



An Garda Síochána

Monthly Report for June 2024 to the Policing Authority

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

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
Páirc an Fhionnuisce
Baile Átha Cliath 8
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Luaigh an uimhir tharaghta seo a leanas le do thoil:
Please quote the following ref. number: **CMR_86-28711/24**

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 June 2024, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Yours sincerely,

**THELMA WATTERS
CHIEF SUPERINTENDENT
COMMISSIONER'S OFFICE**

19 July 2024

Message from the Commissioner

This month, An Garda Síochána had the privilege of hosting the 2024 Senior Leadership Summit on Human Trafficking in conjunction with the Santa Marta Group. The event took place in Cork City over Wednesday and Thursday 26-27 June 2024, and was attended by international police services, charity and justice partners over the two days. Over the course of the two-day conference, keynote speakers included Minister for Justice Helen McEntee T.D., Cardinal Vincent Nichols (Santa Marta Group); Chief Constable Jon Boucher (Police Service Northern Ireland); and James Harris Homeland Security (US Human Trafficking).

The event was organised by the Garda National Protective Services Bureau (GNPSB) and focussed on highlighting awareness of the prevention and detection of human trafficking and modern slavery. The conference dealt with a number of key issues in this area of policing in particular aspects relating to the prevention of human trafficking and modern slavery.

June 2024 also marked the launch of our latest Garda Reserve Recruitment campaign. This aims to bolster the number of Garda Reserve personnel in An Garda Síochána. The last recruitment campaign was in 2017, and the current campaign closes for applications on July 4 2024. The launch of the campaign included a photocall with MS. Helen McEntee T.D. Minister for Justice, the running of a nationwide advertising campaign, and the implementation of a communications plan which saw media interviews conducted with Chief Superintendent Padraic Jones, including current and former Garda Reserves. Our Garda reserves carry out important work in stations throughout the country and provide valuable support to frontline Gardaí in a number of key areas of policing. The Garda Reserve often serves as a career gateway to joining An Garda Síochána, and indeed some of our Gardaí who had followed this route participated in the communications plan.

On the 28 June 2024, we welcomed a further 157 Gardaí into the organisation following a Graduation Ceremony in the Garda College in Templemore. Our newest recruits have taken up duties in their respective stations across the country.

A successful policing operation took place over the busy June 28 2024 weekend, as crowds gathered in the Capital City for a jam packed weekend of activities which included multiple high profile concerts and sporting fixtures. A traffic management plan and policing operation was put into action, which saw hundreds of Gardaí deployed.

This month An Garda Síochána launched its first episode of The Garda Podcast, which is a new initiative for the organisation. It serves to highlight a number of key functions carried out by An Garda Síochána and aims to inform the general public of our activities and how we can best serve their needs. Already, the Podcast has garnered steady interest and has been ranked in the top five in the Irish Spotify chart and top 10 in the Irish Apple Podcast chart.

In the area of road safety, An Garda Síochána launched Operation NEXUS - a Garda led project to improve An Garda Síochána engagement with Car/ Motoring Enthusiasts during the Donegal Rally on June 20 2024. It included the unveiling of a new vehicle to the Garda Fleet - a Volkswagen Golf 2.0litre, 295 bhp, 4wd car – which had been seized by An Garda Síochána. This car will now be used to promote road safety education to help keep people safe.

J A Harris
Garda Commissioner

1. Finance

Estate Management June 2024

There continues to be meaningful engagement with the OPW to address accommodation needs impacting the roll-out of the Operating Model.

2. Human Resources and People Development

Workforce Planning

The implementation of the Operating Model continues nationwide with staff at all grades being allocated to Divisional functional areas. The next Clearing House Meeting with the Department of Justice, Policing Authority and Department of Public Expenditure NDP Delivery and Reform is due to be held in August 2024.

Garda Reserve Recruitment

An Garda Síochána Garda Reserve Recruitment Campaign launched on the 5 June 2024, with a closing date of 4 July 2024. Promotional material was made available across all Divisions in multiple languages and media campaigns ran across radio and print media together with social media platforms both nationally and locally. The tagline 'It's a Job Worth Doing' was utilised for this competition, and was supported at local level by community outreach promoting An Garda Síochána as a great place to work.

Ongoing Garda Member Competitions

There are a number of competitions to fill vacancies with 26 National, 4 Regional, 6 Overseas and 46 Divisional Member competitions underway. A competition is ongoing for a new contingent who will commence UN Duties in Cyprus in October 2024 and April 2025.

Garda Staff Resourcing

There are currently 28 Garda Staff internal and open recruitment competitions in progress across the organisation. This includes Temporary Clerical Officer and Clerical Officer Competitions, for which interviews are ongoing. The 2024 competition for Assistant Principal Officer is in progress, with the online testing window due to open in early July.

Dignity, Policy Administration Office

During the month of June 2024, Human Resource Management commenced the roll out of Investigator Training for the Working Together to Create a Positive Working Environment (WTCPE) Policy for Inspector, Superintendent and Chief Superintendent ranks in the DMR and NWR. A total of 69 Gardaí were trained during June.

Attestation Ceremony Garda College Templemore 28 June 2024

On 28 June 2024, 157 Gardaí from Intake 234 were attested as sworn members of An Garda Síochána. The ceremony was attended by Commissioner Harris, Minister for Justice Ms. McEntee and Minister for State Mr. Browne.



The Corporate Communications team promoted the passing out ceremony, which included the issuing of a press release, live stream from the ceremony, associated photography and video content together with a press briefing with Commissioner Drew Harris and newly attested Gardaí at the Garda College in Templemore [Pictured above]. These activities served to highlight the current strength of personnel in An Garda Síochána; that being a Garda is a job worth doing; and ongoing efforts in the area of recruitment.



Human Resources and People Development Analytics/Data

On 30 June 2024, the Garda member strength stood at 14,100 (WTE 14049.5) and the Garda staff strength stood at 3,574 (3,389.3 WTE). A full breakdown by rank, grade and gender is outlined below.

2.1 Garda Member Strengths

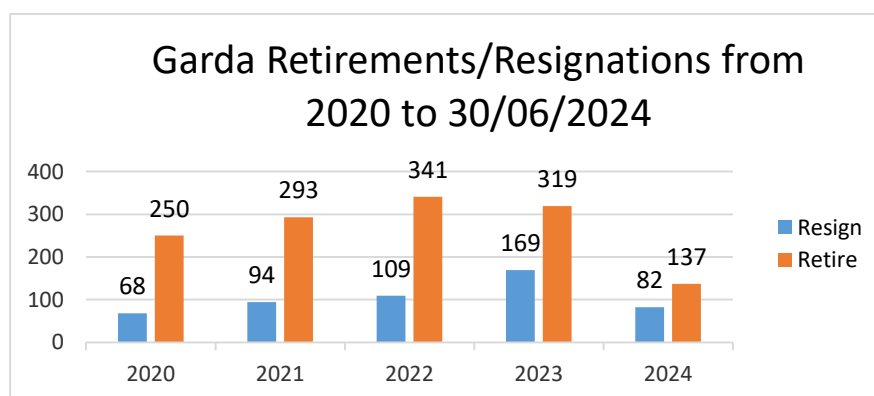
Rank	As at 30 June 2024	Male	%	Female	%	WTE
Commissioner	1	1	100	0	0	1
Deputy Commissioner	1	0	0	1	100	1
Assistant Commissioner	8	4	50	4	50	8
Chief Superintendent	47	37	78.7	10	21.3	48
Superintendent	164	137	83.5	27	16.5	166
Inspector	481	381	79.2	100	20.8	469
Sergeant	2178	1638	75.2	540	24.8	2176
Garda	11220	7864	70.1	3356	29.9	11180.5
Total	14,100	10,062	71.4	4,038	28.6	14,049.5

Of which	As at 30 June 2024	Male	%	Female	%
Career Breaks (incl. ICB)	35	20	57.1	15	42.9
Work-sharing	41.5	1.5	3.6	40	96.4
Secondments (Overseas etc.)	56	37	66	19	34
Maternity Leave	38	0	0	38	100
Unpaid Maternity Leave	30	0	0	30	100
Paternity Leave	10	10	100	0	0
Available Strength	13,889.5	9,993.5	72	3,896	28

Garda Reserves Strength

Garda Reserves Strength As at 30 June 2024	Total*	Male	%	Female	%
	325	252	78	73	22

Garda Member Retirements and Resignations



* Retirement figures include those that retire on compulsory, voluntary retirements, Cost Neutral Early Retirement (CNER).

