



An Garda Síochána

Monthly Report to the Policing Authority

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

October 2022

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
Páirc an Fhionnuisce
Baile Átha Cliath 8
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Luaigh an uimhir tharaghta seo a leanas le do thoil:
Please quote the following ref. number: **CMR_86-31412/22**



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Ms. Helen Hall
Chief Executive
The Policing Authority

RE: Commissioner's Monthly Report to the Policing Authority

Dear Helen,

I am pleased to provide the tenth report submitted during 2022, outlining the key aspects of the administration and operation of An Garda Síochána for the month of September 2022, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Yours sincerely,

**MARIE BRODERICK
SUPERINTENDENT
PRIVATE SECRETARY
TO THE COMMISSIONER**

October 2022

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

Message from the Commissioner

Our centenary year is in its final phase and several commemorative events took place nationwide, including ceremonies in Midleton, Drogheda and Galway City. Special memorial plaques were also unveiled in memory of Garda Richard (Dick) Fallon at Arran Quay and in tribute to Garda Michael Reynolds at Clontarf Garda Station. These were two colleagues killed in the execution of their duty, Scott Medal recipients who epitomised everything that An Garda Síochána stands for in keeping people safe.

This month, An Garda Síochána published the findings of a second Culture Audit, which was independently conducted by Durham University on behalf of the organisation. The 'Your Voice, Our Future' audit conducted this year highlights many positives and also makes clear that there is more work to do to support Garda personnel in their very challenging and pressurised work. The findings of the audit will now be used to develop initiatives to address the concerns expressed while also building on the positive findings.

As we begin to experience shorter daylight hours, it was timely to launch the winter phase of Operation Thor, our targeted enforcement and preventative work that is designed to deter burglars. In addition, during the National Ploughing Championships, we launched our Property App. This newly developed mobile app allows the public to index and record their personal property which can then be shared with An Garda Síochána in the event it is stolen.

There was much community engagement by Gardaí during our work at events, such as the series of concerts at Croke Park attended by 400,000 people over five days and at the Ploughing Championships, which was visited by more than 270,000 people. Ensuring such events can be accessed easily and patrons are safe requires significant and detailed work by Garda personnel, before and during the events.

Throughout September 2022, dozens of public open days took place in Garda stations across the country, while community Gardaí got involved in community based initiatives to keep people safe. In addition, our school programmes recommenced ahead of the Halloween period.

An Garda Síochána has been unwavering in its commitment to victims of domestic, sexual and gender based violence. This month, the Garda Síochána Analysis Service published detailed findings of an analysis of recorded incidents of this nature. Reviewing the data available to us, where possible, has the potential to help us to more consistently enhance our policing response and wider policies.

At the time of writing, the country is still trying to come to terms with the terrible tragedy in Creeslough, Co. Donegal and we have all been shocked and saddened by this awful event. Gardaí who attended the initial scene of the explosion worked with other emergency services in very difficult and traumatic circumstances to save as many people as possible. Great professionalism and humanity were shown by Gardaí in dealing with the scene preservation and examination, the subsequent investigation, and liaising with the bereaved families and the injured.

I recognise how exceptionally difficult and demanding this incident has been and supports have been put in place at a very early stage for our Garda members. Our thoughts are with the people of Creeslough and we will continue to help the community in whatever ways we can.

J A HARRIS
COMMISSIONER

1. Finance

Financial Expenditure and Receipts

| | 2022 Allocation €'000 | Expenditure/Receipts end Sept €'000 | Remaining Oct - Dec €'000 | Remaining % |
|--|--------------------------|--|------------------------------|----------------|
| Gross Total | 2,062,342 | 1,516,122 | 546,220 | 26% |
| Appropriation in Aid (receipts) | 105,988 | 92,695 | 13,293 | 13% |
| Net Total | 1,956,354 | 1,423,427 | 532,927 | |

The total gross 2022 allocation for An Garda Síochána is €2.06b and net allocation is €1.96b. At the end of September 2022, the total combined gross expenditure is €1.52b (74% of allocation), which is less than the end of September 2022 profiled spend by €15.4m. Further detail is outlined below on specific areas of over/under profile.



Current Allocation and Expenditure

The gross current allocation for 2022 is €1.916b, which includes pay of €1.307b (including pay for the Garda College). Expenditure on pay in September 2022 was €117.5m and year to date is €986.76m. Expenditure on salaries to the end of September 2022 was €895.28m, which is €15.21m under budget profile. Expenditure on overtime was €91.48m, which is €18.39m over profile. Overall, pay and overtime is over profiled budget at the end of September 2022 by €3.18m.

In respect of superannuation of €380.84m, expenditure in September 2022 was €32.32m and year to date is €292.44m, which is €7.86m over profile at the end of September 2022. In relation to non-pay of €228.08m (including for the Garda College), expenditure on non-pay in September 2022 was €19.29m and year to date is €145.87m. Overall, non-pay expenditure is €12.36m under profile at the

end of September 2022, however, this is mostly due to timing of payments for goods and services. Non-pay expenditure in relation to COVID-19 at the end of September 2022 is reported at €3.61m.

Capital Allocation and Expenditure

The gross capital allocation for 2022 is €146.5m. Expenditure on capital (including the Garda College) in September 2022 was €11.37m and year to date is €91.05m. The capital subheads have a combined under profile spend of €14.1m to the end of September 2022.

Appropriations in Aid

Appropriations in Aid are €92.7m at the end of September 2022, €12.81m ahead of the estimated profiled receipts.

Estate Management September 2022

- **Development of the new purpose built Garda facility at Military Road:** The Office of Public Works (OPW) continues to manage this build with expected substantial completion of the project in October 2022. The current phase of the project has seen progress made on all internal finishes such as flooring and painting, and work continues on the logistics of this relocation.
- **Clyde House, Dublin 15:** The fit-out is in progress. However, OPW has confirmed to An Garda Síochána that this project will not be completed on time. Contingency arrangements are being explored to accommodate the two bureaus to ensure they can decant from Harcourt Square by the end of 2022.
- **J-Block, Garda HQ:** The main contract commenced on-site in September 2022, comprising the full refurbishment of J-Block to provide enhanced office accommodation and associated facilities.

PPP Bundle: As reported previously, progress in the Department of Justice PPP bundle continues, which is to include the construction of two new Garda stations at Macroom and Clonmel, in addition to the new Family Law Complex in Hammond Lane, Dublin 7. Approval in principle, subject to some stipulations, was provided by the Department of Justice in June 2022. Engagement is ongoing between all stakeholders in order to progress the Department of Justice PPP bundle. An Garda Síochána awaits the next step in this programme, which is for the planning submission to be made on behalf of the Courts Service for the new Family Law Complex.

Developments in September 2022

- **Newcastlewest Garda Station:** Planning permission for a new district headquarters at Newcastlewest, Co. Limerick was lodged by OPW in early September 2022.
- **Thomastown and Enniscorthy Garda Stations, Cell Refurbishment:** These projects reached substantial completion in August 2022 and provide enhanced custody facilities to support continued safe prisoner management.

2. Human Resources and People Development

Key Human Resources & People Development Highlights

Resourcing

- The 2022 Garda Trainee recruitment campaign is currently being processed by the Public Appointments Service (PAS). To date, PAS has delivered 277 successful applicants to An Garda Síochána. These applicants are now at various stages of An Garda Síochána selection elements including physical competency test, medical and vetting.
- Discussions with regard to a 2023 Garda Trainee recruitment competition have commenced with PAS to ensure that this is a continuous pipeline into 2024 of Garda Trainee candidates.
- There are currently 33 national, four (4) regional, one (1) overseas and 56 divisional Garda member competitions underway.
- The Garda to Sergeant promotion competition is ongoing and to date, 419 successful candidates have been provided by PAS to An Garda Síochána. Appointment of successful candidates is continuing.
- The Sergeant to Inspector promotion competition is currently underway and 104 successful candidates have been provided by PAS to An Garda Síochána. Appointment of successful candidates is continuing and the date for the next batch of interviews is under review.
- The National Ploughing Championships was held from 20–22 September 2022. During the course of the three days, thousands of attendees visited the Garda stand, which provided information on crime prevention, road safety, cyber security, recruitment and property marking. The Human Resources and People Development Section was represented at all times, to support in the provision of recruitment information.
- As of 30 September 2022, under the Garda Reassignment Initiative, 876.5 Garda members have been reassigned to operational roles and their previous roles assigned to Garda Staff, inclusive of 32.5 this year.
- There are currently 30 Garda Staff internal and open recruitment competitions in progress across the organisation.
- As reported last month, interviews for batch 1 of the 2022 An Garda Síochána Executive Officer (EO) promotion competition were held in August 2022. A panel was created after the first batch of EO interviews and offers will commence shortly.
- Stage 2 of the Assistant Principal (AP) competition (online testing) has concluded. Preparations are underway for stage 3.

United Nations

- The United Nations Police (UNPOL) Standardised Training Material Pre-Deployment Course took place in the Garda College from 19 - 30 September 2022. Twenty participants and five master trainers undertook this course, which included 12 police officers from other countries. This initiative between An Garda Síochána and the Department of Foreign Affairs is in response to a United Nations directive to implement this course. A stability fund has been granted to provide training to attendees from An Garda Síochána and nine other international countries.

Human Resources & People Development Analytics/Data

As at 30 September 2022, the Garda strength stood at 14,258 (14,215 WTE) and Garda Staff strength stood at 3,330 (3121.7 WTE). A full breakdown by rank, grade and gender is outlined as follows.

2.1 Garda Member Strengths

| Rank | At 30 September 2022 | Male | % | Female | % | WTE |
|------------------------|----------------------|---------------|-----------|--------------|-----------|---------------|
| Commissioner | 1 | 1 | 100 | 0 | 0 | 1 |
| Deputy Commissioner | 2 | 0 | 0 | 2 | 100 | 2 |
| Assistant Commissioner | 10 | 6 | 60 | 4 | 40 | 10 |
| Chief Superintendent | 39 | 32 | 82 | 7 | 18 | 39 |
| Superintendent | 168 | 142 | 84 | 26 | 16 | 168 |
| Inspector | 477 | 387 | 81 | 90 | 19 | 477 |
| Sergeant | 2,088 | 1,584 | 76 | 504 | 24 | 2,087 |
| Garda | 11,473 | 8,096 | 71 | 3,377 | 29 | 11,431 |
| Total | 14,258 | 10,248 | 72 | 4,010 | 28 | 14,215 |

| Of which | As at 30 September 2022 | Male | % | Female | % |
|-----------------------------|-------------------------|-----------------|-----------|----------------|-----------|
| Career Breaks (incl. ICB) | 60 | 36 | 60 | 24 | 40 |
| Work-sharing * | 43 | 1.5 | 3 | 41.5 | 97 |
| Secondments (Overseas etc.) | 51 | 30 | 59 | 21 | 41 |
| Maternity Leave | 49 | 0 | 0 | 49 | 100 |
| Unpaid Maternity Leave | 30 | 0 | 0 | 30 | 100 |
| Paternity Leave | 11 | 11 | 100 | 0 | 0 |
| Available Strength | 14,014 | 10,169.5 | 73 | 3,844.5 | 27 |

**Equates to 86 Full-time Members*

Garda Reserves Strength

| Garda Reserves Strength As at 30 September 2022 | Total* | Male | % | Female | % |
|--|---------------|------|----|--------|----|
| | 382 | 288 | 75 | 94 | 25 |

