



An Garda Síochána
Monthly Report to the Policing Authority

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

June 2018

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
Páirc an Fhionnuisce
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Bí linn/Join us  

Ms. Helen Hall
Chief Executive
Policing Authority

Dear Ms. Hall

Re: Commissioner's Monthly Report to the Policing Authority

In accordance with Section 41A of the Garda Síochána Act 2005, as amended, I am pleased to present the monthly report outlining key aspects of the administration and operation of An Garda Síochána. This report provides an update on all areas included in previous reports and requested by the Policing Authority, from Sections 1 – 14 and in appendices A – E.

At Appendix B (i) – (iv), 'Performance at a glance' for May outlines An Garda Síochána's progress in fulfilling its commitments under the Policing Plan 2018. The Plan is structured around five policing and security priorities;

- 1. Organisational Development and Capacity Improvement**
- 2. National and International Security**
- 3. Confronting Crime**
- 4. Roads Policing**
- 5. Community Engagement and Public Safety**

Quarterly milestones for each initiative are set at the beginning of the year, allowing An Garda Síochána to manage performance and achieve goals. Progress is rated 'On Target', 'At Risk' and 'Off Target', colour coded in the report in green, amber and red.

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

Internal Affairs Section is continuing to advance the electronic based system for the development and publication of statistics on Garda Compensations and Garda Discipline and is consulting with Internal Affairs and ICT. A table of statistical returns in respect of compensations awarded for 2018 is provided at Section 7. The details of members suspended and dismissed is also outlined in Section 7.

Policing successes and details of engagement with the community are outlined at Appendix C. This section outlines details of excellent police work and details of some positive initiatives and engagement in recent months. These include Summertime Safety, National Slow Down Day, Campus Watch and a North Inner City Inter Club Boxing Tournament.

Organisational Challenges

In addition to those provided in recent months, An Garda Síochána continues to encounter and monitor the following Organisational challenges;

Modernisation and Renewal Programme

Following a review of the Modernisation and Renewal Programme, all projects were re-prioritised as Tier 1, Tier 2 and Tier 3 projects, to be completed in the short, medium and long term. Three projects are deemed as Tier 1 projects, two of which are 'Civilianisation' and the 'Divisional Policing Model'. When the Culture Audit report was received, 'Culture' was then placed in the Tier 1 category. These projects have been identified as the Organisation's top transformation projects.

Tier 2 are flagship projects, with significant investment and/or important Organisational benefits associated with their delivery. Projects assigned as Tier 3 receive limited support from STO, however the projects will continue to be monitored under their respective Programme Board Managers. All MRP projects re-prioritised as Tier 1, 2 or 3 continue to be monitored by the Executive and the Senior Leadership Team and may be reclassified, in time. An Garda Síochána has committed to providing training to members for PALF, the Code of Ethics and Divisional Protective Services Units in 2018.

Finance

Overtime is required to cover training-abstractation. In particular, as training is provided to members while they are on-duty, there is a consequential requirement to replace such personnel for operational, policing on-street duties. This impacts further on the overtime constraints in each Garda Region and in Specialist Units. While these costs were set out in our original Estimates for the Programme, dedicated funds have not been allocated to cover training related travel and subsistence payments.

Additionally, the ongoing Organised Criminal Groups feud and a number of high profile visits during the Summer, including HRH, the Prince of Wales (Duke and Duchess of Cornwall), HRH the Duke and Duchess of Sussex and his holiness Pope Francis, are additional costs to the 2018 budget.

Data Quality

As part of the ongoing work of the PULSE Data Quality Working Group, a process commenced in the Northern Region in April 2017, whereby staff at GISC are responsible for the recording and classification of all crime for all Garda Divisions. This was extended to the Western Region in November 2017, the Eastern and South Eastern Regions in April 2018 and the Southern Region in June 2018. This process will be implemented in the DMR before the end of Quarter 3 2018. This is, and will continue to provide a uniform approach to the recording and classification of crime.

Accommodation Issues

Plans under the Programme for Government include increasing the numbers in An Garda Síochána to 21,000 by 2021. This will have significant implications in terms of personnel, accommodation, uniform and equipment. The expansion resulting from the new recruitment campaign launched by the Minister, will also require significant and continuous financial input into the ongoing budgets and accommodation allocations with immediate effect.

The Divisional Policing Model project is also a major Organisational priority. It is being piloted in four Garda Divisions, and carries corporate and reputational risk, relative to accommodation and staffing issues, also previously highlighted. Progress on the rolling out of the Divisional Policing Model is continuing.

This report complements the following documents which are provided directly to you on a monthly or quarterly basis:

- Human Resources and People Development figures
- Numbers and vacancies in specified ranks
- Status updates on Modernisation and Renewal Programme 2016 - 2021
- Policing Plan Performance Reports

Yours sincerely

OFFICE OF THE COMMISSIONER

June 2018

1 Finance

The overall financial position at the end of May 2018 shows a total net expenditure of €655.7m which is €19.7m more than the profiled spend of €636m. As the Garda College is now represented by a separate subhead (A.13), this subhead contains details on Salaries, Overtime, Non-Pay and Capital expenditure relating to the Garda College.

The management accounts for May show an adverse variance for the Pay Subhead of €20.1m which is partly driven by a funding shortfall but also due to operational exigencies which have resulted in higher overtime expenditure than the profiled budgeted spend.

The expenditure on overtime for the year to date 2018 was almost €49m, which is €12.4m in excess of the profiled budget. In addition, for the year to date, there was €1m expended on overtime in the Garda College. The year to date excess was driven by a number of significant events which required extra policing resources in addition to the available rostered resources. Budget holders are actively implementing a range of corrective measures to ensure that expenditure is brought within profile over the coming months.

Procurement

- **Garda College Shop:** Procurement Section is exploring the options with the College to tender for this requirement and is planning to meet with Trinity College who have concession shops on their premises. This market engagement exercise will inform the best procurement approach to dealing with this spend.
- **Interpretation Services:** This tender closed on 20 March 2018 and the evaluation was held on 1 and 2 May 2018. The draft evaluation report is awaiting sign off by evaluation team and the standstill letters will then issue.
- **Towing Management:** Procurement Section is to manage towing management contracts following withdrawal of the Office of Government Procurement (OGP) from the process. Five Tenders that are in preparation to issue to market are awaiting Divisional sign off. Sligo/Leitrim and Limerick tenders were published on the Official Journal of the European Union (OJEU) and are at the final stage of evaluation. Kildare standstill letters issued to bidders at the end of October 2017. An 'under bidder' lodged Judicial Review proceedings challenging the outcome of the tender, focusing on waste permit regulations. A motion to dismiss was heard in Kilkenny Court on 11 May 2018. The Judgment was reserved and An Garda Síochána is still waiting to be notified of the delivery of the Judgment. An Garda Síochána is awaiting the outcome of this as it may impact on future competitions.
- **Managed Services Printing and Posting Firearms Certificates:** The OGP published the Garda Printing and Posting, Firearms Certificates, Grant Notice letters, Firearms Certs and Firearms Certs renewal letters tender on 17 April 2018 and this tender closed on 18 May 2018.
- **Intergrated Computer Aided Dispatched System:** The OGP were not in a position to take this project on as a bespoke requirement that would facilitate the delivery date required by An Garda Síochána. A Request for tender (RFT) is at drafting stage.
- **General Data Protection Regulation (GDPR) Management Application:** A competition was carried out by the GDPR Office with the support of IT and Procurement. Standstill letters issued on 12 June 2018 and the standstill period expires on 28 June 2018.
- **Scenes of Crime camera kits:** This is at the final stage of the evaluation process and standstill letters will issue in next week.

Estate Management

The Garda Síochána Building and Refurbishment Programme 2016 – 2021 includes a number of projects which reflect the priorities of An Garda Síochána, including:

- a Public Private Partnership (PPP) project to deliver new Garda Stations in key areas;
- major refurbishment of stations/facilities including facilities for meeting victims of crime;
- essential remedial works to existing stations;
- development of Property and Exhibit Management Stores (PEMS);
- upgrade of cells and provision of improved Custody Management Facilities.

