



**An Garda Síochána**  
**Monthly Report to the Policing Authority**

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

**May 2020**

# An Garda Síochána

Oifig an Choimisinéara  
Gnóthaí Corparáideacha  
An Garda Síochána  
Páirc an Fhionnuisce  
Baile Átha Cliath 8  
D08 HN3X



Office of the Commissioner  
Corporate Affairs  
Garda Headquarters  
Phoenix Park  
Dublin 8  
D08 HN3X

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Project Ireland  
2040

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Láithreán Gréasáin/ Website:  
[www.garda.ie](http://www.garda.ie)

Ríomhpost/E-mail:  
[commissioner@garda.ie](mailto:commissioner@garda.ie)

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Ms. Helen Hall  
Chief Executive  
Policing Authority

Dear Helen

**Re: Commissioner's Monthly Report to the Policing Authority**

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

This report is provided for review in advance of the Policing Authority meeting with the Commissioner, on Wednesday, 27 May 2020. Work continues monthly to provide additional and updated data in accordance with requests of the Policing Authority. The report includes (at Section 1), detail of the Garda response to an increase in domestic violence and fraud (economic and cyber crime) as sought during last month's Policing Authority meeting with the Commissioner in public (by video conference).

Again in the past month, the focus of much of our direction and resources has been on policing the current situation regarding COVI D-19. An update regarding the National Policing Plan for COVI D-19 is also outlined at Section 1. We will continue to keep you advised through our Weekly COVI D-19 report and other reports and meetings throughout this period.

Yours sincerely

**DERMOT MANN  
CHIEF SUPERINTENDENT  
OFFICE OF THE COMMISSIONER**

**May 2020**

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

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## Message from the Commissioner

At the time of writing, the country has entered Phase 1 of the Government of Ireland's 'Roadmap for Re-opening Society and Business', another critical phase in our collective efforts to reduce the spread of COVID-19.

An Garda Síochána is participating in this effort by delivering on its mission of Keeping People Safe through community engagement, particularly with the vulnerable and policing by consent. In supporting the COVID-19 public health guidelines, An Garda Síochána has adopted a graduated policing response. This has seen Gardaí Engage, Explain, Encourage and, as a last resort, Enforce.

In addition, we have had a considerable focus on reaching out to and supporting the most vulnerable in our communities. Gardaí continue to help people, who have not been in a position to leave their homes, while maintaining social distancing.

I want to express my appreciation for your recent supportive comments on the importance of this work in further cementing the strong bond we already have with communities. I also wish to welcome the several recent independent surveys which show very high levels of public satisfaction with how An Garda Síochána is operating in this challenging situation. This is testament to the great work being done by Garda personnel across the country in difficult circumstances. The detail of these surveys is further commented upon in Section 1 of this report.

As the country progresses through the different phases introduced by Government, An Garda Síochána will maintain its tradition of policing by consent and in close connection with the community. Of course, it is an unfortunate reality that even in a pandemic that crime continues, albeit at a reduced level in many crime types. However, we continue our work in protecting and supporting communities by preventing and detecting crime. This has seen significant seizures of drugs and firearms, arrests for thefts of vehicles and burglaries, and enforcement of road traffic offences including drink and drug driving. We have placed significant focus on crimes against the vulnerable, particularly victims of domestic violence.

During this extraordinary challenge for the country, An Garda Síochána will continue to do all it can to keep people safe.

**JA HARRIS**  
**Commissioner**

## 1. Update on the National Policing Plan for COVID-19

The Garda National Policing Plan continues nationwide which includes, *inter-alia*, high-visibility checkpoints (fixed & random), proactive patrols and foot beats, crime detection and prevention patrols and community engagement patrols with the elderly and vulnerable. Gardaí are also ensuring compliance and providing social distancing advices at public amenities and other places where people gather. The Garda National Policing Plan was enhanced in preparation for the May Bank Holiday weekend by 'Operation Fanacht', which commenced on 28 April 2020, with a series of over 130 checkpoints on key national arterial and main routes. Enforcement has only been necessary in a very small number of the thousands of individual interactions between Gardaí and members of the public, where the principles of Engagement, Explanation, and Encouragement have continued as part of our graduated response. The focus of An Garda Síochána to ensure compliance with Government's Restrictions and Regulations is continuing.

The COVID-19 Coordination Unit, under the direction of D/Chief Superintendent, Liaison & Protection, established on 10 March, 2020, under the remit of Deputy Commissioner Policing and Security continues to manage the strategic response in a co-ordinated manner as events evolve. The Unit is operating on a 24/7 basis and, in addition to co-ordinating operational instructions, it also functions as a helpline and email service to assist and provide guidance and reassurance to Garda members and staff. Information on a range of issues impacting operational frontline policing is being collated, including international policing efforts being deployed against COVID-19 and all emerging crime trends are being monitored. Ongoing advices from the Garda CMO, in-line with HSE guidelines, are being issued to the all members and staff and are being updated on the Garda Portal. Additionally Newsletters continue to issue by the Garda Press Officer and the Director of Communications to each Garda member and staff.

### **Community Engagement**

Garda í nationwide continue to engage in an extensive local engagement process, together with statutory and voluntary bodies, various charities, the business community and other agencies in providing support to vulnerable persons in the community. This key strategy has been essential and has been the subject of much positive comment by members of the public, communities and the Media. Community engagement remains a key pillar of the ongoing National Policing Plan. The Garda National Diversity & Integration Unit at the Community Relations Bureau, has continued to liaise with vulnerable and other minority groups during this time and advices have been disseminated to all personnel by the COVID-19 Co-ordination Unit to provide assistance to communities at local level.

### **Update on 'Operation Faoiseamh'**

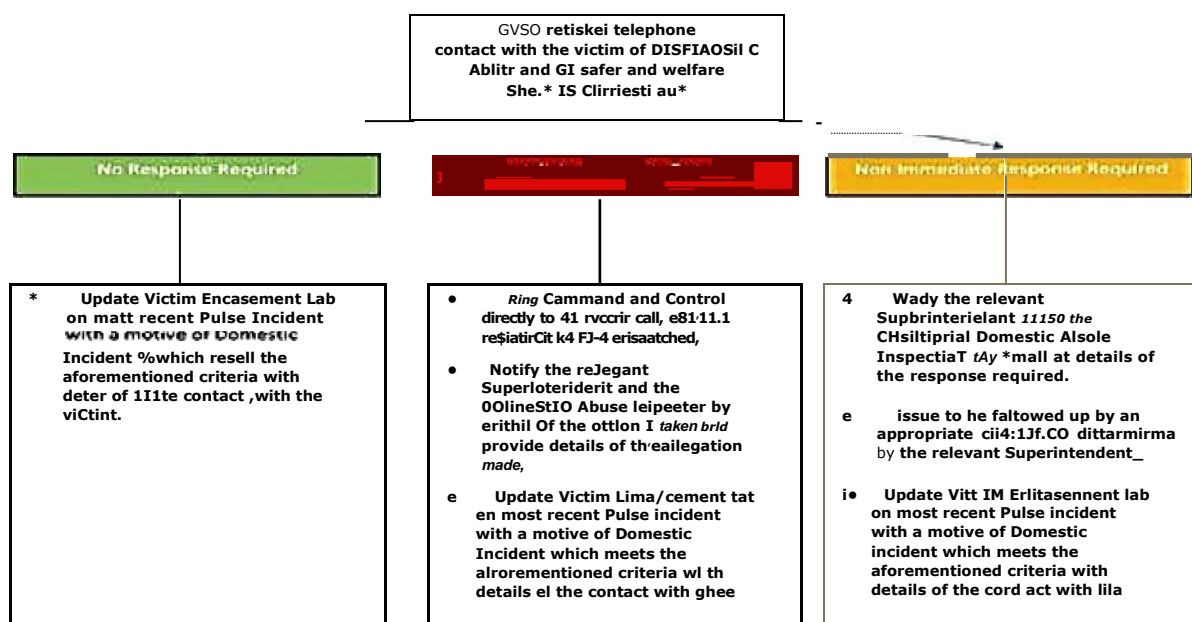
As previously advised, in response to an increase in domestic abuse, An Garda Síochána launched Operation Faoiseamh to offer support and protection to victims of domestic abuse in these extraordinary times and to ensure all incidents are actively investigated. Operation Faoiseamh supplements current Garda policy on domestic abuse and is being led by the Garda National Protective Services Bureau, supported by Divisional Protective Services Units at Divisional level in the community.

At present, records indicate a 25% increase in the number of Domestic Abuse incidents on PULSE and recorded by CAD, compared with the same time period in 2019. The call-back rate for Domestic Abuse incidents has increased to almost 67% to 17 May 2020 (from just over 38% for the same period in 2019). Records also indicate that, in some cases, call-backs are occurring on the same day as the incident was originally reported to Gardaí. Phase II of Operation Faoiseamh commenced on 13 May 2020, for a period of 2 weeks and targets on a Divisional basis supported by the Garda National

Protective Services Bureau, persistent breaches of Protection, Safety and Barring Orders issued by the Courts under the Domestic Violence Act, 2018.

To date, since the commencement of Operation Faoiseamh on 1 April 2020, records indicate that there have been 5,592 contacts or attempts at contact to persons who have been the subject of domestic abuse. The response from persons receiving calls under Operation Faoiseamh has been overwhelmingly positive. During such contacts, some victims have reported additional breaches of Court Orders, which were previously unreported and are now the subject of investigation. A significant number of victims have also requested an 'in-person' call-back, and these are currently being undertaken.

As a proactive measure, personnel attached to Garda Victim Service Offices, on a nationwide basis, have made contact with victims of domestic abuse, to offer support and identify vulnerable individuals currently at risk in the current circumstances, using the following 'traffic light' system'.



In addition, under Operation Faoiseamh, each Regional Assistant Commissioner is continuing to monitor the number of referrals to Tusla, in each Garda Division.

**Garda National Economic Crime Bureau:**

The Garda National Economic Crime Bureau (GNECB) continues to progress ongoing investigations. In addition, GNECB is investigating a number of new complaints relating to suspected money laundering, fraudulent social welfare claims, theft and 'invoice redirection' scams, which it is noted have become prevalent during the current restrictions.

While specific statistics are not available at this time, GNECB, in monitoring crime trends, is aware that reporting of fraud-type crimes, especially cyber-enable criminality, for example Phishing, vishing and smishing; so-called 'romance fraud', account 'takeover' fraud; business email compromise, on-line shopping / auction frauds and invoice 'redirection' scams have increased. This increase has been noted particularly while people have been confined indoors and / or working from home. At the same time, it is also acknowledged that the baseline for such offences is also low, making any such increase disproportionately significant.

The Money Laundering Investigation Unit, GNECB is continuing to investigate suspected Money Laundering, including traditional money laundering offences and incidents which are more specifically linked to COVID-19. One such recent case, relates to a suspected fraud of approx. €1.5 million, allegedly laundered through a bank account in this jurisdiction, which is connected to a Europe-wide fraud, relating to the purchase of Personal Protective Equipment, amounting to €12 million. GNECB is liaising with European colleagues including Interpol and Europol in progressing this investigation.

