



An Garda Síochána

Monthly Report to the Policing Authority

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

February 2022

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
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Luaigh an uimhir tharaghta seo a leanas le do thoil:
Please quote the following ref. number: **CMR_86-31412/22**

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 second report forwarded during 2022, outlining the key aspects of the administration and operation of An Garda Síochána for the month of January 2022, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

This month we have not provided an update regarding the National Policing Plan for COVID-19. Government announced on Friday, 21 January 2022 that most public health measures would be removed from 6am on Saturday, 22 January 2022. The only remaining regulation in place until 28 February 2022 is the requirement for mask wearing in all settings where currently regulated for. In addition, you will note that there is no 'Policing Plan performance at a glance report'. As we commence the transition to quarterly reporting, we will be in a position to provide updates in line with the agreed cycle. As our engagements progress regarding the new reporting structure, we will work with you to include appropriate data in specific reports as required.

An update regarding complaints received following the publication of the Final Report of the Commission of Investigation into Mother and Baby Homes is provided at Section 12 and an update regarding the Operating Model is provided at Section 13.

Yours sincerely,

JOHN DOLLARD
CHIEF SUPERINTENDENT
OFFICE OF THE COMMISSIONER
February 2022

Message from the Commissioner

The beginning of any new year is marked by a renewed sense of energy and optimism. Lots of us make a conscious effort to start out as we mean to go on. As an organisation, An Garda Síochána has been focused on continuing to deliver on its policing priorities and, above all, keep people safe over the weeks and months ahead.

The circumstances surrounding recent prominent investigations by An Garda Síochána have cast an even deeper light on the very serious issue of gender based violence in our society. Garda personnel are dedicated to reassuring the public that An Garda Síochána is here to listen, protect and support anyone who may be experiencing any form of domestic abuse or gender based violence. We have a collective responsibility to send a strong message to perpetrators that it will not be tolerated.

Operation Faoiseamh is now in its sixth phase and the provisional 2021 figures published this month indicate that Gardaí responded to over 48,400 incidents of domestic abuse, a 10% increase on the 12 months previous. In the region of 8,600 criminal charges were preferred during 2021 for crimes involving an element of domestic abuse, and while this also represents a 13% increase, we are concentrated on encouraging more and more victims to report their experience and seek justice.

Our provisional crime statistics were also published in recent weeks, as was the data gathered during An Garda Síochána Christmas and New Year Road Safety Campaign 2021. It is obvious from all of the findings that Gardaí are working immensely hard to detect and prevent crime. Separately this month, Gardaí, together with our partners in Revenue Customs Service, conducted several joint operations that led to the discovery of over €6.1m in illegal drugs. This has reduced the drug supply in communities and denied profits to organised crime.

During January 2022, 148 Gardaí were attested as sworn members. This brings the strength of An Garda Síochána to 14,411 and close to 30% female representation, one of the highest among police services in Europe. These Garda Trainees will now take on operational duties and further enhance our frontline presence to keep people safe nationwide.

The Omicron variant of Covid-19 caused significant challenges in terms of organisational resilience in early 2022 and challenges around the provision of training. However, in recent weeks, our resilience levels are returning to normal and training has resumed. As we look ahead to commemorating the Centenary of An Garda Síochána from next month, I believe the valuable contribution and dedication of Garda personnel in communities all over Ireland is deeply appreciated. This year, we aim to continue building on this mutual trust and respect.

ANNE MARIE MCMAHON
ACTING COMMISSIONER

1. Finance

Financial Expenditure and Receipts

	2022 Allocation €'000	Expenditure/Receipts end January €'000	Remaining Feb -Dec €'000	Remaining %
Gross Total	2,062,342	149,548	1,912,794	93%
Appropriation in Aid (receipts)	105,988	8,929	97,059	92%
Net Total	1,956,354	140,619	1,815,735	

The total gross 2022 allocation for An Garda Síochána is €2.06b and net allocation is €1.96b. At the end of January 2022, the total combined gross expenditure is €149.5m (7% of allocation). As per instructions from the Department of Public Expenditure and Reform, the budget profile for January 2022 is the same as the actual expenditure for January 2022 and thus, there are no variances in January 2022.

Current Allocation and Expenditure

The gross current allocation for 2022 is €1.916b with pay of €1.307b (including pay for the Garda College). Expenditure on pay in January 2022 was €98.5m. Expenditure on the salaries pay element to end January 2022 was €89.9m. Expenditure on the overtime element was €8.5m.

In respect of superannuation of €380.84m, the expenditure in January 2022 was €30.1m. In relation to non-pay of €228.08m (including the Garda College), expenditure on non-pay in January 2022 was €7.35m.

Capital Allocation and Expenditure

The gross capital allocation for 2022 is €146.5m and expenditure on capital (including the Garda College) in January 2022 was €13.58m.

Appropriations in Aid

Appropriations in Aid are €8.9m at the end of January 2022.

Estate Management January 2022

Phoenix House

A new facility for Garda ICT has been provided at Conyngham Road, Dublin 8. This facility has been completed and handed over to An Garda Síochána, and Garda ICT is in the process of moving in.

Developments in January 2022

The following projects reached substantial completion and the buildings were handed over to An Garda Síochána. Minor 'snagging' works continue, with active engagement ongoing between the OPW and An Garda Síochána.

- **Fitzgibbon Street Garda Station:** Substantial completion was reached and handover of the station from the OPW to An Garda Síochána occurred in October 2021. The public office has been opened and snagging works are ongoing to facilitate the full occupation of the remainder of the station.

- **Athlone Garda Station:** As reported last month, phase 2 and phase 3 of the refurbishment and expansion of Athlone Garda Station were substantially completed, and the building was handed over to An Garda Síochána in December 2021, with the building fully occupied in January 2022.

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:

- **Navan Garda Station:** The project commenced in Q2 2021, comprising a full cell refurbishment, the provision of enhanced custody facilities and creation of a number of offices on the 1st floor, providing additional accommodation for Garda personnel. The scheduled completion is Q4 2022.
- **Bailieboro Garda Station:** Contractors are on site and work commenced on 24 January 2022. The OPW advise that this is a 90 week programme of works.

2. Human Resources and People Development

- As at 31 January 2022, the Garda strength stood at 14,354 (14,311.5 WTE) and Garda staff at 3,392 (3,171 WTE). A full breakdown by rank, grade and gender is outlined below.
- For the first time in the history of An Garda Síochána, all Garda members will receive online payslips. In January 2022, the Commissioner, Deputy Commissioners, Assistant Commissioners, Chief Superintendents, Superintendents and Garda Trainees transitioned to online payslips successfully. On 14 February 2022, the final cohort of Garda, Sergeant and Inspector rank will begin the transition, with the last printed payslips being issued on 10 March 2022 by the Payroll Shared Services.
- The Garda to Sergeant promotion competition is currently underway and the first order of merit list of successful candidates was sent to An Garda Síochána in early February 2022.
- The Sergeant to Inspector promotion competition was launched on 3 December 2021 and pre-test information for the Inspectors promotion competition issued on 8 February 2022.
- Work continues on resourcing additional and new Garda staff posts based upon prior sanctions for recruitment received from the Policing Authority.
- As of 31 January 2022, under the Garda Reassignment Initiative, 859 roles formally held by Garda members have been assigned to Garda staff, inclusive of 15 this year.

Garda Strengths

Rank	As at 31 January 2022	Male	%	Female	%	WTE
Commissioner	1	1	100%	0	0%	1
Deputy Commissioner	2	0	0%	2	100%	2
Assistant Commissioner	8	5	62%	3	38%	8
Chief Superintendent	48	38	79%	10	21%	48
Superintendent	165	143	87%	22	13%	165
Inspector	408	332	81%	76	19%	408
Sergeant	1,877	1,432	76%	445	24%	1,876
Garda	11,845	8,418	71%	3,427	29%	11,803.5
Total	14,354	10,369	72%	3,985	28%	14,311.5

Of which	As at 31 January 2022	Male	%	Female	%
Career Breaks (incl. ICB)	45	20	44%	25	56%
Work-sharing	42.5	1	2%	41.5	98%
Secondments (Overseas etc.)	17	11	65%	6	35%
Secondments (DEASP, FSI, Representative Bodies)	38	25	66%	13	34%
Maternity Leave	69	0	0%	69	100%
Unpaid Maternity Leave	31	0	0%	31	100%
Paternity Leave	10	10	100%	0	0%
Available Strength	14,101.5	10,302	73%	3,799.5	27%

Garda Reserves Strength As at 31 January 2022	Total*	Male	%	Female	%
	416	308	74%	108	26%

Garda members reassigned to operational duties as at 31 January 2022

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
2018	0.5	4.5	15	39	199	258
2019	0	6	8	47	283	344
2020	0	0	3	22	119	144
2021	0	1	6	12	79	98
2022	0	1	0	4	10	15
Total	0.5	12.5	32	124	690	859

Garda Staff Strengths

Administrative and Civil Service (and Chief Medical Officer)

