



An Garda Síochána

Monthly Report for December 2024 to the Policing Authority

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

An Garda Síochána

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



Luaigh an uimhir tharaghta seo a leanas le do thoil:
Please quote the following ref. number: **CMR_86-28711/24**



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Ms. Helen Hall
Chief Executive
The Policing Authority

RE: Commissioner's Monthly Report to the Policing Authority

Dear Helen,

I am pleased to provide the Commissioner's monthly report, outlining the key aspects of the administration and operation of An Garda Síochána for the month of November 2024, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Yours sincerely,


MARIE BRODERICK
SUPERINTENDENT
PRIVATE SECRETARY TO
COMMISSIONER

 20th December 2024

Message from the Commissioner

During the month of November 2024, An Garda Síochána was pleased to see eight Gardaí honoured for their bravery and courage as part of this year's National Bravery Awards, which were held in Farmleigh House on 8 November 2024. These Gardaí were honoured in respect of four very challenging incidents in which they responded with bravery and courage. They included: Garda Sarah Lynam, who was honoured in respect of her life saving efforts to help a man in distress in the water at Bachelors Walk in August 2022; Garda Seamus Ronan, Garda Liam Fitzpatrick, Garda Conor Lucey and Sergeant Cyril Meehan, who responded to reports of a distressed man on the quay in Waterford; Garda Joseph O'Reilly and Garda Denis Cronin, who braved danger to rescue an elderly man as a fire in an adjoining property threatened his home; Garda Noel Power (RIP) and Sergeant Cyril Meehan, were also honoured for their efforts in dealing with a man armed with a knife who entered Waterford Garda Station in February 2001. Garda Power's wife, Mona received Noel's award on his behalf.

November 2024 was also a month where we celebrated young people from all over the country who have each made positive contributions to their communities, as we hosted the National Garda Youth Awards. This year's awards saw 24 exceptional young people aged 13-21 recognised at a ceremony held in the Midlands Park Hotel, Portlaoise. This year, award winners came from Garda divisions in Clare/Tipperary, Cork, Dublin, Kerry, Kildare/Carlow, Waterford/Kilkenny, Mayo/Roscommon/Longford, Laois/Offaly, Limerick, Meath/Westmeath and Wexford/Wicklow.

On 14 November 2024, we held our annual anniversary mass. This poignant service is held each year, and provides an opportunity to gather and remember all those personnel who have passed away during the year. As we approach the Christmas period, we are reminded of all those we have lost over the years and keep them close to our hearts.

An Garda Síochána was also involved in a significant international policing operation targeting individuals involved in alleged money laundering offences. This arose following a number of international complaints into various forms of alleged online fraud, suspicious activity was identified in a number of bank accounts. This involved transactions from hundreds of bank accounts from over 15 countries across Europe, which are suspected to be the proceeds of crime and 'money mule' transactions. This saw members from the DMR East Division's Economic Crime Unit; the Criminal Assets Bureau, the Garda National Drugs and Organised Crime Bureau and Europol search a property on 13 November 2024, where Gardaí seized in excess of €3.25m in crypto currencies and €20,000 in cash.

Meanwhile, An Garda Síochána hosted An Taoiseach Simon Harris, TD and Minister for Justice Helen McEntee, TD in Portlaoise, together with other public representatives for a sod turning at Portlaoise Garda Station. This marks the beginning of a significant programme of works to upgrade the station.

In the area of Road Safety, we held a National Slow Down Day on 7 November 2024. Across this 24-hour period, 689 drivers were detected speeding. An Garda Síochána continues to appeal to all drivers to please slow down and abide by the speed limits. It is concerning that people continue to commit and be detected for lifesaver offences. An Garda Síochána continues to conduct the 30 minutes of road safety initiative in an effort to curb bad driver behaviour.

Drew Harris
Commissioner

1. Financial Expenditure and Receipts

	2024 Allocation including Supplementary €'000	Expenditure/Receipts end November €'000	Remaining Nov-Dec €'000	Remaining %
Gross Total	2,422,396	2,152,434	269,963	11%
Appropriation in Aid (receipts)	133,206	126,641	6,565	5%
Net Total	2,289,190	2,025,793	263,397	

Total full-year gross 2024 allocation, including supplementary budget, is €2.42 billion and net allocation is €2.29 billion. At the end of November 2024, the total gross expenditure for the eleven months year-to-date is €2.15 billion (89% of allocation) and receipts are €126.64 million (95% of allocation).

Estate Management

The following projects are currently on site and are the subject of active engagement between the OPW and An Garda Síochána:

Refurbishment Works Begin at Portlaoise Garda Station on 1 November 2024

On 1 November, 2024, Garda Commissioner Drew Harris, together with An Taoiseach Simon Harris, Minister for Justice Helen McEntee TD and Minister for State with responsibility for the Office of Public Works, Kieran O'Donnell TD turned the sod at Portlaoise Garda Station, marking the beginning of refurbishment works at the station. This office provided support to Commissioner Harris in respect of a media briefing held at the station, where he highlighted the works to take place and provided commentary on issues of the day. The event was highlighted on our social media channels.



Left: Commissioner Harris speaks to reporters outside Portlaoise Garda Station. Right: Portlaoise Chief Superintendent Anthony Lonergan pictured reviewing refurbishment plans with Taoiseach Simon Harris, Minister of State Kieran O'Donnell; Cllr William Aird, Minister for Justice Helen McEntee and Commissioner Harris.



An Taoiseach, Simon Harris, Minister Helen McEntee, OPW Minister Kieran O'Donnell and Garda Commissioner Drew Harris with Laois Cathaoirleach Padraig Fleming, Cllr Willie Aird and Minister Sean Fleming, at the 'Turning of the Sod' Ceremony at Portlaoise on 2nd November 2024.

2. Human Resources and People Development

Workforce Planning

The Strategic Workforce Plan is currently in progress. The impact of the implementation of the Policing, Security and Community Safety Act 2024 is a significant factor, necessitating this vital forecasting and planning to successfully enable An Garda Síochána to adapt with flexibility and agility to meet policing needs.

Resourcing

There are currently 25 Garda Staff internal and open recruitment competitions in progress across the organisation. Application shortlisting for the Higher Executive 2024 competition was completed in early November 2024. Interviews commenced on 25 November 2024.

Garda Appointments/Recruitment

1,307 trainees have commenced in the Garda College since the 2022 Garda Trainee Competition closed. Through November 2024, An Garda Síochána continued to prepare for our intake of Garda Trainees to commence in December 2024. Additionally, there are currently 25 national, seven regional, one overseas and 44 divisional member competitions underway.

Resource Allocation

There was one promotion in the month of November 2024. One member was promoted to the rank of Superintendent.

Recruitment Strategy

The Strategic Recruitment Team ensure the delivery of services via our recruitment partner Staffline for end to end recruitment services. Staffline supports An Garda Síochána in recruiting talent across multiple fields: including Finance and Services; Occupational Health and Wellbeing; Data and Technology; Human Resources and People Development; Strategy and Transformation; Legal; Communications; administration; and management. A number of competitions have progressed to date.

Overseas Office

The Overseas Office held the annual Overseas Service Medal Ceremony for members of An Garda Síochána who have served with the United Nations overseas. This event took place on 15 November 2024. The Commissioner attended the ceremony and presented medals to 15 members.

A new competition for overseas duty with the United Nations in Cyprus was launched on the Garda Portal on 15 November 2024. Successful applicants in this competition will fill vacancies arising in 2025.

Human Resources and People Development Analytics/Data

As at 30 November 2024, the Garda member strength stood at 14,054 (WTE 14,020.5) and the Garda Staff strength stood at 3,689 (WTE 3,511.9). A full breakdown by rank, grade and gender is outlined below.