### **Garda National Cyber Crime Bureau**

The Garda National Cyber Crime Bureau (GNCCB) continues to monitor the crime trends emerging during the current Covid-19 worldwide pandemic. In consultation and co-operation with Interpol, Europol and corporate and academic partners, and in accordance with Government advices and policies, GNCCB has increased its social media presence. Messages are being posted frequently to raise and maintain awareness of Cyber Crime, particularly at this time. Messages on the following topics have been posted:

- Online safety;  
Best practices for Internet use; Safe shopping and fraud awareness;  
Network and computer vulnerability;  
Personal security and protections; and  
Online exploitation risks.

### **Strong Public Support for An Garda Síochána During the COVID-19 Crisis**

A number of recent surveys of the public by external bodies have found strong support and satisfaction for how An Garda Síochána has operated during the COVID-19 crisis.

#### **Eurofound**

Eurofound, an EU agency, conducted a survey on trust in EU State agencies during the crisis. For EU policing services, the EU wide mean was 6.2. Trust in policing in the Republic of Ireland (An Garda Síochána) was 7.2 with an overall ranking of 6<sup>th</sup> across the EU.

<https://www.eurofound.europa.eu/data/covid-19/quality-of-life>

#### **Reputation Agency RepTrak Survey**

The Reputation Agency, which does an annual survey of the public on the reputations of the country's largest organisations, found that An Garda Síochána was ranked 2<sup>nd</sup> behind the HSE in "organisations leading the response to the COVID-crisis". With a survey of over 7,000 respondents, the Reputation Agency's analysis said the following regarding An Garda Síochána's performance to date:

"An Garda Síochána is the second most frequently mentioned organisation as making a positive contribution during the crisis, receiving an Excellent Purpose Score of 80.2. As a result An Garda Síochána's Reputation Pulse score improves 14.6 points, moving from an Average score to a Strong score of 78.2". According to the Reputation Agency, "An Garda Síochána have gently but firmly been controlling movement and social distancing with traffic checkpoints and increased foot patrols. Their support for the elderly and vulnerable is one of the standout examples of an organisation mobilising to support new needs of the community. People also say the increased visibility of the Gardaí enhances our sense of security that law and order is being preserved during the crisis."

## **AA Ireland**

Over 85% of people are satisfied with the response by An Garda Síochána to the COVID-19 outbreak and the enforcement of lockdown restrictions, according to a survey by AA Ireland of 7,000 of its customers and members.

The survey found that 57.51% of respondents described themselves as very satisfied with the Garda response to the COVID-19 outbreak. Meanwhile, a further 28.70% of those surveyed stated they were somewhat satisfied with the response. According to the survey, 1.52% of people describe themselves as strongly dissatisfied with the response by Gardaí.

## **2. Finance**

The overall financial position at the end of April 2020, shows a total net expenditure of €601.9m, which is €13.5m less than the profiled spend of €615.4m. The underspend is due to a combination of a capital



underspend of €14.6m and additional Appropriations of €5.7m, which were offset by other net current overspends of €6.8m. Due to COVID-19, it has been necessary for An Garda Síochána to continue with a series of measures and investments in certain areas of the Vote in order to deal with the consequences of the virus. The additional costs relate to the 12 hour roster, the expenditure on ICT to facilitate remote working, increased fleet rental costs and the purchase of PPE equipment and cleaning services.

The expenditure on overtime for the year to date (including the Garda College) is €34.9m, which is €3.7m or 12% in excess of the profiled budget. The expenditure on the salaries element in April was €108.3m and a year to date spend of €371m which results in a year to date overspend of €1.1m. As a result of COVID-19, additional overtime was required to implement the initial restriction requirements. Also, COVID-19 has resulted in some members having to self-isolate and this has necessitated other members working overtime to cover their duties.

As it will be a very challenging financial year, including the unprecedented demands placed upon the Garda Vote as a result of COVID-19, all budget holders have been advised that they must keep within their allocations for their current policing plans, though this will be subject to review as time unfolds.

### **Military Road - Garda Security and Crime Operations Centre**

The Military Road site is closed as of 28 March 2020. JP Construction notified OPW on 30 March 2020 that they have complied with Government requirements for the shutdown of all non-essential construction sites. They have placed a security guard on site for 24 hours a day, 7 days a week, until the restrictions are lifted. The main works that have been completed on-site since the contract commenced in mid-February include:

- Site establishment (installation of site cabins and welfare facilities);
- Removal of remaining trees along Military Road site boundary;
- Removal of all of Japanese Knotweed (invasive species) which were affecting progression of main excavations and foundation/piling works;
- Demolition of existing historic stone walls and of existing modern shed and removal of asbestos containing materials;
- Commencement of progression of foundation/piling design.

Further to the Government announcement of 1 May 2020, in relation to the phased return of construction work, the OPW has advised that JP Construction has confirmed resumption of works on 18 May 2020.

### **PPP**

Following discussions between the Department of Justice and Equality, An Garda Síochána, the OPW and the National Development Finance Authority, it has been decided that Macroom and Clonmel Garda Stations will be included as part of a Justice PPP Bundle.

### **Garda Capital Building Programme**

Work on Garda construction projects ceased as a result of the measures announced by Government to deal with COVID-19 on 27 March 2020. This included projects in Fitzgibbon Street, Athlone,

Donegal, Longford and Sligo. The OPW engaged with contractors and, where projects were in a phase of external works, these recommenced on 18 May 2020, e.g. Longford.

### **COVID-19 – Measures implemented by An Garda Síochána to support operational resilience**

In late March 2020, An Garda Síochána commenced the process of identifying a range of sites locally where Garda members and Garda staff may be based temporarily, e.g. schools, colleges, GAA clubs, other sports facilities and community centres. The purpose was that the additional space obtained would assist the provision of greater levels of resilience for the Organisation by allowing Garda resources in local areas be dispersed, to avoid the concentration of all on individual rosters being located within the one physical building. This would provide some contingency in the event of one individual contracting Covid-19. A small number of third party properties are currently being utilised by An Garda Síochána around the country as a contingency measure to support Organisational resilience.

#### **Protective Screens**

As a health and safety measure, the OPW, at the request of An Garda Síochána completed a programme of works to install protective screens in three separate areas in a significant number of Garda Stations including the Public Office Hatch, Prisoner Processing Hatch and in Interview Rooms. The fitting of these screens was completed by 20 April 2020.

### 3. Human Resources and People Development (HRPD)

Garda and Staff strengths at 30 April 2020, including a breakdown by rank, grade and gender, are outlined to follow. Information is also provided in respect of family friendly arrangements, sick leave and suspensions.

The 2019 Garda Trainee Recruitment campaign continues. 125 Garda Trainees entered the college on 10 February 2020. In response to the current crisis, further intakes for 2020 were adjusted i.e. 75 candidates have been offered a place to commence their training on 25 May 2020. It is envisaged that a second class of 75 will commence on 22 June 2020, bringing the total commencing to 275 in 2020. If the targets for 2020 and 2021 remain in place, a new recruitment campaign will be advertised later in the year. Preliminary work has commenced with PAS to ensure that if it is required, both organisations will be in a position to progress without delay.

A total of 319 students in the Garda College were attested on 20 March 2020, as part of actions taken in response to the COVID-19 crisis. A further two students were attested in April 2020 on separate dates.

Work continues on resourcing additional and new Garda staff posts based upon prior sanctions for recruitment received from the Policing Authority.

The Workforce Plan is continuing to be refined and revised in consultation with the Policing Authority and Departments of Justice and Equality and Public Expenditure and Reform who are anxious to ensure the visibility of the Garda Reassignment Initiative and progress on the workforce modernisation agenda.

The number of Garda members reassigned to operational duties at 30 April 2020 is 649. A chart outlining the rank breakdown is provided to follow.

Details of numbers and vacancies in specified ranks are outlined at Appendices B and C. A detailed breakdown of leave rates is outlined at Appendices D and E.

#### Garda Strengths

	At 30 April 2020					
Commissioner	1	1	100%		0%	1
Deputy Commissioner	1	1	100%		0%	1
Assistant Commissioner	8	5	63%	3	37%	8
Chief Superintendent	46	38	83%	8	17%	46
Superintendent	166	149	89%	17	10%	168
Inspector	380	313	83%	67	17%	378
Sergeant	2,090	1,625	78%	465	22%	2,098.5
Garda	12,022	8,571	71%	3,451	29%	11,991.5
<b>Total</b>	<b>14,714</b>	<b>10,703</b>	<b>73%</b>	<b>4,011</b>	<b>27%</b>	<b>14,692</b>

Of which		Male	%	Female	%
Career Breaks (incl. ICB)	65	29	45%	36	55%
Work-sharing	55	1.5	3%	53.5	97%
Secondments (Overseas etc.)	13	9	69%	4	31%
Maternity Leave	68	N/A	0%	68	100%
Unpaid Maternity Leave	55	N/A	0%	55	100%
Paternity Leave	11	11	100%	N/A	N/A
<b>Available</b>	<b>14,447</b>	<b>10,652</b>	<b>74%</b>	<b>3,794.5</b>	<b>26%</b>

## Garda Reserve Strengths

Garda Reserves Strength as at 30 April 2020	Total	Male	%	Female	%
	439	328	75%	111	25%

## Garda Staff Strengths

	Total	WTE*	Male	%	Female	%
Professional / Technical	60	59.4	36	60%	24	40%
Administrative **	2,818	2,718.8	741	26%	2,077	74%
Industrial / Non Industrial	394	243.3	119	30%	275	70%
<b>Total</b>	<b>3,272</b>	<b>3,021.6</b>	<b>896</b>	<b>27%</b>	<b>2,376</b>	<b>73%</b>

Of which	Total	Male	%	Female	%
Maternity Leave	23	N/A	0%	23	100%
Unpaid Maternity Leave	16	N/A	0%	16	100%
Paternity Leave	N/A	N/A	0%	N/A	0%
<b>Available Total</b>	<b>3,233</b>	<b>896</b>	<b>27%</b>	<b>2,337</b>	<b>73%</b>

\* 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	%
	342	8	2%	334	98%

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

Career Breaks****	Total	Male	%	Female	%
	26	6	23%	20	77%

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

## Garda members reassigned to operational duties as at 30 April 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	1	12	34	47
<b>Total</b>	<b>0.5</b>	<b>10.5</b>	<b>24</b>	<b>98</b>	<b>516</b>	<b>649</b>

## Administrative and Civil Service

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	5	5	4	80%	1	20%
Director	1	1	1	100%	0	0%
PO	21	21	10	48%	11	52%
AP	62	62	28	45%	34	55%
HEO/AO	136	135	57	42%	79	58%

EO	744	733.5	197	26%	547	74%
CO	1,848	1,760.2	443	24%	1,405	76%
<b>Total</b>	<b>2,818</b>	<b>2,718.8</b>	<b>741</b>	<b>26%</b>	<b>2,077</b>	<b>74%</b>

**Parental Leave**

<b>01.04.2020 – 30.04.2020</b>	<b>Garda Members</b>	<b>Garda Staff</b>
	<b>113</b>	<b>102</b>

**Suspensions: Persons suspended from An Garda Síochána as at 30 April 2020**

<b>Total</b>	<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>
47	45	96%	2	4%

## 4. Information and Communications Technology (ICT)

**COVID-19:** As a result of the current COVID-19 pandemic and the need to ensure the operation of key ICT systems, the general pause in the implementation of changes in the live environment is still in place across all Garda IT systems. Any deployments/changes required to ICT systems are being dealt with on a case by case basis. ICT is continuing to deliver solutions and support personnel throughout the Organisation in accessing Garda information systems remotely and in a secure manner. This has contributed to reducing occupation levels in Garda buildings and in turn supported the high levels of operational resilience.

