



**An Garda Síochána**

**Monthly Report to the Policing Authority**

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

**October 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:  
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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 tenth report in 2023, outlining the key aspects of the administration and operation of An Garda Síochána for the month of September 2023, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Yours sincerely,

**MARIE BRODERICK  
SUPERINTENDENT  
COMMISSIONER'S OFFICE**

**October 2023**

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

## Message from the Commissioner

September 2023 was a significant month for An Garda Síochána and its partner agencies and stakeholders, with some high profile detections and great examples of partnership in action. Among them was the excellent police work carried out with our colleagues in the Revenue Customs Service and the Naval Service that resulted in the seizure of €157m worth of suspected cocaine from the MV Matthew bulk cargo vessel. This drugs seizure, the largest in the history of the State, will have saved lives here and abroad, and protected communities from the ravages of drug abuse and dealing.

Further to this, another example of Gardaí saving lives this month was the efforts of Garda Keith Conlon, Garda Deirdre Connolly and Trainee Garda Tara McGrory of Buncrana Garda District. These Gardaí responded to a call for assistance in respect of a man who got into difficulty after dark at Shore Front beach, Buncrana. Despite it being night time, Garda Conlon and Garda Connolly went into the water to help the man and, with assistance from Trainee Garda McGrory on the shoreline who used her torch to guide them, they managed to locate the young man and get him to safety. Their actions serve to demonstrate the adaptability of our Gardaí in dealing with evolving situations. All three members worked together, as a team, to keep people safe.

Our work internationally continues. In September, I met with the Commander in Chief of the Dubai Police in the United Arab Emirates to discuss our partnership in respect of transnational organised crime.

An Garda Síochána placed a large focus on road safety enforcement and education this month beginning with National Slow Down Day on 04 September and a back-to-school initiative the following day. Associated media interviews were conducted to raise further awareness and highlight to all road users the need to slow down.

Work around the introduction of body worn cameras continues and following a number of workshops internally, An Garda Síochána announced the start of the procurement process for technology that will help protect the public and Gardaí.

In the area of recruitment, An Garda Síochána launched a national public competition to hire up to 400 Clerical Officers. Meanwhile, preparations were under way to welcome more than 120 trainee Gardaí in early October ahead of the graduation of intake 231 from the Garda College on 13 October 2023.

Finally, An Garda Síochána was honoured to have President Michael D. Higgins address relatives, friends and colleagues past and present at our re-dedication ceremony of the Monument of Remembrance in Garda Headquarters on 16 September 2023, as we paid tribute to all those who have died in service with An Garda Síochána since our founding 101 years ago. This monument serves to remind us of all those we have lost in the course of their work with An Garda Síochána and affords us a dignified and respectful place where we can remember them, and the contribution they made to An Garda Síochána and the State.

May they rest in peace.

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

## 1. Finance

### Financial Expenditure and Receipts

|                                    | 2023 Allocation<br>€'000 | Expenditure/Receipts<br>end Sept €'000 | Remaining Oct-Dec<br>€'000 | Remaining % |
|------------------------------------|--------------------------|--|----------------------------|-------------|
| Gross Total                        | 2,249,610                | 1,645,533                              | 604,077                    | 27%         |
| Appropriation in Aid<br>(receipts) | 104,206                  | 96,067                                 | 8,139                      | 8%          |
| Net Total                          | 2,145,404                | 1,549,466                              | 595,938                    |             |

The total gross 2023 allocation for An Garda Síochána is €2.25b and net allocation is €2.15b.

At the end of September 2023, the total combined gross expenditure is €1.65b (73% of allocation) which is greater than the end of September 2023 profiled spend by €1.55m, with further detail below on specific areas of over and under profile.

### Current Allocation and Expenditure

The gross current allocation for 2023 is €2.066b which includes pay of €1.394b (including pay for the Garda College). Expenditure on pay in September 2023 was €107.05m and year to date is €1.09b. Expenditure on the salaries, allowances and Employer PRSI elements in September 2023 was €95.6m and year to date is €947.1m, which is €18.03m under budget profile. Expenditure on overtime in September 2023 was €11.44m and year to date is €140.44m, which is €58.34m over budget profile. This sum includes overtime related to the visit of the US President. Overall, the pay subhead is over profiled budget at end September by €40.31m.

In respect of superannuation of €428.46m, expenditure in September 2023 was €35.23m and year to date is €316.47m, which is €0.6m over profile at the end of September 2023 due to retirements. In relation to other non-pay subheads of €244.58m (including for the Garda College). Expenditure on non-pay in September 2023 was €23.22m and year to date is €172.41m. Overall, non-pay expenditure is €11.49m over profile at end September 2023.

### Capital Allocation and Expenditure

The gross capital allocation for 2023 is €183m. Expenditure on capital (including the Garda College) in September 2023 was €4.87m and year to date is €69.1m. The capital subheads have a combined under profile spend of €50.86m to the end of September 2023.

### Appropriations in Aid

Appropriations in Aid are €96.07m at the end of September 2023, which is €17.4m ahead of the estimated profiled receipts.

## Estate Management September 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. ICT team is now on site to arrange network and desk connectivity. It is anticipated that personnel will move in from first week in November 2023.
- **J-Block, Garda HQ:** Main contractor commenced on-site Q3 2022 on the refurbishment of J-Block to provide enhanced office accommodation and associated facilities. The latest update is that the work programme remains due for completion in Q4 2023.
- **Bailieboro Garda Station:** Contractors are on site and work commenced January 2022. The OPW initially advised a 90 week programme of works. The OPW has now informed Estate Management that a revised completion date of Q3 2024 is more likely due to some additional work which has to be carried out on site.

Other projects at earlier stages of development, which continue to be progressed in conjunction with the OPW, include the following:

- **Newcastlewest Garda Station:** Planning permission for a new District Headquarters at Newcastlewest, Co. Limerick has been granted. Demolition of the old station has commenced.
- **Cell Refurbishment Programme:** A schedule of works is agreed for the remaining locations to be addressed with the Cell Refurbishment Programme. Works commenced on the cells at Loughrea Garda station and a contractor is also on site at Athy Garda station.
- **Clonmel and Macroom:** The plans have now been signed off, in principle, at local level and returned to OPW for tender pack preparation.

## 2. Human Resources and People Development

### Key Human Resources and People Development Highlights

#### RDMS (Roster Duty Management System)

- Go live on RDMS was recently completed in Special Detective Units (SDUs) on 18 September 2023.
- Garda National Protective Services Bureau (GNPSB), Garda National Cyber Crime Bureau (GNCCB) and Garda National Technical Bureau (GNTB) are due to go live on 2 October 2023.
- Organised and Serious Crime (OSC) Regional Office, Operational Support Services (OSS), Garda National Immigration Bureau (GNIB), Garda National Bureau of Criminal Investigation (GNBCI) and Special Tactics Operations Command (STOC) are due to go live on RDMS 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, with DMR West, Waterford/Kilkenny/Carlow and Donegal/Sligo/Leitrim due to be retired on 2 October 2023.
- There are circa 12,400 Garda members using the RDMS system for duty planning and to book on/off.

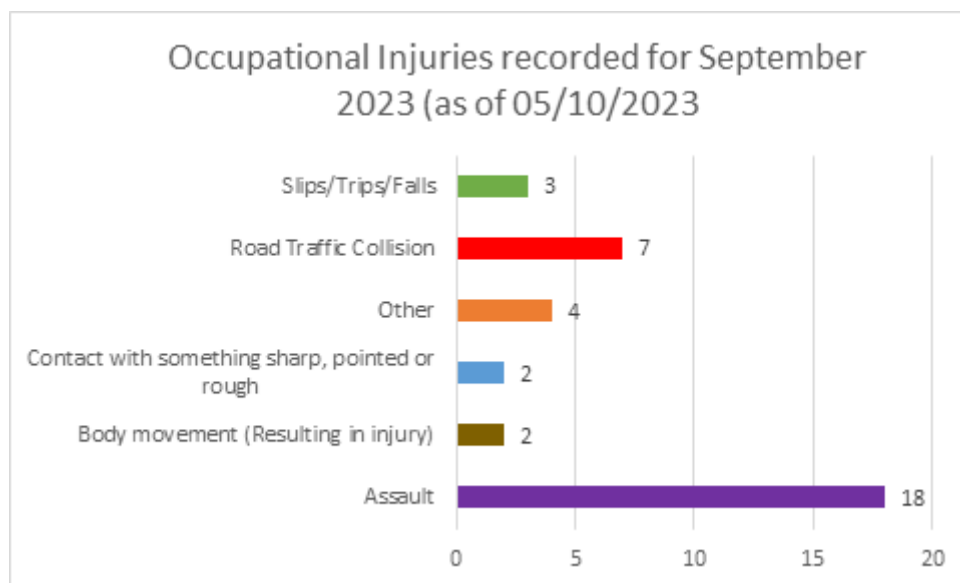
#### Employee Assistance Service (EAS)

| Date              | Work Type  | Division/Region                 |
|-------------------|--|---------------------------------|
| 26/09/2023        | RDMS Office Briefing   | Wexford                         |
| 06/09/2023        | Performance Accountability Framework (PAF) Sergeants Meeting for Control Room Waterford  | Waterford                       |
| 07/09/2023        | Employee Assistance Officer (EAO) information sessions   | Dublin Castle                   |
| 13/09/2023        | EAO information sessions. EO Development Programme - nationwide  | Garda College                   |
| 26/09/2023        | Psychoeducation session / post incident / Store Street Garda Station   | Westmanstown                    |
| 28/09/2023        | Scenes of Crime Group Information Sessions for Psychological Support Programme   | Westmanstown                    |
| 20/09/2023        | Wellness Days  | Thomond Park, Limerick          |
| 25/09/2023        | Critical Incident Stress Management (CISM) intervention following a suicide of a young person                                    | Cavan                           |
| 12/9/23 & 21/9/23 | Wellness days ran by DMR West and North  | Westmanstown                    |
| 1/9/23 & 25/9/23  | Group welfare interventions (CISM) –<br>1) After fatal Road Traffic Accident (RTA)<br>2) Following the suicide of a young person | Monaghan and Cavan              |
| 29/09/2023        | Welfare Check on a Unit  | Mountmellick                    |
| 15/09/2023        | Armed Support Unit (Specialist) - with Sergeant, EAS   | Armed Support Unit (Specialist) |

|            |                                   |   |
|------------|-----------------------------------|---|
| 19/09/2023 | Crime Scene Managers (Specialist) | Curragh   |
| 26/09/2023 | Group welfare intervention (CISM) | Westmanstown -<br>Store Street<br>(Including 1/9/23<br>RTA) |

## Health and Safety

- 36 occupational injuries were recorded for September 2023 (as of 05/10/23)



- There were 102 National Incident Management System (NIMS) incidents created in September 2023. (As of 05/10/23).
- Training carried out by the Health and Safety Unit in September 2023:
  - Fire Warden Training:
    - 22 personnel were trained as Fire Wardens in the Southern Region.
    - 44 personnel were trained as Fire Wardens in the Galway Division.
  - Display Screen Equipment (DSE) Assessor Training:
    - 8 personnel were trained as DSE Assessors in GISC, Castlebar.
  - Scheduled Health and Safety Trainings for October 2023:
    - Fire Warden Training:
      - Walter Scott House.
      - Roscommon.