2.1 Garda Member Strength

Rank	As at 30 November 2024	Male	%	Female	%	WTE
Commissioner	1	1	100	0	0	1
Deputy Commissioner	2	1	50	1	50	2
Assistant Commissioner	7	3	43	4	57	7
Chief Superintendent	47	37	79	10	21	47
Superintendent	168	140	83	28	17	168
Inspector	472	376	80	96	20	472
Sergeant	2,195	1,646	75	549	25	2,194
Garda	11,162	7,820	70	3,342	30	11,129.5
Total	14,054	10,024	71	4,030	29	14,020.5

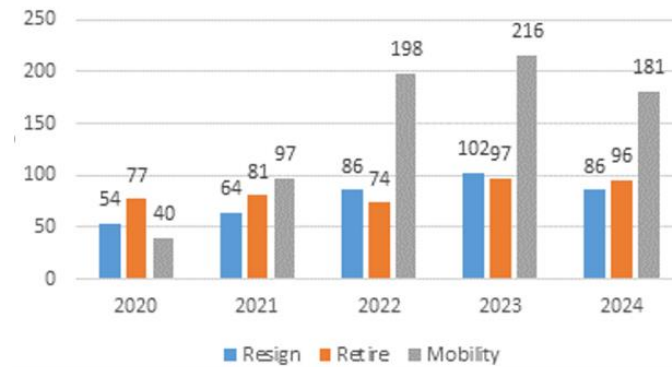
Of which	As at 30 November 2024	Male	%	Female	%
Career Breaks (incl. ICB)	31	17	54.8	14	45.2
Work-sharing	33.5	1	3	32.5	97
Secondments (Overseas etc.)	51	30	59	21	41
Maternity Leave	43	0	0	43	100
Unpaid Maternity Leave	47	0	0	47	100
Paternity Leave	14	14	100	0	0
Available Strength	13,834.5	9,962	72	3,872.5	28

Garda Reserves Strength

Garda Reserves Strength As at 30 November 2024	Total*	Male	%	Female	%
	319	247	77	72	23

Garda Staff Exits by Type

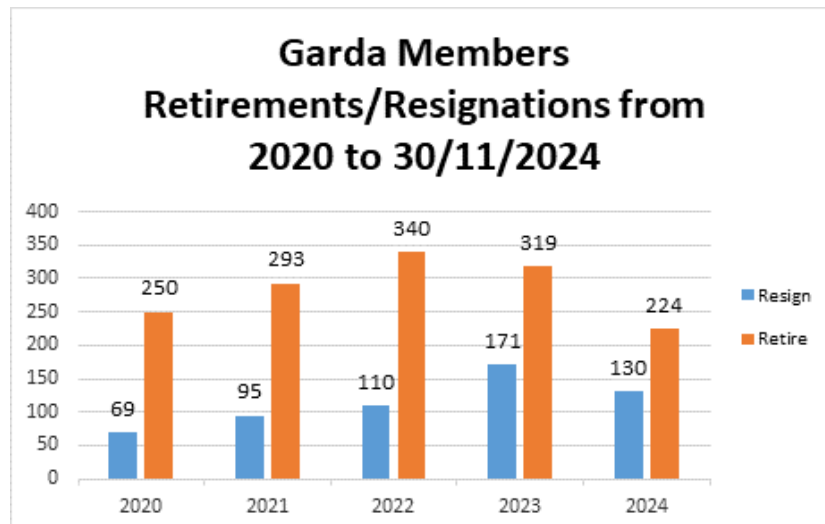
Garda Staff Retirements, Resignations and Mobility Transfers as of 30.11.2024



**Following a data reconciliation exercise, the number of departures on mobility for 2021, 2022 and 2023 have been adjusted versus previous monthly reports.*

The table above, which captures Garda Staff departures, includes Garda Staff who have transferred out on competition, promotion and those who have transferred through Civil Service mobility.

Garda Member Retirements and Resignations



**Retirement figures to include those that retire on compulsory retirements, voluntary retirements and cost neutral early retirement (CNER).*

Compulsory Retirements from An Garda Síochána to 2034

The number of retirement exits below the rank of Commissioner will increase over the next 10 years, with the exception of 2027 and 2028. This reflects historical recruitment patterns and shows that there will be up to 1,572 exits based on service in the coming years, irrespective of any other factors.

Rank	31-Dec-24	31-Dec-25	31-Dec-26	31-Dec-27	31-Dec-28	31-Dec-29	31-Dec-30	31-Dec-31	31-Dec-32	31-Dec-33	31-Dec-34
DC	1	0	0	0	0	0	0	0	0	1	1
AC	0	0	0	0	2	0	0	2	1	0	2
CS	1	1	5	0	0	4	0	4	9	2	4
SU	4	2	7	2	5	4	10	11	11	14	17
IN	1	8	6	4	7	8	9	18	19	27	34
SG	7	12	15	9	20	23	37	49	62	81	96
GD	16	17	32	14	26	48	67	111	132	185	245
Grand Total	30*	40	65	29	60	87	123	195	234	310	399

**30 compulsory retirements processed year to date (30/11/2024) and three applications to year end for a total of 33 for 2024.*

Personnel suspended from An Garda Síochána

Suspensions by Year					
Year	New Suspensions	Lifted	Ended (Resignation /Retirement)	Dismissal	Total (Lifted/ Ended/ Dismissal)
2019	26	4	5	10	19
2020	41	6	9	0	15
2021	44	13	8	1	22
2022	44	11	7	1	19
2023	27	19	13	0	32
2024	13	20	13	1	34

CURRENT SUSPENSIONS & CORE ISSUES INVESTIGATED BY AGS & GSOC	
Suspension (Ended / Ongoing)	Ongoing
Main Reason	Total
Theft / Forgery / Fraud / Dishonesty	15
Sexual Assault / Sexual Misconduct	10
Driving under Influence of Intoxicant	13
Fixed Charge Notice (FCN) Interference	9
Corruption / Criminal Association	8
Domestic Violence / Coercive Control	8
Disclosure of Information / Data Protection / Abuse of PULSE	8
Assault / Assault Causing Harm	6
Drugs / Drug Related	5
Other	6
Grand Total	88

2.3 Garda Staff Strengths as at 30 November 2024 (Administrative and Civil Service, and Chief Medical Officer)

Grade	Total	WTE*	Male	%	Female	%	Undisclosed	%
CCO	1	1	0	0	1	100	0	0
Executive Director	2	2	0	0	2	100	0	0
Chief Medical Officer	1	1	1	100	0	0	0	0
CIO	1	1	1	100	0	0	0	0
Director	4	4	2	50	2	50	0	0
PO	29	29	15	51.7	14	48.3	0	0
AP	101	100.8	45	44.6	56	55.4	0	0
HEO	206	205.4	82	39.8	124	60.2	0	0
AO	19	19	10	52.6	9	47.4	0	0
EO	892	881	284	31.8	608	68.2	0	0
CO	2,077	2,014.5	559	26.9	1,518	73.1	0	0
Total**	3,333	3,258.7	999	30	2,334	70	0	0
	Total	WTE*	Male	%	Female	%	Undisclosed	%
Professional/Technical (including Chief Medical Officer)	57	56.6	30	52.6	27	47.4	0	0
Administrative ***	3,332	3,257.7	998	30	2,334	70	0	0
Industrial/Non Industrial	300	197.6	95	31.7	205	68.3	0	0
Total	3,689	3,511.9	1,123	30.4	2,566	69.6	0	0
Of which	Total	WTE*	Male	%	Female	%	Undisclosed	%
Maternity Leave	21	21	0	0	21	100	0	0
Unpaid Maternity Leave	2	2	0	0	2	100	0	0
Paternity Leave	1	1	1	100	0	0	0	0
Secondment/Exchange	0	0	0	0	0	0	0	0
Available Total	3,665	3,487.9	1,122	30.6	2,543	69.4	0	0

* Whole time equivalent – Garda Staff work on a number of different work-sharing patterns.

** Garda Staff Headcount is exclusive of Temporary Clerical Officers.

*** Civil Service grades and other administrative posts.

Work Sharing ***	Total	WTE*	Male	%	Female	%	Undisclosed	%
	230	74.7	8	3	222	97	0	0

*** Work-sharing figure excludes industrial/non-industrial staff. Many posts are part-time.

*Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%	Undisclosed	%
	26	26	8	31	18	69	0	0

**** Staff on career breaks are not included in total numbers above.

Parental Leave

As at 30.11.2024	Garda Members	Garda Staff
	171	69

Garda Staff assigned and commenced – as at 30 November 2024

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Total number of vacancies filled since 01/01/2024*	84	50	74	59	58	95	86	63	110	83	25		787

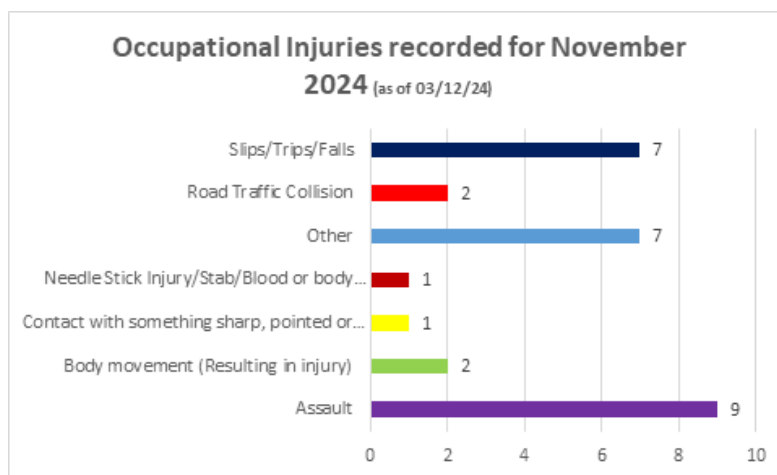
* Numbers adjusted following reconciliation exercise.