**Frontline Mobility:** The deployment of mobile devices to frontline members has continued throughout April 2020. Over 3,800 new devices have now been deployed within the Garda Organisation, with over 3,400 fully registered and in use and the balance to come online in the coming days, as local device distribution and self-enrolment processes are completed. As part of this work, the Mobility Team also completed testing and gained approval for the use of Android 10 operating system in the live environment.

Our mobile enabled members are continuing to detect a range of road traffic and other related offences directly, as a result of mobile access to key data. The Mobility Team has also commenced work on detailed reporting that will provide greater insight to management on the impact of the new Garda digital mobile capability.

In relation to mobile apps, a major update of the Mobile Fixed Charge Notice (FCN) App is nearing completion with a rollout to several hundred members scheduled in May. This will deliver significant efficiencies in the capture and processing of fixed charge offences.

Also in May, the Mobility Service Operations Team will focus on updating and improving core operational processes while the Mobility management team will review and update the Mobility App Roadmap.

**Schengen Information System II (SISII):** Performance testing is progressing and deployment planning is underway, but the actual date of deployment has yet to be agreed with the EU Commission. The COVID-19 pandemic is highlighted as a risk which may impact delivery timeline. The project team is continuing to progress the plan and eu-LISA is supporting the completion of outstanding tasks. An Garda Síochána is committed to ensuring that the system will be technically ready to deploy into the production environment when the go live date is agreed by all stakeholders.

**Investigation Management System (IMS):** IMS user training and hardware installations have paused due to COVID-19. However, the IMS Support Team is continuing to work on enhancing the core IMS product in line with user feedback from the deployments thus far.

**Roster and Duty Management System (RDMS):** RDMS user training and hardware installations have paused due to COVID-19. However, the RDMS Support Team is continuing to support the existing locations where the system has been deployed.

**Enterprise Content Management (ECM) System:** Further deployment of ECM to Divisions is currently on hold as training of personnel is paused due to COVID 19. The ECM Support Team is continuing to work on enhancing the core ECM product in line with user feedback from the deployments thus far.

**CAD2:** The date for responses to the current RFT stage of the procurement process has been further extended from the 30 April 2020 deadline to 30 June 2020, to take account of the effect of COVI D-19 on both the suppliers and the response evaluation teams.

**PRÜM:** Prüm connectivity, in respect of dactyloscopic data, is currently live with two member states, Austria and Romania, with Romania going live in March 2020. Testing was due to commence with Poland on 16 March 2020, but was postponed due to a code freeze in place across all Garda ICT systems arising from COVI D-19. Proposed data-sharing with the Netherlands continues to remain on hold as their test system is unavailable but Garda IT remain ready to recommence testing when required. Testing with Portugal is ongoing.

**Operating Model:** Development and analysis is ongoing across multiple ICT work streams and is aligning with the Strategic Transformation Office (STO) Release 1 scheduled to take place in September-October 2020. Analysis is also progressing on I MS / incident management, moving from current District structure to Divisional structure.

## 5. Corporate Communications

### Engagements

During April 2020, the Office of Corporate Communications continually engaged with our external and internal audiences through a range of measures. This included facilitating interview requests, providing commentary in response to media queries, internal daily updates, providing compliance figures in weekly detailed press releases and continually posting key messages through the use of digital content and commentary on all of our social media channels. This consistent engagement ensured the public and media were kept abreast of developments and key messages around compliance and other policing operations, both to our 1.3m social media followers and through our sometimes 19m reach across traditional, broadcast and online media.

The success of this engagement was borne out by the recent reputational study (mentioned earlier in this report) carried out by the Reputations Agency which saw An Garda Síochána revealed as number 2 in Ireland's inaugural Purpose Power Index Study. The study, undertaken in April 2020, identified the organisations and sectors that the Irish public believes have performed best during the current pandemic. An Garda Síochána was the second most frequently mentioned organisation, making a positive contribution during the crisis, receiving an Excellent Purpose Score of 80.2. As a result, An Garda Síochána's Reputation Pulse score improves 14.6 points, moving from an **Average** score to a **Strong** score of 78.2.



Our corporate communications team has continued to inform, reassure and appeal to the public. The office continued to support An Garda Síochána's prioritised strategy to support the Government in reducing the impact of COVID-19, by reaching out to our 1.3m social media followers to promote the advice of the HSE and demonstrate examples of good practice by Gardaí by using hashtags such as, #WashYourHands #StayHomeStaySafe and #SocialDistancing.





Garda info [It aigen:lainfo](#). • Apr 24

Members of Mountjoy Community Policing and the Mounted Unit on patrol *in* the sunshine.

Heading into the weekend. remember Art Garda Siochana are #HereToHelp\_

Pease contact your local Garcia station if you need assistance.

#1<sup>1</sup>WeAreinThisTogether ifilliAirashYourHands4kow eStay5afe5tayHorne



We continue to engage with our diverse communities by creating and promoting digital content to Engage, Explain, and Encourage. This has included:

- A video was created to reach out to all members of the Deaf community, highlighting how to contact local Garda ífor support;

- A video was produced to reach out to the Traveller community regarding supports available. Videos were created in 12 languages with important information about COVID-19 from An Garda Síochána (1.5m social media reach, 400K video views);

- Home security crime prevention leaflets were shared in multiples languages.

We highlighted the continued efforts by Gardaí to detect crime, preserve the peace and reduce road traffic collision fatalities and injuries, through;

- Videos created and shared to raise awareness around Operation Fanacht to ensure public compliance with the travel restrictions introduced as part of COVID-19 public health guidelines;

- Videos created demonstrating checkpoints and joint checkpoints with PSNI;

- A video appeal to all road users not to drive under the influence of drugs or alcohol and to keep our roads safe;

- A video created to raise public awareness of the possibility of fraudsters exploiting the spread of COVID-19 to carry out scams either online or in person.

- RTE Crimercall features on topics including domestic violence and online scams.

- The sharing of videos on social media, reaching out to victims of domestic violence.

It was also important to retain a close connection with our community, providing accurate and timely information. We shared examples of Gardaí supporting and continuing to seek out and respond to those who are vulnerable at this time. This included:

Images shared of Gardaí highlighting community engagement and assisting members of the public who are in isolation, by delivering food and medical supplies. #HereToHelp;  
The posting of Videos online of the Garda Band playing music on their breaks from COVI D-19 Checkpoint duty.

### **Media Briefings, Launches & Initiatives**

The Commissioner and Deputy Commissioner Policing and Security provided a briefing following the launch of Operation Fanacht. The Commissioner was also interviewed on RTE Six One News. Key messages were publicised, seeking compliance from the public with newly introduced regulations and advising that enforcement would be a last resort.

A briefing was provided by the Commissioner on the continuation of Operation Fanacht over the May Bank Holiday weekend.

The Commissioner appeared on Crimecall and spoke on the recommencement of Operation Fanacht.

Chief Superintendent Declan Daly of the Garda National Protective Services Bureau spoke on Crimecall regarding the Operation Faoisea mh and the “Still here” campaign.

Assistant Commissioner John O’Driscoll, Special Crime Operations, spoke with the Sunday World and the Sun newspapers on the topic of drug trends.

A number of key initiatives and events took place during the month of April, 2020:

The daily COVI D-19 update to the Organisation continued to receive very positive feedback and is opened by, on average, 12,500 personnel each day.

The initial launch and continuation of Operation Fanacht was highlighted across all media sources. The Garda Press Office provided weekly updates on key data such as use of health regulations and other powers used during COVI D-19 checkpoints and patrols.

### **Internal Communications**

During April 2020, our Internal Communications office increased COVI D-19 communications. The daily email updates continued and a range of other tactics were also deployed. Specific emphasis was placed on messaging in relation to social distancing in the workplace. An internal communications plan was developed to focus on the why and how of social distancing: why social distancing is so important and how personnel can implement it. This plan was created to align with the graduated policing model being used for the operational policing of COVI D-19. This model centres around the 4 E’s: Engage, Explain, Encourage and Enforce.

Improvements have been seen in adherence to social distancing in the workplace, including at COVI D19 checkpoints. Results for April 2020 include an increase in readership of the daily update with an average open rate of 12,500 per day, the delivery of printed posters and floor stickers to Garda Stations and screensavers displayed across more than 11,000 desktop computers.

## 6. Progress update on embedding the Code of Ethics

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

Due to the Covid-19 pandemic, all planned workshops have been postponed. A plan for the continued embedding of the Code of Ethics in 2020 has been developed, however some aspects will be affected by the current situation, for example, cancellation of all training activity. It is intended to proceed with the communications related activities. The Garda Ethics and Culture Bureau (GECB) is continuing to conduct an extensive review of the database of figures that have been obtained from CPD Garda College. It is then planned to engage with each Division for areas of noncompliance to be addressed.

On 30 April 2020, the status of participation at Ethics Workshops and the associated sign up to the Code of Ethics Declaration remained as provided in last month's report and is set out to follow.

	Total Number	Attended Workshops	% Attended Workshops	Numbers Signed	% attended workshops that signed	% of total number that signed
<b>No. of Garda Members</b>	14,750	13,603	92.2%	12,862	94.6%	87.2%
<b>No. of Garda Staff</b>	3,281	2,117	64.5%	2,099	99.1%	64.0%
<b>Reserves</b>	444	164	36.9%	146	89.0%	32.9%
<b>Total including Reserves</b>	<b>18,475</b>	<b>15,884</b>	<b>86.0%</b>	<b>15,107</b>	<b>95.1%</b>	<b>81.8%</b>
<b>Total excluding Reserves</b>	<b>18,031</b>	<b>15,720</b>	<b>87.2%</b>	<b>14,961</b>	<b>95.2%</b>	<b>83.0%</b>

### Garda Decision Making Model

The Garda College is currently developing an e-learning training initiative in respect of the Decision Making Model with a third party supplier, Dublin City University. However, as staff at the Garda College have been re-allocated to the frontline, the progress on the development of the eLearning will be delayed. The GECB is currently researching the ethics content for inclusion in the Garda Decision Making Model. They have also been tasked with developing a plan for communication to the Organisation regarding its operational use.

## 7. Implementation of Cultural Change

The Garda Ethics and Culture Bureau (GECB) has developed a plan for 2020 in relation to implementing cultural change. The plan has been devised to demonstrate the link between the various change projects and the findings of the Cultural Audit 2017. There will be an extensive communications aspect to this work and GECB is conscious of timing these communications appropriately, given the current pandemic. The review of staff cultural engagement initiatives is an action in the 2020 Policing Plan and statistical information in relation to the 12 Staff Culture Engagement initiatives is currently being gathered.

