

## DMR North Policing Plan February 2017

### Goal 1 – National and International Security

We Will	Responsibility	We will do this by	Success will be measure by
Work collaboratively with minority groups to enhance already strong relationships and to mitigate threats posed by extremism	Each Superintendent, DMR North	<p>Identify those involved in extremism and target operations to mitigate threats posed by extremist groups and terrorists.</p> <p>Continuous review and monitoring of Operation Hybrid at Divisional level to prevent and disrupt operations of OCG and other extremist groups at Divisional level.</p> <p>-----</p> <p>Increase awareness of members in the Division of the threats and those involved.</p>	<p>Appointment of a Strategic Liaison Officer to improve and develop information sharing with Special Detective Unit.</p> <p>The number of checkpoints carried out per month.</p> <p>The number of searches carried out which prevents and disrupts members of extremists groups and terrorists.</p> <p>-----</p> <p>The number of Bulletins created by Criminal Intelligence Officers to brief members at District level on organised, subversive and extremist threats.</p>

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<p>Deter potential terrorist attacks from occurring, through a range of policing and security measures including the use of advanced policing and intelligence analytics.</p>	<p>Each Superintendent, DMR North</p>	<p>Identify and profile terrorist suspects and organised crime groups with links to terrorist groups. Target operations to mitigate potential terrorist attacks from occurring</p> <p>Identify minority and ethnic groups within the District and establish and appoint liaison officers</p> <p>-----</p> <p>Engagement with our local community to identify potential terrorist groups.</p> <p>Facilitate school talks regarding ethnic groups</p> <p>-----</p> <p>Develop opportunities for Garda interaction with minority communities as part of their cultural calendar.</p>	<p>The number of operations carried out on the Divisions transport infrastructure.</p> <p>Inter-agency table top emergency exercise re incident at Dublin Airport</p> <p>The number of Ethnic Liaison Officers trained. Additional training has been applied for.</p> <p>-----</p> <p>The number of engagements with local communities to identify potential terrorist groups.</p> <p>The number of schools talks given.</p> <p>-----</p> <p>The amount of interaction with minority communities as part of their cultural calendar</p>
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Expected Outcome:

A Safe and Secure State in which we live, visit and invest.

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### Goal 2 – Confronting Crime

We Will	Responsibility	We will do this by	Success will be measure by
Implement a comprehensive crime prevention strategy nationally.	Each Superintendent, DMR North	<p>Continued identification and engagement with high risk institutions and victims of crime thus allowing us to implement the National Crime Prevention and Reduction Strategy.</p> <p>Consult stakeholders on priorities for Policing Plan.</p> <p>Provision of Crime Prevention talks to residential and business communities.</p> <p>Implement Crime Prevention days/weeks of action.</p> <p>Ensure Victim Call backs are completed.</p> <p>FLO appointed for all serious incidents.</p>	<p>Amount of engagement with Business Watch and Business forums.</p> <p>Amount of feedback received form stakeholders with their priorities.</p> <p>The number of Crime Prevention talks given to residential and business communities.</p> <p>Number of Crime Prevention Action Days.</p> <p>Amount of Victim Call backs completed.</p> <p>Amount of incidents where a FLO is appointed.</p>

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Implement a comprehensive crime prevention strategy nationally cont'd		<p>Encourage all victims of crime to come forward and report such incidents and ensure our members engage fully with all victims of crime.</p> <p>Monitoring local crime trends and targeting patrols/checkpoints to ensure public confidence.</p>	<p>Number of action days held in giving Crime Prevention Advice to public.</p> <p>Number of Operations held monitoring local crime trends and targeting patrols/checkpoints</p>
Support victims of sexual crime and domestic violence and implement national action plans in collaboration with partner agencies.	Each Superintendent, DMR North	<p>Up skilling our members on how to deal with all victims of crimes and ensure their knowledge of national action plans in collaboration with partner agencies.</p> <p>Establishment of a District Child Protection Unit to oversee the monitoring and investigation of Children's First protocols and child abuse cases.</p> <p>Improved monitoring of CAD calls versus Pulse Incident creation for Domestic Violence and Sexual Assault Incidents.</p>	<p>Number of members trained to deal with all victims of crime.</p> <p>Amount of investigations undertaken by the Child Protection Units.</p> <p>The number domestic incidents examined for respective CAD incidents.</p>

