



An Garda Síochána

Monthly Report to the Policing Authority

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

June 2022

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. number: **CMR_86-31412/22**



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

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 a report regarding the Operating Model is again provided at Section 13.

Yours sincerely,

**MARIE BRODERICK
SUPERINTENDENT
PRIVATE SECRETARY TO
COMMISSIONER**

24 June 2022

Message from the Commissioner

As I highlighted last month, the number of road deaths occurring on Irish roads has already reached a critical point. In a joint initiative with the Road Safety Authority over the May Bank Holiday, An Garda Síochána put in place an operation between 12pm on Friday, 29 April 2022 and 7am on Tuesday, 3 May 2022. The operation placed particular emphasis on reducing fatal and serious injury collisions, particularly through engagement with motorcyclists and raising awareness of the vulnerability of motorcyclists on our roads. In addition, there was continued focus on speeding and driving under the influence of alcohol or drugs.

During the May Bank Holiday period, Gardaí right across the country conducted over 700 mandatory intoxicant testing checkpoints, close to 3,000 breath tests and more than 85 oral fluid tests. These interventions saw Gardaí make 58 arrests for drug driving and a further 88 arrests for drunk driving. Sadly, three families lost loved ones to road fatalities over this period. These tragedies have a devastating impact on our families and communities, and we continue to reiterate our appeal to all road users to continue to take personal responsibility and play their part in keeping our roads safe.

On a more positive note, this month 102 new Probationer Gardaí were sworn in to begin their duties in Garda stations nationwide. This intake is made up of 65% male and 35% female, and includes a number of Gardaí who were born outside the State in countries such as New Zealand, Lithuania, Guatemala and Saudi Arabia. We continue to focus on strengthening this degree of representation going forward.

The Annual Garda Memorial Day for members of An Garda Síochána killed in the line of duty took place at the Dubhlinn Gardens, Dublin Castle on 21 May 2022. This is our most important event of the year, where our organisation solemnly remembers each one of our 89 colleagues whose lives were taken in the line of duty.

On 24 May 2022, we hosted an event in the Gresham Hotel to commemorate the centenary of the inaugural meeting of the 'Police Organising Committee', to establish a Police force, An Garda Síochána (The Civic Guard). The evening was a resounding success and I know that all those in attendance had a thoroughly enjoyable time catching up with friends and former colleagues in person, for the first time since the pandemic.

I was very pleased to welcome the appointment by the Policing Authority of Michael McElgunn, Angela Willis, and Justin Kelly as Assistant Commissioners in An Garda Síochána. This is of great benefit to the organisation and the Garda Senior Leadership Team, as we continue implementation of the improvement programme, A Policing Service For Our Future.

Finally, this month we published our new Human Rights Strategy, which builds on the work completed under the Human Rights Strategy 2020-2022, as well as addressing our obligations under Section 42 of the Irish Human Rights Equality Commission Act, 2014. This strategy document sets out a range of measures in its action plans to ensure the organisation is delivering a human rights focused policing and security service. Over the next two years, we will continue the process of embedding human rights in every aspect of the work of An Garda Síochána.

J A HARRIS
COMMISSIONER

1. Finance

Financial Expenditure and Receipts

	2022 Allocation €'000	Expenditure/Receipts end May €'000	Remaining June - Dec €'000	Remaining %
Gross Total	2,062,342	806,230	1,256,112	61%
Appropriation in Aid (receipts)	105,988	48,953	57,035	54%
Net Total	1,956,354	757,277	1,199,077	

The total gross 2022 allocation for An Garda Síochána is €2.06b and net allocation is €1.96b. At the end of May 2022, the total combined gross expenditure is €806.2m (40% of allocation), which is less than the end of May 2022 profiled spend by €5.4m, with further detail below on specific areas of over/under profile.



Current Allocation and Expenditure

The gross current allocation for 2022 is €1.916b, which includes pay of €1.307b (including pay for the Garda College). Expenditure on pay in May 2022 was €100.1m and year to date is €521.5m. Expenditure on salaries to end May 2022 was €474m, which is €5.1m under budget profile. Expenditure on overtime was €47.5m, which is €8.4m over profile. Overall, pay and overtime is over profiled budget at the end of May 2022 by €3.3m.

In respect of superannuation of €380.84m, the expenditure in May 2022 was €33.4m and year to date is €161m, which is €2.1m under profile at the end of May 2022. In relation to non-pay of €228.08m (including for the Garda College), expenditure on non-pay in May 2022 was €13.5m and year to date is €76.1m. Overall, non-pay expenditure is €4.8m under profile at the end of May 2022, however, this is mostly due to the timing of payments for goods and services. Non-pay expenditure in relation to COVID-19 at the end of May 2022 is reported at €3.4m.

Capital Allocation and Expenditure

The gross capital allocation for 2022 is €146.5m. Expenditure on capital (including the Garda College) in May 2022 was €13.2m and year to date is €47.7m. The capital subheads have a combined under profile spend of €6m to the end of May 2022.

Appropriations in Aid

Appropriations in Aid are €48.95m at the end of May 2022, €6.1m ahead of the estimated profiled receipts.

Estate Management May 2022

- **Clyde House:** This facility will accommodate two bureaus decanting from Harcourt Square by the end of November 2022.
- **NTCC:** An agreement has been reached with Irish Rail and the National Transport Authority to allow Garda ICT to commence the installation of ICT infrastructure in June 2022.
- **New ICT Data Centre:** This facility was handed over to An Garda Síochána in January 2022. Garda ICT recently completed the successful transfer of the ICT data centre from Garda Headquarters to a new site.

Developments in May 2022

Sundrive Road Garda Station: The cell refurbishment at Sundrive Road Garda Station was completed and the custody area was handed back to local Garda management by the OPW in May 2022.

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

- **Redevelopment of Portlaoise Garda Station:** The OPW has developed a package of enabling works which will commence on-site in Q3 2022, in advance of the main redevelopment of the station, which is scheduled to begin in 2023.
- **Cell Refurbishment Programme:** An Garda Síochána, in partnership with the OPW, has agreed a schedule of works for remaining locations to be addressed as part of the Cell Refurbishment Programme.
 - The cell refurbishment at Sundrive Road was completed in May 2022, with completion of the cell project at Longford expected by Q2 2022.
 - Active engagement continues between An Garda Síochána and the OPW regarding a schedule of works for the remainder of 2022, with additional cell projects currently progressing on-site at both Thomastown Garda Station and Enniscorthy Garda Station.

2. Human Resources and People Development

- As at 31 May 2022, the Garda strength stood at 14,347 (14,303 WTE) and Garda Staff at 3,339 (3,123.9 WTE). A full breakdown by rank, grade and gender is outlined below.
- As of 31 May 2022, under the Garda Reassignment Initiative, it remains that 872 Garda members have been reassigned to operational roles and their previous roles assigned to Garda Staff, inclusive of 28 this year. (This figure is unchanged from last month's report).
- The Garda Trainee recruitment campaign commenced in February 2022 and the closing date for applications was 16 March 2022. Stage 1 has concluded and Stage 2 commenced on 13 June 2022.
- The Sergeant's competition is currently underway and there are 419 candidates through from the first three batches. Appointments are ongoing.
- The Inspector's competition is also underway and there are 54 candidates through from the first batch. Appointments for this batch are also underway.
- There are 37 internal and open recruitment competitions for Garda Staff in progress across the organisation. In addition, recruitment continues with the Public Appointments Service.
- Stage 2 (psychometric testing) for the internal EO competition commenced on 20 May 2022.
- As of 31 May 2022, a total of 221 Garda Staff positions were filled in the year to date. These include backfills, new, reassignments, fractional reassignments and regrades.
- The table below outlines the number of Garda Staff transfers out of An Garda Síochána for 2022 (up to 31/05/2022):

Type	2022	2021
Mobility	57	42
Transfer out on promotion	36	47
Total	93	89

**You may wish to note that data provided last month under the column headed 2021, reflected only January to April 2021, rather than the figures to year end. The figures provided above, reflect January to December 2021.*

