



An Garda Síochána
Monthly Report to the Policing Authority

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

January 2021

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
Páirc an Fhionnuisce
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Luaigh an uimhir tharaghta seo
a leanas le do thoil:
Please quote the following ref.
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Ms. Helen Hall
Chief Executive
Policing Authority

Re: Commissioner's Monthly Report to the Policing Authority

Dear Helen,

I am pleased to provide the first monthly report for 2021, outlining the key aspects of the administration and operation of An Garda Síochána for the month of December 2020, in accordance with Section 41A of the Garda Síochána Act 2005, as amended.

An update regarding the National Policing Plan for COVID-19 is outlined at Section 1. We will continue to keep you advised of progress in this area through our various reports.

Yours sincerely,


JOHN DOLLARD
CHIEF SUPERINTENDENT
OFFICE OF THE COMMISSIONER

22nd January 2021

Message from the Commissioner

The past ten months have been an immense challenge for all of society, and despite a renewed sense of hope with the turn of a new year, COVID-19 remains a very real threat. The number of people sadly losing their lives to the virus in Ireland is alarmingly high. ICU departments are operating at capacity, putting a heavy strain on healthcare staff while the rate of infection is of serious concern. In view of this, An Garda Síochána has continued to conduct a high visibility operation in accordance with Level 5 of the Government's National Framework for Living with COVID-19.

The further re-deployment of Gardaí to frontline duties this month ensured that high visibility patrolling in key locations could be carried out in parallel with intensive local mobile checkpoints and the additional static checkpoints on national routes introduced as part of Operation Fanacht.

The majority of the public fully recognise the importance of staying at home, outside of essential purposes. They are conscious of the pressure on frontline health services and are therefore compliant with public health guidance and regulations. However, there are those who are failing to act as advised and are not paying heed to the 4E's when approached by Gardaí. In these instances the issuing of Fixed Payment Notices (FPNs) for breaches of COVID-19 Public Health Regulations have been the most appropriate response.

Gardaí also continue to investigate any alleged breaches of public health regulations in licensed premises and non-essential retail under Operation Navigation and Operation Treoraím.

After the events of 2020, we have come into this year knowing the value of checking in on one another and in particular, those in need of a hand or listening ear. Gardaí around the country have been helping out people in their communities by fulfilling everyday tasks like collecting the groceries or stopping by for a socially distanced chat. This is proving to be some of our most important work.

An Garda Síochána knows how critical it is that people feel safe in their own homes and make regular contact with victims of domestic violence to provide reassurance, support and to offer the assistance of local and specialised resources. Phase 3 of Operation Faoiseamh and the active investigation of domestic abuse is a priority and dedicated support services remain in place.

Crime has continued, and the commitment of Gardaí has allowed us to maintain our operational pace during this pressurised time. For example, as part of the ongoing work to disrupt organised crime groups, two operations this week led to the seizure of over €2.2m in cash. Several other operations carried out in Cork, Waterford, Donegal and Wicklow resulted in the seizure of hundreds of thousands of euro in cash and drugs, as well as several arrests.

The dedication and professionalism of Garda personnel continues to make a real difference in keeping people safe and we are determined to stay the course so we can come through this trying time together.

J A HARRIS
Commissioner

1 Update on the National Policing Plan for COVID-19

The current, number one priority for An Garda Síochána is the operational policing response to the COVID-19 pandemic. On 6 January 2021, in support of the Government's decision to move to Level 5 restrictions under the Plan for Living with COVID-19, An Garda Síochána introduced a range of additional measures to ensure compliance with public health guidelines and regulations.

To ensure the maximum number of resources are available to support the frontline, 71 Garda Trainees and 74 Garda Reserves were attested on 19 January 2021, and the additional re-deployment of Gardaí to frontline operational duties has begun. The contingency roster introduced in March 2020 remains in place, which now coincides with increased segregation of units to form smaller independent 'bubbles', to ensure ongoing resilience.

National Units continue their role in the prevention and detection of the most invidious crimes and remain focused on targeting Organised Crime Groups attempting to utilise the COVID-19 pandemic for financial gain. The focus remains to keep people safe by supporting public health measures to further reduce the spread of COVID-19. An Garda Síochána continues to retain a close relationship with the communities we serve by supporting and seeking out those who are vulnerable at this time.

Operation Fanacht

Additional static checkpoints on national routes, supported by local mobile checkpoints, have been reintroduced under Operation Fanacht. An Garda Síochána is maximizing outdoor activities and will engage in high visibility patrols of key locations, such as public amenities, scenic areas and parks to support the Stay Home/Stay Safe message. Where a member of An Garda Síochána reasonably suspects that an individual is in breach of travel regulations, a €100 Fixed Charge Notice (FCN) may issue. As of 1am on Tuesday, 19 January 2021, records indicate that 207 FCN's have issued, relating to breaches of the current 5km travel restrictions.

Operation Treoraím

Under Operation Treoraím, An Garda Síochána is continuing to conduct checks of retail premises across the country, to ensure compliance with public health regulations. The vast majority of retail premises were compliant or came into compliance when requested to do so. As of 12 January 2021, records indicate that there have been 108 potential breaches by retail premises and in each case, files will be submitted to the Director of Public Prosecutions.

Operation Navigation

Operation Navigation commenced on 3 July 2020, to make certain that all licensed premises are visited by uniformed personnel to ensure compliance with public health regulations. Where potential breaches of the public health regulations are identified, and a person does not come into compliance with the regulations, a file will be submitted to the Director of Public Prosecutions for a direction as to how to proceed. As of 12 January 2021, 398 incidents relating to breaches of regulations relating to licensed premises have been recorded.

Operation Faoiseamh

Victims of domestic abuse incidents, including coercive control, continue to receive the highest priority response for service under Operation Faoiseamh. During an interview on RTE's Crimecall on 21 December 2020, the Commissioner appealed to victims of domestic abuse to reach out and seek help. Figures compiled in December 2020 have revealed that there has been a total of 217 prosecutions in respect of alleged breaches of orders issued pursuant to the provisions of the Domestic Violence Act, 2018, specifically related to the undertaking of Operation Faoiseamh. Furthermore, as of 7 December 2020, a total of 20,699 contacts or attempts at contact with victims of domestic abuse were reported in the course of Operation Faoiseamh.

An Garda Síochána continues to use the 4E's approach of engage, educate and encourage, and, only as a last resort, enforcement.

Note: all data provided is provisional, operational and liable to change.

The overall financial position at the end of December 2020 shows a total net expenditure of €1,810.5m which is €16.4m less than the Annual Budget Provision of €1,826.9m.

The 2020 Budget Provision includes the Supplementary Estimate of €44.325m, which was passed in the Dáil on 18 November 2020. The balance of €16.4m includes a Surrender Balance of just under €2m and an amount of €12.75m which will be carried over under the capital carry over provisions, to meet costs arising under the Capital Building Programme in 2021. Also included in the €16.4m balance is approximately €1.65m of additional receipts, which came into the Appropriations in Aid subhead towards the end of the year.

COVID-19 had a significant impact on expenditure during 2020. A revised contingency roster was introduced to enable An Garda Síochána to meet the policing needs of the country during the pandemic and this revised roster did have a significant cost increasing impact on the pay structure. Overtime expenditure increased during certain periods, as part of the response to the Government's Plan for Living with COVID-19 (for example, the necessity to increase Garda checkpoints). However, overall, the total organisational overtime spend in 2020 was almost €99m, compared to €106.9m in 2019; therefore, a reduction of 7.4%.

Non-pay expenditure in relation to COVID-19 at the year-end was €21.1m. This incorporated spend on areas including ICT, communications equipment, rental of vehicles, PPE and cleaning. This expenditure enabled An Garda Síochána to increase its community policing presence during the pandemic and the substantial investment in the purchase of PPE ensured members and staff were protected and ICT investment facilitated remote working.

The major investment of just over €16m on the purchase of vehicles in 2020 resulted in over 3,100 vehicles by year-end, the largest fleet in An Garda Síochána history.

Estate Management - December 2020

PPP Bundle

Planning applications for both Clonmel and Macroom have been lodged. Ongoing engagement between An Garda Síochána, the Department of Justice, the OPW, the Courts Service and the National Development Finance Agency is taking place, in order to set up the Justice PPP Bundle.

Development of the new purpose built Garda facility at Military Road

The project commenced in mid-February 2020, with the contractor on site and clearance works initiated. The project is expected to take in the order of 30 months to be developed, upon which it will be handed over to An Garda Síochána to fit out the necessary ICT and furniture requirements. The current phase of excavation/ground works will be ongoing for a number of months.

Significant Developments in 2020

- **Fitzgibbon Street Garda Station:** Work continued in 2020 to the current position where substantial completion and handover of the station is expected in late Q1/early Q2 2021.

- **Athlone Garda Station:** Work continued in 2020 to the current position where Phase 2 of refurbishment and expansion of the station is expected to be complete in early Q1 2021, with Phase 3 (linking Phases 1 and 2) complete in Q2 2021.
- **Donegal Town Garda Station:** The full refurbishment and extension of the station was completed and handed over to An Garda Síochána in December 2020.
- **Longford Garda Station:** Work commenced to provide enhanced custody facilities and additional office space, with expected completion in Q3 2021.
- **Sligo Garda Station:** A range of works continued in Sligo to refurbish the station. The current phase of works are dealing with refurbished and expanded custody facilities and this phase of the programme is expected to be completed in late Q1 2021. Work continues with local management to develop additional works at Sligo Garda Station.

A range of other projects are in earlier stages of development and continued to be progressed throughout 2020, in conjunction with the OPW.

- **Bailieborough Garda Station:** The tender pack was developed during 2020 to provide a new station in Bailieborough and the OPW has been instructed to proceed with the tendering of this project.
- **Drogheda PEMS & Locker Room:** The OPW advised that the design team are finalising the tender package to provide a new building, to facilitate a PEMS Store and locker rooms.
- **Naas PEMS:** Enabling works were reissued by the OPW on 1 December 2020, with a view to commencing in early 2021.
- **Tallaght PEMS:** Preparatory works and site surveys are underway for the development of a bespoke PEMS Store for DMR South Division. Tender documents are being prepared.
- **Cell Refurbishment Programme:** The full schedule of works for 2020/2021 cell refurbishments has been developed by An Garda Síochána and communicated to the OPW, and work continues on this programme.

3 Human Resources and People Development (HRPD)

- The Garda strength at 31 December 2020 stood at 14,491 (14,442 WTE) and the Garda staff strength at 3,353 (3,112.6 WTE). A full breakdown by rank, grade and gender is outlined below.
- As mentioned in previous reports, work continues on resourcing additional and new Garda staff posts, based upon prior sanctions for recruitment received from the Policing Authority.