New Garda Stations – Kevin Street and Galway

Major Garda Station projects continue to be progressed at Kevin St. and Galway. Kevin Street was formally handed over to An Garda Síochána on 20 April 2018. A Garda managed fit out (furniture, ICT and Telecoms) then commenced and the station was fully opened on 14 May 2018.

The Regional Headquarters project in Galway is progressing well and is scheduled for handover to An Garda Síochána in late June 2018, following which, the fit out phase (furniture, ICT and Telecoms) will commence. The fit out phase is expected to take approximately 3 weeks and it is anticipated that the station will open in mid-July 2018.

Projects being advanced to planning and tender stage

- Projects being advanced to planning and tender stage include Longford, Donegal Town, Glanmire Garda Station and the Garda Water Unit, Athlone.
- A final review by the OPW of the works to the cells at Longford Garda Station has been completed and the OPW is finalising a number of elements of the tender package.
- Preparatory work to Donegal Town Garda Station is continuing. The OPW commenced the pre-qualification of the main contractor in early December and responses were returned in mid-January. A panel of contractors was finalised in March. Tenders are expected to issue in Quarter 3, 2018.
- Planning was lodged for new Garda Station at Glanmire on 2 August 2017 and completed on 13 September 2017. Main tenders were returned on 26 January 2018. The OPW expect to conclude the tender process and award a contract imminently.
- The OPW advised that the acquisition of the former National Irish Bank property, to facilitate the development of a new Station for Bailieboro Co. Cavan, was completed in early March 2018. The OPW intend to go to planning permission in late Q2/early Q3 and progress with the development of the design with a view to entering the tender stage later this year.

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

- Cells in 79 Garda Stations have been refurbished to date, with a number of projects on site.
- An additional number of Garda Stations are at planning stage with a view to progressing same as part of the Programme in 2018.

Development of the new purpose built Garda facility at Military Road

In December 2016, the OPW agreed a new non-renewable six-year lease on the Harcourt Square complex commencing on 1 January 2017. This creates the imperative to develop a replacement facility for An Garda Síochána at Military Road before the end of 2022. Following a process of engagement between An Garda Síochána and OPW, (series of meetings and site visits between Garda Estate Management and D/Chief Superintendents in charge of the Bureaus/Units based at Harcourt Square and their management teams with the OPW) the OPW is developing detailed proposals for the Military Road scheme for consideration by local Garda management.

The OPW lodged the planning application for the Military Road scheme on 22 December 2017. The closing date for submissions on the planning application was 9 February 2018 and the OPW is currently examining the submissions made in respect of the planning process. Funding for this project has been agreed by the Government under the Mid-Term Capital Review.

Reopening of Stations

Full technical assessments of the buildings of six Garda Stations were carried out by the OPW at the end of April to determine the works required to enable the Garda Stations to reopen. The OPW has developed sketch scheme proposals for the re-opening of the Stations which are under consideration by An Garda Síochána. An Garda Síochána continues to collaborate with the OPW with a view to finalising proposals for the reopening of the stations in the soonest timeframe.

Budgetary Constraints

Budgetary constraints in 2018-21 will significantly impact delivery of the Garda Building and Refurbishment Programme 2016-2021 and the capacity of An Garda Síochána to implement the Garda Modernisation and Renewal Programme.

Garda Fleet

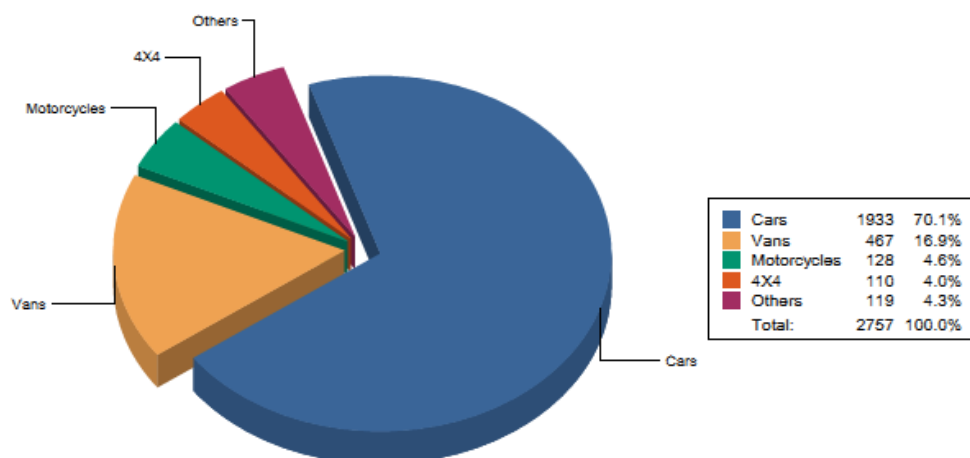
Strength of Garda Fleet, broken down by type and age as at 5 June 2018

Cars			Vans	Motorcycles	4 x 4	Others	Total
Marked	Unmarked	Total	Total	Total	Total	Total	
784	1,149	1,933	467	128	110	119	2,757

	Cars	Vans	Motorcycles	4 x 4	Others	Total	% of Total
Total	1,933	467	128	110	119	2,757	100%
< 1 year	184	56	11	27	21	299	11%
1 – 2 years	290	99	35	13	30	467	17%
2 – 4 years	711	124	28	30	38	931	34%
4 – 6 years	375	108	25	2	3	513	18%
> 6 years	373	80	29	38	27	547	20%

Vehicle age is calculated from date of commission

Strength of Garda Fleet, broken down by type as at 5 June 2018



2 Human Resources and People Development (HRPD)

- The Garda strength at the end of May stood at 13,317 and the civilian strength at 2,302.582 (whole-time equivalent as at 1 June 2018 stood at 2302.582). A full breakdown by rank and grade is outlined at Appendix A.
- The Garda Trainee recruitment campaign continues. 200 students commenced training on 6 November 2017 and the first class of 2018 entered the college in January. A further class entered in April, with 2 more planned intakes for July and October.
- Sanctions for the recruitment of additional and new civilian posts are continuing to be received from the Policing Authority and work continues on recruiting to these posts.
- The Workforce Plan is continuing to be refined and revised in consultation with the Policing Authority and Departments of Justice and Equality and Public Expenditure and Reform who are anxious to ensure the visibility of the Garda Reassignment Initiative and progress on the workforce modernisation agenda. Further information on the status of Civilianisation and Redeployment is outlined in Section 5.
- Details of numbers and vacancies in specified ranks (as at 6 June 2018) are outlined at Appendices D and E.

3 Information and Communications Technology (ICT)

- **Monthly Patching:** Essential Microsoft security updates were successfully deployed to all PCs on 13 June 2018.
- **Reporting Services 5:** A maintenance release update for the reporting services was successfully deployed on 31 May 2018. This release included updates to 8 reports within the web application. An operating system and application release update (**Reporting Services 6**) is scheduled for 28 June 2018. This release includes updates to the operating system and the system's infrastructure.
- **GEMS:** A maintenance release to the Garda Employee Management System was successfully deployed on 5 June 2018. This release included bug and performance fixes.
- **GTUBE:** A maintenance release to Garda GTube training application was successfully completed on 7 June 2018. This release included bug and design fixes.
- **GNIB Q2:** A maintenance release to the GNIB-IS system was successfully deployed on 8 June 2018. This release includes updates to the database code tables.
- **Portal 5:** A maintenance release update for the Garda Portal is scheduled for 27 June 2018. This release includes PULSE lessons learned tracking.

Modernisation and Renewal Projects

Front Line Mobility: New version 0.4.1 of the Traffic App was deployed to the Live EMM environment on the 24 May 2018. This update provided functionality to list all the Catalogue items on the vehicle from PULSE and some minor bug fixes. Work to scope out the requirements for upgrading the version of the EMM infrastructure is in progress.

