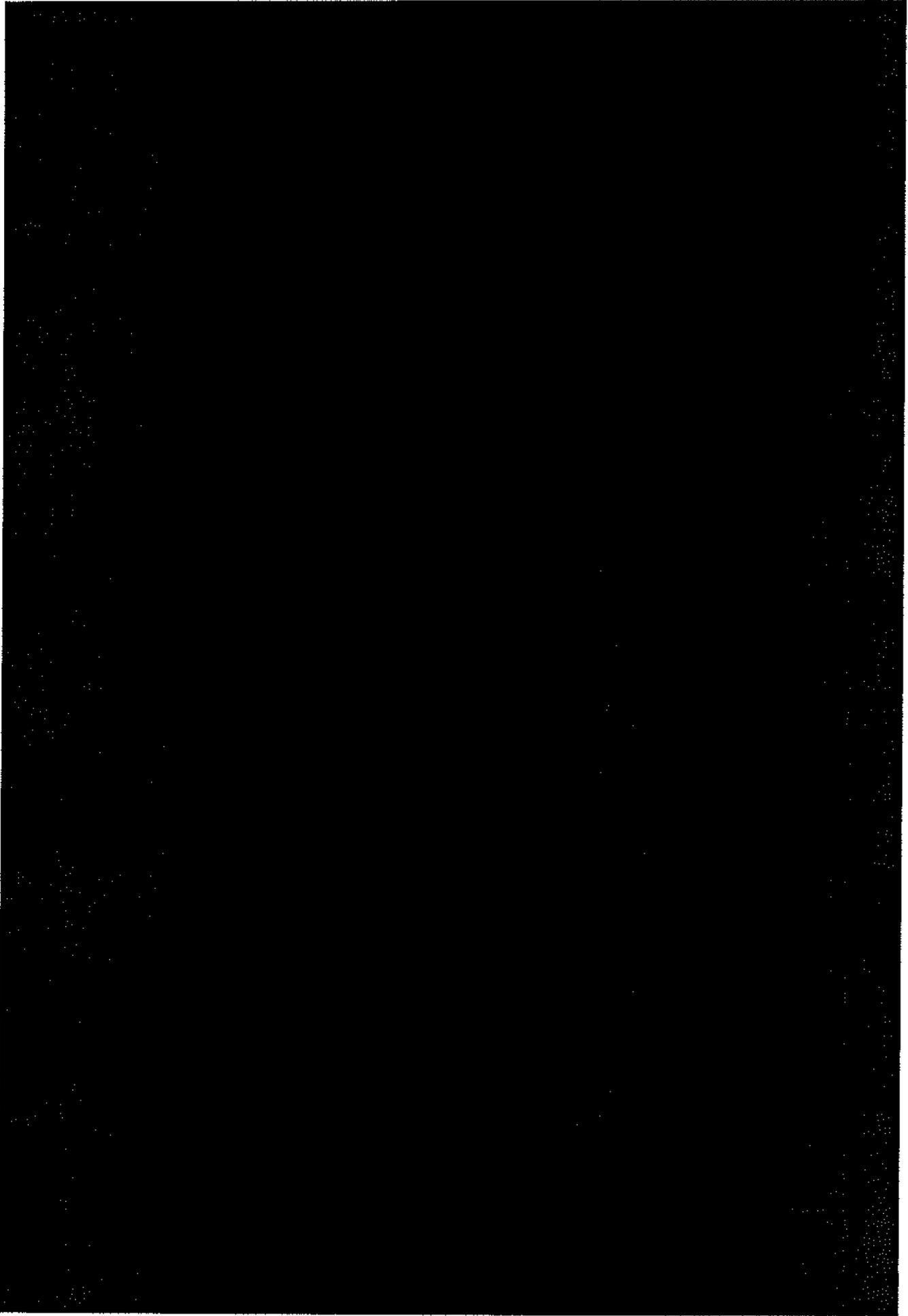


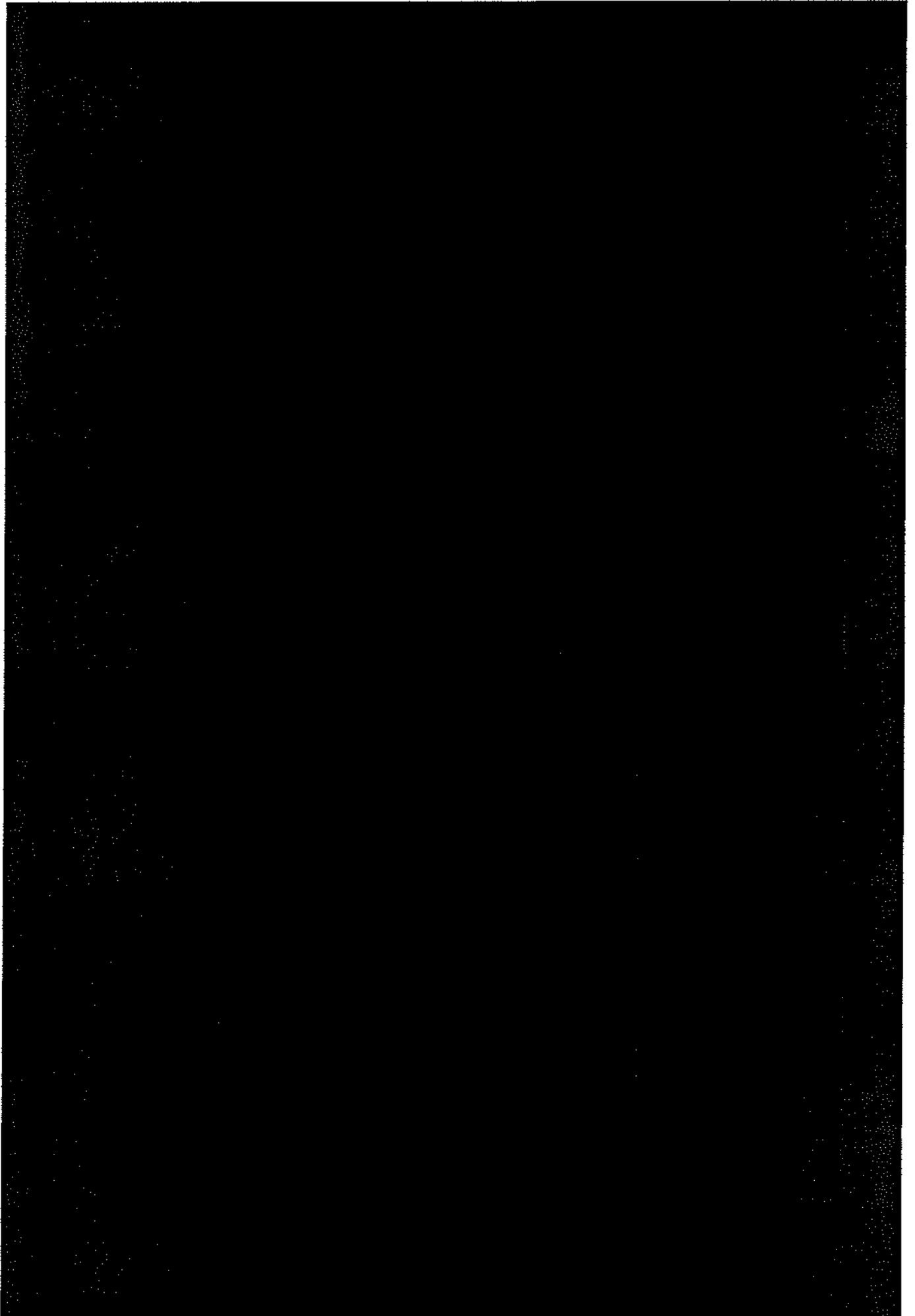


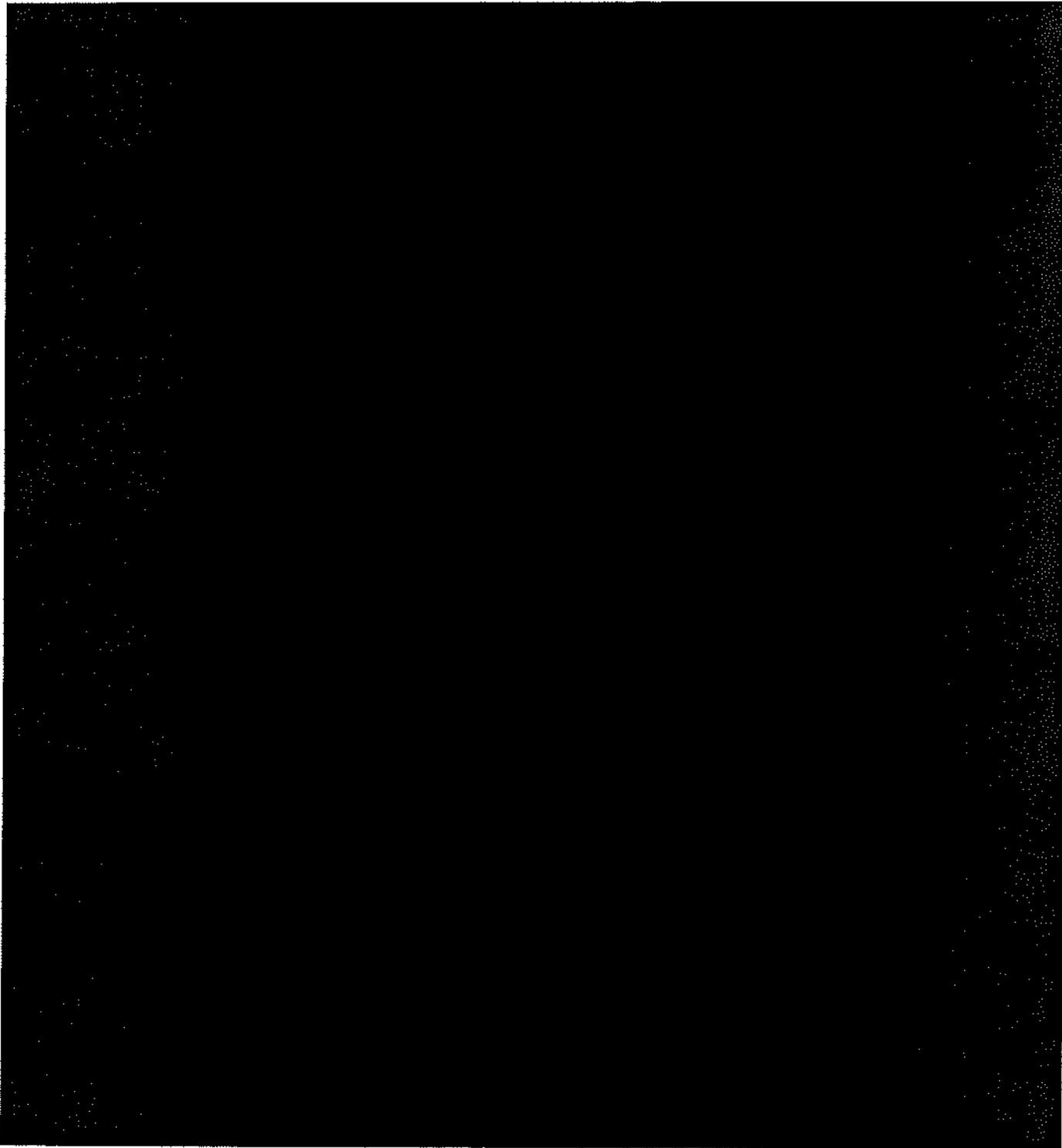












**Resourcing Requirements for Divisional PSU**

I would recommend that to effectively investigate and manage all relevant issues under the remit of the PSU the 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.