Garda Strengths

Rank	At 31 Dec 2020	Male	%	Female	%	WTE
Commissioner	1	1	100%		0%	1
Deputy Commissioner	1	1	100%		0%	1
Assistant Commissioner	9	5	56%	4	44%	9
Chief Superintendent	46	37	80%	9	20%	46
Superintendent	168	148	88%	20	12%	168
Inspector	438	358	82%	80	18%	438
Sergeant	1,980	1,525	77%	455	23%	1,977.5
Garda	11,848	8,433	71%	3,415	29%	11,801.5
Total	14,491	10,508	73%	3,983	27%	14,442

Of which		Male	%	Female	%
Career Breaks (incl. ICB)	59	25	42%	34	58%
Work-sharing	49	1.5	3%	47.5	97%
Secondments (Overseas etc.)	13	11	85%	2	15%
Maternity Leave	86	N/A	0%	86	100%
Unpaid Maternity Leave	44	N/A	0%	44	100%
Paternity Leave	5	5	100%	N/A	N/A
Available Strength	14,235	10,465.5	74%	3,769.5	26%

Garda Reserves Strength as at 31 December 2020	Total	Male	%	Female	%
	407	308	76%	99	24%

Garda Staff Strengths

	Total	WTE*	Male	%	Female	%
Professional / Technical (including Chief Medical Officer)	59	58.4	36	61%	23	39%
Administrative **	2,917	2,819.7	779	27%	2,138	73%
Industrial / Non Industrial	377	234.5	116	31%	261	69%
Total	3,353	3,122.6	931	28%	2,422	72%

Of which	Total	Male	%	Female	%
Maternity Leave	24	N/A	0%	24	100%
Unpaid Maternity Leave	9	N/A	0%	9	100%
Paternity Leave	0	0	100%	N/A	0%
Available Total	3,320	931	28%	2,389	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	Male	%	Female	%
	322	8	2.5%	314	97.5%

*** Work-sharing figure excludes Industrial / Non-Industrial staff. Many of these posts are part-time.

Career Breaks****	Total	Male	%	Female	%
	29	6	21%	23	79%

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

Garda members reassigned to operational duties as at 31 December 2020

	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
Total	0.05	10.5	26	108	601	746

Administrative and Civil Service (and Chief Medical Officer)

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	4	4	3	75%	1	25%
Chief Medical Officer	1	1	1	100%	0	0%
Director	1	1	1	100%	0	0%
PO	21	21	9	43%	12	57%
AP	67	67	30	45%	37	55%
HEO/AO	138	137	57	41%	81	59%
EO	749	739.4	202	27%	547	73%
CO	1,936	1,849.3	476	25%	1,460	75%
Total	2,918	2,820.7	780	27%	2,138	73%

Parental Leave

01.12.2020 – 31.12.2020	Garda Members	Garda Staff
	92	86

Suspensions: Persons suspended from An Garda Síochána as at 5 January 2021

Total*	Male	%	Female	%
71	63	89%	8	11%

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

With the most recent COVID-19 Level 5 restrictions in place, ICT has again experienced a huge increase in demand for remote working solutions from personnel across the organisation. Solutions and support will continue to be delivered as quickly as possible, to enable remote access to Garda information systems in a secure manner.

Schengen (SIS II)

As outlined last month, the deployment date of 15 March 2021 was confirmed by the EU Commission. The formal Council Implementing Decision was approved at the Council of Ministers in November 2020 and deployment planning is in progress. The SIS Communications Plan is in progress and training delivery will commence in January 2021. Analysis of the design of the next iteration of SIS (Recast) is progressing in parallel. The project RAG status is currently amber, due to delays in securing deployment approval from the EU with an associated need to keep the project 'open' past original target dates and the requirement for ICT resources for SIS post-deployment support (business case submitted). There is a bigger long term concern, given the EU's ambitious roadmap for the next iteration of SIS (i.e. SIS III - December 2021) and other system enhancements which will become immediate and ongoing requirements following SIS II deployment. Note: Training of members may be affected due to the imposition of Level 5 restrictions (mostly online).

Computer Aided Dispatch 2 (CAD 2)

The Project Initiation document is being finalised. Prioritisation of activities for the early system design meetings is in progress. The CAD2 to PULSE integration design is in progress. Implementation of the initial test version of the new system to aid with the system design process is in progress.

Roster Duty Management System Deployment (RDMS Deployment)

RDMS is now live in DMR South-Central Division. The regional rollout team is in place for Cork City and implementation is in progress, with the planning function now live and general member's go-live scheduled for 22 February 2021. Initial preparations (data gathering) for Limerick rollout is also underway.

Investigation Management System Deployment (IMS Deployment)

As advised in the November report, the rollout of IMS was paused due to COVID-19 and it has been necessary to suspend training. No new rollout dates have been set for the next set of Divisions i.e. Clare and Wicklow. Positive user feedback has been received so far on IMS deployments, albeit in lower volume Divisions.

Mobile Device Deployment:

The second deployment of 300 devices to Community Policing members has been completed. Due to COVID-19 restrictions, this was a low-touch deployment. Devices were delivered to all Divisions and divisional contacts are arranging delivery to members. A new device enrolment video was created and made available on the Garda Portal, to support members with the enrolment process and this is working well. While the ICT budget allocation for 2021 within An Garda Síochána remains unconfirmed, ICT has received assurances that a €7m separate provision will be ring-fenced for the project. The draft 2021 Policing Plan now includes a target of an additional 2,500 frontline mobile devices to be rolled out in 2021.

Cloud Strategy:

The Cloud Strategy was approved by the Chief Information Officer in An Garda Síochána in December 2020 and final comments are currently being added. As advised in previous reports, ICT awaits confirmation of the 2021 Budget, but any reduction in budget for 2021 will pose potential challenges to service provision and project delivery, especially in the cases highlighted above.

Engagements

During the month of December 2020, the Office of Corporate Communications published significant content highlighting varied policing activities through a range of measures such as press releases, interviews, media queries, internal weekly Newsbeat publications and social media posts. As the country moved into Level 3 of the Government's National Framework for Living with COVID-19, An Garda Síochána adapted its ongoing high visibility policing operation in support of the prevailing public health measures, with continued focus on keeping people safe through a wide-range of operational activities. Other varied, high level communications during the month of December 2020 have focused on issues such as:

- The launch of An Garda Síochána Equality, Diversity and Inclusion (EDI) Strategy Statement & Action Plan 2020-2021.
- The Garda National Youth Awards which were held at the Aviva Stadium and garnered an estimated reach across all media of 10.5m.
- Cross Border Crime Conference (virtual) and publication of Joint Agency Task Force (JATF) summary details.
- The publication of An Garda Síochána Annual Report 2019.
- **Drug Seizures:** Numerous press releases issued with a combined value of almost €2m for the month of December 2020.
- **Internal Communications:** Weekly Newsbeat publications, with an increased readership of over 14,000, focusing on critical organisational messaging.
- The Christmas Elf Campaign (#FindDazzler) ran from 1 to 24 December 2020, with the aim of increasing engagement with An Garda Síochána social media audience and highlighting the Operational Support Service Units. (A total of 40 posts issued across each of the social media channels, with a total reach of 7.1 million).

Media Briefings and Interviews

- An RTÉ interview with Assistant Commissioner John O'Driscoll, Organised and Serious Crime.
- Chief Superintendent Christy Mangan, Louth Division provided a number of interviews to the Sunday Independent and Irish Times on a range of issues.
- Acting Deputy Commissioner Anne Marie McMahon and Chief Superintendent Con Cadogan facilitated numerous TV and radio interviews on the Garda National Youth Awards.
- Detective Chief Superintendent Mick Gubbins, Chief Bureau Officer of the Criminal Assets Bureau provided an interview to the Irish Independent.
- Detective Chief Superintendent Declan Daly, Garda National Protective Services Bureau provided a number of interviews on Operation Faoiseamh.
- Superintendent Liam Geraghty, Press Office represented An Garda Síochána at the recent Brexit Readiness press conference at Dublin Port.
- Detective Inspector Tony Ryan, Special Tactics and Operations Command Unit provided an interview to the Irish Independent.
- RTÉ interview on the Navan District Christmas Card Appeal 2020 (detailed further later in the report).

Launches & Initiatives:

- An Garda Síochána Equality, Diversity and Inclusion (EDI) Strategy Statement & Action Plan 2020 – 2021 was launched in December 2020. The EDI Strategy and Action Plan identifies a number of priority actions that align with the external Diversity and Integration Strategy 2019 – 2021.

- An Garda Síochána partnered with the Disability Federation of Ireland (DFI) and founder of Purple Lights, Gary Kearney, to show support by lighting up Garda Headquarters in purple for the UN International Day for Persons with Disabilities.
- A media briefing and launch by An Garda Síochána and the RSA for the Christmas and New Year Road Safety Appeal 2020.
- Public health advice issued by An Garda Síochána in the run up to the All-Ireland Hurling and Football Finals, including significant messaging across all of our social media platforms.
- Launch of National Slow Down Day.
- Support by An Garda Síochána of the United Nations Anti-Corruption Day.
- A renewed appeal by An Garda Síochána on the 20th Anniversary of the Disappearance of Trevor Deely.
- The Director of Communications provided a presentation on how An Garda Síochána uses social media in a crisis to a conference organised by the Office of Emergency Management.
- Participation by members of An Garda Síochána in the virtual annual Missing Persons Day and relevant media interviews.

Press Office

- Numerous press release updates were provided on key data under Level 3 restrictions in support of public health measures to reduce the spread of COVID-19.
- Approximately 160 press releases issued by the Press Office and hundreds of press queries were handled during the month of December 2020 on a range of criminal justice issues.

Corporate Communications

In December 2020, similar to the previous month, the Corporate Communications team continued to support An Garda Síochána in its graduated policing response, encouraging compliance with public health measures and highlighting Government advice to the public, to reduce the spread of COVID-19. Engaging with our continuously growing 1.5m social media followers, as well as retaining our close connection with our community, Corporate Communications continued to promote the advice of the HSE and demonstrate examples of good practice by Gardaí, using hashtags such as #HoldFirm #StaySafe #HereToHelp. This has included:

- Regular updates shared on our social and digital media channels, including the various public health measures, in particular, updates relating to special arrangements for the Christmas period.
- Raising awareness of the introduction of a high visibility, nationwide policing plan, focused on the support for the vulnerable and crime prevention.
- Promoting the 4E's approach of engage, explain and encourage, and only where provided for and as a last resort, enforcement.
- Promoting the COVID-19 Tracker app and subsequent updates to it.
- Sharing images of Gardaí highlighting community engagement and assisting members of the public who are in isolation, by delivering food and medical supplies.
- Support for the HSE, County Councils and Government of Ireland campaigns to deliver key messages relating to COVID-19, as well as the GAA ahead of the All-Ireland semi-finals and final.

Throughout December 2020, An Garda Síochána social media audience was kept informed of the ongoing efforts by Gardai to detect crime, preserve the peace and reduce road traffic collision fatalities and injuries, for example:

- Providing updates and information on 'Operation Fanacht' checkpoints.
- Raising awareness of the high visibility, nationwide policing patrols to support the 4E's approach across social media platforms.
- Sharing of the Europol #DontBeAMule global awareness campaign of the crime of money-muling.
- The launch of the Annual Christmas and New Year Road Safety Appeal for 2020 in collaboration with the RSA, Department of State for International and Road Transport and Logistics and the Medical Bureau of Road Safety.
- The sharing of 'National Slow Day' on 11 December 2020 and a number of associated updates.
- Awareness raising of the dangers of participating in the social media trend 'ghosting'.
- Sharing of the '12 Safety Tips of Christmas 2020' and the 'Online Gaming Safety Tips' infographics to raise awareness.



1 Every Contact Counts. If you must meet up this Christmas keep your contacts to a minimum. Wear a mask if you can't stay 2 metres apart. Follow HSE Covid-19 guidelines for your safety and others.

2 If you are out this Christmas, take care when carrying your handbag, wallet or smart phone. Keep them in a safe location.

3 If you are out this Christmas, take care about where you store coats and handbags.

4 At ATM's, only take out as much money as you need. Cover your pin number and call the Gardai if you believe the machine has been compromised.

5 Park in well lit & secure areas. Take care of your Christmas shopping and never leave it unattended, especially in your car.

6 Secure all car doors and windows. Set the car alarm. Report all thefts, or suspicious activity to Gardai & Security staff.

7 Avoid burglaries at Christmas – Secure all doors and windows and use your alarm.

8 Don't leave Christmas presents in view from the outside of your home.

9 If you're expecting deliveries, always make sure someone is there to collect it or arrange for a trusted neighbour to take it in.

10 Avoid alerting criminals to valuable goods inside your home. Recycle packaging carefully so they cannot see what has been delivered.

11 If you are visiting family or friends this Christmas, make your own home look occupied; leave some lights on.

12 Drink alcohol responsibly. Never, ever drink and drive.

Wherever the celebration - Everyone should promote safe behaviour this Christmas. See HSE.ie for more information



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- Crime prevention public awareness and advice on scams as a result of, or relating to, COVID-19, as well as advice on 'Catalytic Converter Theft Prevention'.
- The airing of Crimecall on 21 December 2020 and the subsequent sharing of the segment of the Commissioner speaking on domestic violence. This episode had a viewership of 386k with 33% of the viewing public watching the programme that evening.
- Sharing of weather warnings and related advice.
- Providing information on road closures due to traffic collisions, oil spills and fallen trees to ensure traffic disruption is kept to a minimum.