Garda Strengths

Rank	At 31.05.2022	Male	%	Female	%	WTE
Commissioner	1	1	100%	0	0%	1
Deputy Commissioner	2	0	0%	2	100%	2
Assistant Commissioner	9	6	67%	3	33%	9
Chief Superintendent	44	35	80%	9	20%	44
Superintendent	168	145	86%	23	14%	168
Inspector	390	317	81%	73	19%	390
Sergeant	2,094	1,591	76%	503	24%	2,093
Garda	11,639	8,233	71%	3,406	29%	11,596
Total	14,347	10,328	72%	4,019	28%	14,303

Of which	At 31.05.2022	Male	%	Female	%
Career Breaks (incl. ICB)	44	25	57%	19	43%
Work-sharing	44	1.5	3%	42.5	97%
Secondments (Interpol, UN, MAOC(N))	16	11	69%	5	31%
Secondments (DEASP, FSI, Rep Bodies)	36	23	64%	13	36%
Maternity Leave	50	0	0%	50	100%

Unpaid Maternity Leave	39	0	0%	39	100%
Paternity Leave	12	12	100%	0	0%
Available Strength	14,106	10,255.5	73%	3,850.5	27%

Garda Reserves Strength

Garda Reserves Strength As at 31 May 2022	Total	Male	%	Female	%
	400	295	74%	105	26%

Garda Staff Strengths

Administrative and Civil Service (and Chief Medical Officer) as at 31 May 2022

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	28	28	16	57%	12	43%
AP	70	69.5	29	41%	41	59%
HEO	182	180.6	75	41%	107	59%
AO	21	21	11	52%	10	48%
EO	719	709.9	194	27%	525	73%
CO	1,912	1,833.1	464	24%	1,448	76%
Total	2,939	2,849.1	793	27%	2,146	73%

	Total	WTE*	Male	%	Female	%
Professional/Technical (Excluding CMO)	59	58.2	34	58%	25	42%
Administrative **	2,939	2,849.1	793	27%	2,146	73%
Industrial/Non Industrial	341	216.7	111	33%	230	67%
Total	3,339	3,123.9*	938	28%	2,401	72%
Of which	Total	WTE*	Male	%	Female	%
Maternity Leave	36	36	0	0%	36	100%
Unpaid Maternity Leave	4	4	0	0%	4	100%
Paternity Leave	1	1	1	100%	0	0%
Available Total	3,298	3,082.9	937	28%	2,361	72%

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

** Civil Service grades and other administrative posts.

* Rounding applied to WTE.

Work Sharing ***	Total	WTE	Male	%	Female	%
	303	212.3	8	3%	295	97%

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

* Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%
	35	35	5	14%	30	86%

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

Parental Leave

01.05.2022 – 31.05.22	Garda Members	Garda Staff
	89	83

Garda Staff assigned and commenced – as at 31 May 2022

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Total number of vacancies filled since 01/02/2022*	59	40	36	43	43								221

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

Persons suspended from An Garda Síochána

Total*	Male	%	Female	%
115	104*	90	11	10

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

*One of these cases is being managed by the Department of Justice, as the person holds a senior position.

3. Information and Communications Technology

ICT Support

As reported previously, work is ongoing to support personnel across the organisation, whether in the workplace or working remotely, to deliver solutions to access Garda information Systems in a secure manner.

Schengen Information System (SIS Recast)

The RAG status remains at amber as new entry into the Operation (EiO) plan is yet to be ratified at EU level. Ongoing checkpoint meetings are taking place with member states. The SIS Advisory Group met in early June and will report to the EULisa Management Board at the end of June 2022. SIS Recast testing is extended to 30 June 2022 and this is to continue, with technical readiness set for 29 July 2022 and Recast EiO for 27 September 2022. These dates are pending approval and subject to change.

Computer Aided Dispatch 2 (CAD 2)

The RAG status remains at red. Steady progress is being made, however, not enough, as it is yet to move back to amber. As reported last month, work is progressing well on the backend infrastructure for the solution in the two data centres in Dublin, as is the preparatory work for the testing and training activities. An Garda Síochána is satisfied that the vendor is prioritising matters and allocating resources to address them. The telephony aspect of the solution continues to be behind schedule also but the functionality required for go-live is almost agreed and scheduled to be delivered within a satisfactory timescale. The timeline for handover and subsequent fit out of the new control room site for DMR continues to be a risk and is being managed closely. Some positive early testing work is underway both on the PULSE and ECAS integrations. Telephony remains high focus with functionality for go-live agreed in principle, and also with the vendor completing the 0.8 development and demonstration to An Garda Síochána on 7 June 2022.

Roster Duty Management System Deployment (RDMS Deployment)

The RAG status remains at amber. Work is ongoing on a solution for RDMS training constraints. If resources are not increased, it will impact the proposed accelerated rollout schedule. DMR Traffic went live on Monday, 30 May 2022. Go-live dates of 8 August 2022 are in place for the Galway Division and the Garda National Crime and Security and Intelligence Services (GNCSIS).

Investigation Management System Deployment (IMS Deployment)

As reported last month, the next location for deployment will be the Meath/Westmeath Divisions but there is no confirmed go-live date yet. Training is continuing in both locations. The R1.15/R1.16 have fully passed system test. Testing continues in the pre-live environment and scoping for R1.19 and R1.20 is moving ahead in parallel.

Mobile Device Deployment

The RAG status has changed to green as new resources have been assigned to the Mobility Team.

- Required devices for 2022 are secured and the next recipient list awaits.
- The push of Android 12 to IT user group is completed and there is no major issue to report.
- As reported last month, ongoing investment is required to support devices that have been deployed, including significant licencing renewal costs and investment in backend infrastructure.

Overall Device Deployment Figures

As of 12/05/2022	Frontline Active Mobility Devices	Standard Active Mobility Devices	Tablet Active Mobility Devices	Total Devices
Enrolled in MDM*	5,078	3,953	60	9,091

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

ICT Accommodation Plan

- New ICT office space on Conyngham Road is complete and ICT personnel have now moved into this new building. Accommodation for personnel who are required to remain in Garda Headquarters, due to the nature of their support activities, is still outstanding. Estate Management are working to provide a resolution and ICT is continuing to liaise with Estate Management on a weekly basis on the issue.
- The migration of current infrastructure of the main An Garda Síochána Data Centre (Garda Headquarters, J Block) to another Garda site, to support the Harcourt Square decant, is now complete. This has impacted other key projects in development as a 'change freeze' was put in place until early May 2022 and key technical teams were diverted to the Data Centre relocation. Further activities are planned over the coming months.

Operating Model

ICT Workstream to enable and support the Operating Model

- As reported last month, the project RAG status is amber due to the impact from SIS Recast date deferral.
- PULSE 7.8 UAT Pass 1 is progressing and tracking to live date of 7 August 2022. Final clarifications between business and courts are being sought, to reduce the likelihood of timeline impact.
- Business to business engagements are needed regarding Operating Model, IMS and other Garda Síochána business owners.

Current Rollout approach

- Cork and Kerry Divisions: 7 August 2022.
- Galway and Limerick Divisions: 4 September 2022.
- Mayo and Longford/Roscommon Divisions: 18 September 2022.
- DMR South Division: date to be confirmed in Q4 2022.

PULSE Development

The current RAG status is green. The next scheduled release of PULSE is R7.8, targeting 7 August 2022. The UAT phase of R7.8 has started and work on R7.8.1 continues in parallel.

4. Corporate Communications

In May 2022, the Office of Corporate Communications continued to communicate externally and internally on a wide range of nationwide policing activities, focusing on:

- The management of all media relating to the centenary event to commemorate the historic foundation in 1922 of The Civic Guard, later known as An Garda Síochána. The event took place at the Gresham Hotel (Riu Plaza) on 24 May 2022.



- The management of media, including live streaming of the Annual Garda Memorial Day Ceremony at Dubhlinn Gardens, Dublin Castle, on 21 May 2022.



- The official opening of the new 24-hour operational Dublin Airport Garda Station on 6 May 2022.



- The media management in relation to the investigation into the death of a female in Ballymun.
- The graduation ceremony of 102 newly attested Garda members.
- The publication of An Garda Síochána Human Rights Strategy 2022-2024.
- The media promotion relating to numerous successful investigations and seizures by the Criminal Assets Bureau.
- Communications relating to Operation Fógra; drug related intimidation.
- Numerous missing person appeals and updates to the public.
- **Organised Crime:** Multiple press releases published on various types of organised crime, including drug and cash seizures with a combined value of approximately €4.5m.
- **Internal Communications:** Newsbeat, published twice weekly, focusing on critical organisational messaging. This attracted a readership of over 13,000 personnel in An Garda Síochána.

