



**An Garda Síochána**

**Monthly Report to the Policing Authority**

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

**November 2023**



# An Garda Síochána

Oifig an Choimisinéara  
Gnóthaí Corparáideacha  
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\_86-30694/23**



Office of the Commissioner  
Corporate Affairs  
Garda Headquarters  
Phoenix Park  
Dublin 8  
D08 HN3X

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

Ríomhpost/E-mail:  
[commissioner@garda.ie](mailto:commissioner@garda.ie)

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Ms. Helen Hall  
Chief Executive  
The Policing Authority

**RE: Commissioner's Monthly Report to the Policing Authority**

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Dear Helen,

I am pleased to provide the eleventh report in 2023, outlining the key aspects of the administration and operation of An Garda Síochána for the month of October 2023, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Yours sincerely,

**SORCHA FITZPATRICK  
CHIEF SUPERINTENDENT  
COMMISSIONER'S OFFICE**

**November 2023**

**An Garda Síochána: Ag Coinneáil Daoine Sábháilte – Keeping People Safe**



## Message from the Commissioner

This month, I want to welcome the decision by the CSO to lift the "under reservation" designation of official crime statistics as part of its fifth review of the quality of recorded crime data. This milestone decision is a recognition of the progress made by An Garda Síochána in delivering on its data and technology vision in connecting data, technology and Garda personnel in the delivery of information-led policing.

Modern, professional police services increasingly use data such as crime statistics to prevent and tackle crime. Having this data to aid Gardaí in keeping people safe is only possible through proper and accurate recording by all Garda personnel. This decision also recognises the huge contribution of all Garda personnel in adopting data and technology in their work. The lifting of the reservation is also an important return on the investment made by government in Garda modernisation.

During the month of October 2023, An Garda Síochána welcomed 126 new Gardaí into the organisation, following the attestation of intake 231 from the Garda College in Templemore on 23 October 2023. These newest recruits chose to serve the people of Ireland, putting them first, and despite the opportunities available to them in today's thriving jobs market, they made the decision to enter policing - to make a real difference in people's lives.

An Garda Síochána remains steadfast in upholding its duty and commitment to the victims of crime and their relatives, working to determine what happened, to ensure that justice is done and to bring a sense of solace or closure to those suffering in the aftermath of a crime. One such example this month occurred in the case of Ms. Tina Satchwell.

Gardaí investigating Ms. Satchwell's disappearance from her home in Youghal, County Cork in 2017 upgraded their investigation to a murder enquiry on 10 October 2023. Further developments in the case led to the location of her remains and the arrest and charging of an individual on suspicion of her murder.

Other work of note this month included the arrest of two suspects in Donegal in respect of an international investigation into human trafficking and labour exploitation.

October 2023 was another difficult month on Irish roads, in which 22 people sadly lost their lives. An Garda Síochána continues to collaborate with partner agencies and communities, to work towards reducing road traffic fatalities and serious injury on our roads. To this end, during October 2023, An Garda Síochána launched The LifeSaver Project, a new hard-hitting and realistic road safety education programme delivered by members of An Garda Síochána. This initiative, which is being rolled out to secondary schools, highlights the devastating effects that road traffic collisions have on people's lives.

In addition, An Garda Síochána rolled out a Bank Holiday Road Safety Campaign, highlighting key safety messages and enforcement, which took place over the October 2023 Bank Holiday weekend. The vast majority of road users drive with care and attention. However, there still remains a minority who get behind the wheel drunk or having taken drugs, or not wearing a seat belt, or who drive above the speed limit. Such recklessness puts themselves and others at risk of losing their lives.

**J A HARRIS**  
**COMMISSIONER**



## 1. Finance

### Financial Expenditure and Receipts

	2023 Allocation €'000	Expenditure/Receipts end Oct €'000	Remaining Nov-Dec €'000	Remaining %
Gross Total	2,249,610	1,817,007	432,603	19%
Appropriation in Aid (receipts)	104,206	112,021	-7,815	-7%
Net Total	2,145,404	1,704,986	440,418	

The total gross 2023 allocation for An Garda Síochána is €2.25b and net allocation is €2.15b. At the end of October 2023, the total combined gross expenditure is €1.82b (81% of allocation), which is less than the end of October 2023 profiled spend by €5.56m, with further detail below on specific areas of over and under profile.

### Current Allocation and Expenditure

The gross current allocation for 2023 is €2.067b, which includes pay of €1.394b (including pay for the Garda College). Expenditure on pay in October 2023 was €108.35m and year to date is €1.2b. Expenditure on the salaries, allowances and Employer PRSI elements in October 2023 was €95.18m, and year to date is €1.04b, which is €22.04m under budget profile. Expenditure on overtime in October 2023 was €13.17m and year to date is €153.62m, which is €63.67m over budget profile. This sum includes overtime related to the visit of the US President. Overall, the pay subhead is over profiled budget at the end of October 2023 by €41.63m.

In respect of superannuation of €428.46m, expenditure in October 2023 was €34.9m and year to date is €351.37m, which is €1.57m under profile at the end of October 2023. In relation to other non-pay subheads of €244.58m (including for the Garda College), expenditure on non-pay in October 2023 was €14.61m and year to date is €187.03m. Overall, non-pay expenditure is €7.35m over profile at the end of October 2023.

### Capital Allocation and Expenditure

The gross capital allocation for 2023 is €183m. Expenditure on capital (including the Garda College) in October 2023 was €13.61m and year to date is €82.71m. The capital subheads have a combined under profile spend of €52.99m to the end of October 2023.

### Appropriations in Aid

Appropriations in Aid are €112.02m at the end of October 2023, €25.31m ahead of the estimated profiled receipts.



### **Estate Management October 2023**

The following projects are currently on site and are the subject of active engagement between the OPW and An Garda Síochána, with a view to progression and completion in the stated timeframes;

- **Clyde House, Dublin 15:** The fit-out continues to be progressed. The ICT team are now on site to arrange network and desk connectivity, with occupation anticipated prior to year-end.



## 2. Human Resources and People Development

### Key Human Resources and People Development Highlights

#### RDMS (Roster Duty Management System)

- Go live on RDMS recently completed in the Garda National Protective Services Bureau, the Garda National Cyber Crime Bureau and the Garda National Technical Bureau on 2 October 2023.
- Go live on RDMS recently completed in the Organised and Serious Crime Regional Office, Operational Support Services, the Garda National Immigration Bureau, the Garda National Bureau of Criminal Investigation, and Special Tactics and Operations Command on 30 October 2023.
- The two remaining operational divisions, Laois/Offaly/Kildare and Louth/Cavan/Monaghan, are due to go live on RDMS on 27 November 2023.
- A85s (record of duty, and claim form for overtime and other allowances) continue to be retired across live divisions, most recently in the DMR West, Waterford/Kilkenny/Carlow and Donegal/Sligo/Leitrim Divisions on 2 October 2023.
- There are circa 13,000 Garda members using the RDMS system for duty planning and to book on/off.
- The Interim roster change is to take effect as of 6 November 2023.

#### Employee Assistance Service (EAS)

Date	Work Type	Division/Region
02/10/2023 04/10/2023	Peer Support Training	Kilkenny
04/10/2023	EAO information sessions	DMR East - Blackrock
12/10/2023	Retired members talk	Tallaght
16/10/2023	Critical Incident Debrief	Buncrana
17/10/2023	Wellness Days	Cork West
17/10/2023	DPSU Training day	Tullamore
17/10/2023 18/10/2023	Peer Support Training - National Vetting Bureaus (Tipperary, Waterford, Ennis)	Tipperary Town - NVB
18/10/2023	Critical Incident Debrief	Clonmel
19/10/2023	EAO information (two sessions)	DMR West
23/10/2023	Probationer Presentation intake	Kevin Street
24/10/2023	Wellness Days	Maynooth
24/10/2023 25/10/2023	Probationer Presentation (Intake 222 Shankill, and Intakes 222 and 231 Tallaght)	Tallaght / Shankill
26/10/2023	Wellness Days	Maynooth
27/10/2023	ERCC Training Presentations (Control Room)	Waterford



## Health and Safety

- 21 occupational injuries were recorded for October 2023 (as of 01/11/23).



- Number of National Incident Management System (NIMS) incidents created in October 2023 were 103 (as of 01/11/23).
- Scheduled health and safety trainings for November 2023:
  - Safety representative training:
    - Galway, North Western Region Headquarters
    - Waterford/Kilkenny/Carlow

## Workforce Planning

- Workforce Planning continue to gain insight and further understanding of divisional needs nationwide:
  - Operating Model implementation continues nationwide with baseline figures now established for larger and smaller divisions. The allocation of resources to roles in Business Services Functional Areas, Performance Assurance Functional Areas Crime and Community Engagement Functions is ongoing.
- Commissioning a Workforce Strategy in early 2023:
  - The Strategic Workforce Plan is in development. Forecasting and planning the supply and demand of our resources and our business needs is an ongoing exercise.
- Business Case Validation Framework:
  - The Business Case Validation Framework allows for efficient engagement with business owners and the management of their resource requirements.
  - The framework has been trialled with the Finance, Internal Audit, Legal and Occupational Health sections.



- The next clearing house meeting with the Department of Justice, the Policing Authority and the Department of Public Expenditure NDP Delivery and Reform will take place in December 2023.
- Demand Meeting:
  - The October demand meeting was held on 23 October 2023 and the next meeting has been scheduled for 20 November 2023.
- Workforce Planning Quarterly Report:
  - The quarterly report is complete, to be forwarded to the Policing Authority in early November 2023.

## **Resourcing**

- There are currently 25 Garda Staff internal and open recruitment competitions in progress across the organisation.
- The open Clerical Officer competition closed on 27 September 2023. There were 7,415 valid applications processed and logged. All applicants have been called forward to the second phase of the competition - psychometric testing - which is due to conclude on 16 December 2023.
- Batch 3 for the Executive Officer competition commenced. The final panel has been noted with results issued in July. Offers are ongoing from across the EO panel.
- A panel remains in place for the internal Assistant Principal Officer competition.
- Occupational Health Nurse: Two successful candidates were offered and accepted positions. Both are due to take up their positions by the end of November 2023.
- Fleet Support Officer: Four candidates accepted an offer, while a number of other candidates are currently in the vetting process.
- Professional Accountant grade 2: Four candidates are due to take up their positions by the end of November 2023. A number of other candidates are currently in the vetting process.
- Director GSAS: The successful candidate is awaiting the approval of the Policing Authority.
- Occupational Health Physician: Advertisement for the position went live on 12 September 2023 and closed on 6 October 2023.
- Higher Executive Officer: Batch 6 interviews are complete and a final panel approved.
- PO Finance: Shortlisting and candidate briefing is complete. Interviews are to be scheduled in line with the availability of the board members.
- The internal confined Clerical Officer competition aimed at current Temporary Clerical Officers has completed. There are 83 successful applicants who may be offered full time Clerical Officer contracts where vacancies exist.

## **Garda Appointments/Recruitment**

- 2022 Garda Trainee Competition:
  - 729 trainees have commenced in the Garda College since the 2022 competition commenced:
  - 92 in November 2022
  - 135 in February 2023
  - 154 in May 2023
  - 174 in July 2023
  - 174 in October 2023



- 95 candidates have cleared all elements of the process and will be invited to the next intake.
- Invitations to candidates will issue 4/5 weeks prior to the next intake in December 2023/January 2024 and invites will continue to issue until the intake date. 528 candidates, inclusive of the 95 who have cleared all elements so far, are still in the clearance process, which encompasses a physical competency test, a medical, drug testing and vetting.
- 2023 Garda Trainee Competition:
  - The 2023 Garda Trainee competition closed on 14 April 2023.
  - An Garda Síochána has so far received the names of 989 candidates who have been successful at interview and these candidates have commenced the clearance process.
  - There are currently 31 national, three regional, one overseas member and 47 divisional member competitions underway.
  - There are 1,164 Trainees and Probationers currently enrolled in the Foundation Training Programme across three phases, broken down as follows:
    - 493 Trainees in Phase 1 training.
    - 671 Probationers in Phase 2/Phase 3 training.
- On Friday, 13 October 2023, 126 Gardaí were attested as sworn members of An Garda Síochána at the Garda College, Templemore.
- On Monday, 16 October 2023, An Garda Síochána welcomed its newest intake of Garda recruits. Intake 234, consisting of 174 recruits, 59 female and 115 male, has commenced Phase 1 of their training.

### Equality, Diversity and Inclusion (EDI)





- The Equality, Diversity and Inclusion Office attended a jobs fair on 12 October 2023 in Tralee. In collaboration with Garda Staff from Tralee Garda Station, Garda personnel provided information to attendees with respect to recruitment opportunities and highlighting recent changes to recruitment requirements, such as the increase in the Garda Trainee age limit to 50.

#### **Working Together to Create a Positive Working Environment/Dignity at Work Policy Monitoring Unit**

- Training was provided in respect of the Dignity at Work Policy on 13, 20 and 27 September 2023, where a total of 126 Garda Staff of HEO, AP and PO grades were trained in how to conduct an investigation under the policy.

#### **Overseas Office**

- Seven Garda personnel were deployed to UNFICYP, Cyprus on 18 October 2023.



- Two candidates from An Garda Síochána participated in and successfully completed the UNPOL Police Officers Course, which took place in Sarajevo, Bosnia and Herzegovina from 24 September to 6 October 2023. The aim of the course was to train police officers in UN peacekeeping operations mandates, in accordance with underlying international legal standards, to demonstrate the core values and competencies of the United Nations, and perform police functions in an effective, professional and integrated manner.





### Other HRPD Highlights

- The offices of the Acting Executive Director, Human Resources and People Development and Human Resource Management hosted 'The Big Pink Breakfast' on Friday, 13 October 2023, raising €350 in aid of the Irish Cancer Society.





## Human Resources and People Development Analytics and Data

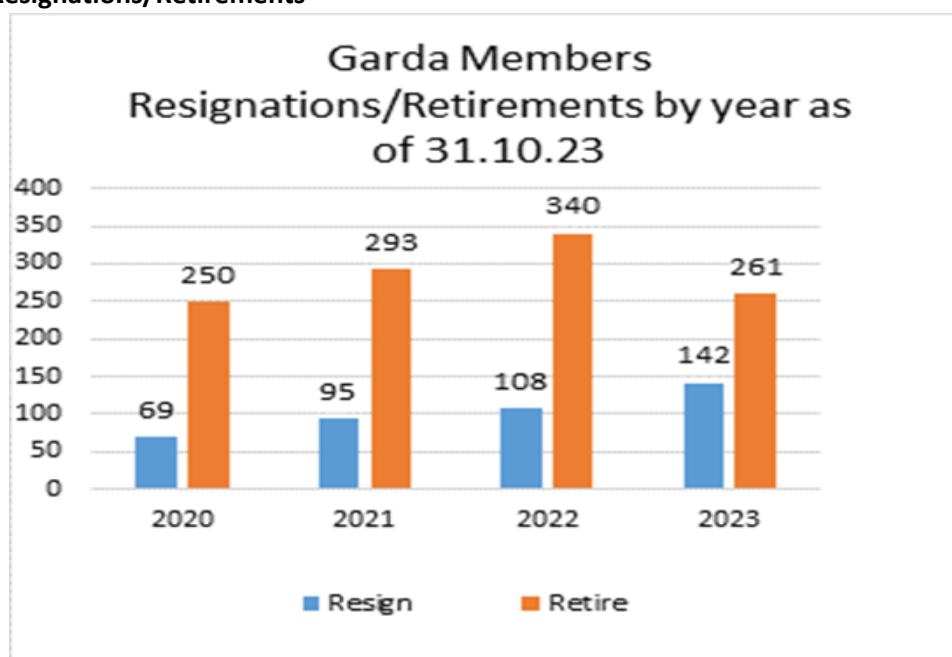
As at 31 October 2023, the Garda member strength stood at 13,940 (13,899.5 WTE) and the Garda Staff strength stood at 3,323 (3,129.7 WTE). A full breakdown by rank, grade and gender is outlined below.