Other social media activity of note includes:

- The publication of the performance by the Garda Band in a number of virtual concerts to engage with those who are isolating or in nursing homes, as well as interaction with schools.
- As referenced in the introduction, the Christmas Elf Campaign (#FindDazzler) issued 40 posts across each of the social media channels, with a total reach of 7.1m.

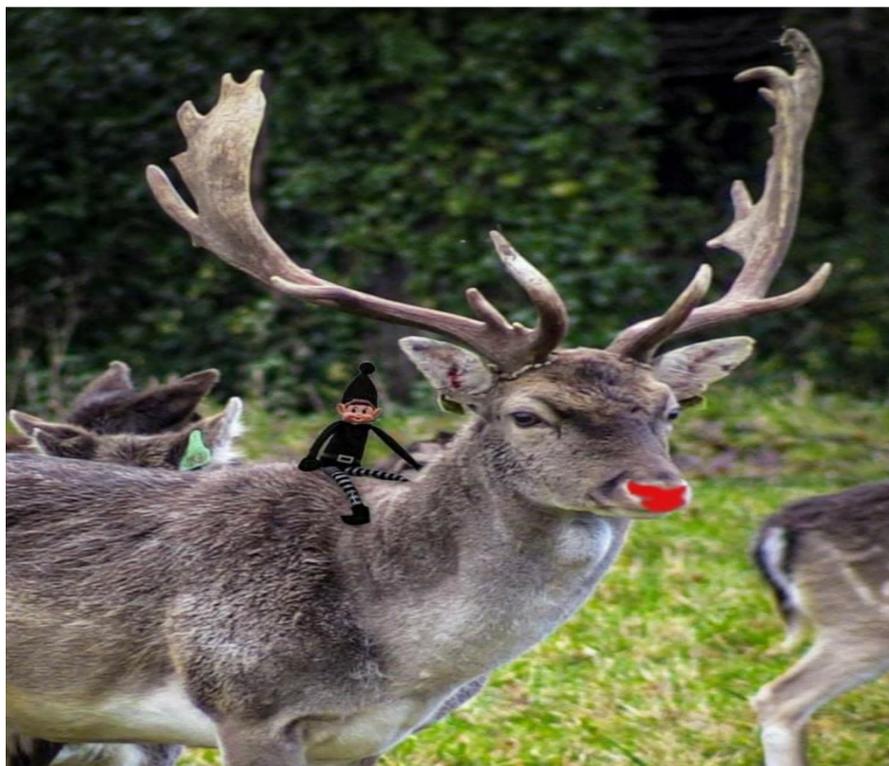


An Garda Síochána ✓

23 Dec 2020 • 🌐



Oh deery deery me....turns out Dazzler has been spotted in the Phoenix Park with all the reindeer not too far from the Garda Headquarters. They gave Dazzler the heads up that everyone has been looking for him and that his next stop should be Garda HQ. Further updates later today.
[#FindDazzler](#)



Internal Communications

UK Public Sector Internal Communications Conference

Ms. Joanna Parsons, Head of Internal Communications, featured on a panel discussion at the UK Public Sector Internal Communications Conference on 8 December 2020. The topic was how An Garda Síochána delivered innovative and creative communications to help employees throughout the pandemic. Other panellists included the Head of Communications for the Welsh Assembly and the Director of the Institute of Internal Communications in the UK.

Key Communications in December

Newsbeat was issued each Tuesday and a COVID-19 email update was issued each Thursday. Readership of Newsbeat was recorded at more than 14,000 personnel for the first time. The Garda Portal and screensavers continued to be updated with COVID-19 related content. Key updates delivered to personnel included:

- Explaining the current COVID-19 Regulations.
- The introduction and implementation of Fixed Payment Notices for face covering offences.
- Guidance for personnel on when to wear a face covering at work.
- A feature on mental health and the supports available.
- Continued advice and guidance for personnel on COVID-19 safety measures.

An end-of-year *Reeling in the Year* edition of Newsbeat was issued on 22 December 2020, which looked back on the achievements of the organisation in 2020. This included a message from the Commissioner for all personnel.

Garda Portal Upgrade

The Garda Portal (intranet) is a key internal communications channel in the organisation. It was built in 2007. The Internal Communications Unit has begun working with ICT on how to upgrade to a new portal. This will involve extensive consultation with the workforce in order to deliver a product that is user-centric and helps people to contribute to Keeping People Safe. A high-level portal development strategy was developed in Q4 2020. More detailed work will commence in 2021.

6 Progress update on embedding the Code of Ethics

Ethics Workshops and Sign-Up to the Code of Ethics in An Garda Síochána

As outlined in previous reports, it was necessary to pause Code of Ethics Workshops in March 2020 and it is envisaged that this will continue for Q1, 2021. Sign up to the Code of Ethics Declaration continues to be captured through trigger points in the careers of personnel within the organisation.

Most initiatives on the plan for the continued embedding of the Code of Ethics in 2020 are progressing, however, some aspects continue to be affected by the current situation.

The Garda Ethics and Culture Bureau (GECB) has engaged positively with all Divisions and Sections in relation to the statistical data and all returns have been collated, analysed and reconciled with the validated database. As included in last month's report, current figures indicate that 91% of the organisation have attended a Code of Ethics workshop and have signed the Code of Ethics Declaration.

In Q1 2021, the GECB will provide Divisional Officers/Section Heads with the list of personnel who have not attended a workshop and request that they be facilitated with the opportunity to attend upon resumption of training post-COVID-19. The Bureau will also provide Divisional Officers/Section Heads with a list of personnel who have not signed the Code of Ethics Declaration and a request to provide the reason, which will enable an analysis of the 'reasons' data and facilitate the development of an action plan to address the areas of non-compliance.

Garda Decision Making Model

The Garda Decision Making Model (with Garda Ethics and Culture Bureau Code of Ethics element) e-learning module has been developed at the Digital Hub in the Garda College. It has been reviewed by relevant stakeholders, including the Human Rights Section, GECB and Assistant Commissioner, Governance and Accountability. A Communications Plan to accompany the launch of eLearning has been prepared.

7 Implementation of Cultural Change

Culture Reform Programme

The Garda Ethics and Culture Bureau is continuing its gathering of statistical data around culture change, which includes data on suspensions, dismissals and complaints.

Following the review of the 12 Staff Cultural Engagement Initiatives, the plan for re-invigoration of the initiatives was submitted in December 2020 for implementation throughout 2021. A decision was taken to proceed with a mini-tender competition (value under €25,000) for the 2nd cultural audit. On 14 December 2020, an RFT was sent to six companies. The deadline for clarifications was 15 January 2021 and for completed tenders is 22 January 2021.

8 Risk Management

An Garda Síochána Corporate Risk Register captures 10 principal risks currently facing the organisation. These Corporate Risks are being managed effectively by their assigned Corporate Risk Owners, overseen by the Risk and Policy Governance Board, and supported by the Garda Risk Management Unit (GRMU). A meeting of the Risk and Policy Governance Board took place on 15 December 2020. At this meeting, the risk ratings for a number of Corporate Risks were re-categorised.

In December 2020, Superintendent, Garda Risk Management Unit held 11 meetings with Corporate Risk owners and/or support staff via video conferencing, assisting in reviewing their risks; an initiative introduced to improve and embed risk management. Compliance rates for Q4 2020 are currently being collated. Compliance rates from Q1, Q2, and Q3 2020 remained consistently high, averaging 91%. The Garda Risk Management Unit continues to provide support and guidance to risk managers and support staff via video and teleconferencing.

Risk management training for risk managers and briefings for support staff have been significantly impacted due to the COVID-19 pandemic. The GRMU, in collaboration with the Garda College, are developing virtual development programmes for risk management training and briefings.

9 Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for November and December 2020.

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

Comparison of data for November 2020 and December 2020

- The use of force has seen an increase in December 2020 when compared with November 2020. There were 117 recorded uses of force in December 2020, compared with 77 recorded incidents in November 2020.
- The use of incapacitant spray has seen a noticeable increase, with 87 uses in December 2020, compared with 55 uses in November 2020. The use of batons has remained steady with 26 uses in December 2020, compared with 19 uses in November 2020.
- The use of Taser has remained steady with three uses in December 2020, compared with two uses in November 2020.
- There was one lethal use of a firearm in December 2020.
- The types of incidents where there was a use of force has also remained quite consistent. Public order incidents, drug related incidents and assault related incidents accounted for the top three types of incidents in which there was a use of force during December 2020. This was the same as November 2020.
- Regarding days of the week in which force was used, Tuesday has seen an increase of 7% which made Tuesday the day with the highest levels of force uses recorded.
- Cork City recorded the highest levels of force use at 14%. December 2020 was also the first time that another Division surpassed the DMR South Central for the highest levels of force.

As reported last month, a new automated system has been introduced on the last PULSE update of October 2020 and it is anticipated that the data collected from the commencement of this new process will be used to report trends in the future.

National Overview

Long term property crime, burglary and criminal damage plateaued in 2019 following sustained downward trends from 2015 – 2018. This reduction has resumed in 2020, largely due to the COVID-19 pandemic. Similarly, crimes against the person and sexual offences, for which continuous upward trends were observed in recent years, have stabilised in 2020. This is also a possible effect of the COVID-19 pandemic. Public order incidents have increased consecutively in 2018 and 2019 and although also affected by COVID-19, have not seen as great a reduction when compared with property crime or criminal damage.

COVID-19: Since March 2020, Government measures to inhibit the transmission of Coronavirus have been in place, including ceased operation of all non-essential services and prohibition of non-essential travel. This has had a significant effect on crime, with most crime types reporting significant reductions since mid-March 2020. In particular, periods of ‘lockdown’ level restrictions (Level 5 as per the Plan for Living with Covid-19¹) such as the month of April 2020, late October to the end of November 2020 and the current Level 5 restrictions (introduced on 22 December 2020) appear to have an impact on many types of crime. Comparisons of April-December 2020 with April-December 2019 are provided to follow.

Data Quality Assurance

Monthly meetings continue between An Garda Síochána and the CSO on data matters, with the first meeting for 2021, scheduled for 21 January. Priority data quality actions for 2020 were the publication of crime recording rules, adoption of Eircodes in crime incident recording and establishment of the internal audit by GPSU of the data collection quality process. The priority for 2021 is to collect and report on data that will enable outcomes reporting on investigation performance, not just detection reporting. This will provide more insight into the reasons that investigations do not (or cannot) lead to a sanction outcome (i.e. a formal detection). This requires the capture of the “reason not detected” for incident investigations, which is planned to be in place by end Q2 2021. The second priority for 2021 is the implementation of recording of victim:offender relationships, with associated validation to further enhance the early identification of domestic abuse cases. The main risk to these and other data quality improvements in PULSE is the possibility of significant 2021 requirements to support the EU mandated phase 3 of the Schengen Information System. The CSO plans to carry out an updated review of the quality of recorded crime statistics in 2021. The date is to be determined.

An Garda Síochána has hired a data architect to establish and lead a data engineering function that will further improve data management and the suitability of internal and external data sources for analysis. Recruitment for the 30+ approved Garda Síochána Analysis Service positions is pending, but it is hoped this will commence during Q1 2020, based on the availability of recruitment capacity. This will begin to address the high demand for analysis support for policing operations and management of information reporting.

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.