Employee Assistance Service (EAS)

During the month of November 2024, the Employee Assistance Service (EAS) carried out various activities nationally in support of colleagues. This included Employee Assistance Office information sessions, meetings of Peer Supporters with Divisional Welfare Inspectors, Critical Firearms Incident Command (CFIC) training courses for CAD call takers, a variety of EAS presentations to Garda personnel, wellness walks and a meeting regarding Cancer Support Day. As of 1 November 2024, the 24/7 Counselling Service was transferred from the Employee Assistance Service to the Garda Occupational Health and Wellbeing Service.

Health and Safety

29 occupational injuries were recorded for November 2024 (as of 03/12/24):



The number of National Incident Management System (NIMS) incidents created in November 2024 is 78. Training carried out by the Health and Safety Unit in November 2024 included fire warden training. 29 personnel trained as fire wardens in the DMR North Central Division.

3. Information and Communications Technology

As we near the end of 2024, ICT continues to progress with regard to Policing Plan target E5.1, to deliver the key projects in the 2024 roadmap in line and in support of An Garda Síochána strategic goals, and our Data and Technology Vision of 'Information-Led Policing'. We also continue to support and enhance the operational needs of the organisation in the office, on the frontline and working remotely, by enabling An Garda Síochána personnel access Garda information systems in a secure manner where needed, particularly in the use of digital collaboration tools for desktop and mobile.

GardaSAFE – The new Garda Computer Aided Dispatch (CAD) System

Throughout November 2024, updates and enhancements, based on user feedback, continue to be rolled out to both the incident response mobility app and the main GardaSAFE system. A number of enhancements and additions to the web client are also on schedule for release this month.

Body Worn Cameras (BWC) and Digital Evidence Management (DEMS)

Body-worn cameras (BWCs) continue to be used across five stations in support of everyday operational policing. The numbers of recordings continue to grow as does the number of evidential BWC footage content across all locations. The BWC team are continually learning in relation to the management of cameras in terms of break / fix and working with the vendors in terms of maintaining their back end system support.

ICT has just completed a user experience (UX) direct engagement exercise with frontline members to collect feedback, to provide insights into lessons learned so far in the proof of concept (PoC). There has been a number of very positive engagements with the Office of the Director of Public Prosecutions (DPP) and the Courts Service of Ireland, to develop the legal digital evidence trail in order to support Garda members to present digital evidence in the courts in Dublin, Waterford and Limerick. At this stage in the PoC, a number of members across the different sites have brought digital evidence into the courts system.

Investigation Management System (IMS) Deployment

On 24 November 2024, the ICT IMS team completed the deployment into live of IMS release 2.1. This was the first release of IMS to be launched simultaneously with a new version of PULSE. The simultaneous launch afforded the opportunity for IMS and PULSE to remain in sync due to changes to both systems, which align with An Garda Síochána Senior Investigating Officer Policy. The focus of the team will now shift to the development of IMS release 2.2 and working with the IMS business to identify priorities for future releases.

Additional Information

The PULSE release R7.8.5 went live on 24 November 2024 and covers a range of different areas, including new functionality, fixes and code table changes. As part of PULSE release 7.8.5, all investigating Gardaí now have the ability to create and print a CJ1 (tracking and prosecution profile form) directly from the PULSE incident. There is also a facility to print supporting documents like 1st Schedule, 2nd Schedule and previous convictions from within the PULSE incident. This will support to prosecuting Gardaí, as the CJ1 court preface are partially auto populated using the PULSE incident information.

4. Corporate Communications

Throughout the month of November 2024, the Office of Corporate Communications continued to communicate internally and externally on a broad range of policing activities undertaken by An Garda Síochána. This month saw the office promote the bravery of our Gardaí, with eight Gardaí honoured at this year's National Bravery Awards in Farmleigh House. It was also a month to celebrate the positive contributions of young people to their communities at this year's National Garda Youth Awards.

Media appeals were held in respect of investigations into the disappearance of Jo Jo Dullard on the 29th anniversary of her disappearance and also in relation to a double tragedy at Silver Strand in Co. Galway.

A media briefing was also held in respect of refurbishment works which have officially gotten underway at Portlaoise Garda station. This sod turning event was attended by An Taoiseach Simon Harris and Minister for Justice Helen McEntee, together with other public representatives.

Meanwhile on 14 November 2024, we remembered all those personnel we have lost at the anniversary mass to remember all Garda personnel who have passed away during the year. This took place at the Holy Family Church on Aughrim Street, Dublin 7 and this office provided a live stream to the service, and promoted this on our social media channels.

This office also worked to promote the launch of Campus Watch; a new Garda Campus Watch Student Safety and Security Booklet, which is designed to enhance the safety of third-level students. It was launched in DCU this month and information was shared on social media providing a link to the digital resource.

Office of Corporate Communications Activities:

Promotion of National Slow Down Day on 7 November 2024



In support of National Slow Down Day, this office issued press releases and social media content with regular updates on the operation over the course of the day. Across this 24-hour period, we detected 689 speeding drivers as part of National Slow Down Day.

National Bravery Awards, Farmleigh House on 8 November 2024

This office promoted the awarding of eight bravery awards to Gardaí on 8 November 2024. The Gardaí were honoured at a special ceremony held in Farmleigh House in respect of four separate incidents where they each responded with bravery and courage in order to keep people safe.



*Bravery Award Recipient Garda Sarah Lynam (Dublin) (left) at Farmleigh House.
Garda Commissioner Drew Harris pictured with Sergeant Cyril Meehan (Waterford) and Garda Noel Power's
(RIP) wife, Mona.*

Media Briefing: Jo Jo Dullard Anniversary Appeal on 9 November 2024



This office facilitated a public appeal for information in respect of the investigation into the disappearance and murder of Jo Jo Dullard. This included the holding of media briefings on 11 November 2024, facilitated by Superintendent Paul Burke at Naas Garda Station. The purpose was to issue a renewed appeal for information on the date of the 29th anniversary of her disappearance. It also provided an update on the investigation; the arrest of a male in connection with her disappearance, who was later released without charge. Supporting the appeal, the Office of Corporate Communications conducted a video segment with Jo Jo's sister Kathleen Bergin and also with Superintendent Burke in Moone, where Jo Jo was last seen. These were shared on our social media channels to raise more awareness of the case.

Media Briefings: Silver Strand Tragedies on 12 and 13 November 2024



Superintendent Paudie O'Shea, Galway Garda Division, speaking with media at Silver Strand, Co. Galway

The North Western Regional Press Office supported the holding of two media briefings in Galway following reports that two swimmers had failed to return to shore following a swim at Silver Strand, Barna, Co. Galway on 12 November 2024. These briefings were facilitated by Superintendent Paudie O'Shea, who has responsibility for the Galway West Community Engagement Area. He highlighted the recovery operation and provided updates in respect of this.

Community Engagement: National Garda Youth Awards on 16 November 2024

An Garda Síochána held this year's National Garda Youth Awards on 16 November 2024, which recognised 24 exceptional young people aged 13-21 who have positively contributed to their community. This office provided support in the judging and promotion of this year's event, which took place at the Midlands Park Hotel, Portlaoise. A press release was issued outlining the event and detailing our award winners, together with social media posts on the day.



Left: Chief Superintendent Derek Hughes, Wexford/Wicklow Garda Division with Special Achievement Award winner John Beary, Wexford.

Right: Ciara and Saoirse Murphy, Tralee, Co. Kerry.

Garda Press Office Activity

The Garda Press Office operates 7am-11pm, seven days a week, responding to hundreds of queries, coordinating external communications and media relations, and regularly updating our social media platforms.

Further to those already outlined, this month's activity included; the issuing of 224 of press releases – 81 missing person appeals relating to 38 missing persons; 17 in respect of witness appeals; together with those related to successful operations undertaken by the organisation. This included an investigation into a range of alleged offences, including money laundering, which prompted a search operation on 13 November 2024.

Notable interviews with media in November 2024

This office was responsible for coordinating the following media interviews, and providing support and guidance to those conducting these engagements.