## 8. Risk Management

Due to COVI D-19, it has been necessary to put a number of support services carried out by the Garda Risk Management Unit on hold. This has included Support Staff Briefings, Development Programmes, Quality Assurance Meetings etc. However, support for all risk management stakeholders continues over the telephone, via email and via teleconferencing. It has not been possible to hold a Risk and Policy Governance Board meeting in recent times. A meeting scheduled for 12 March 2020 was cancelled due to the pandemic. Any significant decisions of the board have been managed through email consultation, including rating changes for corporate risks, de-escalation of corporate risks and the addition of a new corporate risk relating to COVI D-19.

During April 2020, meetings were held via conference call with Assistant Commissioner Governance & Accountability and Executive Director HRPD to discuss the Corporate Risks assigned to them. As a result of this review and consultation, eight risks have been de-escalated for management at Regional / Sectional level. There has also been a change in risk rating to four risks, with one increasing and three decreasing. There are now ten risks on An Garda Síochána's Corporate Risk Register.

As mentioned in last month's report, A 'Review of the Risk Management Framework' is being undertaken as an initiative under A Policing Service for the Future by external agency 'Mazars'. Mazars are on target to have the report completed by mid-May 2020. It is anticipated that implementation of review recommendations will be ongoing until the end of Q4, 2020.

Compliance rates for Q1, 2020 are currently being collated, however compliance rates from Divisions and Regions remained consistently high throughout 2019, with no reason to think that this will change for Q1, 2020. The average compliance rate for 2019 was 93%.

## 9. Use of Force

An Garda Síochána conducted a comparison of a further two data sets of use of force statistics. Data for March and April 2020 has been compiled by Internal Affairs Section using the newly developed system whereby IAS has written a script to capture data contained on the PULSE narrative regarding use of force. The following points of interest have been noted:

The total uses of force have dropped from 107 in March 2020 to 100 in April 2020.

Baton uses have dropped from 33 in March 2020 to just 23 in April 2020, while the use of Inca pacitant Spray has stayed the same at 73. The use of Taser has increased from 0 to 2, however, these two Taser discharges were during the course of one incident. Firearm uses have also increased to 2 discharges and like Taser, this was during the course of one incident.

Regarding locations in which force was used, we see a slight drop in the Public Outdoor Areas with a sharp increase in a Housing setting. We also see an increase in Commercial Premises and Garda Stations with a decrease in Public Buildings. Apartment settings are down to 0% for the first time since January 2020.

The biggest increase in Types of Incidents was in Public Order Offences, having increased by 6%. Increases in Theft and Domestic incidents were also recorded. Drug, Traffic, Firearm and Assault have decreased with Mental Health and Criminal Damage Offences staying the same as the previous month.

Regarding the times of Uses of Force, we see a decrease in incidents from 6pm to Midnight from 41% in March 2020, down to 37% in April 2020. We also see another decrease in incidents from 3am to 6am from 11% in March 2020, down to 7% in April 2020.

Sunday figures have dropped by half, leaving a total of 11% for April 2020 which is down from 22% in March 2020. This balances out over Wednesday, Thursday and Saturday with a sharp increase on all of these days.

There was a significant drop of almost 10% in the DMR West Division, with the biggest increase being in Tipperary by 7%. The Dublin Metropolitan Region as a whole, has dropped by 10% overall, making up 38% of all incidents. The reduction in use of force incidents in the DMR area could be attributed to the restrictions in place as a result of COVID-19. With the closure of licenced premises and social amenities and the reduction in persons being present in public places, the instances of Garda members becoming involved in confrontational situations has reduced.

Complete reports have been forwarded separately to the Policing Authority

## 10. Crime Trends

### National Overview

Long term trends in **Property Crime** and **Burglary** have plateaued in 2019 following a sustained period of reduction from 2015 - 2018. **Crimes against the Person** and **Sexual Offences**, for which continuous upward trends had been observed in recent years have stabilised in 2020. **Public Order** incidents have increased consecutively in 2018 and 2019. **Criminal Damage** which had stabilised in 2019 has resumed a gradual decrease that was observed from 2015 – 2018.

In all Crime Trend charts 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. **It is important to note that 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.**

### Covid-19

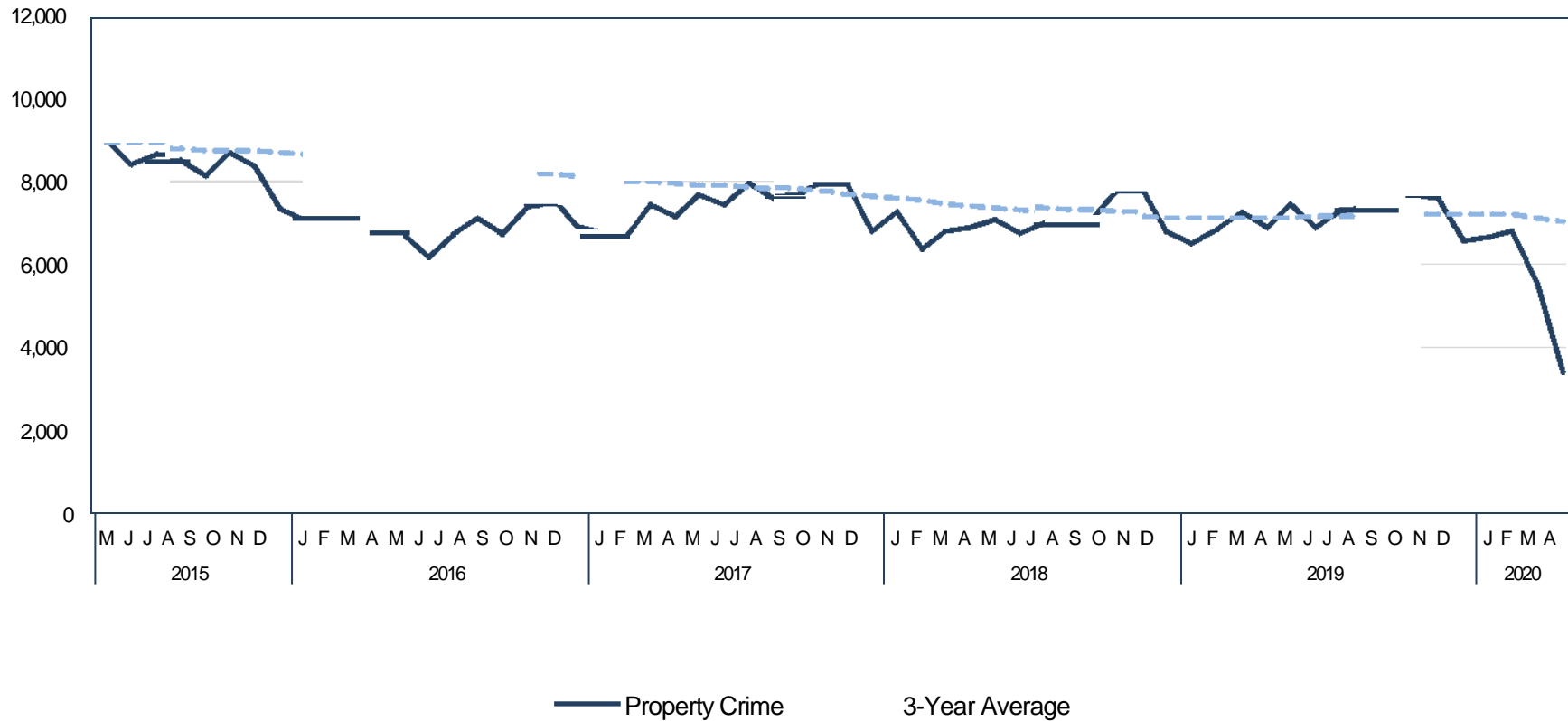
Since 24 March 2020, Government measures to inhibit the transmission of coronavirus have been in place, including ceased operation of all non-essential services and prohibition of all non-essential travel. This has had a significant effect on crime, with most crime types reporting significant reductions in March and April 2020. April marks the first full month of COVI D-19 restrictions, which allows for comparison with last year and an approximation of the impact that Covid-19 has had on various types of crime. Comparisons of April 2020 with April 2019 are provided below.

### Data Quality Assurance

The Chief Information Officer, along with the Garda Síochána Analysis Service (GSAS) and Garda Information Services Centre (GISC) management, now hold short monthly meetings with the Central Statistics Office (CSO) in addition to more formal sessions twice a year. Meetings were held on 28 April and 19 May 2020. Topics include crime data sources, data quality measures and approaches to publishing data. The CSO published Crime Victims and Suspected Offenders statistics on 15 May 2020, noting the improvements in Garda data governance that made this possible. The three priority data quality actions discussed with the Policing Authority on 5 March 2020 are still in progress. Crime counting rules will be published by the end of May 2020. Eircode capture is being implemented in PULSE 7.6 (currently scheduled for September but may be delayed due to COVI D-19 disruption; PULSE 7.5.1 was delayed by approximately 6 weeks). Eircode matching of existing addresses will also commence once resource allocation allows. The PULSE data review process operating by GISC and essential to maintaining quality, continues to function well and has been an essential enabler in the production of weekly data publications summarising COVI D-19 operations.

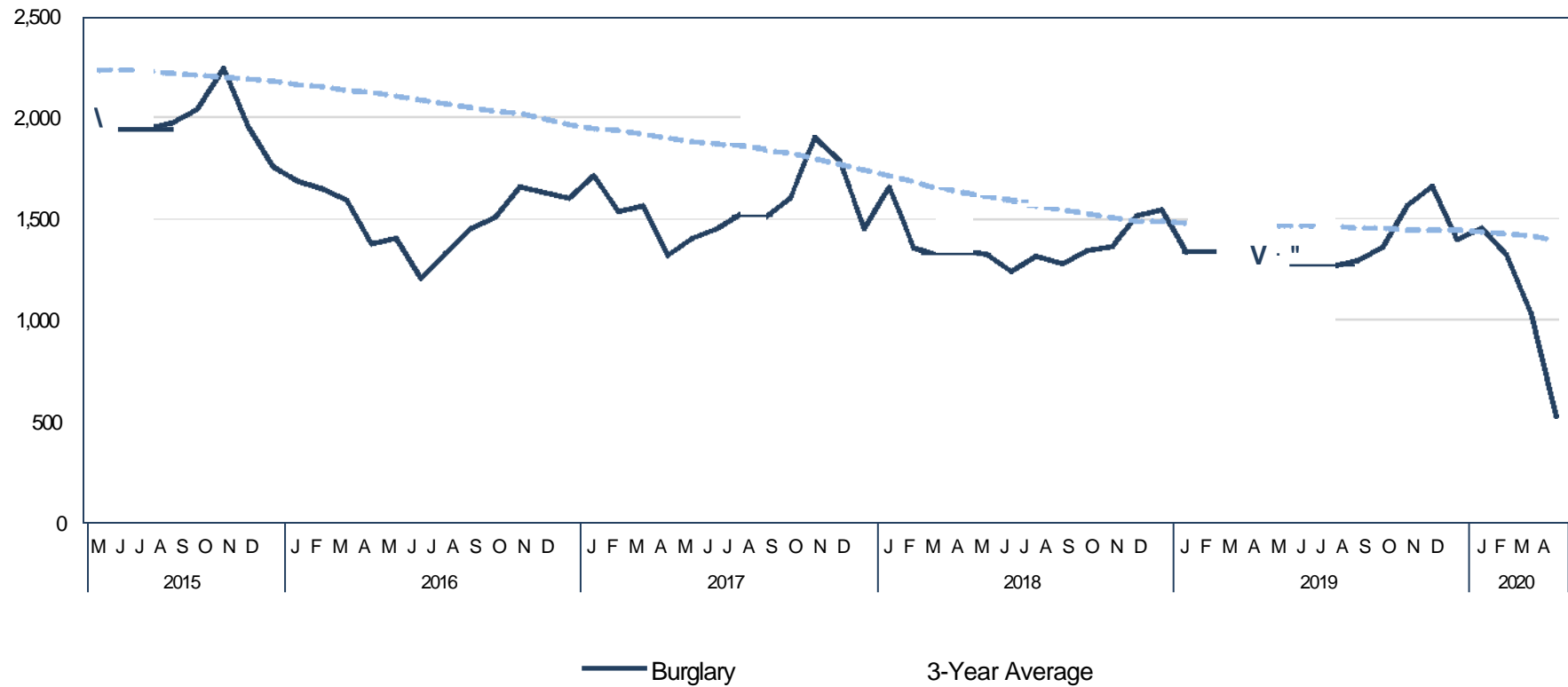
**Chart 1: Total Property Crime - 5 Year Trend**