Media Briefings and Interviews

Various interviews were facilitated with national and local media on a range of topics during May 2022. These included:

- The Commissioner spoke with media following the official opening of the new 24 hour Dublin Airport Garda Station based in Transaer House.
- Members of An Garda Síochána were interviewed as part of an RTÉ documentary on menopause called 'The Change: Ireland's Menopause Story'. An Garda Síochána participation was organised by the Garda National Wellbeing Office, which is leading the development of a menopause policy for An Garda Síochána. The documentary aired on RTÉ One on Monday, 23 May 2022 at 9:35pm.
- The Commissioner attended the GRA Annual Conference on 25 May 2022 and participated in a media questions and answers session.
- Superintendent Darren McCarthy from Ballymun Garda Station made a media appeal in relation to the investigation into the death of a female in unexplained circumstances in Ballymun.



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 May 2022, the Garda Press Office issued approximately 155 press releases and handled hundreds of media queries on a range of criminal justice issues. The Garda Press Office dealt with approximately 30 nationwide interview requests on a range of national and local issues during the month of May 2022.

Launches and Initiatives

- An Garda Síochána issued a press release and social media posts on the Garda National Roads Policing Bureau detection figures for the May Bank Holiday weekend.
- A Garda centenary event was held in the Gresham Hotel, to commemorate the centenary of the inaugural meeting of the ‘Police Organising Committee’ to establish a police force, An Garda Síochána (The Civic Guard). The event included an address from the Commissioner and historical talks on the establishment of An Garda Síochána by historians Dr Liam Mc Niffe and Sergeant John Reynolds. This was followed by a panel discussion, moderated by Anne Cassin from RTÉ on the topic ‘Has An Garda Síochána lived up to the ideals of those who met in this hotel 100 years ago?’ The panel guests included Nora Owen, former Minister for Justice (1994–1997) and Nóirín O Sullivan, former Commissioner of An Garda Síochána.



‘Keeping people safe’ – Key activities and advice in May 2022 include

- Promotion of the Government of Ireland ‘Be Summer Ready’ campaign message.
- Information and reminder about the report a hate crime facility on the Garda website.
- A road safety appeal, in conjunction with the RSA, ahead of the May Bank Holiday, with a video shared on social media.
- Continued appeals to the public for information on various thefts, burglaries and assaults.
- Advice/information for people attending the Ed Sheeran concerts in Limerick.
- Support for International Day Against Homophobia, Transphobia and Biphobia, and to raise awareness that violence and discrimination against the LGBTQ+ Community is unacceptable.



- Continued advice relating to fraud and scams, in particular, the most recent potential ‘smishing’ and ‘vishing’ scams relating to the new COVID-19 variant.



- The airing of Crimecall on 30 May 2022. The episode had a viewership of 300,000, with 30% of the viewing public that evening watching the programme.
- Coverage of the Passing Out Ceremony of Probationer Gardaí (intake 213) at the Garda College on 19 May 2022.



Internal Communications

The Internal Communications team issued Newsbeat twice a week during May 2022. Readership has stayed at approximately 13,000 personnel per edition. Key updates included:

- #Garda100 Centenary national and regional commemoration events.
- The launch of An Garda Síochána Human Rights Strategy 2022-2024.
- The seven guiding principles from An Garda Síochána Human Rights Framework: *'Principles for a Human Rights-Based Approach to Policing.'*
- The new INTERPOL global database - *I-Familia* - to identify missing or unidentified persons through family DNA using cutting-edge technology.
- Health and wellbeing: Early cancer detection, menopause and mental health support services.
- Compulsory and non-compulsory e-learning courses on Garda LMS.
- An Garda Síochána participation in UN Peacekeeping Missions to mark International Day of United Nations Peacekeepers.
- The Garda Youth Diversion Bureau two-day training conference for Juvenile Liaison Officers (JLOs).

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:

- Important changes to the mental health commission form.
- Prompting the use of ventilation in the office.
- Highlighting our Code of Ethics.
- Reminding personnel of the usefulness of EVO Fit in detecting suspects.

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. As reported last month, the Code of Ethics e-learning module was published on the Learning Management System (LMS) on 1 April 2022. This module will serve as a refresher module for existing personnel and will introduce new entrants to An Garda Síochána to the Code of Ethics.

6. Implementation of Cultural Change

Culture Reform Programme

- The Durham University Research Team will travel to Dublin to brief the Commissioner, the Senior Leadership Team and the Culture Audit Steering Group on 12 and 13 July 2022 on the findings of the Culture Audit.
- GECB is continuing to develop the proposal around publishing lessons learned by utilising anonymised case data from completed discipline/complaint investigations. A working group comprising Garda Ethics and Culture Bureau, Garda Anti-Corruption Unit and Internal Affairs has been established. The inaugural meeting took place on 4 May 2022 and the second meeting on 13 June 2022.

7. Risk Management

- An Garda Síochána Corporate Risk Register now captures nine principal risks currently facing the organisation. These are managed 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 10 May 2022, with the next meeting scheduled for 29 August 2022.
- Compliance rates for Q1 2022 remained consistently high at 90%.
- A risk associated with the *“Implications of the War in Ukraine on Policing Services in Ireland”* has been drafted and is being managed at regional level.

During the month of May 2022:

- The Garda Risk Management Unit (GRMU) conducted 10 ‘Risk Register Development Workshops’.
- They held one-to-one meetings with all Corporate Risk Owners/support staff to assist the review and update of their risk registers.
- Superintendent, GRMU delivered four presentations on risk management in An Garda Síochána to the ‘Inspectors Development Programme’.
- GRMU staff continue engagement with IT in relation to the development of an eRisk IT system and are currently reviewing a software solution design document.
- GRMU issued a ‘Risk Champion Network’ bulletin.

8. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for April 2022 and May 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 April 2022 and May 2022

- Use of force has seen an increase in May 2022 when compared with April 2022. There were 104 recorded uses of force in May 2022, compared with 83 in April 2022.
- The use of incapacitant spray has increased with 84 uses in May 2022, compared with 68 uses in April 2022.
- The use of batons has seen an increase with 18 uses in May 2022, compared with 15 uses in April 2022.
- There was an increase in the use of the Taser device with two discharges in May 2022, compared with no discharges in April 2022.
- There were no discharges of a firearm in May 2022, which is the same as April 2022.

Types of incidents in which force was used

- Public order offences remained at 60% in May 2022 when compared with 60% in April 2022.
- The DMR South Central Division recorded the highest levels of force, reported at 12%.
- Friday, Saturday and Sunday alone accounted for 58% of the times during which a use of force occurred. This is an increase of 1% from April 2022.

It is envisaged that the New Use of Force Report will be available in the first week of July 2022. There are some minor ICT matters which are being rectified at present, in consultation with Internal Affairs Section. Additional requested changes are to be facilitated at the next PULSE release. Neither of these should delay the July publication date.

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, which has taken longer to recover and burglary, in particular, 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 (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.

Information Led Policing: Data in support of policy development

An Garda Síochána is finalising a thematic report on gender, sexual and domestic violence which is expected to be published in July 2022.

Data Quality Metrics

Data quality metrics were published externally for the first time in the May 2022 report. They will be published monthly from June 2022 onwards on the Garda website.

Data Quality Assurance

An Garda Síochána will award a contract for review of the operation of the data quality framework in June 2022, with the review planned to take place in July and August 2022. The Garda data quality framework is a three stage process involving creation of crime incidents by the Garda Information Services Centre (GISC), working closely with the investigating member, separate quality review by GISC and a review by the member’s management (usually at Superintendent level).

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. An increase of 17% was observed in the 12 months to May 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. Considering just theft from shop, there has been a 22% increase in the 12 months to May 2022, compared with the previous 12 months and reported incidents in May 2022 were the highest in any single month during the last five years. There has also been a sharp rise in theft of other property since the beginning of 2022, with reported incidents in the last 12 months being 34% higher than the previous 12 months.