Garda Staff Strengths (Administrative and Civil Service at 30 September 2022)

| Grade | Total | WTE | Male | % | Female | % | Undisclosed | % |
|--------------------|--------------|----------------|------------|-------------|--------------|-------------|-------------|-----------|
| CAO | 1 | 1 | 1 | 100 | 0 | 0 | 0 | 0 |
| Executive Director | 4 | 4 | 2 | 50 | 2 | 50 | 0 | 0 |
| CMO | 1 | 1 | 1 | 100 | 0 | 0 | 0 | 0 |
| Director | 2 | 2 | 1 | 50 | 1 | 50 | 0 | 0 |
| PO | 26 | 26 | 14 | 54 | 12 | 46 | 0 | 0 |
| AP | 69 | 68.5 | 30 | 43 | 39 | 57 | 0 | 0 |
| HEO | 206 | 204.6 | 87 | 42 | 119 | 58 | 0 | 0 |
| AO | 22 | 22 | 11 | 50 | 11 | 50 | 0 | 0 |
| EO | 706 | 697.8 | 186 | 26 | 520 | 74 | 0 | 0 |
| CO | 1,896 | 1,820.7 | 466 | 24 | 1,429 | 76 | 1 | .1 |
| Total | 2,933 | 2,847.6 | 799 | 27.2 | 2,133 | 72.7 | 1 | .1 |

| | Total | WTE* | Male | % | Female | % | Undisclosed | % |
|---|--------------|----------------|------------|-------------|--------------|-------------|-------------|-----------|
| Professional/Technical (including Chief Medical Officer) | 59 | 58.2 | 35 | 59 | 24 | 41 | 0 | 0 |
| Administrative ** | 2,932 | 2,846.6 | 798 | 27.2 | 2,133 | 72.7 | 1 | .1 |
| Industrial/Non Industrial | 339 | 216.9 | 110 | 32 | 229 | 68 | 0 | 0 |
| Total | 3,330 | 3,121.7 | 943 | 28.3 | 2,386 | 71.6 | 1 | .1 |

| Of which | Total | WTE* | Male | % | Female | % | Undisclosed | % |
|------------------------|--------------|----------------|------------|-------------|--------------|-------------|-------------|----------|
| Maternity Leave | 34 | 34 | 0 | 0 | 34 | 100 | 0 | 0 |
| Unpaid Maternity Leave | 12 | 12 | 0 | 0 | 12 | 100 | 0 | 0 |
| Paternity Leave | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Available Total | 3,284 | 3,075.7 | 943 | 28.7 | 2,340 | 71.2 | 0 | 0 |

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

** Civil Service grades and other administrative posts.

* Rounding applied to WTE.

| Work Sharing *** | Total | WTE | Male | % | Female | % | Undisclosed | % |
|------------------|-------|------|------|---|--------|----|-------------|---|
| | 289 | 86.2 | 6 | 2 | 283 | 98 | 0 | 0 |

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

* Rounding applied to WTE.

| Career Breaks**** | Total | WTE | Male | % | Female | % | Undisclosed | % |
|-------------------|-------|-----|------|------|--------|------|-------------|---|
| | 43 | 43 | 5 | 11.6 | 38 | 88.4 | 0 | 0 |

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

Parental Leave

| 01.09.2022 – 30.09.22 | Garda Members | Garda Staff |
|-----------------------|---------------|-------------|
| | 115 | 102 |

Garda Staff assigned and commenced – as at 30 September 2022

| Month | Jan | Feb | Mar | Apr | May | June | July | Aug | Sept | Oct | Nov | Dec | Total |
|---|-----|-----|-----|-----|-----|------|------|-----|------|-----|-----|-----|-------|
| Total number of vacancies filled since 01/01/2022 | 59 | 40 | 36 | 43 | 43 | 52 | 33 | 27 | 79* | | | | 412 |

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

Persons suspended from An Garda Síochána

| Total* | Male | % | Female | % |
|---------------|-------------|----------|---------------|----------|
| 122 | 111 | 91 | 11 | 9 |

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

Garda Staff transfers out of An Garda Síochána for 2022 (up to 30 September 2022)

| Type | 2022 Up to 30 September 2022 | 2021 Full Year | 2020 Full Year |
|----------------------------------|-------------------------------------|-----------------------|-----------------------|
| Mobility | 94 | 42 | 7 |
| Transfer out on promotion | 48 | 47 | 13 |
| Total | 142 | 89 | 20 |

**Returns for September 2022 have been adjusted to take account of late notifications of lateral transfers and internal promotions that occurred in July and August 2022.*

3. Information and Communications Technology

ICT Support

An Garda Síochána ICT continues to provide support to personnel across the organisation, both in the workplace and working remotely, to deliver solutions to enable access to Garda information systems in a secure manner.

Schengen Information System (SIS Recast)

The RAG status remains at amber. As reported previously, the live date for SIS Recast was deferred to 22 November 2022. During September 2022, Ireland conducted testing with two other Member States and is awaiting feedback from one Member State. On 29 September 2022, SIS Recast technical readiness was declared and submitted to the EU Commission by the Department of Justice. An Entry into Operation (EiO) rehearsal is to be conducted in mid-October 2022. Preparation activities are progressing and rehearsal is dependent on the Member State completing testing. At the next scheduled SIS Advisory Group meeting, an update will be provided from eu-LISA and all Member States on the status of EiO. SIS Recast training activities are also progressing.

Computer Aided Dispatch 2 (CAD 2)

As previously reported, the RAG status remains at amber based on the revised go-live date which is now set for February 2023. Moving to green is dependent on tangible progress to meeting milestones in the revised plan up to the end of 2022. There is minimal contingency remaining in the plan. On-site functional testing continued this month but with limited test cases to execute, as many of those remaining relate to radio and telephony, neither of which are ready, and voice recording which is just nearing completion. A total of six functional testing test cases were completed, all of which were successful. The programme plan outlines that functional testing pass 1 can continue to 25 October 2022, allowing another two weeks to complete. Non-functional testing (NFT) is in progress and includes telephony NFT and radio NFT. It also includes load and performance testing to verify how the solution copes with peak demands. This test phase is scheduled to run until 18 November 2022. Tech Test environment build documentation has been approved, which was a prerequisite for both non-functional test commencement and production environment build commencement. Production build is due to be complete by 16 December 2022.

Roster Duty Management System Deployment (RDMS Deployment)

The RAG status remains at green. RDMS was successfully rolled out to the Galway Division and the Garda National Crime Security and Intelligence Service (GNCSIS) on 5 September 2022, as planned. The rollout to DMR West has now been rescheduled to 7 November 2022 instead of 31 October 2022. As provided previously, the table below details the future rollout schedule.

| | |
|-----------------|------------|
| Clare/Tipperary | 31/10/2022 |
| DMR West | 07/11/2022 |
| Wexford/Wicklow | 28/11/2022 |
| DMR North | Q1 2023 |
| OSC | Q2 2023 |

Work is also progressing on RDMS integration with CAD and mapping data between both systems.

Mobile Device Deployment

The RAG status remains green. Planning for deployments in the Eastern and DMR Regions is continuing. The first phase of a campaign to replace End of Life (EoL) S10 devices is now complete with 616 devices replaced. The campaign to recover and redeploy devices which have been inactive for more than 60 days is also continuing. As reported previously, ongoing investment is required to support devices that have been deployed, including significant licencing renewal costs and investment in backend infrastructure.

Overall Device Deployment Figures

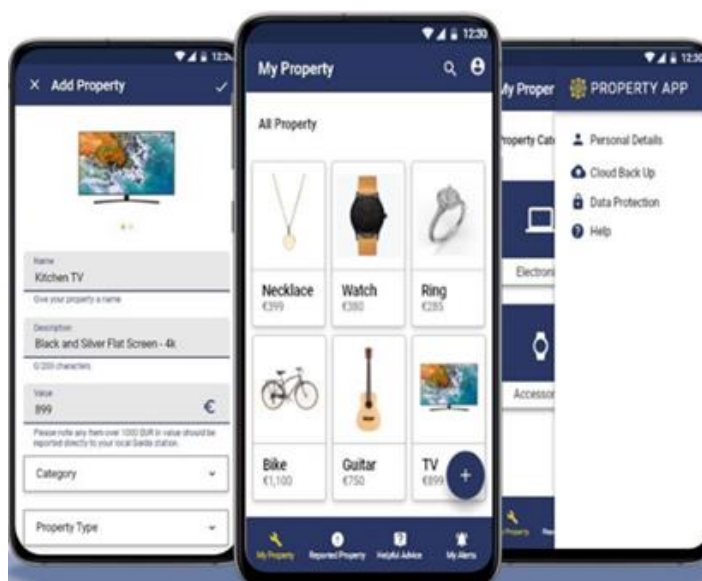
| At 29 September 2022 | Frontline Active Mobility Devices | Standard Active Mobility Devices | Tablet Active Mobility Devices | Total Devices |
|----------------------|-----------------------------------|----------------------------------|--------------------------------|---------------|
| Enrolled in MDM* | 5,317 | 4,136 | 60 | 9,513 |

*Enrolled in Mobile Device Management (MDM): actual turned on device.

Mobile App Development

The Person Search App will provide frontline members with the ability to retrieve a person's details from PULSE directly from their mobile device. As previously reported, a new test group has been created to receive the app in order to test in the live environment. The group who receive the app will provide feedback to the development and user experience (UX) teams in advance of its deployment to the wider organisation.

A mobile Property App developed to support the Garda Crime Prevention and Reduction Strategy was launched on 20 September 2022 at the 2022 National Ploughing Championships. The app is now available to the public to download free of charge on the Apple Store, the Google Play Store or via the Garda website. It will allow people to record details and take photographs of their property, which subsequently can be shared with An Garda Síochána in the event of items being stolen. The information is stored locally on the device or backed up to the user's cloud account. The app also facilitates the reporting of the stolen property.



Also in September 2022, the Mobility Team attended the 2022 National Ploughing Championships to showcase and demonstrate the technology currently in use in An Garda Síochána. Visitors to the Garda stand included Taoiseach Micheál Martin and Minister for Justice Helen McEntee.



Operating Model – ICT Workstream to enable and support the Operating Model

The RAG status has returned to green. The Operating Model Functional Areas went live for the Galway and Limerick Divisions on 4 September 2022, with the merged Mayo and Roscommon/Longford Divisions successfully going live on 18 September 2022. Enablement of the Operating Model for the DMR South Division is planned for 4 December 2022.

PULSE Development

The RAG status remains as green. PULSE release 7.8.1 is continuing in system test, with a go-live on track for 27 November 2022. The development of the next PULSE release 7.8.2 is currently underway.

4. Corporate Communications

Throughout the month of September 2022, the Office of Corporate Communications continued to communicate internally and externally on the broad range of policing activities undertaken by An Garda Síochána nationwide, in our mission to keep people safe. High-level communications included:

- **National Ploughing Championships and the launch of our Property Recording App (see further information in Section 10 of this report).**
- **Launch of the Garda Centenary Book, 'The Guardians'.**

'The Guardians: 100 Years of An Garda Síochána 1922-2022' is a collection of contributions from retired and serving Garda personnel, accounts from historians and academics, and historical and contemporary photographs, charting the development of An Garda Síochána from 1922 to date. The Commissioner formally launched the book at an event in Finglas Garda Station.