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Implement the EU victims directive	Each Superintendent, DMR North	<p>Ensure all our members are aware of the EU victim's directive and their obligations to same.</p> <p>Ensuring District Community Policing Unit engages with all elderly victims of crime.</p>	<p>Number of members made aware of EU Victims Directive and their obligations to same.</p> <p>The Number of call backs completed for elderly victims of crime.</p>
Improve our initial response to reported crime and our management of investigations from the moment a crime is reported to the time it is brought before the courts.	Each Superintendent, DMR North	<p>Ensure all victims of crime are contacted and updated continuously by the GVS0 and are advised of every aspect of their case.</p> <p>Ensuring the correct classification of all crime and adherence to Crime Counting Rules at daily PAF meeting</p> <p>Ensure Supervisors are monitoring crime incidents on PULSE thus ensuring investigation files are completed in a timely manner and to an appropriate standard and proceedings are initiated at the earliest opportunity.</p>	<p>The number of calls made to victims and advised of every aspect of their case.</p> <p>The number of incidents examined at the District PAF Meetings to ensure correct classification.</p> <p>The Number of crime incidents on PULSE which require an investigation file of an appropriate standard.</p>

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<p>Target Organised Criminal Groups (OCGs) and individuals involved in criminality through intelligence-led operations.</p>	<p>Each Superintendent, DMR North</p>	<p>Continue to support Crime &amp; Security and Intelligence in the exchange of DMR related intelligence with the appropriate domestic and international agencies.</p> <p>-----</p> <p>Targeted Operations at undermining the capability of Organised Crime Gangs to operate.</p> <p>-----</p> <p>Ensure continued engagement with our Covert Human Intelligence Sources</p>	<p>The number of intelligence referrals to Crime and Security relating to the DMR.</p> <p>-----</p> <p>The number of targeted Operations carried out to at undermine the capability of Organised Crime Gangs to operate</p> <p>-----</p> <p>The number of referrals made to CHIS.</p>
<p>Design and implement a revised approach to offender management, including youth and recidivist offenders through inter-agency partnerships.</p>	<p>Each Superintendent, DMR North</p>	<p>Continued application of interventions designed to reduce levels of recidivism.</p> <p>Continued support and engagement with Garda Youth Diversion Projects in the Districts.</p>	<p>The number of applications of interventions designed to reduce levels of recidivism.</p> <p>The number of engagements with Garda Youth Diversion Projects in the Division.</p>

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		<p>Arrange for the training of additional Case Managers within the Division.</p> <p>Conduct focus group with young people aimed at awareness and prevention of knife crime.</p> <p>Maintain liaison with local JLO and Divisional JLO Sergeant to ensure all subjects are identified and case managed. Case Managers are trained. Offender Management Process established.</p> <p>Continued engagement with relevant internal and external organisations involving both youth and recidivist offenders.</p>	<p>Number of members trained as a Case Manager.</p> <p>The number of Knife Crime workshops held.</p> <p>The amount of subjects being case managed in the Division.</p> <p>The number of meetings held with relevant internal and external organisations which involves both youth and recidivist offenders.</p>
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Expected Outcome:

Enhanced feelings of safety in our communities, increased victim satisfaction and reduction in crime.

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### Goal 3 – Roads Policing

We Will	Responsibility	We will do this by	Success will be measure by
Work in partnership with other agencies including the Road Safety Authority, Transport Infrastructure Ireland, and Road Safety Officers in local authorities to reduce road deaths and serious injuries	Each Superintendent, DMR North	<p>Continue to work in partnership with other agencies.</p> <p>Continue to use PAF meetings to create awareness of RTA enforcement and of traffic collision policy.</p> <p>Target information dissemination to road users to enhance safety of road users.</p> <p>In conjunction with schools programme, target the unlawful use of scrambler motorcycles in public amenity areas and on public roads.</p>	<p>The number of multi-agency roads policing operation s held with DMR North Divisional Traffic Unit, RSA, Revenue, Taxi Regulator &amp; Customs</p> <p>Number of PAF Meetings where the awareness of RTA enforcement and of traffic collision policy was discussed.</p> <p>Number of checkpoints held where information was disseminated to road users to enhance safety of road users.</p> <p>Amount of prosecutions for the unlawful use of scrambler motorcycles on public roads.</p>