## **Workforce Planning**

- Workforce Planning are continuing to work collaboratively with Nationwide business owners in order to understand, review and prioritise their policing and staffing needs.
- Operating Model implementation continues nationwide with baseline figures having been reviewed to meet the needs of the divisions assessed in the 3 county impact assessment.
- Commissioning a Workforce Strategy in early 2023;
  - Work is ongoing to develop the Workforce Strategy in order to align with the upcoming changes as expected with the roll out of the PSCS bill.
- Business Case Validation Framework:
  - The new framework for prioritising business cases is working well to ensure efficiency when dealing with the requested resources.
- Clearing House Meeting with Department of Justice, Policing Authority and Department of Public Expenditure NDP Delivery and Reform:
  - The next Clearing House meeting is scheduled for 19 October 2023.
- Demand Meeting
  - The last Demand meeting was held on 11 September 2023. The next Demand prioritisation meeting is scheduled for late October 2023.

## **Resourcing**

- Under the Garda Reassignment Initiative as of 30 September 2023, 898.5 Garda members have been reassigned to operational roles and their previous roles assigned to Garda Staff, inclusive of 17 this year.
- There are currently 21 Garda Staff internal and open recruitment competitions in progress across the organisation.
- A nationwide external Clerical Officer competition launched on 6 September 2023 with a closing date of 27 September 2023. Applications are currently being logged and engagement is ongoing with the testing company in respect of the next stage of the competition.
- Offers are ongoing from the internal Executive Officer panel.
- A panel remains in place for the internal Assistant Principal Officer competition.
- Occupational Health Nurse: Two successful candidates offered and accepted positions, one candidate will commence in October 2023, with the second candidate due to commence in November 2023.
- Fleet Support Officer: Interviews were held on 4 dates between 18 and 29 September 2023. Awaiting final panel.
- Professional Accountant Grade 2: 8 candidates are in vetting, with 1 candidate due to commence in October 2023.
- Director of GSAS: Interview briefing/shortlisting took place on 4 September 2023. Interviews were held on 29 September 2023. Awaiting final panel.
- Occupational Health Physician: The competition was advertised on 12 September 2023 with a closing date of 6 October 2023.
- Higher Executive Officer: Batch 6, interview briefing/shortlisting took place on 28 September 2023. Interviews are due to take place in late October 2023.
- Principal Officer, Finance: The competition closed in late August 2023 with shortlisting and briefing held in September 2023. Interviews are scheduled for late October 2023.
- An internal Clerical Officer competition has been launched. Interviews are due to be completed in October 2023 with a panel in place by the end of October 2023.



## **Garda Appointments/Recruitment**

- 2022 Garda Trainee Competition:
  - 555 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.
  - Work is ongoing to optimise the number of trainees for the October 2023 intake.
- 2023 Garda Trainee Competition:
  - 727 candidates in total, inclusive of the 226 who have cleared all elements so far, are in the An Garda Síochána clearance process, which encompasses a physical competency test, a medical and vetting.
- There are currently 29 National, 3 Regional, 0 Overseas member and 48 Divisional member competitions underway.

## **Equality, Diversity and Inclusion (EDI)**

- Staff from the EDI Office contributed to the HEO Training Programme hosted by the Garda College Templemore, providing a presentation on Work Place Equality, Diversity and Inclusion and the role of the EDI Office on 7 September 2023 and 11 September 2023 (via Teams).

## **Human Resource Information System (HRIS)**

- The HRIS Request for Information (RFI) is in its final drafting stage and was submitted to the Steering Group in mid-September 2023 for final observations and amendments. This RFI has been informed by a benchmarking exercise against other public sector organisations (policing and non-policing) in Ireland and the UK and by a comprehensive market research exercise, which scoped out a number of different HRIS systems that An Garda Síochána may wish to procure. Pending final amendments and approval from the Steering Group, it is proposed to publish the RFI in October 2023.

## Other HRPD Highlights

- First Aid responder training took place in the Officer's Club, Garda Headquarters, on 25 and 26 September 2023. 12 HRPD personnel took part in this training and are now trained First Aid responders.
- Hot Press Magazine featured an article titled "An Garda Síochána: Working to Make a Positive Difference" in September 2023.

SPONSORED CONTENT

## AN GARDA SÍOCHÁNA

### Working To Make A Positive Difference

Policing is an exciting job, offering new and interesting experiences. But modern policing entails much more than crime fighting. Gardaí work with communities to make a positive difference, improving the quality of life for all citizens.

**B**oth our trainees and sworn Gardaí can attest to the vast rewards both personally and professionally that a career in policing can bring. Garda trainee Lorraine Delahunty is a former police officer with four years' experience in the Western Australian Police. When An Garda Síochána began recruiting, she decided to return home to retrain as a Garda. She is now on placement at Kilkenny Garda Station.

"I've never experienced such positive interactions," she says. "It's very rare in Western Australia that you get positive interactions with the community. It's always a negative experience, whereas I feel that, over here, people are so very grateful to have you around."

She may, of course, face abuse like this as a Garda too. Acknowledging this, Lorraine says there are still huge positives to the job.

"It is rewarding personally – for your own drive, your own career and goals. But also, to see people happy with the outcomes," says Lorraine. "When you go to a critical incident, there is so much teamwork to help you get through those difficult times and dealing with the families. In those situations, you realise someone has to do this job – and you know it takes a strong resilient person to do it. If you fit that criteria, then I'd encourage anyone to go for it."

**POSITIVE OPINIONS**

She also sounds a note of caution.

"Wearing the blue uniform doesn't make you invincible," she says, "and it doesn't make you some kind of hero. It is a very tough job, but there is really great support – I can already tell that. For me, it's not about, 'This is my job and I have to do it' – it is, 'I can do this, and I will do this.'"

Garda trainee Jonathan O'Dowd always

**IT'S A JOB WORTH DOING.**

JAY O'NEILL

**"It is rewarding personally for your own drive, your own career and goals. But also to see people happy with the outcomes."**

wanted to be a Garda. In 2013 he joined the defence forces before Garda recruitment re-opened.

"I got my Leaving Cert 16 years ago," he says, "so it was daunting enough at first, but I found it great. There is a consensus that the guards is all about paperwork. That's what you hear people saying, but it's not true. It's very manageable. The college work is very available. Academically I would say, if I can do it after being out of school for 16 years, anyone can do it."

Jonathan explains how even as a trainee, you are making a proactive contribution, building relationships and trust within com-

unities.

"While on placement, I got to do a lot of community policing, and it is absolutely brilliant," he says. "There is some negative commentary about An Garda Síochána, but when you are out on the street, you can actually see that it's a very small percentage. It's mostly positive opinions you hear towards the guards. I got a lot from placement and it definitely solidified that I'd made the right decision".

**CRY FOR HELP**

Garda Jay O'Neill, who has been a garda for six years working in Dublin, explains that you operate on the front-line, supporting victims and witnesses, providing reassurance and instilling confidence.

"All it takes is one incident where you're helping someone," he says. "It might seem like a small gesture – like getting an older person's wedding ring back – and that brings you back to why you are doing it."

Garda O'Neill can directly speak to how the training prepares you for situations you will encounter on the job.

"There was a particular day where I was in court," he says. "Afterwards, I was walking back to the car and there was a cry for help. By complete coincidence, there was a man who was about to take his own life."

Garda O'Neill used his training to dissuade this person from doing this. Afterwards, he kept in contact with his family and learned the man was now receiving help.

"When you do something like that, you know: that's why I do this job".

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## Human Resources and People Development Analytics and Data

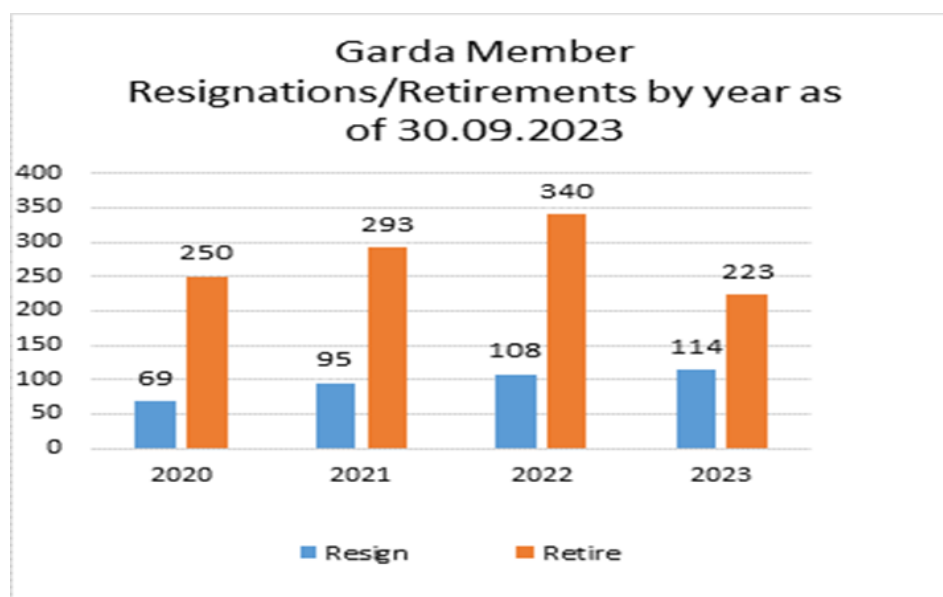
As at 30 September 2023, the Garda member strength stood at 13,880 (13839 WTE) and the Garda staff strength stood at 3,332 (3,138.7 WTE). A full breakdown by rank, grade and gender is outlined below.

### 2.1 Garda Member Strengths

| Rank                   | As at 30 September 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         | 168                     | 141          | 84        | 27           | 16        | 168           |
| Inspector              | 469                     | 375          | 80        | 94           | 20        | 469           |
| Sergeant               | 2,135                   | 1,611        | 75        | 524          | 25        | 2,134         |
| Garda                  | 11,050                  | 7,785        | 70        | 3,265        | 30        | 11,010        |
| <b>Total</b>           | <b>13,880</b>           | <b>9,955</b> | <b>72</b> | <b>3,925</b> | <b>28</b> | <b>13,839</b> |

| Of which                  | As at 30 Sept 2023 | Male           | %         | Female         | %         |
|---------------------------|--------------------|----------------|-----------|----------------|-----------|
| Career Breaks (incl. ICB) | 44                 | 27             | 61        | 17             | 39        |
| Work-sharing              | 41                 | 1.5            | 4         | 39.5           | 96        |
| Secondments               | 53                 | 36             | 68        | 17             | 32        |
| Maternity Leave           | 43                 | 0              | 0         | 43             | 100       |
| Unpaid Maternity Leave    | 19                 | 0              | 0         | 19             | 100       |
| Paternity Leave           | 9                  | 9              | 100       | 0              | 0         |
| <b>Available Strength</b> | <b>13,671</b>      | <b>9,881.5</b> | <b>72</b> | <b>3,789.5</b> | <b>28</b> |