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100	0	0%
Executive Director	4	4	2	50%	2	50%
Chief Medical Officer	1	1	1	100%	0	0%
Director	1	1	0	0%	1	100%
PO	25	25	14	56%	11	44%
AP	72	72	29	40%	43	60%
HEO	171	169.6	67	39%	104	61%
AO	20	20	9	45%	11	55%
EO	733	724	197	27%	536	73%
CO	1,953	1,871.5	484	25%	1,469	75%
Total	2,981	2,889.1	804	27%	2,177	73%

	Total	WTE*	Male	%	Female	%
Professional/Technical (including Chief Medical Officer)	64	63.2	37	58%	27	42%
Administrative **	2,980	2,888.1	803	27%	2,177	73%
Industrial/Non Industrial	348	219.7	116	33%	232	67%
Total	3392	3171	956	28%	2,436	72%

Of which	Total	WTE*	Male	%	Female	%
Maternity Leave	25	25	0	0%	25	100%
Unpaid Maternity Leave	10	10	0	0%	10	100%
Paternity Leave	1	1	1	100%	0	0%
Available Total	3356	3135	955	28%	2401	72%

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

** Civil Service grades and other administrative posts.

Work Sharing ***	Total	WTE	Male	%	Female	%
	315	222.3	10	3%	305	97%

*** Work-sharing figure excludes industrial/non-industrial staff. Many posts are part-time.

*Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%
	32	32	5	16%	27	84%

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

Parental Leave

01.01.2022 – 31.01.22	Garda Members	Garda Staff
	98	84

Garda staff assigned and commenced – as at 31 January 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											

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

Persons suspended from An Garda Síochána

Total*	Male	%	Female	%
96	87	91%	9	9%

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

3. Information and Communications Technology

The Government has announced the easing of a number of public health measures, as part of the phased approach to the return to physical workplaces. ICT continues to support personnel across the organisation and deliver solutions to enable An Garda Síochána personnel to access Garda information systems remotely in a secure manner. These solutions, coupled with access to secure video conferencing facilities (including from mobile data stations) will continue to improve the effectiveness of An Garda Síochána as a mobile workforce.

Schengen Information System (SIS Recast) - also known as SIS III: The RAG status has been downgraded to amber, pending agreement at an EU level on a newly proposed recast plan for all member states. Technical readiness is proposed for 6 May 2022, with a go-live on 14 June 2022, pending approval of the revised plan and is subject to change.

Computer Aided Dispatch 2 (CAD 2): The main focus during this period was the network architecture design and two workshops were held between the Garda networking team and the vendor. Quality assurance was also updated and software testing will commence. A workshop with the vendor took place on 20 January 2022 and meetings between the CAD2 and RDMS teams continue internally.

Roster Duty Management System Deployment (RDMS): There are no planned rollouts until Q2 2022. The new RDMS build has been cancelled. An issue was found that requires the vendor to resolve. They will send us a new build in early 2022 but this will need to go through our test cycle again. Work on the CAD2 Application Programming Interface (API), to enable the sharing of book on/off, availability and skills information between CAD2 and RDMS systems, is actively being progressed. The expectation is that the developed API will be available in Q2 2022.

Mobile Device Deployment

- Required devices for Q1 2022 have been secured.
- The initial recipient list for new deployments has been received and awaiting final approval.
- 33 unenrolled devices from Q3 2021 deployment campaign were recalled due to non-enrolment, with eight (8) more being sought.
- Three team resources have been lost (including reassignments outside An Garda Síochána) with no replacements appointed as yet, resulting in capacity issues within the mobility team. This has critical implications for delivery in the short term, given the lack of capacity and the extra overhead for delivery and business teams to constantly prioritise.
- Request received to deploy circa 80 devices to the Garda Economic Investigation Unit. All work on repairs/device replacements stopped to enable assigned resources to work on deployment. This will impact existing users who have requested replacement devices.

Overall Device Deployment Figures

As of 22.01.22	Frontline Active Mobility Devices	Standard Active Mobility Devices	Tablet Active Mobility Devices	Total Devices
Enrolled in MDM*	4626	3854	62	8542

*Enrolled in Mobile Device Management (MDM): Actual turned on device – as soon as the device is turned on, an enrolment commences.

- The Android 11 upgrade campaign has recommenced.
- Testing of Android 12 has commenced.

- A query was raised with the vendor related to a Hub issue, which has potential to affect circa 600 devices.

Operating Model

ICT Workstream to enable and support Operating Model: Four of five change request documents have been submitted for sign-off. The final document is in draft. The sizing of PULSE development and testing activities has commenced. A review of (development and test) capacity within PULSE 7.8 (SIS III) project activities is ongoing.

PULSE Development: The PULSE Release 7.8 development remains on track and will go live in Q2 2022. The go-live date for SIS III is being moved from February to June 2022, with dates to be finalised. The scope list for additional Change Requests (CRs) has been agreed. Development has started on new CRs in PULSE Release 7.8. It will include SIS III, along with several CRs for PULSE Release 7.8.1, aiming for a go-live date in Q3 2022.

4. Corporate Communications

In January 2022, the Office of Corporate Communications continued its engagement with the public and its internal audiences through the ongoing publication of content and information across our various media platforms, highlighting the wide range of nationwide policing activities undertaken by An Garda Síochána.

The Government announced the lifting of most restrictions in relation to COVID-19 public health measures. An Garda Síochána continues to support the Government's recovery plan and will adapt policing strategies to meet the changing demands in society as we progress through the coming months.

High-level communications during the month of January 2022 focused on:

- Garda National Drugs and Organised Crime Bureau (GNDOCB): Update on cash seizures. In excess of €24m seized and €11m has been forfeited to the State since the establishment of GNDOCB in 2015.
- An Garda Síochána published the provisional crime statistics for 2021 on 28 January 2022.
- The attestation of 148 new Gardaí.
- GNDOCB, assisted by other specialised units, along with personnel assigned to local Garda drug units based in Dublin West, undertook a particular operation designed to address drug related issues in Dublin West and wider afield, including drug related threat to life incidents and other forms of intimidation.
- Garda operation to seize scrambler motorbikes in Ballyfermot and Clondalkin.
- Garda update: Report on the Look-Back Review into Child and Adolescent Mental Health Services County MHS Area A.
- Operation Faoiseamh (update): An Garda Síochána 'STILL HERE' to listen, to help and to protect.



- **Organised Crime:** There were multiple press releases published on various types of organised crime, including drug and cash seizures, with a combined value of approximately €9m for the month of January 2022. This included a €3.1m cocaine seizure at Dublin Port by the Garda National Drugs and Organised Crime Bureau and Revenue Customs Service.
- **Internal Communications:** As previously reported, Newsbeat, published twice weekly, focuses on critical organisational messaging and attracted a readership of over 13,000 personnel in An Garda Síochána.

Media Briefings and Interviews:

Several interviews were facilitated with national and local media on a range of topics. Some of the high-level interviews conducted during January 2022 are highlighted below.

- Media briefing by Superintendent Eamonn Curley, Tullamore Garda Station, in relation to the death of a female in County Offaly.
- Assistant Commissioner John O’Driscoll provided an interview in the RTÉ ‘Crimes and Confessions’ documentary.
- Detective Chief Superintendent Colm Noonan from the Garda National Protective Services Bureau provided a number of interviews, following the publication of the Operation Faoiseamh press release.
- A media briefing took place in Donabate, County Dublin, following the disappearance of a female.

Launches and Initiatives

- An Garda Síochána Christmas and New Year Road Safety Campaign 2021 commenced on Friday, 26 November 2021 and concluded on Tuesday, 4 January 2022. The campaign primarily focused on mandatory intoxicant testing, to detect those who drive under the influence of alcohol or drugs. The campaign also focused on speeding, non-wearing of seatbelts, mobile phone use by drivers, in addition to checking on unaccompanied drivers driving on learner permits.

Press Office

The Garda Press Office is the main point of contact for media seeking information about Garda operations, criminal investigations, missing person appeals, fatal road accidents and a wide range of other information concerning the Garda organisation. It operates from 7am–11pm, seven days a week. During January 2022, the Garda Press Office issued approximately 180 press releases and handled hundreds of media queries on a range of criminal justice issues. Approximately 50 nationwide interview requests on national and local issues were facilitated through the Garda Press Office during the month of January 2022.

Corporate Communications

As previously reported, the Corporate Communications team has continued to support An Garda Síochána in its communications to the public in both its response to the Government’s plan for supporting the recovery from the pandemic over the coming months, as well as ongoing efforts by Gardaí detecting crime, preserving the peace and reducing road fatalities. With a key focus on keeping people safe, engagement with our continuously growing 1.7m social media followers and retaining our close connection with our community, we have continued to amplify and support key messaging from our public body/government counterparts in respect of COVID-19, including the #ForUsAll campaign and the #COVIDVaccine programme.