Applications to Extend Service

Between 2021 and 2024 (year to date), 195 applications were made pursuant to provisions of An Garda Síochána (Retirement) (No.2) Regulations 1951, (S.I No. 335/1951), to extend service to An Garda Síochána, broken down as follows:

Applications to Extend Service				
Year	Total Applications	Approved	Declined	Withdrawn
2021	29	13	16	0
2022	25	18	4	3
2023	62	55	6	1
2024	79 (25 pending - HRPD)	45	6	3

In June 2024, five members had applications to extend their retirement date approved. There were no applications for extension of service from Garda Staff.

Persons suspended from An Garda Síochána

Suspensions					
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	3	15	8	0	23

CURRENT SUSPENSIONS & CORE ISSUES INVESTIGATED BY AGS & GSOC	
Suspension (Ended / Ongoing)	Ongoing
Main Reason	Total
Theft / Forgery / Fraud / Dishonesty	14
Sexual Assault / Sexual Misconduct	11
Driving under Influence of Intoxicant	13
Disclosure of Information / Data Protection / Abuse of PULSE	9
Fixed Charge Notice (FCN) Interference	9
Domestic Violence / Coercive Control	8
Corruption / Criminal Association	8
Assault / Assault Causing Harm	5
Drugs / Drug Related	4
Other	9
Grand Total	90

2.3 Garda Staff Strengths (Administrative and Civil Service and Chief Medical Officer)

Grade	Total	WTE	Male	%	Female	%	Undisclosed	%
CCO	1	1	0	0	1	100.0	0	0
Executive Director	3	3	1	33.3	2	66.7	0	0
Chief Medical Officer	1	1	1	100.0	0	0	0	0
Director	3	3	1	33.3	2	66.7	0	0
PO	28	28	14	50.0	14	50.0	0	0
AP	92	92	41	44.6	51	55.4	0	0
HEO	201	199.8	76	37.8	125	62.2	0	0
AO	16	16	9	56.3	7	43.8	0	0
EO	864	853.1	273	31.6	591	68.4	0	0
CO	2,000	1,935.3	529	26.5	1,471	73.6	0	0
Total	3,209	3,132.2	945	29.4	2,264	70.6	0	0
	Total	WTE*	Male	%	Female	%	Undisclosed	%
Professional/Technical (including Chief Medical Officer)	59	58.6	33	55.9	26	44.1	0	0
Administrative **	3,208	3,131.2	944	29.4	2,264	70.6	0	0
Industrial/Non Industrial	307	199.5	98	31.9	209	68.1	0	0
Total	3,574	3,389.3	1,075	30.1	2,499	69.9	0	0
Of which	Total	WTE*	Male	%	Female	%	Undisclosed	%
Maternity Leave	16	16	0	0	16	100	0	0
Unpaid Maternity Leave	8	8	0	0	8	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	3,549	3,364.3	1,074	30.3	2,475	69.7	0	0

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

** Civil Service grades and other administrative posts.

Work Sharing ***	Total	WTE	Male	%	Female	%	Undisclosed	%
	290	78.7	7	2	283	98	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	%
	22	20	6	27	16	73	0	0

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

Parental Leave

01.06.2024–30.06.2024	Garda Members	Garda Staff
	192	65

Garda Staff assigned and commenced – as at 30 June 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	56	91						

*Adjustments to figure previously reported above may occur when promotions are notified at a later date. These include: backfills, new, reassignments, fractional reassignments.

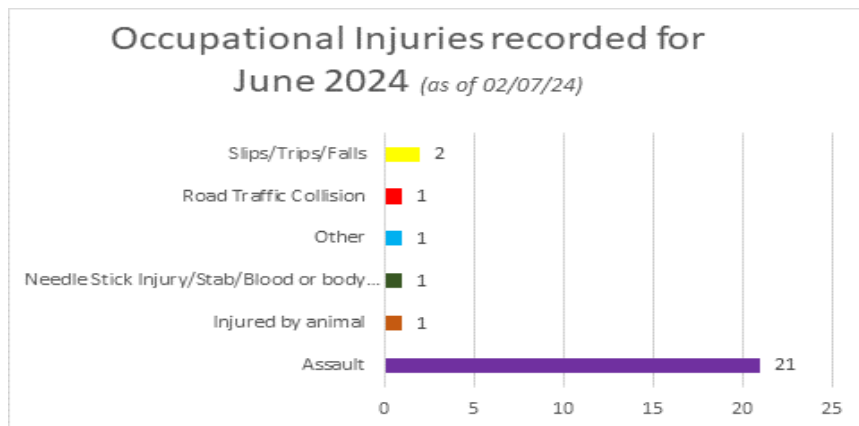
Employee Assistance Service (EAS)

During the month of June 2024, the Employee Assistance Service continued to support our Garda members and Garda staff at all ranks and levels. There continued to be many challenging and violent incidents throughout the month of June 2024 where Employee Assistance Service followed up with valuable support.

Additionally, the team carried out various activities nationally including Wellness Days/Walks, Welfare Presentations, Meetings, UN Redeployment Training Course, Retired Members presentation, Peer Support, Probationers Presentation, Mental Health First Aid Training, PSP Group Information Sessions and Station Visits.

Health and Safety

There were 27 Occupational Injuries recorded for June 2024 (as of 02/07/24)



3. Information and Communications Technology

ICT continues to deliver the key projects in the 2024 roadmap in line and in support of An Garda Síochána's strategic goals and our Data and Technology Vision of 'Information-Led Policing'. ICT also continues to support 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

Progress has been made in terms of Priority Phase 2 functionality including the introduction of new reports and in areas such as Community Policing, Alarm Management and Web client (for local supervisor access) and Incident Response app planning. A number of learning and actions arose from a workshop on the Management Information Dashboard (Kibana).

The vendor has also started installing SAFE software into the new Training environment. System stability remains high this month with the number of Incidents and their priority levels remaining very low. The deployed system remains in a stabilisation period with continued support from ICT and the external supplier.

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

The timeline of this project has previously been reported. The proof of concept (PoC) in the DMR stations is progressing and it is early days in the process to assess the success of the BWCs in supporting Garda members in the performance of their duties.

However, over 1,200 pieces of BWC footage have been recorded so far within the three Dublin Garda stations. Some very early feedback from Garda members so far would indicate that:

- When members of the public, who are becoming aggressive/agitated, are informed that they are now being recorded it has altered their behaviour and assisted in calming the situation, resulting in a more positive peaceful outcome.
- Garda members have reported feeling more protected when they are wearing BWCs as they can now record an independent view of any interaction with a member of the public.
- The Courts have considered the BWC footage to support the strength of evidence in some judicial proceedings.

The ability of An Garda Síochána to securely acquire and process digital evidence is a key feature of modern policing. The proof of concept for Body Worn Cameras and the supporting Digital Evidence Management System (DEMS) is an important milestone for An Garda Síochána towards the implementation of Information-Led Policing.