### 2.1 Garda Member Strengths

Rank	As at 31 October 2023	Male	%	Female	%	WTE
Commissioner	1	1	100	0	0	1
Deputy Commissioner	2	0	0	2	100	2
Assistant Commissioner	8	4	50	4	50	8
Chief Superintendent	47	38	81	9	19	47
Superintendent	166	140	84	26	16	166
Inspector	464	371	80	93	20	464
Sergeant	2,125	1,601	75	524	25	2,124
Garda	11,127	7,833	70	3,294	30	11,087.5
<b>Total</b>	<b>13,940</b>	<b>9,988</b>	<b>72</b>	<b>3,952</b>	<b>28</b>	<b>13,899.5</b>

Of which	As at 31 October 2023	Male	%	Female	%
Career Breaks (incl. ICB)	41	24	59	17	41
Work-sharing	40.5	1.5	4	39	96
Secondments	57	42	74	15	26
Maternity Leave	39	0	0	39	100
Unpaid Maternity Leave	32	0	0	32	100
Paternity Leave	12	12	100	0	0
<b>Available Strength</b>	<b>13,718.5</b>	<b>9,908.5</b>	<b>72</b>	<b>3,810</b>	<b>28</b>

### 2.2 Garda Resignations/Retirements



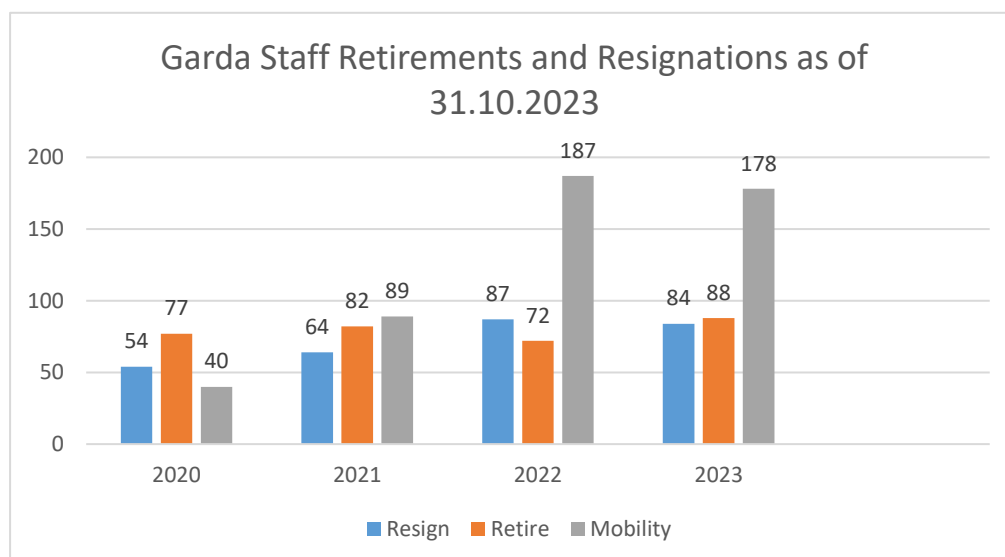


### Compulsory Retirements from An Garda Síochána to 2033

It is expected that the number of retirement exits from the service of An Garda Síochána (below the rank of Commissioner) will increase steadily over the next 10 years, with the exception of 2025. This reflects historical recruitment patterns and shows that there will be up to 2,259 exits based on service in the coming years, irrespective of any other factors.

Rank	31-Dec-23	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
DC	0	1	0	0	0	0	0	0	1	0	0
AC	0	0	0	2	0	0	2	1	0	3	0
CS	0	7	2	2	4	0	3	8	1	3	6
SU	0	9	4	6	5	11	12	14	14	17	10
IN	0	10	12	9	8	13	22	19	28	35	31
SG	0	29	24	21	27	43	51	71	88	101	101
GD	0	63	36	38	58	75	126	151	202	264	283
<b>Grand Total</b>	<b>0*</b>	<b>119</b>	<b>78</b>	<b>78</b>	<b>102</b>	<b>142</b>	<b>216</b>	<b>264</b>	<b>334</b>	<b>423</b>	<b>431</b>

*\*This figure is subject to change based on the number of pending approvals or declined applications on hand for members to extend their compulsory retirement date in accordance with the provisions of the Garda Síochána (Retirement) (No. 2) Regulations, (S.I. No. 335/1951).*





## Garda Reserve Strength

Garda Reserves Strength As at 31 October 2023	<b>Total*</b>	<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>
	<b>354</b>	270	76	84	24

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

Grade	<b>Total</b>	<b>WTE</b>	<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>	<b>Undisclosed</b>	<b>%</b>
CAO	0	0	0	0	0	0	0	0
Executive Director	5	5	2	40	3	60	0	0
Chief Medical Officer	1	1	1	100	0	0	0	0
Director	2	2	1	50	1	50	0	0
PO	28	28	16	57	12	43	0	0
AP	86	86	37	43	49	57	0	0
HEO	209	208	82	39	127	61	0	0
AO	17	17	9	53	8	47	0	0
EO	796	785.1	227	29	569	71	0	0
CO	1,808	1,737.5	445	25	1,363	75	0	0
<b>Total</b>	<b>2,952</b>	<b>2,869.6</b>	<b>820</b>	<b>28</b>	<b>2,132</b>	<b>72</b>	<b>0</b>	<b>0</b>
	<b>Total</b>	<b>WTE*</b>	<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>	<b>Undisclosed</b>	<b>%</b>
Professional/Technical (including CMO)	53	52.4	32	60	21	40	0	0
Administrative **	2,951	2,868.6	819	28	2,132	72	0	0
Industrial/Non Industrial	319	208.7	101	32	218	68	0	0
<b>Total</b>	<b>3,323</b>	<b>3,129.7</b>	<b>952</b>	<b>29</b>	<b>2,371</b>	<b>71</b>	<b>0</b>	<b>0</b>
Of which	<b>Total</b>	<b>WTE*</b>	<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>	<b>Undisclosed</b>	<b>%</b>
Maternity Leave	16	16	0	0	16	100	0	0
Unpaid Maternity Leave	8	8	0	0	8	100	0	0
Paternity Leave	0	0	0	0	0	0	0	0
Secondment/Exchange	0	0	0	0	0	0	0	0
<b>Available Total</b>	<b>3,299</b>	<b>3,105.7</b>	<b>952</b>	<b>29</b>	<b>2,347</b>	<b>71</b>	<b>0</b>	<b>0</b>

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

\*\* Civil Service grades and other administrative posts.

\* Rounding applied to WTE.



Work Sharing ***	Total	WTE	Male	%	Female	%	Undisclosed	%
	279	83	6	2.2	273	97.8	0	0

\*\*\* Work-sharing figure excludes industrial/non-industrial staff, as many such posts are part-time.

\* Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%	Undisclosed	%
	46	46	13	28.3	33	71.7	0	0

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

#### Parental Leave

01.10.2023–31.10.2023	Garda Members	Garda Staff
	149	100

#### Garda Staff assigned and commenced – as at 31 October 2023

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Total number of vacancies filled since 01/01/2023*	87	49	55	66	62	38	79	41*	52	50			579

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

#### Personnel suspended from An Garda Síochána

Total*	Male	%	Female	%
114	101	88.6	13	11.4

\*The total figure includes Garda members and Garda Staff, including Probationers.

#### Garda Staff transfers out of An Garda Síochána for 2023 (up to 31/10/2023)

The record includes up to 31 October 2023. Figures pertaining to year to date transfer out via promotion, Civil Service mobility and open competition (equivalent grade transfer).

Type	2021	2022 (Full Year)	2023
Mobility	42	115	108
Transfer out on promotion	47	66*	60
Open Competition	0	6**	10
Total	89	187	178

\*3 additional leavers via open competition at equivalent grade to role with shift premium (considered as promotion i.e. CO to CO w/shift allowance)

\*\*6 additional leavers at equivalent grade via open competition i.e. CO to CO external dept.



### 3. Information and Communications Technology

The ICT Directorate continues to support the delivery of major priority projects as part of the An Garda Síochána Modernisation Programme – most notably GardaSAFE (the new Computer Aided Dispatch system) and SIS Recast, both of which went live in Q1. In addition, ICT is progressing delivery of other key projects, including strengthening and modernising our cyber security and network infrastructure. ICT also continues to support and enhance the operational needs of the organisation, both in the workplace and working remotely, by enabling An Garda Síochána personnel to access Garda information systems in a secure manner, particularly in the use of digital collaboration tools for desktop and mobile.

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

The organisation's new CAD system for managing calls for service from the public, GardaSAFE, is planned to launch in the DMR Region on 22 November 2023, having already undergone a highly successful rollout to the North Western, Eastern and Southern Regions. The modern policing tools within the system, which have been in operation in each of these regions for many months, has allowed call takers and dispatchers to deliver enhanced support to responders, supporting them in their mission to keep the public safe. As well as the significant new technology support in the regional control centres, there are now over 6,000 users of the new CAD mobile app, which provides frontline members with key incident, intelligence and warning details, as well as turn by turn directions to the scene. The Laois/Offaly/Kildare Division call transfer procedure will now also be controlled by the Eastern Regional Control Centre, from 7am on 7 November 2023 and will no longer be under the remit of the DMR Regional Control Centre. The call transfer procedure is now active in all Garda divisions apart from DMR South Central and DMR North Central, which is due to commence on 15 and 17 November 2023 respectively. The eLearning for the new GardaSAFE is available for Garda members and front of house staff on An Garda Síochána new learning management system, GETS – Garda Educational Training System. It will ensure all Garda members and front of house staff are trained on the new system, and the changes introduced by its launch, including the call transfer procedure.

#### **Roster and Duty Management System (RDMS) Deployment**

As previously reported, the RDMS system is being deployed on an incremental basis to An Garda Síochána divisions and a number of specialist sections, in accordance with local readiness to adopt same. Most recently, RDMS went live in the Garda National Immigration Bureau, the Organised and Serious Crime Regional Office, the Garda National Bureau of Criminal Investigation, Special Tactics and Operations Command, and Operational Support Services on 30 October 2023. Planning is continuing with the rollout of RDMS to the remaining divisions for completion in 2023.



The table below details the next rollout schedule:

Laois/Offaly/Kildare	27 November 2023
Louth/Cavan/Monaghan	27 November 2023
<ul style="list-style-type: none"><li>• Garda National Drugs and Organised Crime Bureau</li><li>• Liaison and Protection</li><li>• Garda National Economic Crime Bureau</li><li>• Security and Intelligence</li></ul>	4 December 2023

As outlined in previous reports, the deployment of mobility devices is continuing to be managed in conjunction with RDMS rollout, to ensure the benefits of the RDMS App are realised. In addition, work is progressing on the integration of RDMS with GardaSAFE and mapping data between both systems.

### **Investigation Management System (IMS) Deployment**

Following a recent major review of IMS and feedback from user-group workshops, work on system adoption is progressing well and the solid engagement with business owners and frontline users continues. This ongoing engagement seeks to listen to frontline members and supervisors, and to implement changes suggested by user-groups based on the deployment of the system to date.

There was some further interaction with the IMS user base this month. On 26 October 2023, research and interviews were conducted in Wicklow to gather more information on the users who will benefit most from the development of an IMS mobility app. The research included observing participants while they perform tasks and simultaneously talking about what they are doing while they perform them, with some questions asked by the researcher. This will help give real insights into further improving the system design, while encouraging accurate data collection. In addition, the IMS business team is conducting an ongoing review of the policy concerning mandatory jobs on the system and agreed changes arising from this review are being applied. The next release of IMS is scheduled for 16 November 2023 and will deliver improvements to usability, communication and have significant enhancements for supervisors to aid in managing investigations. Following that release, An Garda Síochána will work on solutions to address feedback received from users via workshops, with the aim of delivering an enhanced and streamlined user experience and process.

### **Mobile Device Deployment**

To date, almost 14,000 devices have been deployed to frontline policing members. As previously reported, deployments for the Kildare/Laois/Offaly Division took place in September 2023. Deployments to the DMR North Central, DMR South Central and DMR South Divisions are planned for November 2023. As highlighted previously, commitment to ongoing and sustained investment is required to support devices that have been deployed, including significant licencing renewal costs, investment in backend infrastructure and replacement of end-of-life devices.



## Overall Device Deployment Figures

At 02/11/2023	Total Devices
Enrolled in MDM*	13,996

*\*Overall total includes active mobility devices and standard devices.*

## Mobile App Development

The Active Mobility Person Search App has been deployed to over 10,500 frontline Garda members. Person Search version 2.0 was deployed to all users on 31 October 2023, which is integrated with the Schengen Information System (SIS), enabling the display of SIS alerts. To date, the new version of the app has been used by 3,215 users since its launch, with no issues reported.

## ICT Workstream to enable and support the new Garda Operating Model

The Garda Operating Model was successfully deployed to the DMR South Division on 22 October 2023, supported by ICT changes to core information systems. Planning discussions are continuing for further deployments throughout Q4 2023.

The table below details the next roll-out schedule.

Meath/Westmeath	19 November 2023
<ul style="list-style-type: none"><li>DMR North Central</li><li>Louth/Cavan/Monaghan</li></ul>	3 December 2023

## Additional Information



### Garda ICT Support for the Lifting of the CSO Reservation on Crime Statistics

The Central Statistics Office (CSO) has published their Quality Review of Crime Statistics for 2023 and has decided to lift the “under reservation” status on the official crime statistics it publishes. This is a significant achievement by everyone across the data and technology teams. Garda ICT provided significant support for the lifting of the “under reservation” status principally through the deployment of various PULSE data quality improvements, the implementation of the new GardaSAFE system for managing calls for service from the public and the rollout of frontline smartphone mobile devices. These initiatives in particular re-enforced the awareness of the importance of data quality amongst Garda members and Garda Staff.



## Fingal Xplore Your Future

On Tuesday, 3 October 2023, An Garda Síochána ICT department, along with Santry's community policing team, joined the inaugural 'Fingal Xplore Your Future' event in the Helix theatre. Their mission is to open doors of opportunity for eager transition year students, helping them explore exciting career paths. ICT were there to show and demonstrate the different technologies in use within An Garda Síochána that are assisting frontline policing in 'keeping people safe'.





#### 4. Corporate Communications

Throughout the month of October 2023, the Office of Corporate Communications continued to communicate internally and externally on a broad range of policing activities undertaken by An Garda Síochána nationwide, in our mission to keep people safe.

The good work carried out by our officers continues to be highlighted and most notably this month, the actions of Garda Conor Treacy and Garda Nigel Murphy, who were deployed to respond to a fire on 8 September 2023, were highlighted on social media channels. These brave Gardaí gained entry to the building having been alerted by local residents who were concerned that someone was inside. Garda Treacy and Garda Murphy located a person in an upstairs bedroom and together lifted them to safety. Both Gardaí were treated for smoke inhalation and returned to duty the following week.

Furthermore, the Office of Corporate Communications held a number of high profile media briefings, campaigns, events and promotional activity. These included a briefing into the murder of Ms. Tina Satchell in Youghal, Co. Cork, a public appeal for information into the serious crime review into the murders of Ms. Una Lynskey and Mr. Martin Kerrigan in Co. Meath in 1971, and a statement following the sentencing of Mr. Yousef Palani for the murders of Mr. Aidan Moffitt and Mr. Michael Snee.

Campaigns included the bank holiday road enforcement operation for the October (Halloween) Bank Holiday weekend, which included the holding of a road safety briefing on Sunday, 29 October 2023 in Swinford, Co. Mayo.

Meanwhile, the Office of Corporate Communications continues to highlight recruitment into the organisation and this month promoted the attestation at the Garda College, Templemore on 13 October 2023. This resulted in various news outlets featuring interviews with newly attested Gardaí and content from a media briefing held with Commissioner Harris. Further activities from this event included the streaming of the ceremony, enabling the public and those who were unable to attend to watch the graduation live.

##### **Media Briefings:**

##### **Public Appeal by Serious Crime Review into the Murders of Una Lynskey and Martin Kerrigan in 1971**



In conjunction with the Serious Crime Review Team, the Garda Press Office held a media briefing at Walter Scott House on 12 October 2023, in respect of an appeal for information into the serious crime review of the murders of Ms. Una Lynskey and Mr. Martin Kerrigan, in October and December 1971.