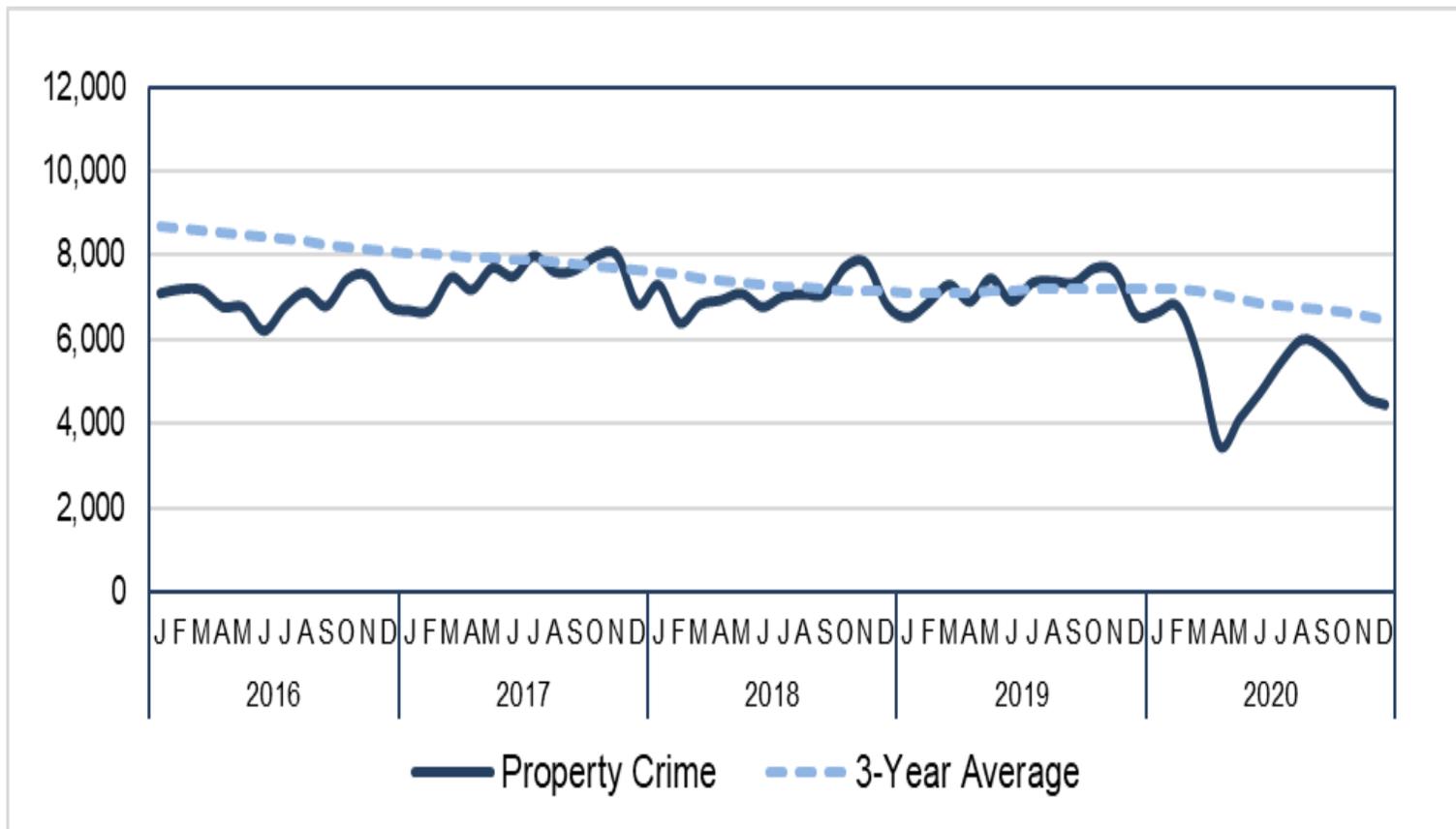
When reviewing the crime trends to follow, the three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

¹ Plan for Living With Covid-19 – Government of Ireland

<https://www.gov.ie/en/campaigns/resilience-recovery-2020-2021-plan-for-living-with-covid-19/>

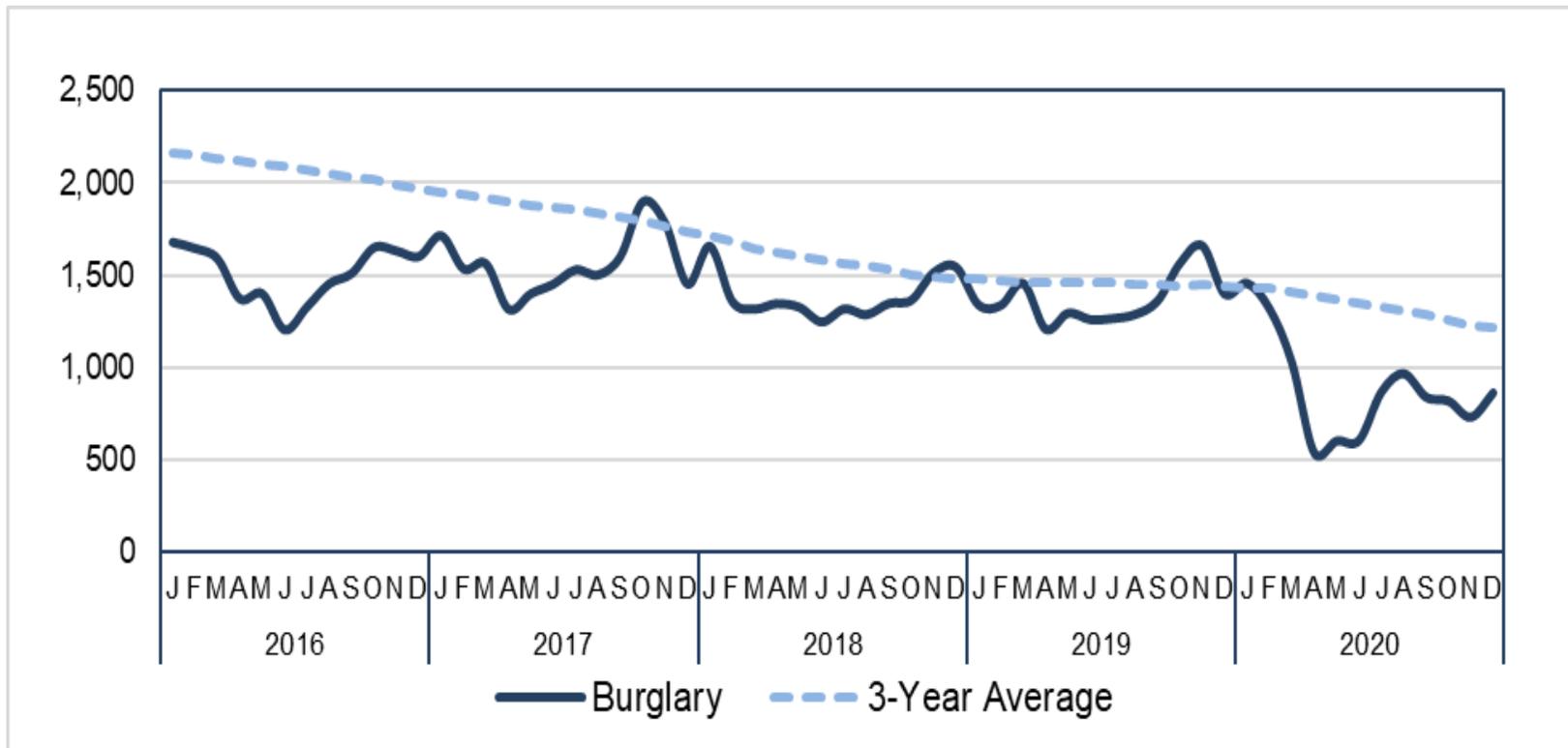
Property Crime had been trending downwards since the end of 2015. This trend flattened in 2019 but has taken a further downward turn in 2020. Levels are down 26.8% in the 12 months to December 2020 as compared with the 12 months prior. COVID-19 has resulted in a lot of business premises being shut, fewer residences left vacant (due to working from home arrangements) and fewer people in public places that could be targeted for theft. In 2020, property crime was lowest in April and November/December when Level 5 restrictions were in effect. When April-December 2020 is compared with April-December 2019, there has been a reduction in property crime of 32.6%. When only periods of highest restriction are considered (months of April and November), property crime was 44.5% lower than in 2019.

Chart 1: Total Property Crime - 5 Year Trend



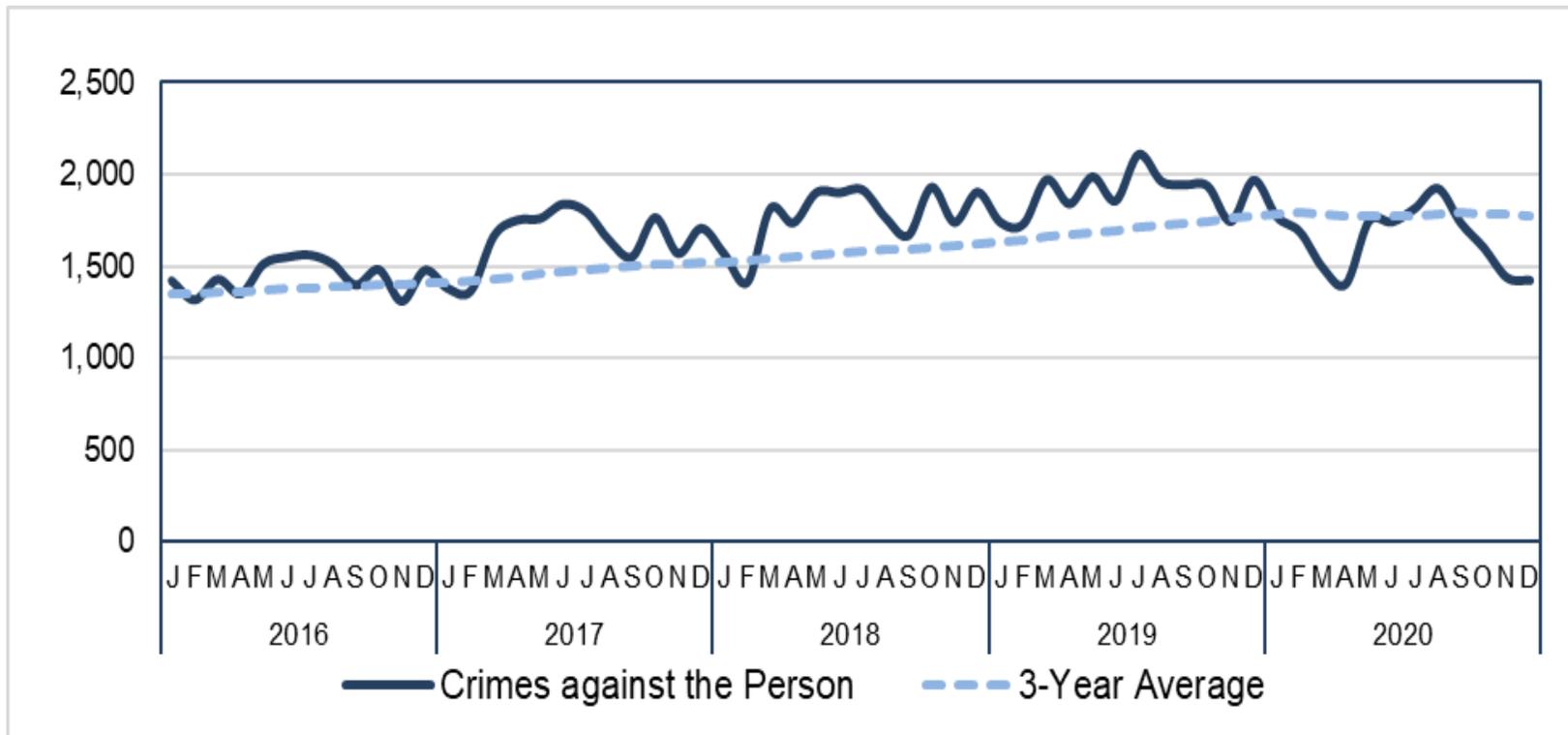
Burglary has been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015. Residential burglary was down 35.6% and burglary occurring elsewhere down 34.8% in 2020, compared to 2019. When compared with April-December 2019, residential burglary has decreased by 44.6% and burglary elsewhere has decreased by 44.4%. 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). As was observed in June/July when the lockdown conditions were relaxed, there was an upward turn in burglary in December 2020. This upward tick is not predicted to continue as Level 5 restrictions were reintroduced at the end of the year and are likely to remain in place for all of January 2021.