### 2.2 Garda Resignations/Retirements

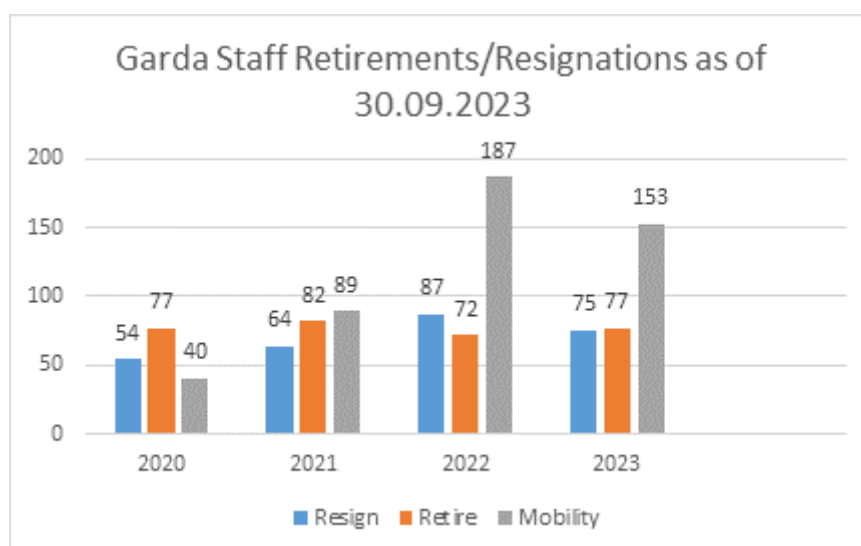


### Compulsory Retirements from An Garda Síochána to 2033

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         | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 1         | 0         | 0         |
| AC          | 1         | 0         | 0         | 2         | 0         | 0         | 2         | 1         | 0         | 3         | 0         |
| CS          | 6         | 8         | 1         | 2         | 3         | 0         | 3         | 6         | 0         | 3         | 5         |
| SU          | 11        | 14        | 4         | 6         | 5         | 12        | 12        | 14        | 15        | 17        | 11        |
| IN          | 11        | 14        | 10        | 10        | 10        | 14        | 21        | 22        | 25        | 33        | 31        |
| SG          | 24        | 34        | 20        | 21        | 29        | 47        | 53        | 71        | 90        | 107       | 101       |
| GD          | 44        | 69        | 33        | 38        | 63        | 80        | 130       | 159       | 209       | 275       | 290       |
| Grand Total | 97*       | 139       | 68        | 79        | 110       | 153       | 221       | 273       | 340       | 438       | 438       |

*\*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<br>As at 30 September 2023 | <i>Total*</i> | Male | %  | Female | %  |
|--|---------------|------|----|--------|----|
|  | <b>358</b>    | 272  | 76 | 86     | 24 |

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

| Grade   | <i>Total</i> | <i>WTE</i>     | Male       | %           | Female       | %           | Undisclosed | %          |
|---|--------------|----------------|------------|-------------|--------------|-------------|-------------|------------|
| 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  | 89           | 89             | 40         | 45          | 49           | 55          | 0           | 0          |
| HEO   | 210          | 209            | 81         | 39          | 129          | 61          | 0           | 0          |
| AO  | 17           | 17             | 9          | 53          | 8            | 47          | 0           | 0          |
| EO  | 793          | 781.9          | 226        | 28          | 567          | 72          | 0           | 0          |
| CO  | 1,818        | 1,747.7        | 445        | 24          | 1,372        | 75          | 1           | 0.1        |
| <b>Total</b>  | <b>2,963</b> | <b>2,880.6</b> | <b>821</b> | <b>27.7</b> | <b>2,141</b> | <b>72.2</b> | <b>1</b>    | <b>0.1</b> |
|   |              |                |            |             |              |             |             |            |
|   | <i>Total</i> | <i>WTE*</i>    | Male       | %           | Female       | %           | Undisclosed | %          |
| Professional/Technical<br>(including Chief Medical Officer) | 50           | 49.4           | 30         | 60          | 20           | 40          | 0           | 0          |
| Administrative **   | 2,962        | 2,879.6        | 820        | 27.7        | 2,141        | 72.2        | 1           | 0.1        |
| Industrial/Non Industrial                                   | 320          | 209.7          | 101        | 32          | 219          | 68          | 0           | 0          |
| <b>Total</b>  | <b>3,332</b> | <b>3,138.7</b> | <b>951</b> | <b>28.5</b> | <b>2,380</b> | <b>71.4</b> | <b>1</b>    | <b>0.1</b> |
|   |              |                |            |             |              |             |             |            |
| Of which  | <i>Total</i> | <i>WTE*</i>    | Male       | %           | Female       | %           | Undisclosed | %          |
| Maternity Leave   | 17           | 17             | 0          | 0           | 17           | 100         | 0           | 0          |
| Unpaid Maternity Leave                                      | 9            | 9              | 0          | 0           | 9            | 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>3,306</b> | <b>3,112.7</b> | <b>951</b> | <b>28.7</b> | <b>2,354</b> | <b>71.2</b> | <b>0</b> | <b>0.1</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.

| <b>Work Sharing ***</b> | <b>Total</b> | <b>WTE</b>  | <b>Male</b> | <b>%</b>   | <b>Female</b> | <b>%</b>    | <b>Undisclosed</b> | <b>%</b> |
|-------------------------|--------------|-------------|-------------|------------|---------------|-------------|--------------------|----------|
|                         | <b>276</b>   | <b>78.7</b> | <b>5</b>    | <b>1.8</b> | <b>271</b>    | <b>98.2</b> | <b>0</b>           | <b>0</b> |

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

\* Rounding applied to WTE.

| <b>Career Breaks****</b> | <b>Total</b> | <b>WTE</b> | <b>Male</b> | <b>%</b>  | <b>Female</b> | <b>%</b>  | <b>Undisclosed</b> | <b>%</b> |
|--------------------------|--------------|------------|-------------|-----------|---------------|-----------|--------------------|----------|
|                          | <b>45</b>    | <b>45</b>  | <b>12</b>   | <b>27</b> | <b>33</b>     | <b>73</b> | <b>0</b>           | <b>0</b> |

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

#### Parental Leave

| <b>01.09.2023–30.09.2023</b> | <b>Garda Members</b> | <b>Garda Staff</b> |
|------------------------------|----------------------|--------------------|
|                              | <b>147</b>           | <b>98</b>          |

#### Garda Staff assigned and commenced – as at 30 September 2023

| <b>Month</b>  | <b>Jan</b> | <b>Feb</b> | <b>Mar</b> | <b>Apr</b> | <b>May</b> | <b>June</b> | <b>July</b> | <b>Aug</b> | <b>Sept</b> | <b>Oct</b> | <b>Nov</b> | <b>Dec</b> | <b>Total</b> |
|---|------------|------------|------------|------------|------------|-------------|-------------|------------|-------------|------------|------------|------------|--------------|
| <b>Total number of vacancies filled since 01/01/2023*</b> | <b>87</b>  | <b>49*</b> | <b>55</b>  | <b>66</b>  | <b>62</b>  | <b>38</b>   | <b>79</b>   | <b>41*</b> | <b>52*</b>  |            |            |            | <b>529</b>   |

\*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

| <b>Total*</b> | <b>Male</b> | <b>%</b>  | <b>Female</b> | <b>%</b>  |
|---------------|-------------|-----------|---------------|-----------|
| <b>118</b>    | <b>105</b>  | <b>89</b> | <b>13</b>     | <b>11</b> |

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

### Garda members reassigned to operational duties as at 30 September 2023

| Rank            | Chief Superintendent | Superintendent        | Inspector  | Sergeant                                     | Garda  | Total  |
|-----------------|----------------------|-----------------------|--|--|--|--|
| Total           | 0.5                  | 12.5                  | 33   | 132  | 720.5  | 898.5  |
| Total by Gender | 0.5 Male             | 10.5 Male<br>2 Female | 21.5 Male<br>10.5 Female<br>1 Unknown due to CAD | 71 Male<br>54 Female<br>7 Unknown due to CAD | 255.5 Male<br>359 Female<br>106 Unknown due to CAD | 359 Male<br>425.5 Female<br>114 Unknown due to CAD |

### Garda Staff transfers out of An Garda Síochána for 2023 (to 30 September 2023)

The record includes up to 30/09/2023. 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              | 90   |
| Transfer out on promotion | 47   | 66*              | 58   |
| Open Competition          | 0    | 6**              | 5    |
| Total                     | 89   | 187              | 153  |

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

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

### 3. Information and Communications Technology

The ICT Directorate continues to successfully 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, 2023. 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 - Computer Aided Dispatch 2 (CAD 2)**

The organisation's new CAD System, GardaSAFE, is planned to launch in the Dublin Metropolitan Region in Q4 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 rooms there are now over 4,000 users of the CAD mobile app which provides frontline members with key incident, intelligence and warning details as well as turn by turn directions to the scene. E-learning for the new GardaSAFE system is now available to Garda members and front of house staff in the Dublin Metropolitan Region on An Garda Síochána's new learning management system, GETS - Garda Educational Training System. The e-learning, 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 Duty Management System Deployment (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. Most recently RDMS went live in the Special Detective Unit (SDU) on 18 September 2023 and Garda National Protective Services Bureau (GNPSB), Garda National Cyber Crime Bureau (GNCCB) and Garda National Technical Bureau (GNTB) on 2 October. 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 |

As outlined in previous reports, the deployment of mobility devices is being managed in conjunction with RDMS rollout to ensure the benefits of the RDMS app are realised. In addition, work is continuing on the integration of RDMS with GardaSAFE (CAD2) and mapping data between both systems.

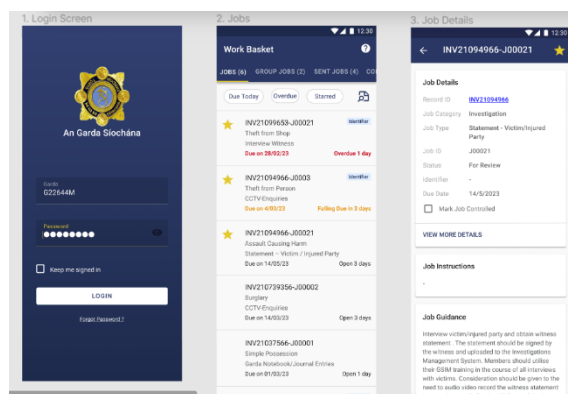


## Investigation Management System (IMS) Deployment

Following a recent major review of IMS and feedback from user-group workshops, work on ongoing system adoption is progressing well and continues the solid engagements with business owners and frontline users. 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.



**IMS User Workshop**



**Planned IMS Mobile App**

This work includes deeper engagement with the IMS user base, the IMS Business Team and the Garda College around potential improvements, resulting in enhancements to the IMS application including the development of an IMS mobility app which is set to be deployed in early 2024. This will deliver significant efficiencies by enabling frontline members to access and update a 'work basket' of jobs whilst out in the community rather than having to return to the station in order to update the system. A new hardware configuration of dual smaller screens rather than one larger screen has been suggested by the user group and adopted as the standard IMS deployment going forward. The next release of IMS is on track for October 2023 and will deliver improvements to usability, communication and will offer significant enhancements for supervisors to aid in managing investigations. A series of further software releases is also planned based on the ongoing workshops with the aim of further enhancing and streamlining and making more efficient the user experience and process.

## Mobile Device Deployment

To date in excess of 13,700 devices have been deployed to frontline policing members. Deployments for Kildare/Laois/Offaly Division took place in September 2023. Deployment to DMR North Central Division is planned for October 2023 and deployment to DMR South Central Division is provisionally 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 14/09/2023    | Total Devices |
|------------------|---------------|
| Enrolled in MDM* | 13,706        |

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

## Mobile App development

As previously reported the Active Mobility Person Search App has been deployed to over 9,000 frontline Garda members. The Active Mobility team are currently working on V2 of the Person Search App which will be integrated to the Schengen Information System (SIS), allowing the Person Search App to also display SIS alerts.



## Operating Model

### ICT Workstream to enable and support Operating Model

DMR South Division is on track for deployment on 22 October 2023. Planning discussions are continuing for further deployments throughout Q4, 2023.

The table below details the next rollout schedule.

|   |                  |
|---|------------------|
| DMR South                                   | 22 October 2023  |
| Meath/Westmeath                             | 19 November 2023 |
| DMR North Central &<br>Louth/Cavan/Monaghan | 3 December 2023  |





#### 4. Corporate Communications

Throughout the month of September 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 Keith Conlon, Garda Deirdre Connolly and Garda Trainee Tara McGrory who responded to a call from a young woman in distress in Shore Front beach, Buncrana on Sunday 17 September 2023, was shared on social media. Despite it being night time having been made aware of a man in difficulty Garda Conlon and Garda Connolly went straight in, and with the assistance of Garda Trainee Tara McGrory who stayed on the shoreline providing a light from her torch they managed to locate the young man and get him to safety.