Additional ICT Information

Congratulations to Head of Digital Services and Innovation, Tim Willoughby, who received a Lifetime Achievement Award at the CIO and IT Awards in the Shelbourne Hotel on Wednesday 19 June 2024. These awards celebrate exceptional achievements in technology and IT leadership in Ireland. They are judged by a panel of industry experts. Tim was recognised for his impressive track record in the public sector. Within An Garda Síochána, he has been at the centre of major organisational projects such as the Garda Mobility Programme and the ongoing Body Worn Camera Project.

4. Corporate Communications

Throughout the month of June 2024, the Office of Corporate Communications communicated internally and externally on a broad range of policing activities undertaken by An Garda Síochána.

The Office of Corporate Communications supported a number of high-level communications and campaigns including promotional activities for the launch of the Garda Reserve Recruitment Campaign, a photocall and launch of An Garda Síochána Road Education and Safety Project – Operation Nexus on 20 June 2024; and media briefing in respect of the 2024 June Bank Holiday Road Safety Enforcement Operation - 3 June 2024.

This month we launched the first Garda Podcast, with one episode released in June 2024. This featured an interview with Detective Superintendents Séamus Boland and explored the work of the Garda National Drugs and Organised Crime Bureau. This initial series will see podcasts released periodically during the summer months.

There was positive news for this office this month as the Internal Communications team won silver in both the 'Best Internal Publication: Digital' category (Newsbeat) and 'Best Internal Communications from the Education and Public Sector' category at the Internal Communications & Engagement Awards 2024, run by Communicate Magazine. The team was also highly commended in the internal communications category at the 2024 Awards for Excellence in Public Relations hosted by the Public Relations Institute of Ireland on 21 June 2024.

Meanwhile, Crimecall concluded its 20th season this month and is still proving to attract significant viewers. Since its refresh in September 2023 with a new set and new presenter, Carla O'Brien, the programme has been shown to draw a steady audience of 315,000. This indicates that 30% of all people watching television at the time of broadcast are watching Crimecall. This year alone Crimecall directly led to break-throughs in seven criminal investigations.

Further activities conducted by this office included promotion of the international policing conference on human trafficking hosted by An Garda Síochána and the Santa Marta Group in Cork City on 26 and 27 June 2024.

Community Engagement: Proactive Communications highlighting public information during busy 28-30 June 2024 weekend in the DMR.



Pictured above left: Inspector Declan Egan was over the moon to receive a friendship bracelet from Taylor Swift fans Molly Manley and Natalie Pierce in advance of her concert at the Aviva Stadium.

This office worked to communicate key messages regarding traffic restrictions and our public engagement activities over the busy 28-30 June 2024 weekend, which attracted huge visitor numbers to the Capital for events and concerts. As part of this activity video content was disseminated highlighting public advice from Strategic Commander Assistant Commissioner Cliona Richardson [See above], together with a press release, and regular social media updates.

Launch of the Garda Podcast 25 June 2024



On 25 June 2024, *The Garda Podcast* launched on all major podcast platforms including Spotify, Apple Podcasts and Amazon Music. It is also available on the Garda Portal for personnel who wish to listen on the Garda system. In its first week, it reached number five in the Irish Spotify chart and ten in the Irish Apple Podcast chart. It has consistently remained as one of Ireland's most popular podcast channels since its launch. Data available from the Podcast Irish charts on Spotify and Apple have shown that in its first week, *The Garda Podcast* reached number five in the Irish Spotify chart and 10 in the Irish Apple Podcast chart.

Data available has also shown that:

- 93% of listeners so far are based in Ireland
- 95% have listened on a smart phone
- The 35-44-year-old age group is the biggest audience at 29.3%, followed by the 28-34 age group at 22.5%. The 23-27 age group makes up 11.7% of the audience so far.

Garda Reserve Campaign - Campaign Launch and Meet and Greet Media Briefing 21 June 2024



Minister for Justice Helen McEntee T.D. pictured at the launch of the Garda Reserve Recruitment Campaign with Deputy Commissioner Shawna Coxon; Garda Sudita Zalli [former Garda Reserve]; Garda Reserves Terry Butler and Conor McCaughley.

An Garda Síochána launched its latest Garda Reserve recruitment campaign on 5 June 2024, which seeks to expand this voluntary programme. This office initiated a promotional recruitment campaign which included a photocall with Minister for Justice Helen McEntee T.D., and Deputy Commissioner Shawna Coxon; a media advertising campaign; creation and dissemination of social media content including infographics and video testimonials from existing reserves and former reserves who are now Gardaí, and sharing of advertising materials linking to the application form and process. A media briefing and meet and greet opportunity was also held with serving Garda reserves and a former reserve who is now a Garda at Garda Headquarters in Phoenix Park. This afforded the opportunity for media to learn more about the work being done by Garda Reserves and the reasons why they volunteer with An Garda Síochána.



Garda Reserves Ravinder Singh Oberoi; Sabrina Murphy; Terry Butler and Garda Sudita Zalli at the Garda Reserve Media Briefing.

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). 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.

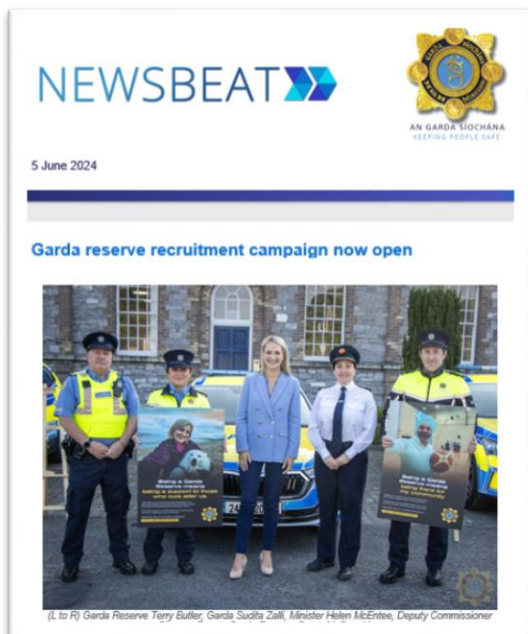
Social Media Channel	Number of Followers	Engagement Rate
 Facebook - @AnGardaSíochána	403,487	1.30%
 Instagram - @GardaInsta	193,693	3.15%
 X - @GardaTraffic	620,495	4.25%
 X - @GardaInfo	290,519	4.45%
 LinkedIn – An Garda Síochána	51,267	14.9%
 TikTok – @GardaInfo	33,457	47.20%

Internal Communications

In June 2024, An Garda Síochána's Internal Communications team delivered seven comprehensive Newsbeat updates. The average Newsbeat open rate is 62%. Recent available data suggests that the industry standard open rate for internal newsletters is 57.6% and the average open rate within Government and Public Service organisations is 49.5%.

Key highlights from this month's Newsbeat updates included:

- Communications about the Garda Reserve recruitment campaign launch.
- Awareness for the new 'The Garda Podcast'.
- Information on amendments to Section 9 and 10 of the Road Traffic Act 2010.
- An update on the Garda baseball cap pilot.
- Invitation for all Garda personnel to take part in this year's Dublin PRIDE parade.



Awards

The Internal Communications team won silver in both the 'Best Internal Publication: Digital' category (Newsbeat) and 'Best Internal Communications from the Education and Public Sector' category at the Internal Communications and Engagement Awards 2024, run by Communicate Magazine. Furthermore, the team was highly commended in the internal communications category at the 2024 Awards for Excellence in Public Relations hosted by the Public Relations Institute of Ireland on 21 June 2024.



Garda Portal

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 included:

- Optimising mailmeter service.
- Update on the Operating Model.
- Safety information on how to deal with fallen ESB wires.
- Awareness building for tyre safety.

5. Implementation of Cultural Change

Culture Reform Programme

Approval has been granted by Deputy Commissioner, Strategy, Governance and Performance for the initiation of a Culture Audit of An Garda Síochána in 2025. Funding has been sanctioned and approval granted for a direct award contract to engage the University of Durham to conduct the Culture Audit 2025 on behalf of An Garda Síochána. A draft Collaboration Agreement and Schedule of Works is currently being prepared by the Garda Ethics and Culture Bureau and the University of Durham.