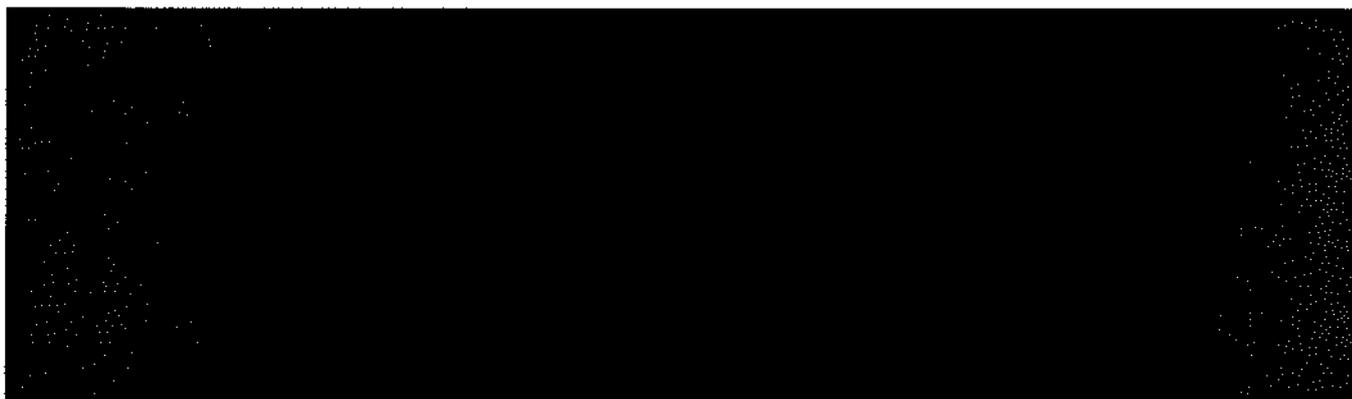
### Training Requirements

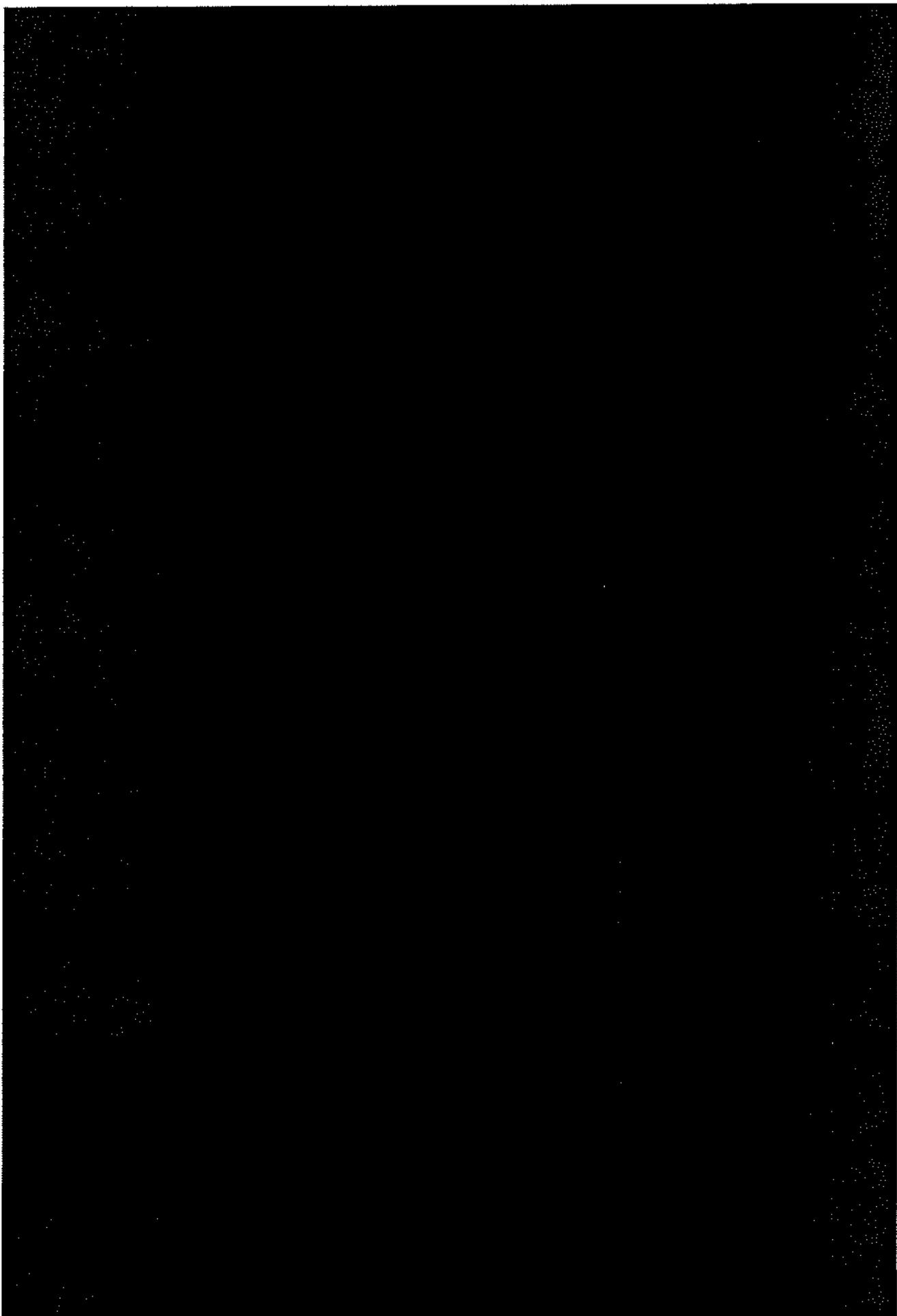
It is anticipated that those members selected for permanent attachment to the PSU will receive broad awareness training in respect of all aspects under the responsibility of the Unit from staff attached to the National Protective Services Unit. However specialised training may be required in the following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