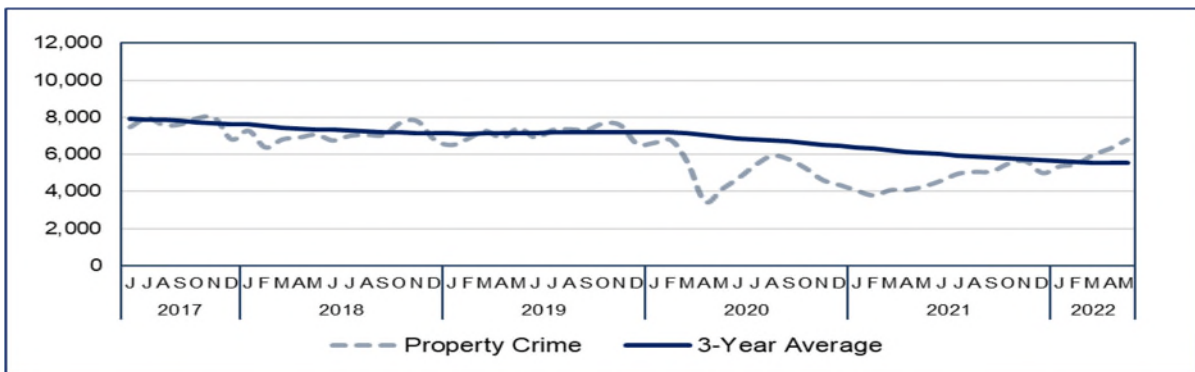


Chart 2: Burglary – 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor in November 2015. Residential burglary was up 11% and burglary occurring elsewhere was up 5% in the 12 months to May 2022, compared with the 12 months previous. Residential burglary typically accounts for approximately 75% of all burglary annually and tends to be higher in winter, whereas burglary elsewhere does not follow a seasonal trend. 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 2021 and November 2021, which is an indication of a resumption of the expected seasonal trend, although overall levels are still approximately 40% lower than pre-pandemic levels.

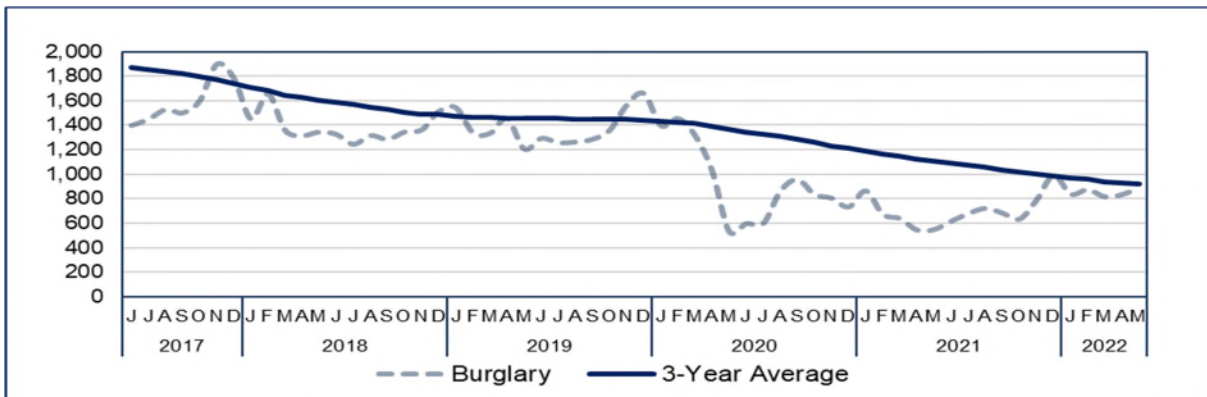


Chart 3: Crimes against the person - 5 Year Trend

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 19% higher in the 12 months to May 2022, compared with the 12 months previous. There has been a small overall reduction during COVID-19 (average crimes reported per month since April 2020 compared with previous years), which is likely due to decreased public mobility and closure of licensed establishments during certain periods. A steady increase in 2021 is likely to be associated with the gradual easing of restrictions throughout the year. Since July 2021, reported crimes against the person have been similar to the pre-pandemic levels reported in 2019. The most common offences in this category are minor assault and assault causing harm. Approximately two thirds of assault typically occur in public locations. Throughout the pandemic, changes in overall assault levels 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 44% in the 12 months to May 2022 compared with the 12 months previous, while assault in residences has increased by 5% during this time.

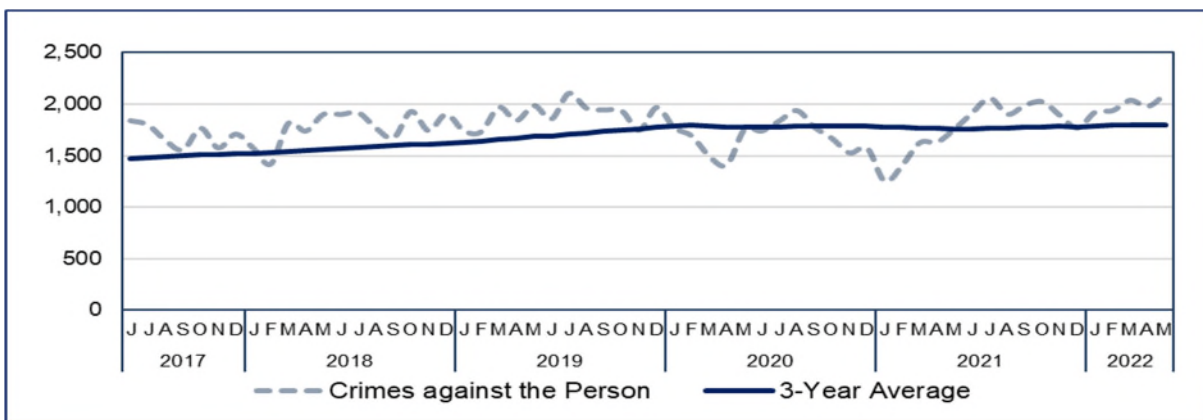


Chart 4: Sexual Offences - 5 Year Trend (to April 2022)

As reported previously, 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 April 2022, there has been a 1% 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.

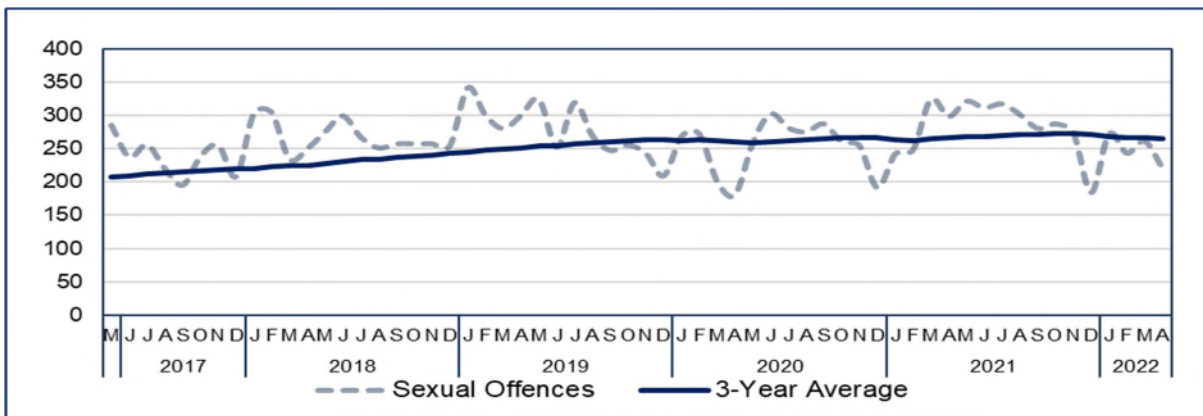


Chart 5: Total Criminal Damage - 5 Year Trend

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 an increase of 8% in the 12 months to May 2022 compared with the 12 months previous. While there was less of a change in reported criminal damage during COVID-19 (compared to other types of crime), levels have followed a similar pattern (reported incidents being lowest during periods of heightened restrictions in April 2020 and early 2021). As with property crime and crimes against the person, 2021 saw a steady increase in conjunction with the gradual easing of COVID-19 restrictions. Average reported criminal damage per month since July 2021 has been 5% lower than pre-pandemic levels (2018-2019).

