



**An Garda Síochána**

**Monthly Report to the Policing Authority**

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

**May 2022**

# An Garda Síochána

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



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**

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Dear Helen,

I am pleased to provide the fifth report submitted during 2022, outlining the key aspects of the administration and operation of An Garda Síochána for the month of April 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 has not been provided this month as there was minimal change since our last report. An update has been provided at Section 12 regarding the Operating Model.

Yours sincerely,

**MARIE BRODERICK  
SUPERINTENDENT  
PRIVATE SECRETARY TO  
COMMISSIONER**

**May 2022**

## Message from the Commissioner

Our centenary commemorations are ongoing and this month marked the 100<sup>th</sup> anniversary of the arrival of An Garda Síochána in locations such as West Cork and Kildare. Family friendly events were well attended in both locations in early April 2022. They are a reflection of the strong trust that exists between communities and local Gardaí, and demonstrate the importance of our work in being there to support in times of unease.

Crimes of the proportion that so sadly occurred in Sligo this month, which led to the death of two men and the assault of another, are extremely rare in Ireland. However, these incidents understandably prompted huge public anguish nationwide. I would like to commend the response of local Gardaí in investigating these crimes and acknowledge in particular, the ongoing support work of the Sligo based Diversity and Inclusion Team.

Garda activity conducted as part of Operation Tara during April 2022 led to the seizure of close to €9m worth of drugs, €240,000 in cash and several firearms. On an international front this month, our close cooperation with European and US law enforcement partners gave way to our most significant results yet in protecting communities from organised and serious crime. For over a decade in Ireland, the Kinahan organised crime group has been behind drug-related crime and violence, while preying on vulnerable communities for profit. The heavy sanctions imposed by US authorities, and later by the UAE during April 2022, mark considerable progress and we continue our work in this regard.

Our recent recruitment campaign focused on attracting candidates from a wide range of diverse backgrounds and over 11,000 people applied to become a member of An Garda Síochána. This is more than double the number of applications received for the last competition in 2019. 40% of applicants are women and there is an increase in numbers applying across a range of ethnic backgrounds. We look forward to continuing to build on this.

The spring-summer months inevitably mean there will be more people out and about, particularly on our roads network, and that brings about higher risks. The year to date (13 April 2022) road deaths have almost doubled, with 50 road deaths in 2022, up 23 on the same period in 2021. In joint initiatives with the Road Safety Authority during April 2022, An Garda Síochána led a motorcycle safety campaign to urge drivers to look out for motorcyclists, and separately, road users were urged to take extra care over the Easter Bank Holiday weekend. As the data presented later in the report indicates, this campaign yielded important results for us to study in terms of road safety.

At the end of the month, An Garda Síochána partnered with leading domestic abuse not-for-profit organisations, Men's Aid and Safe Ireland, to mark our 'Go Purple Day' initiative. For the third year running, Garda personnel across the country helped raise awareness of domestic abuse and the local support services available to those affected in Ireland.

National Community Engagement Day on 27 April 2022 was again a resounding success and meetings between the public, their local Gardaí and community representatives were held in some 300 venues. These were excellent opportunities for people to raise matters of importance directly with An Garda Síochána, including rural safety, crime prevention and security. As we look ahead to May 2022 onwards, we are entering an especially busy period in our organisation, as we continue on our path towards transformation during our centenary year and equally as the summer approaches. Our advanced planning means we are well prepared to meet the varied needs of those we serve.

**J A HARRIS**  
**COMMISSIONER**

## 1. Finance

### Financial Expenditure and Receipts

	2022 Allocation €'000	Expenditure/Receipts end April €'000	Remaining May - Dec €'000	Remaining %
<b>Gross Total</b>	2,062,342	646,053	1,416,289	69%
<b>Appropriation in Aid (receipts)</b>	105,988	39,742	66,246	63%
<b>Net Total</b>	1,956,354	606,311	1,350,043	

The total gross 2022 allocation for An Garda Síochána is €2.06b and net allocation is €1.96b. At the end of April 2022, the total combined gross expenditure is €646.1m (31% of allocation), which is less than the end of April 2022 profiled spend by €10.3m, 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 April 2022 was €102.7m and year to date is €421.3m. Expenditure on salaries to end April 2022 was €383.8m, which is €3.2m under budget profile. Expenditure on overtime was €37.6m, which is €5.7m over profile. This is due in the main to the continued response to the COVID-19 pandemic and other operational activities. Overall, pay and overtime is over profiled budget at end April 2022 by €2.5m.

In respect of superannuation of €380.84m, the expenditure in April 2022 was €34.1m and year to date is €127.6m, which is €0.26m under profile at the end of April 2022. In relation to non-pay of €228.08m (including for the Garda College), expenditure on non-pay in April 2022 was €14.9m and year to date is €62.6m. Overall, non-pay expenditure is €3.4m under profile at the end of April 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 April 2022 is reported at €3.2m.

### Capital Allocation and Expenditure

The gross capital allocation for 2022 is €146.5m. Expenditure on capital (including the Garda College) in April 2022 was €8.8m and year to date is €34.4m. The capital subheads have a combined under profile spend of €9.1m to the end of April 2022.

### Appropriations in Aid

Appropriations in Aid are €39.7m at the end of April 2022, €5.2m ahead of the estimated profiled receipts.

## Fleet Management – Electric Vehicles

In 2015, An Garda Síochána was the first policing organisation in the world to achieve ISO50001 for energy management of our fleet. An Garda Síochána has consistently met its targets around CO<sub>2</sub> reduction since then, however, reductions have diminished in recent years and a move to ultra-low emissions vehicles will be required to continue the required improvements. The Government's Climate Action Plan recently required all public service vehicle procurement to be fully electric by 2023, where possible. An Garda Síochána has been piloting electric vehicles (EVs) since 2019 and over the last few years, has grown the full EV fleet to 11.