On the direction of the Garda Commissioner, the Serious Crime Review Team is to carry out a 'full review' of the investigation into the murders of Ms. Lynskey and Mr. Kerrigan. During the media briefing, Reviewing Officer Detective Superintendent McTiernan conducted a piece to camera and took questions from media present, highlighting the work of the Serious Crime Review Team in this case and seeking an appeal for information.

#### **Update in respect of the investigation into the Murder of Ms. Tina Satchwell, Youghal, Co. Cork in March 2017**



On 12 October 2023, the Garda Press Office held a media briefing with Superintendent Adrian Gamble of Midleton Garda Station, who provided an update into the investigation into the murder of Ms. Tina Satchwell, who had been reported missing from her home in Youghal, Co. Cork in March 2017. Superintendent Gamble provided an update in respect of the investigation into the murder of Ms. Satchwell and took questions from media present. The Office of Corporate Communications liaised with media and the local investigation team, to provide updates in respect of developments in this investigation which arose over the course of a number of days, and subsequently led to a suspect being arrested and charged with Ms. Satchwell's murder.

#### **Media Campaigns: October Bank Holiday Roads Enforcement Operation**





An Garda Síochána held a roads enforcement operation for the October (Halloween) bank holiday weekend. This included providing media briefings with representatives from An Garda Síochána on Sunday, 29 October 2023 on the N5, Mullenmadoge, Swinford, Co. Mayo, and on Monday, 30 October 2023 at Racecourse Road, Thurles, Co. Tipperary.

Further activities undertaken included issuing press releases, providing updates on those detected speeding throughout the course of the operation, creating video content highlighting key road safety messaging and sharing images across our social media channels.

### **Recruitment: Attestation and Graduation of Intake 231 at the Garda College, Templemore 13 October 2023**



On 13 October 2023, a total of 126 Gardaí were attested as sworn members of An Garda Síochána, bringing the number of sworn Garda members to 14,032. The Office of Corporate Communications was involved in promoting the passing out ceremony. This included the live broadcast of the event across our social media channels, the issuing of a press release, and the holding of a press briefing with Commissioner Drew Harris and newly attested Gardaí at the Garda College in Templemore. These activities served to highlight the current strength of personnel in An Garda Síochána - that being a Garda is a job worth doing - and the ongoing efforts in the area of recruitment.





## Community Engagement: LifeSaver Project:



The Office of Corporate Communications helped promote the launch of 'The Lifesaver Project', a new road safety education program delivered by members of An Garda Síochána. This hard hitting and realistic road safety presentation highlights the devastating effects that road traffic collisions have on people's lives. The national launch took place in St. Coleman's College, Fermoy, Co. Cork on 18 October 2023. Following the launch, Assistant Commissioner Paula Hilman facilitated media interviews on road safety and enforcement.



#### Further interviews with media in October 2023 included:

The Office of Corporate Communications was responsible for coordinating the following media interviews, and providing support and guidance to those conducting these engagements.

Organisation / Media Briefing	Subject	Spokesperson	Publication / Broadcast Date
The Sunday Independent – Maeve Sheehan	Interview with Commissioner Drew Harris	Commissioner Drew Harris	01/10/2023
The Sunday Times	Financial Scams	D/Supt Michael Cryan	06/10/2023
Morning Ireland RTÉ Radio 1	Lifesaver Project	AC Paula Hilman	18/10/2023
The Tonight Show Virgin Media	Lifesaver Project	AC Paula Hilman	18/10/2023
Nuacht TG4	Winter Ready Campaign – as Gaeilge	Sergeant Eoin Ó Maille	18/10/2023
Irish Times Irish Independent Today with Claire Byrne RTÉ Radio 1	Retirement of Garda dog Laser	Garda Pat Harrington	19/10/2023 20/10/2023 20/10/2023
Pat Kenny Show Newstalk	Halloween Safety	Sergeant Fitzpatrick	27/10/2023
Jess Kelly Newstalk	Cybercrime on YouTube	D/Chief Supt Walsh	27/10/2023
Conor Feehan Irish Independent	Operation Tombola	Sergeant John Fitzpatrick	28/10/2023
Irish Daily Mail	Operation Quest / Organised Prostitution Investigation Unit - human trafficking and sex workers	D/Supt Derek Maguire	24/10/2023 published 06/11/2023
The Sunday Times – John Mooney	Interview focusing on Policing and Organised Crime (Kinahan Cartel)	Garda Commissioner Drew Harris	31/10/2023

#### 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 dozens of press releases related to successful operations undertaken by the organisation, such as drug and cash seizures, including the seizure of €3.9m in suspected cannabis in Dublin 3 on 11 and 12 October 2023; €720,000 in suspected cannabis seized by Revenue at Dublin Airport 9 October 2023; and a further suspected cannabis seizure of €500,000 at Dublin Airport on Thursday, 26 October 2023.
- 185 press releases were issued during the month of October 2023.
- An interview with Commissioner Drew Harris was conducted and published on 1 October 2023 in the Sunday Independent.



- The 20<sup>th</sup> season of Crimecall was broadcast in September and October 2023 from a new studio, and An Garda Síochána welcomed Carla O'Brien as its new presenter.
- Update on a missing person investigation: Ms. Tina Satchwell, Grattan Street, Youghal, Co. Cork.
- Court appearance: Investigation into the death of a man at Kinsale Road, Co. Cork on 8 October 2023.
- Budget Day 2024 on 10 October 2023.
- Updates on Operation Fógra: Drug-related intimidation investigations in North Dublin on 12 October 2023.
- An Garda Síochána public appeal for information and media briefing on 12 October 2023 regarding the serious crime review of the murders of Ms. Una Lynskey and Mr. Martin Kerrigan.
- An Garda Síochána published the Annual Report 2022.
- Media invite: 'The Lifesaver Project' on Wednesday, 18 October 2023.
- Statement by Superintendent Barry Doyle on the sentencing of Mr. Yousef Palani on Monday, 23 October 2023.
- Arrest of two suspects in Donegal in an international investigation into human trafficking and labour exploitation on 24 October 2023.
- Operation targeting organised criminal activity and illegal use of scrambler bikes/off road vehicles in Limerick City on 24 and 25 October 2023.
- An Garda Síochána welcomed the lifting of reservation on crime statistics.
- The holding of the October Bank Holiday Road Safety briefing on Sunday, 29 October 2023 at the N5, Mullenmadoge, Swinford Co. Mayo and Racecourse Road, Thurles, Tipperary on 30 October 2023.
- Operation Tombola: Approximately €8,000 of illegal fireworks seized in Finglas, Dublin 11 on Monday, 30 October 2023.
- A number of training courses were provided, including:
  - 2 October 2023: Communications/Media Awareness Seminar for Superintendents, Garda College.
  - 12 October 2023: Communications/Media Awareness Seminar for Superintendents, Garda Headquarters.
  - 17 October 2023: Social Media Seminar in the Waterford/Carlow/Kilkenny Division.
  - 23 October 2023: Social Media Seminar in the Sligo/Leitrim Division.
  - 24 October 2023: Social Media Seminar the Donegal Division.
  - 26 October 2023: Major Emergency Management (MEM)/ Control of Major Accident Hazards (COMAH)/Seveso Training Exercise, Dublin Port.
- The arranging of upcoming media events/briefings on behalf of the organisation.
- Ongoing maintenance of data and statistics on the Garda.ie webpage, i.e. road fatalities statistics.
- Social media communications highlighted the ongoing day-to-day duties and community engagement carried out by Garda members.
- Liaising with production companies and broadcasters on requests for participation in documentaries and podcasts relating to the work of An Garda Síochána.

## **Internal Communications**

The Internal Communications team have responsibility for communicating key updates and important internal information with the entire Garda workforce. These important pieces of information are disseminated through two primary platforms, our internal Garda newsletter Newsbeat and via the Garda Portal.



## Newsbeat

In October 2023, the Internal Communications team released a total of eight Newsbeat updates. Each edition maintained a consistently high readership of approximately 60%. The content of these updates included:

- The launch of a personnel survey on An Garda Síochána Strategic Plan 2025–2027.
- Updates on the Westmanstown Roster negotiations.
- Information regarding competitions for promotion to Sergeant and Inspector.
- Articles highlighting the importance of prioritising mental health and utilising available organisational support, coinciding with World Mental Health Day.
- As part of the Public Service Transformation Week, personnel were invited to the innovation, GardaSAFE project and body-worn camera workshops.
- Highlighting our collaboration with FSI to publish guidelines for optimising DNA reference samples for identification.
- Promotion of the Scott Medal First Class Commendations awarded to six members of An Garda Síochána for their roles in the 1983 major operation to locate Mr. Don Tidey, following his abduction in Co. Dublin.
- The publication of An Garda Síochána National Older Persons Plan 2023–2025.

# NEWSBEAT



24 October 2023

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## An Garda Síochána Strategic Plan 2025 – 2027: We want your views

An Garda Síochána is currently in the process of formulating its Strategic Plan for the years 2025 to 2027, a mandatory undertaking according to Section 63 of the Policing, Security, and Community Safety Bill, set to be enacted in 2024. This plan will serve as the foundation for Annual Service Plans from 2025 to 2027, in line with Section 65 of the same Bill.



Within this Strategic Plan, the organisation will outline our overarching goals and objectives for the upcoming three years and detail the strategies for our accomplishment.

An Garda Síochána takes pride in our role as a people-centred entity, deeply ingrained in communities throughout the country. Visible presence in various forms remains a fundamental aspect of our service, with an unwavering commitment to safeguarding people and supporting the vulnerable and crime victims at its core.

To facilitate the creation of the Strategic Plan, a working group, led by Deputy Commissioner Strategy, Governance, and Performance, has been established. This group operates through four distinct work streams: internal engagement, external engagement, horizon scanning, and a whole of Government approach. Their mission is to identify the main challenges and opportunities in developing a new Strategic Plan for An Garda Síochána and to propose specific objectives for inclusion.

Your input and views on the priorities to be incorporated into this plan are actively encouraged and can be shared in a survey [here](#).

Click below to watch a video with Chief Superintendent Michael Hennebry of the Eastern Region, lead of the internal engagement team tasked with crafting An Garda Síochána Strategic Plan for 2025-2027.



## 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 were:

- Two screensavers were featured in conjunction with Cybersecurity Month, focusing on:
  1. Password Security
  2. Phishing Prevention
- In anticipation of Halloween, October featured a spotlight on "Operation Tombola".
- Additionally, the LifeSaver Project was prominently highlighted.








## Social Media Activities


The Office of Corporate Communications oversees four official social media channels for An Garda Síochána: Facebook, Twitter (X), Instagram and LinkedIn. 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 and 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	391,508	1.5%
 Twitter - @GardaInfo	275,207	4%
 Twitter - @GardaTraffic	597,364	3%
 Instagram - @GardaInsta	183,703	4.5%
 LinkedIn – An Garda Síochána LinkedIn	35,000	19%

### Top Monthly Posts

 Facebook - @AnGardaSíochána  
Post Engagement / Reach: 219,472

 **An Garda Síochána**   
Published by Michael Staines · October 18 at 1:14 PM · 

German Shepherd, Laser joined our Garda Dog Unit in late 2011 at five months old. His handler Garda Pat Harrington took up the task of training him as a general purpose dog and within a year and a half, Laser was out hard at work making major detections.

In his decade long service to the people of Ireland, Laser has had some stand out successes including sniffing out a €900k grow house in Co. Clare, locating several burglars in the Munster region and the recovery of plenty ... See more



[See insights and ads](#) [Boost post](#)





Twitter - @GardaInfo

Post Engagement / Reach: 88,942 views



**Garda Info** @gardainfo · Oct 3

Promote



It was a regular night's duty for Garda Conor Treacy and Garda Nigel Murphy when they were deployed to respond to a house fire in Lucan on Friday, Sept 8th.

At the address they were met by neighbour's all gravely concerned that someone was trapped inside.

[#KeepingPeopleSafe](#)



18

17

286

88K



[Show more replies](#)



**Garda Info** @gardainfo · Oct 3



In the midst of heavy plumes of smoke, they found a woman in her 50s on the floor and together they lifted her to safety.

The woman received medical treatment and is now being looked after as she recuperates.

[#KeepingPeopleSafe](#)

1

1

54

7.7K







Twitter - @GardaTraffic

Post Engagement / Reach: 221,000 views



**An Garda Síochána** @GardaTraffic · Oct 25

Promote



Longford RPU stopped this driver yesterday, whose reverse lights were faulty and constantly on.

While stopped, they also detected:

- 🚨 Tax expired over 700 days
- 🚨 No insurance or NCT displayed
- 🚨 Driver tested positive for cocaine
- 🚨 Driver disqualified from driving for 15 years



94

30

593

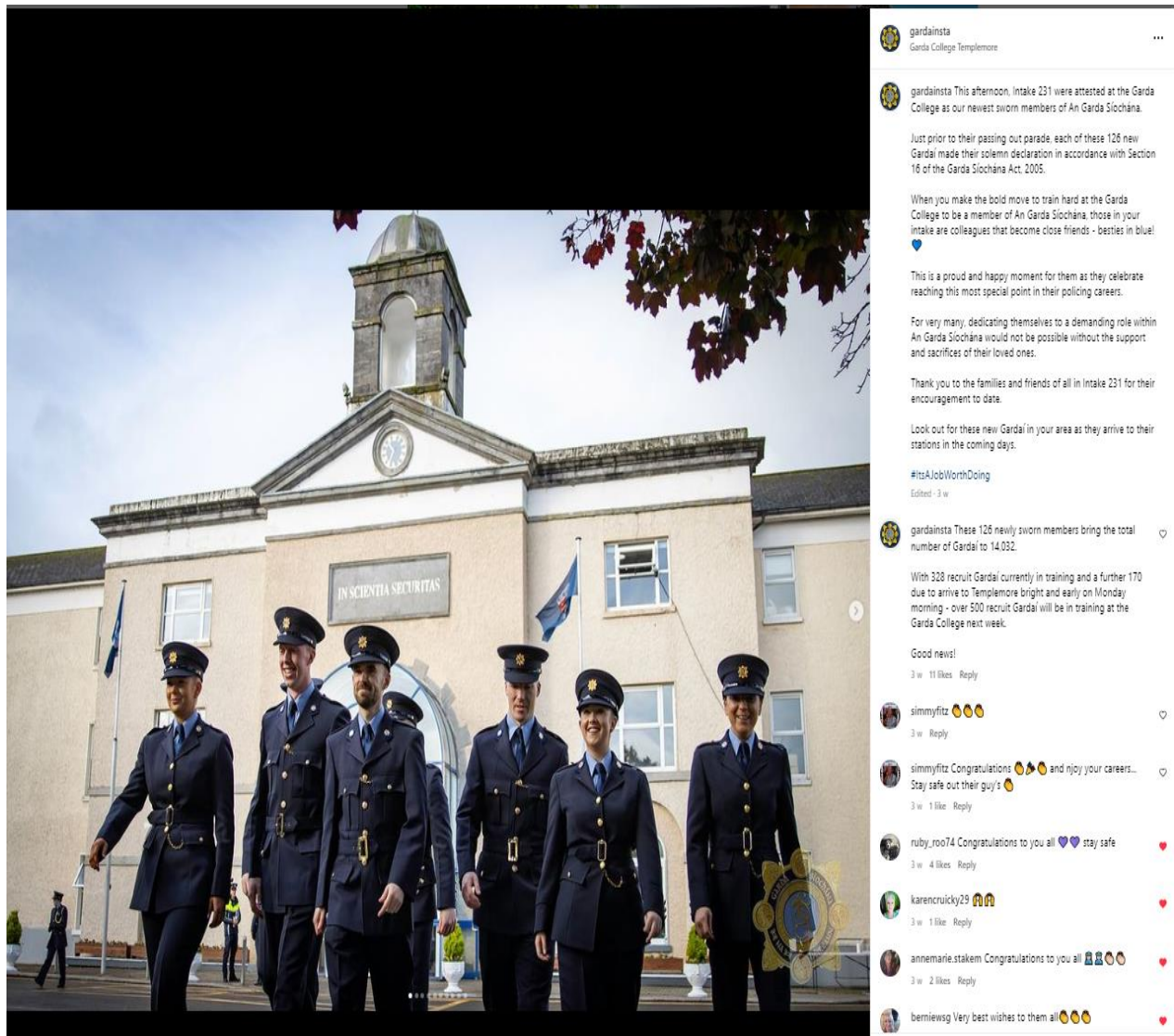
208K








Instagram - @GardaInsta  
Post Engagement / Reach: 39,247







LinkedIn – An Garda Síochána LinkedIn  
Post Engagement/Reach: 28,612



**An Garda Síochána**  
35,376 followers  
3w +

Say hello to our newest canine recruits in training - Thor, a male German Shepherd, Ógie, a female German Shepherd and RIP who is a Dutch Shepherd and the first of his breed to join our Garda Dog Unit.