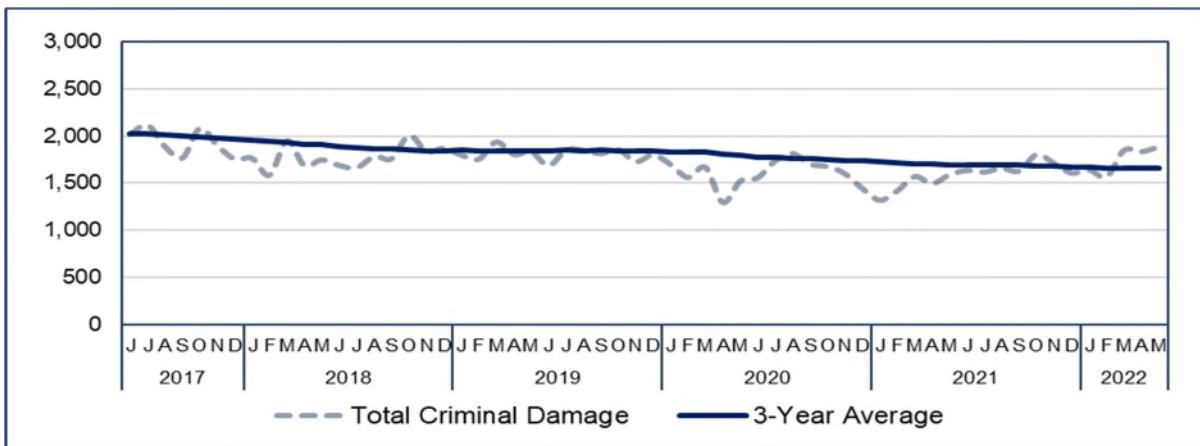
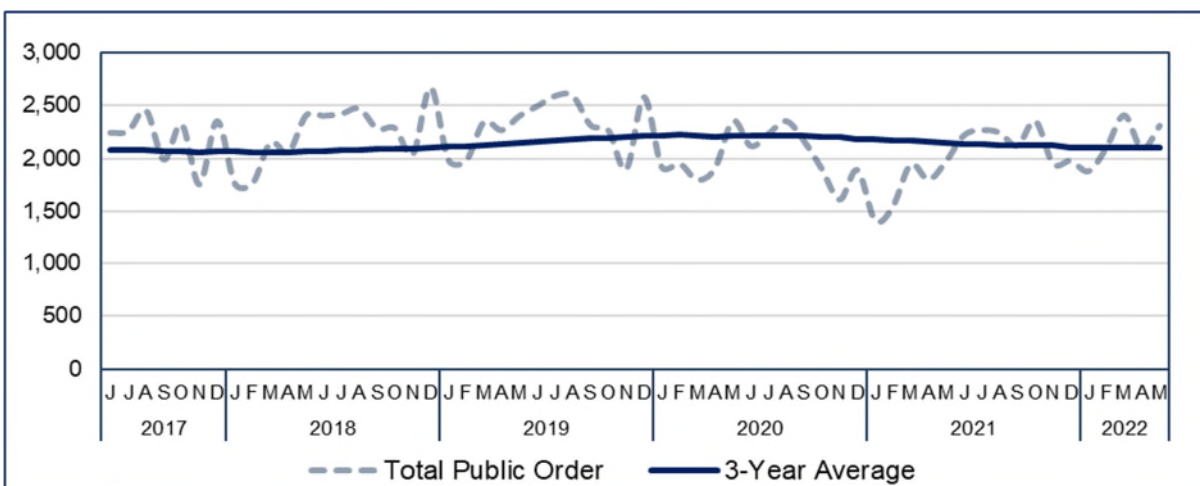


Chart 6: Total Public Order - 5 Year Trend

Total public order (public order and drunkenness) incidents showed a gradual upward trend, starting in mid-2018 and, like other types of crime, saw a reduction in 2020, which caused this trend to plateau. There was an increase of 13% in the 12 months to May 2022 compared with the 12 months previous. Public order offences during this period were up 8%, while drunkenness offences over the same period increased by 22%. 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 May 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 and supported by specialist personnel from national units. These included;

On 5 May 2022, in the course of an ongoing intelligence led operation targeting the collection and intended exporting of cash by an organised criminal group (OCG), believed to be involved in drug importation and distribution, operating in the Dublin Metropolitan Region (DMR), personnel from the Garda National Drugs and Organised Crime Bureau effected a stop and search of a vehicle, which resulted in the seizure of cash to a value of €42,430. One suspected offender was arrested and detained on suspicion of committing an offence contrary to the provisions of Section 7 of the Criminal Justice (Money Laundering and Terrorist Financing) Act, 2010. The suspected offender was interviewed and released without charge, pending the forwarding of an investigation file to the Director of Public Prosecutions.

On 5 May 2022, personnel attached to the Garda National Immigration Bureau, in collaboration with personnel attached to the Extradition Section, who were returning to the State following the execution of a European Arrest Warrant by Spanish authorities, arrested a suspected offender at Dublin Airport for the following:

- i. Offences contrary to Section 3, Non-Fatal Offences Against the Person Act, 1997;
- ii. Offences contrary to Section 11, Firearms and Offensive Weapons Act, 1990.

The suspected offender was subsequently charged and appeared on 6 May 2022 before District Court 4, Criminal Courts of Justice, Parkgate Street, where they were remanded in custody with consent to bail, subject to strict conditions for the service of a Book of Evidence. The matters outlined are proceeding to trial on Indictment.

On 10 May 2022, the Armed Support Unit (ASU) assisted members in the DMR to execute a warrant pursuant to Section 29 of the Offences Against the State Act, 1939. Reports were made to Gardaí that a suspect had entered a house with a firearm. The front door was effectively breached with the use of the hydraulic suitcase. Upon entering the location and calling out to any occupants present, three people presented themselves and complied with ASU instructions. Numerous imitation and airsoft replica weapons were found, and the weapons seized as evidence. They will be sent for ballistic examinations. The investigation is ongoing and a ballistics report is awaited.

On 14 May 2022, a daytime aggravated burglary took place at a domestic dwelling in a rural area in the Eastern Region. Four people were in the house when two suspects forcibly entered the family home. One suspect had a butcher's knife in their possession when entering the house and the other suspect took a knife from the kitchen drawer. Both suspects threatened the occupants of the home looking for cash, stating they would cause harm to all people present. The suspects took €50 in cash from one person in the house. Gardaí on patrol responded to the call and on arrival, could see the occupants of the house inside and nobody seemed alarmed. One of the occupants signalled to Gardaí that there were intruders in the back room and an occupant was being held at knifepoint. The two suspects tried to exit the house forcibly and were apprehended by Gardaí and arrested. No physical injuries were sustained by any person. Both suspects were arrested under Section 5 of the Non-Fatal Offences Against Person Act, 1997 – threats to kill, and detained under the provisions of Section 4 of the Criminal Justice Act, 1984, at Wexford Garda Station. The €50 note stolen from one of the occupants was recovered in the possession of the suspected offenders and the two knives used were recovered at the scene, and seized as evidence. Both suspects were charged with aggravated burglary

contrary to Section 13(1) and (3) of the Criminal Justice (Theft and Fraud Offences) Act, 2001 and are remanded in custody to next appear at Wexford District Court on 21 June 2022.

On 15 May 2022, an operation targeting the activities of a suspected offender, identified as a recidivist offender for committing numerous thefts and burglaries, was undertaken in the DMR. Information gleaned in the course of the operation identified that stolen items were subsequently sold through online platforms. In the course of operational activity, two suspected offenders were observed entering several stores and engaging in thefts. The suspected offenders were subsequently apprehended and arrested. In the course of a subsequent search, property with a value in excess of €1,000, which was stolen that day, was located and seized. Both suspected offenders were subsequently charged and are remanded before the courts.

On 17 May 2022, Gardaí on patrol in the DMR observed a vehicle acting suspiciously, which they stopped and engaged with the driver. In the course of a search of the vehicle under Section 23 of the Misuse of Drugs Act, 1977/84, cash worth £79,010 sterling and €64,500, along with two mobile phones, were located and seized. One suspected offender was arrested on suspicion of an offence contrary to Section 7(1)(a)(ii), 7(1)(b) & 7(3) of the Criminal Justice (Money Laundering and Terrorist Financing) Act, 2010. The suspected offender was subsequently charged and is currently remanded before the courts.