'Keeping people safe' - Key activities and advice in January 2022 include:

- The highlighting of #OperationCitizen and community patrols being carried out.
- Continued advice on fraud and scam prevention, in particular, 'vishing' calls and 'smishing' texts.
- An update on Operation Faoiseamh and a reminder/appeal to anyone in need of help/support to make contact with An Garda Síochána.
- An appeal to the public for information on missing persons, thefts and assaults.
- Highlighting of community engagement initiatives across the country providing information, advice and support/help #HeretoHelp.
- The airing of the Crimecall January 2022 episode. The episode had a viewership of 317,400, with 33.5% of the viewing public that evening watching the programme.

Advice and awareness on vishing calls



BANK VISHING CALLS

Vishing (a combination of the words Voice and Phishing) is a phone scam in which fraudsters try to trick the victim into divulging personal, financial or security information or into transferring money to them.

WHAT CAN YOU DO?

- Beware of unsolicited telephone calls.
- Take the caller's number and advise them that you will call them back.
- In order to validate their identity, look up the organisation's phone number and contact them directly.
- Don't validate the caller using the phone number they have given you (this could be a fake or spoofed number).
- Fraudsters can find your basic information online (e.g. social media). Don't assume a caller is genuine just because they have such details.
- Don't share your credit or debit card PIN number or your online banking password. Your bank will never ask for such details.
- Don't transfer money to another account on their request. Your bank will never ask you to do so.
- If you think it's a bogus call, report it to your bank.

BANK ACCOUNT HACKING

#CyberScams

EUROPOL
EC3
European Cybercrime Centre

ERT

Banking & Payments Federation Ireland

**An Roinn Dlí agus Cirt
an tAontas Eorpach
Department of Justice
and Equality**

Other social media activity:

- Notice of an upcoming competition for Garda Trainee recruitment.
- Support for Nollaig na mBan – representing women in An Garda Síochána, 6 January 2022.



- An Garda Síochána remembered the victims and those whose lives have been affected by the Holocaust and genocide around the world: **#HolocaustMemorialDay**.



Internal Communications

The Internal Communications Unit issued Newsbeat twice a week during the month of January 2022. The readership has stayed consistently high at approximately 13,000 personnel per edition and key updates delivered to personnel included:

In collaboration with the Chief Medical Officer and the COVID-19 Co-Ordination Unit within An Garda Síochána, the Office of Internal Communications issued regular features throughout January 2022, including New Year's Eve and New Year's Day, on the advised use of antigen tests and basic public health measures, such as social distancing and mask wearing. They addressed key questions around testing positive, self-isolation and close contacts.

Other topics included:

- Traumatic [suicide] bereavement learning support.
- Services available when dealing with the pressures of work.
- Crime Legal Section on court proceedings and the Mental Health Act.
- Community Policing Toolkit.
- Recording mechanisms for domestic abuse.
- Health and wellbeing.
- Health and safety at work.
- The 'Have your Say' initiative.

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:

- COVID-19 reminders on staying safe and protecting yourself.
- Awareness information on fire drill safety.
- Reminder on the correct recording of domestic abuse incidents.
- Code of Ethics awareness.

Special Message from the Commissioner: Gender Based Violence and Domestic Abuse

In late January 2022, the Office of Internal Communications issued a special message from the Commissioner to all Garda personnel which encouraged those within An Garda Síochána that are affected by or experiencing gender based violence to come forward to seek support. This message included the details of all internal and external resources available to them should they wish to report the crimes against them or seek emotional support.

5. Progress update on embedding the Code of Ethics

The Garda Ethics and Culture Bureau (GECB) continues to record statistics in relation to the signing of the Code of Ethics declarations.

- Divisions and sections continue to encourage personnel to sign the Code of Ethics declaration or provide GECB with their reason for not wishing to sign.
- The publication of nine screensavers and portal banners, highlighting each of the nine ethical standards on a monthly basis, commenced in October 2021.
- The standard highlighted for January 2022 was 'Authority & Responsibility'.
- The Code of Ethics e-learning module has been completed and will 'go live' on the LMS during Q1 2022.

6. Implementation of Cultural Change

Culture Reform Programme

An article in relation to the 'Have Your Say' (anonymous and non-anonymous feedback submissions) was published in Newsbeat on 12 January 2022, which has resulted in a number of new submissions. The submissions have been forwarded to the relevant policy owners.

A further article was published on Newsbeat on 3 February 2022. This article highlights some of the initiatives commenced or completed following the results of the 'Play Your Part' Cultural Audit 2018. Work is continuing in preparation for the culture audit. A logo for the 'Your Voice, Our Future' Culture Audit of An Garda Síochána 2022 has been designed. The Culture Audit Communications Plan has been developed by the Garda Ethics and Cultural Bureau (GECB). Various forms of communications have been developed to advertise and encourage completion of the 'Your Voice Our Future' Culture Audit of An Garda Síochána 2022.



Two meetings of the Culture Audit Steering Group have taken place (on 16 December 2021 and 26 January 2022). The third meeting is scheduled for 7 February 2022. Representatives at the Steering Group include Staff Associations and Unions, the Policing Authority, the Garda Síochána Inspectorate and Garda Síochána Ombudsman Commission, along with internal stakeholders. The drafting of the survey questions and demographic data is continuing with GECB and the Durham research team.

7. Risk Management

An Garda Síochána Corporate Risk Register captures 11 principal risks currently facing the organisation. An Garda Síochána corporate risks are managed effectively by their assigned corporate risk owners, overseen by the Risk and Policy Governance Board (RPGB), and supported by the Garda Risk Management Unit (GRMU).

- The last meeting of the RPGB took place on 2 February 2021. The next meeting is scheduled to take place on 10 May 2022.
- Compliance rates for Q4 2021 are currently being collated.
- GRMU held one-to-one meetings throughout January 2022 with all corporate risk owners/support staff, to assist in the review and update of their risk registers.
- GRMU held one 'Support Staff Briefing' via Microsoft Teams and conducted four 'Risk Register Development Workshops' during January 2022.
- GRMU continue to provide support and guidance to risk managers and support staff via Microsoft Teams, teleconferencing, phone and email.

8. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for December 2021 and January 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.

Comparison of data for December 2021 and January 2022:

- Use of force has seen a decrease in January 2022 when compared with December 2021. There were 101 recorded uses of force in December 2021, compared with 96 recorded incidents in January 2022.
- The use of incapacitant spray has remained quite consistent, with 79 uses of incapacitant spray in December 2021, compared with 70 uses in January 2022.
- The use of batons has seen an increase with 25 uses in January 2022, compared with 19 uses in December 2021.
- There was a decrease in the use of Taser in January 2022, with one 1 discharge in January 2022 compared with 3 discharges in December 2021.
- There were no discharges of a firearm in January 2022, which is the same as last month.

Types of incidents in which force was used:

- Public order offences have remained steady at 53% when compared to 54% last month.
- Mental health incidents in which there was a use of force have decreased from 10% to 3%.
- Drug related incidents accounted for the second highest number of incidents in which there was a use of force.
- The DMR South Central Division recorded the highest levels of force reported at 10%. This may indicate an increase in activity during the night time economy.
- Saturday and Sunday alone accounted for over 40% of the times during which a use of force occurred. Again, this may tend to indicate an increase in activity during the night time economy.

The new Use of Force Report is imminent.

9. 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 in recent years, 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 (especially burglary) which, although increasing throughout 2021, has remained low compared to pre-pandemic levels.

COVID-19: Since March 2020, government measures to inhibit the transmission of Coronavirus have been in place, including, at various times throughout the pandemic, ceased operation of non-essential services and prohibition of non-essential travel. This has 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 (in late December 2020 – May 2021) have 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.

Data Quality Assurance: The tracking of victim:offender relationships is operational and has successfully been used to identify small numbers but important isolated instances of domestic abuse motives that could otherwise have been classified solely as fraud or theft crimes. These additional consistency checks have also allowed the accuracy of domestic abuse data to be objectively verified. An Garda Síochána will provide a technical briefing to the Policing Authority in February 2022 and will also publish insights from the data externally in March 2022. We hope that the additional understanding of the variety of domestic abuse motives and how seriously these are taken will further encourage victims to report their cases.

PULSE changes to allow the capture of wider crime outcomes were implemented in late January 2022. The pilot of outcome based reporting has started in the Galway Division. As previously reported, the current list of PULSE change requests for policy and data quality related improvements still extends well into 2023, given the long running mismatch between demands and the relatively low investment levels in data systems and ICT generally. GSAS continues to operate at 50% of its minimum approved capacity, with almost 40 vacancies for almost three years due to recruitment delays. GISC is currently still only creating approximately 75% of crime incidents versus its goal of 95% due to chronic capacity issues and the recent redeployment of experienced staff to front office roles. This is preventing the effective operation of the data quality framework. Long running GSAS and GISC capacity issues continue to impact on analysis support for investigations and specialist units, provision of data to stakeholders and the implementation of the data quality strategy. These underlying issues and their resolution are being tracked through the corporate risk process.

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.