Chart 2: Burglary - 5 Year Trend



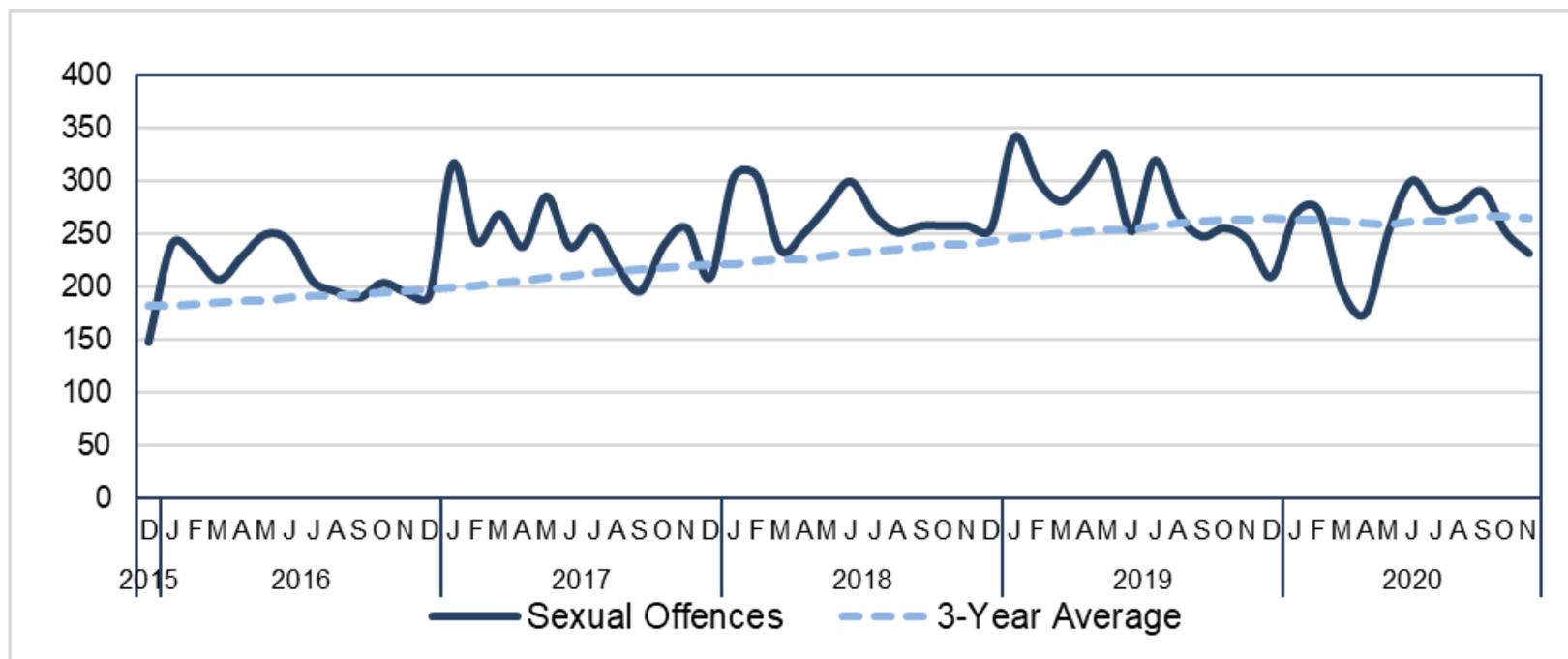
Crimes against the Person plateaued in 2020, following a gradual rise over the past 3 years. In 2020, there was a decrease of 13.1% compared to 2019. There has been an overall reduction during COVID-19, which is likely to be linked to decreased public mobility and closure of licensed establishments. In April-December 2020, crimes against the person were 14.4% lower than those reported in April-December 2019. The most common offences in this category are minor assault and assault causing harm. Most assault typically occurs in public locations. Public minor assault decreased by 33.3% and public assault causing harm decreased by 38.6% during April-December 2020, compared to 2019. Conversely, assault in residences has increased during this period with minor assault increasing by 4.2% and assault causing harm increasing by 22.3%.

Chart 3: Crimes against the Person - 5 Year Trend



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, however, this has plateaued in the last 12 months. In the 12 months to *November 2020* there has been a decrease in reported sexual offences of 11.2%. The general increase in sexual offences in recent years is not unique to Ireland² and may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. 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. In April-November 2020, reported sexual offences were 7.4% lower than in April-November 2019. However, given the low volume (compared to other crime) and high monthly fluctuation, this cannot yet be taken as an approximation of the impact of COVID-19 on reported sexual offences.

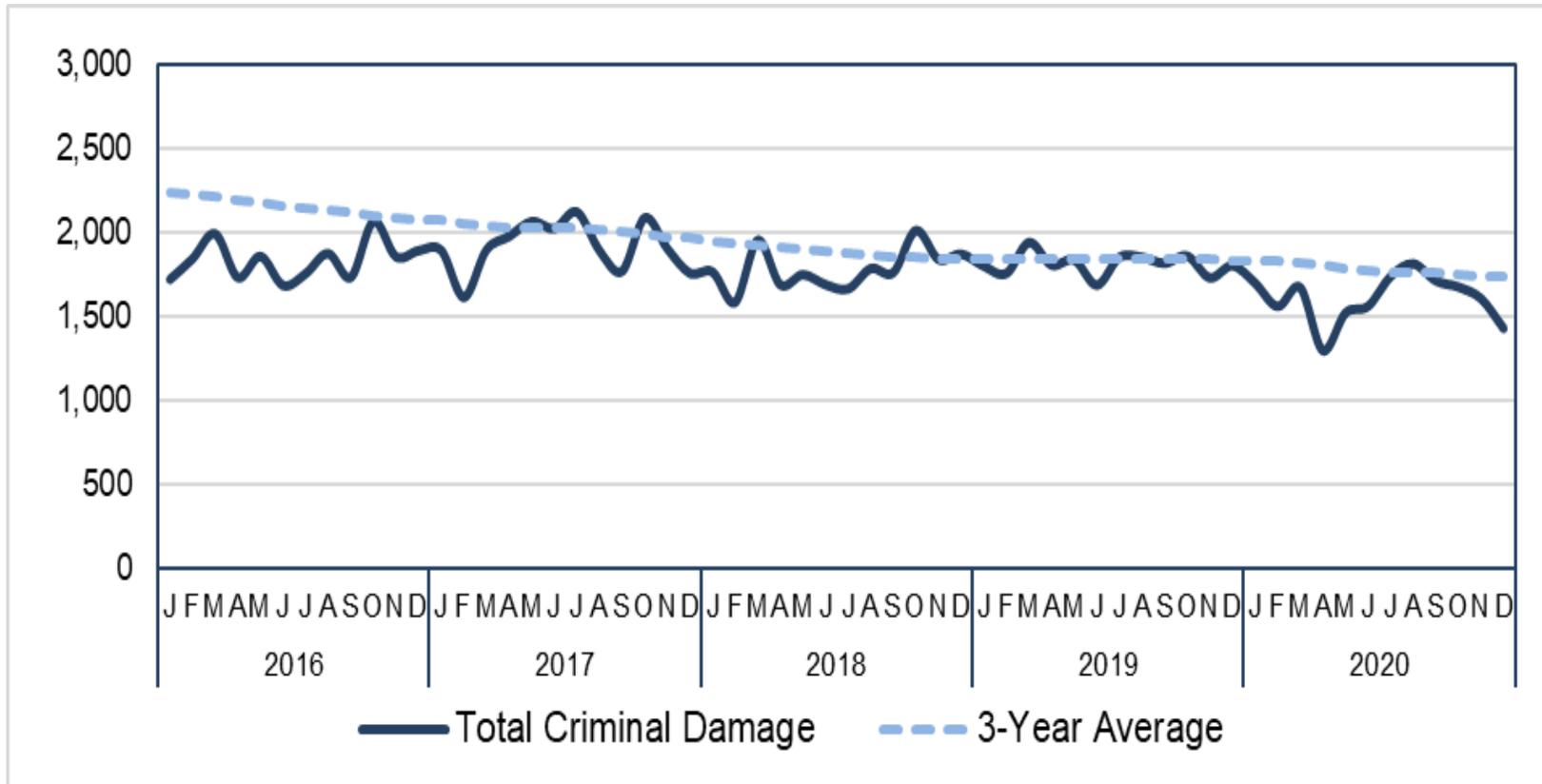
Chart 4: Sexual Offences - 5 Year Trend (to November 2020)



² The Eurostat dataset indicates that there is Europe-wide increase in the reporting of sexual crimes. <https://ec.europa.eu/eurostat/web/crime/data/database>

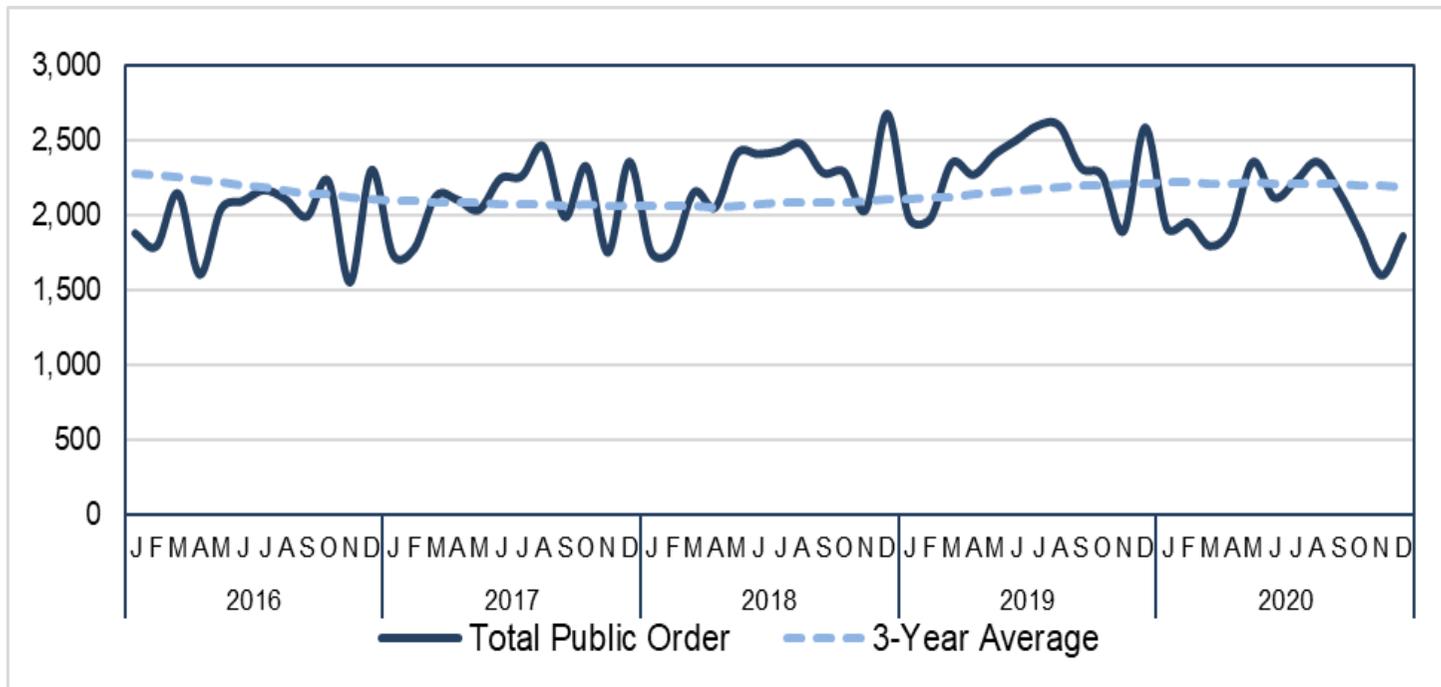
Criminal Damage incidents trended downwards from 2015 to 2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis, there were signs of resumption of this downward trend. There was a decrease of 11.2% in 2020 as compared with 2019. In April-December 2020, there were 11.5% fewer reported criminal damage incidents compared to April-December 2019.