**Property Crime** had been trending downwards since the end of 2015. This trend flattened out in 2019 but has taken a further downward turn in 2020. Levels are down 4.5% in the 12 months to April 2020 as compared with the 12 months prior to this. COVI D-19 has resulted in a lot of business premises being shut and with more people staying at home, there is a reduction in the number of residences left vacant. As a result, offenders are presented with less opportunity to commit Property Crime offences. When April 2020 is compared with April 2019, there has been a reduction in Property Crime of 50.2%.



**Chart 1: Burglary - 5 Year Trend**

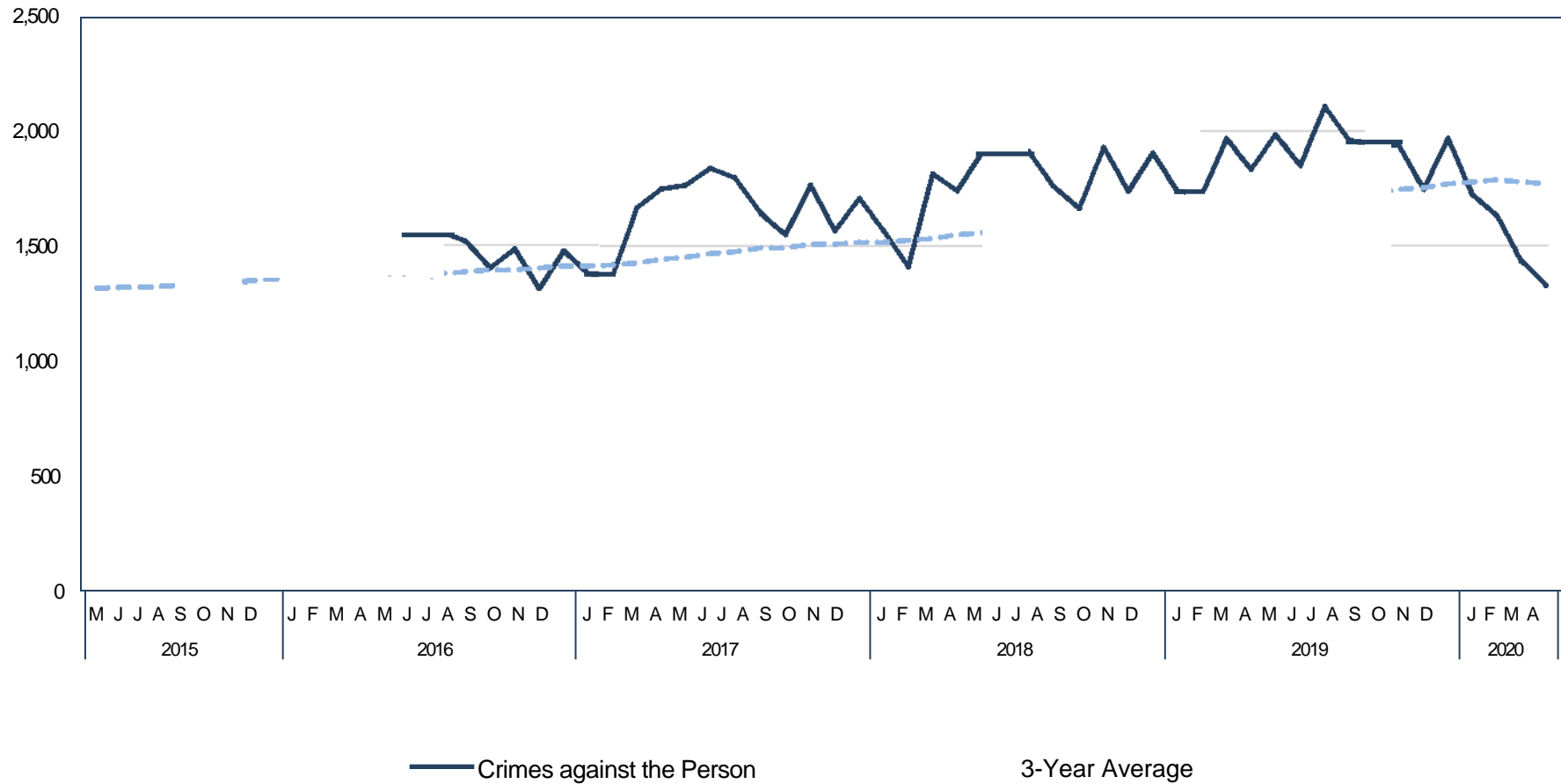
Burglary has been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015. Residential burglary tends to increase in the darker winter months, but is lower in the days around Christmas and the New Year. Residential burglary was down 3.2% and burglary occurring elsewhere down 10.4% in the 12 months to April 2020. When compared with April 2019, residential burglary has decreased by 59.7% and burglary elsewhere has decreased by 49.2%.





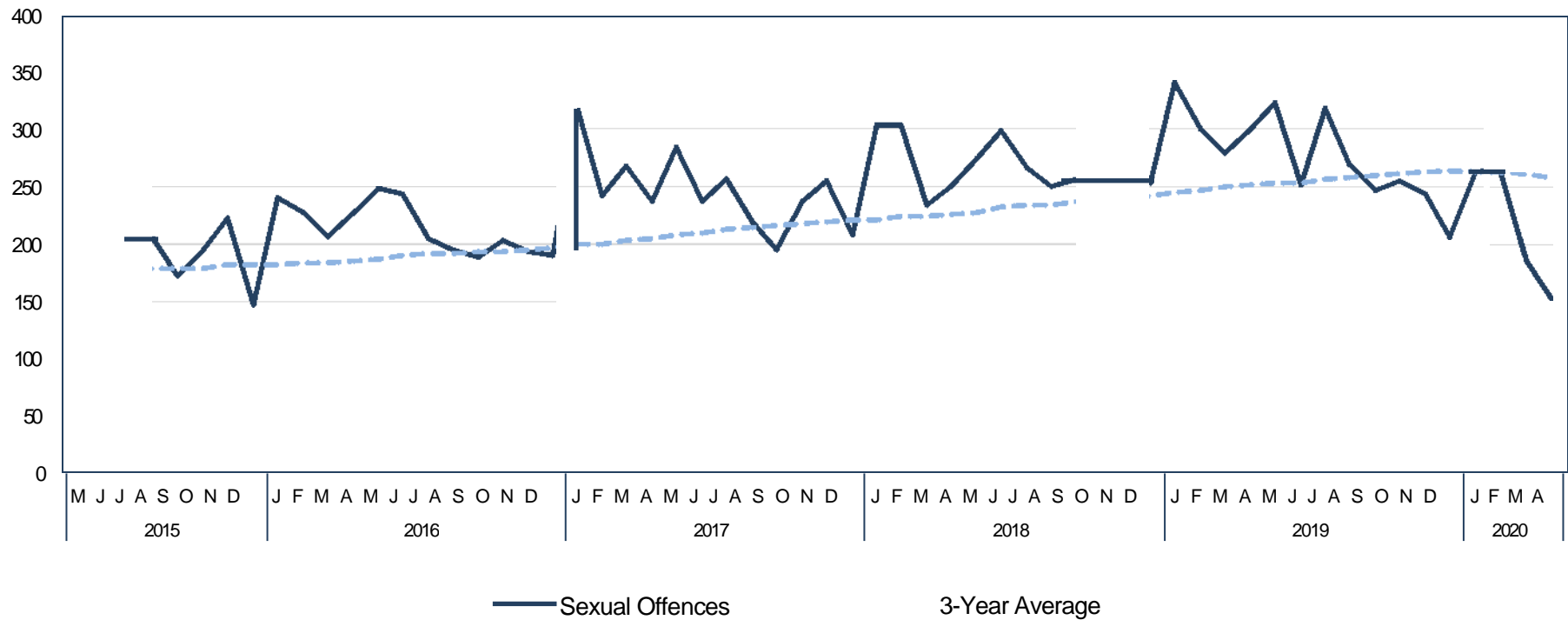
**Chart 2: Crimes against the Person - 5 Year Trend**

**Crimes against the Person** are starting to plateau following a gradual rise over the past 3 years. For the fourth consecutive month, incidents have decreased with a 7% decrease being observed from March to April 2020. The sharp decrease in recent months is likely to be linked to decreased public mobility and closure of licensed establishments due to COVID-19. In April 2020, Crimes against the Person were 27.4% lower than those reported in April 2019.