- **Unveiling of Commemorative Plaques**

On 9 September 2022, to commemorate Garda Dick Fallon who was killed in the line of duty, a plaque was unveiled by the Commissioner during a ceremony at the location on Arran Quay. A plaque was also unveiled in Clontarf Garda Station during an event held in tribute to Garda Michael Reynolds. Both events were attended by family, guests, the Garda band and Garda Ceremonial Unit.



Media Briefings and Interviews

A number of local and national media interviews were facilitated during this month, including:

Detective Chief Superintendent Colm Noonan, Garda National Protective Services Bureau and Ms. Sara Parsons, Principal Officer, Garda Síochána Analysis Service spoke with media following the publication of An Garda Síochána analysis of domestic, sexual and gender based violence.



Assistant Commissioner Paul Cleary, Organised and Serious Crime provided interviews highlighting the launch of the winter phase of Operation Thor, aimed at preventing and detecting burglary nationwide.



Press Office

The Garda Press Office operates from 7am-11pm, seven days a week responding to queries, co-ordinating external communications, media relations and social media. This month's activity included:

- Press releases related to organised crime, including the seizure of drugs valued at €465,000 in Co. Galway, €681,000 in Dublin City and €700,000 in Cork.
- Witness appeals, missing person appeals and updates to the public.
- Media events, briefings and publication of data and statistics on garda.ie, including road fatalities.

'Keeping people safe' – Key activities/advice in September 2022

- Publication of An Garda Síochána Culture Audit 2022.
- Campaign communications to highlight student accommodation fraud scams.
- Operation Thor to highlight the national reduction since operational activity began.
- Continued focus on communicating road safety messaging following the increase in road deaths countrywide in 2022. Campaign infographics are regularly posted to social media channels as a stark reminder of the number of road fatalities to date.



Internal Communications

The Internal Communications Team continued to issue Newsbeat twice a week during the month of September 2022. Readership has stayed consistently high at approximately 61% of personnel per edition.

Key updates delivered to personnel this month included:

- A letter from An Taoiseach to thank the organisation for 100 years of service on behalf of the people of Ireland.
- Information on helpful interactive maps on the portal to assist with planning.
- The launch of the improved Biometric Tracking Application.
- The results of the Culture Audit 2022.
- Update on Assistant Commissioner promotions.
- Informational update on the relocating of a number of our national bureaus from Harcourt Square.
- The launch of the new Property App.
- Reminder for personnel to apply for the Irish Language Fáinne Scheme, if applicable.
- Computer Aided Dispatch (CAD) update.
- In collaboration with the Chief Medical Officer, regular features issued throughout the month to remind personnel of the importance of continuing to follow public health measures in the prevention of COVID-19.

Other topics included:

- The publication of the hardback book, The Guardians: 100 Years of An Garda Síochána 1922-2022.
- A NSSO guide for updating new bank details if people were being paid through an Ulster Bank/KBC account.
- Information on free online training in cultural competency and understanding.
- Key updates on the Operating Model implementation.
- Nominations for the Annual Coiste Siamsa Garda Sportstar Awards 2022.
- The highlight of all HQ Directives published.
- FSI updates.
- ICT updates.
- Health and wellbeing features, including information on trauma supports for all personnel.
- Our series of explainers on our human rights principles continued.

Screensavers and Portal Banners

The Garda Portal and screensavers continued to be updated with new content on a regular basis. Key updates delivered to personnel included:

- Update on the rollout of our Operating Model.
- COVID-19 prevention advice.
- Highlighting the principles of our human rights based approach to policing.
- Highlighting the Code of Ethics.

5. Implementation of Cultural Change

Culture Reform Programme

- The findings of the Culture Audit were published internally and externally on 8 September 2022. An infographic on the key findings of the Culture Audit was also published internally.
- The Garda Ethics and Culture Bureau (GECB) will look at next steps, based on the findings, including an in depth analysis of the findings by division and section, gender, shift and non-shift. GECB will organise and run focus groups to gather qualitative data, with emphasis on fatigue, relatedness ^[1] and perceived organisational support. Discussion is taking place with stakeholders with regard to providing supportive leadership workshops for frontline supervisors.

Enhancing Professional Conduct

- The second meeting of the lessons learned working group took place in September 2022. The working group comprises of the Garda Ethics and Culture Bureau, the Garda Anti-Corruption Unit, Internal Affairs and the Garda Professional Standards Unit. A thematic approach has been agreed, whereby cases relating to the chosen theme will be published along with relevant legislation, policy or procedure, as appropriate.
- The second meeting of the newly established Professional Conduct Steering Group took place in September 2022. The Professional Conduct Steering Group comprises of new representatives from Internal Affairs and the Garda Anti-Corruption Unit, along with the Garda Risk Management Unit, the Garda College and others. All open actions targeted at enhancing professional conduct were discussed and the group was updated with progress made since the initial meeting.
- Superintendent, Garda Ethics and Culture Bureau is scheduled to present on the Code of Ethics at the Higher Executive Officer Development Programme in October 2022.

^[1] 'Relatedness' is one of three psychological needs that were measured in the Culture Audit 2022, the other two being 'autonomy' and 'competence'. These three psychological needs were some of the measures used to assess the levels of wellbeing across An Garda Síochána. "Relatedness refers to a need to feel a sense of belonging and being part of a team where they feel respected and valued." (Culture Audit: Your Voice Our Future, Summary of Evidence and Insights). The team at Durham University suggested relatedness as an area for further attention. This, therefore, will be one of the areas that will be addressed in the focus groups.

6. Risk Management

As reported previously, the Garda Corporate Risk Register continues to monitor nine principal risks, managed effectively by assigned Corporate Risk Owners, overseen by the Risk and Policy Governance Board (RPGGB) and supported by the Garda Risk Management Unit (GRMU).

During the month of September 2022, the Garda Risk Management Unit;

- Conducted a 'Risk Register Development Workshop'.
- Held one-to-one meetings with all Corporate Risk Owners/support staff to assist in the review and update of their risk registers.
- Conducted a detailed review of Corporate Risk 'CRR1/17: Cybercrime Investigation Capacity and Garda National Cybercrime Bureau (GNCCB) Backlog' and associated risk action plan.
- Issued a 'Risk Champion Network' bulletin.
- Held a meeting with Garda Internal Audit Service to share information on matters of mutual interest from a risk management and audit perspective.
- Developed an initiative to improve and embed risk management under the Performance Assurance Functional Area in the Operating Model divisions. This initiative was approved on 8 September 2022.
- Held a briefing with the newly assigned Corporate Risk Owner in relation to 'CRR1/22: Delivery of Computer Aided Dispatch (CAD2) in An Garda Síochána'.

7. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for August and September 2022.

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

| Category | Aug-22 | Sept-22 | Increase/ Decrease | % Change |
|--|--------|---------|-----------------------|----------|
| Total use of force (UOF) for month | 997 | 932 | -65 | -7% |
| Civilians injured | 22 | 31 | 9 | 41% |
| Garda members injured | 9 | 22 | 13 | 144% |
| Pepper spray deployed | 68 | 76 | 8 | 12% |
| Batons | 19 | 20 | 1 | 5% |
| Handcuffs | 878 | 794 | -84 | -10% |
| Anti-spit guard | 1 | 2 | 1 | 100% |
| Unarmed restraint | 193 | 218 | 25 | 13% |
| Taser | 1 | 5 | 4 | 400% |
| Non-lethal firearm | 0 | 2 | 2 | 200% |
| Firearm | 0 | 0 | 0 | 0% |
| Gender subject to force - male | 766 | 703 | -63 | -8% |
| Gender subject to force - female | 110 | 105 | -5 | -5% |
| Drugs involved | 231 | 212 | -19 | -8% |
| Alcohol involved | 582 | 519 | -63 | -11% |
| | | | | |
| Division with highest level UOF - DMR South Central | 12% | 11% | 1% | -1% |
| Percentage of UOF deployments occurring Friday, Saturday & Sunday | 48% | 50% | -2% | -2% |



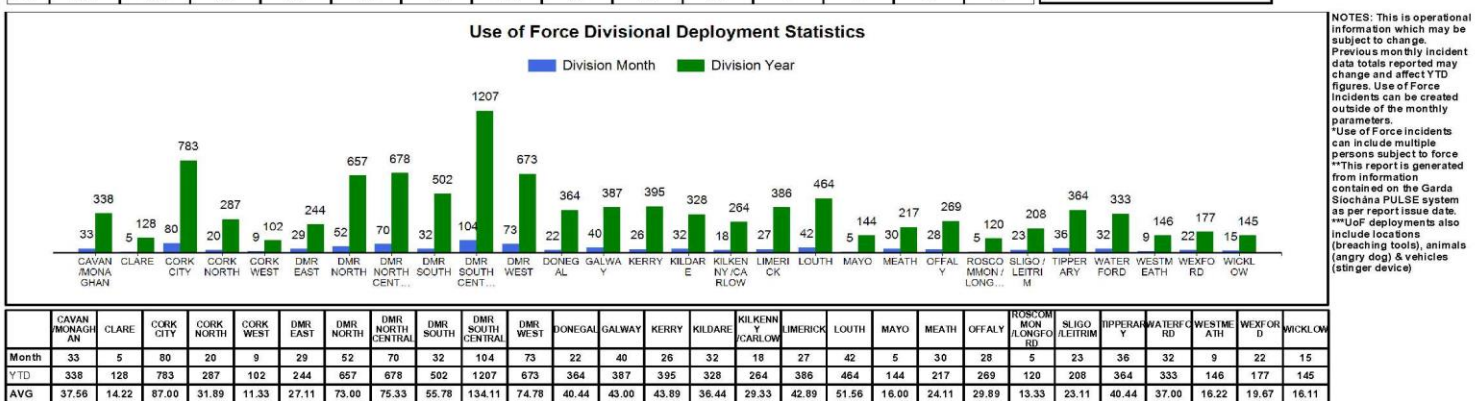
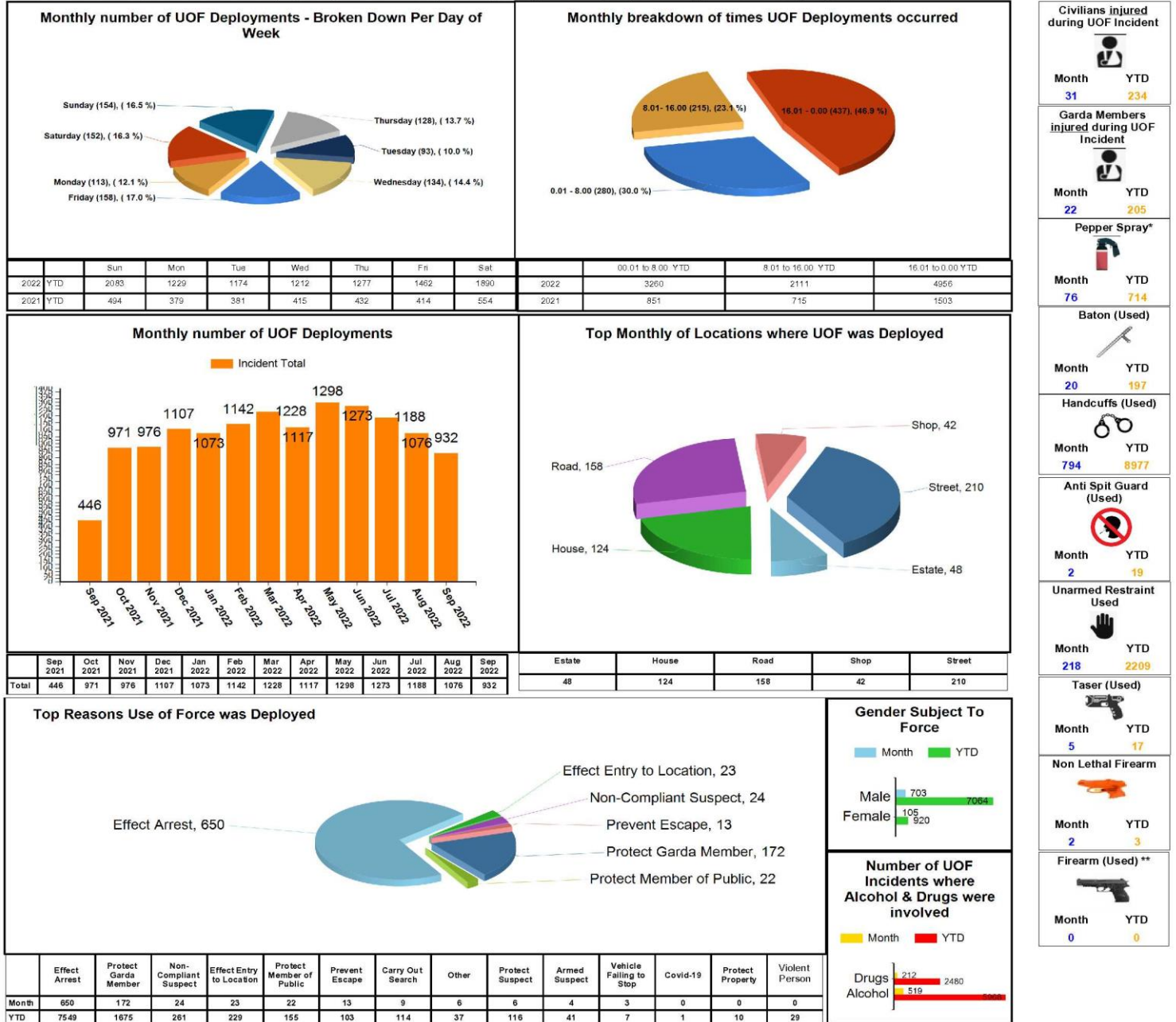
Reported Use of Force