Property Management: The Property and Exhibits Management System (PEMS2) Go Live activities are now complete and application access is available to trained users in all Regions. Phase 2 of the phased roll out of the peripheral devices is nearing completion, with 95% of the peripherals delivered. As of 5 June 2018, 1,069 users have been provisioned with access to the application, with a planned total of 1,200 users after training is complete. 222,956 object records have been created in the system. PEMS2 release 1.2 was deployed successfully on 23 May 2018. This release included functional changes to the application as agreed with the business owner, including integration with the Forensic Science Ireland laboratory management system and minor bug fixes.

Roster and Duty Management System (RDMS): This is the implementation of an off-the-shelf Duty Management System for active duty planning and resource management (time and attendance). The project has completed the 'test phase'. The first phase was successfully deployed on 14 June 2018. This release included access for the central planning office ahead of the DMR Eastern pilot in July. Training for the pilot area is in progress and the 12-week live pilot will consist of a two-week initial phase to establish the new planning function followed by the commencement of the time and attendance (bookings) on 2 July 2018 for the entire Division.

4 Corporate Communications

Media Briefing by Acting Commissioner

In advance of the Garda Representative Association Conference, the Acting Commissioner undertook a press conference where he provided public re-assurance on recent serious crimes, as well as issues raised by the GRA in relation to items such as use of Tasers and employee welfare. This press conference was covered by all major media outlets.

Success of Winter Phase of Operation Thor

Following an interview with Assistant Commissioner Special Crime Operations, the Irish Times highlighted the success of the Winter Phase of Operation Thor in reducing burglaries. This included an editorial praising this work. The fall in burglaries was also reported by RTE, The Irish Independent, The Daily Star, The Daily Mail and The Sun.

Reducing Summer Burglaries

As part of a public awareness campaign to reduce summertime burglaries, a press release was sent to the media and a spokesperson was made available to highlight the cost to households of such thefts and reduction strategies. This was covered by TV3, The Daily Mirror, The Daily Mail and Newstalk.

National Security Briefing

In tandem with An Garda Síochána hosting a major Interpol Conference, Assistant Commissioner Security & Intelligence provided media with a briefing on a range of national security issues to provide public re-assurance. This included response times to major incidents, dealing with returning foreign fighters and their families and the potential threat from Islamic extremism. There was wide-spread coverage for the briefing.

National Slow Down Day

National Slow Down Day was held over a 24-hour period between 7am on Friday 25 May and 7am on Saturday 26 May 2018. This road safety initiative was promoted via social media and press releases announcing when National Slow Day would happen and appeals to road users to adhere to speed limits. During and after National Slow Day, a number of posts and press releases were sent out highlighting high compliance levels with speed limits during Slow Down Day, as well as examples of major breaches of limits. This resulted in coverage across several regional papers and radio stations, as well as Journal.ie, The Daily Mirror and The Sunday World. Some further information is provided in Appendix C, Policing Successes and Community Engagement.

Policing Critical Incidents Conference

Assistant Commissioner DMR spoke to a number of media outlets on the benefits of An Garda Síochána hosting a major European policing conference and how to prevent and respond to critical incidents.

Recruitment Campaign for Garda members

To encourage people to apply to become a Garda member, traditional and social media advertising was deployed. This included posts on the Garda Facebook page which have been viewed 1.1m times, a Facebook Live session, with Garda trainees fielding questions. This had 157,000 impressions, and provided promotional material in 12 languages to Ethnic Liaison Officers for distribution to relevant communities in their areas. Videos were also produced in six languages and posted on Garda social media. These videos were viewed over 80,000 times.

 <p>جاردا مکترب التوظيف</p> <p>اصنع فرق في المجتمع انضم الينا</p>	 <p>TIROCINANTE GARDA Reclutamento</p> <p>Fai una DIFFERENZA nella comunità. Unisciti a noi.</p>	 <p>APPRENTI CHEZ GARDA SÍOCHÁNA Recrutement</p> <p>Faites la DIFFERENCE dans la communauté. Rejoignez-nous.</p>	 <p>OILÚNAÍ GARDA Earcaíoch</p> <p>Déan DIFEAR sa phobal. Bí linn.</p>	 <p>GARDA APMÁCÍBÁS Uzņemšana</p> <p>Veidojiet sabiedrību CITĀDU Pievienojieties mums.</p>	 <p>GARDA PRAKTIKANTAS Darbo pasiūlymas</p> <p>PAKEISKITE savo bendruomenę. Prisijunkite prie mūsų.</p>
<p>www.publicjobs.ie 2018</p>	<p>PRESENTA LA TUA CANDIDATURA a www.publicjobs.ie entro le 15:00 Mercoledì 6 giugno 2018</p>	<p>POSTULEZ EN LIGNE sur www.publicjobs.ie jusqu'au mercredi 6 juin 2018 15h00</p>	<p>DÉAN IARRATAS AR LÍNE ag www.publicjobs.ie faoi 3pm Dé Céadaoin, an 6 Meitheamh 2018</p>	<p>PIESAKIETIES TIĒŠSAISTĒ www.publicjobs.ie līdz trešdienas, 2018. gada 6. jūnija pulksten 15:00</p>	<p>PRAŠYMA PATEIKITE INTERNETU www.publicjobs.ie iki 15:00 val. trešdiena, 2018 m. birželio 6 d.</p>
 <p>见习警察 招聘</p> <p>让社区焕然一新。 成为我们的一员。</p>	 <p>STAŻ W GARDA Rekrutacja</p> <p>Miej realny WPŁYW na lokalną społeczność. Dołącz do nas.</p>	 <p>ESTAGIÁRIO DA GARDA Recrutamento</p> <p>Faça a DIFERENÇA na comunidade. Junte-se a nós.</p>	 <p>STAGIAR GARDA Recrutare</p> <p>Faceți o DIFERENȚĂ in comunitate. Alăturați-ne.</p>	 <p>СТАЖИРОВКА В GARDA Набор</p> <p>Принесите ПОЛЬЗУ обществу. Присоединяйте сь к нам.</p>	 <p>APRENDIZ GARDA Reclutamiento</p> <p>Haz una DIFERENCIA en la comunidad. Únete a nosotros.</p>
<p>在www.publicjobs.ie在线申请 截止于2018年6月6日周三下午3点</p>	<p>APLIKUJ ONLINE pod adresem www.publicjobs.ie do środy, 6 czerwca 2018, do godziny 15:00</p>	<p>CANDIDATE-SE ONLINE pelo site www.publicjobs.ie até às 15 horas, quarta-feira 6 de junho de 2018</p>	<p>APLICAȚI ONLINE pe www.publicjobs.ie până la ora 15:00 Miercuri, 6 Iunie 2018</p>	<p>ПОДАТЬ ЗАЯВКУ ОНЛАЙН на сайте www.publicjobs.ie До 15:00 Среда 6 июня 2018</p>	<p>ENVÍA TU SOLICITUD EN LÍNEA a www.publicjobs.ie dentro de las 15:00 Miércoles 6 de junio 2018</p>

Interviews/Operational Media Briefings included:

- Media briefings for serious crimes including murder investigations
- Public awareness advice on a GDPR scam
- Tackling sextortion (Prime Time)
- Anti-gangland activity (Newstalk Breakfast)

5 Progress update on the status of Civilianisation and Redeployment

Garda members who have been reassigned to operational duties as of 8 June 2018

	Chief Supt	Superintendent	Inspector	Sergeant	Garda
Total	0.5	4	8	13	81

Garda members reassigned to operational duties as of 8 June 2018, by Division

	Chief Supt	Superintendent	Inspector	Sergeant	Garda
STO	0.5	4			
Legal Affairs			1		
Internal Audit			1		
Finance			1		
GPSU			1		
HRM			1		
Garda College			2		
Commissioner's Office					1
Community Relations			1	2	
Internal Affairs					1
Press Office				1	
NBCI				1	
CAO				1	
GNIB					9
Cork City					6
Cork North				1	2
Cork West					3
Limerick					2
Donegal					1
Louth					1
Galway				1	6
Sligo					3
DMR West				2	5
DMR South					3
DMR South Central					6
DMR North				1	17
DMR North Central				2	8
Tipperary					1
DMR Traffic					1
GNSPB				1	1
West Meath					1
Mayo					1
Wicklow					1
Laois/Offaly					1
Total	0.5	4	8	13	81

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

The Steering Committee to embed the Code of Ethics in An Garda Síochána continues to meet on a regular basis, with the most recent meeting held on 23 May 2018.