By the end of 2022, An Garda Síochána will have added an additional 33 full EVs to the fleet across a number of roles. This will include more marked vehicles, community policing and unmarked vehicles. This will bring An Garda Síochána EV fleet to 44 over the course of the next few months. Initial feedback has been very positive and An Garda Síochána plans to accelerate the purchase of full EVs over the next few years, as charging infrastructure and the additional funding for the more expensive EVs comes online.

The latest An Garda Síochána EV, the Hyundai Ioniq5, is pictured below. The markings are special St. Patrick's Day colours, which will be changed back to the regular colours when the car goes out officially.



## 2. Human Resources and People Development

- As at 30 April 2022, the Garda strength stood at 14,294 (14,250 WTE) and Garda Staff at 3,357 (3,139.9 WTE). A full breakdown by rank, grade and gender is outlined below.
- As of 30 April 2022, under the Garda Reassignment Initiative, 872 Garda members have been reassigned to operational roles and their previous roles have been assigned to Garda Staff, inclusive of 28 this year.
- The Garda Trainee recruitment campaign commenced in February 2022 and the closing date for receipt of applications was 16 March 2022. Stage 2 has concluded and results will be issued shortly. Compared to the campaign in 2019, there has been an increase of over 113% in applicants. 40% of these 11,075 applicants are female and there is a significant increase in applications from individuals of non-white Irish ethnicities. The table below reflects these increases.

Ethnicity of applicants	2019	2022
White Irish	87.6% of applicants	77.4% of applicants
White Other	6.9% of applicants	5.4% of applicants
White Irish Traveller	0.27% of applicants	0.40% of applicants
Asian or Asian Irish	1.44% of applicants	3.5% of applicants
Black or Black Irish	0.59% of applicants	1.40% of applicants

- As reported last month, the Sergeant's competition is currently underway and there are 300 candidates through from the first two batches. Appointments are currently underway.
- Stage 2 of the Inspector's competition commenced in early May 2022.
- There are currently 32 Garda Staff recruitment competitions in progress across the organisation.
- The next phase of the internal Executive Officer is scheduled to progress in late May 2022.
- As of 30 April 2022, a total of 176 Garda Staff positions were filled in the year to date. These include backfills, new, reassignments, fractional reassignments and regrades.
- Work continues on resourcing additional and new Garda Staff posts based upon prior sanctions for recruitment received from the Policing Authority.
- The table below outlines the number of Garda Staff transfers out of An Garda Síochána for 2022 (at 30/04/2022):

Type	2022	2021
Mobility	45	5
Transfer out on promotion	29	14
Total	74	19

### Garda Strengths

Rank	As at 30 April 2022	Male	%	Female	%	WTE
Commissioner	1	1	100%	0	0%	1
Deputy Commissioner	2	0	0%	2	100%	2
Assistant Commissioner	7	4	57%	3	43%	7
Chief Superintendent	47	37	79%	10	21%	47
Superintendent	168	145	86%	23	14%	168
Inspector	394	321	81%	73	19%	394
Sergeant	2,103	1,600	76%	503	24%	2,102
Garda	11,572	8,198	71%	3,374	29%	11,529
<b>Total</b>	<b>14,294</b>	<b>10,306</b>	<b>72%</b>	<b>3,988</b>	<b>28%</b>	<b>14,250</b>

Of which	As at 30 April 2022	Male	%	Female	%
Career Breaks (incl. ICB)	42	22	52%	20	48%
Work-sharing	44	1.5	3%	42.5	97%
Secondments (Interpol, UN, MAOC(N))	16	11	69%	5	31%
Secondments (DEASP, FSI, Rep Bodies)	37	24	65%	13	35%
Maternity Leave	44	0	0	44	100%
Unpaid Maternity Leave	46	0	0	46	100%
Paternity Leave	13	13	100%	0	0%
<b>Available Strength</b>	<b>14,052</b>	<b>10,234.5</b>	<b>73%</b>	<b>3,817.5</b>	<b>27%</b>

### Garda Reserves Strength

Garda Reserves Strength As at 30 April 2022	Total*	Male	%	Female	%
	401	296	74%	105	26%

### Garda members reassigned to operational duties as at 30 April 2022

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
2018	0.5	4.5	15	39	199	258
2019	0	6	8	47	283	344
2020	0	0	3	22	119	144
2021	0	1	6	12	79	98
2022	0	1	0	6	21	28
<b>Total</b>	<b>0.5</b>	<b>12.5</b>	<b>32</b>	<b>126</b>	<b>701</b>	<b>872</b>

### Garda Staff Strengths

#### Administrative and Civil Service (and Chief Medical Officer)

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	4	4	2	50%	2	50%
Chief Medical Officer	1	1	1	100%	0	0%
Director	1	1	0	0%	1	100%
PO	24	24	14	58%	10	42%
AP	71	70.5	28	39%	43	61%
HEO	179	177.6	72	40%	107	60%
AO	20	20	10	50%	10	50%
EO	719	709.6	195	27%	524	73%
CO	1,932	1,852.2	468	24%	1,464	76%
<b>Total</b>	<b>2,952</b>	<b>2,861</b>	<b>791</b>	<b>27%</b>	<b>2,161</b>	<b>73%</b>

	Total	WTE*	Male	%	Female	%
Professional/Technical (Excl Chief Medical Officer)	61	60.2	36	59%	25	41%
Administrative ** (Incl Chief Medical Officer)	2,952	2,861	791	27%	2,161	73%
Industrial/Non Industrial	344	218.8	113	33%	231	67%
<b>Total</b>	<b>3,357</b>	<b>3,139.9*</b>	<b>940</b>	<b>28%</b>	<b>2,417</b>	<b>72%</b>