On 18 May 2022, following an enquiry from police in the UK regarding an Irish registered vehicle, personnel attached to the Stolen Motor Vehicle Investigation Unit (SMVIU) within the Garda National Bureau of Criminal Investigation (GNBCI), identified this vehicle as stolen and bearing false registration plates. This vehicle was identified as stolen in this jurisdiction by means of deception on 7 May 2022. The immediate enquiries conducted and the timely interactions with UK Police by personnel from GNBCI, led to the recovery of the stolen vehicle and the subsequent arrest of the suspected offender in the UK. Further liaison with the same UK police force identified a second vehicle, which had been stolen in this jurisdiction on 21 March 2022. This vehicle was recovered by police in the UK on 19 May 2022. Both vehicles were taken by means of deception, where the suspected offender presented as a legitimate customer who wished to take the vehicle for a test drive. The arrest was outside this jurisdiction and the policing success emphasises the engagement between An Garda Síochána and the UK Police Force.

On 18 May 2022, the Anti-Bribery and Corruption Unit within the Garda National Economic Crime Bureau (GNECB), carried out a day of action in relation to alleged match-fixing in the League of Ireland, as part of the planned operation in the Southern Region and DMR. This involved the arrest of 10 suspected offenders and search of two residential properties. The suspected offenders were arrested on suspicion of committing an offence of conspiracy to defraud and were detained pursuant to the provisions of Section 4 of the Criminal Justice Act, 1984 at various stations in the Southern and Dublin Metropolitan Regions. The operation arises from an investigation opened at the Anti-Bribery and Corruption Unit in 2019, following reports of suspected match fixing received from the Football Association of Ireland (FAI) and Union of European Football Associations (UEFA). The 10 suspected offenders were released after interview and a file is being prepared for submission to the DPP.

On 21 May 2022, ASU members on patrol in the DMR observed a vehicle being driven erratically. Two people in this vehicle were observed wearing gloves and balaclavas, and the vehicle drove away at high speed. Due to serious concerns of the members and in order to prevent a serious injury or damage to property, the ASU mobile took up management of the pursuit in a controlled manner. ASU members successfully deployed a vehicle-stopping device and three people were arrested. One suspected offender is currently before the courts and two suspected offenders have been forwarded to the Garda Youth Diversion Office for prosecution.

Personnel assigned to the Garda National Cyber Crime Bureau (GNCCB) were part of an international team of law enforcement cyber detectives, who successfully targeted a cybercrime gang behind the mobile phone malware known as Flu-Bot, which is an Android malware that has been spreading aggressively through SMS, stealing passwords, online banking details and other sensitive information from infected smartphones across the world. The collaboration resulted in the takedown of the gang's technical infrastructure supporting Flu-Bot. This follows a complex criminal investigation coordinated by Europol's European Cybercrime Centre, EC3, which has successfully disrupted and rendered ineffective the infrastructure behind the malware. GNCCB personnel continue to work collaboratively with international law enforcement agencies to target criminal networks responsible for all forms of cybercrime.

A person was reported missing in early December 2021 and despite a thorough missing person investigation by An Garda Síochána, they were not found and their whereabouts remained unknown. The investigation team sought the assistance of the Missing Persons Unit and through liaison with an external cybercrime bureau, the missing person was proffered as a nominal for unidentified remains that were recently located in another jurisdiction. The investigation team obtained familial DNA from the family of the missing person, who resided in another jurisdiction and the DNA profile was forwarded to the relevant authority for comparison. The remains were later identified as those of the missing person in the jurisdiction. They were identified through DNA profiling and their family has been informed.

Criminal Assets Bureau

On 24 May 2022, the Criminal Assets Bureau (CAB) hosted Capstone Training for Divisional Asset Profilers, in partnership with the International Centre for Asset Recovery (ICAR), Basel Institute on Governance. The focus of this training was on supporting the efforts under Operation Tara to disrupt and dismantle drug trafficking networks at all levels, by targeting the ill-gotten assets of people involved in drug dealing activities. This capstone event finalises the training of 137 profilers over the last 15 months. Gardaí from each of the Garda Divisions were joined by Gardaí seconded to the Department of Social Protection and members of the Customs Service on this training programme.

CAB also recently trained 37 Divisional Asset Profilers to help combat transnational intellectual property (IP) crime and support referrals from Gardaí of criminals involved in this area of criminality. Their training was delivered in partnership with the International IP Crime Investigators College (IIPCIC), a fully interactive online training facility for law enforcement, regulatory authorities and private sector investigators in intellectual property crimes. With the addition of these new profilers, CAB currently has over 550 trained Garda Profilers across the country. As part of their Continuous Professional Development, all CAB profilers undertake the 'Understanding Cryptocurrency-Related Intellectual Property Crime' course.

11. Community Engagement and Organisational Initiatives

The Irish Healthcare Centre Awards

On 13 May 2022, the Irish Healthcare Centre Awards ceremony was held in the Royal Marine Hotel, Dun Laoghaire. Several Honourable Mentions Awards were presented to those who came second in the larger categories. Barnahus West, Ireland's first interagency child-centred model responding to child sexual abuse from under one roof, was nominated for an Irish Healthcare Award 2022 and was named the overall winner in the category of 'Specialist Care Centre of the Year'. The agencies involved in Barnahus West are An Garda Síochána, Tusla, the HSE and Accompaniment Support Services for Children (ASSC).



The Garda Youth Diversion Bureau two-day training conference

On 16 and 17 May 2022, the Garda Youth Diversion Bureau hosted a two-day training conference for Juvenile Liaison Officers (JLOs) at the Sheraton Hotel, Athlone. A total of 90 JLOs from Garda Divisions all over the country attended the conference, which focused on the practical support for JLOs as enablers of the Garda Youth Diversion Programme. Expert speakers covered topics including child psychology, restorative justice, youth mental health, serious and organised crime, trauma-informed practice, and how developments in neuroscience tell us more about child and adolescent brain development. Mr. Shane Martin spoke to delegates on the 'Psychology of Bouncibility: How to Build Resilience within Ourselves'. 40 Garda JLOs were presented with certificates, having successfully completed their mediation and restorative justice training to assist in their work with young people who come in contact with the law. 21 JLOs who retired over the COVID-19 pandemic period were welcomed back and presentations were made to each in recognition and appreciation of their contributions to the Diversion Programme during their service.

Garda Síochána Ombudsman Commission (GSOC) Interagency Presentation and Display briefing day

On 12 May 2022, Detective Chief Superintendent Kevin Daly, STOC hosted a Garda Síochána Ombudsman Commission (GSOC) Interagency Presentation and Display briefing day for 15 GSOC investigators at the STOC training facility at Airton Road, Tallaght. The day comprised of presentations in respect of STOC roles of Armed Support Units, Emergency Response Unit, National Negotiation Unit, STOC training and Post Incident Policy, including the role of Post Incident Liaison Managers. In addition, GSOC members observed an ASU training exercise.



The Garda National Diversity and Integration Unit training in Co. Sligo

On 4 and 5 May 2022, the Garda National Diversity and Integration Unit provided training to Garda Diversity Officers in Sligo. Topics included the role of Garda Diversity Officers, diversity and cultural awareness, unconscious bias and hate crime. Guest speakers were in attendance from local and national Civil Society Organisations and community groups, representing diverse and minority groups.



Ministry of Justice Finland Webinar

On 10 May 2022, the Garda National Diversity and Integration Unit participated in a webinar organised by the Ministry of Justice of Finland, as part of a project funded under the Rights, Equality and Citizenship Programme of the European Commission, whose main objective is to improve the effectiveness of work against hate crime and hate speech.

A Centenary Event in the Gresham Hotel

On 24 May 2022, an event was held in the Gresham Hotel to mark the Centenary of An Garda Síochána, where Michael Collins first convened a secret meeting in February 1922 to set about establishing an independent police force to replace the Royal Irish Constabulary. A panel of speakers formed part of the evening event in front of an audience that was live streamed. The Garda National Community Policing Unit, in playing its part for the centenary, designed and produced the booklet (in-house) on behalf of the Garda Commissioner for the event (both in English and Irish). This booklet is free to download from the Garda website and contains historical information on the formation of An Garda Síochána.