As outlined in the previous reports, a Superintendent was appointed in April 2018 with responsibility for ethics and culture in An Garda Síochána. The Garda Ethics and Culture Bureau has been established, managed by Superintendent Sarah Meyler and the business case has been submitted for additional personnel.

Regional Launches recommenced nationally during May and are continuing throughout June. The final launch will take place on 4 July 2018.

At 21 June 2018, a total of over 8,000 personnel have attended ethics launches and ethics workshops nationally.

Briefings to senior management on the cultural audit have commenced.

7 Internal Affairs

Compensation	January	February	March	April	May	Total
Compensation files Opened	16	11	13	12	15	67
Compensation files Closed*	0	3	38	24	25	90
Compensation Cases Awarded in the High Court	11	19	12	14	4	60
Total Awarded (€)	712,627	447,613	200,620	306,851	47,498	1,715,209

* Files closed as a result of refusal by the Department of Justice and Equality or withdrawn by the member.

Discipline / Complaints

- At present, there are 33 members suspended from An Garda Síochána.
- In 2018, to date, one member has been dismissed.

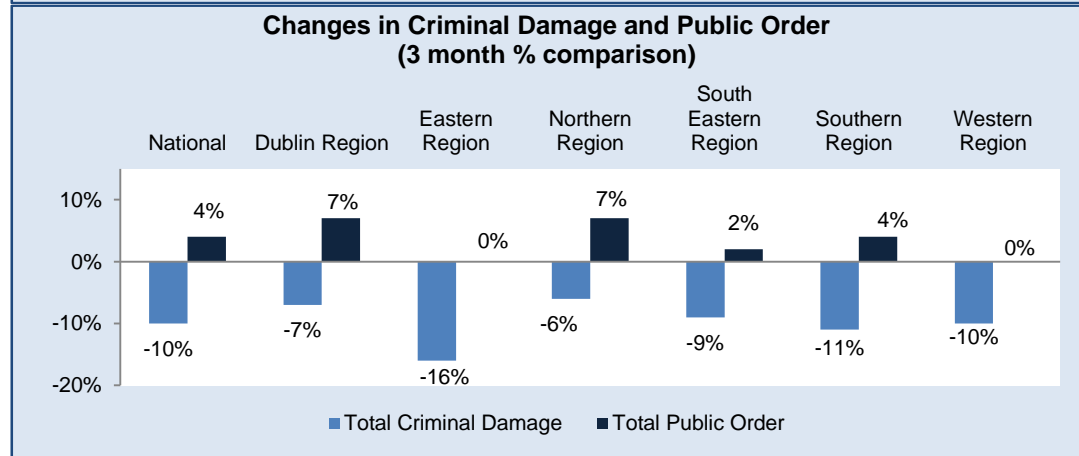
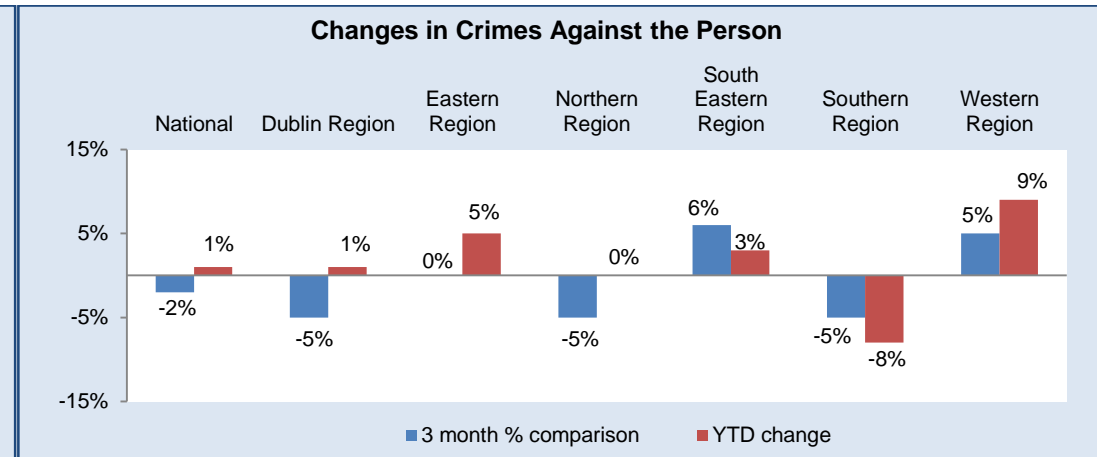
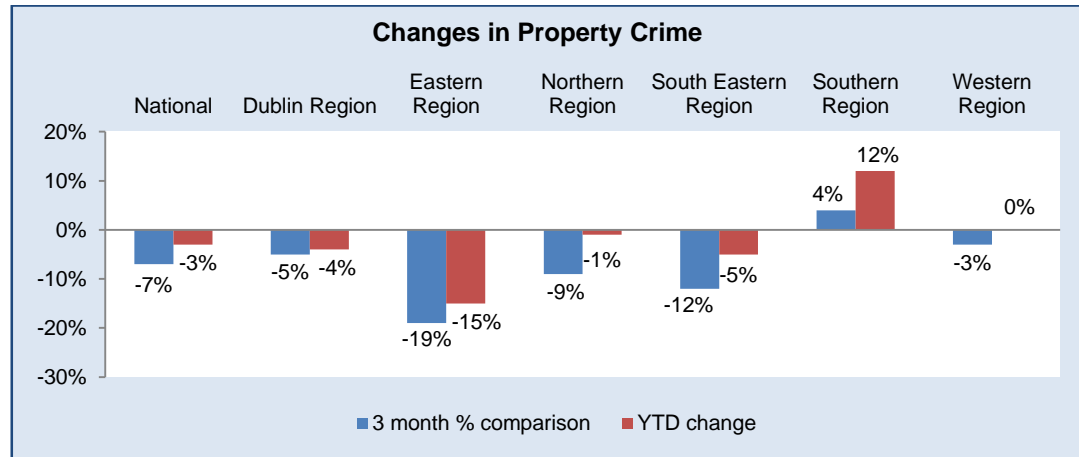
National Overview/ operational challenges

Nationally property crime is down -3% in the year-to-date comparisons, with greater decreases in the DMR (-4%), Eastern (-15%) and South Eastern Regions (-5%). Violent property crime incidents are up +17% in the year-to-date; increases are evident in robbery from the person, robbery of an establishment and aggravated burglary incidents. Nationally, crimes against the person are up +1% in the year-to-date. Time comparisons could not be completed for sexual offences this month. Total criminal damage is down -10% in the three-month comparison and total public order incidents are up +4%. The Garda organisation closely monitors crime trends and disseminates analysis on a regional and divisional basis, this feeds directly into planning operational activities aimed at reducing and preventing crime.

Organisational challenges

The CSO has taken the decision to resume publication of Recorded Crime statistics in the first six months of 2018 in a new category entitled "Under Reservation". The Garda Organisation is continuously working with the CSO to rectify data quality issues and concerns.

Note: Crime incident figures and the associated trends below are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports. Regional incident counts for some crime categories are low; therefore, percentage changes should be interpreted with caution.