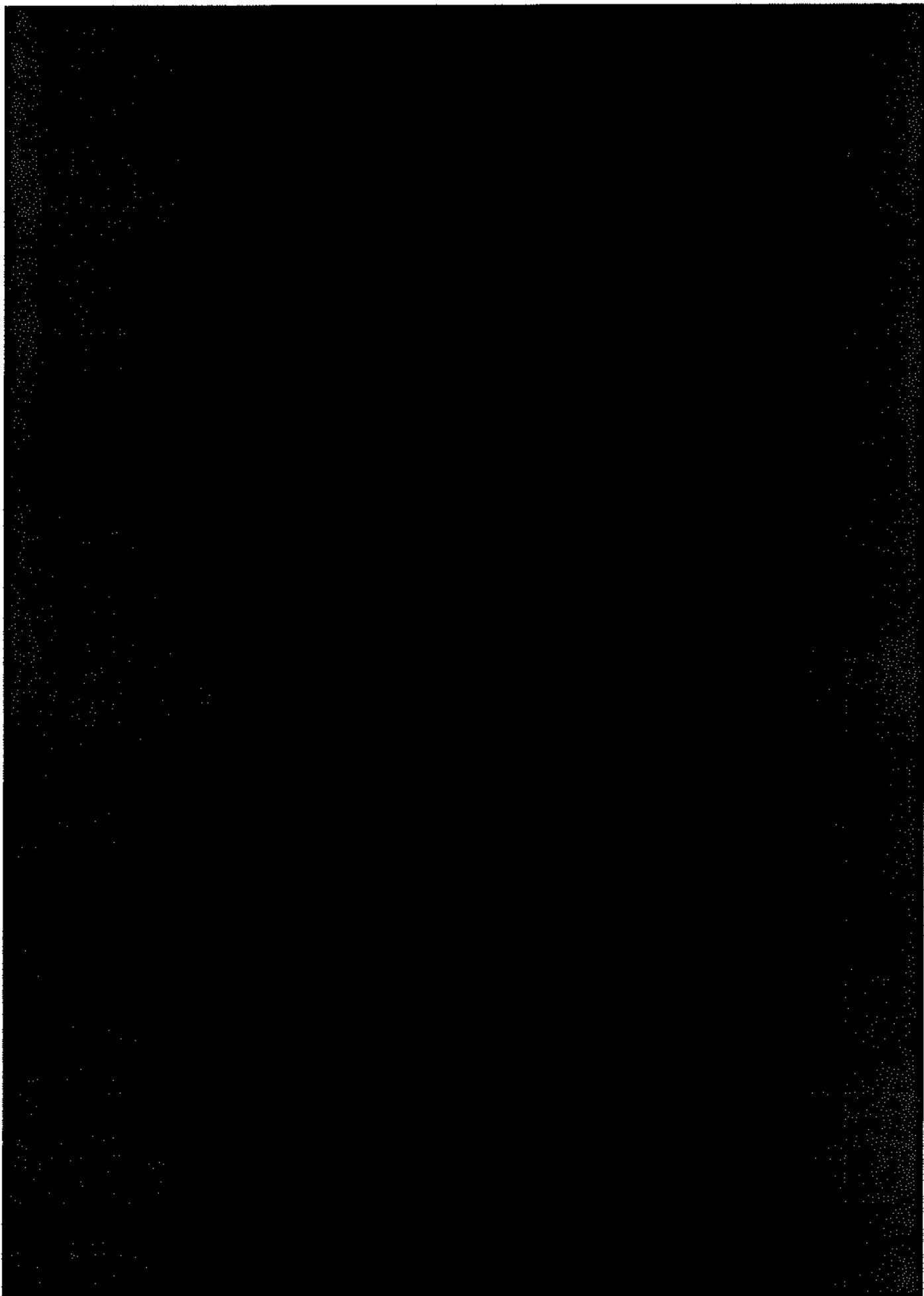
- Interview Training (*Desired Minimum of Level 3*)\*
- Children First Training\*
- Sex Offender Management (*Desired Minimum Risk Matrix 2000 and/or Stable & Acute*)\*\*
- *Specialist Child Interviewer Training* \*\*
- Human Trafficking\*\*
- Missing Persons\*\*
- XRY Telephone Analysis\*\*