Note: *Crime incident figures and the associated trends are based on provisional data. 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. 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 has taken a further downward turn in 2020. A reduction of 4% was observed in the 12 months to January 2022, compared with the 12 months previous. COVID-19 has resulted in a lot of business premises being shut, fewer residences left vacant (due to working from home arrangements) and 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 from shop is the largest contributor to overall property crime figures and this is particularly true during the pandemic as the other main contributor, burglary, has remained at low levels during much of this time.

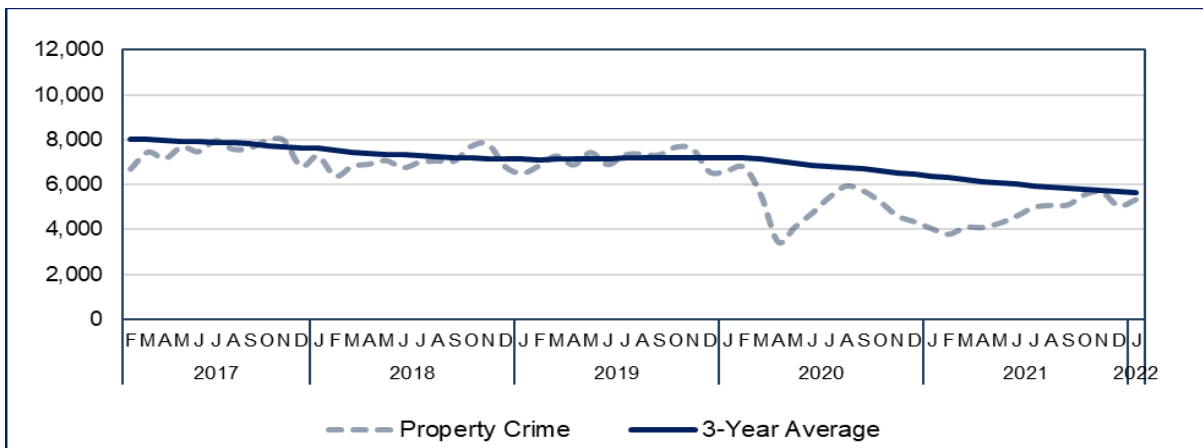


Chart 2: Burglary – 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor in November 2015. Residential burglary was down 9% and burglary occurring elsewhere down 21% in the 12 months to January 2022, compared with the 12 months previous. Residential burglary tends to peak in October and November each year, however, this was not the case in 2020 due to COVID-19 (for reasons described under property crime). In June/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 recently in October and November 2021, which is an indication of a resumption of the expected seasonal trend.

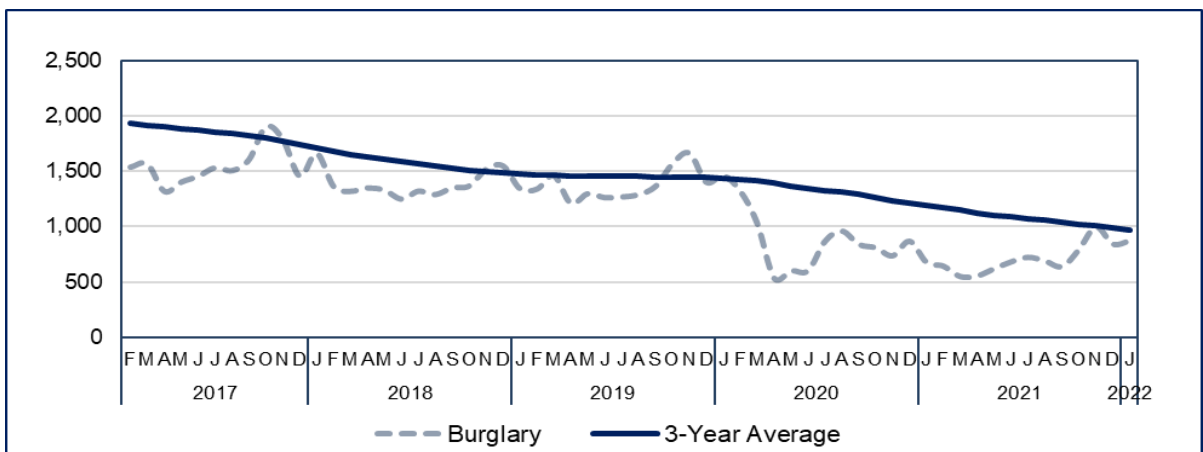


Chart 3: Crimes against the person - 5 Year Trend

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 10% higher in the 12 months to January 2022, compared with the 12 months previous. There has been an overall reduction during COVID-19 (average crimes reported per month since April 2020 compared with previous years), which is likely to be linked 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. The most common offences in this category are minor assault and assault causing harm. Approximately 66% of assault typically occurs in public locations. Throughout the pandemic, changes in overall assault levels have been 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 22% in the 12 months to January 2022, compared with the 12 months previous, while assault in residences has remained static during this time.

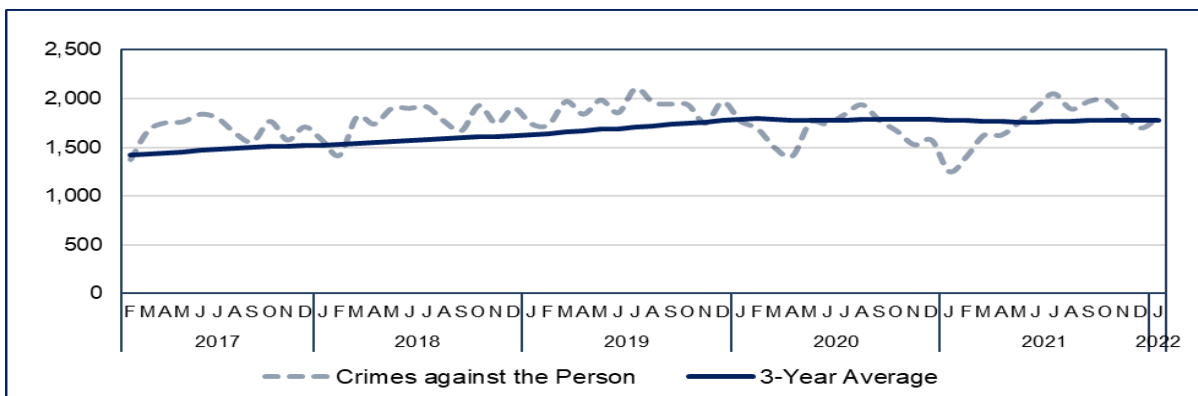


Chart 4: Sexual Offences - 5 Year Trend (to December 2021)

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 has resumed in 2021. In the 12 months to December 2021, there has been an 11% increase in reported sexual offences compared to the 12 months prior. The general increase in sexual offences in recent years 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.

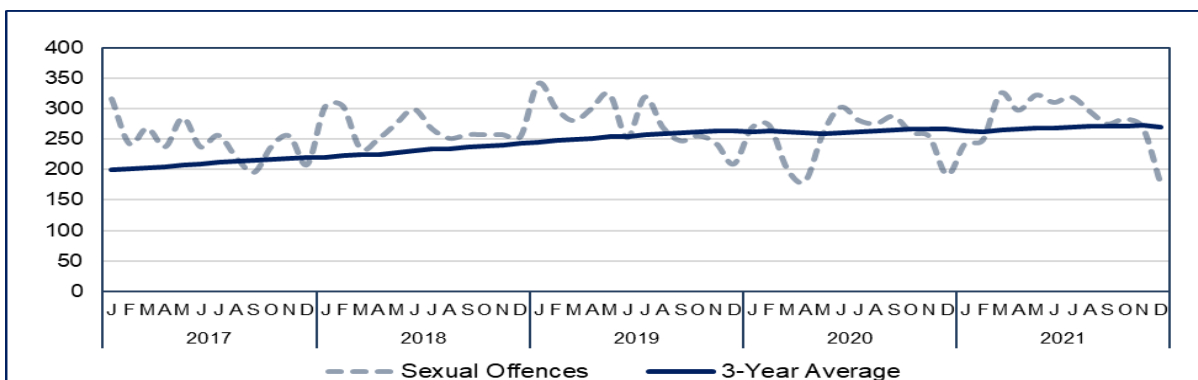


Chart 5: Total Criminal Damage - 5 Year Trend

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 a decrease of 2% in the 12 months to January 2022, compared with the 12 months previous. While there was proportionally less 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 property crime and crimes against the person, 2021 has seen a steady increase in conjunction with the gradual easing of COVID-19 restrictions.