Of which	Total	WTE*	Male	%	Female	%
Maternity Leave	32	32	0	0%	32	100%
Unpaid Maternity Leave	5	5	0	0%	5	100%
Paternity Leave	1	1	1	100%	0	0%
<b>Available Total</b>	<b>3,319</b>	<b>3,101.9</b>	<b>939</b>	<b>28%</b>	<b>2,380</b>	<b>72%</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	WTE	Male	%	Female	%
	303	211.2	8	3%	295	97%

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

\*Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%
	33	33	3	9%	30	91%

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

#### Parental Leave

01.04.2022 – 30.04.22	Garda Members	Garda Staff
	94	93

#### Garda Staff assigned and commenced – as at 30 April 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	39	37	41								

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

#### Persons suspended from An Garda Síochána

Total*	Male	%	Female	%
112	101	90	11	10

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

### 3. Information and Communications Technology

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

#### Computer Aided Dispatch 2 (CAD 2)

The current RAG status remains red, despite progress made. Work is ongoing to build the backend infrastructure for the solution in the two datacentres in Dublin and is progressing well. Preparatory work for the testing and training activities are current priorities. A new sponsor has been appointed and a business plan is in development to manage the various business related activities before go-live, including policy and procedures, data protection impact assessments, communications and change management. The readiness of a new shared facility which is intended to host the Dublin control room is delayed. There is also a risk regarding the resourcing of the four control rooms to adequately manage the new solution.

#### Roster Duty Management System Deployment (RDMS Deployment)

The RAG status is currently amber. A new national plan has been issued with rollouts taking place up to November 2023. The next deployment location is Cork, which is tentatively set for May 2022.

#### Investigation Management System Deployment (IMS Deployment)

The next locations identified for deployment will be the Meath/Westmeath Division, with the actual dates for go-live and training to be confirmed.

#### Mobile Device Deployment:

- As reported previously, the capacity to deploy devices is limited due to resources.
- An initial recipient list for new devices has been received and approval of the list is in progress. A small deployment to the Waterford District is currently being planned.
- The apps team is continuing regression testing of apps running on Android 12 compatibility. No major issues/problems have been reported to date.
- Devices are currently being prepared and allocated for deployment in the Cork District.
- Ongoing investment is required to support devices that have been deployed, including significant licencing renewal costs and continued investment in backend infrastructure.

#### Overall Device Deployment Figures

As of 24/04/2022	Frontline Active Mobility Devices	Standard Active Mobility Devices	Tablet Active Mobility Devices	Total Devices
Enrolled in MDM	4,846	3,951	61	8,858

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

## **Operating Model**

### **ICT Workstream to enable and support Operating Model**

- The current project RAG status remains amber due to the impact on the supporting PULSE release, arising from the SIS recast date deferral.
- A potential updated release date of 7 August 2022 is proposed for PULSE 7.8 deployment and is awaiting confirmation. The go-live of Cork City Division will take effect from that date.
- Awaiting the courts response to the Operating Model design approach. This has the potential to impact the overall timeline.

### **PULSE Development**

As reported last month, the current RAG status is green. The next scheduled release of PULSE (R7.8) is affected as a result of the go-live date of SIS recast being pushed out to September 2022 (which was an EU decision).

The new proposed plan for R7.8 is for a go-live date of 7 August 2022. This release will contain SIS recast (turned off in live), PULSE CRs, CAD2 integration and Operating Model changes.

## 4. Corporate Communications

In April 2022, the Office of Corporate Communications continued to communicate externally and internally on a wide range of nationwide policing activities, to keep people safe.

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

- An international media briefing was live streamed in Dublin City Hall, 'Co-operating at an International Level in Protecting Communities from Organised and Serious Crime'. The Office of Corporate Communications arranged and managed the media event, as well as follow on media interactions. This included liaising with international partners, to ensure delivery of impactful and consistent messaging and material across a variety of channels. The event attracted wide-spread national and international media attention. This event and subsequent associated coverage had an overall reach of 79 million across Irish print, broadcast, online and social media.



**An Garda Síochána media briefing, 'Co-operating at an International Level in Protecting Communities from Organised and Serious Crime', in Dublin City Hall with senior officials and law enforcement colleagues from the US State Department, US Treasury, US Customs and Border Protection, US Drug Enforcement Administration, the UK National Crime Agency and Europol**

- The management of all media and support for senior investigating officers and Garda management following two murders in Sligo, which generated substantial and sustained media interest during the course of the investigation.
- The management of media and support for local senior investigating officers in relation to a fatal shooting incident Dublin.
- Internal Communications published Newsbeat twice weekly, focusing on critical organisational messaging, attracted a readership of over 13,000 personnel in An Garda Síochána.
- The management of media following the discovery of a body in Dublin.
- Communications to the public on the policing plan for those attending the Ed Sheeran concerts in Croke Park, Páirc Uí Chaoimh and Thomond Park.
- A witness appeal following the serious assault of a man in Sligo.

- Chief Superintendent Finbarr Murphy, DMR West made a statement to media outside the Criminal Courts of Justice following the sentencing hearing for murder.
- Published advice and social media on the launch of Ireland’s first mainline motorway average speed safety camera system on the M7 motorway in Tipperary.

**Ireland’s 1st Mainline Motorway Average Speed Safety Camera System** 

Live from the 25th April 2022 on M7 in Tipperary (between Junction 26 and 27 in both directions)

Motorists driving in excess of the **120km/h** motorway speed limit will be prosecuted.

Prosecution = a Fixed Charged Notice fine of **€80 + 3 penalty points**

Visit [www.garda.ie](http://www.garda.ie) for details about the Fixed Charge Notice system.