All three have been with their Garda handler since they were eight weeks old and as they grow and develop, their programme of training is carefully adapted.

They are already at work with their handler's and our operational Garda dogs, and are being taught obedience as they also become familiarised with the likely sights and experiences that they will encounter.

They have come from the responsible breeders of world class breeding lines and will do what no human or technology can, by virtue of their powerful sense of smell.




It is hoped that when their training is successfully completed in about a year and a half, they will search for missing people, identify suspects, search for concealed evidence, conduct crime prevention patrols and help Gardaí apprehend criminals.


When not at work, each dog lives at home with their Garda handler and get lots of time off-duty when they like going to the beach and playing outdoors.

We first established our Garda Dog Unit over 63 years ago, and in that time it has become an integral part of policing in Ireland.

Welcome to the team, guys!

[#KeepingPeopleSafe](#)



 Goretti Sheridan, MA, BSc and 4,770 others

59 comments · 36 reposts



## 5. Implementation of Cultural Change

### Culture Reform Programme

- The Garda Ethics and Culture Bureau (GECB) met with Acting Superintendent, Leadership, Management and Development on 13 July 2023, to discuss incorporating the findings of the Culture Audit from Durham University to the existing development programmes in the Garda College. GECB are continuing to liaise with the Garda College on these matters.
- GECB has completed all scheduled focus groups on the Culture Audit findings. There was a mix of ranks and grades from each division/section/region in attendance at these groups. Fifteen focus groups have now taken place nationwide.
- Assistant Commissioner, Governance and Accountability has approved the summary of evidence and insights from the focus group report.
- In October 2023, the Sergeant and HEO from GECB travelled to the United Kingdom to attend the National Police Chiefs Council (NPCC) Pilot Project; equipping leaders with the skills and knowledge to set an example and build inclusive teams.
- Superintendent GECB attended the Culture-Building Design Thinking workshop with the STO Innovation Strategy Working Group on 27 June 2023 in Garda Headquarters and GECB continue to contribute to the development of the innovation strategy being developed by STO.
- LIFT (Leading Ireland's Future Together) was launched in 2018 and is a 'social enterprise initiative aimed at increasing the level of positive leadership in Ireland'. It utilises small group learning based on key leadership values. Superintendent GECB met with the CEO of LIFT on 13 October 2023 and discussed the potential for An Garda Síochána to have a pilot partnership with LIFT.

### Enhancing Professional Conduct

- The third edition of 'Learning the Lessons' is anticipated to be published on Newsbeat in early November 2023. The theme of the edition is criminal conduct. A one-page aide memoire will be forwarded to each Sergeant and Executive Officer in An Garda Síochána, with the key points from 'Learning the Lessons' for discussion at team/unit briefings, parade, PAF meetings or any other suitable occasions. The next meeting of the Lessons Learned Working Group is scheduled for 6 November 2023.
- Arising from the Professional Conduct Steering Group, the Key Risk Action Plan for the Ethics and Culture Bureau was forwarded to senior management on 26 October 2023.



## 6. Risk Management

The Corporate Risk Register of An Garda Síochána captures nine principal risks currently facing the organisation. The corporate risks of An Garda Síochána are being managed effectively by their assigned corporate risk owners, overseen by the Chief Risk Officer, Risk and Policy Committee (RPC), and supported by the Garda Risk Management Unit (GRMU).

### **During the month of October 2023, the Garda Risk Management Unit (GRMU);**

- Held one-to-one meetings with all corporate risk owners and support staff, to assist in the review and update of their risk registers.
- Issued a 'Risk Champion Network' bulletin.
- The Risk Management IT System is currently in the testing phase. GRMU continues to provide assistance in testing to ensure the timely delivery of the new system.
- Provided risk management training at Executive Officers development workshops.
- Provided risk management training as part of the Garda Inspectors development course.
- Attended a Criminal Assets Bureau Audit and Risk Committee meeting.
- Staffing at GRMU is posing a challenge in meeting project timelines, and the unit's capacity and capability to deliver on its core functions.



## 7. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for September 2023 and October 2023.

As outlined in all reports, it is the advice of the Chief Information Officer that this report is self-contained and prepared from a very small data set covering two months. It should therefore not be linked or compared to other sources. The figures provided are provisional, operational and subject to change.

Category	Sept-23	Oct-23	Increase/ Decrease	% Change
Total UOF for Month	1,003	959	-44	-4.39%
Civilians Injured	23	30	7	30.43%
Garda Members Injured	27	22	-5	-18.52%
Pepper Spray Deployed	74	79	5	6.76%
Batons	20	23	3	15%
Handcuffs	847	815	-32	-3.78%
Anti-spit guard	0	0	0	NC
Unarmed Restraint	178	219	41	23.03%
Taser	4	1	-3	-75%
Less Lethal Firearm	2	1	-1	-50%
Firearm	0	0	0	NC
Gender Subject to Force - Male	751	739	-12	-1.60%
Gender Subject to Force - Female	126	109	-17	-13.49%
Drugs Involved	267	271	4	1.50%
Alcohol Involved	553	525	-28	-5.06%
Division with highest level UOF - DMR South Central	Not available	Not available	Not available	Not available
Percentage of UOF Deployments occurring Friday, Saturday & Sunday	53.40%	48.40%	-5%	-5%

\* NC – Percentage figure of 0 is not calculable.



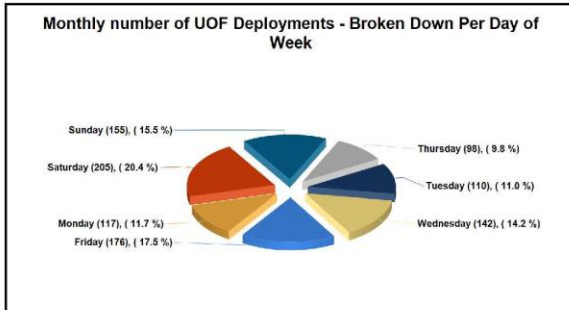


# Reported Use of Force

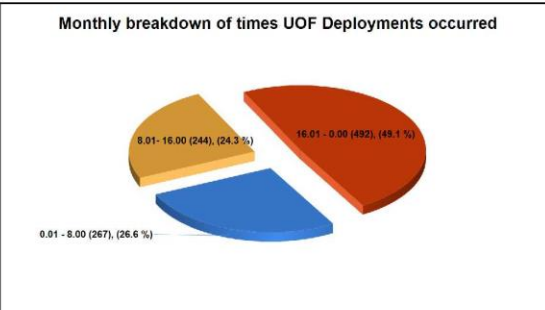
September 2023

THIS DOCUMENT IS SELF CONTAINED AND SHOULD NOT BE COMPARED OR LINKED TO OTHER SOURCES. THE INFORMATION IS CORRECT AS OF November 9, 2023 at 15:14:29. PLEASE NOTE THIS IS AN AUTOMATED GENERATED REPORT. Each Incident may contain a number of Use of Force Deployments. This may be due to numerous Garda Members attending the incident or different equipment/facilities being utilised.  
UoF deployments also include locations (breaching tools), animals (angry dog) & vehicles (stinger device)

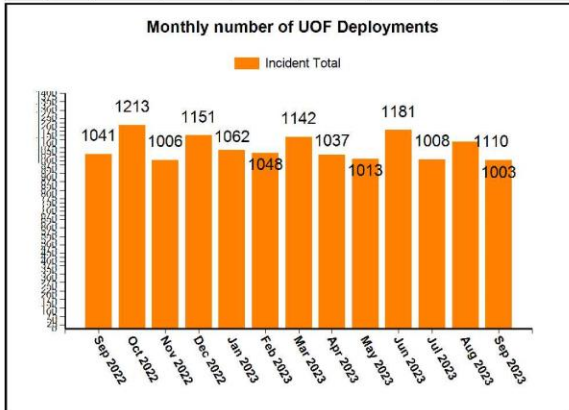
TOTAL RECORDED USE OF FORCE (INCIDENTS)	Month	931	YTD	8,904
TOTAL RECORDED USE OF FORCE (DEPLOYMENTS)	Month	1003	YTD	9604
Number of Incidents on PULSE	Month	115,147	YTD	1,063,300
% of Incidents involving Use of Force	Month	0.8085%	YTD	0.8374%



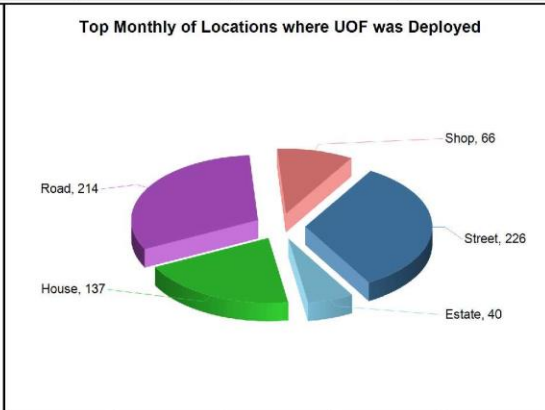
	Sun	Mon	Tue	Wed	Thu	Fri	Sat
2023 YTD	1724	1238	1130	1256	1187	1401	1668
2022 YTD	2144	1285	1227	1274	1320	1530	1946



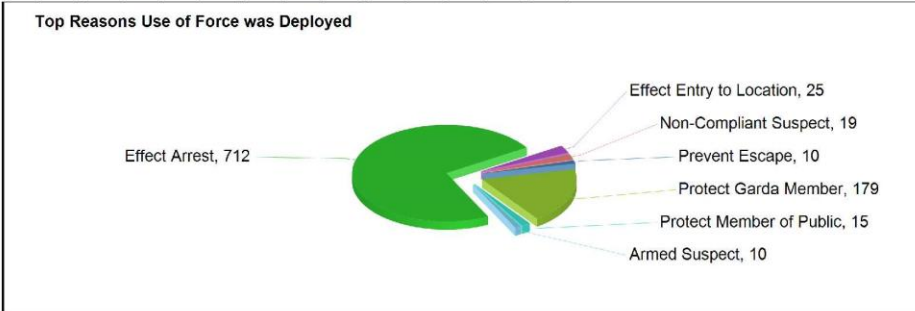
	00.01 to 8.00 YTD	8.01 to 16.00 YTD	16.01 to 0.00 YTD
2023	2839	2208	4557
2022	3368	2236	5122



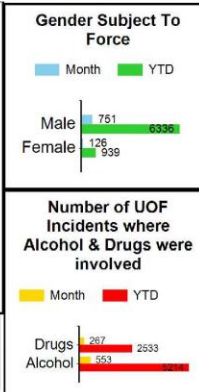
	Sep 2022	Oct 2022	Nov 2022	Dec 2022	Jan 2023	Feb 2023	Mar 2023	Apr 2023	May 2023	Jun 2023	Jul 2023	Aug 2023	Sep 2023
Total	1041	1213	1006	1151	1062	1048	1142	1037	1013	1181	1008	1110	1003



	Estate	House	Road	Shop	Street
2023	40	137	214	66	226
2022	40	137	214	66	226



	Effect Arrest	Protect Garda Member	Effect Entry to Location	Non-Compliant Suspect	Protect Member of Public	Armed Suspect	Prevent Escape	Protect Suspect	Other	Carry Out Search	Vehicle Failing to Stop	Violent Person	Protect Property	Covid-19
Month	712	179	25	19	15	10	10	9	8	7	6	2	1	0
YTD	6725	1711	287	226	133	62	92	136	50	124	16	38	4	0



Civilians injured during UOF Incident	Month	YTD
	23	236
Garda Members injured during UOF Incident	Month	YTD
	27	241
Pepper Spray*	Month	YTD
	74	752
Baton (Used)	Month	YTD
	20	217
Handcuffs (Used)	Month	YTD
	847	8188
Anti Spit Guard (Used)	Month	YTD
	0	8
Unarmed Restraint Used	Month	YTD
	178	1935
Taser (Used)	Month	YTD
	4	30
Less Lethal Firearm	Month	YTD
	2	5
Firearm (Used) **	Month	YTD
	0	1

NOTES: This is operational information which may be subject to change. Previous monthly incident data totals reported may change and affect YTD figures. Use of Force incidents can be created outside of the monthly parameters. \*Use of Force incidents can include multiple persons subject to force. \*\*This report is generated from information contained on the Garda Síochána PULSE system as per report issue date. \*\*\*UoF deployments also include locations (breaching tools), animals (angry dog) & vehicles (stinger device)

Please note that a number of Garda Divisions are currently being amalgamated under the new Garda Operating Model. This re-configuration of Divisions is currently being undertaken by Garda IT Section and requires code and counting changes to the Garda PULSE system to ensure all reported use of force incidents are correctly categorised under the New Divisional Model. Accordingly, An Garda Síochána are not in a position to provide the divisional breakdown statistics at this time. National figures are not affected and are correct.



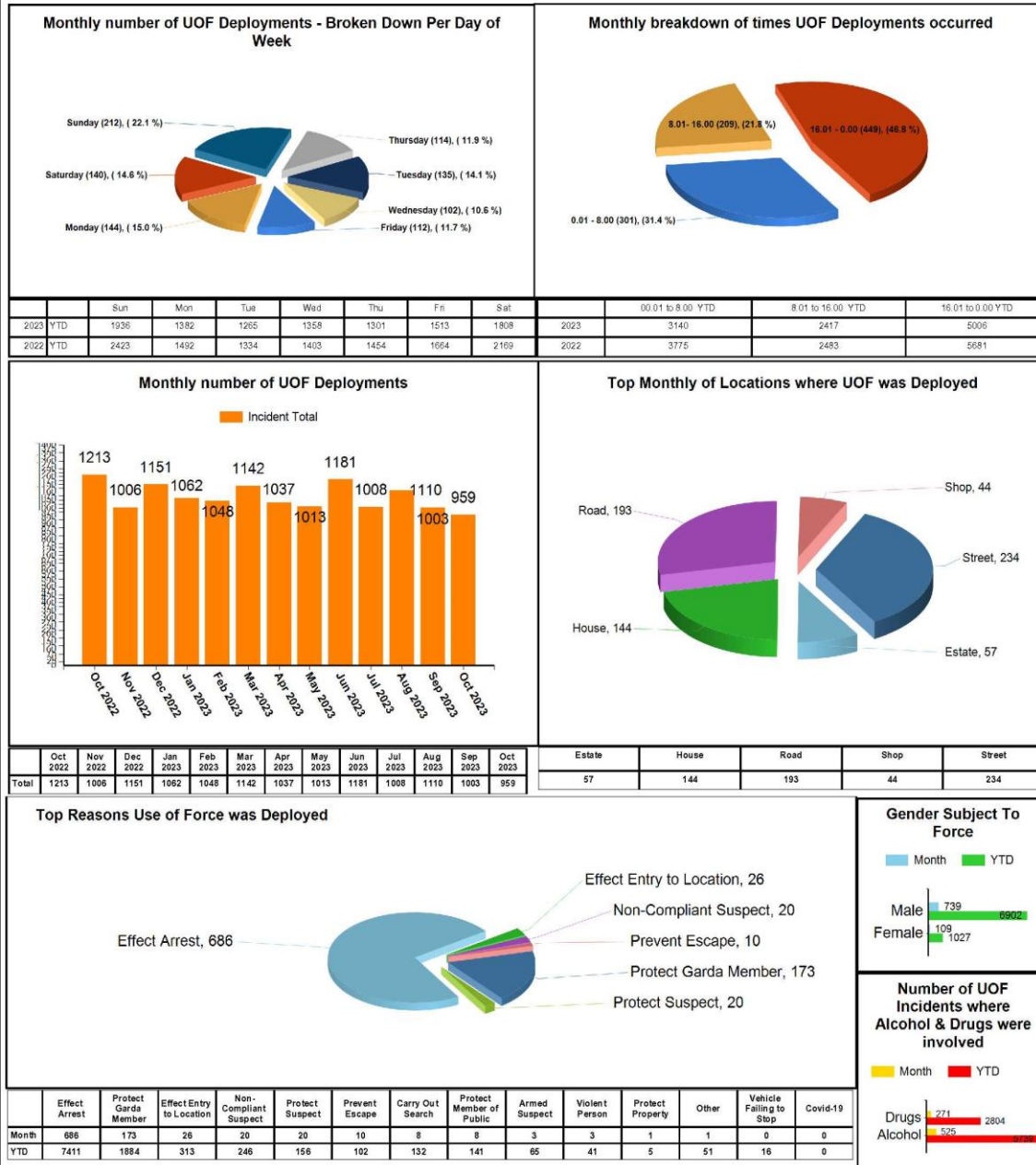


# Reported Use of Force

October 2023

THIS DOCUMENT IS SELF CONTAINED AND SHOULD NOT BE COMPARED OR LINKED TO OTHER SOURCES. THE INFORMATION IS CORRECT AS OF November 9, 2023 at 14:46:28. PLEASE NOTE THIS IS AN AUTOMATED GENERATED REPORT. Each Incident may contain a number of Use of Force Deployments. This may be due to numerous Garda Members attending the incident or different equipment/tactics being utilised.  
**UoF deployments also include locations (breaching tools), animals (angry dog) & vehicles (stinger device)**