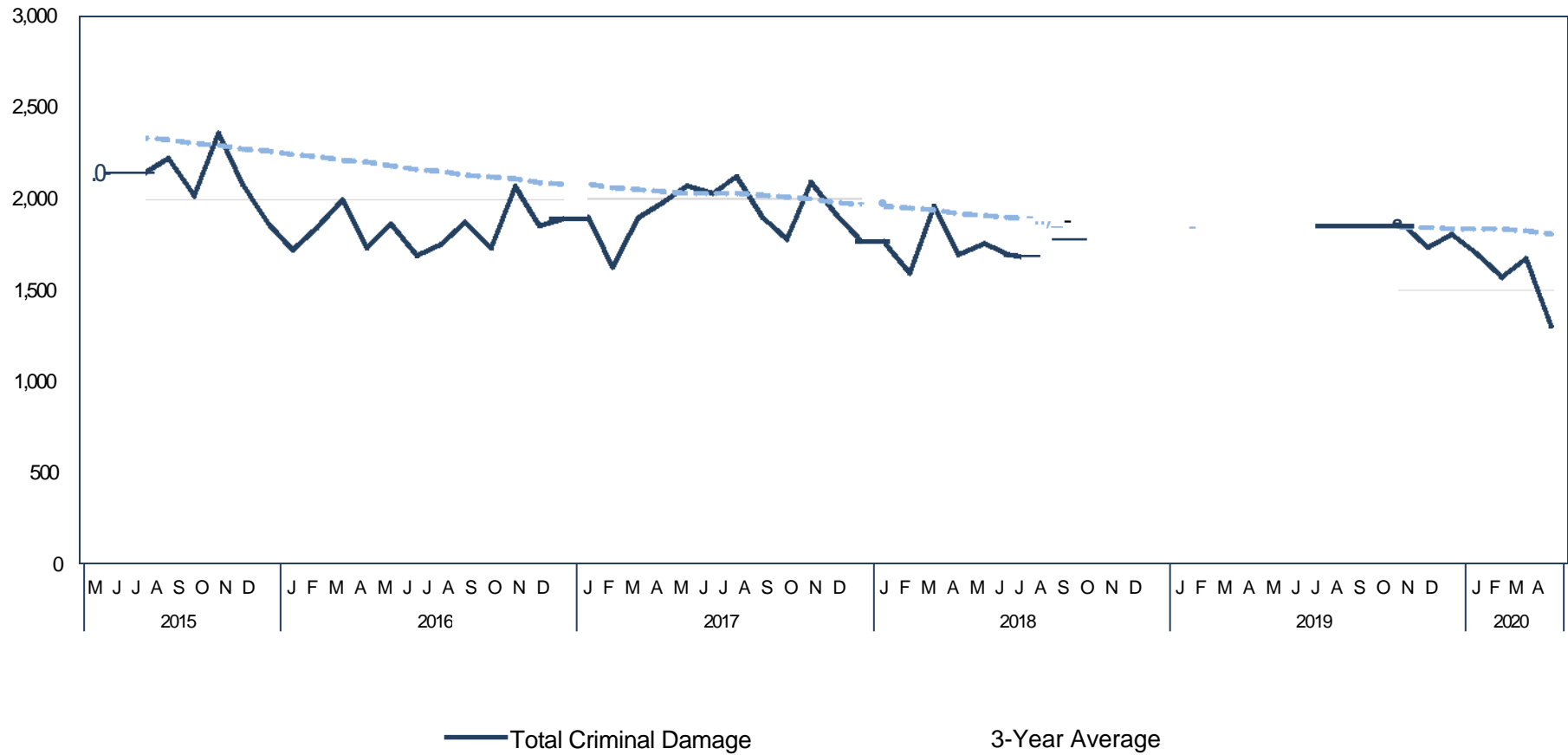
**Chart 3: Sexual Offences - 5 Year Trend**

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, the rate of increase has been slowing over the last 8 months and sexual offences are down 10.9% in the 12 months to April 2020. The general increase in sexual offences in recent years is not unique to Ireland and may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. However, given the upward trend in Crimes against the Person in recent years, it cannot be precluded that there has been an increase in the number of sexual crimes occurring (in recent years). In April, reported Sexual Offences were 49% lower than in April 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 C OVI D-1 9 on reported Sexual Offences.



**Chart 4: Total Criminal Damage - 5 Year Trend**

**Criminal Damage** incidents trended downwards from 2015 to 2018 and appeared to stabilise in 2019. Prior to the C OVI D-1 9 crisis, there were signs of resumption of this downward trend. There was a decrease of 4.6% in the 12 months to April 2020 as compared with the 12 months prior to this. In April, there were 27.4% fewer reported Criminal Damage incidents compared to April 2019.



**Chart 5: Total Public Order - 5 Year Trend**

**Public Order** 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 has been a decrease of 3.3% in the 12 months to April 2020. Public order offences tend to spike in December and increase gradually throughout the year into summer. This year has seen a partial disruption of this pattern, with levels having remained around the January low through into April. While most other crime types saw significant reductions from March to April, Public Order Offences increased by 6.2%. Compared to April 2019 however, there was a reduction of 16.3% in reported Public Order offences.



## 11. Policing Successes

Throughout April 2020, there were numerous incidents of noteworthy police work performed by members of An Garda Síochána in the course of their routine operational policing duties. They were supported by specialist personnel from units under the remit of Assistant Commissioners Special Crime Operations, Garda National Crime and Security Intelligence Service, Roads Policing & Major Event Management and the Community Relations Bureau. These included the incidents set out to follow:

On 4 April 2020, as a result of an intelligence-led investigation, personnel attached to the Garda National Drugs and Organised Crime Bureau (GNDOCB), searched two vehicles in Tallaght. This resulted in the recovery of a quantity of Cocaine worth an estimated €140k. Three persons were arrested and two prisoners were subsequently charged with offences, pursuant to the provisions of sections 3 and 15 of the Misuse of Drugs Act 1977/88 and were remanded on bail by the Court.

On the night of 6 April 2020, while conducting a COVID-19 checkpoint in Waterford, Gardaí stopped and searched a vehicle. This resulted in the seizure of Cocaine, with an estimated street value of €51k. The driver was arrested under the Misuse of Drugs Act 1977/84 and detained at Waterford Garda Station, pursuant to the provisions of section 2 of the Criminal Justice (Drugs Trafficking) Act 1996. He was subsequently charged with offences contrary to sections 3 and 15 of the Misuse of Drugs Act 1977/84 and brought before Waterford District Court, where he was granted bail.

As part of an investigation into serious crime in Northern Ireland, a vehicle was stopped on the M7, at Portlaoise, on 6 April 2020 which, on being searched, a large amount of cash was seized. Both occupants were arrested on suspicion of money laundering, contrary to the provisions of section 7 of the Criminal Justice (Money Laundering and Terrorist Financing) Act 2010. Both prisoners were subsequently released without charge, pending the submission of an Investigation File to the Law Officers. Both incidents remain under investigation, with links to Organised Crime Gangs being investigated.

On 8 April 2020, following a report of suspicious activity, Gardaí attended at a residential area in Portlaoise, where a male acting suspiciously was found to be in possession of a quantity of Cocaine. During a follow up search, Portlaoise Divisional Drugs Unit executed a search warrant at a property in the locality, resulting in the seizure of drugs, including Cannabis Herb and Cocaine, with an estimated street value of approximately €550k and other drug paraphernalia. Three persons were arrested and were detained at Birr and Portlaoise Garda Stations pursuant to the provisions of section 2 of the Criminal Justice (Drugs Trafficking) Act 1996. Two of the prisoners were subsequently charged with offences contrary to sections 3 and 15 of the Misuse of Drugs Act 1977/84 and appeared before Tulla more District Court where they were granted bail.

On 10 April 2020, while conducting a COVID-19 checkpoint at Bunclody, Co. Wexford, a vehicle was observed attempting to evade the members. Gardaí spoke to the occupants and established they were outside the 2km limit under Government restrictions. The vehicle was seized pursuant to section 41 of the Road Traffic Act, as there was no valid insurance. On 13 April 2020, a vehicle was stopped in New Ross and both occupants, one of whom had been previously observed at the checkpoint in Bunclody, were again outside the 2km limit. This vehicle was also seized pursuant to section 41 of the Road Traffic Act for no valid insurance. On 14 April 2020, the male who was present during both occurrences was arrested on foot of a bench warrant and conveyed to Wexford Garda Station, where following consultation with the DPP, he was charged with two counts of breaching the provisions of sections 31A(6)(a) and (12) of the Health Act 1947 (as amended by Section 10 of the Health (Preservation and Protection and other Emergency Measures in the Public Interest) Act 2020). He was

also charged with a number of other offences, including driving without a licence. He appeared before Gorey District Court where he was remanded in custody. He was subsequently sentenced to three months imprisonment on each charge to run consecutively and the three counts of no insurance and driving without a driving licence, sentencing him to three months imprisonment to run concurrently to the other three months. He was also disqualified from driving for ten years.

In the early hours of 14 April 2020, a motor vehicle failed to stop at a COVID-19 checkpoint in Smithfield, Dublin 7. Gardaí pursued the vehicle and observed an item, suspected to be a firearm, being thrown from the vehicle. The motor vehicle was stopped and the three occupants were arrested and detained at Kevin Street Garda Station, pursuant to the provisions of section 2 of the Criminal Justice (Drugs Trafficking) Act 1996. Following a search of the vehicle, Cocaine, with an estimated street value of €500k was found concealed in pizza boxes. During a follow up search of the River Liffey by the Garda Water Unit, two firearms were recovered on the riverbed. All three prisoners were subsequently released, pending submission of a comprehensive Investigation File to the Law Officers.

On the night of 14 April 2020, while conducting a COVID-19 checkpoint in Letterkenny, a vehicle drove dangerously through the checkpoint at speed and was pursued by Gardaí. As a result of engine failure, the driver abandoned the vehicle and was pursued by members on foot and violently resisted arrest. The prisoner provided a breath specimen, which indicated he was over the legal limit. The male had previously been convicted of vehicular manslaughter, resulting in the death of a Garda in 2009 and is currently disqualified from driving. The prisoner was brought before Letterkenny District Court, charged with a number of offences, including two counts of Dangerous Driving and Obstruction of a Peace Officer and was granted bail by the Court.

On 15 April 2020, while on mobile patrol in the Clonee area, Gardaí stopped a male on a bicycle and it was established he was outside the 2km limit under Government restrictions. He was instructed to immediately return to his home address. A short time later, Gardaí again observed the male in the vicinity and he attempted to flee. He was located in a nearby ditch, arrested and conveyed to Ashbourne Garda Station, where, when his identity was confirmed, he was released without charge, pending submission of an Investigation File to the Law Officers.

On 16 April 2020, while conducting a COVID-19 checkpoint in Castleisland, Co. Kerry, a vehicle was stopped by Gardaí and it was established the male occupant had travelled from his home in Northern Ireland. While conversing with the male, he drove off at speed and was subsequently arrested and brought to Tralee Garda Station. The male appeared before Tralee District Court and pleaded guilty to a breach of the Health (Preservation and Protection and other Emergency Measures in the Public Interest Act 2020 and received a one month term of imprisonment, which is now subject of appeal. The male has been released on bail.

As part of the investigation into two burglaries at a hardware providers in Dublin City, Gardaí from Store Street executed a search warrant on 16 April 2020 at a residential property in Dublin. The search resulted in the seizure of a quantity of Cannabis Herb, with an estimated street value of €45k, a quantity of tablets and almost 300 pouches of tobacco. A loaded handgun and a quantity of ammunition were also recovered. One male was arrested under section 15 of the Misuse of Drugs Act 1977/84, and was detained at Store Street Garda Station, pursuant to the provisions of section 2 of the Criminal Justice (Drugs Trafficking) Act 1996. On 17 April 2020, he was subsequently charged with Possession of Drugs and appeared before the Courts, where he was granted bail.