**The Pilot Scheme:**

**BEFORE:**  
Motorist compliance with the 120km/h motorway speed limit was  
**BELOW 70%**

**DURING:**  
Motorist compliance with the 120km/h motorway speed limit rose but remains  
**BELOW 90%**

**Analysis of traffic data by Transport Infrastructure Ireland shows:**

**TYPICALLY**   
motorists speed on low traffic volume sections of the motorway network throughout the country:  
Speed + rain/hail showers = increased risk of serious accidents

**MOTORISTS**   
are not adequately altering their speeds in response to adverse weather conditions: Heavy rain/ low road temperatures

- Promotion in relation to a commemorative event to mark the 100<sup>th</sup> anniversary of An Garda Síochána in County Kildare.
- Promotion of National Go Purple Day, a grass roots initiative, first organised in 2020 by Community Garda Stacey Looby from Athlone Garda Station, to help strengthen community partnerships between domestic abuse services and An Garda Síochána.



- A media promotion relating to a number of successful investigations and seizures by the Criminal Assets Bureau during April 2022.
- Multiple press releases published on various types of organised crime, including drug and cash seizures with a combined value of approximately €9.5m for April 2022.
- A number of missing person appeals and updates to the public during April 2022.
- Attendance by the Commissioner and Assistant Commissioner, Dublin Metropolitan Region at a tree planting ceremony at St. Raphael's Garda Credit Union to mark the centenary.



### **Media Briefings and Interviews:**

There were several interviews facilitated with national and local media on a range of topics during April 2022. These included:

- Statement and Q&A by the Commissioner at the briefing in City Hall. The Commissioner also provided a number of further interviews.
- Statement and Q&A by Assistant Commissioner, Organised and Serious Crime at the briefing in City Hall. The Assistant Commissioner also provided interviews to a wide range of media, including BBC, Sky News, RTÉ News and Virgin Media News.
- Statement by Chief Superintendent Aidan Glacken, Sligo/Leitrim Division, in relation to the investigation into the discovery of two bodies in unexplained circumstances in Sligo.
- Assistant Commissioner Paula Hilman, Roads Policing and Community Engagement, briefed media at the Easter Bank Holiday weekend road safety appeal and provided a number of follow on interviews to RTE, including Morning Ireland, Virgin Media and Newstalk, amongst others.
- Garda Stacey Looby of Athlone Garda Station spoke with Midlands 103, Shannonside FM and other media outlets in relation to An Garda Síochána National Go Purple Day.
- Superintendent Tom Murphy, Garda National Roads Policing Bureau, spoke with Morning Ireland in relation to Ireland's first mainline motorway average speed safety camera system on the M7 motorway in Tipperary.
- Superintendent Andrew Lacey, Tipperary Division, provided an interview to RTE News and Tipp FM on the first mainline motorway average speed safety camera system. Detective Superintendent Michael Cryan, Garda National Economic Crime Bureau, provided an interview on the Claire Byrne Live Show on the issue of rental scams.
- Superintendent Martin Mooney, DMR North Central, spoke with Newstalk in relation to the Ed Sheeran concerts.
- Galway Community Engagement Officer, Sergeant Michael Walsh spoke with Newstalk Breakfast on the issue of sextortion scams.
- Superintendent Dermot O'Connor, Limerick, spoke to media in relation to the appeal for information surrounding the fatal assault of a man at Parnell Street, Limerick.

## National Community Engagement Day

An Garda Síochána launched National Community Engagement Day on 27 April 2022. The Garda website and social media platforms had 1.1m impressions and almost 1m reach. Balbriggan community engagement was held at Fingal Farm Home and Garden. Assistant Commissioner Paula Hilman was on hand with the Balbriggan Community Policing Team for the event.



Maynooth Gardaí spoke with members of the public and offered crime prevention advice at a community engagement stand on the Dublin Road.



- A presentation on media engagement was provided by Garda Press Officer, Superintendent Liam Geraghty to the Senior Investigation Officers Programme in the Garda College.
- Garda Press Officer, Superintendent Liam Geraghty attended the EUROPOL ELEC (European Law Enforcement Communicators) meeting in The Hague.
- A road safety appeal was held in conjunction with the Road Safety Authority ahead of the Easter Bank Holiday weekend, with a video shared on social media. Subsequent detection figures were press released.
- Ahead of the May Bank Holiday weekend, a further appeal was held by An Garda Síochána and the Road Safety Authority to motorists to be aware of motorcyclists.
- The Press Office issued information on how to report a hate crime on the Garda website.
- On 25 April 2022, Crimerecall had a viewership of 263,700, which was 28.5% of the viewing public that evening.

#### Other social media activity:

- Video coverage of the Blue Aid Convoy with medical supplies bound for the Ukraine.



#### Internal Communications

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

- Garda personnel were asked to lend their support to the 'Go Purple Day' initiative.
- National Community Engagement Day on 27 April 2022.
- Several articles to highlight Part B of the Culture Audit Survey.
- In collaboration with the Chief Medical Officer and the COVID-19 Co-Ordination Unit within An Garda Síochána, regular features issued throughout the month to remind personnel of the importance of continuing to follow public health measures.

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

Signing of Code of Ethics Declaration is at 96.54%. Student Gardaí study the Code of Ethics as part of their foundation training. The Code of Ethics e-learning module was published on the Learning Management System (LMS) on 1 April 2022. This module will complement the online Garda Staff induction training and introduce new Garda Staff to the Code of Ethics. The module will also serve as refresher training for any existing personnel who wish to complete the module. The e-Learning module is non-compulsory but the Garda Ethics and Culture Bureau will monitor completion rates to support future work. As of 3 May 2022, 1,072 personnel had completed the Code of Ethics e-Learning module.