September 2022

THIS DOCUMENT IS SELF CONTAINED AND SHOULD NOT BE COMPARED OR LINKED TO OTHER SOURCES. THE INFORMATION IS CORRECT AS OF October 3, 2022 at 12:02:17. PLEASE NOTE THIS IS AN AUTOMATED GENERATED REPORT. Each Incident may contain a number of Use of Force Deployments. This may be due to numerous Garda Members attending the incident or different equipment/tactics being utilised.

| | | | | |
|---|-------|---------|-----|-----------|
| TOTAL RECORDED USE OF FORCE (INCIDENTS) | Month | 854 | YTD | 9,662 |
| TOTAL RECORDED USE OF FORCE (DEPLOYMENTS) | Month | 932 | YTD | 10327 |
| Number of Incidents on PULSE | Month | 104,043 | YTD | 1,039,468 |
| % of Incidents involving Use of Force | Month | 0.8208% | YTD | 0.9295% |

Note: Use of Force options can also be deployed against locations (breaching tools), animals (dangerous dog), and vehicles (stinger device).



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

8. Data Quality and Crime Trends

Information Led Policing: Data in support of policy development and performance monitoring

As reported last month, the following data releases have been published / are scheduled for publication:

- Use of Force: 2 August 2022.
- Findings from the 2020 Garda Online Survey (which replaced the Public Attitudes Survey in 2020): 18 August 2022.
- Hate Crime: 19 August 2022.
- Thematic report on Gender, Sexual and Domestic Violence: 23 September 2022.
- Public Attitudes Survey 2021: October / November 2022.

Garda standard vetting times have remained stable since before 2020, with turnaround times of six to seven working days once an application is received. The turnaround time for standard vetting of hosts for Ukrainian families and aviation vetting continues to be one working day.

Aggregate data from the Galway pilot of non-detection crime outcomes will be published during November 2022. The pilot has identified 31¹ non-detection outcome types (similar to the experience in other jurisdictions). National rollout will proceed in 2023 following PULSE changes to streamline the process.

Data Quality and Operational Value of Data

Data quality metrics based on the hub are now published monthly. The latest report (to end September 2022) is published here:

<https://www.garda.ie/en/information-centre/statistics/ags-crime-incident-data-quality-metrics-september-2022.pdf>

The remaining three major data quality initiatives which are expected to be completed this year are:

- Published PULSE data quality dashboard.
- GISC incident casing.
- Independent review of the PULSE data quality framework.

An Garda Síochána has deployed technology to enable an overall view of PULSE and other data assets. This data hub, when combined with new data visualisation tools, provides a complete view of PULSE to analysts without impacting on the operation of the system.

The key figures and drivers of data quality are the percentage of crime incidents created by the Garda Information Services Centre (GISC) and the percentage reviewed by GISC. GISC incident creation rates dropped to 65% during September 2022 for the first time, reflecting ongoing staff shortages. The

¹ The pilot will continue until the end of the year. The final set of outcomes is under regular review. Three additional outcome types have been added as a result of the ongoing pilot since the last report.

remaining 35% are created directly by Garda members. The consequent risk to data quality has been mitigated by the operation of the PULSE data quality framework, where all incidents are reviewed and if necessary, corrected by GISC.

The statistics were extended in September 2022 to include additional measures of data quality, such as any discrepancies between the incident date and the reporting date. Twenty-five such discrepancies were identified and corrected in August 2022, but this is out of a total of approximately 30,000 incidents created. Additional data quality metrics will be added by early 2023 to complete the PULSE data quality dashboard. The new GISC call handling system continues to operate well, enabling GISC to implement a distributed working model while providing better information on calls to both agents and supervisors. The system will be integrated with a Garda mobile app in 2023, making it easier for Garda members to contact GISC.

GISC has implemented additional procedures around the casing of incidents, to make it easier to identify patterns of relating crime incidents. The Garda Síochána Analysis Service (GSAS) and GISC continue to implement additional data coherency checks, where Garda data is validated against multiple sources. This now includes coherency checks between PULSE data and the Office of the State Pathologist.

GSAS continues to provide direct analysis support for major investigations, management reporting, reports to external stakeholders, as well as publishing thematic reports as noted above. GSAS has successfully hired analyst managers and senior analysts over the last year, and is currently recruiting for crime and intelligence analysts, with a large number of applications. However, this will only enable the service to reach its approved 2018 staffing level, thus demand will continue to significantly outstrip capacity. External approval for a more senior economic crime analysis team remains outstanding.

Data Quality Assurance

The review of the data quality framework by KPMG is underway. A report is expected by the end of 2022.

Crime Trends

National Overview: As outlined in previous reports, long term property crime, burglary and criminal damage plateaued in 2019, following sustained downward trends from 2015-2018. These downward trends resumed in 2020, largely due to the COVID-19 pandemic. Similarly, crimes against the person, public order and sexual offences, for which continuous upward trends were observed prior to 2020, stabilised in 2020. This is also a possible effect of the COVID-19 pandemic. In 2021, there were upward trends in most types of crime throughout the year, with levels of reported crime in the latter half of the year being similar to pre-pandemic levels. An exception to this is property crime, which has taken longer to return to pre-pandemic levels and burglary in particular has remained low compared to pre-pandemic levels.

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. This had a significant effect on crime, with most types of crime reporting reductions. In particular, periods of 'lockdown' level restrictions, such as April 2020 and the 'Level 5' restrictions (late December 2020 – May 2021), had a large impact on many types of crime. These periods of heightened restriction (and

corresponding reduced crime level) are evident in the following graphs and their context should be considered in relation to any 12-month comparisons presented below.

Note: 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. CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.

The three-year average line represents the sum of incidents for the previous three years, divided by the total number of months (36) to arrive at the average.

Chart 1: Total Property Crime – 5 Year Trend

Property crime had been trending downwards since the end of 2015. This trend flattened in 2019 but took a further downward turn in 2020. However, an increase of 35% was observed in the 12 months to September 2022 compared with the 12 months previous. At times during the COVID-19 pandemic, a lot of business premises were shut, fewer residences were left vacant (due to working from home arrangements) and there were fewer people in public places that could be targeted for theft. During the pandemic, property crime was lowest in April 2020 and during early 2021 due to the higher level of restrictions during those times. Theft offences are the largest contributor to overall property crime figures and this was particularly true during the pandemic, as another main contributor, burglary, has remained at low levels during much of this time. Considering theft, there has been a 40% increase in theft from shop and a 61% increase in theft of other property in the 12 months to September 2022, compared with the previous 12 months. Reported theft from shop since April 2022 has been higher than at any point during the past five years. This may be linked to recent high levels of inflation and the current 'cost of living crisis'.

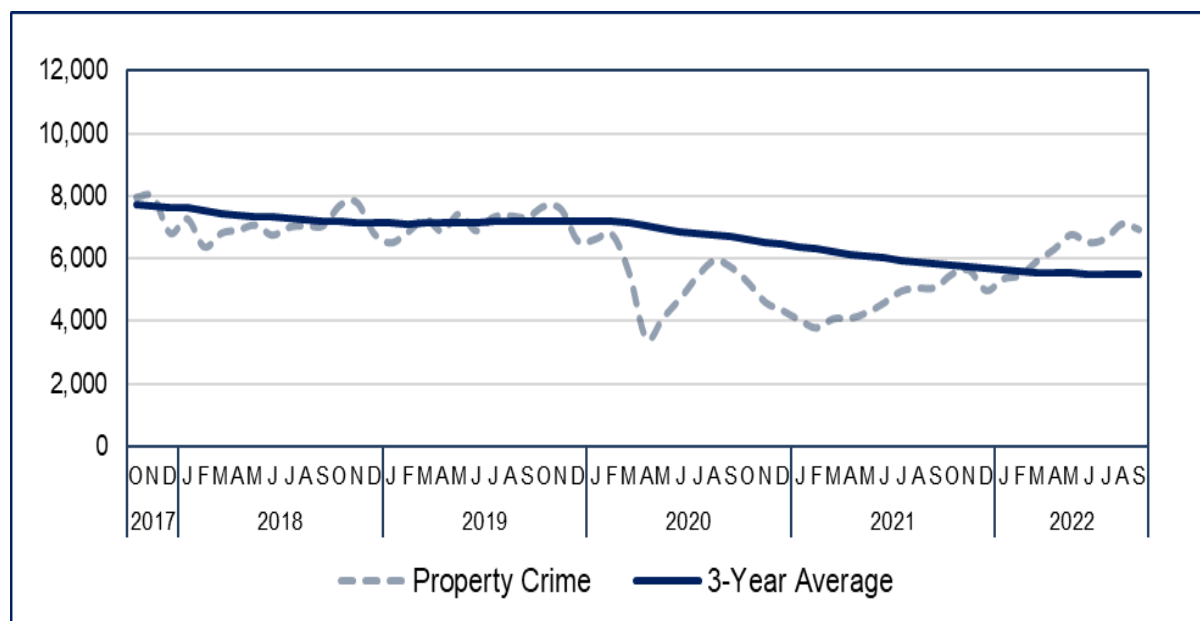


Chart 2: Burglary – 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor in November 2015. Residential burglary was up 17% and burglary occurring elsewhere was up 22% in the 12 months to September 2022, compared with the 12 months previous. Residential burglary typically accounts for approximately 75% of all burglary and tends to be higher in winter, whereas burglary elsewhere does not follow a seasonal trend. In June and July 2020 when the lockdown conditions were relaxed, and in December 2020 when restrictions were relaxed briefly, levels of burglary increased. Burglary remained at low levels in 2021 which was likely to be primarily due to persisting work from home recommendations. Burglary increased in winter (November 2021 – April 2022) and has decreased in recent months, which is an indication of a resumption of the expected seasonal trend, although overall levels are still approximately 40% lower than pre-pandemic levels. It is expected that reported burglary, particularly residential burglary, will increase over the coming months in accordance with seasonal patterns.