On 26 April 2020, while conducting a COVID-19 checkpoint in Swords, Co. Dublin, a vehicle failed to stop and proceeded onto the M1 Northbound. The vehicle was pursued by Gardaí, with assistance provided from the Regional Support Unit, Roads Policing and the Air Support Unit. Following a

Managed Containment, including the deployment of a stinger device, the vehicle was intercepted north of Dundalk. All three occupants of the vehicle were arrested and detained at Dundalk Garda Station, pursuant to the provisions of section 4 of the Criminal Justice Act 1984. One prisoner was subsequently charged with Dangerous Driving and Criminal Damage and appeared before Monaghan District Court.

On 27 April 2020, personnel from Claremorris Garda Station executed a search warrant in Claremorris, Co. Mayo, resulting in the recovery of 545 Cannabis plants with an estimated street value of €436k. The Investigation into this matter remains ongoing.

On 27 April 2020, a proactive policing initiative commenced in the Southern Region, specifically targeting the criminals utilising public transport, in an attempt to evade COVI D-19 and other checkpoints on arterial routes and other main roads in committing crime. Members in plain clothes boarded trains, buses, coaches and other forms of transport, during which 206 searches were conducted, resulting in 36 breaches of the Misuse of Drugs Acts 1977/84 being detected.

Following a joint investigation by Irish, German and Dutch Financial Intelligence Units (FI Us) supported by Interpol, Europol, Eurojust and the relevant National investigative authorities into an international COVI D-19 related fraud, Detectives from the Garda National Economic Crime Bureau (GNECB) with assistance from Gardaí in Co. Roscommon, interviewed an Irish citizen on 10 April 2020. The Irish citizen was interviewed in relation to the suspected laundering of €1.5 million in this jurisdiction, contrary to section 7 of the Criminal Justice (Money Laundering and Terrorist Financing) Acts 2010 to 2018. Documents and electronic devices were obtained and are currently being forensically examined. This case initially came to the attention of the Financial Sector who alerted the relevant authorities in each jurisdiction including INTERPOL and Europol. The investigation remains ongoing and INTERPOL continues to support its member countries in their common goal to combat COVI D-19 related financial crime.

During the month of April 2020, the Criminal Assets Bureau assisted Gardaí in undertaking searches in Dublin and Kildare, targeting the assets and activities of individuals suspected of involvement in the sale and supply of controlled drugs and high-end goods. During these searches, documentation, electronic equipment, luxury jewellery items, including a diamond ring and five watches, were seized. A number of persons were also identified by CAB as fraudulently claiming the Pandemic Unemployment Payment (PUP), which has resulted in the payment of the allowance being suspended by the Department of Employment Affairs & Social Protection.

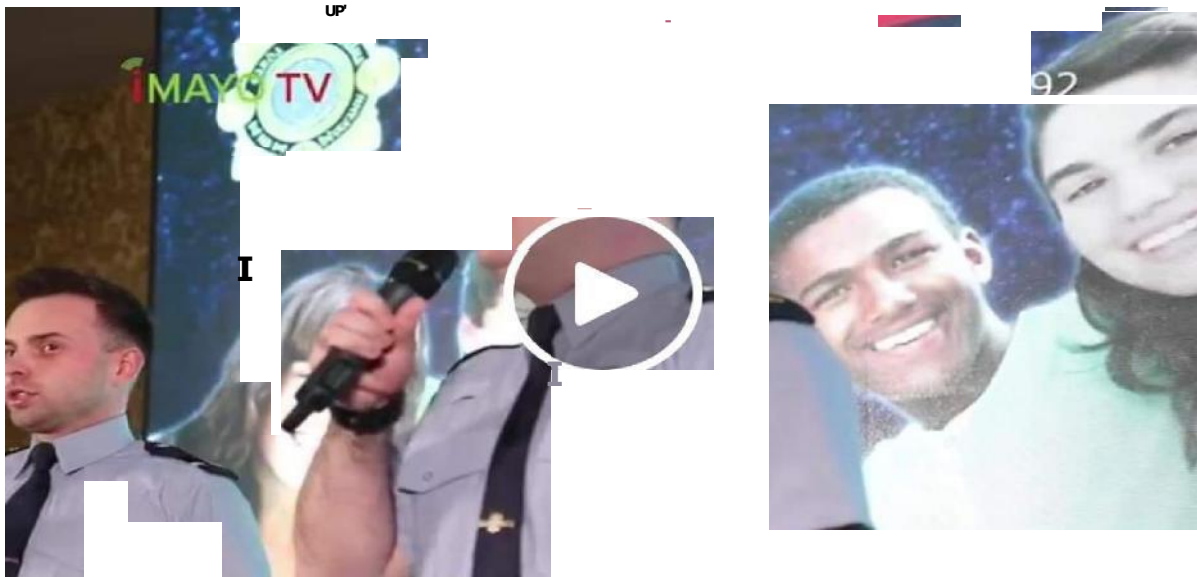
## 12. Community Engagement and Organisational Initiatives

### Mayo Annual Youth Awards

On 16 April 2020, people who missed the original event were given a second chance to view the second annual Mayo Garda Youth Awards on Sky Showcase Channel 192. The Mayo Garda Youth Awards celebrate and acknowledge the achievements and contributions made to communities across County Mayo by young people aged between 13 and 21. They were held in the Great National Hotel in Ballina on January 18, 2020 and the ceremony was filmed by Atlantic Productions Ireland.

It was broadcast on the iMayo TV show which airs on Sky Showcase Channel 192 on 16 April 2020 at 7pm, with repeat showings on the same channel on 18 April at 8pm; 19 April at 6pm; and again on 21 April at 12.30pm.

Over 150 young people from all over County Mayo were recognised at this award ceremony, with certificates of merit and overall award winners announced on the night. The organising committee comprised of Juvenile Liaison and Community Gardaí from within the Mayo Garda Division, and was led by Inspector Mandy Gaynor. This was the second year of the Mayo Garda Youth Awards and the Commissioner launched the event in November 2019. A total of 96 nominations were received, with an independent judging panel chaired by Inspector Gaynor selecting award winners.



### Diversity and Integration Strategy

On 27 April 2020, the Garda National Diversity & Integration Unit (GNDIU) presented at the National Age Friendly Forum on the implementation of the Diversity and Integration Strategy 2019-2021. The presentation included bespoke crime prevention advice, the proposed Positive Ageing Strategy and innovative means of communication during the Government's COVI D-19 restrictions. The event itself was organised by Meath County Council and was facilitated electronically by Age Friendly Ireland, using social distancing guidelines which allowed presentations and interactive dialogue.



## Appendix A – Policing Plan 2020 – Performance at a glance, April 2020

### Priority 1. Community Policing

1	Community Policing Framework	Green	N	Community Policing Reserves	Green
9	Community Policing Training Phase I	Green	=	Diversity & Integration Feedback	Green
	Community Policing Training Phase II		↓	National Drug Strategy	Green
ll	Community Policing Mapping	Green		Community Partnerships	
z	Community Police Allocation			Divisional Public Attitude Surveys	
i	Diversity & Integration Implementation				

### Priority 2. Protecting People

	National Coordination & Tasking Functions		Or,	Domestic Abuse Risk Assessment Tool	
	OCG Threat Assessment Matrix	Grey	01	Call-backs to Domestic Abuse Victims	Green
14	Cyber-crime Hubs		tr)	Victim Assessments	Green
IV	Assaults in Public Reduction Strategy	Green	3]	Missing Persons	Red
16	Crime Prevention Strategy	Red	4M	Victim Support Training	
ifi	Drugs Awareness Campaign	Red		V Party Hate Crime Reporting	
IK	Metal, & Retail Theft Forums		az	Minority Crime prevention Advice	Green
MI	Joint Management of Offenders		44	Online Hate Crime Reporting	Green
OR	JARC Initiatives		CF:	Hate Crime Training	Green
ill	SAOR Policy	Green	4:]	Lifesaver Offences	
W	Youth Referral Recommendations	Green	rC	Intoxicated Driving Testing	Red
k]	Reporting on OCGs to Policing Authority	Green	gl	Unaccompanied Driver Detections	Red
OE	IMS			Crowe Horwath Recommendations	
W	Schengen Information Connection		Al	Major Event Management Unit	Green
	Schengen Training		re!	Operation Paisti	Green
	Schengen Phase III		IP	Roads Intel Gathering	Green
	Homicide Review Recommendations	Green		Disqualified/Fail to Surrender Drivers	
qs	Divisional Protective Services Units				

Priority 3. A Secure Ireland

	Domestic & International Operations		International Engagement
	Monitoring Extremist Threats		Europol & Interpol Operations
	Terrorist Activities & Network Disruption		Europol & Interpol Engagement
	Security Service Training		Major Emergency Response
	Targeting Terrorist Finance		CBRN Response Capabilities
	Security & Intelligence Operating Model		MEM Training <input type="checkbox"/>
	Security & Intelligence Enhancements		

Priority 4. A Human Rights Foundation

















	Human Rights Strategy <input checked="" type="checkbox"/>		Embedding Code of Ethics
	Recording Use of Force		Human Rights Training
	Reporting Use of Force		Human Rights Policy Reviews

Priority 5. Our People – Our Greatest Resource

	Garda Staff Training <input type="checkbox"/>		Workforce Plan
	Garda Probationer Monitoring <input type="checkbox"/>		Redeployment Strategy
	Garda Probationer Training		Garda Redeployments
	Garda Staff Induction Training <input type="checkbox"/>		Enhanced Promotion Processes
	Learning & Development Director <input type="checkbox"/>		Diversifying Recruitment
	Learning & Development Strategy <input type="checkbox"/>		Irish Language Recommendations <input type="checkbox"/>
	Learning & Development Reporting		Divesting Non-Core Duties <input type="checkbox"/>
	Electronic Training Management System		Senior Leadership Training
	New Uniform Procurement		Industrial Relations Structures
	Property & Exhibit Management System eLearning		Addressing the Cultural Audit <input type="checkbox"/>
	a) Garda/ b) Staff Recruitment <input type="checkbox"/>		Cultural Audit <input type="checkbox"/>
	Human Resources Operating Model		Staff Cultural Engagement

	Innovation Programme		Discipline Regulation Statutes
	PALF Usage Review		Anti-Corruption Unit
	PALF Usage		Health & Wellbeing Strategy
	<b>Performance Management for Garda Staff</b>		Post-traumatic Incident Support
	Frontline Policing Recognition		

## Priority 6. Transforming our Service

<b>99</b>	Revised Rostering		<b>107</b>	Portal Upgrade Plan	
100	New Procurement Processes		<b>108</b>	Data Quality Assurance Plan	
<b>101</b>	Implement Operating Model		<b>109</b>	Core Technology Platforms Review	
<b>102</b>	Costed Policing Plans		<b>110</b>	Criminal Justice Hub	
<b>103</b>	Corporate Governance Framework Review		<b>111</b>	Mobility Evaluation	
104	Performance & Accountability Framework		<b>112</b>	Enterprise Content Management Deployment	
<b>105</b>	Risk Management Framework Review		<b>113</b>	Computer Aided Dispatch Procurement	
<b>106</b>	Internal Communications Strategy		<b>114</b>	Roster Duty Management System Roll-Out	

## 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.												
	2020												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2020
Assistant Commissioner			1				1						2
Chief Superintendent		1		1		2	4		4	1			13
Superintendent		1	1	7	1	1	7	1	15	1			35
	0	2	2	8	1	3	12	1	19	2	0	0	50