Further to this, our office held a number of high profile media briefings, campaigns, events, and promotional activity. These included a briefing in respect of the seizure of €157m worth of suspected cocaine, the largest in the history of the State, in conjunction with the Revenue Customs Service and the Naval Service.

Significant coverage was also secured for National Slow Down Day with a live media interview conducted for RTE's Six One news programme.

Meanwhile in addition to the hundreds of people in attendance for the rededication of the Monument of Remembrance Ceremony at Garda Headquarters, this office facilitated a live stream broadcast of the event, enabling those who were unable to attend tune in and watch the events.

The Office of Corporate Communications continues to promote community engagement activities and this month was no exception with activities at the National Ploughing Championships and Electric Picnic as well as Garda engagement in schools and pre-schools also highlighted.

#### **Media Briefings: Joint Task Force Operation Media Briefing 27 September 2023**





The office of Corporate Communications held a media briefing at Walter Scott House on 27 September, 2023 in respect of a Joint Task Force (JTF) operation at sea, comprising members of the Revenue Customs Service, Naval Service and An Garda Síochána. This operation resulted in the detention of a Panamanian registered bulk cargo vessel the MV Matthew on 26 September 2023 and the seizure of 2.2 tonnes of suspected cocaine estimated to be worth €157m. It marked the largest drug seizure in the history of the State. The Inter Agency operation was conducted using Naval and Air Corps assets and interagency personnel, including the Army Ranger Wing in challenging conditions off the South East coast. This intelligence led operation was conducted in collaboration with the Maritime Analysis and Operations Centre - Narcotics (MAOC (N)) based in Lisbon, and partners from the National Crime Agency (NCA), the Drugs Enforcement Agency (DEA) and French customs service DNRED. A number of individuals were arrested and brought before the courts arising from this Joint Task Force operation.

#### **Body Worn Cameras Media Briefing Walter Scott House on 12 September 2023**

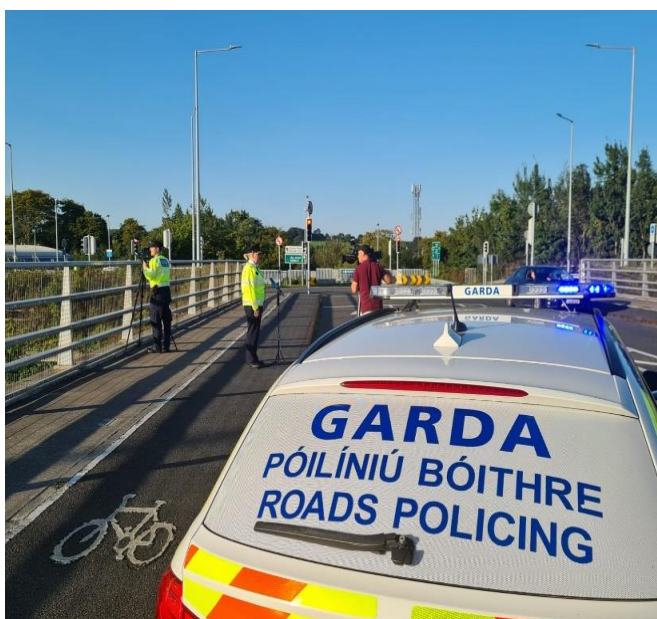
On Tuesday 12 September 2023, An Garda Síochána published a Request for Information on Body Worn Cameras and Digital Evidence Management Systems on the EU Tenders Website. The Office of Corporate Communications hosted a technical briefing for media on Body Worn Cameras and Digital Evidence Management Systems on Tuesday 12 September 2023. Where media were provided with an overview of the intended policy and use of body worn cameras within An Garda Síochána. As part of this briefing a variety of body worn cameras were demonstrated. Those who partook in the briefing included, Chief Information Officer Andrew O Sullivan; Chief Superintendent Derek Smart; Chief Superintendent Anthony Pettit; and Mr Tim Willoughby, Head of Innovation and Digital Services.





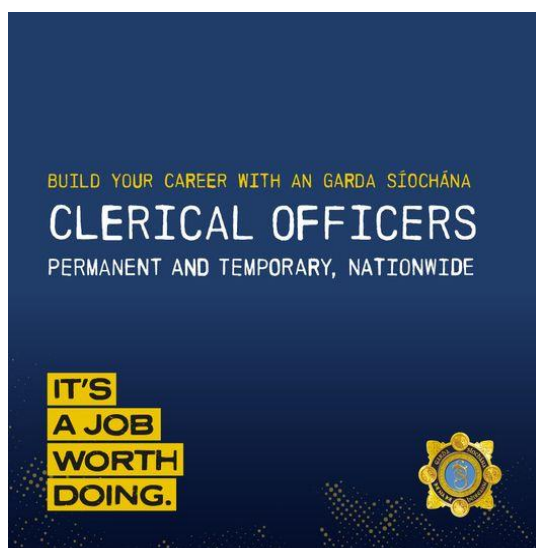
## Media Campaigns: National Slow Down Day September 4, 2023

The Office of Corporate Communications rolled out a promotional campaign for National Slow Down Day on 4 September 2023, which included conducting a number of media interviews, issuing press releases providing updates on those detected speeding throughout the course of national slow down day; and the sharing of video content and images across our social media channels highlighting the #SlowDown message. Specific media activities included a Road Safety Briefing at Garda Headquarters provided by Superintendent Tom Murphy, GNRPB on 1 September 2023 and a live interview with Assistant Commissioner Paula Hilman, RPCE at the N3 for RTE's 6 One News.



## Recruitment: Launch of National Competition for Clerical Officers

Following the launch of a nationwide, public competition to hire up to 400 Clerical Officers into An Garda Síochána on 6 September 2023, the Office of Corporate Communications rolled out a targeted advertising campaign across social media, and issued a press release to media. The content was issued bi-lingually and served to highlight the variety of full-time, permanent and temporary roles available to applicants in areas such as HR, IT, finance and procurement, internal audit, communications, research and analysis, estate management, legal and medical services.



## Events: Monument of Remembrance Re-dedication Ceremony Garda Headquarters September 16, 2023

On Saturday 16 September 2023, Uachtarán na hÉireann Michael D. Higgins, Garda Commissioner Drew Harris together with the Minister for Justice Helen McEntee T.D., attended the unveiling of the refurbished Garda Monument of Remembrance at Garda Headquarters, Phoenix Park, Dublin. The Office of Corporate Communications provided support for the event by facilitating a live streaming of the event, liaising with media at the event, by issuing a press release about the ceremony and creating and sharing content on social media. The re-dedication ceremony was held to mark the refurbishment of the Garda Monument of Remembrance, which now commemorates the lives and service of all Garda personnel, members of An Garda Síochána and Garda staff, who died while in service since the organisation's foundation in 1922.





## Community Engagement: Rathcormac Garda Station Reopening

Minister for Justice, Helen McEntee T.D., and Garda Commissioner Drew Harris officially reopened the newly refurbished Rathcormac Garda Station. The Office of Corporate Communications provided assistance at the event, facilitating media and issued a press release. The key message served to highlight the commitment of An Garda Síochána to community policing, showcasing how the new facilities will strengthen our capabilities as an effective and efficient police service, dedicated to guarding the peace and upholding the rule of law. The refurbishment project commenced on 5 October 2022 and has provided a more modern, high-spec facility for Garda personnel and enhancing the policing service provided to victims of crime and the general public in North Cork.





## National Ploughing Championships

The Office of Corporate Communications worked to promote the community engagement activities of An Garda Síochána who were manning an information stand at the National Ploughing Championships in Ratheniska Co Laois on 19 to 21 September 2023.



**Further interviews with media in September 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.

| <b>Organisation / Media Briefing</b> | <b>Subject</b>  | <b>Spokesperson</b>   | <b>Publication / Broadcast Date</b> |
|--------------------------------------|---|---|-------------------------------------|
| Ireland AM - Virgin Media            | Fatal road traffic collisions, statistics and road safety advice                      | Superintendent Tom Murphy featured  | 01/09/2023                          |
| RTÉ Prime Time                       | Operation Tara & geographical spread of drugs in Ireland                              | Detective Chief Superintendent Boland GNDOCB & Chief Superintendent Glacken Sligo | Yet to air                          |
| Newstalk                             | Road safety and National Slow Down Day 4 September 2023                               | Assistant Commissioner Hilman   | 04/09/2023                          |
| RTÉ Morning Ireland                  | Road safety and National Slow Down Day 4 September 2023                               | Assistant Commissioner Hilman   | 04/09/2023                          |
| Nuacht RTÉ / TG4                     | Road safety and National Slow Down Day 4 September 2023                               | Garda Eoin Ó Máille in Galway   | 04/09/2023                          |
| RTÉ Six One News                     | Road safety and National Slow Down Day 4 September 2023                               | Assistant Commissioner Hilman   | 04/09/2023                          |
| 7LÁ TG4                              | Drug Related Intimidation Reporting Programme and trends                              | Superintendent Sé McCormack   | 20/09/2023                          |
| Cork 96FM                            | Car theft prevention  | Sergeant Brian McSweeney CPO Anglesea Street                                      | 08/09/2023                          |
| RTÉ RnaG                             | Rural-related issues at National Ploughing Championship                               | Irish-speaking Gardaí   | 22/09/2023                          |
| IFA                                  | Crime prevention advice for rural communities during National Ploughing Championships | Sergeant Graham Kavanagh  | 22/09/2023                          |
| The Irish Examiner                   | Interview on Crime, Security and intelligence   | Assistant Commissioner Michael McElgunn   | 26/09/2023                          |

### **Garda Press Office Activity:**

The Garda Press Office operates 7am-11pm seven days a week responding to hundreds of queries, co-ordinating 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 including drug and cash seizures such as the historic Joint Task Force operation at sea resulting in the detention of a Panamanian registered MV Matthew bulk cargo vessel and the seizure of 2.2 tonnes of suspected cocaine on 26 September 2023.
- Almost 200 press releases were issued during the month of September 2023.
- Further drug seizures publicised this month included: the seizure of €1.2m of suspected cannabis by Garda National Drugs and Organised Crime Bureau (GNDOCB) and Revenue on 1 September 2023; the seizure of €3.36m of suspected cannabis herb in West Dublin by GNDOCB on 8 September 2023; arrests and seizure of €500,000 of suspected cannabis herb in North Dublin on 10 September 2023; and the seizure of €450,000 worth of suspected herbal cannabis at Dublin Airport by An Garda Síochána and Revenue on 22 September 2023 .
- The holding of a Road Safety Briefing at Garda Headquarters provided by Superintendent Tom Murphy, Garda National Roads Policing Bureau on 1 September 2023
- Promotion for Filleadh ar Scoil' – Eolas Sábháilteacht ar Bhóithre/'Back to School' - Road Safety Awareness initiative. Media conducted in English and Irish.
- Sponsored article on Garda Recruitment focussing on the theme of "It's a job worth doing" featured in the student edition of Hotpress magazine. The article included contributions from two trainee Gardaí and a Dublin based Garda and was published on 8 September 2023.
- The holding of a media briefing with Commissioner Harris at the Association of Garda Superintendents Conference in Naas Co Kildare on 13 September 2023
- A number of training courses were provided including:  
Communications/Media Awareness Seminars on 4 and 5 September 2023 at Garda Headquarters.  
Media awareness training with Senior Investigating Officers and Family Liaison Officers on 27 and 28 September 2023 at the Garda College.
- 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 Gardaí.
- 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

The Internal Communications team published eight editions of Newsbeat updates in September 2023. Readership has stayed consistently high at approximately 60% per edition. Some of the topics covered this month included:

- A dedicated Newsbeat edition on the recent road deaths, including information on mental health supports offered by An Garda Síochána.
- Updated on the actions taken so far based on the feedback of the second organisational Culture Audit.
- Updates on Rosters.
- Round up of Garda Monument of Remembrance ceremony for those unable to attend.
- Information on the open competition for Clerical Officers and Temporary Clerical Officers for locations across the country.
- Civil Service Employee Engagement Survey.