MRP Status Overview for May

Project Status View

National Policing	National Security	Community Safety	Cross Org Services
Divisional Protective Service Units 1	Schengen	Community Policing Framework Strategy	Health & Wellbeing Strategy*
Court Presenters	PEMS Part 2	Corporate Services*	Policy Governance Structure (P1)*
Divisional Protective Service Units 2	ECM System Phase 1	CAD Part 2	Policy Ownership Matrix (P2)*
JARC*	Investigations Management System	CAD Part 1	Roster & Duty Management System
PAF Technology Support	ECM System Phase 2	Control Room Accommodation	General Data Protection Regulation
SAOR*	Garda National Cyber Crime Bureau - Project 1	Control Room Phone Number/Communications	PALF
Code of Ethics	Prúm (Fingerprint Data Exchange)*	Contact Management System	Bullying & Harassment Policy*
ANPR Central Monitoring Office*	PEMS Part 3*	Enhancing Network Access to Rural Locations*	Cultural Audit*
Electronic RC1*		Establish the Office of Corporate Communications*	Equality, Diversity & Inclusion Strategy*
GoAML*		CAD Part 1 - National Rollout	Garda Síochána Analysis Service*
PAF Processes & Procedures		CCTV Management Strategy*	Garda Employee Assistance Service System*
		Garda Mobility Strategy	HR Operating Model*
			Process Optimisation - Cycle to Work*
			Revised Approach to Risk Management*
			Risk Management IT System*

Project Status Breakdown

Critical	Under Control	On Track	Total Projects
13*	16	19	48

*Included in this figure are the Civilianisation and Divisional Policing Model projects, which are Tier 1 and not included in the Project Status View above.

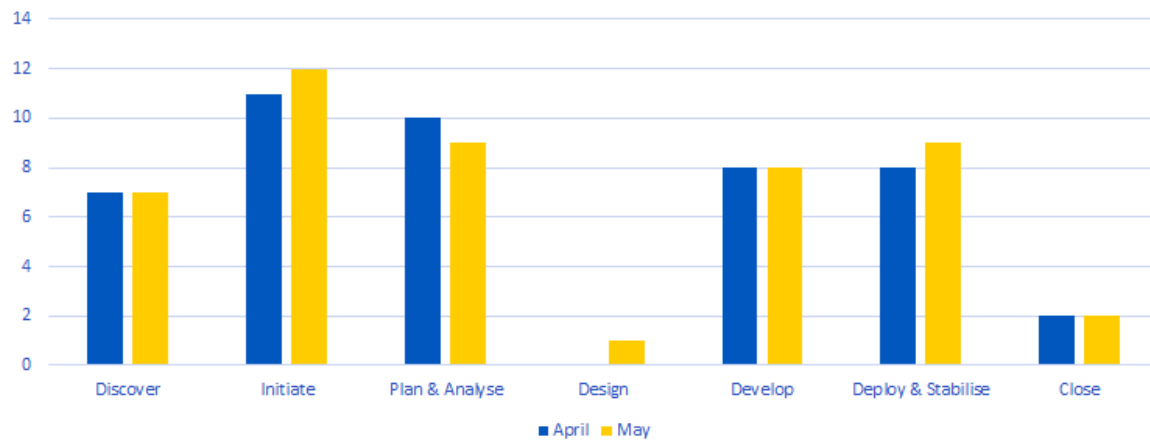
Project Status Comparison to Previous Month

Critical	+1 (+3,-2)	<ul style="list-style-type: none"> Corporate Services moved from amber ECM System Phase 1 moved from amber Investigation Management System moved from amber
Under Control	-2 (+3,-5)	<ul style="list-style-type: none"> Roster and Duty Management System moved from red PAF Technology Support moved from red Court Presenters moved from green
On Track	+1 (+2,-1)	<ul style="list-style-type: none"> PEMS 3 moved from amber Prúm ((Fingerprint Data Exchange)) moved from amber

Project Status by Tier

	Red	Amber	Green	Total Projects
Tier 1	2	0	0	2
Tier 2	7	12	4	23
Tier 3	4	4	15	23
Totals	13	16	19	48

Project Breakdown by Phase



Phase	Project	Comment
Discover	Divisional Policing Model	Added to chart figures*
Initiate	Civilianisation	Added to chart figures*
Plan & Analyse		
Design	HR Op Model	Previously in Discover
Develop	Establish the Office of Corporate Communications	Previously in Plan & Analyse
Deploy & Stabilise	Prüm (Fingerprint Data Exchange)	Previously in Develop
Close		

10 Risk Management

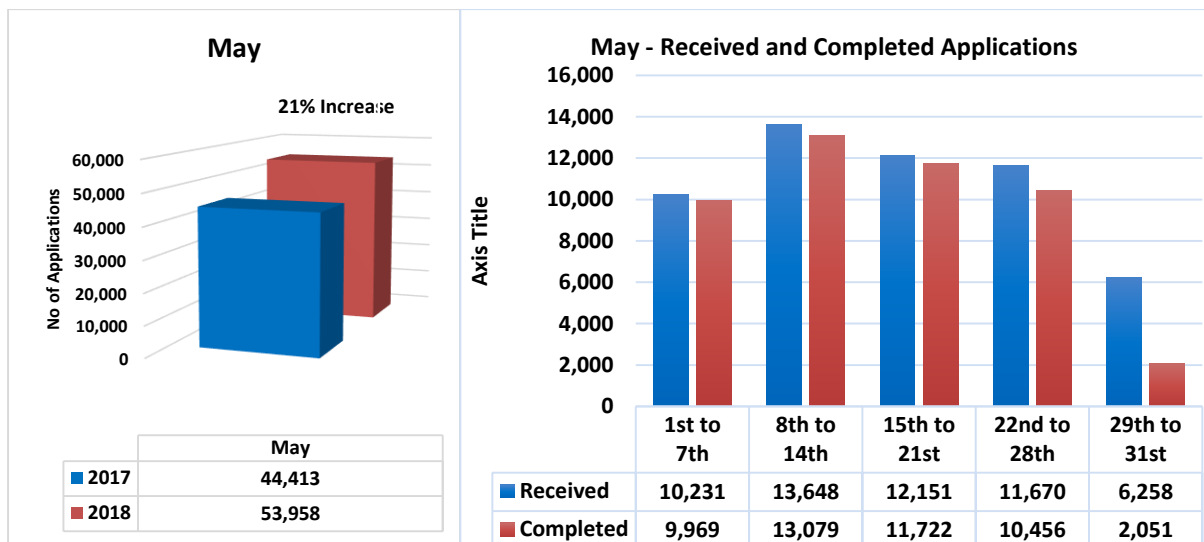
Two meetings of the Risk & Policy Governance Board (R&PGB) have been held in 2018. The next R&PGB meeting is scheduled for 22 June 2018. The Garda Risk Management Unit (GRMU) continues to provide Organisation-wide communications, training, workshops, advice and guidance to all risk management stakeholders, with the objective of embedding risk management firmly within the Organisation's culture.

The following briefings/workshops took place during the month of May;

- One to one review and quality assurance of Risk Registers between Supt GRMU and Divisional and District Risk Managers
- Risk Register Development Workshops and specific support, guidance and advice with various stakeholders
- Training at EO Development Programme
- Risk Management presentation delivered at South Eastern Regional PAF
- One-to-one meetings between GRMU and Corporate Risk Owners
- Senior Management Training delivered to staff members in Garda HQ.
- Briefing delivered to support staff in the Northern Region