## 6. Implementation of Cultural Change

### Culture Reform Programme

- Part B of the Culture Audit of An Garda Síochána 2022, *'Your Voice, Our Future'* opened from 28 March 2022 until 24 April 2022. The response rate for Part B of the survey was 26%. This figure will increase as the paper copies of the Part B survey have not yet been analysed.
- Five meetings of the Culture Audit Steering Group have taken place from 16 December 2021 to 6 April 2022. Representatives of the Steering Group include staff associations and unions, the Policing Authority, the Garda Síochána Inspectorate and the Garda Síochána Ombudsman Commission, along with internal stakeholders.
- A meeting with Assistant Commissioner, Governance and Accountability, the Garda Ethics and Culture Bureau team and the team from Durham University has been scheduled for 25 May 2022 in Dublin. The 'headline' results of the Culture Audit Survey will be discussed.
- A further meeting with the Durham Team and the Senior Leadership Team and Executive will take place on 12 July 2022.
- A comprehensive communications plan, to communicate the main findings of the Culture Audit Survey to the organisation as a whole, is currently being drafted.

## 7. Risk Management

- A risk associated with the "Implications of the War in Ukraine on Policing Services in Ireland" is being considered for inclusion on the Corporate Risk Register.
- The Garda Risk Management Unit (GRMU) held meetings throughout April 2022 with corporate risk owners/support staff to assist in the review and update of their risk registers.
- Six briefings were held on the newly developed 'Risk Action Plan' (RAP) during April 2022.
- Superintendent, GRMU delivered a presentation on risk management to the Inspectors Development Programme in April 2022.
- GRMU staff attended two meetings with Information and Communication Technology (ICT) in relation to the development of the eRisk IT System, including a design workshop, during April 2022.
- Superintendent, GRMU delivered a presentation at an Inspection and Review (RAP) seminar for Assistant Commissioner, Dublin Metropolitan Region during April 2022.
- Risk management training for risk managers and briefings for support staff are currently being reviewed in the context of the lifting of COVID-19 restrictions.

## 8. Use of Force

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

- Use of force has seen a decrease in April 2022 when compared with March 2022. There were 83 recorded uses of force in April 2022, compared with 98 recorded incidents in March 2022.
- The use of incapacitant spray has decreased with 68 uses in April 2022, compared with 77 uses in March 2022.
- The use of batons has seen a decrease with 15 uses in April 2022, compared with 17 uses in March 2022.
- There was a decrease in the use of Taser in April 2022 with no discharges in April 2022, compared with four discharges in March 2022.
- There were no discharges of a firearm in April 2022, which is the same as last month.

### Types of incidents in which force was used

- Public order offences have decreased to 60% when compared to 63% last month.
- The DMR South Central Division recorded the highest levels of force reported at 11%.
- Friday, Saturday and Sunday alone accounted for over 57% of the times during which a use of force occurred. This is an increase of 10% from last month.

**As reported previously, ICT issues were identified in the new format Use of Force Report. Internal Affairs Section has been working with ICT to resolve these issues, however, there has been a change freeze on all requests as ICT decant from Garda Headquarters to Phoenix House. Therefore, it is anticipated the new format Use of Force Report will not be ready for publication until after June 2022. Assistant Commissioner, Governance and Accountability has reported directly to the Policing Authority with updates regarding the delay in publishing the new format report. Updates have been provided to the Operational Performance Governance Board and it is agreed that the report should not be published until all technical issues are resolved.**

## 9. Crime Trends

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

**COVID-19:** Since March 2020, Government measures to inhibit the transmission of Coronavirus have been in place, including, at various times throughout the pandemic, ceased operation of non-essential services and prohibition of non-essential travel. This has had a significant effect on crime, with most types of crime reporting reductions. In particular, periods of ‘lockdown’ level restrictions, such as April 2020 and the ‘Level 5’ restrictions (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. 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 13% was observed in the 12 months to April 2022, compared with the 12 months previous. COVID-19 has resulted in a lot of business premises being shut, fewer residences left vacant (due to working from home arrangements) and fewer people in public places that could be targeted for theft. During the pandemic, property crime was lowest in April 2020 and during early 2021 due to the higher level of restrictions during those times. Theft from shop is the largest contributor to overall property crime figures and this is particularly true during the pandemic, as the other main contributor, burglary, has remained at low levels during much of this time.



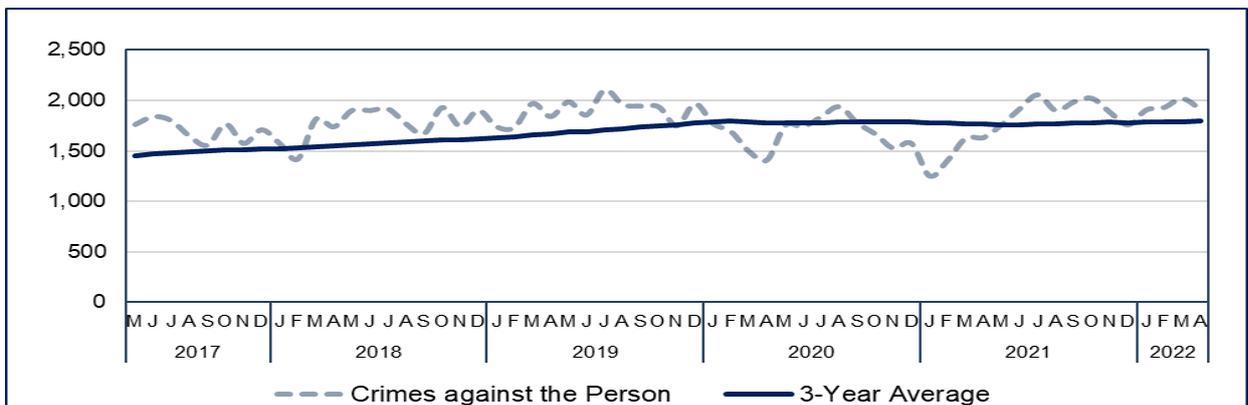
**Chart 2: Burglary – 5 Year Trend**

Burglary has been trending downwards, particularly since the commencement of Operation Thor in November 2015. Residential burglary was up 10% and burglary occurring elsewhere was up 4% in the 12 months to April 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.