As of 1 July 2024, 99% of An Garda Síochána personnel have affirmed their commitment to the Garda Code of Ethics. 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. These 'trigger points' such as new entrants, promotions and extensions of service have registered 941 new declarations/reaffirmations to the Code of Ethics for Quarters 1 and 2 of 2024. In addition, the Garda Ethics and Culture Bureau are endeavouring to increase the numbers of Garda Personnel who have completed the online Garda Code of Ethics 'Refresher' Course.

As part of a CEPOL Exchange Programme, the Anti-Corruption Unit hosted a colleague from the Polish Police during the week 1 to 5 July 2024. Ms. Maj-Wydra is a Human Rights Advisor from the Polish Police, based in their Regional HQ in Cracow, with a particular interest in the area of ethics. The GECB team met with Ms. Maj-Wydra and delivered a presentation on the work of the GECB, the An Garda Síochána Culture Audit 2022 and the Culture Audit Implementation Plan. Ms. Maj-Wydra shared information on the best practices in Poland and the exchange of information was beneficial to both sides.

Enhancing Professional Conduct

Assistant Commissioner, Governance and Accountability is finalising Edition 6 of Learning the Lessons, Neglect of Duty which will be published on the An Garda Síochána portal and in Newsbeat for all our members. The working group last met on 12 June 2024.

The Garda Ethics and Culture Bureau have reviewed the online Garda Code of Ethics 'Refresher' Course which is available to all Garda Personnel online via the Garda Education and Training System (GETS). Since the Garda Code of Ethics 'Refresher' Course was made available 4401 personnel have completed the online course.

6. Risk Management

An Garda Síochána Corporate Risk Register captures 10 principal 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, Risk and Policy Committee, and supported by the Garda Risk Management Unit (GRMU).

During the month of June 2024, the Garda Risk Management Unit (GRMU):

- Held one-to-one meetings with all corporate risk owners/support staff, to assist in the review and update of their risk registers.
- Scoping out potential risks for potential inclusion on the Corporate Risk Register, in conjunction with the policy/risk owners in the respective risk areas.
- Issued a 'Risk Champion Network' bulletin.
- Delivered briefings in relation to the 'e-Risk' ICT system to the DMR (South) Division and the DMR (South Central).
- Conducted a Risk Action Plan Workshop surrounding the Corporate Risk 'CRR3/23: Capacity and Capability of the Finance Section to Deliver Effective Financial Services in An Garda Síochána'.
- Superintendent GRMU attended the Audit and Risk Committee.

7. Data Quality and Operational Value of Data

Garda Information Services Centre (GISC) Update

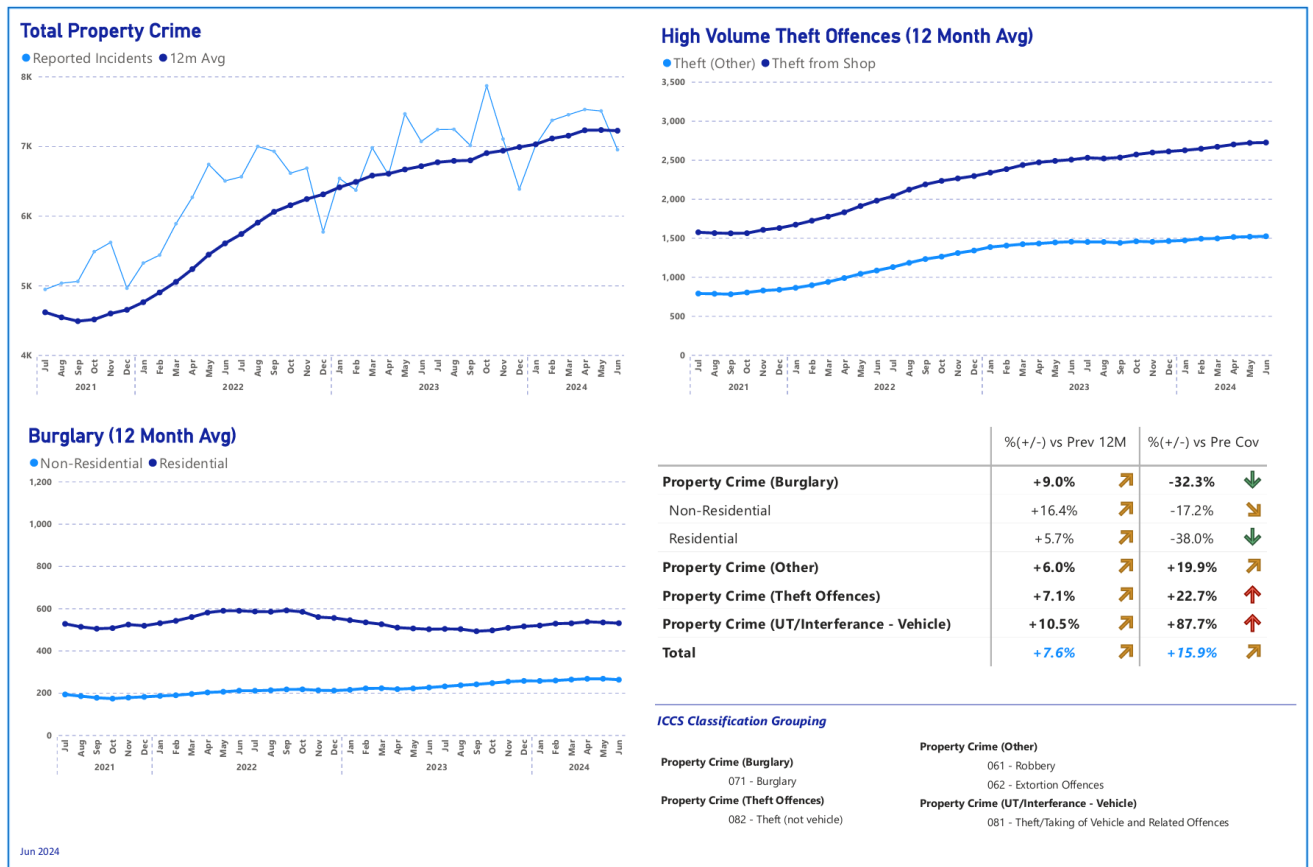
GISC delivered Regional Briefings on Incident Outcomes in June 2024. Two took place on 10 and 13 June 2024 for the DMR Region. GISC delivered a training webinar to PAF administrators nationwide on 26 June 2024. The theme was incident classification and reclassification on PULSE.