TOTAL RECORDED USE OF FORCE (INCIDENTS)	Month	897	YTD	9,801
TOTAL RECORDED USE OF FORCE (DEPLOYMENTS)	Month	959	YTD	10563
Number of Incidents on PULSE	Month	117,581	YTD	1,180,873
% of Incidents involving Use of Force	Month	0.7629%	YTD	0.8300%



Civilians injured during UoF Incident	Month	YTD
	30	266
Garda Members injured during UoF Incident	Month	YTD
	22	263
Pepper Spray*	Month	YTD
	79	831
Baton (Used)	Month	YTD
	23	240
Handcuffs (Used)	Month	YTD
	815	9003
Anti Spit Guard (Used)	Month	YTD
	0	8
Unarmed Restraint Used	Month	YTD
	219	2154
Taser (Used)	Month	YTD
	1	31
Less Lethal Firearm	Month	YTD
	1	6
Firearm (Used) **	Month	YTD
	0	1

NOTES: This is operational information which may be subject to change.  
Previous monthly incident data totals reported may change and affect YTD figures. Use of Force Incidents can be created outside of the monthly parameters.  
\*Use of Force incidents can include multiple persons subject to force  
\*\*This report is generated from information contained on the Garda Síochána PULSE system as per report issue date.  
\*\*\*UoF deployments also include locations (breaching tools), animals (angry dog) & vehicles (stinger device)

Please note that a number of Garda Divisions are currently being amalgamated under the new Garda Operating Model. This re-configuration of Divisions is currently being undertaken by Garda IT Section and requires code and counting changes to the Garda PULSE system to ensure all reported use of force incidents are correctly categorised under the New Divisional Model.  
Accordingly, An Garda Síochána are not in a position to provide the divisional breakdown statistics at this time.  
National figures are not affected and are correct.



## 8. Data Quality and Operational Value of Data

### Lifting of the CSO “Under Reservation” Designation

- On Wednesday, 25 October 2023, the CSO announced the lifting of this reservation as part of its fifth review of the quality of recorded crime data.
- The decision is a recognition of the progress made by An Garda Síochána in connecting data, technology and Garda personnel in the delivery of information-led policing.
- The decision also recognises the huge contribution of all Garda personnel in adopting data and technology in their work. Data and technology now track and sometimes lead virtually every step of policing; forming a data lifecycle from the first emergency call, to criminal investigations, to national scale management information and official crime statistics.
- A number of key factors influenced the CSO in reaching this decision, including:
  - The establishment of a formal Data Quality Management Framework.
  - The appointment of the Chief Information Officer (CIO) in November 2019 and increased capacity within the CIO functions, including increased capacity at the Garda Information Services Centre (GISC), Data Architecture, Garda Síochána Analysis Service (GSAS) and ICT.
  - An independent review commissioned by An Garda Síochána which found evidence of good controls.
  - The functions within the CIO function collaborate closely with each other and across the wider An Garda Síochána organisation to deliver information-led policing, which in turn has embedded a culture that values high quality data.
  - Increased external transparency through published data quality metrics and reports, such as ground-breaking data on domestic, gender and sexual violence.
- The decision by the CSO to lift the “under reservation” designation is a significant milestone and is recognition of the progress made by An Garda Síochána in implementing its ‘Data and Technology Vision’.

### Information-led Policing: Data in support of Policy Development and Performance Monitoring

- GISC implemented three additional data quality coherency checks during October 2023. Further information is available at the link to the data quality metrics below.  
Link: [AGS Crime Incident Data Quality Metrics 31 October 2023 \(garda.ie\)](https://garda.ie/en/information-centre/statistics/ags-crime-incident-data-quality-metrics-31-october-2023)
- Incident outcome online training launched on 23 October 2023. Modules are mandatory for Superintendents, Inspectors, PAF Administrators, GISC Data Quality and Garda Victim Services Office staff.
- During October 2023, An Garda Síochána published its response to the internal control questionnaire submitted by the CSO to An Garda Síochána. An Garda Síochána also published a review of process for ensuring data quality on PULSE.  
Link: [garda.ie/en/information-centre/statistics/ags-response-to-cso-icq-oct-2023.pdf](https://garda.ie/en/information-centre/statistics/ags-response-to-cso-icq-oct-2023.pdf)  
Link: [garda.ie/en/information-centre/statistics/ags-review-of-process-for-ensuring-data-quality-on-garda-pulse-system.pdf](https://garda.ie/en/information-centre/statistics/ags-review-of-process-for-ensuring-data-quality-on-garda-pulse-system.pdf)

### Garda National Vetting Bureau Statistics

- Garda standard vetting average turnaround times continue at their long-term figure of 7-8 working days once an application is received.
- 502,345 Garda vetting applications received to the end of October 2023.
- 8% year on year increase on vetting applications received to the end of October 2023.



## 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.

COVID-19: Between 12 March 2020 and 22 January 2022, government measures to inhibit the transmission of coronavirus had been in place, including, at various times throughout the pandemic, ceased operation of non-essential services and prohibition of non-essential travel. There were reductions in most crime groups during this period. Upward trends since that time indicate a return to more typical pre-COVID levels.

The following pages present trends for reported property crime, crimes against the person, sexual offences, criminal damage and public order offences, in terms of incidents reported per month and the 12-month average. The 12-month average represents the average incidents reported per month over the 12 months up to and including the month of measurement (e.g. 12-month average for April 2022 = average per month for the period May 2021 - April 2022).

The equivalent 12-month period a year ago

**%(+/-) vs Prev 12M**

The equivalent period from 2018/2019  
(representing a pre-COVID period)

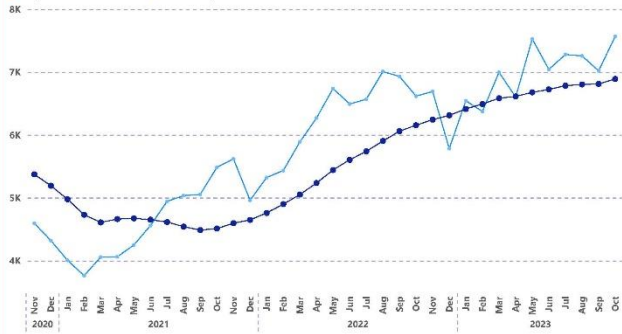
**%(+/-) vs Pre Cov**

Increase of +20% or more	↑
Increase of +5% to +20%	↗
Increase or decrease of up to 5%	→
Decrease of -5% to -20%	↘
Decrease of -20% or more	↓



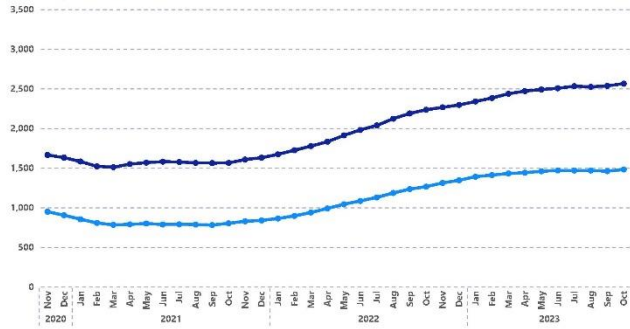
## Total Property Crime

Reported Incidents 12m Avg



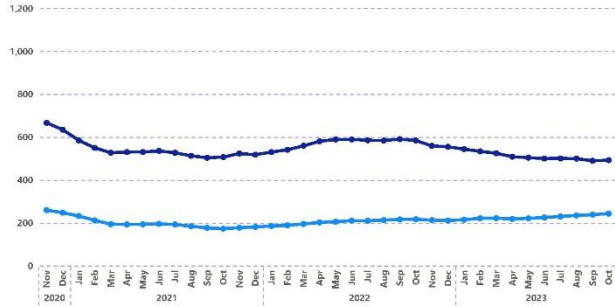
## High Volume Theft Offences (12 Month Avg)

Theft (Other) Theft from Shop



## Burglary (12 Month Avg)

Non-Residential Residential



	%(+/-) vs Prev 12M	%(+/-) vs Pre Cov
<b>Property Crime (Burglary)</b>	<b>-8.2%</b>	<b>-46.3%</b>
Non-Residential	+12.2%	-37.4%
Residential	-15.7%	-49.8%
<b>Property Crime (Other)</b>	<b>+25.8%</b>	<b>+9.3%</b>
<b>Property Crime (Theft Offences)</b>	<b>+13.1%</b>	<b>+2.2%</b>
<b>Property Crime (UT/Interference - Vehicle)</b>	<b>+29.6%</b>	<b>+57.4%</b>
<b>Total</b>	<b>+12.0%</b>	<b>-3.7%</b>

## ICCS Classification Grouping

<b>Property Crime (Burglary)</b>	<b>Property Crime (Other)</b>
071 - Burglary	061 - Robbery
<b>Property Crime (Theft Offences)</b>	062 - Extortion Offences
082 - Theft (not vehicle)	<b>Property Crime (UT/Interference - Vehicle)</b>
	081 - Theft/taking of Vehicle and Related Offences

## Total Crimes Against the Person

Reported Incidents 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
<b>Crimes Against the Person (Assault)</b>	<b>-1.9%</b>	<b>+4.3%</b>
Non-Residential	-1.4%	+0.4%
Residential	-2.7%	+13.0%
<b>Crimes Against the Person (Other)</b>	<b>-12.8%</b>	<b>+0.5%</b>
<b>Total</b>	<b>-4.0%</b>	<b>+3.6%</b>

## ICCS Classification Grouping

<b>Crimes Against the Person (Assault)</b>	<b>Crimes Against the Person (Other)</b>
032 - Assaults	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

Reported Incidents 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
<b>Sexual Offences (Child Pornography Offences)</b>	<b>-42.3%</b>	<b>-39.7%</b>
<b>Sexual Offences (Rape/Sexual Assault)</b>	<b>-4.5%</b>	<b>+2.2%</b>
<b>Total</b>	<b>-10.1%</b>	<b>-4.2%</b>

## ICCS Classification Grouping

<b>Sexual Offences (Child Pornography Offences)</b>	<b>Sexual Offences (Rape/Sexual Assault)</b>
0222 - Child pornography offences	021 - Rape and Sexual Assault
0223 - Child pornography - obstruction of warrant	022 - Other Sexual Offences (excl. Child Pornography)



### Criminal Damage

● Reported Incidents ● 12m Avg



	%(+/-) vs Prev 12m		%(+/-) vs Pre Cov	
<b>Criminal Damage</b>	<b>+1.4%</b>	➡	<b>-0.8%</b>	➡
Non-Residential	+0.0%	➡	-5.5%	⬇
Residential	+3.4%	➡	+6.3%	⬆
<b>Total</b>	<b>+1.4%</b>	➡	<b>-0.8%</b>	➡

#### ICCS Classification Grouping

##### Criminal Damage

1211 - Arson  
1212 - Criminal damage (not arson)

### Total Public Order

● Reported Incidents ● 12m Avg



	%(+/-) vs Prev 12m		%(+/-) vs Pre Cov	
<b>Public Order (Drunkenness)</b>	<b>-5.2%</b>	⬇	<b>-6.9%</b>	⬇
<b>Public Order (Public Order Offences)</b>	<b>-8.8%</b>	⬇	<b>-16.4%</b>	⬇
<b>Total</b>	<b>-7.4%</b>	⬇	<b>-13.0%</b>	⬇

#### ICCS Classification Grouping

##### Public Order (Drunkenness)

1313 - Drunkenness offences

##### Public Order (Public Order Offences)

1312 - Public order offences



## 9. Policing Successes

Throughout the month of October 2023, there have been numerous incidents of outstanding police work performed by members of An Garda Síochána in the course of their routine operational policing duties and supported by specialist personnel from national units. A synopsis of some of those incidents that occurred throughout the month of October 2023 are set out hereunder:

On 4 and 5 October 2023, the Garda National Cyber Crime Bureau (GNCCB) hosted colleagues from the PSNI Cyber Crime Centre, the National Cyber Security Centre and UK law enforcement partners, to carry out a cross border cyber-attack simulation exercise. As a result of this event, both An Garda Síochána and the PSNI have agreed to continue to develop clear communicating structures for sharing intelligence and information quickly and efficiently, which includes response protocols in the event of a cross border cyber-attack against a critical infrastructure or a significant corporate network. In addition, GNCCB have recorded a series of podcasts with Newstalk Radio for broadcast as part of their Tech Talk series, which will see staff speak about the work of the Bureau, its cooperation with partners, and experiences of working at the frontline of criminal and cyber investigations.

From 9–13 October 2023, under the auspices of Operation Sonnet, which examines abuses of the Common Travel Area, personnel attached to the Garda National Immigration Bureau, in liaison with the Immigration Enforcement team in Northern Ireland, conducted a number of checkpoints on the M1 motorway, to monitor people travelling from Northern Ireland to the Republic of Ireland. A total of 25 people (22 adults and three minors) were detected entering the State without visas or identity documents. All 25 people detected were subsequently returned to the UK by ferry from Dublin Port to Holyhead. In addition, one suspect was arrested and charged with facilitation of illegal entry into the State, and one suspect was charged with facilitation of illegal entry into the UK. Both are currently before the courts.

On 17 October 2023, as part of an ongoing interagency operation targeting the activities of organised crime groups involved in drug importation and onward distribution, personnel attached to the Garda National Drugs and Organised Crime Bureau, supported by colleagues in Customs and the Revenue Service, conducted a coordinated search, resulting in the recovery of 20kgs of suspected cannabis herb, worth an estimated value of €400,000. During a follow up search, an additional 5kg of suspected cocaine was recovered. Two suspects were arrested under the provisions of the Misuse of Drugs Act and detained under Section 2 of the Criminal Justice (Drug Trafficking Act), 1996. One suspect was subsequently charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act. The other suspect was released pending the preparation of a file to send to the DPP.

On 22 October 2023, whilst on mobile patrol, Garda members stopped two suspects who were observed acting suspiciously. With reasonable grounds present, a search was conducted of the suspects, and five mobile phones and an assortment of credit/debit cards were found. Following further investigation, the mobile phones and credit cards were identified as having been stolen from people socialising in the area. Both suspects were arrested and are currently charged before Dublin District Court. The recovered property was returned to its owners.

Also on 22 October 2023, the Garda Air Support Unit responded to a call regarding a missing child. The crew of AS3 were deployed to the area the child was thought to be and commenced searching for the child. The crew of AS3 established overhead and coordinated a search of a number of areas, in consultation with Command and Control, and local Garda ground units. After a period of searching,



the crew of AS3 located a heat source, which transpired to be the missing person in a remote field. They directed local Garda units to the site and the child was safely located.