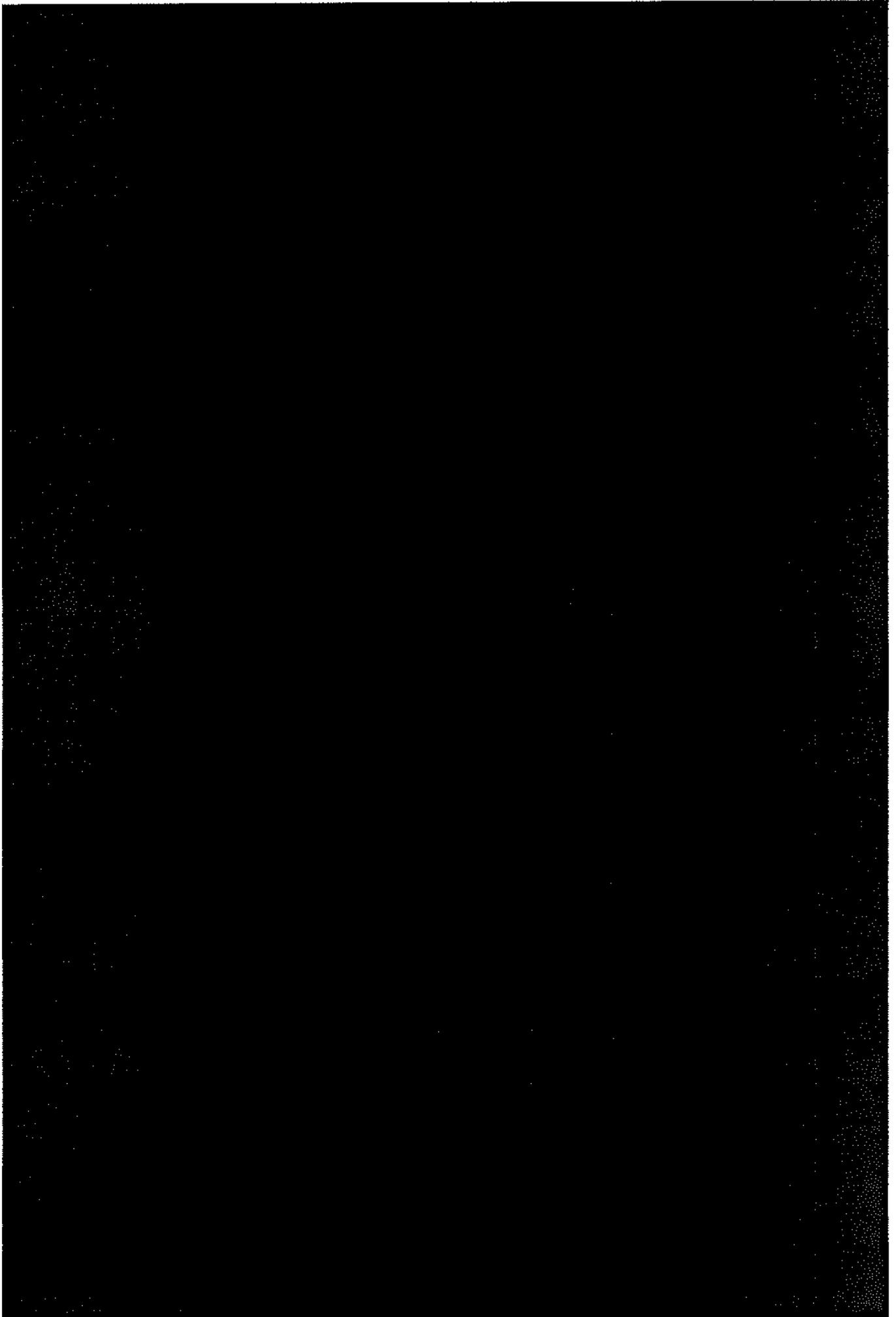
*\*All members should receive training.*