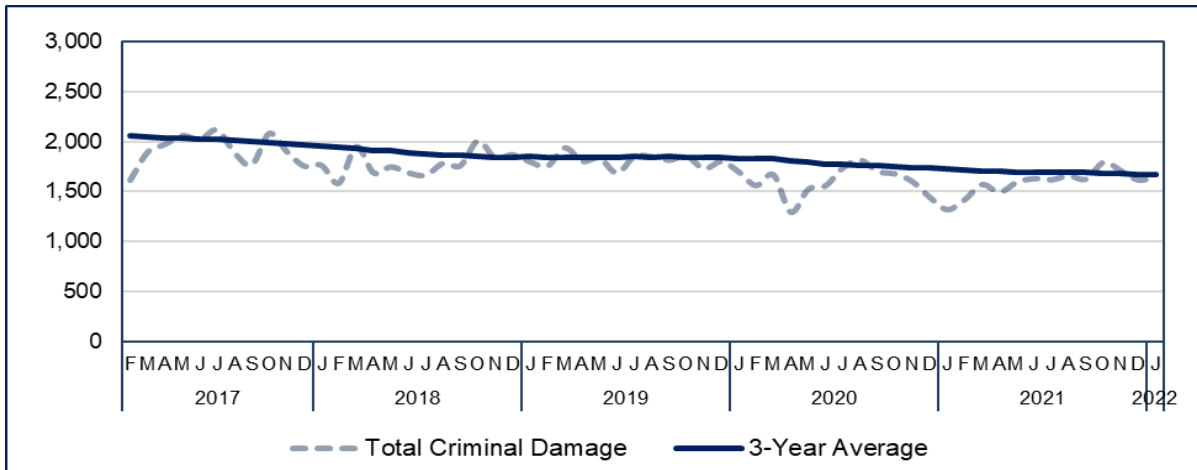
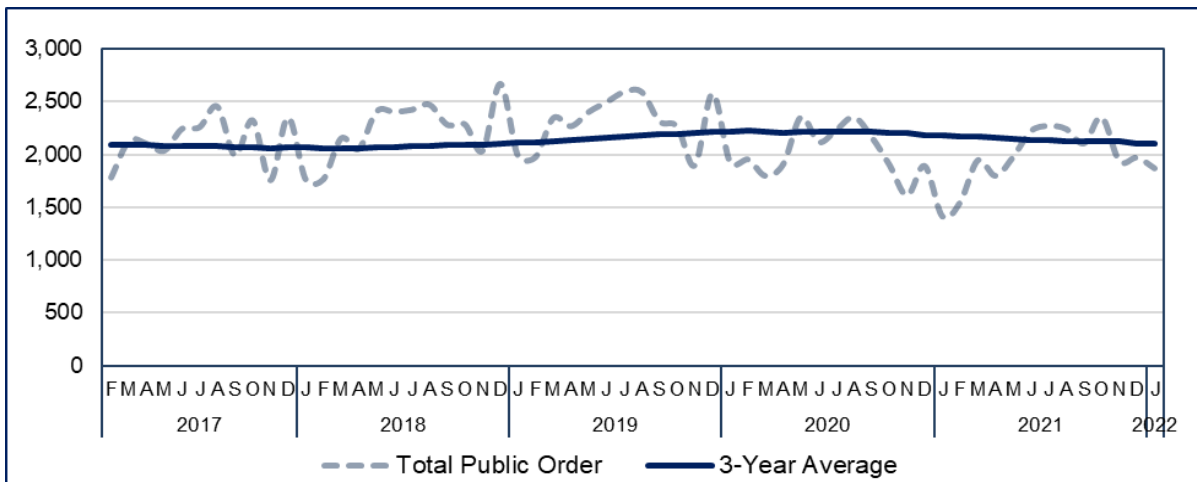


Chart 6: Total Public Order - 5 Year Trend

Total public order (public order and drunkenness) incidents showed a gradual upwards 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 2% in the 12 months to January 2022, compared with the 12 months previous. Public order offences during this period were down 1%, while drunkenness offences over the same period increased by 8%. 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.



10. Policing Successes

Throughout the month of January 2022, there have been numerous incidents of notable police work performed by members of An Garda Síochána in the course of their routine operational policing duties, supported by specialist personnel from National Units. An overview of some of those incidents which occurred during January 2022 is provided below.

On 3 January 2022, personnel attached to the Garda National Immigration Bureau (GNIB) removed one suspect from the Irish Prison Service, who is subject to a five-year removal/exclusion order issued by the Minister for Justice. This suspect is subject to conviction before the courts with a term of imprisonment of four years for offences contrary to Section 14 of the Criminal Justice (Theft and Fraud Offences) Act, 2001 and Section 3 of the Non-Fatal Offences Against the Person Act, 1997.

On 13 January 2022, members in the Dublin Metropolitan Region (DMR) requested the assistance of the Garda Emergency Response Unit (ERU) in the apprehension of a suspect who was wanted for questioning as part of their investigation into a murder in the Dublin Metropolitan Region. ERU members observed the suspect enter a shop. The ERU team went into the shop and positively identified the suspect wanted for questioning. He was stopped, searched and secured by ERU members, and the suspect was arrested and conveyed to a Garda station in the DMR.

On 19 January 2022, in the course of an operation targeting the activities of a particular Organised Crime Group (OCG), a coordinated search operation was undertaken by the Garda National Drugs and Organised Crime Bureau (GNDOCB), assisted by other National Units. It involved the search of 24 premises and a coordinated stop of two vehicles, resulting in the seizure of cash totalling €697,220 and documentation considered significant to the Garda investigation. Six suspects were arrested and detained pursuant to the provisions of Section 50 of the Criminal Justice Act, 2007. Four of the suspects were subsequently charged in respect of offences contrary to the provisions of Section 7 of the Criminal Justice (Money Laundering and Terrorist Financing) Act, 2010 and remain on bail, pending relevant court proceedings. The two remaining suspects were released, pending the submission of a file to the Director of Public Prosecutions.

On 21 January 2022, ERU was deployed in support of members in the Southern Region investigating an OCG. Intelligence indicated that this OCG was planning a number of burglaries in the Southern Region. Five suspects stopped a vehicle outside a location in the Southern Region. Having carried out a surveillance operation, ERU intercepted the five suspects as they entered a property. All five suspects were detained at the one scene. One of the suspects was armed with a crowbar. The suspects were charged under Section 12 (Burglary) and 15 (Possession of certain articles) of the Criminal Justice (Theft and Fraud Offence) Act, 2001. They appeared before the District Court, were remanded in custody and are due to appear before the District Court in the coming weeks.

On 26 January 2022, Gardaí in the DMR conducted an operation to target the illegal use of scrambler motorbikes in two Dublin areas. Following discussions and community engagement at the local JPC's, a planned operation was put in place to mitigate against the harm caused by the illegal use of scrambler motorbikes. As part of the operation, five residential properties were searched under warrant, and investigations are ongoing into a number of incidents of criminal damage in public parks and endangerment to members of the public by the users of these high-powered motorbikes. A total of seven scrambler motorbikes and one quad bike were seized. Two of the bikes seized are confirmed stolen and Gardaí are currently in the process of reuniting the remaining five motorbikes and quadbike with their rightful owners. A file will be forwarded for directions in due course.

On 27 January 2022, the Armed Support Unit (ASU) and local units in the DMR responded to an incident where a HSE intervention team had arrived at a hostel in the DMR with an involuntary committal order for a suspect living in the centre. The suspect recognised one of the team from a previous time and produced a knife to staff members. They retreated to their room and refused to come out. They armed themselves with a chain and a knife. Containment was put in place and an Operations Commander and STOC negotiators were called. After a lengthy period of negotiation, a breach was carried out by ASU members due to serious concerns for the safety of the suspect. The suspect was arrested and taken into custody.

On 27 January 2022, personnel attached to GNIB removed one suspect from the Irish Prison Service, who is subject to a 10-year removal/exclusion order issued by the Minister for Justice. This suspect is subject to conviction before the courts, arising from the imposition of a term of imprisonment of 9 years for offences contrary to the provisions of Section 48 of the Offences Against the Person Act, 1861 and Section 2 of the Criminal Law (Rape) Act, 1981, as amended by Section 21 of the Criminal Law (Rape) (Amendment) Act, 1990.

On 27 January 2022, members in the Eastern Region arrested two suspects for theft and fraud offences, as part of an inter-regional investigation into refund fraud by a crime group operating throughout the Eastern Region, and nationwide, carrying out fraudulent refund claims in a number of the major retail outlets. The suspects were entering the retail shops with receipts for a previous purchase, taking similar items from the shelves to the cashier, and requesting a cash refund. In December 2021, a search warrant was obtained under Section 10 of the Criminal Justice (Miscellaneous Provisions) Act, 1997 and executed. The two suspects were arrested under the Theft and Fraud Offences Act, 2001, detained under the provisions of Section 4 of the Criminal Justice Act, 1984 and were interviewed in relation to crimes in the Eastern, North Western, Southern and Dublin Metropolitan Regions. One suspect was charged with 19 offences committed across 10 counties nationwide. The second suspect was charged with 13 offences relating to retail fraud. Both suspects were conveyed in custody on 17 of December 2021. Gardaí objected to bail under Section 2 of the Bail Act, 1997. Both defendants were granted bail with strict conditions and remanded to appear before the District Court in February 2022 for the DPP's directions on all charges before the court. On 27 January 2022, the investigation was progressed and the suspects were re-arrested for these additional crimes and detained under the provisions of Section 4 of the Criminal Justice Act, 1984. Both suspects received station bail to appear at the District Court in February 2022. Arising from this investigation, one suspect has now been charged with a total of 24 offences under the Theft and Fraud Offences Act, 2001 and another suspect charged with 16 offences under the Theft and Fraud Offences Act, 2001. These crimes were committed in ten Divisions across four Garda Regions, with 24 incidents detected as a result of this operation.