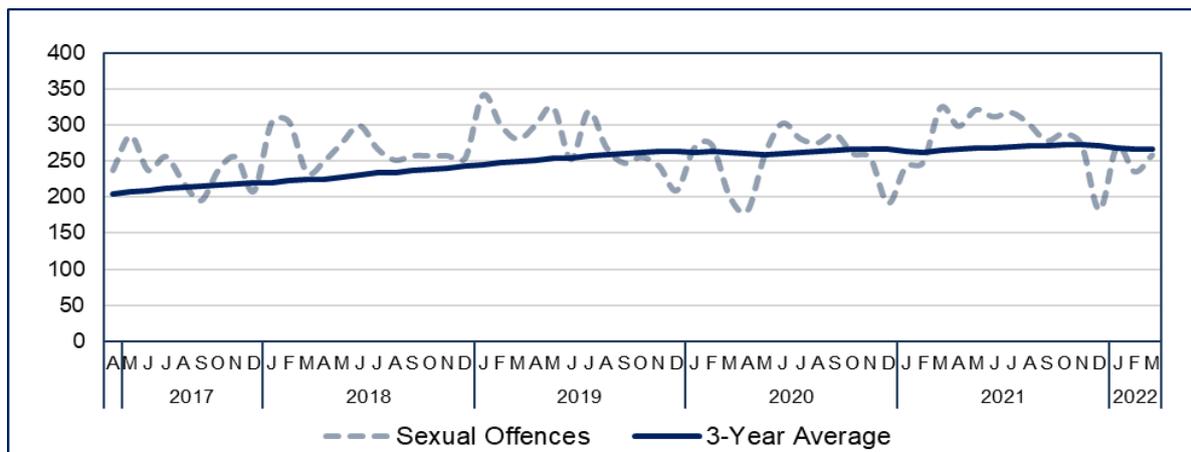
**Chart 3: Crimes against the person - 5 Year Trend**

Crimes against the person plateaued in 2020 following a gradual rise over the preceding 3 years. The reported level was 17% higher in the 12 months to April 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 66% of assault typically occurs in public locations. Throughout the pandemic, changes in overall assault levels have been driven primarily by changes in assault in public places which increased or decreased in line with the level of COVID-19 restrictions. Public assault increased by 41% in the 12 months to April 2022 compared with the 12 months previous, while assault in residences has increased by 3%.



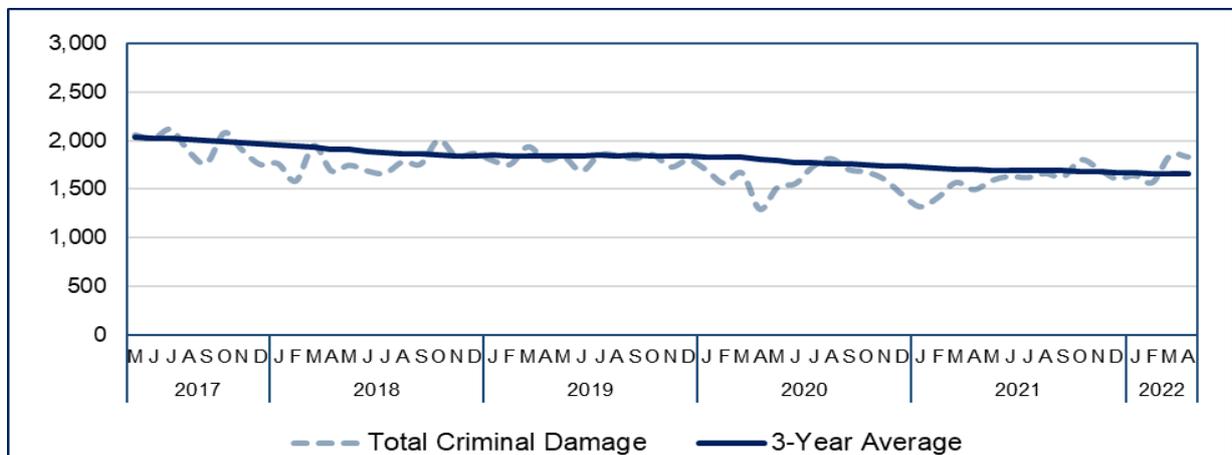
**Chart 4: Sexual Offences - 5 Year Trend (to March 2022)**

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 March 2022, there has been a 7% 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.



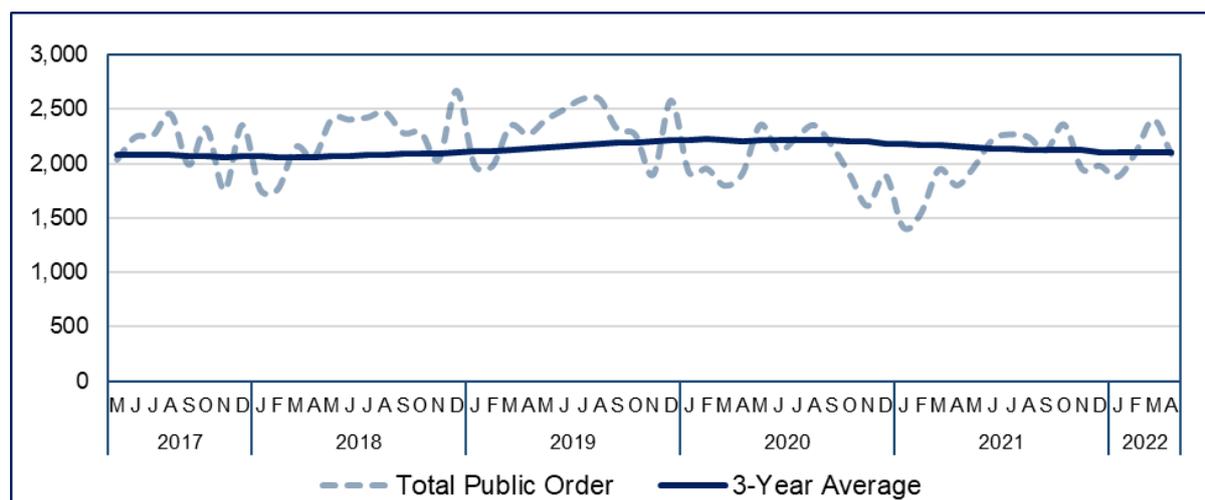
**Chart 5: Total Criminal Damage - 5 Year Trend**