## Garda Portal

The Garda Portal and digital signage continued to be updated with new content regularly. The digital signage (screensavers, portal banners) is shown on desktops throughout the organisation.



Key updates delivered to personnel included:

- Update on GardaSAFE.
- Reminder on PALF deadline.
- Information on new forms for GNCCB requests.
- Peer Supporters information.








### **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, 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.

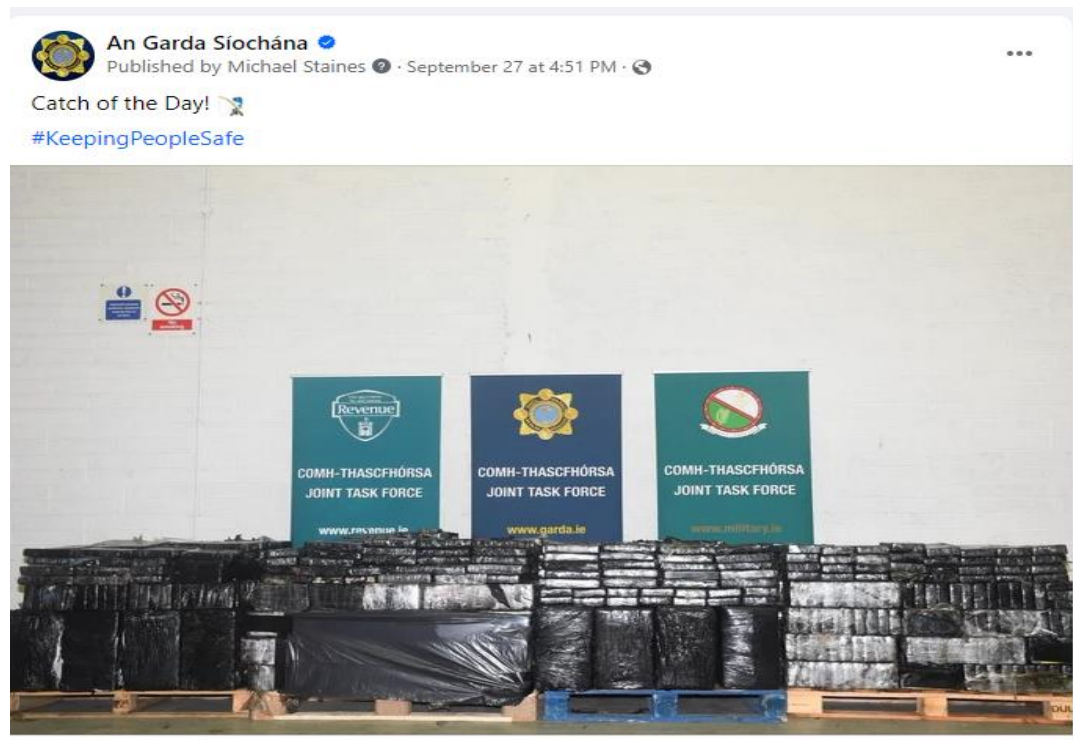
Of particular note this month was a significant increase in the number of impressions reached on the Garda Síochána LinkedIn account. The platform had more than 1 million impressions during the month of September 2023, an increase of more than 200% on last month. This figure relates to the reach of all organic content posted to the platform and paid for / promoted content associated with our Clerical Officer Recruitment Competition during September 2023.

| Social Media Channel  | Number of Followers | Engagement Rate |
|---|---------------------|-----------------|
|  Facebook - @AnGardaSíochána           | 391,139             | 2.7%            |
|  Twitter - @GardaInfo                  | 273,300             | 4%              |
|  Twitter - @GardaTraffic               | 594,400             | 3%              |
|  Instagram - @GardaInsta               | 183,203             | 3%              |
|  LinkedIn – An Garda Síochána LinkedIn | 34,000              | 11%             |

## Top Monthly Posts



Facebook - @AnGardaSíochána  
Post Engagement / Reach: 182,491 views



Twitter - @GardaInfo  
Post Engagement / Reach: 308,000 views







Twitter - @GardaTraffic

Post Engagement / Reach: 479,000 views



**An Garda Síochána** @GardaTraffic · Sep 18

Promote



Our Roads Policing Unit in Mayo detected this vehicle travelling on the N17 yesterday at more than 100kph over than the speed limit.

This driver was arrested and charged by Gardaí for dangerous driving.

We will see them in court.

[#SaferRoads](#)



189

79

1,191

497.1K





Instagram - @GardaInsta  
Post Engagement / Reach: 143,192 views



gardainsta  
Buncrana, Co. Donegal, Ireland



gardainsta Shortly after 3am on Sunday, September 17th Gardai on overnight duty in Buncrana Co. Donegal received a call from a young woman in distress.

Her friend had just entered the water at Shore Front, a cove just outside the town.

Garda Keith Conlon, Garda Deirdre Connolly and Student Garda, Tara McGrory raced to the beach where they were met by a number of young people extremely frantic - their friend had entered the sea and could not be seen.

Despite the night's darkness, freezing cold water and entirely unknowing the water's depths, Garda Conlon and Garda Connolly went straight in.

Demonstrating their skill and training, Student Garda McGrory held back on the shoreline to shine her torch in their direction.

Together, they managed to locate the young man quite some distance in and got him safely back to land where Garda colleagues and a unit from Donegal Fire Service had arrived on the scene to assist.

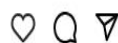
The young man was medically assessed and brought to Letterkenny University Hospital for treatment. He is recovering well and we look forward to him being back in full health very soon.

Gardaí nationwide know that it takes bravery and quick-thinking to save a life but more than that, it takes team-work.

Garda Keith Conlon, Garda Deirdre Connolly and Student Garda Tara McGrory are the ultimate team.

[View Insights](#)

[Boost Post](#)



6,460 likes

25 SEPTEMBER

## **5. Implementation of Cultural Change**

### **Culture Reform Programme**

- Communication has taken place with Leadership, Management and Professional Development section in the Garda College in regards to examining the training materials that refer to supportive leadership as part of the Sergeants Development Programme. The Garda Ethics & Culture Bureau (GECB) is continuing to liaise with the Garda College on these matters.

### **Enhancing Professional Conduct**

- The third edition of Learning the Lesson is due for publication on News Beat on 31 October 2023. The theme of the edition will be 'Criminal Behaviour'. The next meeting of the Lessons Learned Working Group is scheduled for 9 October 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 27 September 2023.
- 98% of the organisation have currently signed the Code of Ethics declaration. GECB will now forward bi-annual reports to the Office of Assistant Commissioner, Governance and Accountability on sign up rates to the Code of Ethics.
- Superintendent GECB has presented at two HEO Development Programmes on the topic of governance.

## 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).

- A recent meeting of the Risk & Policy Committee on 7 September 2023, signaled the removal of Corporate Risk 'CRR2/17: *Capacity and Capability to Implement the Programme Related to "A Policing Service For Our Future" (APSFF)*' from the Corporate Risk Register. New Corporate Risk 'CRR2/23: *Ability to Absorb, Manage and Deliver the Scale, Volume and Complexity of Large Scale Change Projects in An Garda Síochána over the next Twenty-Four Months*' was added to the Corporate Risk Register with a rating of 'Very High' (20). The next meeting is scheduled to take place on 28 November, 2023.
- Compliance rates for Q2 2023 remained consistently high at 95%. Compliance rates for Q3, 2023 are currently being collated.

### **During the month of September 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.
- Attended a meeting of the Audit and Risk Committee.
- Conducted workshops surrounding Corporate Risk 'CRR1/21: *Vetting Function Capacity in An Garda Síochána*'.
- Held a meeting with members of the ICT team to prepare testing for the Risk Management IT System (RMITS), which is scheduled to begin in October 2023.
- Provided Risk Management training to personnel of Waterford/Kilkenny/Carlow Division (Performance Assurance Functional Area).
- Provided Risk Management training at Executive Officers Development Workshops.
- Provided Risk Management training as part of the Garda Inspectors Development Course.

## 8. Data Quality and Operational Value of Data

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

- The quarterly meeting of the Data Governance Board chaired by Deputy Commissioner, Policing and Security, took place in September 2023. The Board reviewed capacity in the Garda Information Services Centre (GISC), the Garda Síochána Analysis Service (GSAS), Data Architecture, and in the Garda National Data Protection Office (GNDPO).
- GISC implemented two additional data quality coherency checks during September 2023. Further information is available at the link to the data quality metrics below.
- 6 new Call Takers joined GISC and commenced training during September 2023.
- Interactive training material drafted for Incident Outcomes go-live in November 2023.

### Data Quality and Operational Value of Data

- The September 2023 data quality metrics are available at the link below. Additional metrics will be added throughout the year.

Link: [AGS Crime Incident Data Quality Metrics 30 September 2023 \(garda.ie\)](https://garda.ie/AGS-Crime-Incident-Data-Quality-Metrics-30-September-2023)

### Garda National Vetting Bureau Statistics (GNVB)

- Garda standard vetting average turnaround times continue at their long-term figure of 7-8 working days once an application is received.
- 440,575 Garda vetting applications were received to the end of September 2023.
- 7.6 % year on year increase on vetting applications received to the end of September 2022.

### Crime Trends

The Garda Síochána Analysis Service (GSAS) closely monitors crime trends and disseminates analysis on a regional and divisional basis. This feeds directly into planning operational activities aimed at reducing and preventing crime. Crime incident figures and the associated trends are based on provisional data and are subject to change following review. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.

**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 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 (for example, 12-month average for April 2022 = average per month for the period May 2021 - April 2022).