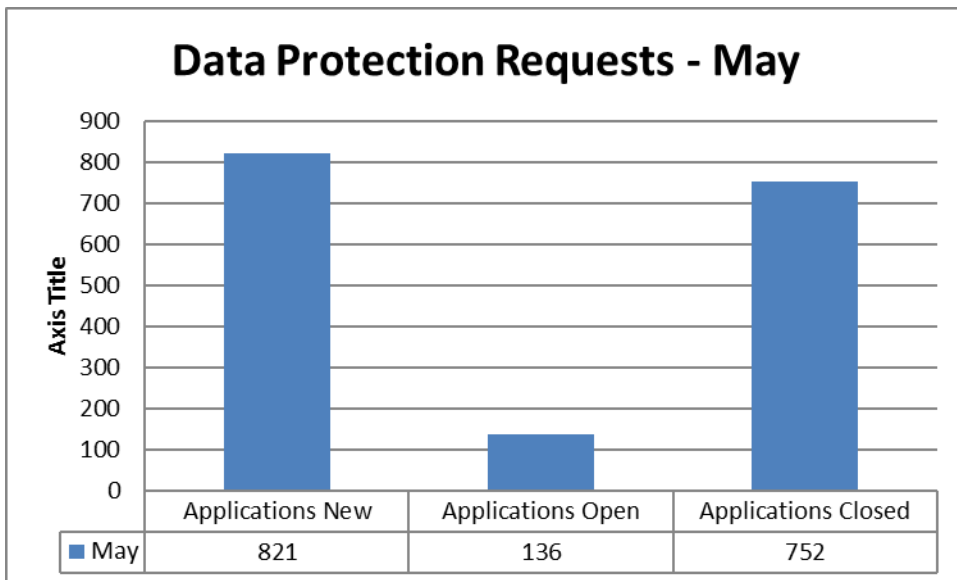
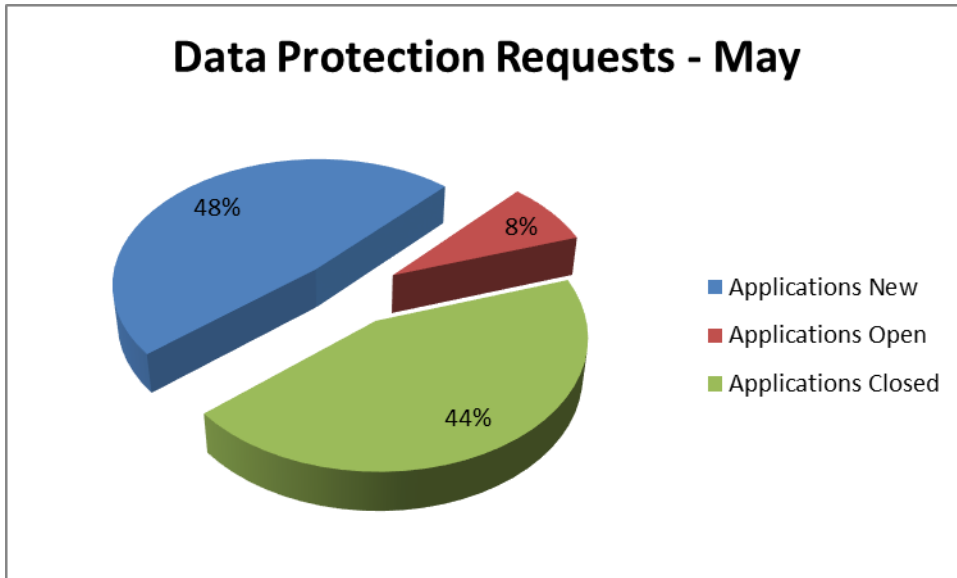
Since October 2016, the Garda Risk Management Unit has provided training, briefings and direct support to more than 1,450 members of An Garda Síochána, of all ranks and grades.

11 Vetting



12 Data Protection

Applications	New	Open	Closed
May	821	136	752



13 Freedom of Information (FOI)

The eFOI tracking system records a total of 209 requests, incorporating a total of 333 questions, received between 1 January and 31 May 2018. The majority of these requests were submitted by members of the public (85), followed by requests from journalists (82). Thirteen requests have been received from members of An Garda Síochána. Five requests have been submitted from members of the Oireachtas. The remaining requests were submitted by business/interest groups, solicitors and academics.

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

MONTHLY STATUS UPDATE –May 2018			
FOI Requests	Year To Date	May	Comments/Issues
Finance: General	33	3	
Finance: Procurement	7	1	
FOI Section	130	24	
Human Resources	37	4	
Internal Audit	2	1	
Total Requests	209	33	
Additional Requests	213	61	These comprise of out of scope requests that require attention by An Garda Síochána (crime reporting etc.)
FOI Decisions	Year To Date	May	Comments/Issues
Granted	22	6	As of 31 May 2018, 11 FOI requests remain open including one request received in 2017
Part-granted	55	12	
Refused	117	21	
Withdrawn	13	2	
Withdraw & redirect	0	0	
Total Decisions	207	41	Includes 8 decisions made in 2018 on requests made in 2017.
Response Times	Year To Date	May	Comments/Issues
Within time	197	41	
Out of time	10	0	

* The statistics are drawn from a live ICT reporting system and as a result information is changing hourly/daily as decisions are made and files completed.

May 2018

File Type	New				Finalised			
	Garda		Non-Garda		Garda		Non-Garda	
	Litigation	Pre-Litigation	Litigation	Pre-Litigation	Litigation	Pre-Litigation	Litigation	Pre-Litigation
Article 40			1	1			1	
Assault				3				
Assault (Sexual)								
Breach of Duty								1
Bullying								
Consultative Case Stated								
Constitutional				1				
Defamation								
Damage to Property		1		10				9
Discovery			1	3			3	1
Equal Status Act								
Employment Cases								
False Imprisonment								
Fixed Charge Notice								
Injunction								
Inquest								
Judicial Review			1				1	
Loss of Property								
Malicious Prosecution								
Negligence								
Penalty Points								
Personal Injury	2	3	1	9		1		
Police Property Application			1	1				
PSV								
Slip/Trip/Fall								1
SCA Assist								
Unlawful Arrest			1				1	
Unlawful Search				1			1	
Unlawful Seizure								
Vetting							1	
Warrant Case							1	
Other	1	2	2	4			1	1
Total	3	6	8	33	0	1	10	13

- The figures provided above refer to the number of new files opened and finalised in Legal Services in the month of May 2018.
- The files are broken down into the categories of “Garda “ / “non-Garda” files.
- The figures are further broken down into files which are “pre-litigation” (legal proceedings have not been instituted) and “litigation” (files which are the subject of legal proceedings).

Appendix A

Human Resources and People Development (HRPD)

Rank	Strength as at 31 May 2018
Commissioner	1
Deputy Commissioner	1
Assistant Commissioner	9
Chief Superintendent	44
Superintendent	165
Inspector	251
Sergeant	1,845
Garda	11,288
Sub - Total	13,604
Career Breaks (incl. ICB)	99
Work-sharing*	55
Secondments (Overseas etc.)	20
Maternity Leave	80
Unpaid Maternity Leave	33
Total	13,317

* Equates to 110 members

Professional/Technical		Administrative		Industrial	
Head of Training & Development	0	CAO	1	General Op	11
Teacher	16.6	Exec Director Finance	1	Electrician	1
Researcher	2	Exec Director HRPD	1	Store Keeper	1
Senior Solicitor	1	Exec Director ICT	1	Carpenter	1
Professional Accountant Grade I	6	Exec Director S&T	1	Charge hand	1
Professional Accountant Grade II	2.8	Exec Director L&C	1	Plumber	1
Professional Accountant Grade III	1	Director	1	Traffic Warden	5.5
CMO	1	PO*	12	Coffee Shop Attendant	0
Assistant CMO	1	AP**	31	Driver	15.8
Occupational Health Physician	0	HEO***	121.95	Store man	4
Nurse	3	EO ****	351.086	Store Officer	1
Photographer	3	CO	1455.646	Groom	1
Cartographer	2	Supt. of Cleaners	2		
Telecoms Technician	11	Cleaner	149.86		
Examiner of Maps	1	Service Attendant	31.91		
Head of Legal Affairs (Director level)	1	Seasonal Cleaner /SA	7.43		
Accident Damage Co-ordinator	1	Service Officer	6		
Technical Supervisor	1	Catering Staff	28		
Workshop Supervisor	1				
Total	55.4		2203.882		43.3

* Includes 1 Head of Garda Síochána Analysis Service

** Includes 2 Deputy Heads of Garda Síochána Analysis Service

*** Includes 26 Senior Crime & Policing Analysts

**** Includes 8 Crime & Policing Analysts

GRAND TOTAL: 2302.582 (whole-time equivalent)

Appendix B (i)