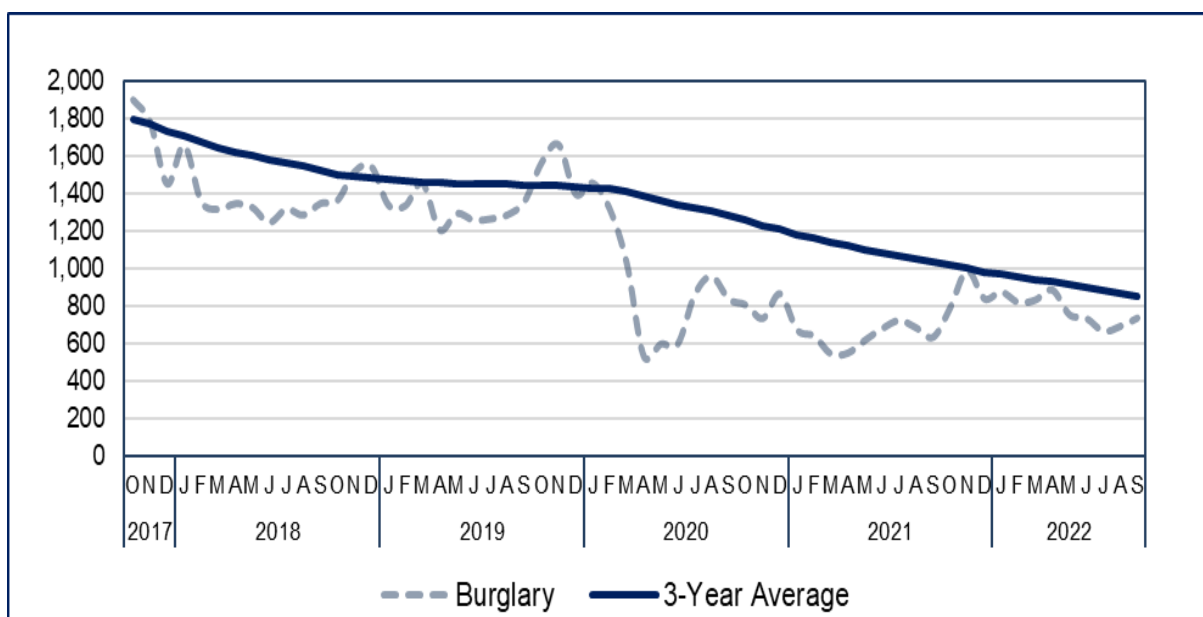


Chart 3: Crimes against the person - 5 Year Trend

Crimes against the person plateaued in 2020, following a gradual rise over the preceding 3 years. The reported level of crimes against the person was 18% higher in the 12 months to September 2022 compared with the 12 months previous. Reported incidents during COVID-19 decreased in accordance with periods of heightened restrictions (likely due to decreased public mobility and closure of licensed establishments during certain periods). A steady increase in 2021 is likely to be associated with the gradual easing of restrictions throughout the year. In 2022, however, reported crimes against the person have been 7% higher than the same period in 2019, indicating a possible resumption of the upward trend that was occurring before the pandemic. The most common offences in this category are minor assault and assault causing harm. Approximately two thirds of assault typically occur in public locations. Throughout the pandemic, changes in overall assault levels were driven primarily by changes in assault in public places, which have increased or decreased in line with the level of COVID-19 restrictions. Public assault increased by 36% in the 12 months to September 2022 compared with the 12 months previous, while assault in residences has increased by 6% during this time.

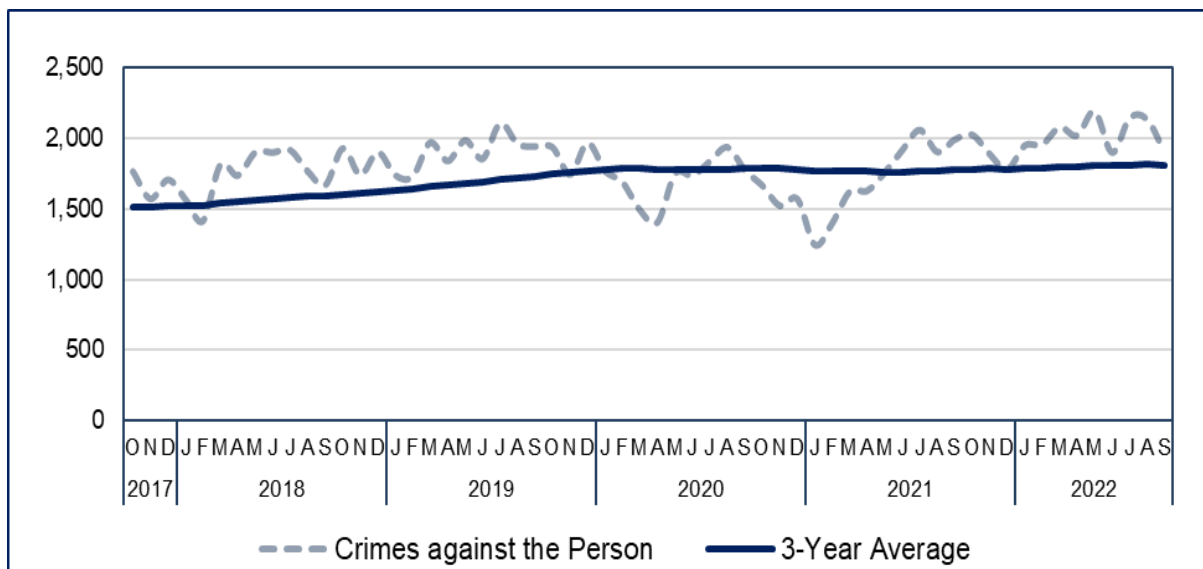


Chart 4: Sexual Offences - 5 Year Trend (to August 2022)

As previously reported, the Garda Information Services Centre (GISC) has implemented a batch data quality check on sexual offences to ensure the correct application of crime counting rules and, as such, this data can be reported on with a one-month time lag. Sexual offences have been increasing since early 2015 and although having plateaued in 2020, this upward trend had resumed in 2021. In the 12 months to August 2022, there has been an 8% decrease in reported sexual offences compared to the 12 months prior. The general increase in sexual offences prior to 2020 may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. Furthermore, ongoing efforts by An Garda Síochána regarding improvement of data quality and recording may be a contributing factor to the upward trend in recorded incidents of both sexual offences and crimes against the person in recent years. It therefore cannot be concluded that the increase in sexual offences (in recent years) is solely due to an increased level of incidents occurring.

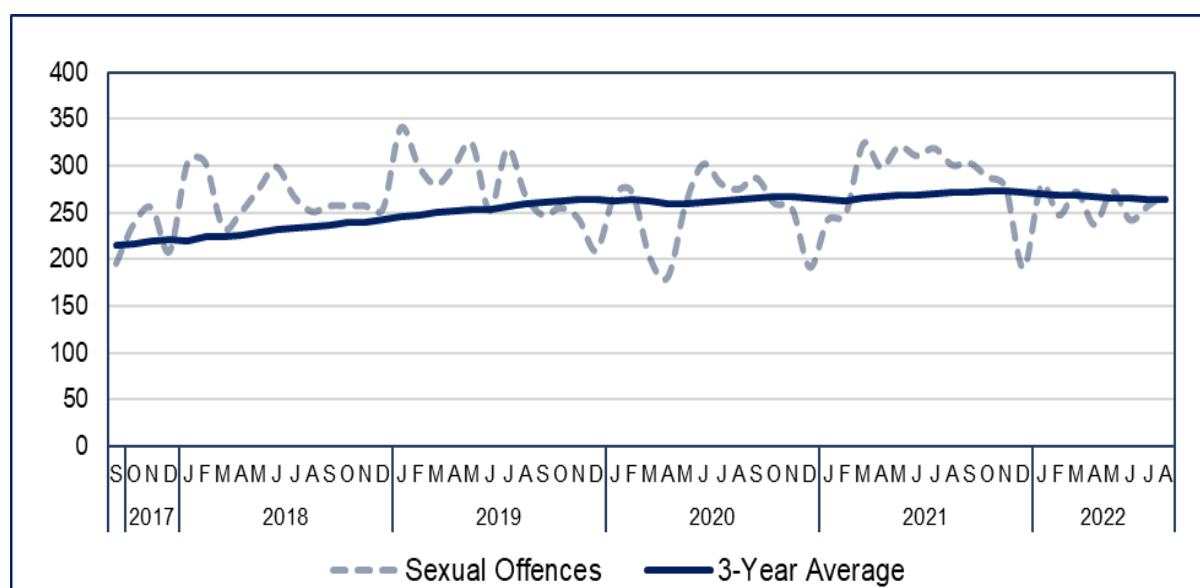


Chart 5: Total Criminal Damage - 5 Year Trend

Criminal damage incidents trended downwards from 2015 to 2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis, there were signs of resumption of this downward trend. There was an increase of 13% in the 12 months to September 2022 compared with the 12 months previous. While there was less of a change in reported criminal damage during COVID-19 (compared to other types of crime), levels have followed a similar pattern (reported incidents being lowest during periods of heightened restrictions (April 2020 and early 2021)). As with theft offences and crimes against the person, 2021 saw a steady increase in conjunction with the gradual easing of COVID-19 restrictions. Average reported criminal damage per month in 2022 has been similar to pre-pandemic levels (2018-2019).