On 27 and 28 October 2023, under Operation Limelight, the National Child Protection Unit, in liaison with the Department of Justice, An Garda Síochána, the Border Management Unit and AkiDwa, conducted an operation aimed at Female Genital Mutilation (FGM) in Ireland, in Dublin Airport. Passengers and airport staff were provided information on FGM, outlining the law in Ireland, the very serious risks to the long-term health of women and girls subjected to it, and informed people what they can do if they are worried that a girl may be at risk of FGM.

On 30 October 2023, as part of an ongoing intelligence led operation, personnel attached to the Garda National Drugs and Organised Crime Bureau effected a stop and search of four individuals under the provisions of Section 30 of the Offences Against the State Act, for a scheduled offence. A search of the baggage of each of the four yielded approximately €10,000 cash in each suitcase and three of the suspects also had €5,000 cash on their person. The cash was seized under the provisions of Section 7 of the Criminal Justice Act, 2006. Following a later count, the cash was totalled at €56,405. Investigations into this matter remain ongoing.

During the month of October 2023, Garda members in liaison with the Garda National Economic Crime Bureau, the Garda National Cyber Crime Bureau and Europol, progressed a complex criminal investigation focusing on organised criminal activity involving money laundering and smishing, both nationally and internationally. A significant amount of cryptocurrency has been seized by An Garda Síochána pursuant to Section 7 Criminal Justice Act 2006, with further financial assets frozen by way of court orders. To date, the investigation has involved the arrest of nine suspects under Section 71 (Offence of Conspiracy) of the Criminal Justice Act, 2006. All suspects were detained in Ireland on various dates in October 2023 under Section 4 of the Criminal Justice Act, 1984 and Section 50 of the Criminal Justice Act, 2007. Searches have been conducted across this jurisdiction pursuant to Section 48 of the Criminal Justice (Theft and Fraud Offences) Act, 2001 and Section 10 of the Criminal Justice (Miscellaneous Provisions) Act, 1997. As a result, two suspects are currently before the courts and in custody having been charged with money laundering and organised crime offences.



## 10. Community Engagement and Organisational Initiatives

### One Young World 2023 Belfast Summit

From 2–5 October 2023, the Garda National Diversity Unit attended the One Young World 2023 Belfast Summit, which commemorated the 25<sup>th</sup> Anniversary of the Good Friday Agreement. One Young World is a part of the official commemoration of the Good Friday Agreement and brings young leaders from across the globe to Belfast. The Good Friday Agreement provides essential lessons for young peacebuilders and it has never been more important to draw on examples of the challenges of attaining and sustaining peace.

### Tyre Safety Day

On 2 October 2023, An Garda Síochána, in liaison with the Road Safety Authority and the Irish Tyre Industry Association, launched a campaign for Tyre Safety Day. As part of this day of awareness, there were checkpoints set up across the country with a focus on tyre safety. These checkpoints were supported by social and traditional media releases, highlighting the importance of having safe tyres on vehicles. During the day, there were 51 detections for tyre related offences.



Gardaí in Mountmellick, Co. Laois conducted a checkpoint today as part of [#TyreSafetyDay](#) and detected this defective tyre. Prosecution to follow.

[#SaferRoads](#) [#TyreSafetyDay](#)



21:59 · 06/10/2021 from Earth



Kilkenny Roads Policing Unit are carrying out checkpoints throughout the day with the Road Safety Authority. A number of Fixed Charge Notices have been issued to motorists with bald tyres, tyres in a dangerous condition and tyres with steel exposed. [#TyreSafetyDay](#).

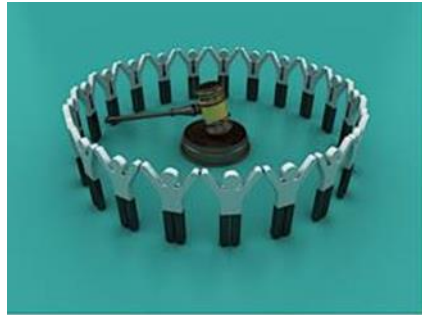


17:43 · 06/10/2021 from Earth



### **The 9<sup>th</sup> Annual Irish Criminal Justice Agencies Conference**

On 10 October 2023, representatives from the Garda National Offender Recidivism Unit participated in the 9<sup>th</sup> Annual Irish Criminal Justice Agencies Conference. Speakers included colleagues from the Department of Justice, the Probation Service and the Irish Prison Service, alongside Assistant Commissioner, Roads Policing and Community Engagement. The theme focused on putting community at the heart of the criminal justice system.



**Penal Policy Reform:**  
**Putting Community at**  
**the Heart of the**  
**Criminal Justice**  
**System**

### **The 9th Irish Criminal Justice Agencies Conference**

Tuesday, 10th October 2023

### **An Garda Síochána representatives attend Rider Focus Group**

On 16 October 2023, the Garda National Crime Prevention Unit hosted a meeting with the management staff of Deliveroo UK and Ireland, to examine ways to develop a collaborative working relationship between Deliveroo and An Garda Síochána, with a focus on promoting rider safety. Following this, An Garda Síochána was invited to attend a Rider Focus Group held on 18 October 2023, which afforded representatives from the DMR South Central and North Central Divisions, DMR Roads Policing and Dublin Crime Tasking Unit to hear first-hand the personal experiences of riders working in Dublin. The Garda National Crime Prevention Unit promoted the principles of crime prevention to reduce the number of criminal incidents experienced by riders and to encourage proactive crime prevention techniques. Further collaborative work is being explored with Deliveroo to ascertain how best to disseminate rider safety, personal safety and crime prevention education to the rider community.





### **The launch of 'The Lifesaver Project' on 18 October 2023**

On 18 October 2023, An Garda Síochána launched 'The Lifesaver Project', which is a new road safety education programme delivered by members of An Garda Síochána. The programme includes interactive engagement with the audience, supported by video inserts and personal experiences of road traffic collision victims and/or their families, and highlights the devastating effects that road traffic collisions have on people's lives. The programme delivers a strong road safety message that everyone needs to hear, to help address the current rising deaths and serious injury collisions on our roads. The project is being rolled out nationwide with Garda members from across the country already trained in delivering the presentation.



### **Garda National Community Policing Unit held a Garda Schools Programme partnership meeting with Webwise**

Also on 18 October 2023, the Garda National Community Policing Unit held a Garda Schools Programme partnership meeting with Webwise. Development work on the internet safety module for the Garda Schools Programme was progressed, which included the content of Webwise's 'the respect effect' and how it can support local Gardaí in delivering the safety message to young people about being safe online and tackling cyberbullying. The development of future modules, such as COCO's Law and internet safety talks for parents was also discussed.





### **Annual Crime Prevention Officers Conference**

On 23 and 24 October 2023, the Garda National Crime Prevention Unit hosted its Annual Crime Prevention Officers Conference, in accordance with action item 4.2 under objective 4 “Consistent and Professional Crime Prevention” of the Crime Prevention and Reduction Strategy. This conference provides the Garda National Crime Prevention Unit an opportunity to bring together the nationwide divisional Crime Prevention Officers, in order to enhance skills and knowledge from presentations and peer-to-peer discussion. Guest speakers over the two days covered topics such as drug debt intimidation, coastal watch, domestic violence, firearms and retail theft, amongst others.



### **October Bank Holiday Weekend**

From 26 October 2023 to 1 November 2023, An Garda Síochána implemented a national intelligence-led roads policing operation for the October Bank Holiday weekend. The primary theme of the road safety appeal was pedestrian safety and the concerning number of fatalities involving this vulnerable road user type. The operation had members conduct high visibility patrols with a focus on the enforcement of lifesaver offences: speeding, holding a mobile phone while driving, seatbelt offences and driving while intoxicated. Over the course of the operation, there were 949 mandatory intoxicant testing checkpoints conducted. There were 211 people detected for driving under the influence of



alcohol and/or drugs, 288 detections for using a mobile phone, 76 detections for seatbelt offences and 2,718 speeding offences detected.





## **11. Operating Model**

### **Business Services and Performance Assurance Functional Areas**

Nineteen divisions have commenced the implementation of the Business Services Functional Area. Following successful deployment of the Operating Model into the DMR South Division on 22 October 2023, eight divisions have now successfully transitioned to the Operating Model Divisional Functional Area structure, having implemented both Business Services Functional Area (BSFA) and Performance Assurance Functional Area (PAFA), and the deployment of PULSE 7.8. Engagement and support for the eight fully commenced divisions is ongoing, including meetings with Superintendents and PAF Administrators. Progress continues with BSFA and PAFA implementation across the remaining 13 divisions, with preparation continuing to transition the Meath/Westmeath Division to the Operating Model structure on 19 November 2023.

The implementation of PAFA standardised processes in the eight fully commenced Operating Model divisions is ongoing. In addition, Superintendents have been assigned to PAFA in the DMR North Central, Waterford/Kilkenny, Louth/Cavan/Monaghan, Meath/Westmeath and Wexford/Wicklow Divisions. They have commenced utilising the performance assurance standardised processes and are at various stages of implementation within these divisions.

### **Crime and Community Engagement Functional Areas**

The Cork City, Kerry, Galway, Limerick, Mayo/Roscommon/Longford, DMR South, DMR South Central and Clare/Tipperary Divisions are operating in the four functional area structure. These eight divisions have commenced their Community Engagement and Crime Functional Areas. This means:

- Garda personnel formally aligned to one of the four functional areas in the division.
- Each Garda station aligned to a Community Engagement Functional Area within the division.
- PULSE 7.8 was deployed to embed and align PULSE with the Operating Model functional area structures.

### **Three County Divisional Review**

Key progress has been made on the impact assessment following the outcome of the Three County Divisional Review:

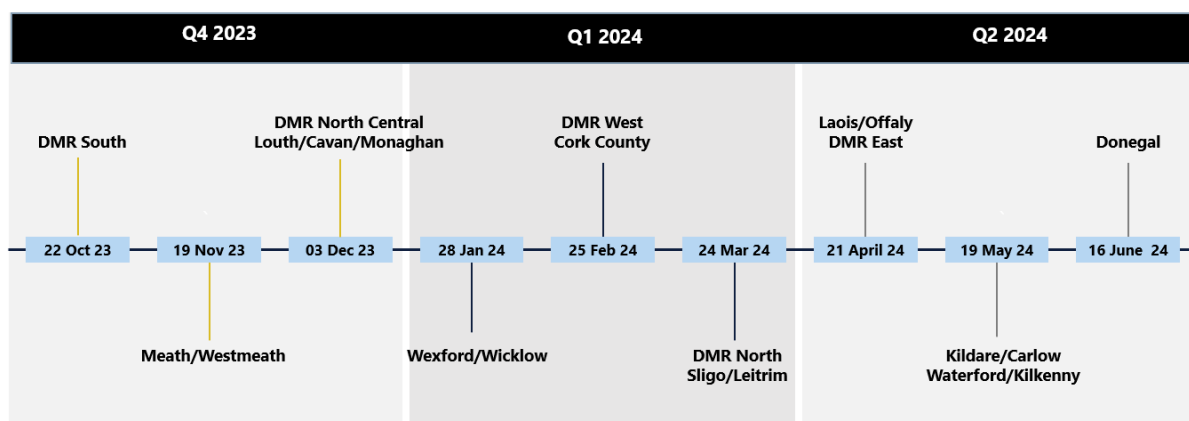
- A working group chaired by Chief Superintendent, STO (including representatives from ICT, STO, HRPD, Finance, Estate Management and the Operating Model team) was established to complete the impact assessment, with twice weekly checkpoint meetings set up to track progress.
- A number of meetings were held with the Chief Superintendents directly impacted to complete the formal readiness assessment template, in order to understand the divisions' state of readiness and enablers required to go live.
- Further workshops were held with the impacted divisions, enabling functions teams and divisional Operational Readiness Teams (ORT), to analyse resourcing, IT, accommodation, finance, governance and impacts on the broader portfolio of strategic programmes. The output of these meetings and workshops included a detailed list of key enablers and dependencies for each impacted division.



## A revised implementation plan

In order to develop a revised implementation plan, the remit of the Three County Divisional Review Working Group expanded to assess the remaining divisions' readiness to transition to the Operating Model functional area structure. Throughout the course of September and October 2023, further meetings and workshops were held to understand the remaining divisions' key dependencies and enablers. The working group collaborated with the enabling functions team and ORT to understand the estimated timeframe for each of the key dependencies and enablers identified, as well as key decisions required and the sequencing of divisional deployment dates.

Engagement and consultation with Garda associations and unions took place through the quarterly forum between the Operating Model team, and various unions and associations, which also fed into the plan. These planning sessions and engagements informed the revised implementation plan below.



## Current Status

Planning and implementation preparation is underway for the continued rollout of the remaining divisions in 2023/2024, allowing for the alignment of other transformation projects, including RDMS, CAD 2 and IMS. Engagement and support for the eight fully commenced divisions is ongoing.

Process development work for community engagement and crime processes is still underway with significant progress made to date. The Operating Model team is continuing to support and engage with divisions yet to go live with PULSE 7.8 and establish the Operating Model four functional area structure, to ensure divisional readiness and aid with their transition to the Operating Model functional area structure.



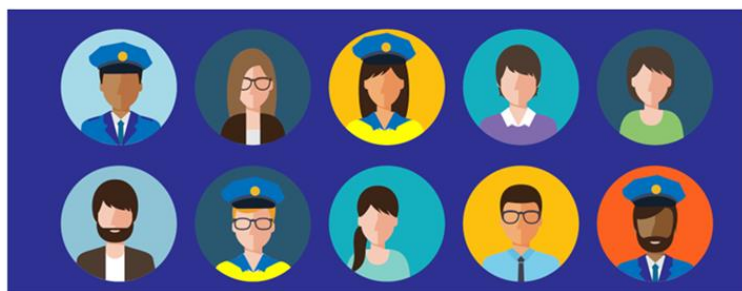
### Garda Síochána Mental Health First Aid Programme

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An Garda Síochána

## An Garda Síochána Mental Health First Aid Programme



### Programme Update

#### Pilot Expression of Interest

- In line with An Garda Síochána Health and Wellbeing Strategy 2021-2025, commitment to delivering various training, and other interventions to engender and support good mental health in the workplace, the selection process for the first cohort of Garda Mental Health First Aid (MHFA) training facilitators commenced with a restricted pilot expression of interest on Friday, 13 October 2023.
- Thirty-seven applications were received by the closing date on Friday, 27 October 2023.
- Following a selection process by MHFA Ireland, 16 applicants, who meet the eligibility criteria, were shortlisted, with a reserve panel put in place.
- The inaugural MHFA instructor training course under An Garda Síochána Mental Health First Aid Programme will commence on 21 November 2023.
- MHFA Ireland instructor courses are delivered over five days and the expectation is that MHFA training facilitators will be available to deliver the standard two-day courses, as the programme is rolled out across the organisation.
- Following the pilot, the process will be reviewed, evaluated and the expression of interest will be opened to the whole organisation.