Little Blue Heroes event in the Town Hall, Clonmel

On 22 May 2022, the Community Policing Unit, the local Mayor of Clonmel and local councillors hosted five Little Blue Heroes from the Clonmel area in the historic Town Hall. They were briefed at Clonmel Garda Station by the Inspector in charge before going on beat duty in the official Little Blue Hero cars. The Little Blue Heroes were accompanied by the Cahir RPU Jeep, along with two units of the Tipperary Fire and Rescue Unit. Mayor Michael Murphy presented certificates to the children and spoke about their service to the local councillors' families and friends. This was a great occasion for An Garda Síochána Clonmel Little Blue Heroes, the Fire Service and local councillors, who came together for one common goal; to celebrate these children in the community.

The Seatbelt Sherriff Award Ceremony at Dublin Castle

On 26 May 2022, An Garda Síochána and the Road Safety Authority attended the Seatbelt Sherriff Award Ceremony at Dublin Castle. 250 first and second class school children attended the awards to celebrate the winners of the poster competition. The competition, run by the Road Safety Authority, is designed to help students learn about important road safety messages such as buckling up in the car and wearing hi-vis clothing outdoors. The event hosted children from schools in Counties Meath, Laois, Cork, Limerick, Monaghan, Waterford, Louth and Carlow. Now in its 18th year, the event returned to an in-person final for the first time since the COVID-19 pandemic.



Joint Agency Response to Crime (JARC) – Prevention by Building Bridges

Sergeant Gary Farrell, Tallaght Garda Station, attended the EUCPN conference in Brussels from 28 - 29 April 2022, representing An Garda Síochána as part of central involvement in the JARC/ACER3 initiative, in conjunction with the Department of Justice (Ms. Bridget Canning), the Irish Prison Service and the Probation Service (Ms. Sheena Quigley). A joint presentation was given from a multiagency perspective titled, 'JARC - Prevention by building bridges'.



The joint presentation dealt with the successes of JARC and the cultural changes in all justice agencies, where historically each agency had its own role in how offenders were dealt with, both in the community and whilst in custody. JARC has allowed the agencies to work collaboratively with regard to offender management, with the three justice agencies involved in decision-making and offender management at all stages of the offender's journey through the criminal justice system. The agencies also engage with JARC clients who are in the community and who are not the subject of court orders or sanctions. Since the JARC initiative was launched, there has been a 52% decrease in burglary related offending across the 17 JARC clients (formerly referred to as targets) in the Dublin 8 and Dublin 24 catchment area.



12. Update on Mother and Baby Homes Investigations

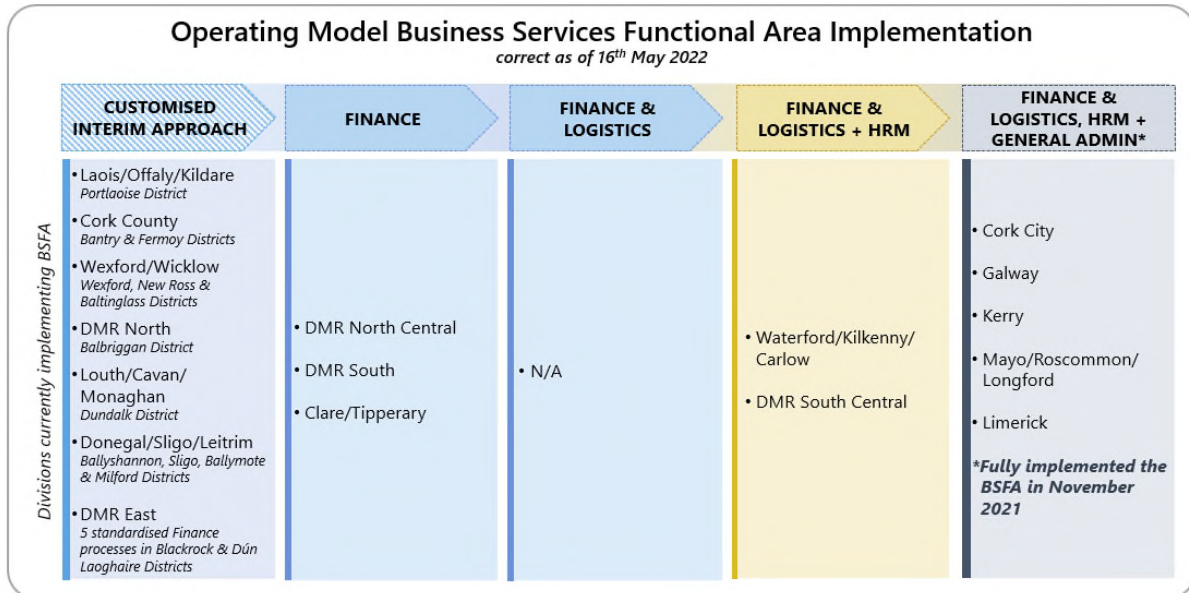
As outlined in our previous reports, the Garda National Protective Services Bureau (GNPSB) is engaging with people impacted by issues associated with Mother and Baby Homes. As of 30 May 2022, the number of complaints received at GNPSB (all-sources) is 87.

Since our previous report in April 2022, one new disclosure has been received and ten (10) referrals have been closed, as it was not possible to progress the investigation.

Overall, of the 87 reports received to date, 64 cases have been closed and 23 cases remain open and are subject to further engagement or investigation, if warranted.

13. Operating Model

The rollout of the Business Services Functional Area (BSFA) has continued across the organisation. As of 16 May 2022, 17 Divisions have commenced implementation of the standardised business services processes, as illustrated below.



Work is continuing with DMR West and Westmeath/Meath Divisions to establish go live dates.

Performance Assurance Functional Areas

As reported last month, as Divisions conclude business services implementation, the performance assurance functional area standardised processes will be implemented in those Divisions on a phased basis. To date, three Divisions have commenced the implementation of the standardised performance assurance processes: Kerry, Cork City and Galway Divisions. Planning continues with the Limerick and Mayo/Roscommon/Longford Divisions.

Crime and Community Engagement Functional Areas

Work has commenced with five Divisions (Kerry, Cork City, Galway, Limerick and Mayo/Roscommon/Longford) to establish and align all four functional areas. This will involve the following key stages:

1. The establishment of the four functional areas in the Division, if not already in place.
2. The allocation of divisional personnel and stations to these functional areas.
3. The alignment of the functional areas within the Division to ICT systems, including PULSE Release 7.8.

The first go live of PULSE Release 7.8 will be in the Cork City and Kerry Divisions, and is scheduled for 7 August 2022. PULSE Release 7.8 will improve Divisional PAF reporting, as incidents/crimes will have a functional area value and reduce the need for manual workarounds. The implementation of the standardised community engagement and crime processes will follow the implementation outlined above.

Appendix A – Schedule of Expected Vacancies for period to end May 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	3	2	1	0	0	0	1	15
Total	3	2	4	1	1	4	3	2	1	3	1	2	27

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

<i>Data as at the end of May 2022</i>													
Rank	ECF	Position at end of last month – April 2022	Appointed in Month – May 2022	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*	7	3	0	0	0	0	1	0	0	2	9	0
Chief Superintendent	47	47	0	0	0	0	0	0	0	3	-3	44	3
Superintendent	168	168	0	0	0	0	0	0	0	0	0	168	0
Total	224*	222	3	0	0	0	0	1	0	3	-1	221	3

* 1 AC vacancy since 25/3/2022, 1 AC vacancy due to voluntary retirement (AC Cagney) on 13/5/2022. 2 AC promotions on 26/5/2022 (AC McElgunn and AC Willis).

** 1 supernumerary AC position from 27/5/2022 to 28/6/2022 (created following promotion of AC Kelly on 27/5/2022, in advance of retirement of AC O'Driscoll on 28/6/2022).

3 consequential Chief Superintendent vacancies due to 3 promotions to AC rank.