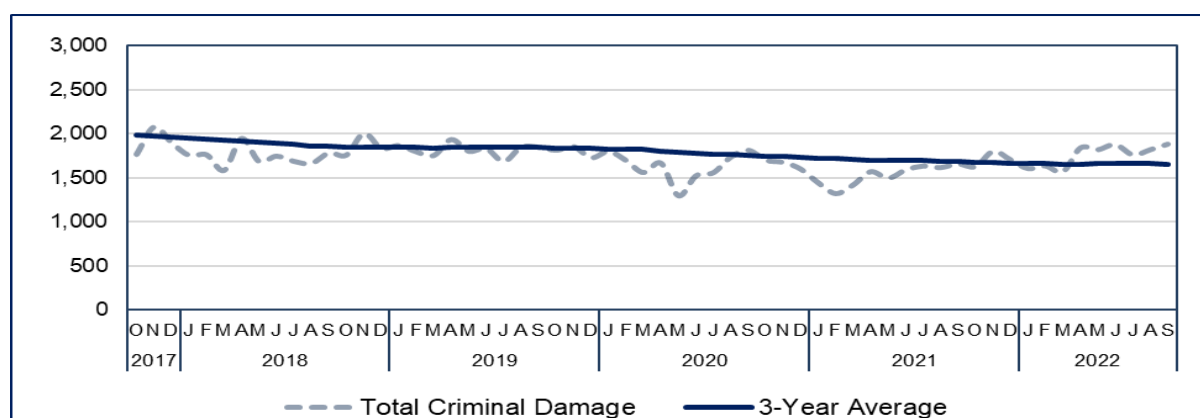
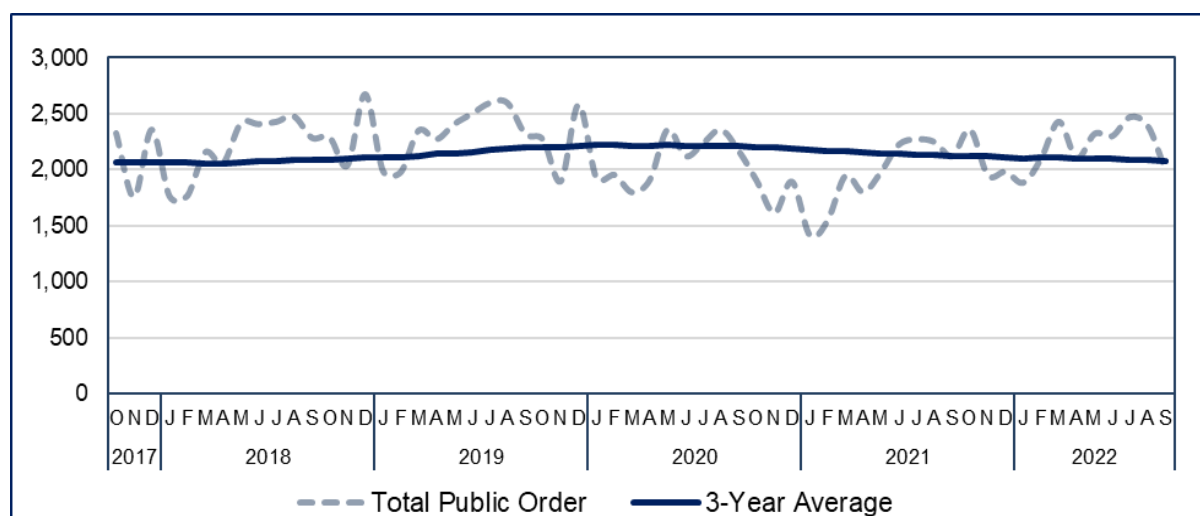


Chart 6: Total Public Order - 5 Year Trend

Total public order (public order and drunkenness) incidents showed a gradual upward trend starting in mid-2018 and, like other types of crime, saw a reduction in 2020 which caused this trend to plateau. There was an increase of 13% in the 12 months to September 2022 compared with the 12 months previous. Public order offences during this period were up 8%, while drunkenness offences over the same period increased by 26%. Public order tends to be higher in summer and also tends to spike at Christmas. The Christmas spike was not observed in 2021, which is likely due to restrictions placed on the night-time economy during this time.



9. Policing Successes

Throughout the month of September 2022, there were numerous incidents of notable 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 the incidents that occurred throughout the month of September 2022 are set out hereunder:

On 2 September 2022, following the notification of alleged offences relating to people smuggling, contrary to Sections 6 and 8 of the Criminal Justice (Smuggling of Persons) Act, 2021, personnel attached to the Garda National Immigration Bureau conducted a co-ordinated search operation. A suspect was arrested on suspicion of organising the unlawful entry of persons into the State between December 2021 and May 2022. The individual was subsequently released pending completion of a file to the DPP. Investigations are ongoing in relation to these matters.

Following the arrest of a person at a 'grow house', developments led Gardaí to believe that the person might in fact be a potential victim of human trafficking. Following investigation by the Human Trafficking Investigation and Coordination Unit (HTICU), it became clear that the person met the indicators for human trafficking, as they were controlled by debt and fear. On 2 September 2022, the person accepted the services provided to suspected victims of human trafficking and was released on bail, and provided with accommodation.

On 9 September 2022, as part of an ongoing intelligence led operation targeting the financial support structures of an organised crime group, personnel from the Garda National Drugs and Organised Crime Bureau (GNDOCB) effected the targeted stop and search of two vehicles. €73,060 in cash was located in one of the vehicles searched. In the course of a follow up search, two kilograms of cocaine, with an estimated street value of €140,000 and a further sum of cash totalling €25,180 were recovered. Two suspects were arrested, detained and subsequently charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act. A file in relation to money laundering is also being prepared for consideration of the DPP.

On 17 September 2022, the Garda Water Unit responded to an incident involving a person trapped in a cave. Upon arrival, members attended an operational meeting involving representatives from the Irish Coast Guard (IRCG), Civil Defence, Ambulance Services, the Royal National Lifeboat Institution (RNLI), and the Irish Cave Rescue Organisation (ICRO), and conducted a risk assessment. A member of the Garda Water Unit was deployed to the water with PPE, emergency equipment, communications and evacuation plans in place, with another member deployed in an IRCG safety vessel. The member swam into the cave and established that the person was responsive. Following a number of attempts, ICRO, with the assistance of all agencies, reached the casualty and commenced evacuation procedures. The person was brought to safety and transferred to hospital where they received further medical attention.

On 19 September 2022, whilst on mobile patrol, Gardaí observed suspicious activity around the front of a supermarket. Upon further examination, they encountered three suspects armed with knives, attempting to rob the shop. One suspect was arrested at the scene, however, the two remaining suspects fled on foot. Following a chase and violent resistance, one suspect was subsequently arrested. Both suspects were detained and later charged contrary to Section 14 of the Criminal Justice (Theft and Fraud Offences) Act, 2001 and were brought before the courts. One suspect was granted bail and the other was remanded in custody. Both suspects were remanded to future court sittings. Investigations remain ongoing to identify the third suspect involved in the robbery.

On 28 September 2022, Gardaí responded to reports of a distressed passenger in a van, who appeared to be calling for help. Multiple units were immediately deployed and upon encountering the vehicle, it became apparent that there were also children in the van. The Gardaí pursued the vehicle and subsequently deployed a stinger device, which brought the vehicle to a stop. The driver was arrested, while the passenger and the children were safely removed, and brought to hospital for medical checks. Following a period of detention, the suspect was charged with a number of offences, including dangerous driving, criminal damage and false imprisonment. A file is currently being prepared for the DPP where further charges may be directed.

On 29 September 2022, as part of an ongoing investigation into accommodation fraud, where at least 14 injured parties were identified with fraud amounting to over €12,000, Garda personnel conducted a co-ordinated search of two premises. During the course of the searches, approximately €6,000 in cash, mobile phones and documents in connection to the offences were recovered. Two suspects were arrested, subsequently charged and are currently before the courts.

Also on 29 September 2022, as part of an ongoing intelligence led operation targeting serious and organised crime, personnel attached to GNDOCB, assisted by the local Divisional Drug Unit and personnel from the Revenue and Customs Service, effected a controlled delivery of a consignment believed to contain 35kg of cannabis herb. In the course of a follow up search, a further 35kg of cannabis herb was recovered. One suspect was arrested, detained and subsequently charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act.

On 30 September 2022, Gardaí responded to a call stating that a passenger in a vehicle on the M50 was seen holding a handgun. Following the identification of a safe location, members of the Armed Support Unit, with the assistance of personnel attached to the Roads Policing Unit, performed a tactical vehicle containment. The vehicle was brought to a safe stop, the occupants were directed out of the vehicle and subsequently arrested. A black replica handgun was located concealed in the glovebox. Both the driver and the passenger were subsequently arrested and later released pending further investigation.

10. Community Engagement and Organisational Initiatives

An Garda Síochána “Age Friendly Initiative”

On 5 September 2022, Gardaí in the North Western Region launched An Garda Síochána Age Friendly Initiative. The initiative aims to reassure older people and those who have been identified as vulnerable that An Garda Síochána will be there for them, and will continue to build upon our community engagement initiatives developed throughout the pandemic. Community Gardaí from the division will pay special attention and visit the homes of older people, and those who have been identified as vulnerable. In addition, a bespoke magnet has been designed and this will be distributed, together with a crime prevention pack, to all vulnerable older persons.

Soccer Against Racism Ireland SoccerFest

On 10 September 2022, the Garda National Diversity and Integration Unit facilitated transport for a group of young Ukrainian refugees to attend the Soccer Against Racism Ireland SoccerFest at the Garda sports grounds at the Phoenix Park. The annual SoccerFest is an inter-cultural tournament, attracting young people of different nationalities, including teams from Direct Provision Centres and refugee communities. It was a great opportunity for members to engage with young people from new communities in Ireland, and promote the values of respect and inclusion.

European High Risk Security Network Project

From 12-15 September 2022, Armed Support Unit (ASU) members, the STOC Training Unit and national negotiators hosted the first European High Risk Security Network Project in the Garda College. Officers from nine EU countries, along with ASU representatives from regional centres attended, in addition to members of the HSE incident response team. The exercise focused on firearms response to Critical and Firearms Incident Command (CFIC), exercising command and control of the incident at scene, identifying different zones and tactical rescue response. It also included how to deal with injuries.



Strategic Approach to Offender Recidivism (SAOR) Train the Trainers Programme

From 13-15 September 2022, An Garda Síochána facilitated the Strategic Approach to Offender Recidivism (SAOR) Train the Trainers Programme. SAOR aims to reduce recidivism through the training of case managers for the organisation. Successful implementation of this project ensures the effective management and implementation of case managers and improved inter agency co-operation. It also ensures consistency in how An Garda Síochána will work with external partners. As part of the training, a number of stakeholders, including Tusla, the Probation Service, the Irish Prison Service and Oberstown Children Detention Campus were invited to talk about the services they provide from a practical perspective.

“Make Way Day” 2022

On 30 September 2022, An Garda Síochána supported the Disability Federation of Ireland’s “Make Way Day” 2022 by implementing “Operation Enable” nationwide. The aim of this operation was to pro-actively engage with motorists in relation to parking offences and, where necessary, enforce the law in relation to offences such as parking on footpaths and in disabled bays.



2022 National Ploughing Championships

The 2022 National Ploughing Championships took place from 20-22 September 2022 in Co. Laois. The event afforded An Garda Síochána an opportunity to further pledge its commitment to enhance and develop policing in partnership with our communities, by giving the public relevant crime prevention advice and to showcase the diverse work of the Garda organisation. The Garda National Community Engagement Bureau assisted in the arranging and hosting of a Garda marquee for the event. Members engaged with the public and promoted crime prevention advice on winter burglary associated crime (for example bogus callers), farm security and road safety. The Garda National Roads Policing Bureau also attended the tent and engaged with the public on topics such as road safety and road traffic legislation. The Mobility Team from Garda ICT was also present and provided demonstrations of the technology available to assist roads policing units in tackling road traffic offences.