## Appendix A – Schedule of Expected Vacancies

Rank	Forecast of total number of vacancies based on compulsory retirements and other known leavers, including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2023												
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec	Total to end 2023
Assistant Commissioner	0	1	0	0	0	0	0	0	0	0	0	0	1
Chief Superintendent	0	1	1	2	0	2	1	0	0	0	1	0	8
Superintendent	1	2	5	1	2	2	0	0	0	2	2	3	20
<b>Total</b>	1	4	6	3	2	4	1	0	0	2	3	3	29



## Appendix B – Numbers and vacancies in specified ranks

<i>Data as at the end of October 2023</i>													
Rank	ECF	Position at end of last month Sept 2023	Appointed in Month – October 2023	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	8	8	0	0	0	0	0	0	0	0	0	8	0
Chief Superintendent	47	47	0	0	0	0	0	0	0	0	0	47	0
Superintendent	168	168	0	0	0	0	0	2	0	0	-2	166	2
<b>Total</b>	<b>223</b>	<b>223</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>-2</b>	<b>221</b>	<b>2</b>



## Appendix C – Breakdown of Garda Leave – Garda Members

Data as at the end of October 2023									
As at 31.10.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Paternity Leave	Parental Leave	SWY	Carers
Garda	Male	2	23	0	0	12	32	2	0
	Female	77	16	36	27	0	103	4	2
Sergeant	Male	1	1	0	0	0	2	0	0
	Female	1	1	2	5	0	12	0	0
Inspector	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	0	0	0	0
Superintendent	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Total Male	3	24	0	0	12	34	2	0
	Total Female	78	17	39	32	0	115	4	2
	Total	81	41	39	32	12	149	6	2



Appendix D – Breakdown of Garda Leave – Garda Staff									
As at 31.10.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Parental Leave	Paternity Leave	SWY	Carers
CO	Male	4	10	0	0	7	0	1	0
	Female	223	21	10	7	61	0	0	2
EO	Male	39	2	0	0	3	0	0	1
	Female	1	10	3	1	18	0	0	3
AO	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
HEO	Male	0	1	0	0	1	0	0	0
	Female	3	1	0	0	9	0	0	0
AP	Male	0	0	0	0	0	0	0	0
	Female	0	1	2	0	1	0	0	0
PO	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Teacher	Male	0	0	0	0	0	0	0	0
	Female	2	0	0	0	0	0	0	0
Cleaner	Male	0	0	0	0	0	0	0	0
	Female	4	0	1	0	0	0	0	0
Accountant	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Chef	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Manager	Male	0	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0
Service Attendant	Male	1	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Photographer	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Assistant	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Total Male	44	13	0	0	11	0	1	1
	Total Female	234	33	16	8	89	0	0	5
	Total	278	46	16	8	100	0	1	6



## Appendix E – Garda Members and Garda Staff unavailable for duty due to sick leave

Garda Members – unavailable for duty due to sick leave \*OI = Ordinary illness \*\*IOD = Injury on duty

	Garda		Sergeant		Inspector & above		Total	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
<b>October 2023</b>	1,835	186	138	12	13	3	<b>1,986</b>	<b>201</b>
<b>September 2023</b>	1,737	194	147	12	7	3	1,891	209
<b>August 2023</b>	1,684	198	139	13	9	4	1,832	215
<b>July 2023</b>	1,566	202	123	13	14	4	1,703	219
<b>June 2023</b>	1,616	192	128	11	16	2	1,760	205
<b>May 2023</b>	1,748	185	141	13	14	2	1,903	200
<b>April 2023</b>	1,515	194	103	11	13	3	1,631	208
<b>March 2023</b>	1,755	196	146	10	13	2	1,914	208
<b>February 2023</b>	1,581	180	138	10	20	2	1,739	192
<b>January 2023</b>	1,830	185	162	12	22	2	2,014	199
<b>December 2022</b>	1,833	185	171	12	19	2	2,023	199
<b>November 2022</b>	1,802	178	153	12	22	2	1,977	192
<b>October 2022</b>	1,701	170	126	11	18	2	1,845	183

### Garda Members – Instances of Absence

	Garda		Sergeant		Inspector & above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
<b>October 2023</b>	1,990	189	144	12	13	3	<b>2,147</b>	<b>204</b>
<b>September 2023</b>	1,894	194	152	12	7	3	2,053	209
<b>August 2023</b>	1,829	200	148	13	9	4	1,986	217



<b>July 2023</b>	1,703	203	129	14	15	4	1,847	221
<b>June 2023</b>	1,726	196	138	11	18	2	1,882	209
<b>May 2023</b>	1,890	187	147	13	15	2	2,052	202
<b>April 2023</b>	1,618	196	107	11	13	3	1,738	210
<b>March 2023</b>	1,902	198	152	10	14	2	2,068	210
<b>February 2023</b>	1,694	180	147	11	23	2	1,864	193
<b>January 2023</b>	1,977	185	168	12	23	2	2,168	199
<b>December 2022</b>	1,970	188	182	12	20	2	2,172	202
<b>November 2022</b>	1,939	180	167	12	23	2	2,129	194
<b>October 2022</b>	1816	171	135	11	18	2	1,969	184

#### **Garda Members – Number of Days Absent**

	<b>Garda</b>		<b>Sergeant</b>		<b>Inspector and above</b>		<b>Total</b>	
	<b>OI</b>	<b>IOD</b>	<b>OI</b>	<b>IOD</b>	<b>OI</b>	<b>IOD</b>	<b>OI</b>	<b>IOD</b>
<b>Oct 2023</b>	16,376	5,496.50	1,444.50	338	166	93	<b>17,986.50</b>	<b>5,927.50</b>
<b>Sept 2023</b>	15,491	5,533.50	1,407.50	360	128	90	17,026.50	5,983.50
<b>Aug 2023</b>	15,046	5,956	1,413.50	373	167	106	16,626.50	6,435
<b>July 2023</b>	14,015	5,938.50	163	124	1,579.50	369	15,757.50	6,431.50
<b>June 2023</b>	13,091	5,440	1,397.50	326	250	60	14,738.50	5,826
<b>May 2023</b>	14,824.5	5,369	1,324.50	350	237	62	16,386	5,781
<b>Apr 2023</b>	13,688.5	5,464	1,223	294	204	71	15,115.50	5,829
<b>Mar 2023</b>	14,652.5	5,553	1,378	310	175	62	16,205.50	5,925
<b>Feb 2023</b>	12,895.5	4,772.50	1,364	259	246	56	14,505.50	5,087.50
<b>Jan 2023</b>	15,377.5	5,340	1,471.50	336	316.50	62	17,165.50	5,738
<b>Dec 2022</b>	16,730.5	5,476.50	1,659.50	372	297	62	18,687	5,910.50



<b>Nov 2022</b>	15,313	5,049	1,472.50	360	326.50	60	17,112	5,469
<b>Oct 2022</b>	16,900.5	4,980.50	1,299.50	274	303	62	18,503	5,316.50

#### **Garda Members – Ordinary Illness**

<b>Month</b>	<b>No. of Days Absent</b>	<b>Variance</b>	<b>% Variance</b>
<b>Oct 2023</b>	17,986.50	960.00	5.64%
<b>Sept 2023</b>	17,026.50	400.00	2.41%
<b>Aug 2023</b>	16,626.50	869.00	5.51%
<b>July 2023</b>	15,757.50	1,019.00	6.92%
<b>June 2023</b>	14,738.50	-1,647.50	-10.05%
<b>May 2023</b>	16,386.00	1,270.50	8.41%
<b>Apr 2023</b>	15,115.50	-1,090.00	-6.73%
<b>Mar 2023</b>	16,205.50	1,700.00	11.72%
<b>Feb 2023</b>	14,505.50	-2,660.00	-15.50%
<b>Jan 2023</b>	17,165.50	-1,521.50	-8.14%
<b>Dec 2022</b>	18,687.00	1,575.00	9.20%
<b>Nov 2022</b>	17,112.00	-1,391.00	-7.52%
<b>Oct 2022</b>	18,503.00	1,962.00	11.86%

#### **Garda Members – Injury on Duty**

<b>Month</b>	<b>No. of Days Absent</b>	<b>Variance</b>	<b>% Variance</b>
<b>Oct 2023</b>	5,927.5	-56.00	-0.94%
<b>Sept 2023</b>	5,983.50	-451.50	-7.02%
<b>Aug 2023</b>	6,435.00	3.50	0.05%
<b>July 2023</b>	6,431.50	605.50	10.39%
<b>June 2023</b>	5,826.00	45.00	0.78%
<b>May 2023</b>	5,781.00	-48.00	-0.82%
<b>Apr 2023</b>	5,829.00	-96.00	-1.62%
<b>Mar 2023</b>	5,925.00	837.50	16.46%
<b>Feb 2023</b>	5,087.5	-650.50	-11.34%



<b>Jan 2023</b>	5,738.00	-172.50	-2.92%
<b>Dec 2022</b>	5,910.50	441.50	8.07%
<b>Nov 2022</b>	5,469.00	152.50	2.87%
<b>Oct 2022</b>	5,316.50	60.00	1.14%

**Garda Members – Lost Time Rate (LTR) – Ordinary Illness**

<b>Month</b>	<b>No. of Days Absent</b>	<b>LTR</b>
<b>Oct 2023</b>	17,986.50	4.84%
<b>Sept 2023</b>	17,026.50	4.61%
<b>Aug 2023</b>	16,626.50	4.48%
<b>July 2023</b>	15,757.50	4.24%
<b>June 2023</b>	14,738.50	3.97%
<b>May 2023</b>	16,386.00	4.48%
<b>Apr 2023</b>	15,115.50	4.05%
<b>Mar 2023</b>	16,205.50	4.33%
<b>Feb 2023</b>	14,505.50	3.86%
<b>Jan 2023</b>	17,165.50	4.56%
<b>Dec 2022</b>	18,687.00	4.96%
<b>Nov 2022</b>	17,112.00	4.53%
<b>Oct 2022</b>	18,503.00	4.89%

**Garda Staff – Numbers who availed of sick leave**

<b>Date</b>	<b>No.</b>
<b>Oct 2023</b>	398
<b>Sept 2023</b>	400
<b>Aug 2023</b>	364
<b>July 2023</b>	368
<b>June 2023</b>	379
<b>May 2023</b>	405
<b>Apr 2023</b>	291



<b>Mar 2023</b>	435
<b>Feb 2023</b>	371
<b>Jan 2023</b>	496
<b>Dec 2022</b>	528
<b>Nov 2022</b>	457
<b>Oct 2022</b>	418

**Garda Staff – Instances of Absence**

<b>Date</b>	<b>Administrative Grades</b>	<b>Technical and Professional</b>	<b><i>Total</i></b>
<b>Oct 2023</b>	425	5	<b>430</b>
<b>Sept 2023</b>	424	5	429
<b>Aug 2023</b>	379	5	384
<b>July 2023</b>	382	4	386
<b>June 2023</b>	401	8	409
<b>May 2023</b>	433	7	440
<b>Apr 2023</b>	298	3	301
<b>Mar 2023</b>	483	3	486
<b>Feb 2023</b>	383	8	391
<b>Jan 2023</b>	531	4	535
<b>Dec 2022</b>	578	5	583
<b>Nov 2022</b>	509	5	514
<b>Oct 2022</b>	454	5	459

**Garda Staff – Number of days absent**

<b>Date</b>	<b>Administrative Grades</b>	<b>Technical and Professional</b>	<b>No. of Days Absent</b>	<b>Monthly Variance</b>	<b>% Variance</b>
<b>Oct 2023</b>	4,099.00	74	4,173.00	99.50	2.44%
<b>Sept 2023</b>	3,989.50	84	4,073.50	42.50	1.05%
<b>Aug 2023</b>	3,949.00	82	4,031.00	-204.00	-4.82%
<b>July 2023</b>	4,167.00	68	4,235.00	176.50	4.35%



<b>June 2023</b>	4,003.00	55.5	4,058.50	-1.00	-0.02%
<b>May 2023</b>	4,010.50	49	4,059.50	445.00	12.31%
<b>Apr 2023</b>	3,544.50	70	3,614.50	-649.00	-15.22%
<b>Mar 2023</b>	4,196.50	67	4,263.50	611.00	16.73%
<b>Feb 2023</b>	3,568.50	84	3,652.50	-706.00	-16.20%
<b>Jan 2023</b>	4,249.50	109	4,358.50	-158.50	-3.51%
<b>Dec 2022</b>	4,443.00	74	4,517.00	652.50	16.88%
<b>Nov 2022</b>	3,799.50	65	3,864.50	-149.00	-3.71%
<b>Oct 2022</b>	3,962.50	51	4,013.50	505.50	14.41%

**Garda Staff – Lost Time Rate (LTR) – Ordinary Illness**

<b>Date</b>	<b>Days Absent</b>	<b>LTR</b>
<b>Oct 2023</b>	4,173.00	5.35%
<b>Sept 2023</b>	4,073.50	5.21%
<b>Aug 2023</b>	4,031.00	5.14%
<b>July 2023</b>	4,235.00	5.42%
<b>June 2023</b>	4,058.50	5.22%
<b>May 2023</b>	4,059.50	5.23%
<b>Apr 2023</b>	3,614.50	4.65%
<b>Mar 2023</b>	4,263.50	5.48%
<b>Feb 2023</b>	3,652.50	4.67%
<b>Jan 2023</b>	4,358.50	5.58%
<b>Dec 2022</b>	4,517.00	5.82%
<b>Nov 2022</b>	3,864.50	4.96%
<b>Oct 2022</b>	4,013.50	5.17%



### Number of Garda Members absent due to Mental Health

Date	Number of Garda Members absent due to Mental Health	Number of days absent due to Mental Health
Oct 2023	11	225
Sept 2023	11	309
Aug 2023	13	349
July 2023	15	389
June 2023	14	408
May 2023	15	413
April 2023	17	357
March 2023	16	415
Feb 2023	15	378
Jan 2023	14	370
Dec 2022	14	412
Nov 2022	19	468
Oct 2022	22	579.50

*Sick leave statistics as recorded on SAMS. These are compiled using the mental health illness subcategory, based on illness classification on medical certification. Statistics for mental health are included in the ordinary illness category.*

### Personnel on sick leave on 31 October 2023

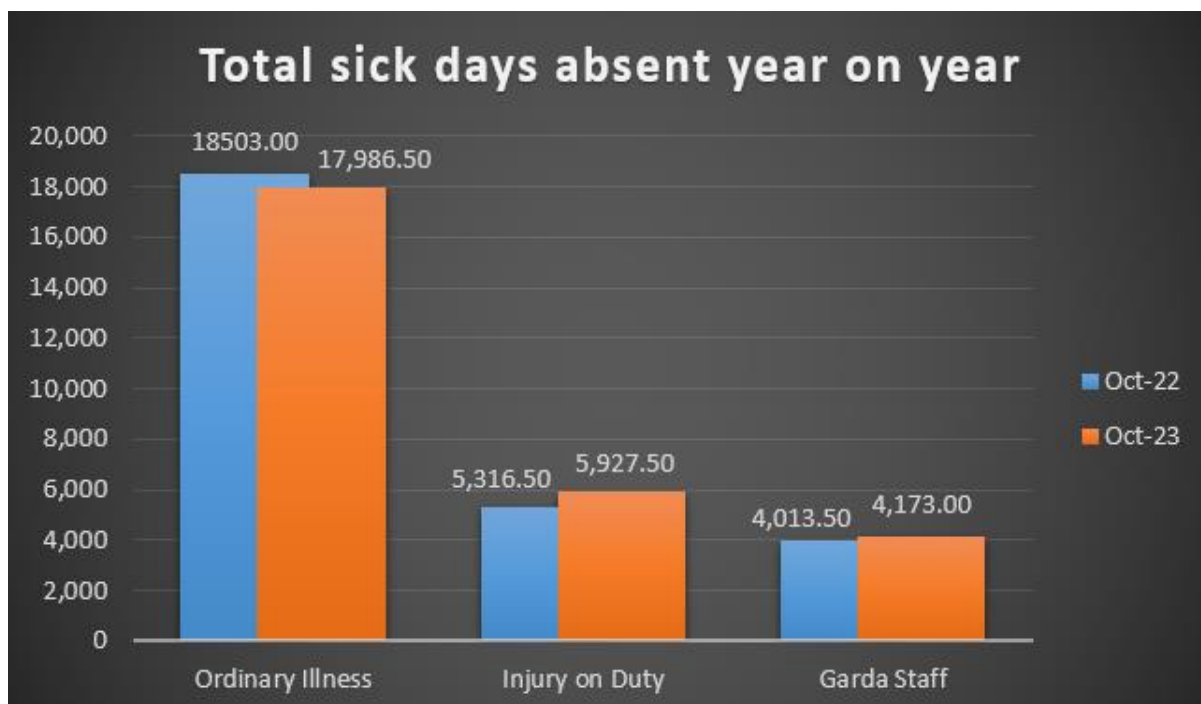
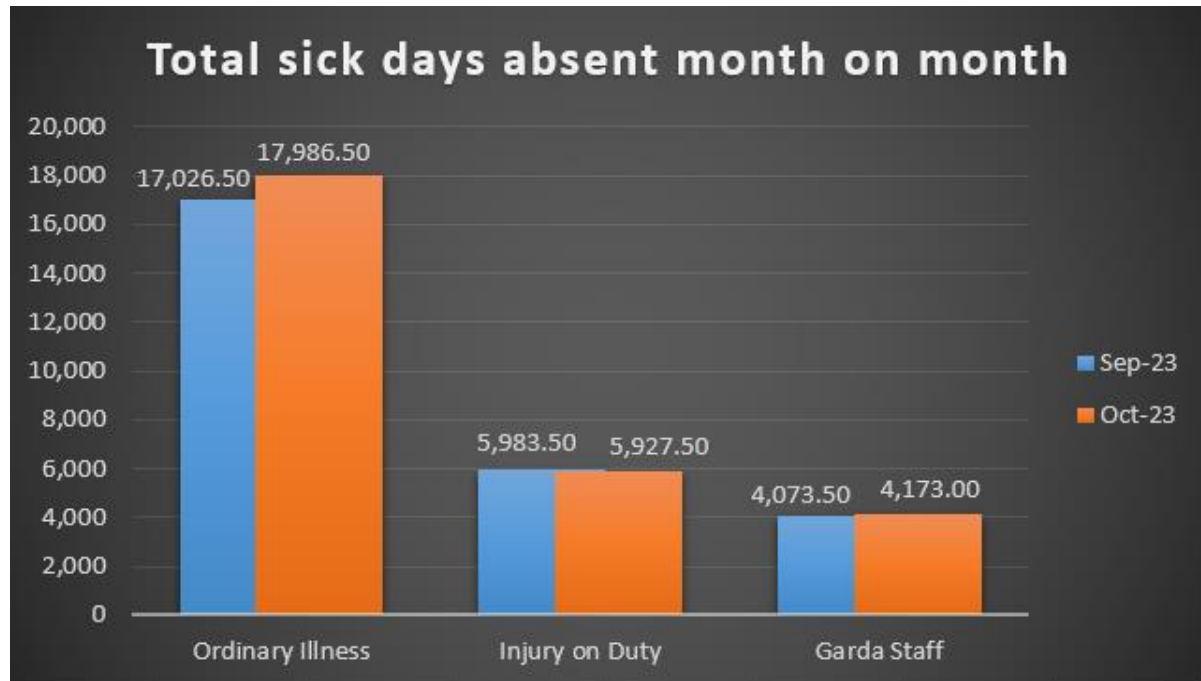
- Total number of Garda members on sick leave: 830 (191 injury on duty) (5.95%).
- Total number of Garda Staff on sick leave: 120 (3 occupational injury/illness) (3.99%).
- Overall personnel on sick leave: 950 (5.61%).