Appendix C – Breakdown of Garda Leave – Garda Members

As at 31.05.22	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Paternity Leave	Parental Leave	SWY	Carers
Garda	Male	2	23	0	0	12	13	3	1
	Female	84	19	45	37	0	68	2	5
Sergeant	Male	1	2	0	0	0	4	0	0
	Female	1	0	5	2	0	4	0	2
Inspector	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Superintendent	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Total Male	3	25	0	0	12	17	3	1
	Total Female	85	19	50	39	0	72	2	7
	Total	88	44	50	39	12	89	5	8

Appendix D – Breakdown of Garda Leave – Garda Staff

As at 31.05.22	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Parental Leave	Paternity Leave	SWY	Carers
CO	Male	8	5	0	0	4	0	0	0
	Female	249	14	25	3	43	0	1	6
EO	Male	0	0	0	0	2	0	0	0
	Female	37	13	8	1	23	0	0	3
AO	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	0	0	0	0
HEO	Male	0	0	0	0	0	1	0	0
	Female	5	2	2	0	7	0	0	0
AP	Male	0	0	0	0	0	0	0	0
	Female	1	0	0	0	1	0	0	1
Teacher	Male	0	0	0	0	1	0	0	0
	Female	2	0	0	0	1	0	0	0
Cleaner	Male	0	0	0	0	0	0	0	0
	Female	4	1	0	0	0	0	0	0
Accountant	Male	0	0	0	0	1	0	0	0
	Female	1	0	0	0	0	0	0	0
Researcher	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Chef	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Manager	Male	0	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0
	Total Male	8	5	0	0	8	1	0	0
	Total Female	300	30	36	4	75	0	1	10
	Total	308	35	36	4	83	1	1	10

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
May 2022	1,514	190	122	13	16	1	1,652	204
Apr 2022	1,516	180	114	12	11	1	1,641	193
Mar 2022	1,606	185	131	15	13	1	1,750	201
Feb 2022	1,320	193	112	15	16	1	1,448	209
Jan 2022	1,113	188	100	15	9	1	1,222	204
Dec 2021	1,377	189	130	17	12	1	1,519	207
Nov 2021	1,559	181	135	15	6	1	1,700	197
Oct 2021	1,492	167	130	15	10	2	1,632	184
Sept 2021	1,405	168	117	16	7	1	1,529	185
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

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
May 2022	1,626	192	131	14	17	1	1,774	207
Apr 2022	1,605	181	118	12	11	1	1,734	194
Mar 2022	1,725	188	136	15	13	1	1,874	204
Feb 2022	1,401	193	116	15	15	1	1,532	209
Jan 2022	1,178	191	106	15	9	1	1,293	207
Dec 2021	1,462	190	137	17	12	1	1,611	208
Nov 2021	1,662	182	146	16	6	1	1,814	199
Oct 2021	1,585	170	139	15	10	2	1,734	187
Sept 2021	1,488	169	119	16	8	1	1,615	186

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

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
May 2022	13,567	5,435.5	1,313	351.5	160	31	15,040	5,818
Apr 2022	13,185.5	5,108	1,185	335	241	30	14,611.5	5,473
Mar 2022	13,719.5	5,220	1,282	370.5	193.5	31	15,195	5,621.5
Feb 2022	11,239	4,990	1,106.5	393	196	28	12,541.5	5,411
Jan 2022	11,109	5,519.5	1,083.5	446	147	31	12,339.5	5,996.5
Dec 2021	13,453.5	5,546.5	1,498	504	213	31	15,164.5	6,081.5
Nov 2021	13,390	5,059	1,319	451	131	30	14,840	5,540
Oct 2021	13,511	4,828	1,374	465	134	62	15,019	5,355
Sept 2021	11,986.5	4,654.5	1,221.5	446	111.5	30	13,319.5	5,130.5
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

Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
May 2022	15,040.00	428.50	2.93%
Apr 2022	14,611.50	-583.50	-3.84%
Mar 2022	15,195.00	2,653.50	21.15%
Feb 2022	12,541.50	202.00	1.63%
Jan 2022	12,339.50	-2,825.00	-18.63%
Dec 2021	15,164.50	324.50	2.19%
Nov 2021	14,840.00	-179.00	-1.19%
Oct 2021	15,019.00	1,699.50	12.76%
Sept 2021	13,319.50	-137.50	-1.02%
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%

Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
May 2022	5,818.00	345.00	6.30%
Apr 2022	5,473.00	-148.50	-2.64%
Mar 2022	5,621.50	210.50	3.89%
Feb 2022	5,411.00	-585.50	-9.76%
Jan 2022	5,996.50	-85.00	-1.40%
Dec 2021	6,081.50	541.50	9.77%
Nov 2021	5,540.00	185.00	3.45%
Oct 2021	5,355.00	224.50	4.38%
Sept 2021	5,130.50	-22.50	-0.44%
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%

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

Month	No. of Days Absent	LTR
May 2022	15,040.00	3.94%
Apr 2022	14,611.50	3.84%
Mar 2022	15,195.00	3.98%
Feb 2022	12,541.50	3.28%
Jan 2022	12,339.50	3.23%
Dec 2021	15,164.50	3.99%
Nov 2021	14,840.00	3.91%
Oct 2021	15,019.00	3.94%
Sept 2021	13,319.50	3.49%
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%

Garda Staff - Numbers who availed of sick leave

Date	No.
May 2022	377
Apr 2022	330
Mar 2022	363
Feb 2022	340
Jan 2022	319
Dec 2021	346
Nov 2021	415
Oct 2021	375
Sept 2021	360
Aug 2021	297
July 2021	320
Jun 2021	301
May 2021	299

Garda Staff - Instances of Absence

Date	Administrative Grades	Technical and Professional	<i>Total</i>
May 2022	397	6	403
Apr 2022	348	2	350
Mar 2022	398	1	399
Feb 2022	371	2	373
Jan 2022	330	3	333
Dec 2021	364	6	370
Nov 2021	433	11	444
Oct 2021	391	9	400
Sept 2021	379	4	383
Aug 2021	302	6	308
July 2021	335	5	340
Jun 2021	316	6	322
May 2021	312	5	317

Garda Staff - Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
May 2022	3,363	57	3,420	-309.00	8.29%
Apr 2022	3,669	60	3,729	66.50	1.81%
Mar 2022	3,580	82.5	3,662.50	326.5	9.78%
Feb 2022	3,336	0	3,336	162.00	5.10%
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%

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

Date	Days Absent	LTR
May 2022	3,420.00	4.40%
Apr 2022	3,729.00	4.78%
Mar 2022	3,662.50	4.67%
Feb 2022	3,336	4.23%
Jan 2022	3,174	4.03%
Dec 2021	3,524.50	4.48%
Nov 2021	4,176.50	5.29%
Oct 2021	4,104.00	5.21%
Sept 2021	3,878.50	4.93%
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%

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
May 2022	21	544
Apr 2022	18	497
Mar 2022	18	523
Feb 2022	19	488
Jan 2022	18	451.5
Dec 2021	25	720
Nov 2021	18	452
Oct 2021	17	470
Sept 2021	17	448
Aug 2021	18	519
July 2021	16	461
Jun 2021	14	380
May 2021	16	413
Apr 2021	13	350

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

Commentary Sick Absence – May 2022

Sick absence days for Garda members reflect an increase in the last month, however, for Garda Staff, the figures show that there has been a decrease. Instances and numbers availing of sick absence leave also display an increase for Garda members and an increase for Garda Staff, in comparison to the previous month. Comparing May 2022 to May 2021, year on year, ordinary illness days have significantly increased for Garda members by 33.06% and decreased for Garda Staff by 3.07%.

Injury on duty sick absence shows an increase month on month. Comparing May 2022 to May 2021, year on year injury on duty has increased by 19.51%. 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 an increase in the last month, over the number of sick absence days, at 6.30%. Instances of sick absence also reflect an increase of 6.7%. Likewise, the number of Garda members availing of sick absence leave, month on month, displays an increase of 7.25%.

Ordinary Illness

The number of sick absence days, month on month, shows an increase of 2.93% for Garda members and an 8.29% decrease for Garda Staff. The instances of sick absence, month on month, also show an increase for both Garda members at 2.31% and for Garda Staff at 15.14%. 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, reflecting an 8.10% increase for Garda members and a 14.24% increase for Garda Staff.

As outlined previously, since November 2020, we have included an extract from the ordinary illness category, specific to mental health for Garda members. The number of members reporting illness in this category this month is 21, which reflects an increase of 16.67% from April 2022. However, the number of sick day absences for Garda members in May 2022 was 544 days, which shows a 9.46% increase from April 2022.

COVID-19 Pandemic

The Department of Public Expenditure and Reform issued guidance on the recording of absence as a result of the COVID-19 pandemic. Absence is not recorded as sick absence, but as special paid leave 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.