On 28 January 2022, in the course of an ongoing investigation, personnel assigned to the Garda National Bureau of Criminal Investigation, assisted by representatives from the Food Safety Authority of Ireland, conducted a search of a premises in the DMR, in accordance with the provisions of Section 25 of the Trade Mark Act, 1996, as amended. In the course of the aforementioned activity, counterfeit clothing and accessories, along with electronic devices with a value of approximately €20,000, were located and seized. A full investigation has been initiated.

In the course of an ongoing investigation targeting the activities of an OCG, who are suspected to be involved in criminal activity in Ireland and other European jurisdictions, the Payment Crime Unit within the Garda National Economic Crime Bureau (GNECB) undertook a number of coordinated searches and planned arrests. The relevant OCG is allegedly involved in cyber based fraud and related money laundering, whereby bank accounts are opened throughout the jurisdiction using false identification and documentation. It is suspected that the said accounts are used to launder funds derived from

offences committed throughout Europe and the United States of America. It is suspected that in excess of €6,700,000 was laundered through bank accounts held in Ireland that were opened by over 70 suspects. On 28 January 2022, a suspect was extradited to Ireland, on foot of a European Arrest Warrant (EAW) and was subsequently charged in respect of seven counts of money laundering, contrary to the provisions of Section 7 of the Criminal Justice (Money Laundering and Terrorist Financing) Act, 2010 and five counts of 'using a false instrument', contrary to the provisions of Section 26 of the Criminal Justice (Theft and Fraud Offences) Act, 2001. The accused suspect remains remanded in custody, pending future court proceedings.

On 29 January 2022, a report was received concerning a distressed non-English speaking person who was with their 14-month old child. Gardaí met with the person and established that an interpreter was required, which was sourced. After considerable engagement with the person, it emerged that they were caring for their baby alone and were very overwhelmed, depressed and in quite a vulnerable position. Processes were put in place to assist the person and contact was made with TUSLA, who also provided assistance. The work carried out by Gardaí went above and beyond their duties and assisted in returning the person to family. The time invested and positive engagement resulted in a positive outcome.

On 29 January 2022, in the course of an ongoing intelligence led operation targeting the drug importation aspects of an OCG operating throughout the State, GNDOCB personnel, assisted by representatives from the Customs and Revenue Service, effected a stop and search of a vehicle, which had just arrived in the country through Dublin Port. An intensive search of the vehicle was conducted, resulting in the seizure of 45kgs of cocaine, with a value of €3,150,000, located in a sophisticated deep concealment. The aforementioned searches and consequent seizure of property gave rise to one suspect being arrested for drug related offences and detained pursuant to the provisions of Section 2 of the Criminal Justice (Drug Trafficking Act), 1996. The suspect was later released without charge for the preparation of a file for consideration by the Director of Public Prosecutions.

In January 2022, personnel assigned to the Garda National Cyber Crime Bureau (GNCCB) disrupted a major cyber-attack that was in progress on a company that employs 92,000 people worldwide and their headquarters are based in Dublin. Personnel assigned to the Cyber Investigation Unit, within the GNCCB, attended the offices of the company and liaised with the head of the IT department. Advice was provided pertaining to the possible breach of the security on their ICT systems. The company was unaware of this matter prior to contact made by GNCCB.

Criminal Assets Bureau (CAB)

On 19 January 2022, the Criminal Assets Bureau (CAB) obtained an order pursuant to the provisions of Section 3 of the Proceeds of Crime Act, 1996, as amended, in respect of €75,912 held in a financial account, €1,370 cash and an Audemars Piguet watch, valued at €28,000. This investigation relates to an individual suspected to be involved in organised criminal activity, including the sale and supply of controlled drugs and money laundering.

11. Community Engagement and Organisational Initiatives

The Garda National Diversity and Integration Unit meeting with the Brazilian Ambassador

On 14 January 2022, the Garda National Diversity and Integration Unit (GNDIU) met with the Brazilian Ambassador and the Counsellor of the Brazilian Embassy. The meeting was a follow up on issues raised by the Ambassador at a meeting with the Garda Commissioner in November 2021, with a view to developing practical, effective methods to improve the accessibility of Garda services to our Brazilian communities.



The Dublin City Interfaith Forum (DCIF) to mark World Religion Day

GNDIU took part in an online event hosted by the Dublin City Interfaith Forum (DCIF) to mark World Religion Day and celebrate the culture and diversity of all world religions. The aim of the day was to unite people, whatever their faith, by showing that there are common foundations to all religions, that we can work together and help humanity live in harmony. The event was attended by religious leaders and included music and readings from different faiths on the theme of creation.



Garda Info @gardainfo · Jan 17

An Garda Síochána were delighted to join the Dublin City Interfaith Forum to celebrate World Religion Day.

The event included music and readings on the theme of Creation, uniting people of all Faiths and showing the common foundations of all Religions.



The Garda National Diversity Forum

On 18 January 2022, the Garda National Diversity Forum held its first online meeting of 2022. GNDIU provided an update on the progress of the implementation of the Diversity and Integration Strategy 2019-2021. As part of its monitoring function, the forum has undertaken to provide a consolidated submission for the new Diversity Strategy, along with feedback on the effectiveness of the current strategy. Other issues of interest were raised and discussed by the participating members.



JUST NO HATE Working Group on Hate Crime

GNDIU participated in the JUST NO HATE Working Group on Hate Crime on 20 January 2022. The online event was jointly hosted by CEPOL and the EU Commission, and was the second meeting of the Working Group on Hate Crime Training and Capacity Building for National Law Enforcement.

Holocaust Memorial Day, 27 January 2022

On 30 January 2022, Assistant Commissioner, Roads Policing and Community Engagement and GNDIU attended the official commemoration in the Mansion House, hosted by the Holocaust Education Trust. The ceremony included readings, music, survivors' recollections, the Scroll of Names and candle-lighting. Holocaust Memorial Day is on 27 January each year. National commemorations take place on the nearest Sunday. GNDIU marked this anniversary with a post on social media in support of the Jewish community in Ireland, remembering victims and those whose lives have been affected by the Holocaust and genocide around the world, and reaffirming the commitment of An Garda Síochána to protect the safety, wellbeing and rights of all.



Crime prevention information sharing session with Age Action Ireland

On 27 January 2022, the Garda National Crime Prevention Unit (GNCPU), in conjunction with the Garda National Economic Crime Bureau and Garda National Cyber Crime Bureau, facilitated a crime prevention information sharing session with Age Action Ireland. This was organised with a view to supporting priority areas of the Garda Crime Prevention and Reduction Strategy 2021–2024. The session focused on Age Action Ireland volunteers and Crime Prevention Officers, with a view to increasing the knowledge and understanding of the participants in the economic crime and cyber-crime areas. The session was designed to enable Crime Prevention Officers carry out their policing roles effectively in a way that promotes interactions with the volunteers and older people.

Crimecall on RTÉ discussed the topic of ‘Driver Fatigue’

On 31 January 2022, Crimecall aired on RTÉ and ‘driver fatigue’ was a topic on this programme. The key message was the importance of being aware of the dangers of driving whilst tired. An interview was arranged with Dr Laura Doherty, who sustained serious injuries due to a collision involving driver fatigue. In the course of the interview, Dr Doherty outlined the circumstances and consequences of the collision, which included her sustaining brain injuries. Her mother also spoke about the effects of her injuries on the wider family. An in-studio segment offered advice to motorists on how to deal with driver fatigue and the practical steps which can be taken to avoid the consequences.

10th Anniversary of the Dublin City Interfaith Forum

GNDIU participated in an online event to mark the 10th anniversary of the Dublin City Interfaith Forum’s (DCIF) theme of building bridges, sharing common ground and promoting integration. Established in 2012, DCIF is a network of people from a wide variety of faith communities in the city and seeks to raise awareness of the diversity of faith and culture through dialogue and co-operation. They aim to build relationships with Dublin City communities, statutory and voluntary organisations, and the residents of Dublin City. The opening address was given by the Lord Mayor of Dublin. Assistant Commissioner, Roads Policing and Community Engagement was part of a panel of speakers and highlighted the important relationship between DCIF and An Garda Síochána, and the need to improve integration and greater representation, particularly through the upcoming recruitment campaign.



12. Organisational Initiative and 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 2 February 2022, GNPSB has received a total of 85 relevant reports.

The nature of alleged negative experience with regard to the victims who have made a report is provided hereunder:

Breakdown of the nature or occurrence alleged/notified by individual complainant

1	Emotional abuse	17
2	Sexual abuse	14
3	Physical abuse/Mistreatment	7
4	Legality of adoption/Birth-cert falsified	16
5	No offence disclosed	9
6	Medical treatments/Vaccine trials	13
7	Other crimes (i.e. Theft/State corruption)	5
8	Baby deaths/Burial	4

Since December 2021, there are four new disclosures received from TUSLA, the Child and Family Agency, which are receiving attention and all necessary actions will be taken in due course.