### Personnel on Long Term Sick Leave (28+ days)

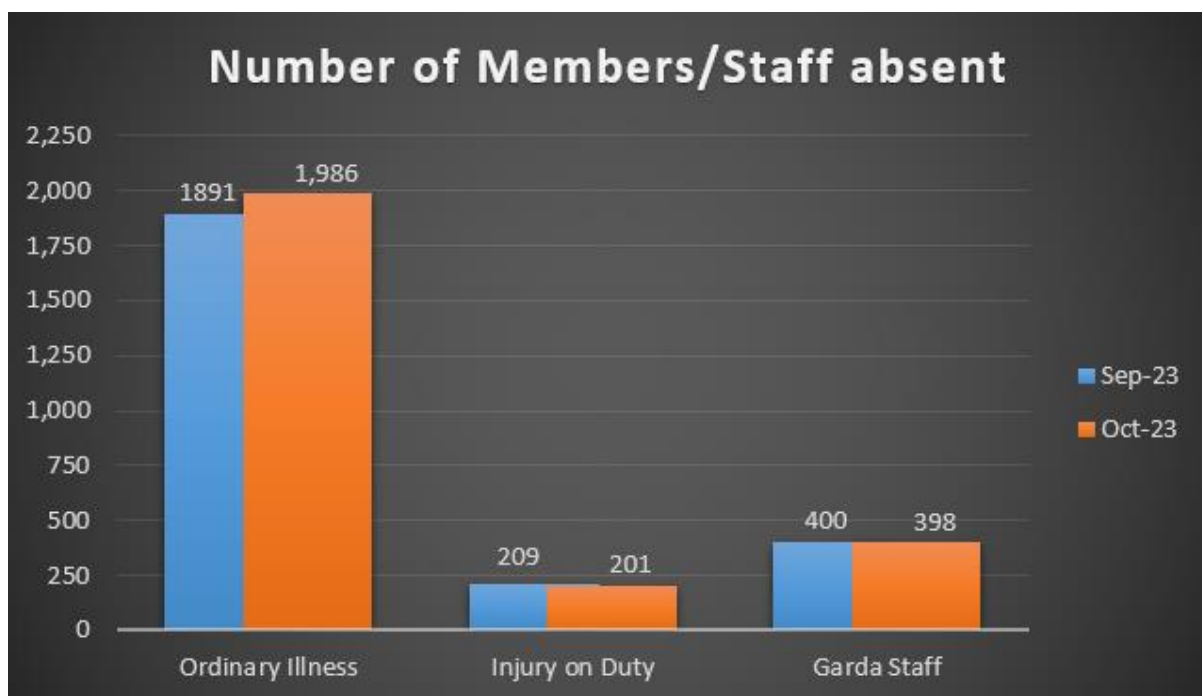
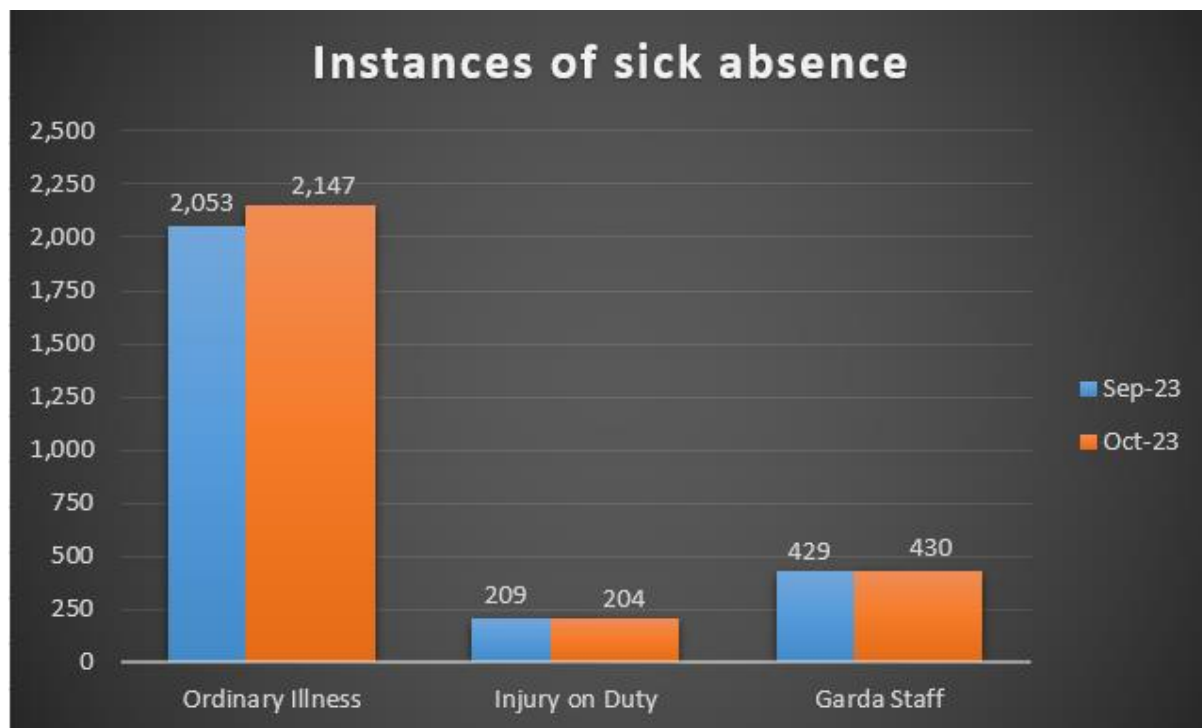
- Total number of Garda members on long term sick leave: 493 (186 injury on duty) (3.54%).
- Total number of Garda Staff on long term sick leave: 80 (3 occupational injury/illness) (2.66%).
- Overall personnel on long term sick leave: 573 (3.38%).
- The percentages show the number of personnel on sick leave as a percentage of the total strengths. Accrued figure of those who are on adjusted duties/have reasonable accommodations.
- Per the most recent return to the end of Q2 of 2023, the total number of members on light duties/reasonable accommodations is 611.



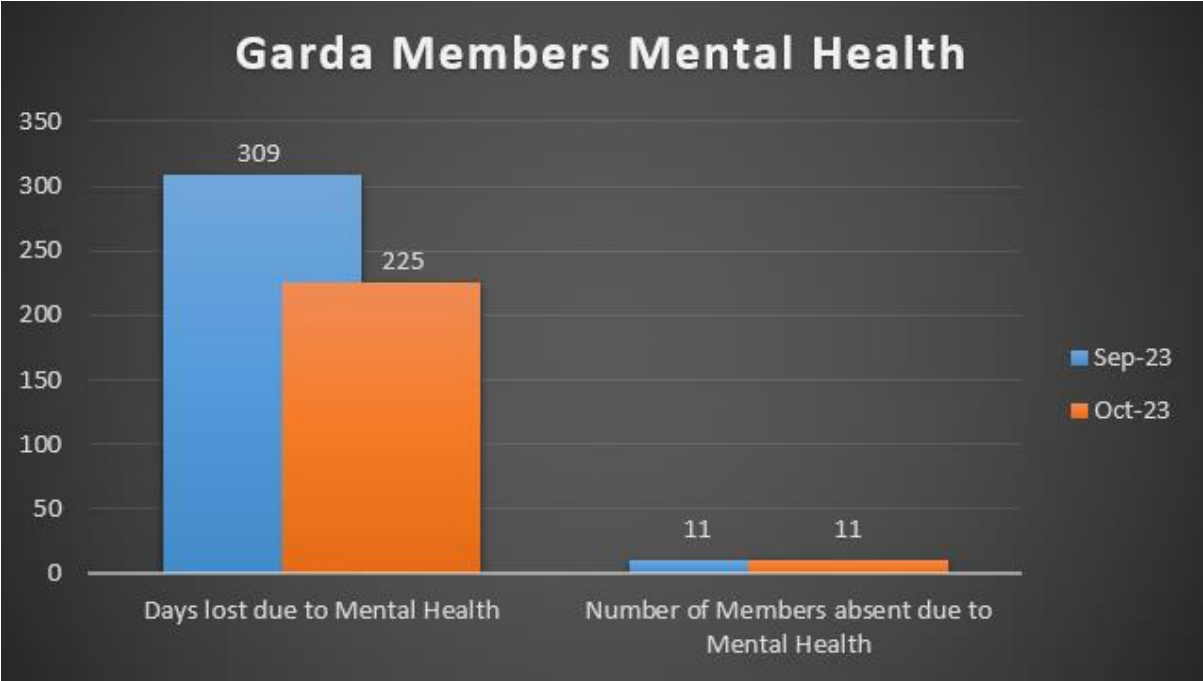
## Overview of Sick Absence October 2023













## Garda Member sick absence 2018 – 2020 & 2020 - 2022

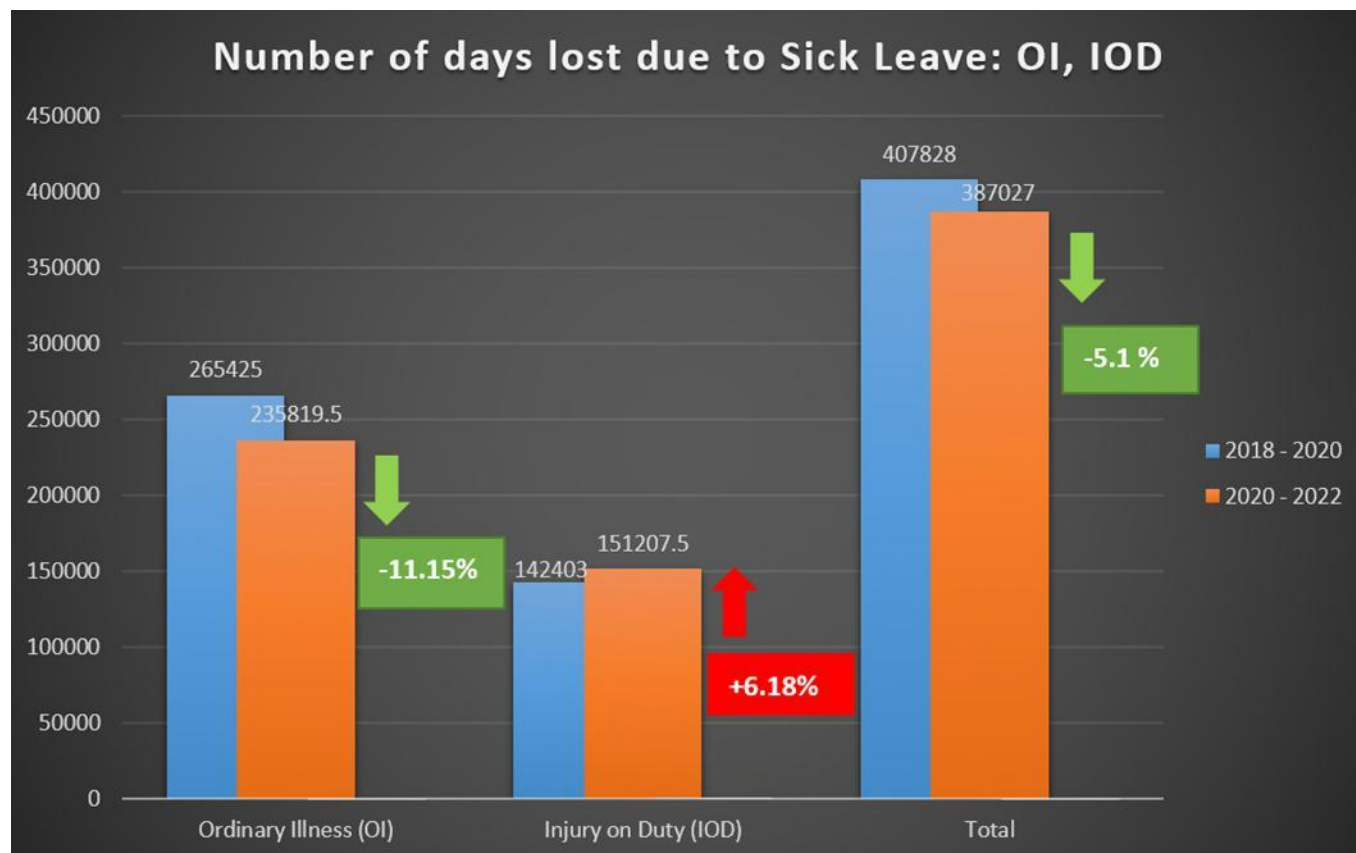
Comparison of sick absence figures for Garda Members from the following periods:

- 16<sup>th</sup> March 2018 to 15<sup>th</sup> March 2020 (inclusive)
- 16<sup>th</sup> March 2020 to 15<sup>th</sup> March 2022 (inclusive)

### Number of days lost due to sick absence

	16 <sup>th</sup> March 2018 – 15 <sup>th</sup> March 2020	16 <sup>th</sup> March 2020 – 15 <sup>th</sup> March 2022
Ordinary Illness	265,425	235,819.5
Injury on Duty	142,403	151,207.5
<b>Total</b>	<b>407,828</b>	<b>387,027</b>

*Sick Leave Statistics as recorded on SAMS and reported @ 26.10.2023*





## Total number members absent

16 <sup>th</sup> March 2018 – 15 <sup>th</sup> March 2020		16 <sup>th</sup> March 2020 – 15 <sup>th</sup> March 2022
Ordinary Illness	9,466	8,386
Injury on Duty	516	570
<b>Total</b>	<b>9,982</b>	<b>8,956</b>

*Sick Leave Statistics as recorded on SAMS and reported @ 26.10.2023*