Chart 5: Total Criminal Damage - 5 Year Trend



Total **Public Order** (public order and drunkenness) incidents showed a gradual upwards trend starting in mid-2018 and finishing at the beginning of 2020. Just prior to the COVID-19 crisis, there were signs of this trend coming to a plateau. There was a decrease of 12.9% in 2020 compared to 2019. Public order tends to spike in December and increase gradually throughout the year into summer. Public order offences for April-December 2020 were down 13.8%, while drunkenness offences are down 20.9% when compared with the same period last year. The closure of certain licensed premises likely contributed to a softening of the typical public order spike that is observed each December. In December 2020, public order offences were 24.5% lower and drunkenness offences were 33.3% lower than in December 2019.

Chart 6: Total Public Order - 5 Year Trend



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.

11 Policing Successes

During December 2020, there were numerous incidents of excellent police work performed by members of An Garda Síochána in the course of their routine operational policing duties, supported by specialist personnel from units under the remit of Assistant Commissioners, Organised and Serious Crime, Garda National Crime and Security Intelligence Service and Roads Policing and Community Engagement. An overview of some of those incidents in December 2020 are outlined below:

On 2 December 2020, in the course of an ongoing intelligence led operation targeting the proceeds of serious suspected organised criminal activity, personnel attached to the Garda National Drugs and Organised Crime Bureau (GNDOCB) conducted a search operation at a house in Dublin West, resulting in the seizure of €80,900 in cash. One person was arrested and charged in respect of an alleged breach of the provisions of Section 7, Criminal Justice (Money Laundering and Terrorist Financing) Act, 2010, in relation to the aforementioned seizure of cash and is currently remanded on bail.

Also on 2 December 2020, an off duty Garda member from the Meath Division, encountered an elderly woman in Navan Town, who was attempting to start her car. Upon inspection, the Garda member discovered that the clutch in the car had broken. As the woman was unable to contact her family to assist her, the member offered his assistance and brought the woman to her home in Virginia, Co. Cavan. On 17 December 2020, the woman conveyed her appreciation during an interview that was broadcast on RTÉ's 'Liveline' programme and described how she considered the member's help to be a tremendous act of kindness. She was highly commendable of the member and described his hospitality as being a credit to An Garda Síochána.

In addition, on 2 December 2020, in the course of an ongoing investigation into suspected trafficking of illegal immigrants and associated offences, personnel attached to the Garda National Immigration Bureau arrested a suspected offender, who was subsequently detained pursuant to the provisions of Section 50 of the Criminal Justice Act, 2007, at Ballymun Garda Station. On 4 December 2020, following his detention, the suspected offender appeared before Dublin District Court, charged as follows:

- I. One charge of trafficking in illegal immigrants contrary to Section 2, Illegal Immigrants (Trafficking) Act 2000;
- II. Four charges of unlawful custody or control of false instruments contrary to Section 29(2), Criminal Justice (Theft and Fraud Offences) Act, 2001;
- III. Four charges of deception, contrary to Section 6, Criminal Justice (Theft and Fraud Offences) Act, 2001.

The suspected offender was remanded in custody.

On 8 December 2020, personnel from the Garda National Economic Crime Bureau (GNECB) assigned to a Special Investigation Unit within the Department of Social Protection, arrested one suspected offender, as part of an ongoing investigation into alleged fraudulent claims associated with the COVID-19 Pandemic Unemployment Payment. The suspected offender was arrested and detained at Midleton Garda Station, pursuant to the provisions of Section 4, Criminal Justice Act 1984. Following the arrest, subsequent searches were carried out at two residential addresses, during which, cash, electronic devices and relevant documentation were seized. On 9 December 2020, the suspected offender was charged before Mallow District Court with 21 counts of Possession of Stolen Property, contrary to Section 18, Criminal Justice (Theft and Fraud Offences) Act 2001, and remanded on bail.

On 10 December 2020, while on patrol in Dublin 2, Gardaí from the DMR North Central Division encountered two suspected prolific shoplifters. The members continued surveillance for a period of time, during which, the male and female were observed entering a retail premises on Henry Street, Dublin 1 and exiting with a number of items which, it was suspected, they had not paid for. Both suspected offenders were arrested at the scene and conveyed to Store Street Garda Station, where they were detained pursuant to the provisions of Section 4, Criminal Justice Act 1984. During the course of the arrest, all of the property concerned was recovered in resalable condition. A search warrant was subsequently executed on a residential property, during which, 7.7kgs of suspected Cannabis, with an approximate value of €140k and €25k of suspected stolen property were recovered and seized. One of the suspected offenders was released without charge pending further enquires, while the second suspected offender was charged with drug related offences and appeared before the courts, where he was remanded in custody.

On 11 December 2020, as a result of an ongoing investigation, targeting suspected organised criminal activity, 11 coordinated search operations were undertaken in Co. Tipperary, during which, over €90k in cash, 2 Rolex watches, high value designer goods and extensive financial documentation were seized. A suspected offender, believed to be involved in the sale and supply of controlled drugs, was arrested and detained at Tipperary Town Garda Station, pursuant to the provisions of Section 4, Criminal Justice Act 1984, where he was subsequently released without charge. As a result of a continued investigation, a Section 17 (2) Order - Criminal Justice (Money Laundering and Terrorist Financing) Act 2010 and Section 18 (1) Notification were subsequently served on the suspect. Investigations into this matter remain ongoing and a comprehensive file is being prepared for the DPP.

Also on 11 December 2020, as part of an ongoing investigation into the activities of an Organised Crime Gang, believed to be involved in cyber based fraud and related money laundering, the Payment Crime and Counterfeit Currency Unit within the Garda National Economic Crime Bureau, in cooperation with law enforcement authorities in other EU countries, arrested a suspected offender. The arrest concerns 71 individual bank accounts, believed to be opened using false identification and have been used to launder in excess of €5.5m, believed to be the proceeds of criminal conduct throughout Europe and the United States. The suspect was charged in respect of alleged money laundering and theft and fraud offences, and appeared before the courts, where he was subsequently released from custody pending the submission of a file to the DPP.

On 14 December 2020, as part of an ongoing intelligence led operation targeting serious suspected organised criminal activity and the importation of controlled drugs, personnel attached to the Garda National Drugs and Organised Crime Bureau effected a coordinated search of a premises in Dublin, where 4.8kgs of Cannabis Herb, with an estimated value of €96k, was recovered. One male was subsequently arrested and charged with drug related offences and is currently remanded on bail.

On 17 December 2020, the Sex Offender Management and Intelligence Unit, within the Garda National Protective Services Bureau successfully secured a Sex Offender Order under Section 16, Sex Offender Act, 2001, before the courts in relation to a convicted sex offender, who had previously served a term of imprisonment for sexual assault. This order is valid for a period of five years.

On 21 December 2020, as a result of a lengthy investigation carried out by the Garda National Drugs and Organised Crime Bureau, two males were sentenced to a total of 14 years and three months imprisonment, at the Special Criminal Court, in respect of alleged breaches of the provisions of Section 27A(1), Firearms Act 1964, as amended.

Also on 21 December 2020, Gardaí from the Mayo Division responded to an incident in Ballinrobe, Co. Mayo. An elderly woman, who had previously withdrawn two amounts of cash from an ATM, was approached by a lone male who snatched her bag in the church grounds and escaped, inflicting minor

injuries to the victim. An immediate investigation commenced and following an extensive trawl of CCTV footage, a person of interest was identified. The suspected offender was arrested and subsequently charged with Section 4 Theft and appeared before Ballina District Court, where he was remanded in custody.

On 31 December 2020, two units of the Armed Support Unit (ASU) responded to an anonymous call of an alleged domestic dispute in Dublin, where it was reported that a male had allegedly discharged a firearm. On arrival at the scene, the ASU members engaged with the male and observed that he was in possession of a knife, with a female present in the apartment. After repeated requests, the male dropped the weapon, which allowed ASU members to enter the apartment. The suspected offender was subsequently arrested by local Gardaí and conveyed to the Kilcock Garda Station, where he was charged with obstructing a peace officer, contrary to Section 19, Criminal Justice (Public Order) Act, 1994, as amended and released on bail to appear in court on 13 January 2021.

Also during December 2020;

The Criminal Assets Bureau (CAB) obtained 7 Orders pursuant to the provisions of Section 2 of the Proceeds of Crime Act, 1996, as amended, in respect of one residential property, €521,192 in cash, two vehicles, two jet skis, two designer watches and high end goods seized, in addition to revenue assessments in excess of €115,009 being served on relevant persons. The CAB also obtained 7 Orders pursuant to the provisions of Section 3 of the Proceeds of Crime Act, 1996, as amended, in respect of one vehicle, one high-end watch, €700 cash, £100 Sterling cash and 126.81 Bitcoin, valued circa €1.2m.

2 Community Engagement and Organisational Initiatives

UN International Day for Persons with Disabilities – Purple Lights 2020

On 3 December 2020, An Garda Síochána partnered with the Disability Federation of Ireland (DFI) to show our support for over 643,100 people living with a disability in Ireland by lighting up Garda Headquarters in the Phoenix Park. The day marked the UN International Day for Persons with Disabilities – Purple Lights 2020. This year's theme, 'Not all Disabilities are Visible', focused on spreading awareness and understanding of disabilities that are not immediately apparent, such as mental illness, autism, brain injuries and learning difficulties, among many others.



International
Day of
**Persons with
Disabilities**

3 DECEMBER

16 Days of Action on Domestic Abuse and Gender Based Violence

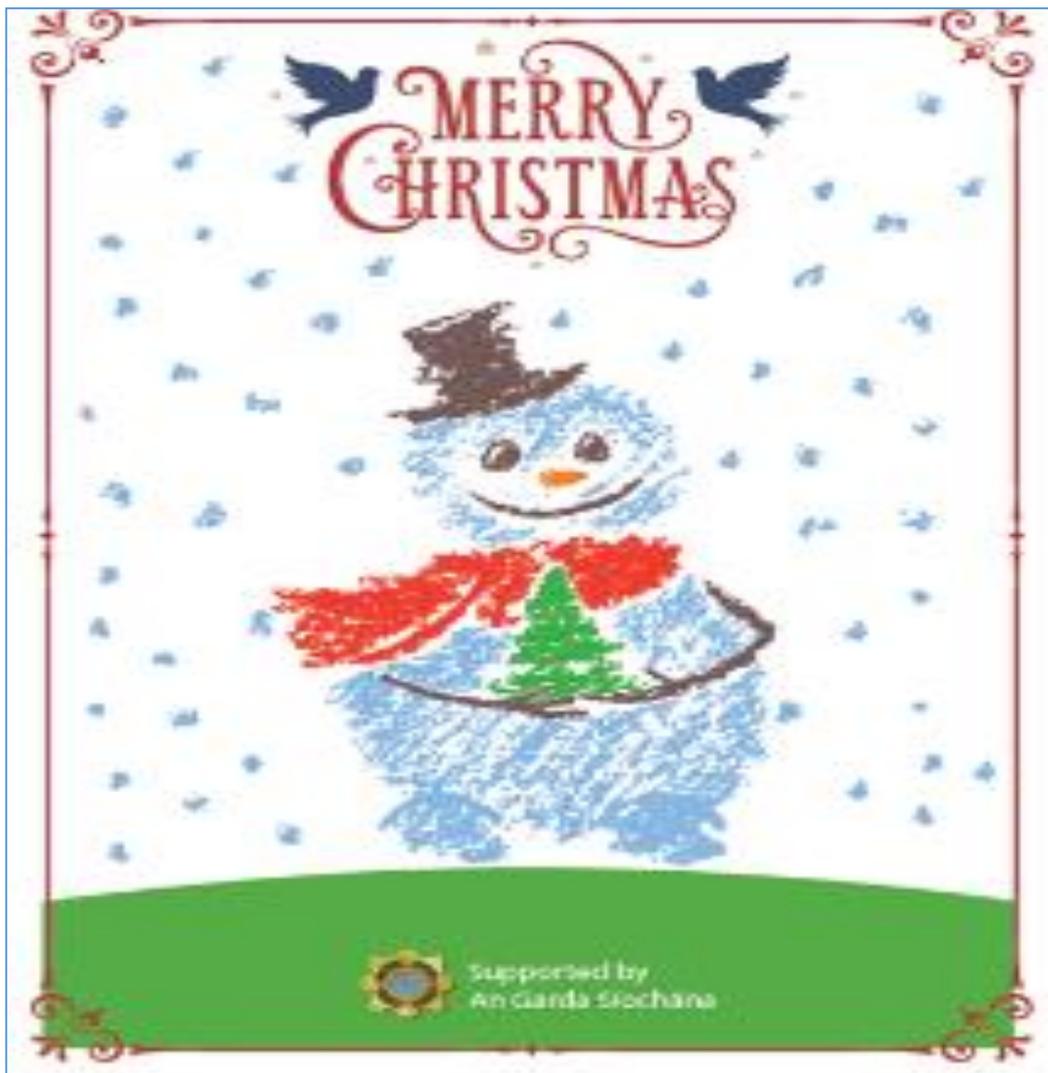
16 Days of Action on Domestic Abuse and Gender Based Violence is an international initiative, which runs each year from 25 November (UN Day for the Elimination of Violence against Women) to 10 December (International Human Rights Day). As part of the initiative this year, An Garda Síochána posted social media messages offering support and reassurance to victims of domestic abuse. A review of the social media analytics, conducted on 10 December 2020, indicated that the relevant 'posts' appeared on Twitter 227,264 times over the course of the 'days of action'.