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 7% in the 12 months to April 2022 compared with the 12 months previous. While there was less of a change in reported criminal damage during COVID-19 (compared to other types of crime), levels have followed a similar pattern (reported incidents being lowest during periods of heightened restrictions (April 2020 and early 2021)). As with 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 6% 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 10% in the 12 months to April 2022, compared with the 12 months previous. Public order offences during this period were up 5%, while drunkenness offences over the same period increased by 19%. 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.



### Data Quality Assurance

An Garda Síochána intends to finalise a contract for a review of the operation of the PULSE data quality framework shortly; 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).

As reported last month, the pilot of outcome based reporting is continuing in the Galway Division and is expected to run until August 2022. Initial results showing the reasons where a sanction (charge/summons/caution) outcome is not achieved, indicate that this will provide valuable insights into internal and external measures needed to continually improve detection rates. The benefits of outcome based reporting will be referenced in the upcoming gender based violence report, with additional details published as the implementation progresses. Outcome based reporting will be rolled out nationwide starting in Q4 2022.

### Information Led Policing: Data in support of policy development

An Garda Síochána will publish a thematic report on gender, sexual and domestic violence at the beginning of June 2022. This report will build on new recording practices and increased levels of reporting to provide an evidence basis for further policies and operational decisions, as part of our ongoing commitment to support victims of these crimes and prosecute offenders.

### Data Quality Metrics

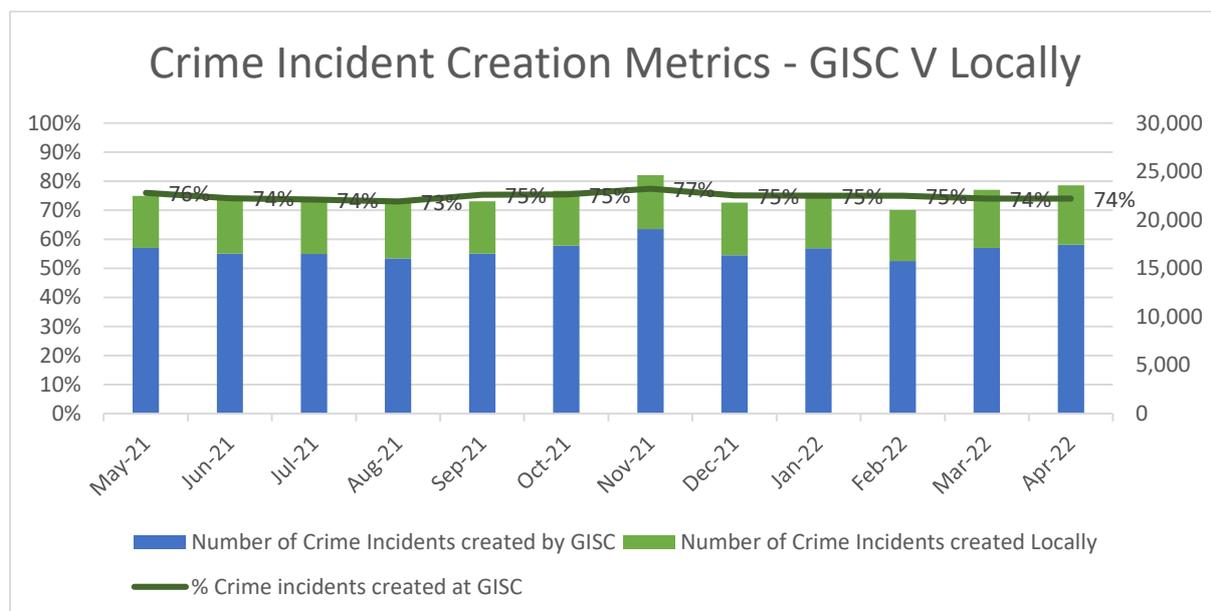
As outlined in the April 2022 update, An Garda Síochána has reviewed the initial set of data quality metrics to be published externally with the CSO during our April 2022 meeting. These, together with our PULSE data quality framework, will help provide users of crime statistics with a confidence level

in the quality of the underlying data. This publication of quality metrics is another important milestone in the implementation of our data quality strategy. There are four metrics being published at this stage. These will be published monthly on the Garda website from June 2022, with additional metrics being added during the remainder of 2022.

As previously reported, the current list of PULSE change requests for policy and data quality related improvements still extends well into 2023, given the long running mismatch between demands and the relatively low investment levels in data systems and ICT generally. GSAS continues to operate at 50% of its minimum approved capacity, with almost 40 vacancies outstanding for almost 3 years due to recruitment delays. Recruitment of additional crime and data analysts was advertised in February 2022 but it will take until early 2023 for recruitment, on-boarding and training to impact on GSAS capacity. GISC continues to create approximately 75% of crime incidents vs. its goal of 95%, due to chronic capacity issues and the redeployment of experienced staff to other roles in An Garda Síochána. This is preventing the effective operation of the data quality framework. Capacity will reduce further in the short term (by 6%) due to the impact of the reversal of Haddington Road working hours. Long running GSAS and GISC capacity issues continue to impact on analysis support for investigations and specialist units, provision of data to stakeholders, and the implementation of the data quality strategy. These underlying issues and their resolution are being tracked through the corporate risk process. The metrics will capture changes and improvements as capacity is added later in 2022.