Policing Plan 2018 – Performance at a glance, May 2018

Priority 1

Organisational Development
and Capacity Improvement

1a	HR Strategy	Green	14	GISC Service Levels	Yellow
1b	HR Operating Model	Green	15a	PULSE Inc. Recording (Process)	Green
2a	Recruit 200 Gardaí (Qtr.)	Green	15b	PULSE Inc. Recording (Monitoring)	Green
2b	Recruit 500 Staff (Year End)	Red	15c	PULSE Domestic Abuse m/o	Green
2c	Recruit 500 R.Gdaí (Year End)	Red	15d	PULSE 'Detected' Incidents	Green
3	Reassignment of Gdai (3-4)	Yellow	16	Enterprise Content Mgt.	Red
4	Divisional Policing Model	Red	17a	Ident. Cultural Audit Issues	Green
5	Roster and Duty Mgt.	Yellow	17b	Cultural Audit Strategy	Yellow
6	Court Presenters	Yellow	18a	Ethics Strategy	Green
7	Computer Aided Dispatch	Red	18b	Phase 1 of Ethics Training	Red
8	Investigation Mgt. System	Yellow	18c	Gifts and Hospitality Policy	Red
9a	PALF (Individual Reviews)	Green	19	Strategic Planning F/W	Red
9b	PALF (Data Quality Goal)	Red	20	Policy Ownership Matrix	Green
10	PMDS Training Commenced	Yellow	21	Inspection and Review IT	Green
11	Appoint Chief Data Officer	Red	22	Costing the Policing Plan	Green
12a	Appoint DP Officer	Red	23a	Risk Registers	Green
12b	DP Impact Assessment Plan	Green	23b	Sharing Risk Data	Green
13	Centralised Inc. Classification	Yellow	23c	Gov. Assurance Framework	Green

Appendix B (ii)

Policing Plan 2018

Priority 2

National and International Security

			29b	Prüm Information Exchange	Green
			29c	Mobile Immigration Data	Green
26a	Training in 8 MEM Regions	Yellow	29d	European Union PNR Directive	Yellow
26b	Emergency Planning Task Force	Green	30	Scanning Security Environment	Green
27a	Specialist Firearms Procedures	Red	31a	GCCB Intelligence Function	White
27b	Critical & Firearms Inc. Cmd.	Green	31b	Cyber Forensic Exam. Units	White
			31c	Forensic Computer Examination	White
29a	Schengen information Sharing	Red	32	National Cyber Security Desk	White

Public Attitude Survey

Reported Quarterly

	Target	Q1 2018
Respondents who think An Garda Síochána is well-managed (baseline 2017)	+5%	-5.4% (36%)
Increased victim satisfaction	65%	63%
Respondents who say that fear of crime does not impact on quality of life	75%	64%
Public opinion on ability of An Garda Síochána to tackle crime	60%	57%
Respondents who see crime as a very serious or serious problem locally	20%	20%
Garda visibility	40%	37%
Perception that An Garda Síochána is community focused	67%	64%
Satisfaction with the service provided to local communities	75%	72%
Perception that AGS treats all people equally, irrespective of background	New	64%

Appendix B (iii)

Policing Plan 2018

Priority 3

Confronting Crime

33	CJ (Victims of Crime) Act 2017	Green	39b	ID Victims of Sex Exploitation	Green
34a	Defining Hate Crime	White	40a	Safeguarding Statement	Red
34b	Proc. to Record Hate Crime	White	40b	PULSE Automated Children First	Green
34c	Rpt. Hate Crime Campaign	Green	40c	Integrate PULSE/TUSLA NCCIS	Green
35a	Div. Protective Services Units	Green	41a	Crime Prevention Officer Proc.	Green
35b	Dom. Abuse/Sex Cr. Risk Ass.	Green	41b	Crime Prevention Mobile App.	Green
35c	Facilitating SORAM Workshops	Green	44a	GNECB Regional Liaison	Green
36a	Domestic Homicide Review	Green	44b	N. Fraud Prevention Office	Green
36b	Reporting/Detection of Sex Off.	Red	44c	Fraud Prevention Camp.	Green
37a	Domestic Abuse Interventions	Green	44d	Anti-Corruption & Bribery	Green
37b	Reporting of Domestic Abuse	Green	44e	Corruption/Bribery Ph. Line	Yellow
37c	Domestic Abuse Call-Backs	Green	45a	Reports to PA on OCG's per Q.	Green
38a	THB Training	Green	45b	Dev. Matrix to assess OCG's	White
38b	Identification of victims of THB	Red	46	Drug Intimidation Rpt. Pg.	Yellow
39a	Dist. of Child Pornography	Green	47	Enhanced GoAML Function	Green

Priority 3

Metrics

42a	Increase Det. Rate (Assault)	Red	43	Decrease Inc. Level (Assault)	Red
42b	Maintain Inc. Level (Burglary)	Green	44f	Increase in M. Laundering Inv.	Red
42c	Increase Det. Rate (Burglary)	Red	45c	Increase Det. (S/S Ctrl. Drugs)	Red
42d	Maintain Inc. Level (Robbery)	Red	45d	Increase Det. (Firearms)	White
42e	Increase Det. Rate (Robbery)	Red	45e	European Arrest Warrant Ex.	Red
42f	Maintain Det. Rates - Narrative	White			

Appendix B (iv)

Policing Plan 2018

Priority 4

Roads Policing

48	Crowe Horwath Action Plan	Red	50	Roads Policing Operations Plan	Yellow
49a	Divisional Roads Policing Units	Red	52	Road Safety Nat. Media Strat.	Green

Priority 4

Metrics

49b	Roads Policing Personnel	Yellow	53b	Decrease Road Fatalities	Red
51	Multi-Agency Checkpoints	Red	53c	Decrease Serious Injuries	Red
53a	Enforcement Focus on KLD's	Red			

Priority 5

Community Engagement
and Public Safety

54a	Com. Pol. Area Segmentation	Green	58c	ID Barriers to Diverse Groups	White
54b	Personnel Allocation Plan	Red	59a	Diversity & Inclusion Strategy	White
55	Garda Reserve Strategy	Red	59b	Diversity Training	White
56a	New Garda Website	Green	60	J-ARC Recommendations	Green
56b	Social Media Engagement	Green	61	SAOR Implementation	Yellow
57	Crime Prev.(Vulnerable People)	Yellow	62a	Juvenile Diversion Action Plan	Red
58a	Plan to Attract Diverse Groups	Red	62b	Implement Plan (see 62a)	Red
58b	Implement Plan (see 59a)	Red	63	Major Event Mgt. Review	Red

Appendix C

Policing successes and Community Engagement

Outlined to follow are incidents of excellent police work, throughout the month of May 2018. These were demonstrated by members of An Garda Síochána, performing operational policing duties, supported by specialist personnel attached to Special Crime Operations, Security & Intelligence, Roads Policing and Community Engagement and Public Safety.

Significant Seizures by GNDOCB

- On 6 May 2018, following searches in Celbridge, three persons were arrested and a tablet making machine, 1500 MDMA tablets (valued at €15,000), 2 kgs of Diamorphine (valued at €280,000), 3.5kgs of MDMA powder (valued at €210,000) and 1kg Cocaine (valued at €70,000) were seized.
- On 24 May 2018, in Dublin 6, two persons were arrested and 2 kgs of Cocaine (valued at €140,000) were seized.
- On 29 May 2018, in Finglas, two persons were arrested and 1kg of Cocaine (valued at €70,000) and 6.5kgs of Diamorphine (valued at €910,000) were seized.
- On 30 May 2018, in Offaly, 14kgs of Cannabis Herb were seized (valued at €276,000).

At approximately 4:40am on 5 May 2018, Gardaí responded to a report regarding a male who was ransacking cars in Wilton Co. Cork. On arrival at the scene, at least four cars were identified as having been interfered with. A witness provided a description of the culprit and a search of the area was conducted. A male, matching the description was found nearby, attempting to avoid Gardaí. He was apprehended, arrested and detained at Toghher Garda Station. The swift response of Gardaí in this matter, resulted in the early arrest and detention of the suspected offender.

On 11 May 2018, Gardaí were on mobile patrol in Ballincollig, Co. Cork, when they observed flames coming from the window of a hair salon. The assistance of the Ballincollig Fire Brigade was immediately sought. Having established that the apartment above the salon was occupied, the Gardaí woke the sole occupant of the apartment and assisted him in safely exiting the building. Gardaí then forced entry to the salon and attempted to extinguish the fire with a fire extinguisher. They discovered the owner of the hair salon was at the rear of the premises and was unaware that the front of the building was on fire. They also assisted her to escape from the premises. Garda members were unable to extinguish the fire as they were overcome by flames and smoke, however due to their swift actions, both occupants were safely evacuated from the building.