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<p>Increase our use of technologies and analytical tools to develop and implement plans to reduce the occurrence of road collisions; and the use of our roads for criminal activity</p>	<p>Each Superintendent, DMR North</p>	<p>Liaise with Divisional Traffic Unit and DTF and local C.I.O's to maintain oversight of vehicle database. There are currently 3 ANPR car attached to the DMR North which are allocated in response to emerging crime trends.</p> <p>Target initiatives which focus on factors which impact negatively on our road users.</p>	<p>The number of ANPR operations carried out, aimed at targeting criminals utilising road network to carry out burglary crime.</p> <p>The number of targeted initiatives held that focused on factors which impact negatively on our road users.</p>
<p>Strengthen and re-develop our Traffic Corps to tackle all forms of criminality on our road network.</p>	<p>Each Superintendent, DMR North</p>	<p>Re focus our Divisional Traffic Corp towards road policing duties and increase their awareness of local criminals.</p> <p>Additional training for members re reading of tacho graph, dealing with foreign drivers etc</p>	<p>The number of checkpoints conducted which targeted our local criminals.</p> <p>Number of members trained to read tacho graphs.</p>

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		<p>Increase high visibility on our motorways.</p> <p>Target operations that focus on road behaviour, road courtesy and road criminality.</p> <p>Analysis of local crime trends and the utilisation of focused checkpoints in response to criminal within District, in particular burglary crime</p>	<p>The number high visibility operations held aimed at increasing awareness of visibility of cyclists and pedestrians during hours of darkness.</p> <p>The number of targeted operations specifically held that focused on road behaviour, road courtesy and road criminality</p> <p>The number of targeted operations specifically held that focused on burglary crime.</p>
Ongoing planning, risk assessment and operational preparation for major emergencies in conjunction with major emergency management partners	Each Superintendent, DMR North	<p>Conduct training exercises in each District in preparedness for major emergencies.</p> <p>Ensure all major operation plans incorporate risk assessment in the planning process.</p> <p>Ensure Generic Risk Assessments are in place in each station.</p>	<p>Number of table top exercises held.</p> <p>The number of operational plans which incorporated risk assessment in the planning process.</p> <p>The number of generic risk assessments in each Station.</p>

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		Conduct training exercises in operation planning and major emergency	The amount of training exercises held.
		Increase awareness and capacity of the Division to control and manage the risks.	The number of members trained to control and manage risks.
		Establish Casualty Bureau Documentation team and capability in Division.	The number of members trained in Casualty Bureau.

Expected Outcome:

Enhanced road safety and reduction opportunities for criminal use of our road network.

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### Goal 4 – Community Engagement

We Will	Responsibility	We will do this by	Success will be measure by
Build a new community policing ethos where every Garda, civilian and reserve member regardless of their rank or grade, considers service to the community a core function	Each Superintendent, DMR North	<p>Increase Garda visibility in our local communities.</p> <p>Maximise resource availability and accountability through daily PAF meeting.</p> <p>Re enforce the current practices of valuable engagement members are having with their communities.</p> <p>Days of action, community safety weeks, distribution of crime prevention leaflets through existing channels.</p> <p>Continued implementation of TAG program, late night leagues, schools program and Schools FAI initiative.</p>	<p>The number of local patrols carried out.</p> <p>The number of PAF Meetings held where resource availability was discussed and detailed.</p> <p>The number of parade times where the importance and benefit of positive community engagement was discussed.</p> <p>The number of days of action held.</p> <p>The number of members trained in TAG and the number of programmes that were run.</p>

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		Target intervention designed to increase community engagement.	The amount of local initiatives held to increase community engagement.
Fully implementing a performance appraisal process to include an assessment of the contribution of each Garda member to community engagement and public safety	Each Superintendent, DMR North	<p>Increase the awareness and capacity of how members engage with the public and the importance of their engagement.</p> <p>Incorporate community engagement as part of PALF.</p>	<p>The number of briefings held to specifically target awareness of how members engage with the public.</p> <p>The number of community engagements introduced to PALF.</p>
Build trusting relationships with local communities, in particular minority and diverse groups and increase opportunities for positive engagement with younger people	Each Superintendent, DMR North	<p>Incorporate the development of community engagement into Continuous Professional Development.</p> <p>Promote and monitor the establishment of links with community groups amongst new probationer Gardaí assigned to Districts.</p>	<p>The number of times community engagement was incorporated into CPD</p> <p>The number of links Probationer Gardai made with Community groups.</p>