Requestor / Media Outlet	Topic	Interviewee	Date Conducted
Pat Murphy Tipp FM	Anti-social behaviour in Clonmel	Inspector John Cleary	5/11/2024
Catherine Fogarty Tipp Midwest Radio	Anti-social behaviour in Clonmel	Inspector John Cleary	5/11/2024
Brian O'Connell Today with Claire Byrne	Rollout of Average Speed Cameras	Inspector Dave Tiernan	6/11/2024
Stephen Breen The Sun	Convictions of Aradi Ignac & Zoltan Nemeth	Detective Superintendent Joe O'Reilly	7/11/2024
Garrett Farrell Oireachtas Press Office	Bravery Awards Ceremony	Commissioner Drew Harris	8/11/2024
Bernie Moran Roscommon Credit Union	Roscommon Credit Union Anti-Fraud Campaign	Sergeant Damian Bartley	8/11/2024
Kellie Murphy REDFM	People watching Netflix while driving	Inspector Fergal O'Donovan	11/11/2024
Maeve Sheehan Sunday Independent	Operation Jackel	Detective Superintendent Michael Cryan	24/11/2024
Damian White Limerick's Live 95FM	Garda National Youth Awards	Aishling Sexton & Liam Costelloe	25/11/2024

Social Media Activities

The Office of Corporate Communications oversees five official social media channels for An Garda Síochána: Facebook, Instagram, TikTok, LinkedIn and X (formerly Twitter). Within these channels there are 42 separate accounts, including regional Facebook and regional Instagram profiles. There are 2.3 million followers across all platforms. These channels are used to promote activity within the organisation, highlighting the good work that is being done nationwide. They are also used to provide key communications to the public on behalf of An Garda Síochána. These communications may include public information regarding traffic disruption, public appeals for information, alerts i.e. CRI alerts, and campaigns.

The Office of Corporate Communications measure the success of these communications by capturing:

1. The number of followers / individual users who have subscribed to each account.
2. The rate of engagement with the account. A high percentage indicates we are producing compelling posts that resonate with our audience. Typically, a good engagement rate is in the region of 1-5%.
3. The number of engagements with the content / posts we produce.

Social Media Channel	Number of Followers	Engagement Rate
 Facebook - @AnGardaSiochána	413,118	1.11%
 Facebook – Missing Persons	17,448	10.17%
 Instagram - @GardaInsta	203,428	2.65%
 X- @GardaInfo	294,645	5.56%
 X - @GardaTraffic	624,972	5.29%
 LinkedIn – An Garda Síochána	64,540	8.30%
 TikTok – @GardaInfo	36,967	4.20%

Internal Communications

In November 2024, An Garda Síochána Internal Communications team delivered eight comprehensive Newsbeat updates. The average Newsbeat open rate is 62%, significantly higher than the industry standard open rate of 57.6% for internal newsletters, and the 49.5% average within Government and Public Service organisations. Also published this month was a leadership communication from Commissioner Harris regarding road safety.



Key highlights from November 2024 Newsbeat updates include:

- The launch of An Garda Síochána Health and Wellbeing Survey 2024: Announcement of the upcoming survey to assess health and wellbeing among Garda personnel.
- Update on the Dublin City Centre public disorder anniversary: As the first anniversary of the public disorder in Dublin on 23 November 2023 approached, An Garda Síochána released a public appeal to identify individuals.
- New Divisional Headquarters for the Laois/Offaly Division: Construction commenced on the refurbishment and extension of the existing Garda station to create a Divisional Headquarters.
- Operation Liberterra II: Gardaí participated in this global initiative led by Interpol, targeting human trafficking and migrant smuggling.
- Reminder on impartiality during elections: Garda personnel were reminded of their obligation to remain impartial both online and offline during elections.



Digital Signage

The Garda Portal and digital signage received ongoing content updates, and these digital displays, including screensavers and portal banners, were visible on desktops across the organisation. Notable updates provided to personnel during this period were:

- Anti-corruption
- Operation Táirge
- Irish translation services
- Health and wellbeing support



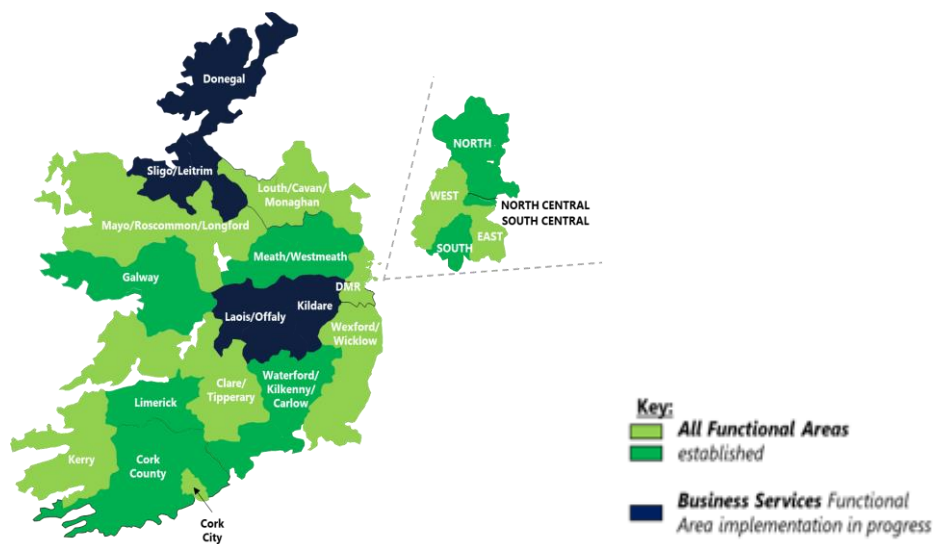
5. Operating Model

The DMR East became the 17th division to commence the four Functional Area structures (Business Services, Performance Assurance, Crime and Community Engagement). Two regions, the Southern Region and the Dublin Metropolitan Region have all divisions fully operating under Operating Model structures.

The Operating Model Central Implementation Team continues to engage with the 17 divisions following implementation, to provide support to the respective divisional management teams in managing the transitional and post-implementation phases.

Across the remaining four divisions to transition to the Operating Model, progress is continuing with Business Services and Performance Assurance implementation.

Implementation Overview (30 November 2024)



Key Dependencies

Across all divisions, resourcing continues to be a key dependency for the successful implementation of the Functional Areas. Work is continuing with Garda Estate Management and the OPW to address Operating Model related accommodation dependencies in divisions.

6. Implementation of Cultural Change

Culture Reform Programme

As part of an overall communications strategy agreed with Internal Communications, an update on the 2022 Culture Audit was published on Newsbeat and the Garda Portal on 19 November 2024. The article contained the key findings from the Culture Audit and information in relation to the implementation plan which was developed to address four key themes; wellbeing, organisational support, supervisory leadership, and values and ethics.

As part of the Garda Ethics and Culture Bureau (GECB) 'Roadshow' engagements for Quarter 4 2024, Superintendent Keane attended the Tajik Community Policing Leadership Programme, hosted by Trinity Business School at Garda Headquarters on 21 November 2024.

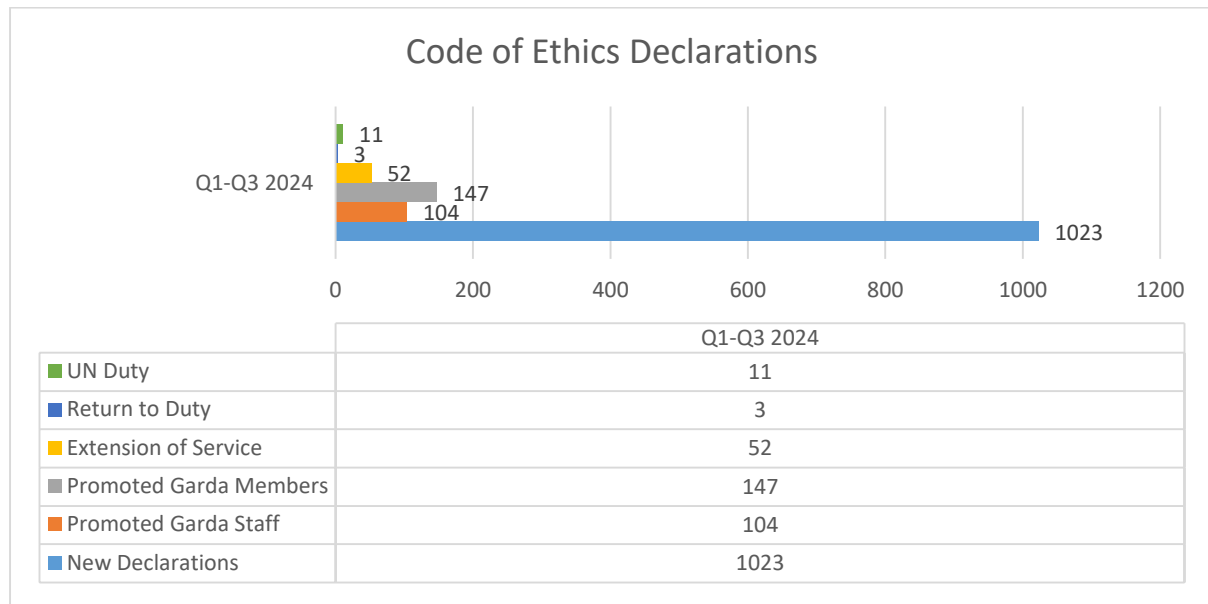
A GECB presentation as part of 'Culture Talk' was given to the international policing leadership programme attendees.