On 11 May 2018, Gardaí in Wexford received a report that a licenced rifle, ammunition and jewellery valued at €3,000 had been stolen from a residential dwelling. Following enquiries, suspects were identified, arrested and detained under Section 30, Offences against the State Act 1939/98. Search warrants were obtained under Section 29 of the Offences against the State Act 1939/98 and after extensive searches, the stolen rifle was recovered concealed in a field. The suspects are currently before the courts for handling stolen property and for road traffic offences. An investigation file is being prepared for the Law Officers in respect of more serious charges.

On 11 May 2018, at 17.33 hours, a motor vehicle was stopped by the Clare Divisional Drugs Unit and was searched pursuant to Section 23 of the Misuse of Drugs Act 1984. In the course of the search, Cannabis Herb, valued at €120,000 was discovered. A male was arrested under the provisions of Section 2 of the Criminal Justice (Drug Trafficking) Act 1996 and detained at Ennis Garda Station. Follow up searches were conducted in Limerick where a further 6kg of Cannabis, valued at €144,000,

were seized. During his detention at Ennis Garda Station, the suspect admitted to possession of all the drugs seized, and an investigation file is currently being prepared for the Law Officers.

On 13 May 2018, an elderly male arrived at Gurrabraher Garda Station with significant breathing difficulties. The member on duty gave medical assistance, stabilised him and sought further medical attention. He was removed to hospital by ambulance from the Garda Station. On 24 May 2018, Superintendent, Cork City, was contacted by a volunteer with "Friends of the Mercy" at the Mercy Hospital, who had been asked by the male to pass on his appreciation and gratitude to the Gardaí at Gurrabraher. The man said that he would not be alive if it was not for the Gardaí, who could 'not have done enough to help him'.

On 17 May 2018, members of the DMR Armed Support Unit intercepted and arrested a male, believed to have been involved in the stabbing of two other persons following an incident at Tyrone Place, Dublin 8, during which the victims were left in a critical condition. The suspect was charged with two counts of Assault Causing Harm, and was remanded in custody.

On 17 May 2018, the Criminal Assets Bureau obtained an order under Section 2 of the Proceeds of Crime Act 2005 and 2016 for a residential property in Limerick. An order was also obtained under Section 2, freezing \$269,523 held in an Irish bank account.

On 23 May 2018, while on mobile patrol in a housing estate in Carlow, Gardaí observed two males acting suspiciously beside two vehicles. The men were searched under Section 23 of the Misuse of Drugs Act, 1984 during which Gardaí observed one of the men discard a car key under another car. The key was retrieved and the car was searched. Three large packages wrapped in cling film were located in the glove box of the vehicle, containing suspected Cocaine and Ketamine. The two men were arrested under Section 15 of the Misuse of Drugs Act 1984. A further search of the vehicle revealed an additional seven packages wrapped in cling film which were concealed in the boot, containing suspected MDMA, Ketamine and Heroin. The estimated value of the drugs seized is €210,000. Both males were charged for offences contrary to Section 15 of the Misuse of Drugs Act 1984 and were brought before the District Court where they were remanded in custody.

On 27 May 2018, Special Tactics and Operations Command (STOC) Units attended a lengthy barricade incident in Lucan, Co. Dublin. A male had doused himself in petrol and was threatening self-harm. The incident was resolved when the male surrendered himself. He was subsequently detained under the provisions of Section 12 of the Mental Health Act, 2001.

The Money Laundering Investigation Unit at the Garda National Economic Crime Bureau commenced an investigation in late 2012 relating to suspected laundering of €4.2 million through a number of accounts. One aspect of this investigation targeted a male and his involvement in the laundering of €1.6m. The male was arrested and an investigation file was submitted to the Director of Public Prosecutions. On 25 May 2018, the male was arrested and charged with 16 offences and was subsequently remanded in custody.

On 30 May 2018, Gardaí attached to DMR Traffic were called to the Toll Booth on the M50, where they were informed by TII employees that a male had attempted to gain entry to the gantry of the Toll Booth, by cutting the locking mechanism with an angle grinder. Gardaí attempted to talk to the male, who would not engage. He became aggressive and attempted to cause injury to the members at the scene. A struggle ensued and Gardaí were successful in handcuffing and arresting the male, who was subsequently charged and released on bail, in respect of this matter. This male was given a custodial sentence on 1 June 2018, following a previous incident, in which the M50 cameras were significantly damaged.

During the month of May 2018, the Fingerprint Section, Garda National Technical Bureau, made 102 identifications, which included suspects for Aggravated Burglary, Assault Causing Harm and Rape Offences.

Community Engagement

Campus Watch Liaisons interacted with staff, students and visitors to various college campuses on the topic of “Creating Cyber Awareness” during the period 23 April to 23 May 2018. The primary aim was to engage with and raise awareness of this issue amongst third level institute communities.

On 26 May 2018, the Community Policing Unit at Store Street Garda Station held a North Inner City Inter Club Boxing Tournament at the National Stadium Ring Side, South Circular Road, Dublin 8. Community Gardaí were involved in the local boxing clubs and assisted in their training. There were 15 bouts on the day, with youths aged between 11 and 18 year, from the North Inner City and Crumlin areas, including Corinthians, Ballybough, Smithfield, Avona, Saint Saviours and Docklands Clubs, taking part. Assistance and funding were provided by Dublin City Council. This tournament was a great success, with very positive feedback received from all involved.

As outlined at the introduction of this report, An Garda Síochána launched the ‘Summertime Safety Campaign’ at the Community Engagement Marquee at Bloom, on 31 May 2018. This campaign will continue to run throughout the months of June and July 2018. Personnel from the National Crime Prevention Unit attended, advising homeowners on extra measures to put in place to protect their valuables and garden property over the summer months. The campaign seeks to improve home and personal security through sharing simple but effective crime prevention advice. The primary focus of the campaign is on domestic burglary prevention and, in particular, shed, garage and garden security where thefts and burglaries from these locations increase by a third in summer months. The campaign reminds homeowners that, "Summertime offers plenty of opportunities to burglars. Sheds left open and bicycles left unsecured in gardens are easy targets for the burglar. Remind children to lock their bicycles when not in use. Secure tools, ladders and other valuable equipment in sheds or garages; with quality chains and locks as an extra deterrent. Additional security on the outside shed or garage door will delay and hopefully deter the burglar. Remember to lock sheds, garages and house doors and windows". Through the Garda Summertime Safety Campaign, Crime Prevention Officers in each Garda Division will provide safety advice locally.

As referenced in Section 4, Corporate Communications, a joint operation, in conjunction with the Road Safety Authority was held over the 24-hour period between 7am on Friday 25 May and 7am on Saturday 26 May, 2018. In total, during ‘National Slow Down Day’, GoSafe¹ checked 132,188 vehicles, detecting 211 vehicles travelling in excess of the applicable speed limit. Some of the notable incidents and detections include 121km/h in a 60km/h Zone on the R123, Balgriffin, Dublin 13, and 132 km/h in a 100km/h Zone on the N20, Ballymartin, Blarney, Co. Cork. Road users were reminded to ‘think about the consequences of speeding the next time you get behind the wheel’.

¹ Garda Figures are awaited

Appendix D

Schedule of Expected Vacancies													
Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2018												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2018
Assistant Commissioner		1											1
Chief Superintendent			1	1		1					1		4
Superintendent	1		4	1	2				2	1	1	1	13
Total	1	1	5	2	2	1	0	0	2	1	2	1	18

Appendix E

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks
Data as at 6 June 2018

Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	9	9									0	9	0
Chief Superintendent	47	44									0	44	3
Superintendent	168	166					2	0		0	-2	164	4
Total	224	219	0	0	0	0	2	0	0	0	-2	217	7