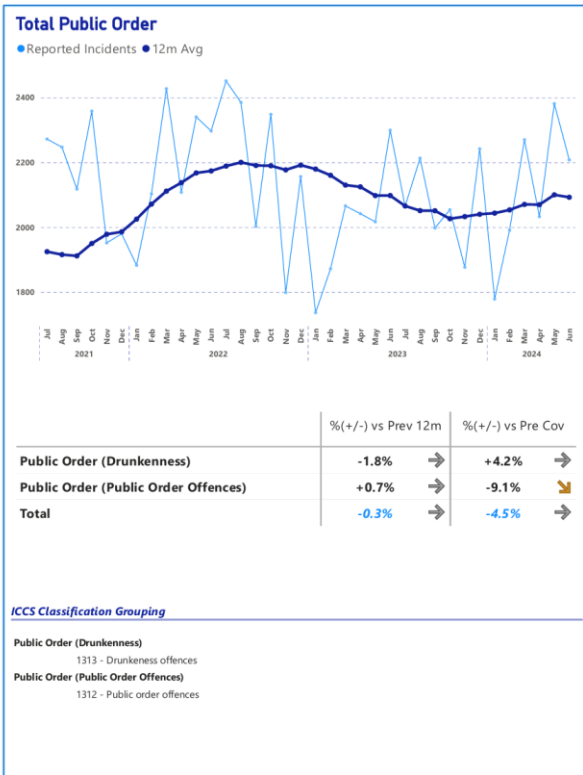
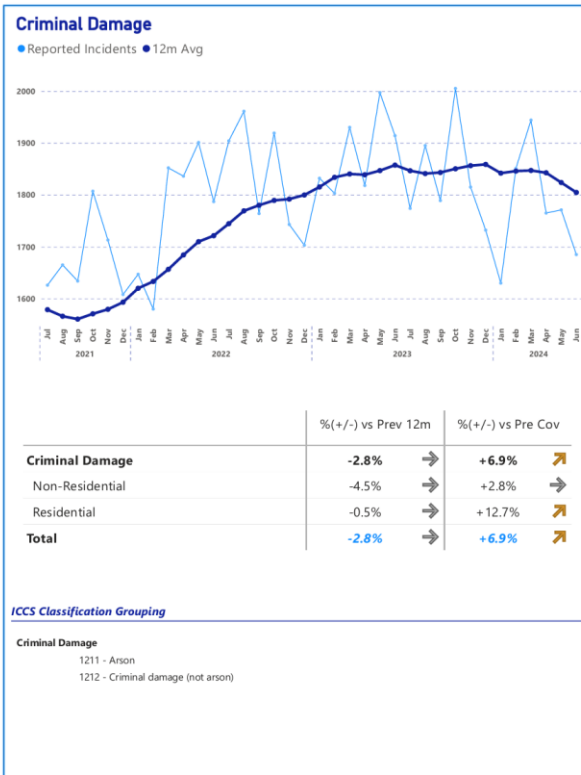
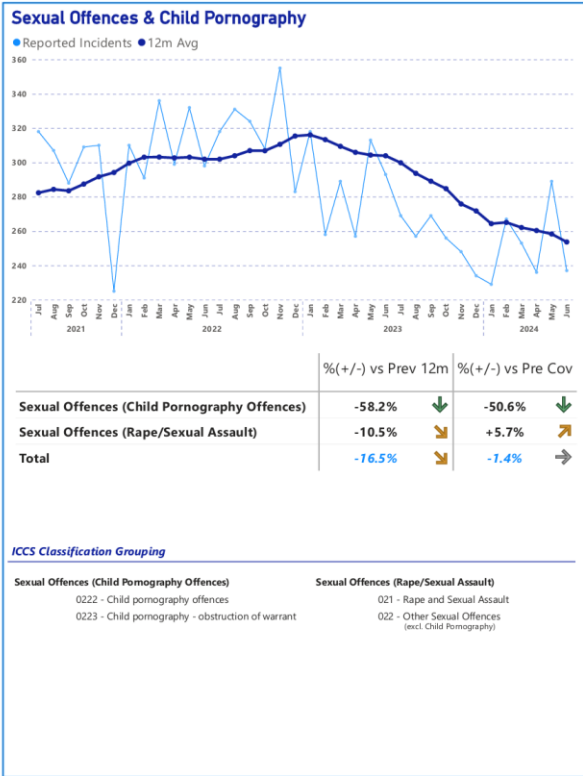
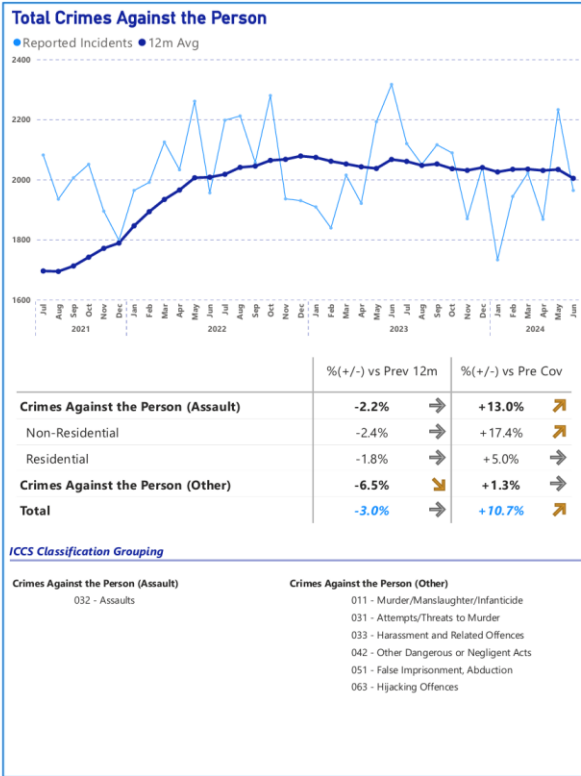
The June 2024 data quality metrics are available at the link below.

Link: [AGS Crime Incident Data Quality Metrics 30 June 2024 \(garda.ie\)](https://garda.ie/AGS-Crime-Incident-Data-Quality-Metrics-30-June-2024)

Crime Trends

GSAS 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.





Garda National Vetting Bureau Update

Vetting

There were 310,505 Garda Vetting Applications received to end of June 2024, which is a 4.8 % year on year increase on vetting applications received. Garda Standard Vetting average turnaround times continue at their long-term figure of 6 working days once an application is received.

European Criminal Records Information System (ECRIS)

49 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 the GNVB in June 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

Use of Force Comparison –May/June 2024		
Category	May 2024	June 2024
Total UOF for Month	1065	980
Civilians Injured	22	34
Garda Members Injured	26	29
Pepper Spray Deployed	123	117
Batons	33	29
Handcuffs	1005	913
Anti-spit guard	0	1
Unarmed Restraint	213	195
Taser	3	1
Less Lethal Firearm	1	0
Firearm	0	3
Gender Subject to Force - Male	887	763
Gender Subject to Force - Female	130	135
Drugs Involved	293	271
Alcohol Involved	638	596

* NC Percentage figure of 0 is not calculable

8. Policing Challenges

Demonstrations

An Garda Síochána continue to provide a policing response, including traffic management, to a great number of protests nationally. This activity 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)
2024 YTD**

Region	2024 YTD
Dublin Region	381
Southern Region	120
Eastern Region	139
North Western Region	45
Total	685

**Table 2 - Demonstration (Non Crime)
June 2024**

Region	Jun-24
Dublin Region	47
Southern Region	18
Eastern Region	9
North Western Region	5
Grand Total	79

Table 1 above relates to incidents reported between 01/01/2024 and 30/06/2024. Data as available on PULSE at 01:00am on the morning of 09/07/2024.

Table 2 relates specifically to incidents reported in June 2024, as per your request.

Please note that data is operational and liable to change.

Roads Policing

An Garda Síochána continues to respond to road safety challenges. In June 2024, fifteen people lost their lives in fatal collisions. There were 81 serious injury collisions reported in June 2024. Four motorcyclists were lost their lives on the road in the past two months which indicates that approximately 55% of motorcyclist fatalities and serious injuries occur between the months of May and September annually.

An Garda Síochána continues to implement the 30-minute roads policing initiative introduced in April 2024 to increase visibility on our roads. In June 2024, there were 4,622 MIT checkpoints conducted. There was an average of ten arrests per day nationally for drug driving and more than 2,500 vehicles seized under the provisions of Section 41 of the Road Traffic Act in June 2024.