Chief Superintendent Padraic Jones, Superintendent Stephen Keane, Dr. Kathleen O'Toole, Trinity Business School, Dr. Antonio Oftelie, Harvard University, Professor Lucas Monzani, Western Ontario University, Assistant Professor Michael Flynn, Trinity Business School and a cohort of Tajik Community Centred Police Patrol Plan & Leadership Development Initiative

Enhancing Professional Conduct

On 26 November 2024, a review of Code of Ethics declarations received at the Garda Ethics and Culture Bureau was conducted. The Garda Ethics and Culture Bureau continue to embed the Code of Ethics within the organisation, with the collection of Code of Ethics declarations/reaffirmations from all Garda personnel at significant stages of their careers. A total of 1,340 declarations and reaffirmations to the Code of Ethics in Q1, Q2 and Q3 2024 were registered.



Edition 8 of 'Learning the Lessons' was published on Newsbeat on 21 November 2024. The theme was an 'End of Year Review', which looked back to the previous editions during 2024. It also included a reminder of the appropriate Garda personnel behaviours during the Christmas period. A one-page aide memoire was forwarded to each Sergeant and Executive Officer in the organisation, to support that the 'Learning the Lessons' edition be discussed at a team/unit briefing, parade or PAF.

7. Risk Management

An Garda Síochána Corporate Risk Register captures ten risks currently facing the organisation. An Garda Síochána corporate risks are being managed effectively by their assigned corporate risk owners, overseen by the Chief Risk Officer, and the Risk and Policy Committee, supported by the Garda Risk Management Unit (GRMU). As reported last month, compliance rates at local level for Q2, 2024 remained consistently high at 89%. Compliance rates for Q3, 2024 are currently being collated.

During the month of November 2024, GRMU:

- Held one-to-one meetings with all corporate risk owners/support staff, to assist in the review and update of their risk registers.
- Delivered further briefings on the 'e-Risk' system to personnel in the Eastern Region in advance of 'go-live' of the system in that region, scheduled for December 2024.
- Held a risk management workshop with senior management in the Liaison and Protection Section, Garda Headquarters.
- Superintendent GRMU attended a meeting of the Criminal Assets Bureau (CAB) Audit and Risk Committee (ARC) and received CAB ARC Training.
- Superintendent GRMU attended a meeting of An Garda Síochána Audit and Risk Committee.
- Delivered risk management presentations as part of the Executive Officer's development course.
- Held risk register development workshops with the Organised and Serious Crime regional office.
- Continue to engage with the Institute of Public Administration on their current review of risk management in An Garda Síochána.

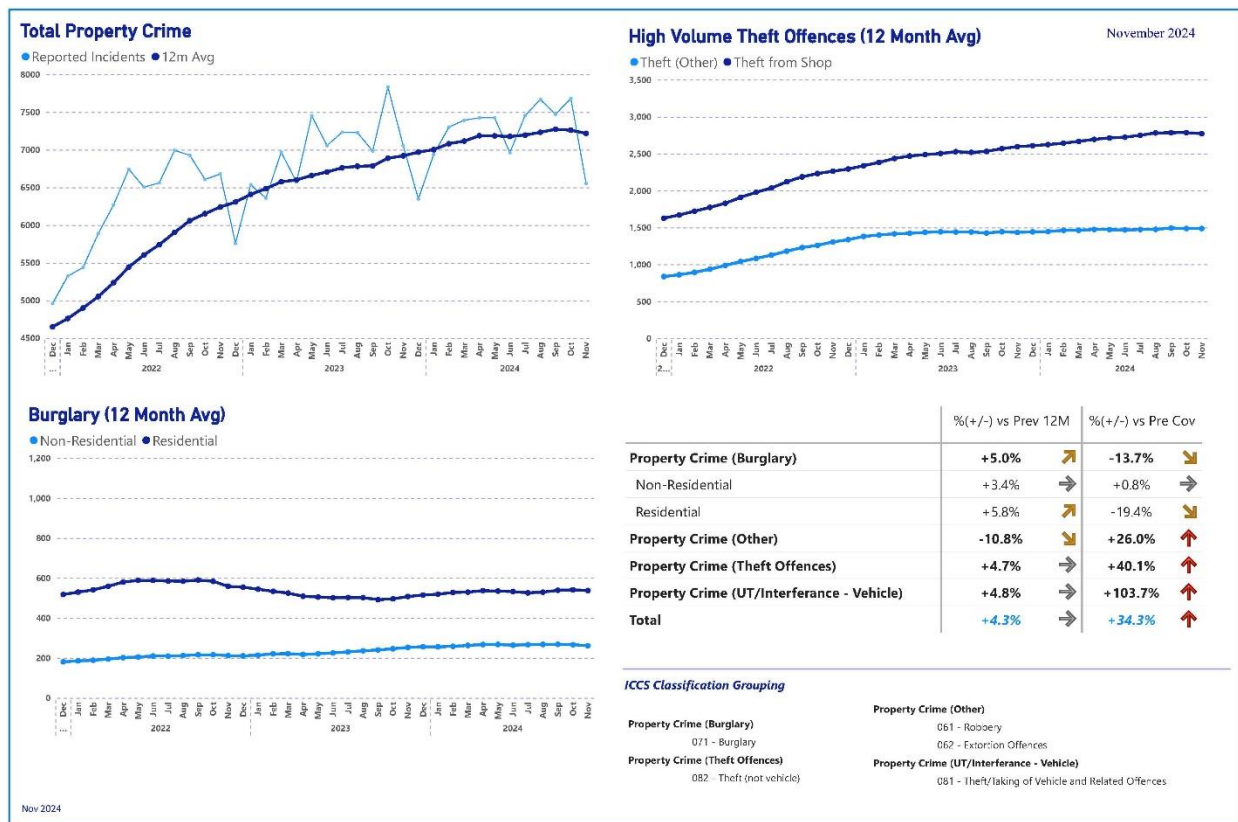
8. Data Quality and Operational Value of Data

Garda Information Services Centre (GISC) Update

The Garda Information Services Centre (GISC) participated in discussions and testing regarding PULSE Release 7.8.5, which came into effect on 24 November 2024. The release introduced a number of additional systematic data quality review checks, which will be of benefit to PULSE users. GISC hosted a further PAF webinar on 13 November 2024, covering incident outcomes and the Criminal Justice Interoperability Programme.

Crime Trends

The Garda Síochána Analysis Service 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. Crime incident figures and the associated trends are based on provisional data, and are subject to change following review. 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.



Total Crimes Against the Person



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
Crimes Against the Person (Assault)	+0.2% →	+22.7% ↑
Non-Residential	+2.3% →	+38.0% ↑
Residential	-4.0% →	-0.9% →
Crimes Against the Person (Other)	+4.4% →	+3.0% →
Total	+0.9% →	+18.5% ↗

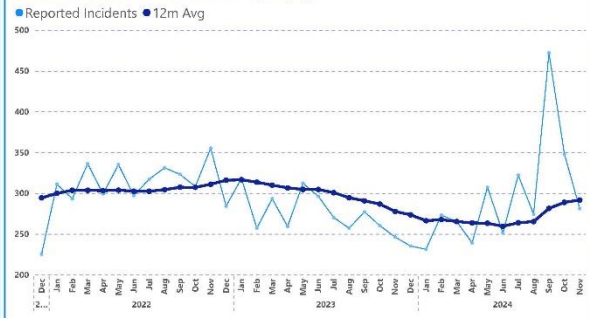
ICCS Classification Grouping

Crimes Against the Person (Assault)
032 - Assaults

Crimes Against the Person (Other)
011 - Murder/Manslaughter/Infanticide
031 - Attempts/Threats to Murder
033 - Harassment and Related Offences
042 - Other Dangerous or Negligent Acts
051 - False Imprisonment, Abduction
063 - Hijacking Offences

Sexual Offences & Child Pornography

November 2024



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
Sexual Offences (Child Pornography Offences)	-31.1% ↓	-54.1% ↓
Sexual Offences (Rape/Sexual Assault)	+8.6% ↗	+23.5% ↑
Total	+5.7% ↗	+12.4% ↗

ICCS Classification Grouping

Sexual Offences (Child Pornography Offences)
0222 - Child pornography offences
0223 - Child pornography - obstruction of warrant

Sexual Offences (Rape/Sexual Assault)
021 - Rape and Sexual Assault
022 - Other Sexual Offences (excl. Child Pornography)