Reported incidents for the 12 months up to and including the most recent complete month are compared to:

The equivalent 12-month period a year ago

%(+/-) vs Prev 12M

The equivalent period from 2018/2019  
(representing a pre COVID-19 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%

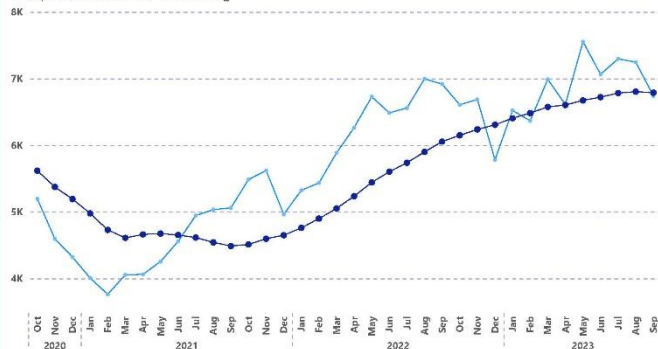


Decrease of -20% or more



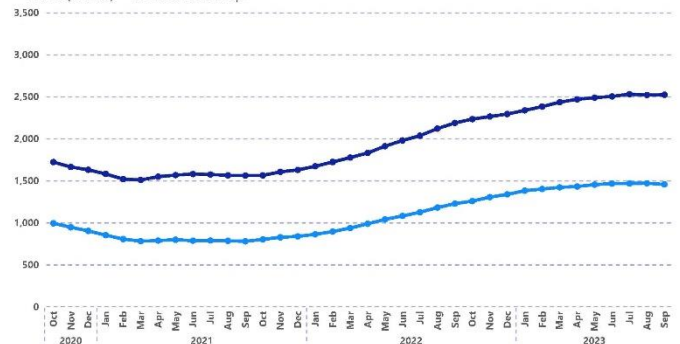
#### Total Property Crime

Reported Incidents 12m Avg



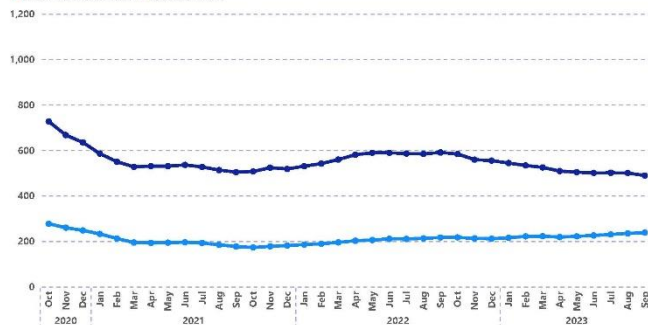
#### High Volume Theft Offences (12 Month Avg)

Theft (Other) Theft from Shop



#### Burglary (12 Month Avg)

Non-Residential Residential



|   | %(+/-) vs Prev 12M | %(+/-) vs Pre Cov |
|---|--------------------|-------------------|
| <b>Property Crime (Burglary)</b>                  | <b>-9.9%</b>       | <b>-46.3%</b>     |
| Non-Residential                                   | +9.9%              | -39.3%            |
| Residential                                       | -17.2%             | -49.1%            |
| <b>Property Crime (Other)</b>                     | <b>+24.3%</b>      | <b>+6.6%</b>      |
| <b>Property Crime (Theft Offences)</b>            | <b>+13.7%</b>      | <b>+0.5%</b>      |
| <b>Property Crime (UT/Interference - Vehicle)</b> | <b>+30.1%</b>      | <b>+52.1%</b>     |
| <b>Total</b>                                      | <b>+12.1%</b>      | <b>-5.2%</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 |

Sep 2023



## Criminal Damage

Reported Incidents 12m Avg



|                        | %(+/-) vs Prev 12m | %(+/-) vs Pre Cov |
|------------------------|--------------------|-------------------|
| <b>Criminal Damage</b> | <b>+1.8%</b> →     | <b>-1.6%</b> →    |
| Non-Residential        | +0.6% →            | -6.5% ↘           |
| Residential            | +3.5% →            | +5.8% ↗           |
| <b>Total</b>           | <b>+1.8%</b> →     | <b>-1.6%</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>-4.2%</b> →     | <b>-6.6%</b> ↘    |
| <b>Public Order (Public Order Offences)</b> | <b>-7.5%</b> ↘     | <b>-15.0%</b> ↘   |
| <b>Total</b>                                | <b>-6.3%</b> ↘     | <b>-12.0%</b> ↘   |

### ICCS Classification Grouping

#### Public Order (Drunkenness)

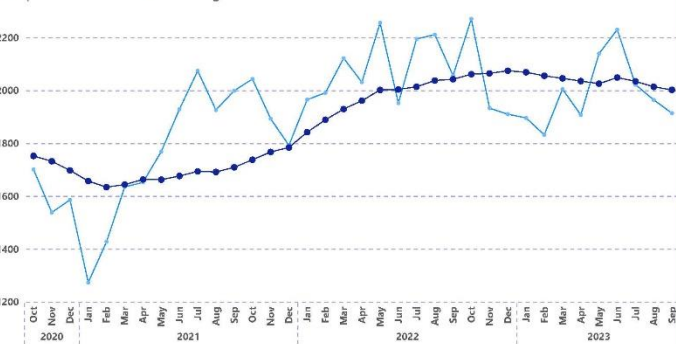
- 1313 - Drunkenness offences

#### Public Order (Public Order Offences)

- 1312 - Public order offences

## Total Crimes Against the Person

Reported Incidents 12m Avg



|  | %(+/-) vs Prev 12m | %(+/-) vs Pre Cov |
|--|--------------------|-------------------|
| <b>Crimes Against the Person (Assault)</b> | <b>+0.1%</b> →     | <b>+5.4%</b> ↗    |
| Non-Residential                            | +0.8% →            | +1.4% →           |
| Residential                                | -1.1% →            | +14.7% ↗          |
| <b>Crimes Against the Person (Other)</b>   | <b>-10.7%</b> ↘    | <b>+2.2%</b> →    |
| <b>Total</b>                               | <b>-2.0%</b> →     | <b>+4.8%</b> →    |

### ICCS Classification Grouping

#### Crimes Against the Person (Assault)

- 032 - Assaults

#### Crimes Against the Person (Other)

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

## Sexual Offences & Child Pornography

Reported Incidents 12m Avg



|   | %(+/-) vs Prev 12m | %(+/-) vs Pre Cov |
|---|--------------------|-------------------|
| <b>Sexual Offences (Child Pornography Offences)</b> | <b>-33.3%</b> ↓    | <b>-31.3%</b> ↓   |
| <b>Sexual Offences (Rape/Sexual Assault)</b>        | <b>-4.6%</b> →     | <b>+2.7%</b> →    |
| <b>Total</b>  | <b>-8.7%</b> ↘     | <b>-2.4%</b> →    |

### ICCS Classification Grouping

#### Sexual Offences (Child Pornography Offences)

- 0222 - Child pornography offences
- 0223 - Child pornography - obstruction of warrant

#### Sexual Offences (Rape/Sexual Assault)

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

## 9. Policing Successes

Throughout the month of September 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 September 2023 are set out hereunder:

On 7 September 2023, as part of an ongoing intelligence led operation targeting the activities of an Organised Crime Group involved in drug distribution, officers from the Garda National Drugs and Organised Crime Bureau effected a targeted stop and search of a vehicle and a consequential search of a second vehicle in the Dublin Metropolitan Region. During the searches, 168Kg of suspected cannabis herb worth an estimated value of €3,360,000 was recovered and seized. Two persons were arrested at the scene and one was subsequently charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act, 1977. The other suspect was released pending the submission of an investigation file to the Director of Public Prosecutions.

On 8 September 2023, Gardaí in the Dublin Metropolitan Region, attended a criminal damage by fire incident, where the female homeowner was trapped on the first floor and rendered unconscious due to smoke inhalation. On arrival at scene, Gardaí could not gain access through the ground floor so utilised a ladder to climb through an upstairs window and rescue the occupant, who was lifted through the window and passed to assisting Gardaí. The female and two Gardaí who had entered the house were conveyed to hospital and treated for smoke inhalation. Both Gardaí have made a full recovery.

On 11 September 2023, as part of Operation Satailt, which targets persons benefiting from the proceeds of crime, Gardaí in the Dublin Metropolitan Region arrested and charged 18 individuals. 82 charges in total were preferred and €471,010.74 in cash was seized during the operation. Vehicles including a jet ski to the value of €13,000 and a BMW to the value of €30,000 were seized, alongside high end clothing and €4,485 in cryptocurrency. The operation was successful in disrupting criminal activity and Gardaí remain committed to targeting persons benefitting from the proceeds of crime.

On 12 September 2023, Gardaí in the Eastern Region, responded to reports of an armed robbery at a post office, during which a person armed with a hammer, demanded money and assaulted witnesses, before making good their escape with a sum of money. Gardaí immediately attended the scene and apprehended a suspect nearby who was in possession of an implement, along with a sum of cash. The suspect was arrested, detained and subsequently charged contrary to Section 14 of the Criminal Justice (Theft and Fraud Offences) Act, 2001 and Section 11 Firearms and Offensive Weapons Act, 1990. On 14 September 2023, the suspect appeared before the courts where they were remanded in custody.

On 13 September 2023, members of the Garda Dog Unit assisted members of a Divisional Drugs Unit who were searching two properties in the Dublin Metropolitan Region. On arrival at scene, the Garda Dog Teams were informed €20,000 worth of suspected cannabis herb had already been located at one of the dwellings but it was believed that there could be more. While walking along the public road between the two properties, the Dog Teams noticed a number of abandoned vehicles parked on the road. One of the Garda Dogs gave a positive indication on the area around the vehicle, which led Gardaí to believe drugs were contained within. The van was subsequently searched and suspected cannabis herb to the value of €220,000 was located.



On 14 September 2023, the Garda Emergency Response Unit was tasked with gaining entry to two locations at the request of the Criminal Assets Bureau. The search was targeting the assets of a suspect linked to organised crime. Entry was gained successfully to a heavily fortified location with reinforced doors and windows. Cash, two vehicles, financial records and electronic devices were seized. ERU k9 Assets (dogs) were utilized during the searches.

On 19 September 2023, Gardaí in the North Western Region, responded to a call from a distressed female, who had requested the assistance of Gardaí at a residential premise. Upon arrival, Gardaí witnessed the caller attempting to perform CPR on a younger female. Gardaí immediately entered the premise and started CPR compressions until the female started to breathe again. Meanwhile, another Garda updated Garda control and conveyed the urgency of the situation, leading to the speedy arrival of an ambulance. Prior to arrival of the ambulance, the female stopped breathing a second time and Gardaí commenced CPR until she began breathing independently and monitored her until she was removed to hospital for further treatment.

On 20 September 2023, Gardaí in the Dublin Metropolitan Region undertook an extensive operation targeting theft, burglary and robbery offenders. 20 individuals in total were arrested and 13 were charged to appear before the courts. Files will be submitted to the Director of Public Prosecutions for consideration in respect of the remaining arrests. Gardaí are continuing in their efforts to target repeat offenders who commit acts of theft, burglary and robbery.

On 21 September 2023, Gardaí in the Dublin Metropolitan Region, in conjunction with public transport providers, carried out both high visibility and plain clothes patrols of trains, Luas, Dublin Bus and Bus Éireann buses. 71 proactive patrols were conducted across the public transport network during this operation and Irish Rail issued 128 on the spot fines with the assistance of members of An Garda Síochána. This operation highlights that An Garda Síochána adopts a zero-tolerance approach to anti-social behaviour on public transport and members of the public are encouraged to report any such behaviour.

On 26 September 2023, as part of a Joint Action Force Task, comprising of personnel attached to the Garda National Drugs and Organised Crime Bureau, Customs and Revenue and the Irish Navy, assisted by members of the Irish Defence Forces, a vessel was taken under control and commandeered within the Irish Sea and escorted to a Port in the Southern Region. This was a direct, targeted and coordinated action following a prolonged and intensive intelligence led operation targeting the activities of Trans-National Organised Crime Groups involved in the procurement, transport and importation of controlled drugs into the State for onward supply. Upon inspection and search of the vessel, 2,253Kg of suspected cocaine worth an estimated value of €157,710,000, was recovered and seized. Eight persons have been arrested under Section 72 of the Criminal Justice Act 2006, on suspicion of enhancing the ability of a criminal organisation to commit or facilitate a serious offence. All have been charged and have appeared before the courts with offences under Section 71 of the Criminal Justice Act 2006, for the offence of conspiracy to import cocaine into the state and/or with offences under Section 3, 15a and 15b of the Misuse of Drugs Act, 1977 – 1984.

## 10. Community Engagement and Organisational Initiatives

### National Slow Down Day

On 4 September 2023, An Garda Síochána held their third National Slow Down Day of the year, which coincided with the full time return of most schools in the country. National Slow Down Day aims to raise awareness of speeding on our roads. Throughout the day, regular updates on enforcement were circulated on our social media channels to reinforce our messaging. There were over 1400 motorists detected driving in excess of the speed limit throughout the 24-hour period.