	June 2024	YTD 2024
Mobile Phone FCNs	1,626	10,957
SEAT BELT FCNs	487	2,842
Intercept Speed FCNs	3,297	22,081
Non-Intercept Speed FCNs	7,808	45,022
Total Speed FCNs	11,105	67,103

Drink-Driving	412	2,378
Drug-Driving	295	1,563

Section 41 Detentions	June 2024	YTD 2024
Vehicle Detained (Sc. 41 RTA)	2,554	16,468
Vehicle Detained (Sc. 41 RTA) - no ins.	1,470	9,485
Vehicle Detained (Sc. 41 RTA) - no tax	943	6,952
Vehicle Detained (Sc. 41 RTA) - no NCT	420	2,926
Vehicle Detained (Sc. 41 RTA) - unaccompanied learner drivers	516	3,316

MIT Checkpoints - Breath/Oral Fluid Tests	June 2024	YTD 2024
MIT Checkpoints - Breath Tests performed	14,722	97,738
MIT Checkpoints - Oral Fluid Tests performed	736	3,278

*2024 YTD figures cover the time period from 01/01/2024 to 30/06/2024, 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 05/07/2024 and is liable to change. Crime counting rules were not applied.

June Bank Holiday Road Safety Campaign

From 30 May – 3 June 2024, An Garda Síochána implemented a national information-led roads policing operation for the June Bank Holiday Weekend. The national campaign was launched by Assistant Commissioner Paula Hilman where an appeal was made to all motorists to watch out for vulnerable road users. The launch of the operation coincided with a ministerial announcement that legislation in respect of mandatory drug testing at injury collisions was to be enacted on the 31 May 2024.



Over this Bank Holiday period, An Garda Síochána carried out over 1,000 Mandatory Intoxicant Testing (MIT) checkpoints in which over 5,320 roadside drug and alcohol tests were conducted. Throughout the weekend, there were 187 arrests for driving under the influence of an intoxicant, over 2,400 drivers detected for speeding offences, over 200 drivers detected on their mobile phone and over 80 seatbelt offences detected.

National Day of Action on Tyre Safety

On 20 June 2024, a national campaign to raise public awareness on the importance of properly checking the condition of their tyres got underway. This day of action involved members from across the country setting up checkpoints to check tyres for legal compliance, educate motorists about regularly checking the condition of their tyres and, where detections occurred, initiate prosecutions for tyre and other road traffic offences. As well as operational appeals through engagements with motorists, An Garda Síochána used social media channels to highlight some detections. Some 110 Fixed Charge Penalty Notices for tyre-related offences were created, arising from enforcement activity on the day of action.

9. Immigration Policing

Undocumented arrivals at Dublin Airport (Section 11 & 12 Immigration Act 2004)

An ongoing operation at Dublin Airport continues to target persons arriving illegally in the State, with false travel documents or no travel document, (having disposed of same on the aircraft or in the terminal prior to presenting at Immigration Control). This operation is arresting persons arriving in the State illegally (Section 11 & 12 Immigration Act 2004) and taking them before the courts on foot of the summary offences. Since the commencement of the operation, GNIB have arrested and charged 115 non-nationals, as outlined in the below table.

Convicted & Sentenced	90
Facts heard and case Struck Out/Dismissed	16
Remanded in Custody	2
Bench Warrant issued	4
Convicted & Fine	3

Operation Sonnet

GNIB continue to deploy Immigration Officers on Operation Sonnet in both overt and covert operations. A total of 199 persons have been detected illegally in the State since the commencement of Operation Sonnet in October 2023. Of these, 169 persons were returned to the UK by ferry and 27 returned to Northern Ireland by train or bus. Two people were arrested and lodged in Cloverhill on foot of deportation orders while one individual was returned to Belgium. The top four nationals currently being detected on Operation Sonnet are Jordanian (23%), Nigerian (12%), Afghan (9%) and Pakistani (8%).

10. Community Engagement and Organisational Initiatives

Throughout the month of June 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 June 2024 are set out hereunder.

Little Blue Heroes Graduation

On Tuesday, 25 June 2024 a Graduation Ceremony for Little Blue Heroes was held at the Garda College. 26 Honorary Gardaí and their families were in attendance.

Bord Bia Bloom

From 30 May 2024 – 3 June 2024, An Garda Síochána supported a policing operation for the Bloom Festival. Additionally, they organised and manned a stand at the Bloom festival to promote the work of An Garda Síochána. The stall featured an array of interactive activities designed to appeal to visitors of all ages. The always popular colouring competition, designed to foster positive early interactions with the Gardaí, drew an enthusiastic response from children.

To capture the interest of tech-savvy attendees, the Gardaí introduced Virtual Reality (VR) headsets. The headsets included recordings from 360-degree cameras mounted on Garda bikers' helmets, offering a thrilling and educational glimpse into a day in the life of the Gardaí. The festival also served as a platform to display the An Garda Síochána's commitment to modernisation and sustainability, featuring a fleet of new vehicles. Among these were state-of-the-art Electric Motorbikes, emphasizing their efforts to reduce environmental impact while maintaining effective policing capabilities.

Additionally, the new Garda Community Engagement Van was unveiled, symbolising the Gardaí's dedication to enhancing community outreach and accessibility. This van is customised to serve as a Mobile Hub for public interaction, providing information on Safety, Crime prevention, and Community programmes. An Garda Síochána's presence at Bord Bia Bloom not only showcased our diverse and innovative approaches to policing but also reinforced our role as an integral part of the community, dedicated to building trust and ensuring public safety including Hate Crime awareness, Garda Reserve recruitment campaign 2024, Garda property app. etc



Family Day at Ballinteer Educate Together

On 9 June 2024 Gardaí from the Garda National Community Policing Unit attended a Family Open Day at Ballinteer Educate Together School, working alongside local unit members to showcase the role of An Garda Síochána in the community. This collaborative effort was aimed at building stronger relationships between the An Garda Síochána and the community we serve. The event featured the

use of one of the new Garda Community Engagement Vans, a key resource designed to facilitate interaction with the public and promote vital safety messages. During the day, the Gardaí focused on educating children and parents about Internet Safety and Security, addressing contemporary issues such as Cyberbullying, Online Privacy, and Digital Etiquette. Gardaí utilised the Virtual Reality headsets which had been utilised during the Bloom Festival.

Intellectual Property Enforcement Seminar

The Intellectual Property Crime Investigation Unit in the Garda National Criminal Bureau of Criminal Investigation (GNBCI) recently set up an Intellectual Property (IP) crime network across all Garda regions to tackle such crime across the country. IP crime is estimated to cost the EU economy over €85b per year and can pose serious risks to public health, safety and job security.

On 11 and 12 June 2024, GNBCI held a two-day seminar in Kilkenny on Intellectual Property enforcement. The seminar was jointly organised with the European Union Intellectual Property Office (EUIPO) and offered participants advice on how to effectively protect and enforce IP rights. Police and Customs Officers from Bulgaria, Czechia, Denmark and Spain attended. Guest speakers included Enforcement Specialists from the EUIPO Observatory in Alicante, Spain, IP experts from companies such as Apple, Sky, Chainalysis, React and Back Four, and representatives from the Criminal Assets Bureau (CAB) and the Office of the Director of Public Prosecutions (DPP).

Presentations were given on legal, technical, financial and investigative aspects of IP crime investigations, including digital piracy and counterfeiting crimes. Overall, the seminar offered participants a greater understanding of conducting IP crime investigations, with a view to protecting IP rights and securing prosecutions in the courts.

Campus Watch Webinar

On 12 June 2024, the Garda National Community Policing Unit at the Garda National Community Engagement Bureau hosted a Garda Campus Watch Programme Webinar. This webinar involved a number of expert speakers presenting in the following areas: Garda Síochána Analysis Service (GSAS), Garda National Diversity Unit, Garda National Drugs and Organised Crime Bureau and the Garda National Crime Prevention Unit. The webinar was well attended with the audience comprising mainly of designated Campus Watch Liaison Gardaí or Community Policing Gardaí. The aim of this webinar was to raise the general awareness of the Garda Campus Watch Programme among Community Policing Gardaí and provide useful information for all attendees in order to make positive impact on the interactions they have with their third level Irish Universities/Colleges. Feedback from this webinar was hugely encouraging with many involved, very satisfied with the information provided and requesting a second such webinar.