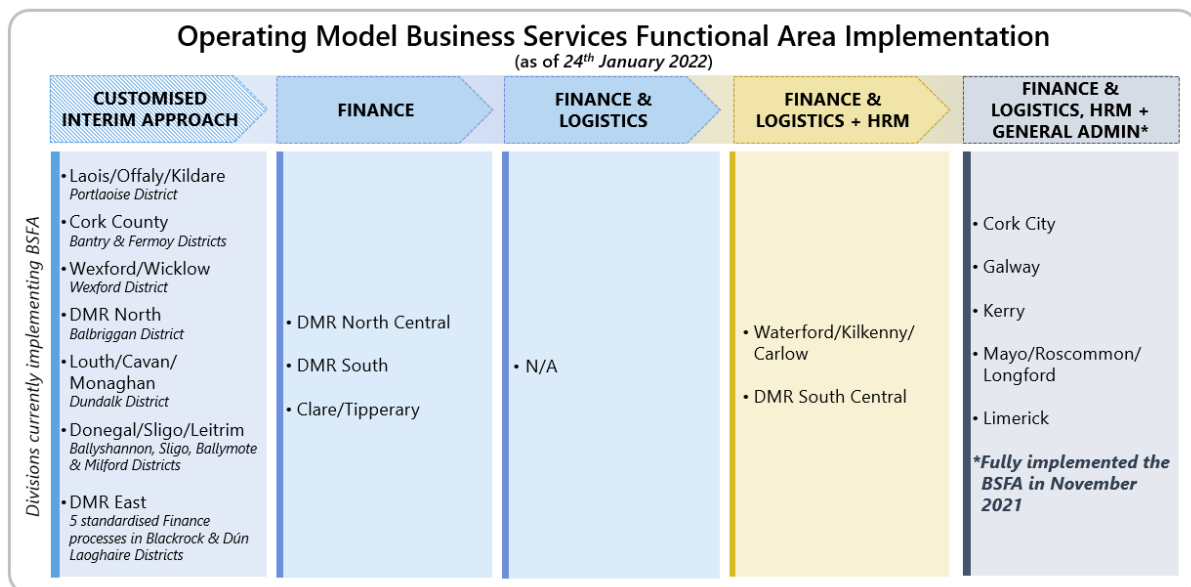
A total of 37 of the 85 reports remain open and are under review. A total of 48 reports have concluded and are now closed. Engagement with relevant persons will continue until such time as each report has been brought to an appropriate conclusion and relevant information provided to the complainant.

13. Operating Model

Divisional Design and Implementation

The rollout of the Divisional Business Services Functional Area (BSFA) has continued across the organisation, with 17 Divisions having commenced implementation of the standardised business services processes as of 24 January 2022. Notably, DMR East commenced implementation of five standardised finance processes under a customised interim implementation approach.

As reported last month, several Divisions are experiencing significant accommodation and staffing constraints in respect of the BSFA. However, a customised interim implementation approach has been established to enable these Divisions to commence implementation of the business services processes on a district-by-district basis. These processes include Garda member record of duty, overtime and allowances claims (A85s), overtime approval, and travel and subsistence processes. To date, seven Divisions have progressed with this approach.



Regional and National Design

Work has continued on the Operating Model design at regional and national levels, including the Regional Office and the Organised and Serious Crime blueprints. The regional blueprint was presented to the Operating Model Implementation Group (OMIG) in December 2021 for review and finalisation.

A meeting was conducted with Assistant Commissioner, Southern Region regarding commencing implementation of the Southern Regional Office Pilot by end of Q1 2022. The meeting incorporated an overview of the approach to the Southern Regional Office Pilot, including the process for conducting the readiness assessment in advance of implementation.

Engagement has commenced with the Garda National Technical Bureau and the Garda National Drugs and Organised Crime Bureau to finalise the Organised and Serious Crime as-is blueprints.

Appendix A – Schedule of Expected Vacancies for period to end January 2022

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												<i>Total to end 2022</i>
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec	
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	1	1	1	1	6
Superintendent	3	2	2	1	0	2	1	1	0	0	0	1	13
Total	3	2	4	1	1	3	2	2	1	3	1	2	25

Appendix B – Return to the Policing Authority in relation to numbers and vacancies in the specified ranks data as at the end of January 2022

<i>Data as at the end of January 2022</i>													
Rank	ECF	Position at end of last month – December 2021	Appointed in Month – January 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	0	0	0	0	0	0	0	0	0	8	0
Chief Superintendent	48*	48	0	0	0	0	0	0	0	0	0	48	0
Superintendent	168	168	0	0	0	0	2	1	0	0	-3	165	3
Total	224*	224	0	0	0	0	2	1	0	0	-3	221	3

* ECF for Chief Superintendent rank temporarily increased to 48 from 17 November 2021 until 30 March 2022.

Appendix C – Part 1 – Breakdown of Garda Leave – Garda Members

As at 31.01.22	Gender	Work Share	% Garda Rank	% by Gender	Career Break	% Garda Member	% by Gender	Maternity Leave	% Garda Member	% by Gender	Unpaid Maternity	% Garda Member	% by Gender	Paternity Leave	% Garda Member	% by Gender	Parental Leave	% Garda Member	% by Gender
Garda	Male	1	0.01%	0.01%	25	0.21%	0.30%	0	0.00%	0.00%	0	0.00%	0.00%	9	0.08%	0.11%	20	0.17%	0.24%
	Female	82	0.69%	2.39%	18	0.15%	0.53%	62	0.52%	1.81%	25	0.21%	0.73%	0	0.00%	0.00%	71	0.60%	2.07%
Sergeant	Male	1	0.05%	0.07%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	1	0.05%	0.07%	4	0.21%	0.28%
	Female	1	0.05%	0.22%	2	0.11%	0.45%	7	0.37%	1.57%	6	0.32%	1.35%	0	0.00%	0.00%	3	0.16%	0.67%
Inspector	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Superintendent	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	2	0.01%	0.02%	25	0.17%	0.24%	0	0.00%	0.00%	0	0.00%	0.00%	10	0.07%	0.10%	24	0.17%	0.23%
	Total Female	83	0.58%	2.08%	20	0.14%	0.50%	69	0.48%	1.73%	31	0.22%	0.78%	0	0.00%	0.00%	74	0.52%	1.86%
	Total	85	0.59%		45	0.31%		69	0.48%		31	0.22%		10	0.07%		98	0.68%	

Appendix C – Part 2 – Breakdown of Garda Leave – Garda Members

As at 31.01.22	Gender	SWY	% Garda Member	% by Gender	Carers	% Garda Member	% by Gender
Garda	Male	3	0.03%	0.04%	1	0.01%	0.01%
	Female	0	0.00%	0.00%	6	0.05%	0.18%
Sergeant	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	1	0.05%	0.22%	2	0.11%	0.45%
Inspector	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Superintendent	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	3	0.02%	0.03%	1	0.01%	0.01%
	Total Female	1	0.01%	0.03%	8	0.06%	0.20%
	Total	4	0.03%	0.03%	9	0.06%	

Appendix D – Part 1 – Breakdown of Garda Leave – Garda Staff

As at 31.01.22	Gender	Work Share	% Total Staff	% by Gender	Career Break	% Total Staff	% by Gender	Maternity Leave	% Total Staff	% by Gender	Unpaid Maternity	% Total Staff	% by Gender	Parental Leave	% Total Staff	% by Gender	Paternity Leave	% Total Staff	% by Gender
CO	Male	10	0.51%	2.07%	5	0.26%	1.03%	0	0.00%	0.00%	0	0.00%	0.00%	5	0.26%	1.03%	0	0.00%	0.00%
	Female	260	13.31%	17.70%	12	0.61%	0.82%	18	0.92%	1.23%	8	0.41%	0.54%	49	2.51%	3.34%	0	0.00%	0.00%
EO	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	3	0.41%	1.52%	1	0.14%	0.51%
	Female	38	5.18%	7.09%	11	1.50%	2.05%	5	0.68%	0.93%	2	0.275%	0.37%	20	2.73%	3.73%	0	0.00%	0.00%
HEO	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	4	2.34%	3.85%	2	1.17%	1.92%	2	1.17%	1.92%	0	0.00%	0.00%	5	2.962%	4.81%	0	0.00%	0.00%
AP	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	1	1.39%	2.33%	0	0.00%	0.00%	0	0.00%	0.00%	1	1.39%	2.33%	0	0.00%	0.00%
Teacher	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	1	6.67%	16.67%	0	0.00%	0.00%
	Female	2	13.33%	22.22%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Cleaner	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	2	3.45%	28.57%	1	1.72%	14.29%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Accountant	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	1	9.09%	16.67%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Researcher	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Chef	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Catering Manager	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	1	5.00%	5.56%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	10	0.29%	1.05%	5	0.15%	0.52%	0	0.00%	0.00%	0	0.00%	0.00%	9	0.27%	1.94%	1	0.03%	1.10%
	Total Female	308	9.08%	12.64%	27	0.80%	1.11%	25	0.74%	1.03%	10	0.29%	0.41%	75	2.21%	3.08%	0	0.00%	0.00%
	Total	318	9.38%		32	0.94%		25	0.74%		10	0.29%		84	2.48%	2.48%	1	0.03%	