Criminal Damage

Reported Incidents 12m Avg



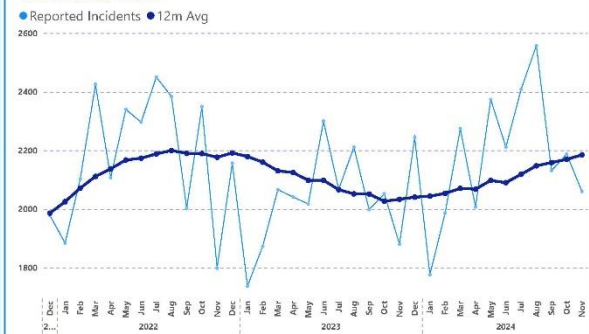
	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
Criminal Damage	-1.5% →	+11.3% ↗
Non-Residential	-3.7% →	+8.4% ↗
Residential	+1.3% →	+15.2% ↗
Total	-7.5% →	+77.3% ↗

ICCS Classification Grouping

Criminal Damage
1211 - Arson
1212 - Criminal damage (not arson)

Total Public Order

November 2024



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
Public Order (Drunkness)	+3.5% →	+15.1% ↗
Public Order (Public Order Offences)	+9.9% ↗	+0.2% →
Total	+7.4% ↗	+5.2% ↗

ICCS Classification Grouping

Public Order (Drunkness)
1313 - Drunkenness offences
Public Order (Public Order Offences)
1312 - Public order offences

Garda National Vetting Bureau (GNVB) Update

Vetting

Garda standard vetting average turnaround times continue at their long-term figure of seven working days once an application is received. 577,710 Garda vetting applications have been received to the end of November 2024. There has been a 4% year on year increase in vetting applications received to the end of November 2024.

European Criminal Records Information System (ECRIS)

77 requests from operational Garda members for criminal record information in respect of nationals of EU member states who are being investigated/prosecuted by An Garda Síochána were processed by the ECRIS section of GNVB in November 2024. This criminal record information is significant in the successful investigation/prosecution of individuals here and also allows courts to make more informed sentencing decisions.

Use of Force November 2024

Category	November 2024
Total UOF for Month	923
Civilians Injured	14
Garda Members Injured	10
Pepper Spray Deployed	90
Batons	16
Handcuffs	859
Anti-spit guard	0
Unarmed Restraint	177
Taser	2
Less Lethal Firearm	1
Firearm	0
Gender Subject to Force – Male	751
Gender Subject to Force – Female	104
Drugs Involved	254
Alcohol Involved	525
Division with highest level UOF – DMR South Central	174
Percentage of UOF Deployments occurring Friday, Saturday and Sunday	54%

9. Policing Challenges

Demonstrations

An Garda Síochána continue to provide a policing response, including traffic management, to a great number of protests nationally. This type of incident can be resource-intensive due to potentially large numbers of people involved. The Israel/Palestine conflict and anti-immigration/housing of refugees continue to be the main causes for protests/demonstrations.

Table 1 - Demonstration (Non Crime) - 2024YTD

Region	2024 YTD
Dublin Region	636
Southern Region	201
Eastern Region	235
North Western Region	76
Total	1,148

Table 2 - Demonstration (Non Crime) – November 2024

Region	Nov-24
Dublin Region	47
Southern Region	12
Eastern Region	36
North Western Region	4
Grand Total	99

Table 1 above relates to incidents reported between 01/01/2024 and 11/12/2024. Data as available on PULSE at 01:00am on the morning of 11/12/2024. Please note that data is operational and liable to change.

Policing at events

The planning for, resourcing and policing of major events continues to provide a challenge in terms of policing resources. November 2024 was another busy month, in particular in the Dublin Metropolitan Region (DMR), with visitor numbers remaining high and a number of major events drawing people into the city. Of particular note were the four Autumn Nations Rugby Series home fixtures and the FAI Cup Final at the Aviva Stadium.

Additionally, Christmas markets have been launched in various locations throughout the country. An Garda Síochána have ensured that appropriate policing responses are in place to ensure public safety and crowd control.

Roads Policing

An Garda Síochána continue to respond to road safety challenges. In November 2024, 18 people died in fatal collisions, while 64 serious injury collisions were reported. More than two out of every five fatalities this year have been drivers.

An Garda Síochána continues to implement the 30-minute roads policing initiative introduced in April 2024 to increase visibility on our roads. In November 2024, there were 3,990 MIT checkpoints conducted, with an average of nine arrests per day nationally for driving under the influence of drugs, 13 per day for driving under the influence of alcohol and over 2,200 vehicles were seized under the provisions of Section 41 of the Road Traffic Act in November 2024.

New additions to the Garda fleet

New high-powered unmarked roads policing vehicles arrived at Garda Headquarters recently and will be distributed around the country in the coming days. These vehicles will further assist us in keeping our roads safe.



	November 2024	YTD 2024
Mobile Phone FCNs	1,434	20,482
SEAT BELT FCNs	407	5,450
Intercept Speed FCNs	2,478	38,497
Non-Intercept Speed FCNs	6,353	87,383
Total Speed FCNs	8,831	125,880
Driving under the influence of alcohol	389	4,303
Driving under the influence of drugs	263	2,674

Section 41 Detentions	November 2024	YTD 2024
Vehicle Detained (Sc. 41 RTA)	2,228	29,290
Vehicle Detained (Sc. 41 RTA) - no ins.	1,280	17,356
Vehicle Detained (Sc. 41 RTA) - no tax	796	11,951
Vehicle Detained (Sc. 41 RTA) - no NCT	340	5,078
Vehicle Detained (Sc. 41 RTA) - unaccompanied learner drivers	468	5,979

MIT Checkpoints - Breath/Oral Fluid Tests	November 2024	YTD 2024
MIT Checkpoints - Breath Tests performed	13,826	173,311
MIT Checkpoints - Oral Fluid Tests performed	703	6,464

- 2024 YTD figures cover the time period from 01/01/2024 to 30/11/2024, inclusive.

- It is important to note that vehicles may be detained under S.41 of the Road Traffic Act for more than one reason. Information contained in this section is based upon operational data from the PULSE and FCPS systems as was available on 02/12/2024 and is liable to change. Crime counting rules were not applied.

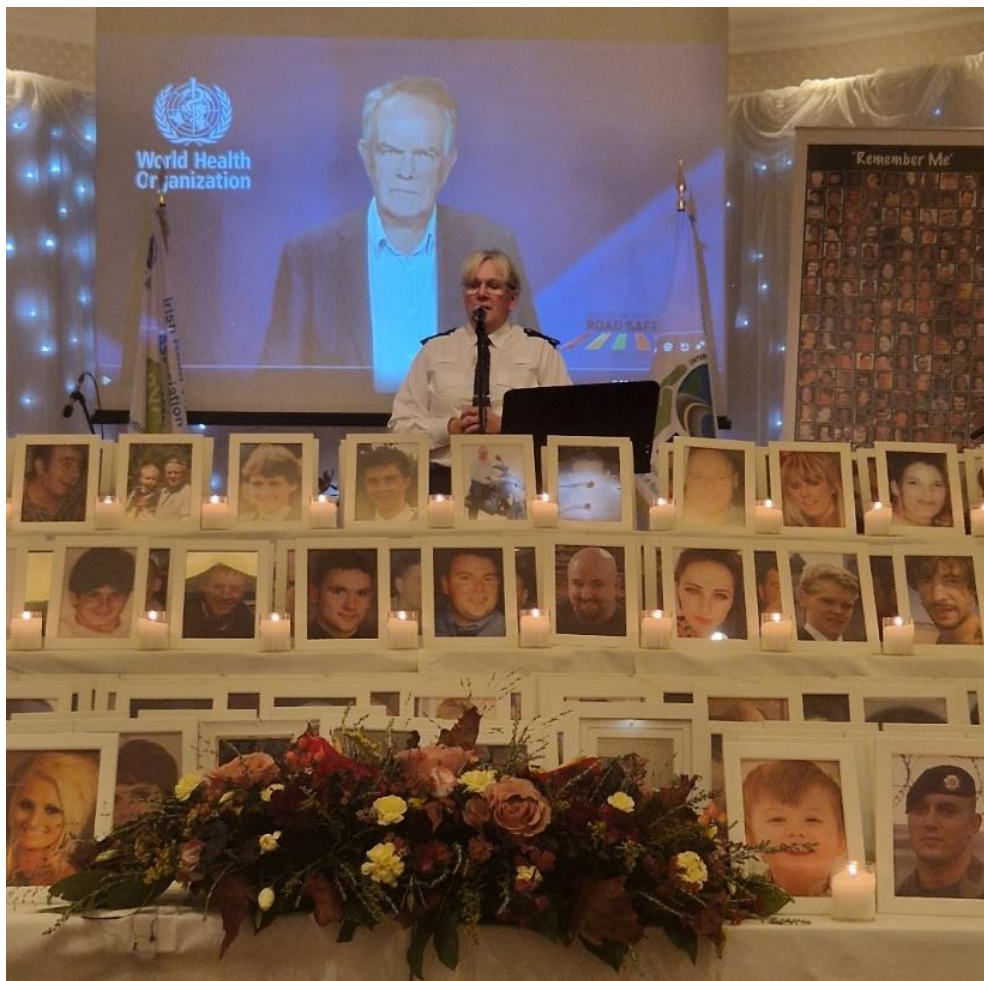
National Slow Down Day

On 7 November 2024, An Garda Síochána held a National Slow Down Day, the fourth such day of action this year which focused on the pro-active enforcement of speed limits. Members deployed on intercept speed detection checkpoints were supported by the mobile safety van presence on the road network. Over 670 drivers were issued with Fixed Charge Penalty Notices for speeding offences. Our operational efforts on the day were supported by speed safety messaging on official Garda social media channels.