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		<p>Continue to support all personnel who specifically interact with minority and divers groups.</p> <p>Participation by Community Gardaí in National Days of Action aimed at crime prevention.</p> <p>Develop communication links with local Chamber of Commerce aimed at discussing local policing issues.</p>	<p>The number of interactions held between Garda and minority and divers groups.</p> <p>The number of Action Days held by Community Gardaí and the Crime Prevention Officer.</p> <p>The number of meetings held with local Chamber of Commerce.</p>
Find new ways of engaging with communities to provide tailored crime prevention advice and guidance	Each Superintendent, DMR North	<p>Profile communities in relation to their crime trend/type and provide the appropriate crime prevention advice and support.</p> <p>Crime prevention clinics in retail centres, community centres and in conjunction with national campaigns.</p> <p>Ensure Neighbourhood Watch Groups are maintained and invigorate stagnant groups.</p>	<p>The number of JPC Meetings attended.</p> <p>The number of clinics held in retail centres and community centres.</p> <p>The number of Neighbourhood Watch Meetings held.</p>

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Use pre-emptive, intelligence-led operations, including hot spot and high visibility patrolling	Each Superintendent, DMR North	<p>Continued liaison with the Analyst Services to develop information led interventions and predictive crime mapping to assist in the prevention and detection of high impact and high volume crime.</p> <p>Targeting of public order hot spots in the District and the use of high visibility patrols to restore public and business confidence in areas of high crime activity.</p> <p>Conduct a significant resource led monthly 'Operation Crossover' operation in the District with the objective of targeting a significant criminal element/activity.</p>	<p>The number of liaisons with the Analyst Services to develop information led interventions.</p> <p>Number of targeted public order operations and visibility patrols conducted.</p> <p>Number of Operation Crossover operations held in each District.</p>
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### Expected Outcome:

A reduction in the proportion of people who have a fear of crime and an increase in the proportion of people (and in particular victims) satisfied with the service provided to them.

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### Goal 5 – Organisational Development and Capacity Improvement

We Will	Responsibility	We will do this by	Success will be measure by
Encourage employees to bring forward any ideas or concerns they may have to ensure that they are listened to and supported.	Each Superintendent, DMR North	Continue to develop an open policy at all levels in the Division.  Support personnel who raise issues.  Provide Peer Support to members involved in difficult incidents.  Support existing Divisional structures designed to enhance the Safety and Welfare of all Divisional personnel.	Action and record any ideas or concerns members may report.  Number of personnel who raise issues and how their issues are actioned.  Increase number of trained Peer Supporters.  Number of meetings held with Divisional Health and Safety and Employee Assistance Committee's highlighting any issues.



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Support the Policing Authority in developing a Code of Ethics and together with our core values, embed it comprehensively throughout the organisation.	Each Superintendent, DMR North	<p>Actively promote and encourage the new Code of Ethics through Continuous Professional Development and parades.</p> <p>Supporting the Code of Ethics through training of personnel.</p> <p>Acknowledgements of good police work and promote the use of EPW1.</p>	<p>Record the number of times Code of Ethics appears as an item on the agenda at daily/weekly PAF meetings.</p> <p>Increase training in the Code of Ethics.</p> <p>Number of EPW1 forms issued by Divisional Officer.</p>
Improve Data Quality within An Garda Síochána.	Each Superintendent, DMR North	<p>Ensure all efforts are made to ensure CAD and PULSE systems support each other.</p> <p>Maximum utilisation of the DPQO and PAF Administrators.</p> <p>Ensure all data is recorded and retained fully accords with the highest standards.</p> <p>Quarterly audits in line with HQ 59/14</p>	<p>Number of daily reconciliation of CAD and Pulse conducted in respect of DVSA calls conducted by PAF Administrator.</p> <p>Number of liaison's with Divisional Pulse Quality Office.</p> <p>Number of KPI's actioned.</p> <p>Number of District and Divisional audits carried out.</p>

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		Increase awareness of Divisional Staff on the importance of the need to ensure our recording retrieval, and storage of data conform to the highest ethical and legal standards.	Number of members trained in data recording and retrieval.
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### Expected Outcome:

A modern and renewed organisation delivering professional and accountable services, as a beacon of 21<sup>st</sup> century policing and security.