### Virtual meeting with Dublin City Council (DCC) and DCC Contracted Architects

On 8 September 2023, members of the Garda National Crime Prevention Unit and Divisional Crime Prevention Officers attended an online meeting with Dublin City Council (DCC) and DCC Contracted Architects. This meeting provided information and an overview by the Contracted Architects for proposed DCC Housing Developments in the DMR South Central and DMR West areas that are in draft stage and due to be submitted to the Local Authority Planning Office in the near future. The developments will be reviewed through Crime Prevention through Environmental Design (CPTED), which is a multi-disciplinary approach of crime prevention that uses urban and architectural design and the management of built and natural environments.

### 92<sup>nd</sup> National Ploughing Championship

From 19– 21 September 2023, An Garda Síochána attended the 92<sup>nd</sup> National Ploughing Championship held at Ratheniska, Co. Laois. This event afforded An Garda Síochána an opportunity to highlight its commitment to enhance and develop policing in partnership with our communities by giving the public relevant crime prevention advice and to highlight the diverse work of the Garda organisation. The Garda Marquee was manned by Garda personnel who provided attendees with helpful information, advice and material about crime prevention, road safety, heritage crime, victim services, and recruitment. There were photo opportunities for attendees with Gardaí and a range of Garda

vehicles. A Garda-branded tractor was on site for the event. ICT also had a stand, where personnel demonstrated Mobility Devices, a Crimecall Green Screen Studio (giving people the opportunity to find out what it's like to be Crimecall presenter), Garda Virtual Headsets (giving an experience a 360 view of a Garda motorbike escort) and Body Worn Cameras (BWC).



## Make Way Day

On 22 September 2023, An Garda Síochána supported the Disability Federation of Ireland's "Make Way Day" through the implementation of Operation Enable. Members were asked to engage with the public to spread awareness of poor and illegal parking and their effect on those with disabilities. Parking on footpaths, disabled bays and at locations which caused obstruction were the offences targeted. Throughout the day, 190 fines on the spot were issued to vehicles for parking related offences.



## **11. Operating Model**

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

Nineteen divisions have commenced the implementation of the Business Services Functional Area. Seven divisions have fully commenced the four functional area structures (Business Services, Performance Assurance, Crime & Community Engagement). Implementation in these seven divisions involved the introduction of PULSE 7.8, allowing for the alignment of Functional Areas in PULSE and the removal of the previous district structure. Engagement and support for the seven fully commenced divisions is ongoing, including meetings with Superintendents and PAF Administrators.

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

The Cork City, Kerry, Galway, Limerick, Mayo/Roscommon/Longford, DMR South Central and Clare/Tipperary Divisions are operating in the four Functional Area structure. These seven 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 deployed to embed and align PULSE with the Operating Model Functional Area structures.

Planning and scheduling is ongoing for the remaining Divisions to implement the Operating Model four functional areas and standardised processes.

### **Regional Implementation**

The regional office phased implementation commenced on 12 June 2023 in the Southern Region with Wave 1, which relates to Performance Assurance. This involves the alignment of the Regional Office standardised processes with the Functional Areas in their Divisions. Commencement of Waves 2, 3 and 4 is on hold due to Divisional Office process re-alignments (7 processes) which are taking place in the Southern Region. This will conclude in December 2023.

### **Three-County Divisional Review**

Following consideration of the findings of a review of three-county Divisions, a decision was taken to re-design some of these areas into smaller two or one-county Divisions. Following the outcomes of this review, an impact assessment has been completed and a revised deployment has been developed for consideration by the Senior Leadership team in the coming weeks.



## 12. Garda Occupational Health and Wellbeing Office

### Garda Síochána Mental Health First Aid Programme

- Following the signing of a Memorandum of Understanding between An Garda Síochána and Mental Health First Aid Ireland (MHFA Ireland) in July 2023, MHFA Ireland and An Garda Síochána are collaborating to build internal capacity within An Garda Síochána to deliver the standard accredited MHFA training to all Garda personnel over the coming years.
- MHFA Ireland will train suitable candidates from within An Garda Síochána to be fully accredited Garda Síochána MHFA Training Facilitators by delivering the accredited MHFA Instructor course.
- The selection process for the first cohort of 16 MHFA Training facilitators has commenced.



### Health and Wellbeing Partnership Network

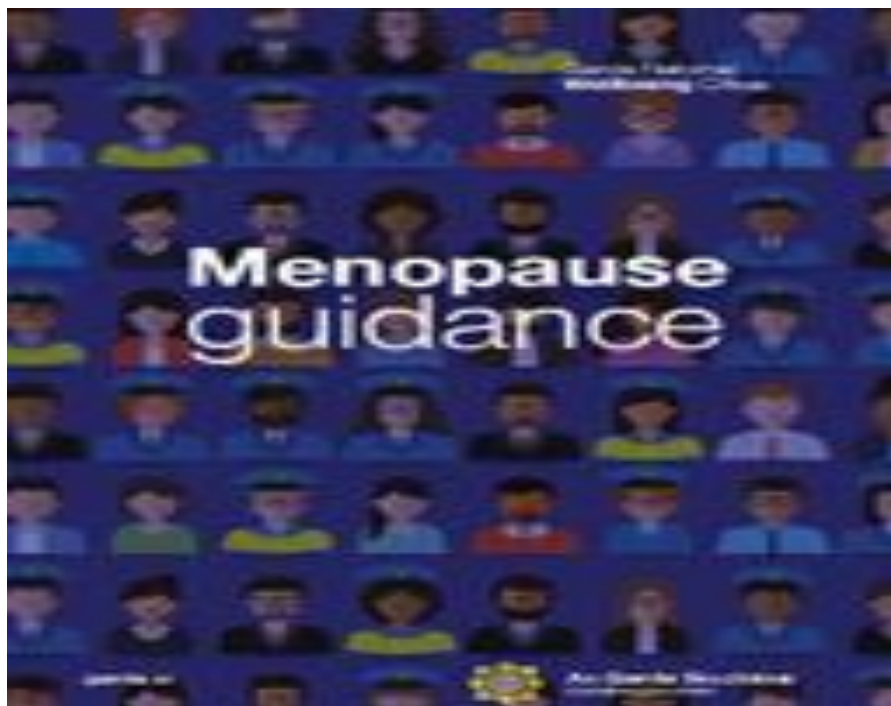
- To progress and embed a partnership approach to Health and Wellbeing in An Garda Síochána, a Health and Wellbeing Training and Development Officer was appointed to the Garda National Wellbeing Office (GNWO). A key objective of this role is to establish a formal Health and Wellbeing Partnership Network in An Garda Síochána.
- Establishing a formal Health and Wellbeing Partnership Network in An Garda Síochána shall help create and embed a culture of health and wellbeing, demonstrate a commitment to employee health and wellbeing and promote a supportive workplace environment.
- Health and Wellbeing Partnerships serve as a link between employees and management, helping to promote communication and collaboration across the organisation.
- Focus groups for development of the network were held in Eastern Region on 12 September 2023 and Southern Region 26 September 2023.
- Upcoming Focus groups will take place in the North Western region, Galway Division and Mayo/Roscommon/Longford Division on 24 October 2023 and in the Cavan/Monaghan/Louth Division on 14 November 2023.

### **Health and Wellbeing Training, and collaborations on local Health and Wellbeing events**

- Health and Wellbeing training was delivered to Limerick Division as a response to the Cultural Audit and local survey on 20 September 2023 - 1 full day; over 80 personnel were in attendance
- Peer Support training delivered trauma-informed self-care workshop on 4 October 2023 to Kilkenny/Carlow/Waterford Division with over 40 personnel in attendance.

### **Garda Síochána Menopause Guidance recognition**

- Following on from the publication of the Garda Síochána Menopause Guidance, An Garda Síochána was nominated for the Menopause Workplace Excellence Awards 2023 (Great Places to Work).
- An Garda Síochána were invited to be one of the panellists at the Menopause Summit in Cork in October 2023 and in conjunction with the Women's Network, a panellist has been chosen to represent An Garda Síochána.



### **Internal Stakeholder Partnership**

- The Garda Síochána Health and Wellbeing Stakeholders Forum provides key internal stakeholders with an opportunity to feed into the Health and Wellbeing Strategy and Implementation programme. This collaborative approach has allowed for the exchange of ideas and discussion among key stakeholders that will ultimately benefit all personnel in An Garda Síochána.
- The Forum meets on a quarterly basis.

## **Research**

- The Policing Authority and An Garda Síochána signed a Memorandum of Understanding in September 2023 to co-sponsor research projects relevant to policing.
- A research project in the area of health and wellbeing and trauma resilience in policing has been agreed and signed off. The Strategic Transformation Office shall shortly commission a call for research.

## **Health and Wellbeing Promotion**

- The Garda National Wellbeing Office has launched the Wellbeing Hub on the An Garda Síochána Portal to serve as a one-stop-shop for everything to do with supports and information on personal health and wellbeing, safety and welfare for all Garda personnel.
- Free Flu Vaccine campaign 2023 launched and communication issued to all Garda personnel to encourage uptake of the flu vaccine in the 2023 flu season.

## **Upskilling and Professional Development**

- Personnel from the Garda Occupational Health and Wellbeing office are currently undertaking a Postgraduate in Workplace Wellness in Tangent, Trinity's Ideas Workspace and a post-graduate course in mental health and wellbeing in the workplace with the University of Aberdeen which will enhance the overall delivery and quality of the Health and Wellbeing Strategy.

## 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   | 2   | 0   | 9                 |
| 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   | 4   | 3   | 30                |



## Appendix B – Numbers and vacancies in specified ranks

| <i>Data as at the end of September 2023</i> |            |   |                                     |              |          |              |             |           |           |                         |                                       |                       |   |
|---|------------|---|-------------------------------------|--------------|----------|--------------|-------------|-----------|-----------|-------------------------|---------------------------------------|-----------------------|---|
| Rank  | ECF        | Position at end of last month August 2023 | Appointed in Month – September 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           | 0         | 0         | 0                       | 0                                     | 168                   | 0   |
| <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>0</b>  | <b>0</b>  | <b>0</b>                | <b>0</b>                              | <b>223</b>            | <b>0</b>                                  |