Rural Safety Plan 2022-2024

In addition, on 21 September 2022, the Minister of State at the Department of Justice launched the Rural Safety Plan 2022-2024 at the National Ploughing Championships. The vision of the Rural Safety Plan is for people and communities in rural Ireland to feel safe, and be safe in their homes, their places of work and their local environments. The plan builds on the work of the National Rural Safety Forum, which is co-chaired by Assistant Commissioner Roads Policing and Community Engagement, and Deputy President of the Irish Farmers' Association, and comprises organisations and people with a common purpose of ensuring rural safety.



A farm security crime prevention leaflet to promote farm security, property marking and the reporting of suspicious behaviour in rural communities was also created by An Garda Síochána. This leaflet was issued at the National Ploughing Championships to farmers and farming associations.

11. Update on Mother and Baby Homes Investigations

The Garda National Protective Services Bureau (GNPSB) continues to engage with persons impacted by issues associated with Mother and Baby Homes. As of 4 October 2022, the number of complaints received at GNPSB (all sources) remains at 89.

There have been no changes since the previous report, no new referrals have been received and no cases have been closed.

Overall, of the total 89 reports received to date, 69 cases have been closed and 20 cases remain open, and are subject to further engagement or investigation, if warranted.

12. Operating Model

Crime and Community Engagement Functional Areas

The Cork City, Kerry, Galway, Limerick, and Mayo/Roscommon/Longford Divisions are now operating in the Functional Area structure. On 4 September 2022, the Galway and Limerick Divisions fully stood up their Crime and Community Engagement Functional Areas, followed by the Mayo/Roscommon/Longford Division on 18 September 2022. This means:

- The Mayo/Roscommon/Longford Division is the first amalgamating division to stand up the Functional Area model.
- The Limerick and Mayo/Roscommon/Longford Divisions established their Crime Functional Areas and aligned districts to Community Engagement Functional Areas within the divisions. The Galway Division had already established their Crime and Community Engagement Functional Areas under the Divisional Policing Model pilot. The alignment of former districts to Community Engagement Functional Areas is outlined in table 1.
- Garda stations are aligned to a Community Engagement Functional Area in each division.
- Garda personnel are formally aligned to one of the four Functional Areas (Community Engagement, Crime, Performance Assurance and Business Services) in each division.
- PULSE 7.8 was deployed to align PULSE with the Operating Model Functional Area structure in the Galway, Limerick and Mayo/Roscommon/Longford Divisions.

Table 1: District to Community Engagement Functional Area alignment

| Division | Former Districts | Community Engagement Functional Areas |
|---------------------------------|--|--|
| Galway | Clifden | Galway County West Community Engagement |
| | Salthill | |
| | Galway | Galway City Community Engagement |
| | Ballinasloe | Galway County East Community Engagement |
| | Tuam | |
| | Loughrea | |
| Limerick | Limerick City North | Limerick City North Community Engagement |
| | Limerick City South | Limerick City South Community Engagement |
| | Newcastle West | Limerick County Community Engagement |
| | Bruff | |
| Mayo/ Roscommon/ Longford | Castlebar | Mayo South Community Engagement |
| | Westport | |
| | Claremorris (<i>District split across Mayo North & Mayo South</i>) | |
| | Claremorris (<i>District split across Mayo North & Mayo South</i>) | Mayo North Community Engagement |
| | Ballina | |
| | Swinford | |
| | Belmullet | |
| | Roscommon | Roscommon Community Engagement |
| | Castlerea | |
| | Longford | Longford Community Engagement |
| | Granard | |

These changes have been delivered in collaboration with the national sections and headquarter functions, including ICT, GISC, GSAS, HRPD, Finance and Estate Management. Dublin Metropolitan Region (DMR) South Central will be the next division to introduce these changes.

Business Services and Performance Assurance Functional Areas

Implementation of the Business Services and Performance Assurance Functional Areas continued, where feasible. Seventeen divisions have commenced the implementation of the Business Services Functional Area, with five of these divisions having fully implemented the standardised processes. Five divisions have commenced the implementation of the Performance Assurance Functional Area standardised processes (Kerry, Cork City, Galway, Limerick, and Mayo/Roscommon/Longford), with the DMR South Central Division conducting planning activities to support implementation.

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. | | | | | | | | | | | | |
|------------------------|--|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-------------------|
| | 2022 | | | | | | | | | | | | |
| | Jan | Feb | Mar | April | May | June | July | August | Sept | Oct | Nov | Dec | Total to end 2022 |
| Assistant Commissioner | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 2 | 0 | 0 | 6 |
| Chief Superintendent | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 1 | 1 | 1 | 7 |
| Superintendent | 3 | 2 | 2 | 1 | 0 | 3 | 1 | 1 | 0 | 0 | 0 | 1 | 14 |
| Total | 3 | 2 | 4 | 1 | 1 | 4 | 2 | 2 | 2 | 3 | 1 | 2 | 27 |

Appendix B – Numbers and vacancies in specified ranks

| <i>Data as at the end of September 2022</i> | | | | | | | | | | | | | |
|---|------------|---|-------------------------------------|--------------|----------|--------------|-------------|-----------|-----------|--------------------------|---------------------------------------|-----------------------|---|
| Rank | ECF | Position at end of last month – August 2022 | Appointed in Month – September 2022 | Career Break | | Resignations | Retirements | | Demotions | Con sequential 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 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | *10 | 0 |
| Chief Superintendent | 47 | 43 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | -4 | 39 | 8 |
| Superintendent | 168 | 168 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 168 | 0 |
| Total | 223 | 219 | 2 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | -2 | 217 | 8 |

* ECF for AC rank temporarily increased to 10 to facilitate promotions on 12/09/2022 of AC Foster and AC Cleary. ECF will revert back to 8 in October 2022 when two (2) retirements take effect.

Appendix C – Breakdown of Garda Leave – Garda Members

| As at 30.09.22 | Gender | Work Share | Career Break | Maternity Leave | Unpaid Maternity | Paternity Leave | Parental Leave | SWY | Carers |
|----------------|--------------|------------|--------------|-----------------|------------------|-----------------|----------------|-----|--------|
| Garda | Male | 2 | 34 | 0 | 0 | 10 | 22 | 1 | 2 |
| | Female | 82 | 24 | 43 | 28 | 0 | 85 | 2 | 9 |
| Sergeant | Male | 1 | 2 | 0 | 0 | 1 | 3 | 0 | 0 |
| | Female | 1 | 0 | 6 | 1 | 0 | 5 | 0 | 1 |
| Inspector | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Superintendent | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Female | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| | Total Male | 3 | 36 | 0 | 0 | 11 | 25 | 1 | 2 |
| | Total Female | 83 | 24 | 49 | 30 | 0 | 90 | 2 | 10 |
| | Total | 86 | 60 | 49 | 30 | 11 | 115 | 3 | 12 |

Appendix D – Breakdown of Garda Leave – Garda Staff

| As at 30.09.22 | Gender | Work Share | Career Break | Maternity Leave | Unpaid Maternity | Parental Leave | Paternity Leave | SWY | Carers |
|-------------------|--------------|------------|--------------|-----------------|------------------|----------------|-----------------|-----|--------|
| CO | Male | 5 | 4 | 0 | 0 | 3 | 0 | 0 | 0 |
| | Female | 232 | 19 | 24 | 8 | 58 | 0 | 3 | 3 |
| EO | Male | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| | Female | 37 | 15 | 7 | 3 | 29 | 0 | 0 | 4 |
| AO | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Female | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| HEO | Male | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Female | 5 | 2 | 2 | 1 | 5 | 0 | 0 | 0 |
| AP | Male | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 |
| | Female | 1 | 1 | 0 | 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 | 1 | 0 | 0 | 0 |
| | Female | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| Cleaner | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Female | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Accountant | Male | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| | Female | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Researcher | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Total Male | 6 | 5 | 0 | 0 | 8 | 0 | 0 | 0 |
| | Total Female | 283 | 38 | 34 | 12 | 94 | 0 | 3 | 7 |
| | Total | 289 | 43 | 34 | 12 | 102 | 0 | 3 | 7 |

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 2022 | 1,670 | 179 | 139 | 8 | 19 | 1 | 1,828 | 188 |
| Aug 2022 | 1,475 | 181 | 106 | 10 | 12 | 1 | 1,593 | 192 |
| July 2022 | 1,471 | 174 | 135 | 12 | 14 | 1 | 1,620 | 187 |
| June 2022 | 1,460 | 187 | 138 | 11 | 13 | 1 | 1,611 | 199 |
| May 2022 | 1,514 | 190 | 122 | 13 | 16 | 1 | 1,652 | 204 |
| Apr 2022 | 1,516 | 180 | 114 | 12 | 11 | 1 | 1,641 | 193 |
| Mar 2022 | 1,606 | 185 | 131 | 15 | 13 | 1 | 1,750 | 201 |
| Feb 2022 | 1,320 | 193 | 112 | 15 | 16 | 1 | 1,448 | 209 |
| Jan 2022 | 1,113 | 188 | 100 | 15 | 9 | 1 | 1,222 | 204 |
| Dec 2021 | 1,377 | 189 | 130 | 17 | 12 | 1 | 1,519 | 207 |
| Nov 2021 | 1,559 | 181 | 135 | 15 | 6 | 1 | 1,700 | 197 |
| Oct 2021 | 1,492 | 167 | 130 | 15 | 10 | 2 | 1,632 | 184 |
| Sept 2021 | 1,405 | 168 | 117 | 16 | 7 | 1 | 1,529 | 185 |

Garda Members – Instances of Absence

| | Garda | | Sergeant | | Inspector and above | | Total | |
|-----------|-------|-----|----------|-----|---------------------|-----|-------|-----|
| | OI | IOD | OI | IOD | OI | IOD | OI | IOD |
| Sept 2022 | 1,786 | 181 | 147 | 8 | 19 | 1 | 1,952 | 190 |
| Aug 2022 | 1,544 | 181 | 110 | 10 | 12 | 1 | 1,666 | 192 |
| July 2022 | 1,563 | 174 | 137 | 13 | 16 | 1 | 1,716 | 188 |
| June 2022 | 1,572 | 188 | 147 | 11 | 13 | 1 | 1,732 | 200 |
| May 2022 | 1,626 | 192 | 131 | 14 | 17 | 1 | 1,774 | 207 |
| Apr 2022 | 1,605 | 181 | 118 | 12 | 11 | 1 | 1,734 | 194 |
| Mar 2022 | 1,725 | 188 | 136 | 15 | 13 | 1 | 1,874 | 204 |
| Feb 2022 | 1,401 | 193 | 116 | 15 | 15 | 1 | 1,532 | 209 |

| | | | | | | | | |
|------------------|-------|-----|-----|----|----|---|--------------|------------|
| Jan 2022 | 1,178 | 191 | 106 | 15 | 9 | 1 | 1,293 | 207 |
| Dec 2021 | 1,462 | 190 | 137 | 17 | 12 | 1 | 1,611 | 208 |
| Nov 2021 | 1,662 | 182 | 146 | 16 | 6 | 1 | 1,814 | 199 |
| Oct 2021 | 1,585 | 170 | 139 | 15 | 10 | 2 | 1,734 | 187 |
| Sept 2021 | 1,488 | 169 | 119 | 16 | 8 | 1 | 1,615 | 186 |