EUCPN Domestic Burglary Focus Day

On 19 June 2024, the fifth edition of the EU Wide Focus Day on Domestic Burglary took place. An Garda Síochána, as a member of the European Crime Prevention Network (EUCPN), and 23 European countries, united in the EUCPN and EMPACT, joined forces to launch this initiative. This provided An Garda Síochána an opportunity to provide individuals with information and crime prevention tips on burglary prevention. Further information can be located here [Domestic Burglary Focus Day 2024 - Garda](#). These European countries aim to step up the fight against domestic burglary by informing citizens on how they can better protect their homes against this crime. Domestic burglary is a criminal offence that all European countries are fighting to eliminate. It not only robs victims of their possessions- it can also rob people of their sense of security at home, a place where everyone should feel most safe and have lasting negative effects on individuals and communities.

Success at the 9th Civil Service Excellence in Innovation Awards

On 20 June 2024, Detective Superintendent Joseph O'Reilly, GNDOCB represented An Garda Síochána at the 9th Civil Service Excellence and Innovation Awards, as the Joint Task Force with the Revenue Customs Service, the Naval Service and the Defence Forces was shortlisted for an award under 'Excellence through Collaboration' category. This category recognises excellence through collaboration across multiple departments, teams, agencies or sectors where such collaboration played a significant role in the success of an initiative.

The submission highlighted work carried out to target maritime drug smuggling under the title 'Maritime Frontier Controls'. An Garda Síochána worked collaboratively through the Joint Task Force with the Revenue Customs Service, the Naval Service and the Defence Forces as well as with international partners, by developing intelligence and conducting operations. These efforts have resulted in increased drugs seizures, disruption of transnational organised crime, and greater protection of society from the harm of drugs and associated criminality. Collaboration was key, leveraging specific capabilities across the civil service, policing and defence. In 2023, JTF and Revenue operations resulted in record cocaine seizures valued at €181m. The submission won in the category of 'Excellence through Collaboration' and Ossian Smyth, Minister of State at the Department of Public Expenditure, NDP Delivery and Reform presented the award to the team.



Photograph of the award recipients, Secretary General Mary Hurley, Department of Rural and Community Development presenting to Assistant Principal Andrew Ryan, Revenue Customs Service; Assistant Secretary Lynda Slattery, Revenue Customs Service; Commander Eoin Smyth, Irish Naval Service; Assistant Principal Shane Conway, Revenue Customs Service, Detective Superintendent Joseph O'Reilly, Garda National Drugs and Organised Crime Bureau; Minister of State Ossian Smyth, Department of Public Expenditure, NDP Delivery and Reform and Department of Environment, Climate and Communications (presenting award).

3 Day Emergency Civil Assistance Team (ECAT) Workshop

From 18 – 20 June 2024, 24 ECAT (Emergency Civil Assistance Team) Members including Security Unit Dublin, members of the Department of Foreign Affairs Crisis Planning Group, as well as Department of Defence/Defence Forces and An Garda Síochána attended an ECAT Workshop over two days to review lessons learned. Case studies included the 2023 deployment following a crisis in Sudan, ongoing crises in Ukraine and the Middle East and a Crisis Planning Group Case Study on the Korean Peninsula. The objective of the workshop is to redefine the role for ECAT in line with the Crisis Governance Framework of the Department of Foreign Affairs. This will include a framework to determine more specific response options to an unfolding crisis for eventual agreement at the Crisis Planning Group. Feedback on presentations from An Garda Síochána was very positive, with new network groups fostered, should there be an ECAT deployment.



Harm Reduction Presentation and Discussion

On 25 June 2024, An Garda Síochána, in association with city centre stakeholders, held a Harm Reduction Presentation and Discussion, which was attended by over eighty business owners, members of Community Policing, delegates from Limerick City and County Council and the newly-elected Mayor. An Garda Síochána chaired the meeting and delivered a presentation in relation to crime prevention, crime reporting and offered other sources of information useful to those present. In this open forum, traders that attended were afforded the opportunity to air their views and fears for Limerick city centre. Many issues raised were responded to and noted, giving An Garda Síochána a broad insight into the concerns of those starting or attempting to run a business in Limerick city centre.

Launch of An Garda Síochána Road Education and Safety Project – Operation Nexus on Thursday 20 June 2024 at the Donegal International Rally in Co. Donegal

The Donegal International Rally was held from 21 – 23 June 2024 impacting three Districts in Donegal Division. Members from all Divisions in the Region were represented and offered great assistance to members from Donegal. Assistance was provided by all Roads Policing Units, from Galway to Dublin Castle. The motorcycles, in particular, were essential in accessing areas which were inaccessible with other vehicles due to the volume of traffic involved and An Garda Síochána engaged with PSNI colleagues before and during the event. Whilst there the policing of the event was a success, there were 103 arrests in the Donegal Division over the weekend for offences including, driving under the influence and public order and drug offences. 34 vehicles were seized and unfortunately, five members were injured whilst on duty during the event.



To support Operation NEXUS - a Garda led project to improve An Garda Síochána engagement with Car/ Motoring Enthusiasts with the aim of improving road safety and reducing road deaths- this office held a photocall and media launch on 20 June 2024 in An Grianán Theatre, Letterkenny, Donegal. The launch of An Garda Síochána Operation NEXUS was held after the Donegal Rally Ceremonial start and the media briefing was attended by senior members of An Garda Síochána, Motorsport Ireland, Donegal Motor Club and Drivers/ Teams taking part in the Donegal Rally 2024. Promotional videos were prepared showcasing one of the newest additions to the Garda Fleet - a Volkswagen Golf 2.0litre, 295 bhp, 4wd car - driving on the famous Knockalla Hill climb. This car was seized by An Garda Síochána during an operation that uncovered large volumes of illegal drugs and unexplained cash destined to cause harm in our society. This patrol car is now used for road safety education to help keep people safe.

Santa Marta Conference

On 26 and 27 June 2024, a Senior Leadership Summit on collectively combating human trafficking took place in at the U.C.C conference centre in Cork City. The two-day event was jointly hosted by An Garda Síochána and the Santa Marta Group, which ‘acts as a catalyst to bring systemic change to end human trafficking, together with law enforcement, civil society and the Church.’ The focus of the event was to highlight a unified commitment to identifying and supporting victims of Human Trafficking along with identifying methods to disrupt, dismantle and prosecute the Organised Crime Groups involved in these heinous crimes. The summit was attended by Minister for Justice, Helen McEntee TD, Garda Commissioner, Drew Harris, Chief Constable of the Police Service of Northern Ireland, Jon Boutcher, Cardinal Vincent Nichols, President of the Santa Marta Group, MEP Frances Fitzgerald and Director James C. Harris III of the Department of Homeland Security’s Centre for Countering Human Trafficking (HSI) in the United States of America.

In addition to Cardinal Vincent Nichols attending, the Santa Marta group were represented by a number of their Executive Board, including Sir Iain Livingstone (former Chief Constable of Police Scotland), Ms Donna Edwards, first lady of Louisiana (USA) and her husband, outgoing Governor of Louisiana, Mr John Bel Edwards, amongst the list of distinguished guests. International police services including the Metropolitan Police, the Police Service of Northern Ireland (PSNI), West Midlands Police (WMP), Greater Manchester Police (GMP), Police Scotland and the Lithuanian Police were also in attendance. Representatives from the Catholic Church, NGOs such as Ruhama and Mecpaths, charitable partners and other stakeholders from the Workplace Relations Commission (WRC) and Department of Justice Officials working to combat human trafficking locally and internationally also attended the event.

The theme of the summit was Human Trafficking being ‘Hidden in Plain Sight’ in our communities and centred around four themed presentations followed by a panel discussion moderated by Mr. Enda Brady, formerly of Sky News in the U.K. The four themes discussed were:

- Victim Survivor Story
- Sexual Exploitation Investigation
- Labour Exploitation Investigation
- Forced Criminality

The event was very well received and the feedback has been very positive. Attendees have undertaken to take the message forward, continue the work of raising awareness around Human Trafficking and help bring victims of Human Trafficking to safety.