Appendix D – Part 2 – Breakdown of Garda Leave – Garda Staff

As at 31.01.22	Gender	SWY	% Total Staff	% by Gender	Carers	% Total Staff	% by Gender
CO	Male	1	0.05%	0.21%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	6	0.31%	0.41%
EO	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	1	0.14%	0.19%	1	0.14%	0.19%
HEO	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
AP	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Teacher	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Cleaner	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Accountant	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Researcher	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Chef	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Catering Manager	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	1	0.03%	0.10%	0	0.00%	0.00%
	Total Female	1	0.03%	0.04%	7	0.21%	0.29%
	Total	2	0.06%		7	0.21%	

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
Jan 2022	1,113	188	100	15	9	1	1222	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
Aug 2021	1,269	166	85	13	6	1	1,360	180
July 2021	1,424	170	91	12	6	1	1,521	183
Jun 2021	1,372	176	114	12	8	1	1,494	189
May 2021	1,161	163	123	10	6	1	1,290	174
Apr 2021	1,041	168	92	10	6	0	1,139	178
Mar 2021	988	163	82	11	8	0	1,078	174
Feb 2021	904	164	86	11	10	1	1,000	176
Jan 2021	863	160	79	12	9	0	951	172

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Jan 2022	1,178	191	106	15	9	1	1293	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
Aug 2021	1,335	167	88	13	6	1	1,429	181
July 2021	1,518	170	94	12	6	1	1,618	183
Jun 2021	1,451	179	121	12	8	1	1,580	192
May 2021	1,226	163	128	11	6	1	1,360	175
Apr 2021	1,095	171	96	10	6	0	1,197	181

Mar 2021	1,040	163	84	11	9	0	1,133	174
Feb 2021	941	168	89	11	10	1	1,040	180
Jan 2021	904	160	81	12	10	0	995	172

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Jan 2022	11,109	5,519.5	1,083.5	446	147	31	12339.5	5996.5
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
Aug 2021	12,279.5	4,719	1,091.5	403	86	31	13,457	5,153
July 2021	13,056	4,794.5	1,159.5	346	104	31	14,319.5	5,171.5
Jun 2021	11,038	4,879	1,088.5	312	95.5	30	12,222	5,221
May 2021	9,996	4,526.5	1,235	310.5	72	31	11,303	4,868
Apr 2021	9,011	4,332.5	1,019.5	295	106	0	10,136.5	4,627.5
Mar 2021	9,200	4,662.5	962	317	124.5	0	10,286.5	4,979.5
Feb 2021	8,569.5	4,113	893	281	216	7	9,678.5	4,401
Jan 2021	9,865	4,667	900	281	120	0	10,885	4,948

Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
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%
Aug 2021	13,457.00	-862.50	-6.02%
July 2021	14,319.50	2,097.50	17.16%
Jun 2021	12,222.00	919.00	8.13%
May 2021	11,303.00	1166.50	11.51%
Apr 2021	10,136.50	-150.00	-1.46%
Mar 2021	10,286.50	608.00	6.28%
Feb 2021	9,678.50	-1,206.50	-11.08%
Jan 2021	10,885.00	-807.00	-6.90%

Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
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%
Aug 2021	5,153.00	-18.50	-0.36%
July 2021	5,171.50	-49.50	-0.95%
Jun 2021	5,221.00	353.00	7.25%
May 2021	4,868.00	240.50	5.20%
Apr 2021	4,627.50	-352.00	-7.07%
Mar 2021	4,979.50	578.50	13.14%
Feb 2021	4,401.00	-547.00	-11.05%
Jan 2021	4,948.00	220.00	4.65%

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

Month	No. of Days Absent	LTR
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%
Aug 2021	13,457.00	3.51%
July 2021	14,319.50	3.72%
Jun 2021	12,222.00	3.17%
May 2021	11,303.00	2.90%
Apr 2021	10,136.50	2.61%
Mar 2021	10,286.50	2.65%
Feb 2021	9,678.50	2.50%
Jan 2021	10,885.00	2.81%

Garda Staff - Numbers who availed of sick leave

Date	No.
Jan 2022	319
Dec 2021	346
Nov 2021	415
Oct 2021	375
Sept 2021	360
Aug 2021	297
July 2021	320
Jun 2021	301
May 2021	299
Apr 2021	261
Mar 2021	260
Feb 2021	244
Jan 2021	239

Garda Staff - Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
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
Aug 2021	302	6	308
July 2021	335	5	340
Jun 2021	316	6	322
May 2021	312	5	317
Apr 2021	267	4	271
Mar 2021	270	3	273
Feb 2021	251	5	256
Jan 2021	248	5	253

Garda Staff - Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
Jan 2022	3,114	60	3,174	-350.50	-9.94%
Dec 2021	3,440.5	84	3,524.50	-652.00	-15.61%
Nov 2021	4,008.5	168	4,176.5	72.50	1.77%
Oct 2021	3,986	118	4,104.00	225.50	5.81%
Sept 2021	3,787.5	91	3,878.50	-143.00	-3.56%

Aug 2021	3,891	130.5	4,021.50	323.50	8.74%
July 2021	3,606	92	3,698.00	445.00	13.67%
Jun 2021	3,102	151	3,253.00	-275.50	-7.81%
May 2021	3,404.5	124	3,528.50	557.50	18.76%
Apr 2021	2,851	120	2,971.00	-208.50	-6.56%
Mar 2021	3,086.5	93	3,179.50	76.00	2.45%
Feb 2021	3,014.5	89	3,103.50	-112.50	-3.50%
Jan 2021	3,102	114	3,216.00	42.00	1.32%

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

Date	Days Absent	LTR
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%
Aug 2021	4,081.50	4.84%
July 2021	3,730.00	4.43%
June 2021	3,253.00	3.89%
May 2021	3,528.50	4.20%
Apr 2021	2,971.00	3.56%
Mar 2021	3,179.50	3.81%
Feb 2021	3,103.50	3.72%
Jan 2021	3,216.00	3.85%

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
Jan 2022	18	451.5
Dec 2021	25	720
Nov 2021	18	452
Oct 2021	17	470
Sept 2021	17	448
Aug 2021	18	519
July 2021	16	461
Jun 2021	14	380

May 2021	16	413
Apr 2021	13	350
Mar 2021	17	407
Feb 2021	17	399
Jan 2021	16	399

Sick leave statistics as recorded on SAMS and reported @ 01.02.22. 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 – January 2022

Sick absence days for both Garda members and for Garda staff reflects a decrease in the last month. Instances and numbers availing of sick absence leave also reflect a decrease for both Garda members and Garda staff in comparison to the previous month. Comparing January 2022 to January 2021, year on year ordinary illness days have increased for Garda members by 13.36%, however, there has been a slight decrease for Garda staff by 1.31%. The COVID-19 effect contributes to the variances, however, when compared to 2020 pre-pandemic, sick absence for Garda members shows a significant decrease of 22.15% and Garda staff sick absence shows a decrease of 17.64%.

Injury on duty sick absence also shows a minor decrease month on month. Comparing January 2022 to January 2021, year on year injury on duty has increased by 21.19%. When compared to 2020 pre-pandemic, sick absence for Garda members shows a substantial increase of 32.17%. 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).

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 1.4%. Instances of sick absence reflect a marginal decrease of 0.48%. Likewise, the number of Garda members availing of sick absence leave month on month displays a decrease of 1.45%.

Ordinary Illness

The number of sick absence days, month on month, show a decrease of 18.63% for Garda members and a 9.94% decrease for Garda staff. The instances of sick absence, month on month, show a decrease for Garda members at 19.74%, and for Garda staff, the decrease can be seen at 10%. In regard to the number of members availing of sick absence leave, the figures show a similar trajectory to that of the sick absence instances for Garda members, reflecting a 19.55% decrease and a 7.8% decrease for Garda staff.

Since November 2020, we are including 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 18, which reflects a 5.88% increase from December 2021. However, the number of sick day absences for Garda members in January 2022 was 451.5 days, which shows a 9.15% decrease from December 2021. While the figures themselves are not significant, we receive a high number of Freedom of Information (FOI) requests in this regard. It is therefore considered appropriate to make these figures available and include them in our monthly reporting.

COVID-19 Pandemic

The Department of Public Expenditure and Reform has issued guidance on the recording of absence as a result of the COVID-19 pandemic. Absence will not be recorded as sick absence, it will be recorded as special paid leave and applies in the following circumstances;

- Employees required to self-isolate;
- Employees displaying symptoms of COVID-19; or
- Employees that had a positive COVID-19 test.