Appendix □

**Return to the Policing Authority in relation to numbers and vacancies in the specified ranks  
Data as at the end of April 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	7	1								1	8	1
Chief Superintendent	47	47	1					1		1	-1	46	1
	168	168	6					7		1	-2	166	2
	224	222	8	0	0	0	0	8	0	2	-2	220	4

## Appendix D

As at 30.04.2020	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		2	0.02%	0.02%	26	0.22%	0.30%							9	0.07%	0.10%	16	0.13%	0.19%
		103	0.86%	2.98%	33	0.27%	0.96%	52	0.61%	1.51%	45	0.37%	1.30%				89	0.74%	2.58%
Sergeant		1	0.05%	0.06%	3	0.14%	0.18%							2	0.10%	0.12%	3	0.14%	0.18%
		4	0.19%	0.86%	3	0.14%	0.65%	13	0.62%	2.80%	5	0.24%	1.08%				4	0.19%	0.86%
Inspector																			
								1	0.26%	1.49%							1	0.26%	1.49%
Superintendent																			
								2	1.20%	11.76%									
	Total Male	3	0.02%	0.03%	29	0.20%	0.27%							11	0.07%	0.10%	19	0.13%	0.18%
	Total Female	107	0.73%	2.67%	36	0.24%	0.90%	68	0.46%	1.70%	50	0.37%	1.37%				94	0.64%	2.34%
	Total	110	0.75%		65	0.44%		68	0.46%		50	0.37%		11	0.07%		113	0.77%	

## Appendix E – Breakdown of Leave – Garda Staff

As at 30.04.2020		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		8	0.43%	1.81%	4	0.22%	0.90%										6	0.33%	1.35%
		280	15.17%	19.96%	14	0.76%	1.00%	10	0.54%	0.71%	9	0.38%	0.64%				63	3.41%	14.22%
EO																	3	2.33%	5.56%
		46	35.66%	61.33%	4	3.10%	5.33%	10	7.75%	13.33%	7	0.81%	9.33%				15	11.63%	20.00%
HEO					2	3.23%	7.14%										2	3.23%	7.41%
		5	3.8.06%	14.71%	1			2	3.23%	5.88%							9	14.52%	26.47%
AP																			
																	3	4.84%	10.71%
Chef de Partie																			
																	1	3.85%	4.17%
Teache																			
		2	11.76%	22.22%															
Cleaner																			
		3	1.26%	1.33%	1	0.42%	0.44%	1	0.42%	0.44%									
Accountan																			
		1	14.29%	33.33%															
	Total Male	8	0.24%	0.89%	6	0.18%	0.67%										11	0.47%	1.23%
	Total Female	337	10.31%	14.20%	20	0.61%	0.84%	23	0.70%	0.97%	16	0.49%	0.67%				91	2.78%	3.83%
	Total	345	10.55%		26	0.80%		23	0.70%		16	0.49%					102	3.12%	

## Appendix F – HR and Trend Data on Sick Leave

### Garda Members - Unavailable for duty due to sick leave

	Garda		Sergeant		Inspector and above		Total	
	*OI	**IOD	OI	IOD	OI	IOD	OI	IOD
May 2019	1509	162	102	14	8	0	1619	176
June 2019	1331	153	82	10	8	0	1421	163
July 2019	1374	157	96	10	7	0	1477	167
August 2019	1515	164	108	9	11	0	1634	173
September 2019	1619	165	129	10	10	0	1758	175
October 2019	1704	155	120	11	7	1	1831	167
November 2019	1593	154	135	11	8	0	1736	165
December 2019	1708	154	159	12	17	0	1884	166
January 2020	1774	154	170	11	17	0	1961	165
February 2020	1511	151	124	11	10	0	1645	162
March 2020	1215	159	103	10	12	0	1330	169
April 2020	768	150	76	9	9	1	853	160

\*Ordinary Illness \*\*Injury on Duty

### Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
May 2019	1630	162	111	14	8	0	1749	176
June 2019	1399	154	86	10	8	0	1493	164
July 2019	1470	157	103	10	7	0	1580	167
August 2019	1636	164	115	9	11	0	1762	173
September 2019	1741	165	137	10	10	0	1888	175
October 2019	1830	156	125	11	7	1	1962	168
November 2019	1723	158	145	11	8	0	1876	169



December 2019	1842	154	167	12	17	0	2026	166
January 2020	1938	156	182	11	17	0	2137	167
February 2020	1628	151	132	11	11	0	1771	162
March 2020	1284	161	108	10	12	0	1404	171
April 2020	795	150	78	9	9	1	882	160

#### Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
May 2019	10523.5	4293.5	810.5	364	85.5	0	11419.5	4657.5
June 2019	10,563.5	4003	725.5	300	117	0	11406	4303
July 2019	11657.5	4238.5	1230	293	119	0	13006.5	4531.5
August 2019	12292	4493	1289	279	150	0	13731	4772
September 2019	13078.5	4313.5	1079	278	153	0	14310.5	4591.5
October 2019	13541.5	4301.5	823.5	321	117	1	14482	4623.5
November 2019	12548.5	4198.5	989	310	138	0	13675.5	4508.5
December 2019	14120.5	4224.5	1254	339	274.5	0	15649	4563.5
January 2020	14190.5	4245	1452	292	207	0	15489.5	4537
February 2020	12584.5	3985	1150	292	138.5	0	13873	4277
March 2020	12851	4372	1140	292	190.5	0	14181.5	4664
April 2020	9459.5	4132	898	270	109	30	10466.5	4432

#### Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
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%
December 2019	15649.00	1973.50	12.61%
November 2019	13675.50	-806.50	-5.90%
October 2019	14482.00	171.50	1.18%
September 2019	14310.50	579.50	4.05%

#### Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
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%
December 2019	4563.50	55.00	12.61%
November 2019	4508.50	-115.00	-5.90%
October 2019	4623.50	32.00	1.18%
September 2019	4591.50	-180.50	4.05%

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

Month	No. of Days Absent	LTR	Commentary
April 2020	10,466.50	2.67%	The Lost Time Rate for 2018 as calculated by DPER was 3.2%. DPER Statistics for 2019 are not yet published.
March 2020	14181.50	3.61%	
February 2020	13873.00	3.61%	
January 2020	15849.50	4.17%	
December 2019	15649.00	4.11%	
November 2019	13675.50	3.59%	
October 2019	14482.00	3.74%	
September 2019	14310.50	3.79%	

### Garda Staff - Numbers who availed of sick leave

Date	No.
May 2019	338
June 2019	285
July 2019	308
August 2019	269
September 2019	333
October 2019	418
November 2019	396
December 2019	407
January 2020	515
February 2020	435
March 2020	321
April 2020	199

### Garda Staff - Instances of Absence

	Administrative Grades	Technical and Professional	Total
May 2019	363	10	373
June 2019	310	4	314
July 2019	323	9	332
August 2019	287	3	290
September 2019	348	4	352
October 2019	449	11	460
November 2019	435	7	442
December 2019	434	6	440
January 2020	577	3	580
February 2020	478	8	486
March 2020	341	5	346
April 2020	203	0	203

### Garda Staff - Number of days absent

	Administrative Grades	Technical and Professional	Total
May 2019	2920	111.5	3031.5
June 2019	2713.5	91	2804.5
July 2019	3101	91	3192
August 2019	2989	62	3051
September 2019	3096.5	64	3160.5
October 2019	3153	100	3253
November 2019	3148	78	3226
December 2019	3559.5	70	3629.5
January 2020	3792	62	3854
February 2020	3500.5	73	3573.5
March 2020	3638.5	65	3703.5
April 2020	3297	0	3297

## Garda Staff – Number of Days Absent

Month	No. of Days Absent	Monthly Variance	% Variance
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%
December 2019	2629.50	403.50	11.12%
November 2019	3226.00	-27.00	-0.84%
October 2019	3253.00	92.50	2.84%
September 2019	3160.50	109.50	3.46%

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

Month	No. of Days Absent	LTR	Commentary
April 2020	3297.00	4.09%	The Lost Time Rate for 2018 as calculated by DPER was 5.2%. DPER Statistics for 2019 are not yet published.
March 2020	3703.50	4.58%	
February 2020	3573.50	4.47%	
January 2020	3854.00	4.85%	
December 2019	2629.50	4.61%	
November 2019	3226.00	4.11%	
October 2019	3253.00	4.19%	
September 2019	3160.50	4.14%	

Sick Absence for members is recorded as the number of calendar days that a member is absent and may include weekend or/and rest days. In order to estimate the working days lost, the number of sick leave days recorded are adjusted by a factor of 5/7.

Standard Working Year = 229 days (365 - weekends-public holiday-22 days annual leave) Standard Working Month = 229 days/12 = 19.08

Whole Time Equivalent does not factor other leave types such as Maternity, Career Break etc. The total number of sick days recorded on SAMS (Sickness Absence Management System) is the number of calendar days that Garda members and Garda Staff are absent. This includes absences due to injury on duty / occupational injury and may also include weekends and rest days.

Sick leave is recorded and classified as ordinary illness. However, if a member is maliciously injured in the course of duty, without wilful default or negligence on their part and a certificate in accordance with Garda Code 11.37 is issued, the absence may be reclassified as injury on duty. Where a member is attributing a subsequent absence to a previous injury sustained on duty, the advices of the Chief Medical Officer are sought to confirm the classification of the absence. The absence remains treated as "Ordinary Illness" until the Chief Medical Officer confirms otherwise. Statistics provided are by rank/grade only, as SAMS reporting does not breakdown by gender.

### Commentary on Sick Absence in April

Sick Absence for both Garda Members and Garda Staff has seen a significant reduction in Ordinary Illness sick absence in April. The days recorded for ordinary illness sick absence show a significant decrease, instances and numbers availing of sick absence leave are also showing a noteworthy decrease. Injury on Duty sick absence shows a marginal decrease in the month. The number of days in the respective months is a contributory factor in the overall decrease in April when compared to March. Sick Absence is broadly categorized as Ordinary Illness (members and staff) and Injury on Duty (members only).

### **Injury on Duty**

Overall, Injury on Duty for Garda Members shows a slight decrease month on month over the number of sick absence days (4.9%), instances of sick absence (6.4%) and number of Garda Members availing of sick absence leave (5.3%).

### **Ordinary Illness**

The number of sick absence day's month on month show a decrease of 26.2% for Garda Members and a decrease for Garda Staff of 10.9%. The instances of sick absence month on month for Garda Members show a reduction of 37% for Garda Members and 41% for Garda Staff. In regard to the number of members availing of sick absence leave, the figures show a similar trajectory to that of the sick absence instances. For Garda Members month on month the numbers availing of sick leave are 36% lower than that of March. A similar trend can be seen on the Garda Staff side, month on month the figures show a decrease of 38%.

### **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 as Special Paid Leave and applies in the following circumstances;

- Employees required to self-isolate;

- Employees under restricted movements where no flexible working arrangement can be achieved; or

- Employees required to cocoon where a working from home arrangement cannot be facilitated.