Remembrance Day for Road Traffic Victims

The 17th of November 2024 marked World Day of Remembrance for Road Traffic Victims, bringing together families and individuals who have lost loved ones or suffered serious injuries in road traffic collisions. Since its inception in 1993, this day of remembrance has been observed globally, honouring the millions who have been killed or seriously injured on the roads. In Ireland, this day serves as a poignant reminder to improve road safety behaviours, acknowledges the critical contributions of emergency services, medical professionals, and An Garda Síochána, and provides a platform for people to share their stories and preserve the memory of their loved ones.

Assistant Commissioner, Roads Policing and Community Engagement attended a ceremony in Bloomfield House, Mullingar organised by the Irish Road Victims Association, along with members of the local Divisional Roads Policing Units.



10. Immigration Policing

Ongoing engagement to curb the abuse of the Common Travel Area (CTA)

The Garda National Immigration Bureau (GNIB) continue to liaise with the Department of Justice on GNIB operations and abuse of the common travel area (CTA). In addition, GNIB are continuing to work closely with Immigration Enforcement, Home Office (Northern Ireland and UK) around coordinated operational activity in both jurisdictions. These operations include Operation Sonnet, Gull and Comby.

As trends are identified from operational activity, both operational and diplomatic efforts are implemented to stem the abuse. Both the UK and Ireland remain committed to working in a coordinated approach to stem any abuse, with the Cross Border Task Force and the Common Travel Area Forum (CTAF) as two of the strategic groups working together in this regard. The CTAF was established in 2011 and acts as a steering committee for the ongoing work of protecting the CTA in relation to free movement of its citizens between both countries, while at the same time ensuring that the CTA is not abused by those not entitled to avail of it. D/Chief Superintendent GNIB represented An Garda Síochána at a recent meeting of the CTAF in London on 14 November 2024. The CTAF provides a framework for the strategic approach and policies underpinning this area, with operational inputs from GNIB and Home Office.

Transfer of registration responsibilities to Immigration Service Delivery (ISD)

The responsibility for nationwide registration renewals of Irish immigration residence permissions for persons residing in all counties transferred from GNIB to the Registration Office of Immigration Service Delivery (ISD), Department of Justice on 4 November 2024. This transfer will free up the Garda Immigration Officers to commence an investigation and enforcement role surrounding immigration, in particular the execution of deportation orders.

As part of the transition, GNIB are conducting briefing and training seminars with all Immigration Officers to upskill personnel on their new role and assist the transit. This first such training was held on 4 November 2024, where over 60 Garda Immigration Officers attended a briefing day in the Garda College. Garda Immigration Officers in counties outside of Dublin, Wicklow, Meath, Kildare, Cork and Limerick will continue to conduct first-time registrations for a further period, with the final transfer of registrations expected to transition in early Q1, 2025.

Conviction for offence contrary to Section 6 (1) of the Criminal Justice (Smuggling of Persons) Act 2021

In April 2024, a joint operation took place at Dublin Airport between GNIB and the Border Management Unit (BMU) over a four-day period. The objective of the proactive operation was to identify and arrest persons involved in assisting the unlawful entry of non-EU nationals into the State in contravention of Section 6 (1) of the Criminal Justice (Smuggling of Persons) Act, 2021.

During this Operation, Gardaí encountered a Malawi female who presented off a flight to Dublin as a tourist with three persons she alleged were her biological children. Investigation determined that she was not the biological mother of these children, with two confirming that the purpose of the trip was to claim international protection. The suspect was arrested and detained.

The suspect was subsequently charged with three offences of people smuggling contrary to Section 6 (1) of the Criminal Justice (Smuggling of Persons) Act, 2021 and was convicted before Dublin Circuit Court on 14 November 2024, and sentenced to two years' imprisonment.

Immigrations/Deportations at Rosslare Europort

In November 2024, during immigration checks on a vessel, which had sailed into Rosslare Europort from Bilbao, Spain, Immigration Officers searched a trailer packed with cardboard boxes. Among the boxes were three foreign nationals. All were refused leave to land and were escorted back on the midnight sailing to Bilbao.

On the same day during routine immigration checks, Gardaí stopped a Spanish-registered articulated lorry hauling a 40ft refrigerated trailer as it disembarked the vessel from Bilbao, Spain. The cavity above the pallet carrier uncovered two foreign nationals. Both stowaways were refused leave to land under the Immigration Act by Gardaí and were returned to Bilbao on night sailing.

Additionally, in November 2024, four stowaways were discovered on board a vessel en route to Rosslare Europort from Zeebrugge in Belgium. The crew discovered one person on the deck of the ship, who led them to three other persons in hiding. At Rosslare, Gardaí attached to the Immigration Unit boarded the vessel and removed the four stowaways. They were refused leave to land and conveyed to Wexford Garda Station, where they were processed under the Immigration Act. They have since claimed asylum and were processed in line with procedures.

11. Human Trafficking

Joint Agency Day of Action

On 15 November 2024, the Human Trafficking Investigation and Coordination Unit, accompanied by the Workplace Relations Commission (WRC) and GNIB, carried out unannounced inspections in a day of action targeting nail bars. This was following an anonymous report of breaches of employment legislation and work permits, potential human trafficking and immigration offences. Locations in North Dublin and Dublin City Centre were visited, and employees were assessed. Premises were checked for human trafficking offences and illegal immigration in relation to information received. There were suspected breaches of employment legislation, which the WRC are dealing with.

16 Days of Activism against Gender Based Violence

The 16 Days of Activism Against Gender Based Violence is a UN backed international campaign aimed at raising awareness around, and combatting, domestic, sexual and gender-based violence. The campaign takes place annually between 25 November 2024, the International Day for the Elimination of Violence against Women and 10 December 2024, Human Rights Day.

In support of this event, the Garda National Protective Services Bureau (GNPSB) are working with the Garda Press Office, Corporate Communications Office and Internal Communications in the development and implementation of a media strategy. A number of messages will be circulated via An Garda Síochána social media channels during the course of the campaign and GNPSB personnel will be attending a number of events in support of our stakeholders over the duration of the 16 Days of Activism.

12. Community Engagement and Organisational Initiatives

Throughout the month of November 2024, An Garda Síochána were involved in a number of initiatives to improve interagency cooperation with international partners. A number of proactive awareness initiatives took place, highlighting the services available that align with our mission of 'Keeping People Safe'. A synopsis of some of those initiatives that occurred during the month of November 2024 are set out hereunder.

Regional Women's Network Conference

Both the Southern Region and the North Western Region recently hosted Women's Network Conferences. The conference in the Southern Region was organised with the intention of supporting, encouraging and mentoring women. The theme of the event was 'Sit with Warriors – the conversation is different'. There was a great line up of speakers organised for the event, which included presentations on career progression, work/life balance supports and provided a great opportunity for networking throughout the day. This event was well attended by Garda members and Garda Staff. Feedback from the event has been hugely positive and panel discussions with speakers representing ranks, grades and areas of the organisation really resonated with attendees.



On 4 November 2024, the North Western Region's Women's Network Conference took place at Farnham Hotel, Co. Cavan. This very successful event, hosted by Chief Superintendent Sheridan, Donegal Division, was attended by members from across the North Western Region. A number of speakers were in attendance, including the following:

- 1) Retired Judge Larkin gave a presentation on prosecuting breaches of domestic violence orders in District Court.
- 2) Dr Oghuvbu (Occupational Health) spoke in general about health and health policies within An Garda Síochána, in particular as they relate to women's health.
- 3) Garda Eve McCrystal (Paralympian) spoke about her accomplishments and challenges.
- 4) Garda Yvonne Heaney (Garda College) spoke about the importance of exercise and physical health.

Stands from various organisations provided information to members, including Garda Credit Unions and Little Blue Heroes, etc.