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

| Data as at the end of September 2023 |              |            |              |                 |                  |                 |                |     |        |
|--------------------------------------|--------------|------------|--------------|-----------------|------------------|-----------------|----------------|-----|--------|
| As at 30.09.23                       | Gender       | Work Share | Career Break | Maternity Leave | Unpaid Maternity | Paternity Leave | Parental Leave | SWY | Carers |
| Garda                                | Male         | 2          | 26           | 0               | 0                | 9               | 28             | 1   | 0      |
|                                      | Female       | 78         | 16           | 38              | 17               | 0               | 106            | 4   | 2      |
| Sergeant                             | Male         | 1          | 1            | 0               | 0                | 0               | 3              | 0   | 0      |
|                                      | Female       | 1          | 1            | 4               | 2                | 0               | 10             | 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          | 27           | 0               | 0                | 9               | 31             | 1   | 0      |
|                                      | Total Female | 79         | 17           | 43              | 19               | 0               | 116            | 4   | 2      |
|                                      | Total        | 82         | 44           | 43              | 19               | 9               | 147            | 5   | 2      |

| Appendix D – Breakdown of Garda Leave – Garda Staff |              |            |              |                 |                  |                |                 |     |        |
|---|--------------|------------|--------------|-----------------|------------------|----------------|-----------------|-----|--------|
| As at 30.09.23                                      | Gender       | Work Share | Career Break | Maternity Leave | Unpaid Maternity | Parental Leave | Paternity Leave | SWY | Carers |
| CO  | Male         | 3          | 9            | 0               | 0                | 4              | 0               | 1   | 0      |
|   | Female       | 221        | 20           | 11              | 6                | 61             | 0               | 1   | 2      |
| EO  | Male         | 1          | 2            | 0               | 0                | 1              | 0               | 0   | 1      |
|   | Female       | 40         | 11           | 3               | 3                | 21             | 0               | 1   | 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   | 5          | 12           | 0               | 0                | 6              | 0               | 1   | 1      |
|   | Total Female | 271        | 33           | 17              | 9                | 92             | 0               | 2   | 5      |
|   | Total        | 276        | 45           | 17              | 9                | 98             | 0               | 3   | 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 and above |     | Total |     |
|-----------|-------|-------|----------|-----|---------------------|-----|-------|-----|
|           | OI*   | IOD** | OI       | IOD | OI                  | IOD | OI    | IOD |
| Sept 2023 | 1,737 | 194   | 147      | 12  | 7                   | 3   | 1,891 | 209 |
| Aug 2023  | 1,684 | 198   | 139      | 13  | 9                   | 4   | 1,832 | 215 |
| July 2023 | 1,566 | 202   | 123      | 13  | 14                  | 4   | 1,703 | 219 |
| June 2023 | 1,616 | 192   | 128      | 11  | 16                  | 2   | 1,760 | 205 |
| May 2023  | 1,748 | 185   | 141      | 13  | 14                  | 2   | 1,903 | 200 |
| Apr 2023  | 1,515 | 194   | 103      | 11  | 13                  | 3   | 1,631 | 208 |
| Mar 2023  | 1,755 | 196   | 146      | 10  | 13                  | 2   | 1,914 | 208 |
| Feb 2023  | 1,581 | 180   | 138      | 10  | 20                  | 2   | 1,739 | 192 |
| Jan 2023  | 1,830 | 185   | 162      | 12  | 22                  | 2   | 2,014 | 199 |
| Dec 2022  | 1,833 | 185   | 171      | 12  | 19                  | 2   | 2,023 | 199 |
| Nov 2022  | 1,802 | 178   | 153      | 12  | 22                  | 2   | 1,977 | 192 |
| Oct 2022  | 1,701 | 170   | 126      | 11  | 18                  | 2   | 1,845 | 183 |
| Sept 2022 | 1,670 | 179   | 139      | 8   | 19                  | 1   | 1,828 | 188 |

### Garda Members – Instances of Absence

|           | Garda |     | Sergeant |     | Inspector and above |     | Total |     |
|-----------|-------|-----|----------|-----|---------------------|-----|-------|-----|
|           | OI    | IOD | OI       | IOD | OI                  | IOD | OI    | IOD |
| Sept 2023 | 1,894 | 194 | 152      | 12  | 7                   | 3   | 2,053 | 209 |
| Aug 2023  | 1,829 | 200 | 148      | 13  | 9                   | 4   | 1,986 | 217 |
| July 2023 | 1,703 | 203 | 129      | 14  | 15                  | 4   | 1,847 | 221 |
| June 2023 | 1,726 | 196 | 138      | 11  | 18                  | 2   | 1,882 | 209 |
| May 2023  | 1,890 | 187 | 147      | 13  | 15                  | 2   | 2,052 | 202 |
| Apr 2023  | 1,618 | 196 | 107      | 11  | 13                  | 3   | 1,738 | 210 |
| Mar 2023  | 1,902 | 198 | 152      | 10  | 14                  | 2   | 2,068 | 210 |
| Feb 2023  | 1,694 | 180 | 147      | 11  | 23                  | 2   | 1,864 | 193 |
| Jan 2023  | 1,977 | 185 | 168      | 12  | 23                  | 2   | 2,168 | 199 |
| Dec 2022  | 1,970 | 188 | 182      | 12  | 20                  | 2   | 2,172 | 202 |

|                  |       |     |     |    |    |   |       |     |
|------------------|-------|-----|-----|----|----|---|-------|-----|
| <b>Nov 2022</b>  | 1,939 | 180 | 167 | 12 | 23 | 2 | 2,129 | 194 |
| <b>Oct 2022</b>  | 1,816 | 171 | 135 | 11 | 18 | 2 | 1,969 | 184 |
| <b>Sept 2022</b> | 1,786 | 181 | 147 | 8  | 19 | 1 | 1,952 | 190 |

#### **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>Sept 2023</b> | 15,491       | 5,533.5    | 1,407.5         | 360        | 128                        | 90         | <b>17,026.5</b> | <b>5,983.5</b> |
| <b>Aug 2023</b>  | 15,046       | 5,956      | 1,413.5         | 373        | 167                        | 106        | 16,626.5        | 6,435          |
| <b>July 2023</b> | 14,015       | 5,938.5    | 163             | 124        | 1,579.5                    | 369        | 15,757.5        | 6,431.5        |
| <b>June 2023</b> | 13,091       | 5,440      | 1,397.5         | 326        | 250                        | 60         | 14,738.5        | 5,826          |
| <b>May 2023</b>  | 14,824.5     | 5,369      | 1,324.5         | 350        | 237                        | 62         | 16,386          | 5,781          |
| <b>Apr 2023</b>  | 13,688.5     | 5,464      | 1,223           | 294        | 204                        | 71         | 15,115.5        | 5,829          |
| <b>Mar 2023</b>  | 14,652.5     | 5,553      | 1,378           | 310        | 175                        | 62         | 16,205.5        | 5,925          |
| <b>Feb 2023</b>  | 12,895.5     | 4,772.5    | 1,364           | 259        | 246                        | 56         | 14,505.5        | 5,087.5        |
| <b>Jan 2023</b>  | 15,377.5     | 5,340      | 1,471.5         | 336        | 316.5                      | 62         | 17,165.5        | 5,738          |
| <b>Dec 2022</b>  | 16,730.5     | 5,476.5    | 1,659.5         | 372        | 297                        | 62         | 18,687          | 5,910.5        |
| <b>Nov 2022</b>  | 15,313       | 5,049      | 1,472.5         | 360        | 326.5                      | 60         | 17,112          | 5,469          |
| <b>Oct 2022</b>  | 16,900.5     | 4,980.5    | 1,299.5         | 274        | 303                        | 62         | 18,503          | 5,316.5        |
| <b>Sept 2022</b> | 14,825       | 4,986.5    | 1,414           | 240        | 302                        | 30         | 16,541          | 5,256.5        |

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

| <b>Month</b>     | <b>No. of Days Absent</b> | <b>Variance</b> | <b>% Variance</b> |
|------------------|---------------------------|-----------------|-------------------|
| <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% |
| <b>Sept 2022</b> | 16,541.00 | 1,035.5   | 6.68%  |

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

| <b>Month</b>     | <b>No. of Days Absent</b> | <b>Variance</b> | <b>% Variance</b> |
|------------------|---------------------------|-----------------|-------------------|
| <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%             |
| <b>Sept 2022</b> | 5,256.50                  | -287.00         | -5.18%            |

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

| <b>Month</b>     | <b>No. of Days Absent</b> | <b>LTR</b> |
|------------------|---------------------------|------------|
| <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% |
| <b>Sept 2022</b> | 16,541.00 | 4.36% |

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

| <b>Date</b>      | <b>No.</b> |
|------------------|------------|
| <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        |
| <b>Sept 2022</b> | 393        |

#### **Garda Staff – Instances of Absence**

| <b>Date</b>      | <b>Administrative Grades</b> | <b>Technical and Professional</b> | <b><i>Total</i></b> |
|------------------|------------------------------|-----------------------------------|---------------------|
| <b>Sept 2023</b> | 424                          | 5                                 | <b>429</b>          |
| <b>Aug 2023</b>  | 379                          | 5                                 | <b>384</b>          |
| <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 |
| <b>Sept 2022</b> | 432 | 4 | 436 |

#### **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>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>  | 4,196.5                      | 67                                | 4,263.50                  | 611.00                  | 16.73%            |
| <b>Feb 2023</b>  | 3,568.5                      | 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%            |
| <b>Sept 2022</b> | 3,474.00                     | 34                                | 3,508.00                  | 51                      | 1.48%             |

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

| <b>Date</b>      | <b>Days Absent</b> | <b>LTR</b> |
|------------------|--------------------|------------|
| <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>  | 4,263.5            | 5.48%      |
| <b>Feb 2023</b>  | 3,652.5            | 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%      |

|                  |          |       |
|------------------|----------|-------|
| <b>Sept 2022</b> | 3,508.00 | 4.52% |
|------------------|----------|-------|

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

| <b>Date</b>      | <b>Number of Garda Members absent due to mental health</b> | <b>Number of days absent due to mental health</b> |
|------------------|--|---|
| <b>Sept 2023</b> | 11   | 309   |
| <b>Aug 2023</b>  | 13   | 349   |
| <b>July 2023</b> | 15   | 389   |
| <b>June 2023</b> | 14   | 408   |
| <b>May 2023</b>  | 15   | 413   |
| <b>Apr 2023</b>  | 17   | 357   |
| <b>Mar 2023</b>  | 16   | 415   |
| <b>Feb 2023</b>  | 15   | 378   |
| <b>Jan 2023</b>  | 14   | 370   |
| <b>Dec 2022</b>  | 14   | 412   |
| <b>Nov 2022</b>  | 19   | 468   |
| <b>Oct 2022</b>  | 22   | 579.5   |
| <b>Sept 2022</b> | 23   | 478.5   |

*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.*

### **Commentary Sick Absence – September 2023**

Overall, total sick absence days for Garda members have slightly decreased however have increased for Garda Staff. Instances of sick leave and the number of members availing of sick absence leave reflect an increase for both Garda members and Garda Staff in comparison to the previous month.

#### **Personnel on sick leave on 30 September 2023**

- Total number of Garda members on sick leave: 871 (198 injury on duty) (6.28%)
- Total number of Garda Staff on sick leave: 137 (2 occupational injury/illness) (4.55%)
- Overall personnel on sick leave: 1,008 (5.97%)

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

- Total number of Garda members on long term sick leave: 486 (194 injury on duty) (3.5%)
- Total number of Garda Staff on long term sick leave: 84 (2 occupational injury/illness) (2.79%)
- Overall personnel on long term sick leave: 570 (3.37%)
- 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.

### **Injury on Duty**

Injury on duty sick absence days for Garda members shows a decrease of 7.02% in the last month. Likewise, instances of sick absence and the number of Garda members availing of sick leave as a result of injury on duty also reflect a slight decrease from August 2023. However, comparing September 2023 to September 2022, year on year injury on duty has increased by 13.83%

### **Ordinary Illness**

The number of sick absence days shows an increase of 2.41% for Garda members and a marginal increase of 1.05% for Garda Staff in the last month. Similarly, the instances of sick absence display an increase for Garda members and for Garda Staff. The number of members availing of sick leave due to ordinary illness reflects an increase for Garda members and Garda Staff in the last month.

Comparing September 2023 to September 2022, year on year ordinary illness days have increased for Garda members by 2.94% and have increased for Garda Staff by 16.12%. The number of days in the respective months is a contributory factor in variances, month on month. The figures are correct at the time each monthly report is run. If sick absence is recorded for the period in a subsequent month, this variance will be captured in the annual report. Sick absence is broadly categorised as injury on duty (members only) and ordinary illness (members and Garda Staff).

### **Mental Health**

Since November 2020, we have included an extract from the ordinary illness category, specific to mental health for Garda members. The number of members reporting illness in this category this month is 11, which reflects a 15.38% decrease from August 2023. The number of sick day absences for Garda members this month was 309 days, which shows a 11.46% decrease in comparison to the previous month.