Community Policing Framework Briefings for Garda Reserves

On 28 November 2020 and 5 December 2020, two half day remote briefings were presented to 20 Reserve Gardaí on the Community Policing Framework. The briefings served as an introduction to the new framework for the Reserve Gardaí in the pilot Divisions. This briefing was delivered remotely via a video conference to Reserves in the Galway, Mayo/Roscommon and Longford Divisions by a member of the National Community Policing Unit, supported by the Garda Reserve National Support Unit. All attendees reported that the material delivered was of benefit to them in their roles.

Cross Generational Community Initiative - Christmas Cards

During the month of December 2020, Community Gardaí nationally worked with their local primary schools and nursing homes on a cross-generational community initiative. Schools were given Christmas cards for children to colour and add a seasonal message to an older person living in a local nursing home or other assisted living accommodation within their community. This card was developed in conjunction with the Garda National Community Policing Unit and was made available to Community Gardaí on the Garda Portal. The card reminds residents in nursing homes that the community are thinking about them and is also an excellent way for children to learn how to engage with and support our elderly population.



National Tenant Housing Forum 2020

During the month of December 2020, the Garda National Crime Prevention Unit (GNCPU) presented at a number of forums and seminars to promote and offer advice on crime prevention, to both the private and business community. The GNCPU presented at the National Tenant Housing Forum 2020, where attendees were invited to ask questions in relation to personal, home and vehicle security. They also developed and presented a module on Crime Prevention through Environmental Design (CPTED) for Age Friendly Ireland training seminars for the Department of Housing, Local Government and Heritage, local architects, planners and developers. The presentation demonstrated that if CPTED techniques are implemented at an early stage, developers and planners can remove crime generators such as; lack of natural or formal surveillance, poor lighting or poor physical security in housing developments.

Annual Christmas and New Year Road Safety Enforcement Operation

On 8 December 2020, An Garda Síochána, in conjunction with the Road Safety Authority, launched the Annual Christmas and New Year Road Safety Enforcement Operation. The campaign primarily focused on Mandatory Intoxicant Testing, with checkpoints conducted around the country to detect those who drive having consumed alcohol and/or drugs. Due to a 26% rise in speed detections, compared to the same period in 2019, a strong focus was placed on speeding offences. As part of the Christmas and New Year Safety Campaign, An Garda Síochána conducted “National Slow Down Day” on 11 and 12 December 2020, to remind drivers of the dangers of speeding, increase compliance with speed limits and act as a deterrent to driving at excessive or inappropriate speeds. In total, An Garda Síochána and GoSafe checked in excess of 186,000 vehicles and detected almost 1,500 vehicles travelling in excess of the applicable speed limit, which were subsequently issued with FCN’s.

With the easing of county to county travel restrictions on 18 December 2020, An Garda Síochána, the Road Safety Authority, Dublin Fire Brigade and the Department of Transport launched an additional Road Safety Campaign, urging road users to act responsibly and safely when using the roads throughout the Christmas and New Year period. This campaign was fronted by members of the emergency services to encourage road users to be extra cautious over the festive period, which is a traditionally dangerous time on the roads. The campaign ran in addition to our continued enforcement of all Road Traffic legislation, with particular emphasis on lifesaver offences, including seatbelt and mobile phone use.



Newly Established Armed Support Unit in the North Western Region

On 5 January 2021, following the completion of a competitive recruitment and tactical training process, under the direction of the Special Tactics and Operations Command Bureau, the newly established Armed Support Unit Centre in the North Western Region was officially launched. Two Sergeants and 12 Gardaí have been allocated to the Cavan Centre. The newly established Regional Armed Support Unit replaces the temporary secondment of Armed Support Personnel from other Regional ASU's deployed in September 2019, in light of concerns surrounding Brexit and elements of increased organised criminality in the Cavan/Monaghan Division. The Armed Support Unit provides a full-time, fully trained tactical capability and ensures that all investigations in the locality are fully supported, in addition to providing a full-time rapid deployment capacity to critical incidents in the North Western Region.

Appendix A – Policing Plan 2020 – Performance at a glance, December 2020

Priority 1. Community Policing

1	Community Policing Framework	Green	8	Community Policing Reserves	Green
2	Community Policing Training	Green	9	National Drug Strategy	Green
3	Community Policing Mapping	Green	10	Community partnerships (COVID-19)	Green
4	Community Police Allocation	Green	11	Stakeholder Experiences	Green
5	Diversity & Integration Implementation	Green	12	Community Partnerships	Red
6	Diversity & Integration Feedback	Green	13	Community Engagement (COVID-19)	Green
7	Minority Engagement (COVID-19)	Green			

Priority 2. Protecting People

14	COVID-19 Response Coordination	Green	33	Homicide Review Recommendations	Green
15	Data Analysis Support	Red	34	Divisional Protective Services Units	Green
16	Public Health Operations	Green	35	Domestic Abuse Risk Assessment Tool	Green
17	National Coordination & Tasking Functions	Green	36	Domestic Abuse Operations	Green
18	OCG Threat Assessment Matrix	Green	37	Call-backs to Domestic Abuse Victims	Green
19	Cyber-crime Hubs	Green	38	Victim Assessments	Green
20	Crime Prevention Advice	Green	39	Victim Support Training	Green
21	Assaults in Public Reduction Strategy	Green	40	3 rd Party Hate Crime Reporting	Green
22	Crime Prevention Strategy	Yellow	41	Minority Crime prevention Advice	Green
23	Drugs Awareness Campaign	Red	42	Online Hate Crime Reporting	Green
24	Social Media Campaign	Red	43	Hate Crime Training	Yellow
25	Metal, & Retail Theft Forum	Yellow	44	Lifesaver Offences	Green
26	Youth Referral Recommendations	Green	45	Intoxicated Driving Testing	Green
27	Drug-related Crime Review	Green	46	Unaccompanied Driver Detections	Yellow
28	Reporting on OCGs to Policing Authority	Green	47	Crowe Horwath Recommendations	Green
29	IMS	Green	48	Major Event Management Unit	Red
30	Schengen Information Connection	Green	49	Operation Páistí	Green

31	Schengen Training	Green	50	Roads Intel Gathering	Green
32	Schengen Phase III	Green	51	Disqualified/Fail to Surrender Drivers	Yellow

Priority 3. A Secure Ireland

52	Domestic & International Operations		59	International Engagement	
53	Monitoring Extremist Threats		60	Europol & Interpol Operations	
54	Terrorist Activities & Network Disruption		61	Europol & Interpol Engagement	
55	Security Service Training		62	Major Emergency Response	
56	Targeting Terrorist Finance		63	CBRN Response Capabilities	
57	Security & Intelligence Operating Model		64	MEM Training	
58	Security & Intelligence Enhancements				

Priority 4. A Human Rights Foundation

65	Human Rights Strategy	Green	69	Human Rights Training	Green
66	Recording Use of Force	Green	70	Human Rights Policy Reviews	Yellow
67	Reporting Use of Force	Green	71	Human Rights (COVID-19)	Green
68	Embedding Code of Ethics	Green	72	Rights and Ethics Comms (COVID-19)	Green

Priority 5. Our People – Our Greatest Resource

73	Probationer Training (COVID-19)	Green	96	Industrial Relations Structures	Green
74	Training in Pandemics	Green	97	Staff Cultural Engagement	Green
75	Garda Staff Training	Yellow	98	Cultural Audit Roadmap	Green
76	Garda Probationer Monitoring	Green	99	Cultural Audit Process	Green
77	Garda Probationer Training	Green	100	Innovation Programme	Yellow
78	Garda Staff Induction Training	Green	101	PALF Usage Review	Yellow
79	Learning & Development Director	Red	102	PALF Usage	Yellow
80	Learning & Development Reporting	Green	103	Performance Management for Garda Staff	Yellow
81	Learning & Development Strategy	Green	104	Attested Probationer Supervision	Green
82	Electronic Training Management System	Yellow	105	Guidance & Support for Attested Probationers	Green
83	New Uniform Procurement	Green	106	Frontline Policing Recognition	Green
84	Property & Exhibit Management System eLearning	Green	107	Discipline Regulation Statutes	Green

85	Gardaí Recruitment	Yellow	108	Anti-Corruption Unit	Green
86	Garda Staff Recruitment	Yellow	109	Health & Wellbeing Strategy	Yellow
87	Human Resources Operating Model	Yellow	110	Post-traumatic Incident Support	Red
88	Workforce Plan	Green	111	Health & Wellbeing (COVID-19)	Green
89	Redeployment Strategy	Green	112	Occupational Health (COVID-19)	Green
90	Garda Redeployments	Yellow	113	Medical Considerations (COVID-19)	Green
91	Enhanced Promotion Processes	Green	114	Health & Safety in Policing (COVID-19)	Green
92	Diversifying Recruitment	Yellow	115	Health & Safety of Frontline Gardaí (COVID-19)	Green
93	Irish Language Recommendations	Green	116	PPE Procurement (COVID-19)	Green
94	Divesting Non-Core Duties	Yellow	117	Remote Working Solutions	Green
95	Senior Leadership Training	Red			

Priority 6. Transforming our Service

118	Revised Rostering	Yellow	129	Internal Communications Strategy	Green
119	Implement Operating Model	Green	130	Portal Upgrade Plan	Green
120	Divisional Business Services	Green	131	Data Quality Assurance Plan	Green
121	Phase 1 Op model Functions	Green	132	Core Technology Platforms Review	Green
122	Phase 2 Op model	Green	133	Criminal Justice Hub	Green
123	SCO Op model	Green	134	Mobility Evaluation	Green
124	Regional Op Model	Green	135	Enterprise Content Management Deployment	Yellow
125	Costed Policing Plans	Green	136	Computer Aided Dispatch Procurement	Green
126	Corporate Governance Framework Review	Green	137	Accelerated RDMS Deployment	Green
127	Performance & Accountability Framework	Green	138	Roster Duty Management System Roll-Out	Green
128	Risk Management Framework Review	Green			

Appendix B

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.												
	2021												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2021
Assistant Commissioner													0
Chief Superintendent						2	1			1			4
Superintendent	1	2	2		1		2	1	1		1		11
Total	1	2	2	0	1	2	3	1	1	1	1	0	15

Appendix C

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks Data as at the end of December 2020

Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	9	9									0	9	0
Chief Superintendent	47	46	0								0	46	1
Superintendent	168	167	1				0	2		0	0	168	0
Total	224	222	1	0	0	0	0	2	0	0	0	223	1