(L to R) Cardinal Vincent Nichols, PSNI Chief Constable Jon Boutcher, Minister for Justice, Helen McEntee TD, Garda Commissioner Drew Harris

Operation Global Chain

Between 3 – 9 June 2024, An Garda Síochána, along with other law enforcement partners worldwide, participated in Operation Global Chain, targeting human trafficking for the purpose of sexual exploitation, forced criminality and forced begging in order to detect and disrupt organised crime groups exploiting vulnerable victims for financial gain. The joint activities focused on detecting and disrupting organised crime groups involved in trafficking in human beings, in particular, child trafficking, sexual exploitation, forced criminality and forced begging.

Gardaí attached to An Garda Síochána's Human Trafficking Investigation and Coordination Unit were present at Dublin, Cork and Shannon Airports, Connolly train station as well as Dublin Port throughout the week in a high-visibility awareness-raising capacity.

A number of premises were inspected as part of a Multi-Agency approach in counties Dublin, Clare and Limerick. The agencies involved consisted of Gardaí attached to the Garda National Protective Services Bureau and The Garda National Immigration Bureau and The Workplace Relations Commission. A number of potential victims of human trafficking were spoken to at the locations and a number of females were identified as working in the sex industry. All were provided with information on support organisations and the Organised Prostitution Investigation Unit and the Human Trafficking Investigation and Coordination Unit.

This was part of a global effort by 40 countries who participated in these EMPACT joint action days against trafficking in human beings. Led by Austria and co-led by Romania, Europol, Frontex and INTERPOL, the massive operation - codenamed 'GLOBAL CHAIN' - resulted in the arrest of 219 persons and the identification of over 1,374 victims, including 153 children. Aimed at disrupting high-risk criminal networks, the action week focused on cases of sexual exploitation, forced criminality and forced begging.

High Visibility – Seasonal Recreation and Coastal Areas

On June 1 2024, a number of operations commenced focussed on delivering a high visibility and crime prevention operation to increase visibility at coastal and seasonal recreation areas throughout the summer of 2024. The operations aims to enhance public safety, address anti-social behaviour and prevent seasonal increases in crimes associated with coastal and recreational areas.

Operation Coinnín commenced in the Eastern Region which also aims to increase engagement with the public and provide crime prevention advice. Each Division identified the coastal and recreational areas and engaged with GSAS to obtain crime data, detailed temporal and geographical crime hot spot analysis and the prevalent crime types. High visibility beat/mobile patrols were then aligned to this data. Local councils were made aware of the initiative and Divisional Social Media outlets were used to promote the high visibility activity. A total of 1,306 incidents have been associated with Operation Coinnín for the month of June 2024. This includes 1,190 high visibility patrols conducted. A similar operation, Operation Irene has already commenced in the DMR which will compliment other policing initiatives addressing anti-social behaviour in that region. It is focussed on the issues of public disorder, underage drinking and antisocial behaviour at identified hotspots previously experienced in the summer months.

On 1 June 2024, Operation Scáthlán also commenced in the Eastern Region. This operation aims to provide a high visibility presence at bus and rail stations and their environs and provide support to Irish Rail personnel and management personnel/employees at bus stations to ensure the safety of passengers, particularly the vulnerable/elderly and tourists using the travel services. Each Division liaised with local management of the stations to support and promote the operation. High visibility patrols were conducted at rail and bus stations, with members deployed to patrol pre-assigned segments of national Inter-City rail routes. Some 284 incidents have been associated with Operation Scáthlán in the month of June 2024, including 243 high visibility patrols. Similarly, the DMR have

commenced engagement with various Local Authorities across Dublin and other stakeholders including the transport authorities, local resident associations and local businesses to identify key areas where people congregate during the summer months.

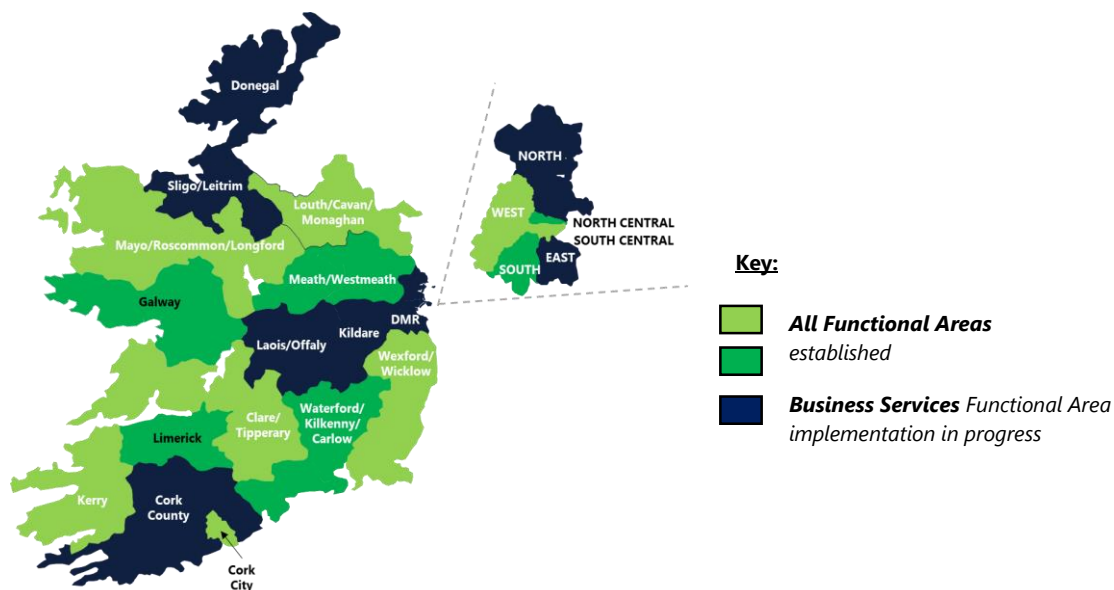
All Divisions nationally have implemented policing prioritisation for policing challenges anticipated throughout the summer months, focussed on increased patrolling and visibility at coastal and seasonal recreation areas to support the local community and other stakeholders, focussed on keeping people safe through increased visibility. Specific Divisional operations include Operation Dualgas which has effect in the Sligo-Leitrim Division. Operation Dualgas was introduced to focus on the potential for use of the coastline and inland waterways by criminality. The development of an enhanced 'coastal watch' supports existing crime prevention actions with a particular focus on the coastline and inland waterways.

11. Operating Model

Fourteen Divisions have commenced the four functional area structures (Business Services, Performance Assurance, Crime and Community Engagement). The Operating Model Central Implementation Team continues to monitor, liaise, support and engage with the 14 Divisions following implementation in an effort to provide the organisational support to the respective Divisional Management Teams in managing the transitional and post-implementation phases.

Progress continues with Business Services Functional Area and Performance Assurance Functional Area implementation across the remaining 7 Divisions, with preparation continuing to transition DMR North to the Operating Model structure on 14 July 2024.

Implementation Overview June 30 2024



Operating Model Questionnaire

A questionnaire issued to 13 Divisions who had fully implemented the Operating Model Structure on 22 May 2024. The questionnaire closed on 21 June 2024. An analysis of all feedback and responses received is currently being undertaken.

Current emerging issues

There is an internal competition underway for Assistant Principals and HEOs, which should resolve these vacancies. In addition, an open competition for Clerical Officer/Temporary Clerical Officer has resulted in a successful candidate pipeline which can be drawn from when vacancies arise.

Work is also ongoing with OPW colleagues to resolve accommodation dependencies to support to Operating Model to all Divisions by year end.