Garda Members – Number of Days Absent

| | Garda | | Sergeant | | Inspector and above | | Total | |
|------------------|---------------|----------------|-----------------|------------|----------------------------|------------|-----------------|----------------|
| | OI | IOD | OI | IOD | OI | IOD | OI | IOD |
| Sept 2022 | 14,825 | 4,986.5 | 1,414 | 240 | 302 | 30 | 16,541 | 5,256.5 |
| Aug 2022 | 13,782 | 5,258.5 | 1,516.5 | 254 | 207 | 31 | 15,505.5 | 5,543.5 |
| July 2022 | 14,104.5 | 5,071 | 1,683.5 | 348 | 263.5 | 31 | 16,051.5 | 5,450 |
| June 2022 | 12,461 | 5,195.5 | 1,480.5 | 304 | 212 | 30 | 14,153.5 | 5,529.5 |
| May 2022 | 13,567 | 5,435.5 | 1,313 | 351.5 | 160 | 31 | 15,040 | 5,818 |
| Apr 2022 | 13,185.5 | 5,108 | 1,185 | 335 | 241 | 30 | 14,611.5 | 5,473 |
| Mar 2022 | 13,719.5 | 5,220 | 1,282 | 370.5 | 193.5 | 31 | 15,195 | 5,621.5 |
| Feb 2022 | 11,239 | 4,990 | 1,106.5 | 393 | 196 | 28 | 12,541.5 | 5,411 |
| Jan 2022 | 11,109 | 5,519.5 | 1,083.5 | 446 | 147 | 31 | 12,339.5 | 5,996.5 |
| Dec 2021 | 13,453.5 | 5,546.5 | 1,498 | 504 | 213 | 31 | 15,164.5 | 6,081.5 |
| Nov 2021 | 13,390 | 5,059 | 1,319 | 451 | 131 | 30 | 14,840 | 5,540 |
| Oct 2021 | 13,511 | 4,828 | 1,374 | 465 | 134 | 62 | 15,019 | 5,355 |
| Sept 2021 | 11,986.5 | 4,654.5 | 1,221.5 | 446 | 111.5 | 30 | 13,319.5 | 5,130.5 |

Garda Members – Ordinary Illness

| Month | No. of Days Absent | Variance | % Variance |
|------------------|---------------------------|-----------------|-------------------|
| Sept 2022 | 16,541.00 | 1,035.5 | 6.68% |
| Aug 2022 | 15,505.50 | -546.00 | -3.40% |
| July 2022 | 16,051.50 | 1,898.00 | 13.41% |
| June 2022 | 14,153.50 | -886.50 | -5.89% |
| May 2022 | 15,040.00 | 428.50 | 2.93% |
| Apr 2022 | 14,611.50 | -583.50 | -3.84% |
| Mar 2022 | 15,195.00 | 2,653.50 | 21.15% |

| | | | |
|------------------|-----------|-----------|---------|
| Feb 2022 | 12,541.50 | 202.00 | 1.63% |
| Jan 2022 | 12,339.50 | -2,825.00 | -18.63% |
| Dec 2021 | 15,164.50 | 324.50 | 2.19% |
| Nov 2021 | 14,840.00 | -179.00 | -1.19% |
| Oct 2021 | 15,019.00 | 1,699.50 | 12.76% |
| Sept 2021 | 13,319.50 | -137.50 | -1.02% |

Garda Members – Injury on Duty

| Month | No. of Days Absent | Variance | % Variance |
|------------------|--------------------|----------------|---------------|
| Sept 2022 | 5,256.50 | -287.00 | -5.18% |
| Aug 2022 | 5,543.50 | 93.50 | 1.72% |
| July 2022 | 5,450.00 | -79.50 | -1.44% |
| June 2022 | 5,529.50 | -288.50 | -4.96% |
| May 2022 | 5,818.00 | 345.00 | 6.30% |
| Apr 2022 | 5,473.00 | -148.50 | -2.64% |
| Mar 2022 | 5,621.50 | 210.50 | 3.89% |
| Feb 2022 | 5,411.00 | -585.50 | -9.76% |
| Jan 2022 | 5,996.50 | -85.00 | -1.40% |
| Dec 2021 | 6,081.50 | 541.50 | 9.77% |
| Nov 2021 | 5,540.00 | 185.00 | 3.45% |
| Oct 2021 | 5,355.00 | 224.50 | 4.38% |
| Sept 2021 | 5,130.50 | -22.50 | -0.44% |

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

| Month | No. of Days Absent | LTR |
|------------------|--------------------|--------------|
| Sept 2022 | 16,541.00 | 4.36% |
| Aug 2022 | 15,505.50 | 4.08% |
| July 2022 | 16,051.50 | 4.21% |
| June 2022 | 14,153.50 | 3.72% |
| May 2022 | 15,040.00 | 3.94% |
| Apr 2022 | 14,611.50 | 3.84% |
| Mar 2022 | 15,195.00 | 3.98% |
| Feb 2022 | 12,541.50 | 3.28% |
| Jan 2022 | 12,339.50 | 3.23% |
| Dec 2021 | 15,164.50 | 3.99% |
| Nov 2021 | 14,840.00 | 3.91% |
| Oct 2021 | 15,019.00 | 3.94% |
| Sept 2021 | 13,319.50 | 3.49% |

Garda Staff – Numbers who availed of sick leave

| Date | No. |
|-----------|-----|
| Sept 2022 | 393 |
| Aug 2022 | 321 |
| July 2022 | 358 |
| June 2022 | 355 |
| May 2022 | 377 |
| Apr 2022 | 330 |
| Mar 2022 | 363 |
| Feb 2022 | 340 |
| Jan 2022 | 319 |
| Dec 2021 | 346 |
| Nov 2021 | 415 |
| Oct 2021 | 375 |
| Sept 2021 | 360 |

Garda Staff – Instances of Absence

| Date | Administrative Grades | Technical and Professional | <i>Total</i> |
|-----------|-----------------------|----------------------------|--------------|
| Sept 2022 | 432 | 4 | 436 |
| Aug 2022 | 340 | 4 | 344 |
| July 2022 | 368 | 6 | 374 |
| June 2022 | 389 | 6 | 395 |
| May 2022 | 397 | 6 | 403 |
| Apr 2022 | 348 | 2 | 350 |
| Mar 2022 | 398 | 1 | 399 |
| Feb 2022 | 371 | 2 | 373 |
| Jan 2022 | 330 | 3 | 333 |
| Dec 2021 | 364 | 6 | 370 |
| Nov 2021 | 433 | 11 | 444 |
| Oct 2021 | 391 | 9 | 400 |
| Sept 2021 | 379 | 4 | 383 |

Garda Staff – Number of days absent

| Date | Administrative Grades | Technical and Professional | No. of Days Absent | Monthly Variance | % Variance |
|------------------|-----------------------|----------------------------|--------------------|------------------|--------------|
| Sept 2022 | 3,474.00 | 34 | 3,508.00 | 51 | 1.48% |
| Aug 2022 | 3,392.00 | 65 | 3,457.00 | -294.00 | -7.84% |
| July 2022 | 3,683.00 | 68 | 3,751.00 | 339.00 | 9.94% |
| June 2022 | 3,370.00 | 42 | 3,412.00 | -8.00 | -0.23% |
| May 2022 | 3,363.00 | 57 | 3,420.00 | -309.00 | 8.29% |
| Apr 2022 | 3,669.00 | 60 | 3,729.00 | 66.50 | 1.81% |
| Mar 2022 | 3,580.00 | 82.50 | 3,662.50 | 326.50 | 9.78% |
| Feb 2022 | 3,336.00 | 0 | 3,336.00 | 162.00 | 5.10% |
| Jan 2022 | 3,114.00 | 60 | 3,174.00 | -350.50 | -9.94% |
| Dec 2021 | 3,440.50 | 84 | 3,524.50 | -652.00 | -15.61% |
| Nov 2021 | 4,008.50 | 168 | 4,176.50 | 72.50 | 1.77% |
| Oct 2021 | 3,986.00 | 118 | 4,104.00 | 225.50 | 5.81% |
| Sept 2021 | 3,787.50 | 91 | 3,878.50 | -143.00 | -3.56% |

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

| Date | Days Absent | LTR |
|------------------|-----------------|--------------|
| Sept 2022 | 3,508.00 | 4.52% |
| Aug 2022 | 3,457.00 | 4.55% |
| July 2022 | 3,751.00 | 4.83% |
| June 2022 | 3,412.00 | 4.40% |
| May 2022 | 3,420.00 | 4.40% |
| Apr 2022 | 3,729.00 | 4.78% |
| Mar 2022 | 3,662.50 | 4.67% |
| Feb 2022 | 3,336 | 4.23% |
| Jan 2022 | 3,174 | 4.03% |
| Dec 2021 | 3,524.50 | 4.48% |
| Nov 2021 | 4,176.50 | 5.29% |
| Oct 2021 | 4,104.00 | 5.21% |
| Sept 2021 | 3,878.50 | 4.93% |

Number of Garda Members absent due to mental health

| Date | Number of Garda Members absent due to mental health | Number of days absent due to mental health |
|-----------|---|--|
| Sept 2022 | 23 | 478.5 |
| Aug 2022 | 16 | 416 |
| July 2022 | 18 | 493 |
| June 2022 | 21 | 559 |
| May 2022 | 21 | 544 |
| Apr 2022 | 18 | 497 |
| Mar 2022 | 18 | 523 |
| Feb 2022 | 19 | 488 |
| Jan 2022 | 18 | 451.5 |
| Dec 2021 | 25 | 720 |
| Nov 2021 | 18 | 452 |
| Oct 2021 | 17 | 470 |
| Sept 2021 | 17 | 448 |

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 2022

Sick absence days for both Garda members and Garda Staff reflect an increase in the last month. Likewise, instances of sick absence leave, and the number of Garda members and Garda Staff availing of sick absence leave display an increase, in comparison to the previous month. Comparing September 2022 to September 2021, year on year ordinary illness days have significantly increased for Garda members by 24.19%, however, they have decreased for Garda Staff by 9.55%.

Injury on duty sick absence shows a decrease this month, however, comparing September 2022 to September 2021, year on year injury on duty has increased by 2.46%. 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 (Garda members only) and ordinary illness (Garda members and Garda Staff).

Injury on Duty

Overall, injury on duty for Garda members shows a decrease in the last month over the number of sick absence days at 5.18%. Instances of sick absence reflect a decrease of 1.04%. Likewise, the number of Garda members availing of sick absence leave month on month displays a decrease of 2.08%.

Ordinary Illness

The number of sick absence days, month on month, shows an increase of 6.68% for Garda members and an increase of 1.48% for Garda Staff. The instances of sick absence, month on month, show an increase both for Garda members at 17.17% and for Garda Staff at 26.74%. The number of members availing of sick absence leave reflects a 14.75% increase for Garda members and a 22.43% increase for Garda Staff.

As reported previously, 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 23, which reflects a 43.75% increase from August 2022. The number of sick day absences for Garda members in September 2022 was 478.5 days, which also shows an increase from August 2022 that can be seen at 15.02%.

COVID-19 Pandemic

The Department of Public Expenditure and Reform issued guidance on the recording of absence as a result of the COVID-19 pandemic. Absence is not recorded as sick absence, but as special paid leave for seven (7) days from 1 July 2022 and applies in the following circumstances;

- Employees that had a positive COVID-19 test.

After the seven day period of special paid leave, the absence will be recorded as an ordinary absence. Any increase in sick absence related to the COVID-19 pandemic will be reflected in the reported figures from July 2022.