Media Engagement Group Seminar

On 1 November 2024, the Garda National Crime Prevention Unit attended a Media Engagement Group Seminar in the Ashling Hotel in Dublin. This seminar was organised to bring media outlets nationwide together for a variety of talks and to inform attendees of the reporting mechanism available through the Media Engagement Group. Coimisiún na Meán delivered a talk on the new online safety code, while Inspector Damian Boland gave a presentation on the Media Engagement Group. Sergeant Stephen O'Mahony gave a presentation on public order scenarios.

South Dublin Migrant Integration Forum

On 2 November 2024, the Garda National Diversity Unit (GNDU) delivered a presentation at a community event organised by the South Dublin Migrant Integration Forum (SDMIF). SDMIF is made up of migrant groups, working in solidarity with other organisations, networking, addressing community issues affecting migrants/ethnic minorities, and promoting integration and cultural awareness. The event created awareness for migrants in knowing their rights in areas such as education, employment, legal rights and hate crime reporting. A legal solicitor, Túsla caseworker, teacher and social worker spoke at the event.

Community Engagement Superintendents' Conference 2024

Over 5 and 6 November 2024, the Garda National Community Engagement Bureau hosted the first Community Engagement Superintendents Conference in the Sheraton Hotel, Athlone, Co. Westmeath. The aim of this conference was for all Community Engagement Superintendents to share and learn from policing experiences that would benefit them in their senior management roles. Presenting on various topics were esteemed international guest speakers and internal speakers from An Garda Síochána. Knowledge was shared on practices such as policing post conflict, problem oriented policing and the Green Town Project.

'MOVE' Men Overcoming Violence Event

On 6 November 2024, 'MOVE' Domestic Abuse Support Team held an event in Donegal, to launch a new domestic violence prevention programme. The event was attended by Gardaí from the Donegal Division. Also in attendance were three District Court Judges attached to Donegal, and domestic abuse liaison groups. This initiative is aimed at male aggressors and is in response to the level of domestic violence in Donegal. Men can be referred to the programme through a number of routes, including (but not limited to) the courts and self-referral.

Age Friendly Awards

The Age Friendly Ireland Awards took place on 7 November 2024 at the Crowne Plaza Hotel in Santry, Co. Dublin. The National Community Policing Unit was nominated for the Herbert Protocol, a pre-detailed missing person report questionnaire dedicated for use in instances where a person of concern, someone with Alzheimer's or dementia for example, has gone missing. Tralee Community Policing were also winners at the event, taking home the Safety and Security award.

Operation Twin Tracks

Operation Twin Tracks took place on 7 November 2024. The Garda National Crime Prevention Unit liaised with Transdev Ireland (Luas), Iarnród Éireann (Irish Rail) and National Transport Authority (NTA) to organise this day of action, aimed at the prevention and detection of antisocial behaviour on DART, Luas and rail routes. This day of action is branded as 'Community Engagement and Rail Safety Partnerships' as opposed to crime operations which might affect public confidence in using rail networks. The role of An Garda Síochána for this initiative is to provide a high visibility presence and positive engagement with the public to enhance crime prevention and deter antisocial behaviour. The two primary elements to the plan were 'community engagement' and 'rail safety', which were achieved by high visibility public engagement and delivery of crime prevention advice.



(L-R) Inspector Ian Lambe, Harry Seymour Transdev Ireland (LUAS), Pat Conlon Transdev Ireland (LUAS), Superintendent Ann-Marie Twomey Garda National Community Engagement Bureau, Jennifer Gilna (NTA), Billy Gilpin (Iarnród Éireann) and Sergeant Patrick Culhane

Launch of the Garda Campus Watch Booklet 2024

On 12 November 2024 at Dublin City University, the new Garda Campus Watch Student Safety and Security Booklet, tailored for third-level students, was launched by the Garda National Community Policing Unit. This new booklet is part of the long-standing Garda Campus Watch Programme that promotes secure learning environments and enhances the safety of third-level students across Ireland. The new Garda Campus Watch Booklet now includes information on online crimes such as phishing and romance fraud, while providing updates on accommodation fraud and money laundering. The booklet is now available to download in English and Irish on the Garda website.



At the launch of the Garda Campus Watch Booklet 2024; USI Vice-President for the Dublin Region Emma Monahan, Chief Superintendent Padraic Jones of GNCEB and DCU Chief Operations Officer Declan Raftery

Launch of the 2023 EU Report at the Annual Meeting for National Points of Contact for Hate Crime in Vienna - 14– 15 November 2024

From 14 – 15 November 2024, the Garda National Diversity Unit (GNDU) attended a number of events in Vienna in respect of the recording of hate crime. On 14 November 2024, GNDU participated in the meeting of the EU Working Group on Hate Crime Data Reporting, Recording and Data Collection. The meeting focussed on creating synergies, facilitating the exchange of experience and practice of participating EU countries on tackling hate crime. The working group proposes measures to strengthen the effectiveness of efforts to address hate crime and hate speech across the EU.

Additionally, on 15 November 2024, GNDU attended the Organisation for Security and Co-operation in Europe (OSCE) / Office for Democratic Institutions and Human Rights (ODIHR) Hate Crime Report launch of the 2023 EU Report, at the Annual Meeting for National Points of Contact for Hate Crime. ODIHR's Hate Crime Report is the largest dataset on hate crime in the world and it is used across the OSCE region to develop truly effective responses to hate crime. Ireland, along with all OSCE member states, have committed to combatting hate crime. Supporting them in this endeavour is a key area of ODIHR's work.

Maritime Analysis and Operations Centre Annual Awards Ceremony

On 20 November 2024, the Maritime Analysis and Operations Centre (Narcotics) (MAOC (N)) annual awards ceremony took place at the Red Cross Palace in Lisbon. The ceremony was attended by award recipients, family members and representatives from the nine member states, as well as members of the Drugs Enforcement Agency. Detective Superintendent O'Reilly of the Garda National Drugs and Organised Crime Bureau attended the awards as part of the Irish Joint Task Force. He, along with two other members of the Task Force, were awarded the MAOC (N) medal of honour in recognition of their professionalism, expertise, dedication and collaboration in tackling international drug trafficking, in the Atlantic and Mediterranean maritime domain. They were presented with their medal by the Director of MAOC (N) Sjoerd Top.



Assistant Principal Shane Conway, Revenue Customs Service, Commander Tony Geraghty, Irish Naval Service, Director Sjoerd Top, MAOC (N), Detective Superintendent Joseph O'Reilly, GNDOCB

Garda Water Unit 50 Year Anniversary

On 20 November 2024, at an event in the Officers Club, Garda Headquarters, 60 past and serving personnel attached to the Garda Water Unit commemorated the establishment of the Garda Water Unit 50 years ago. The event began with an introduction by Superintendent Liam White, who described it as a day to “celebrate the contribution” of everyone attached to the Garda Water Unit since it first began in 1974.

High Visibility Policing for Christmas and New Year

Given the diverse policing needs of the country, each Regional Assistant Commissioner has developed and approved a high visibility operation for the divisions in their regions, in an effort to keep people safe over the Christmas and New Year period. There is a focus on reassuring citizens, visitors and business communities that their local areas are safe to visit, socialise, conduct business and enjoy its amenities. Plans aim to keep people safe, provide a high visibility presence, prevent breaches of the peace, prevent and detect crime, and bring suspects to justice where offences are committed.

Online safety pack launched for 2024 election candidates

Last month, An Garda Síochána and Coimisiún na Meán published an information pack for all election candidates running in the upcoming General Election. The aim of this pack is to provide information on the roles of An Garda Síochána and Coimisiún na Meán, and to offer guidance for candidates on what to do when they are faced with harmful and/or illegal content or behaviour online. Speaking at the launch, Deputy Commissioner Shawna Coxon said, *“it is important everyone feels free to participate in the electoral process, whether they are engaging in real life or online. That is why An Garda Síochána and Coimisiún na Meán are working together to support our democracy by keeping people safe online during this election”*.



Deputy Commissioner Coxon with John Evans, Digital Services Commissioner at Coimisiún na Meán



Garda Occupational Health and Wellbeing (GOHW)

garda.ie



An Garda Síochána

An Garda Síochána Mental Health First Aid Programme



Programme Update

In line with An Garda Síochána Health and Wellbeing Strategy (2021 to 2025), commitment to delivering various training and other interventions to engender and support good mental health in the workplace, the internal capacity building programme between An Garda Síochána and Mental Health First Aid (MHFA) Ireland is now completed. In 2024, MHFA Ireland have trained over 60 suitable candidates from within An Garda Síochána to be fully accredited MHFA training facilitators by delivering the accredited MHFA instructor course. This will help us deliver on our ambition to:

- Challenge the stigmas surrounding mental health within An Garda Síochána.
- Provide more training to help our people identify our mental health issues earlier.
- Provide training, education and awareness options for supervisors/management, and leadership teams.
- Strengthen resilience and supports for all Garda personnel.