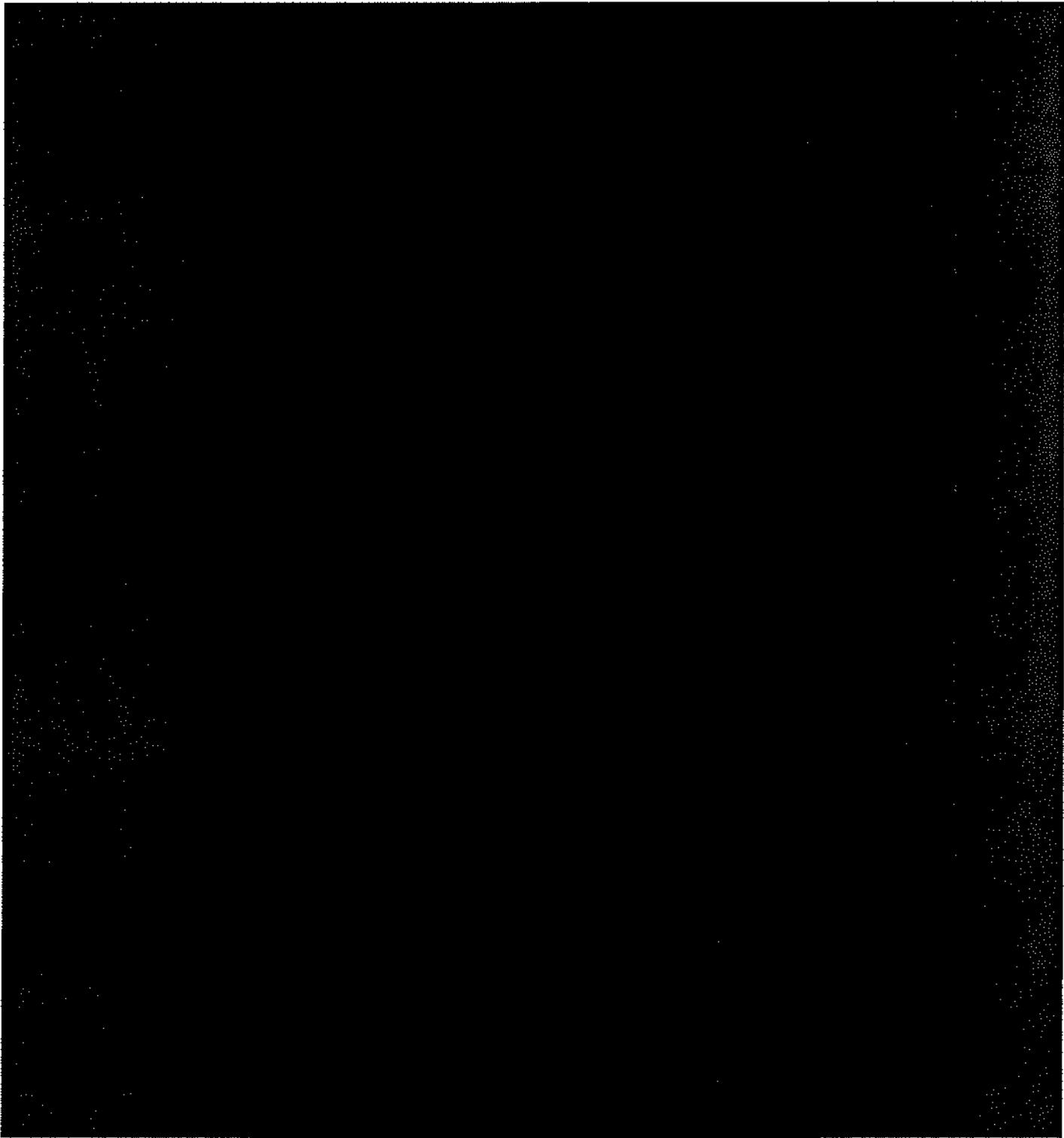
*\*\* Selected Members Should Receive Training.*











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.F.Carroll@garda.ie](mailto:Nicola.F.Carroll@garda.ie)

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

*David Collins*  
 Chief Superintendent's Office  
 Bandon Garda Station, Bandon, Co.Cork, Ireland. P72AKG2  
 Tel: 06187 10223 8842212  
*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](mailto:Nicola.E.Carroll@garda.ie)

# An Garda Síochána

An tArd Cheannfort,  
Roinn Chorcaí Thiar  
An Garda Síochána,  
Droichead na Banndan,  
Contae Corcaí.