Appendix D

Breakdown of Leave – Garda Members

As at 31.12.2020	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	2	0.02%	0.02%	24	0.20%	0.28%							5	0.04%	0.06%	12	0.10%	0.14%
	Female	91	0.77%	2.66%	32	0.27%	0.94%	79	0.67%	2.31%	37	0.31%	1.08%				72	0.61%	2.11%
Sergeant	Male	1	0.05%	0.07%	1	0.05%	0.07%								0.00%	0.00%	4	0.20%	0.26%
	Female	4	0.20%	0.88%	2	0.10%	0.44%	7	0.35%	1.54%	7	0.35%	1.54%				4	0.20%	0.88%
Inspector	Male																		
	Female																		
Superintendent	Male																		
	Female																		
	Total Male	3	0.02%	0.03%	25	0.17%	0.24%							5	0.03%	0.05%	16	0.11%	0.15%
	Total Female	95	0.66%	2.39%	34	0.23%	0.85%	86	0.59%	2.16%	44	0.30%	1.10%				76	0.52%	1.191%
	Total	98	0.68%		59	0.41%		86	0.59%		44	0.30%		5	0.03%		92	0.63%	

Appendix E

Breakdown of Leave – Garda Staff																			
As at 31.12.20		Work Share	% Total Staff	% by Gender	Career Break	% Total Staff	% by Gender	Mat Leave	% Total Staff	% by Gender	Unpaid Maternity	% Total Staff	% by Gender	Paternity Leave	% Total Staff	% by Gender	Parental Leave	% Total Staff	% by Gender
CO	Male	8	0.41%	1.68%	3	0.15%	0.63%										5	0.26%	1.05%
	Female	264	13.64%	18.08%	13	0.67%	0.89%	13	0.67%	0.89%	6	0.31%	0.41%				50	2.58%	3.42%
EO	Male				1	0.13%	0.50%										3	0.40%	1.49%
	Female	42	5.61%	7.68%	7	0.93%	1.28%	7	0.93%	1.28%	2	0.27%	0.37%				21	2.80%	3.84%
AO	Female							1	7.14%	12.50%									
HEO	Male				2	1.61%	3.92%												
	Female	4	3.23%	5.48%	2	1.61%	2.74%	1	0.81%	1.37%	1	0.81%	1.37%				4	3.23%	5.48%
AP	Male																		
	Female																3	4.48%	8.11%
Chef de Partie	Male																		
	Female	1	4.35%	4.76%															
Teacher	Male																		
	Female	2	12.50%	22.22%															
Cleaner	Male																		
	Female	3	1.32%	1.40%	1	0.44%	0.47%												
Accountant	Male																		
	Female	1	14.29%	33.33%															
Solicitor	Female							2	50.00%	50.00%									
	Total Male	8	0.24%	0.86%	6	0.18%	0.64%										8	0.24%	0.86%
	Total Female	317	9.45%	13.09%	23	0.69%	0.95%	24	0.72%	0.99%	9	0.27%	0.37%				78	2.33%	3.22%
	Total	325	9.69%		29	0.86%		24	0.72%		9	0.27%					86	2.56%	

Appendix F

Garda Members - Unavailable for duty due to sick leave

	Garda		Sergeant		Inspector and above		Total	
	*OI	**IOD	OI	IOD	OI	IOD	OI	IOD
December 2020	1032	155	83	9	4	0	1119	164
November 2020	1060	162	77	8	2	0	1139	170
October 2020	1086	151	94	9	2	0	1182	160
September 2020	1242	155	104	9	8	0	1354	164
August 2020	1095	144	83	10	11	1	1189	155
July 2020	1076	145	92	8	7	1	1175	154
June 2020	924	144	65	9	4	1	993	154
May 2020	785	144	58	10	3	1	846	155
April 2020	768	150	76	9	9	1	853	160
March 2020	1215	159	103	10	12	0	1330	169
February 2020	1511	151	124	11	10	0	1645	162
January 2020	1774	154	170	11	17	0	1961	165

Ordinary Illness **Injury on Duty

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
December 2020	1084	157	85	9	4	0	1173	166
November 2020	1107	162	81	8	2	0	1190	170
October 2020	1158	152	97	9	2	0	1257	161
September 2020	1303	156	108	9	8	0	1419	165

August 2020	1149	145	84	10	11	1	1244	156
July 2020	1133	145	96	8	7	1	1236	154
June 2020	960	146	67	9	4	1	1031	156
May 2020	809	145	60	10	3	1	872	156
April 2020	795	150	78	9	9	1	882	160
March 2020	1284	161	108	10	12	0	1404	171
February 2020	1628	151	132	11	11	0	1771	162
January 2020	1938	156	182	11	17	0	2137	167

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
December 2020	10546	4449	1058	279	88	0	11692	4728
November 2020	10087.5	4338	1004	240	44	0	11135.50	4578
October 2020	10946	4331	1128.5	277	25	0	12099.5	4608
September 2020	11307	4067	1043.5	244	151	0	12501.5	4311
August 2020	10731.5	4108	1000	298	161	17	11892.5	4423
July 2020	9804	4174.5	963.5	248	114	31	10881.5	4453.5
June 2020	8629	4103.5	608.5	263	92	30	9329.5	4396.5
May 2020	8855.5	4164.5	764.5	304	53	31	9673	4499.5
April 2020	9459.5	4132	898	270	109	30	10466.5	4432
March 2020	12851	4372	1140	292	190.5	0	14181.5	4664
February 2020	12584.5	3985	1150	292	138.5	0	13873	4277
January 2020	14190.5	4245	1452	292	207	0	15849.5	4537

Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
December 2020	11692.00	556.50	5.00%

November 2020	11135.50	-964	-7.97%
October 2020	12099.50	-402	-3.22%
September 2020	12501.50	609	5.12%
August 2020	11892.50	1011	9.29%
July 2020	10881.50	1552	16.64%
June 2020	9329.50	-343.50	-3.55%
May 2020	9673	-793.5	-7.58%
April 2020	10466.50	-3715.00	-26.20%
March 2020	14181.50	308.50	2.18%
February 2020	13873.00	-1976.50	-14.25%
January 2020	15849.50	200.50	1.27%

Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
December 2020	4728.00	150.00	3.28%
November 2020	4578.00	-30.00	-0.65%
October 2020	4608.00	297	6.89%
September 2020	4311.00	-112	-2.53%
August 2020	4423.00	-30.50	-0.68%
July 2020	4453.50	57	1.30%
June 2020	4396.5	-103	-2.29%
May 2020	4499.50	67.50	1.52%
April 2020	4432.00	-232.00	-4.97%
March 2020	4664.00	387.00	2.18%
February 2020	4277.00	-260.00	-14.25%
January 2020	4537.00	-26.50	1.27%

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

Month	No. of Days Absent	LTR	Commentary
December 2020	11692.00	3.03%	The Lost Time Rate for 2018 as calculated by DPER was 3.2%. DPER Statistics for
November 2020	11135.50	2.87%	
October 2020	12099.50	3.12%	

September 2020	12501.50	3.21%	2019 are not yet published.
August 2020	11892.50	3.05%	
July 2020	10881.50	2.79%	
June 2020	9329.50	2.38%	
May 2020	9673	2.46%	
April 2020	10,466.50	2.67%	
March 2020	14181.50	3.61%	
February 2020	13873.00	3.61%	
January 2020	15849.50	4.17%	

Garda Staff - Numbers who availed of sick leave

Date	No.
December 2020	271
November 2020	244
October 2020	271
September 2020	290
August 2020	206
July 2020	236
June 2020	211
May 2020	198
April 2020	199
March 2020	321
February 2020	435
January 2020	515

Garda Staff - Instances of Absence

	Administrative Grades	Technical and Professional	Total
December 2020	276	7	283
November 2020	256	4	260
October 2020	277	4	281
September 2020	300	2	302
August 2020	213	1	214
July 2020	251	1	252
June 2020	221	0	221
May 2020	196	2	198
April 2020	203	0	203
March 2020	341	5	346
February 2020	478	8	486
January 2020	577	3	580

Garda Staff - Number of days absent

	Administrative Grades	Technical and Professional	Total
December 2020	3000	174	3174
November 2020	2622.5	34	2656.5
October 2020	2966.5	41	3007.5

September 2020	3008	31	3039
August 2020	2654	31	2685
July 2020	2688.5	19	2707.5
June 2020	2633.5	0	2633.5
May 2020	2810	12	2822
April 2020	3297	0	3297
March 2020	3638.5	65	3703.5
February 2020	3500.5	73	3573.5
January 2020	3792	62	3854

Garda Staff – Number of Days Absent

Month	No. of Days Absent	Monthly Variance	% Variance
December 2020	3174.00	517.50	19.48%
November 2020	2656.50	-351.00	-11.67%
October 2020	3007.50	-31.5	-1.03%
September 2020	3039.00	354	13.18%
August 2020	2685.00	-22.50	-0.83%
July 2020	2707.50	74.00	2.81%
June 2020	2633.50	-188.50	-6.68%
May 2020	2822.00	-475.00	-14.41%
April 2020	3297.00	-406.50	-10.98%
March 2020	3703.50	130.00	3.51%
February 2020	3573.50	-280.50	-7.85%
January 2020	3854.00	224.50	5.83%

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

Month	No. of Days Absent	LTR	Commentary
December 2020	3174.00	3.82%	The Lost Time Rate for 2018 as calculated by DPER was 5.2%. DPER Statistics for 2019 are not yet published.
November 2020	2656.50	3.19%	
October 2020	3007.50	3.61%	
September 2020	3039.00	3.66%	
August 2020	2685.00	3.25%	
July 2020	2707.50	3.32%	
June 2020	2633.50	3.25%	
May 2020	2822.00	3.50%	
April 2020	3297.00	4.09%	
March 2020	3703.50	4.58%	
February 2020	3573.50	4.47%	
January 2020	3854.00	4.85%	

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
December 2020	16	433
November 2020	20	549
October 2020	18	486
September 2020	13	354
August 2020	10	293
July 2020	14	334
June 2020	16	383
May 2020	13	329
April 2020	18	463

March 2020	18	473.5
February 2020	15	387

Sick Leave Statistics as recorded on SAMS and reported @ 04.01.2021.

These statistics have been compiled using the mental health illness subcategory based on illness classification on medical certification. The statistics for mental health provided are included in the ordinary illness category.

Commentary on Sick Absence – December 2020

Sick absence days for both Garda members and Garda staff has seen an increase in ordinary illness sick absence in the month of December 2020. Instances and numbers availing of sick absence leave show minimal decrease for Garda members and an increase for Garda staff. Comparing December 2020 to December 2019, year on year ordinary illness days have significantly decreased for Garda members by 25.29% and also notably decreased for Garda staff by 12.55%.

However, injury on duty sick absence shows a slight increase month on month. Comparing December 2020 to December 2019, year on year injury on duty has increased marginally by 3.6%.

The number of days in the respective months is a contributory factor in variances from 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.

Injury on Duty

Overall, injury on duty for Garda members shows a small increase in the last month over the number of sick absence days at 3.28%, while showing a slight decrease in both the instances of sick absence at 2.35%. The number of Garda members availing of this sick absence leave month on month can be seen at 3.53%.

Ordinary Illness

The number of sick absence days, month on month, show an increase of 5% for Garda members and a sizable increase of 19.48% for Garda staff.

The instances of sick absence, month on month, for Garda members show a minimal decrease at 1.43%, while for Garda staff there is an increase that can be seen at 8.85%.

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; a 1.76% decrease for Garda members and an 11.07% increase for Garda staff.

From December 2020, an extract from the ordinary illness category is included, specific to mental health for Garda members. The number of members reporting illness in this category is 16, a decrease of 20% from November 2020. The number of days sick absent for Garda members in December 2020 was 433 days, a decrease of just over 21%. While the figures themselves are not significant, An Garda Síochána receives 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, but instead as Special Paid Leave. This applies in lieu of sick leave for COVID-19, when an employee is advised to self-isolate and is displaying symptoms of COVID-19 or has had a positive test.