Chief Superintendent,  
Cork W.R. Division  
An Garda Síochána,  
Bandon,  
Co. Cork.

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Facs/Fax: (023) 8852281

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Ríomh-phoist/Em

*Bi linn/Join us*  

Detective Chief Superintendent  
Garda National Protective Services Bureau,  
Harcourt Square

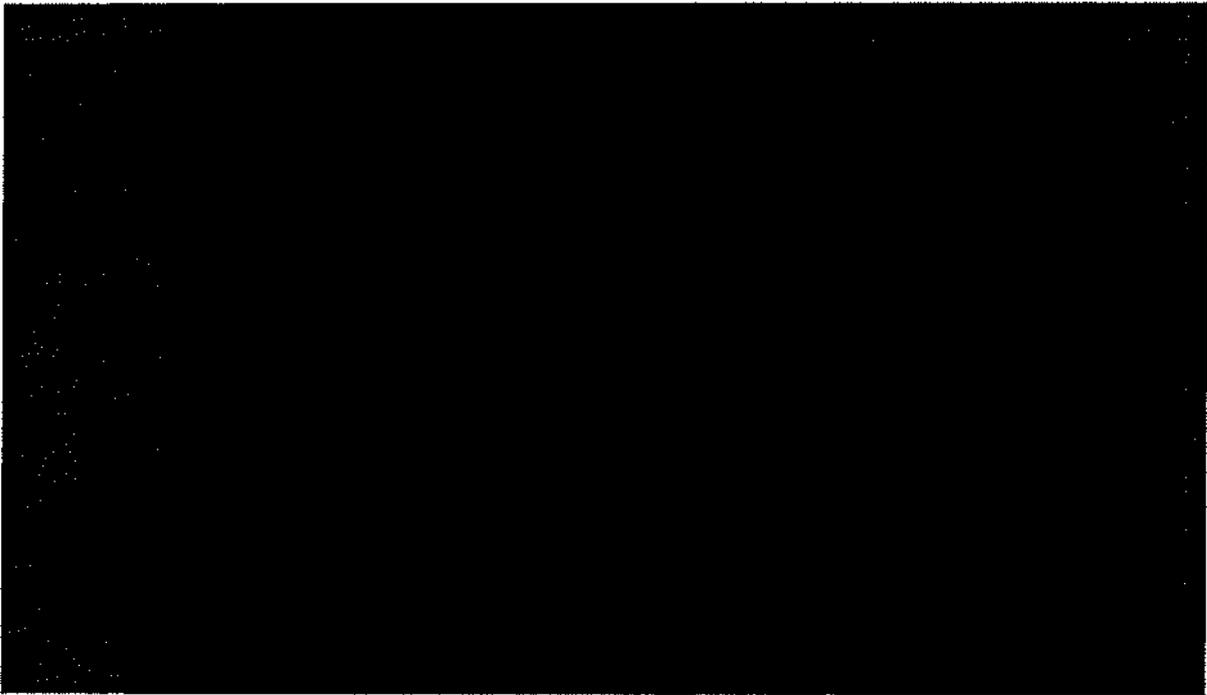
## Re: Divisional Protective Services Units – Phase 2 National Nominations

I refer to the above title and your correspondence dated 1<sup>st</sup> 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.

Resource	Recommended	

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

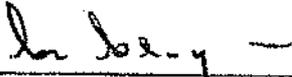


The provision of Accommodation for this unit in this Division is at an advanced stage and I have also spoke to civilian personnel to secure at least one Civilian for this Office.

Chief Superintendent Michael Daly visited this Division on 16<sup>th</sup> 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,

  
\_\_\_\_\_  
**Con Cadogan**  
**Chief Superintendent**  
18/06/2018

Next Document.

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Break

**Harrington, Margaret M**

---

**From:** HRM\_CompetitionsOffice  
**Sent:** Tuesday 12 June 2018 09:47  
**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 | Competitions Office, Human Resource Management |

Garda Headquarters, Phoenix Park, Dublin, D08 HN3X, Ireland | 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,

*Kay O'Donoghue, Sgt*

*Sent on behalf of Caoimhín, Chief Superintendent*

*Barclay Garda Station, Bandon, Co. Cork, Ireland. P202/R02.*

*011-911 (n) 911 garda.com*

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