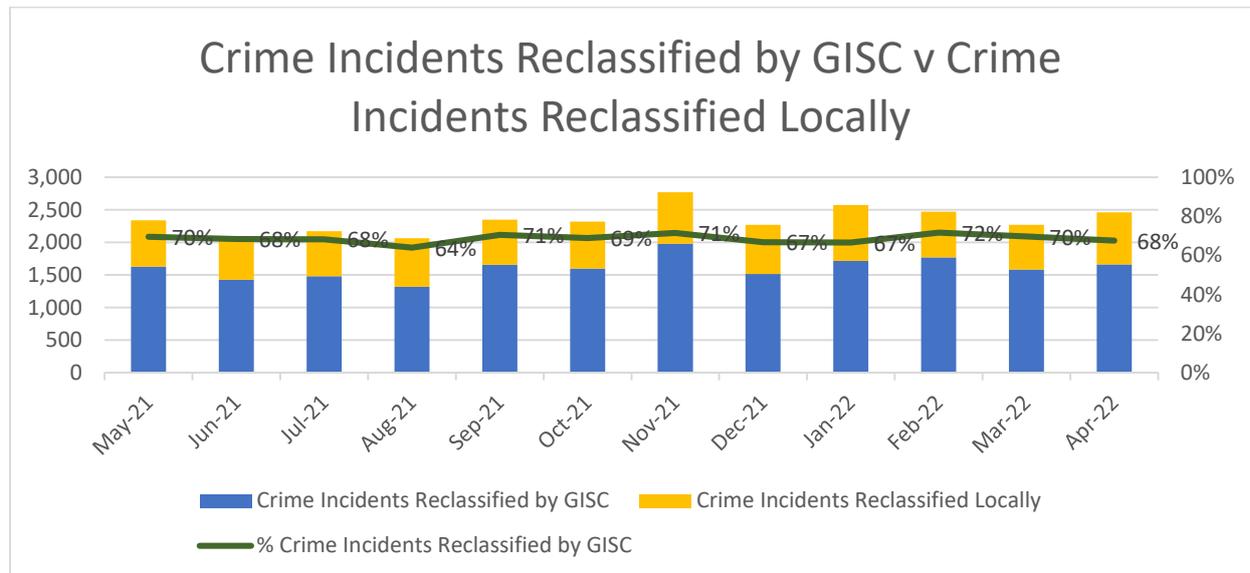
### 1. Data Quality Incident Creation

The incident creation process, as outlined in the crime recording document published in August 2020, summarises the process for the recording of crime incidents. The organisational goal is for the Garda Information Services Centre (GISC) to create > 95% of crime incidents. The below metrics show the trend from May 2021 to April 2022, outlining the percentage and numbers of crime incidents created at GISC, versus locally at Garda stations by Garda members. This figure includes the update to the CAD skeleton incident. The crime counting rules are not applied to these figures. As per graph 1, GISC is currently creating on average 75% of crime incidents.



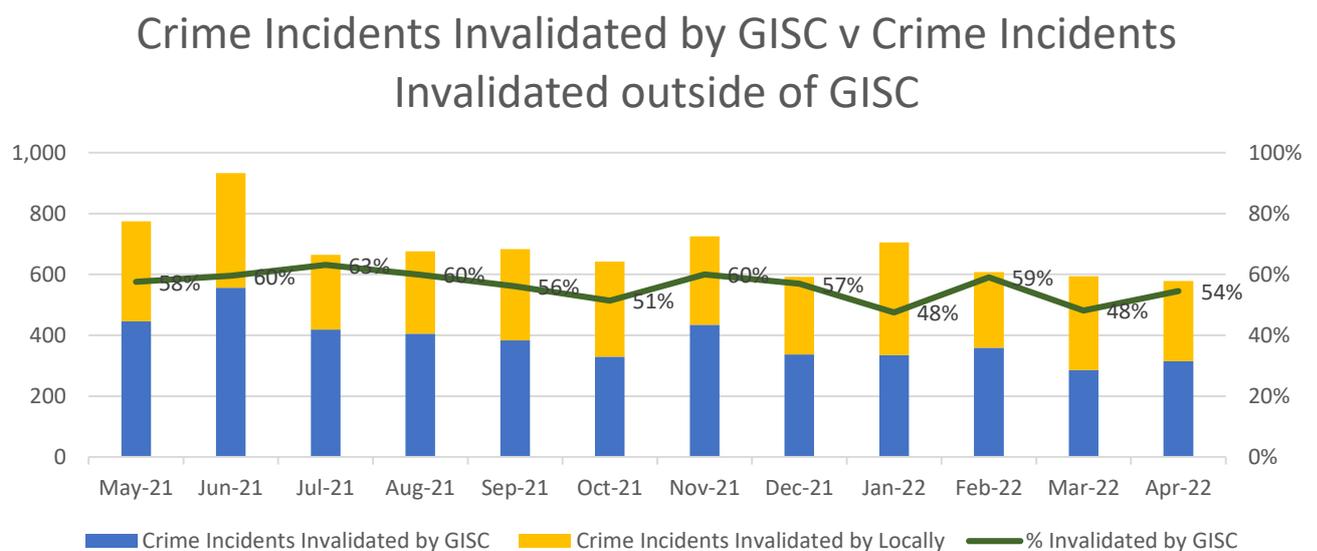
## 2. Crime Incident Reclassification

The reclassification process, as outlined in the crime recording document published in August 2020, outlines the process for the recording of the reclassification of crime and non-crime incidents. The organisational goal is for the Garda Information Services Centre (GISC) to reclassify all incidents. This figure includes crime incidents reclassified and non-crime incidents reclassified to crime incidents. The crime counting rules are not applied to these figures. As per graph 2, GISC is currently reclassifying on average 69% of incidents.



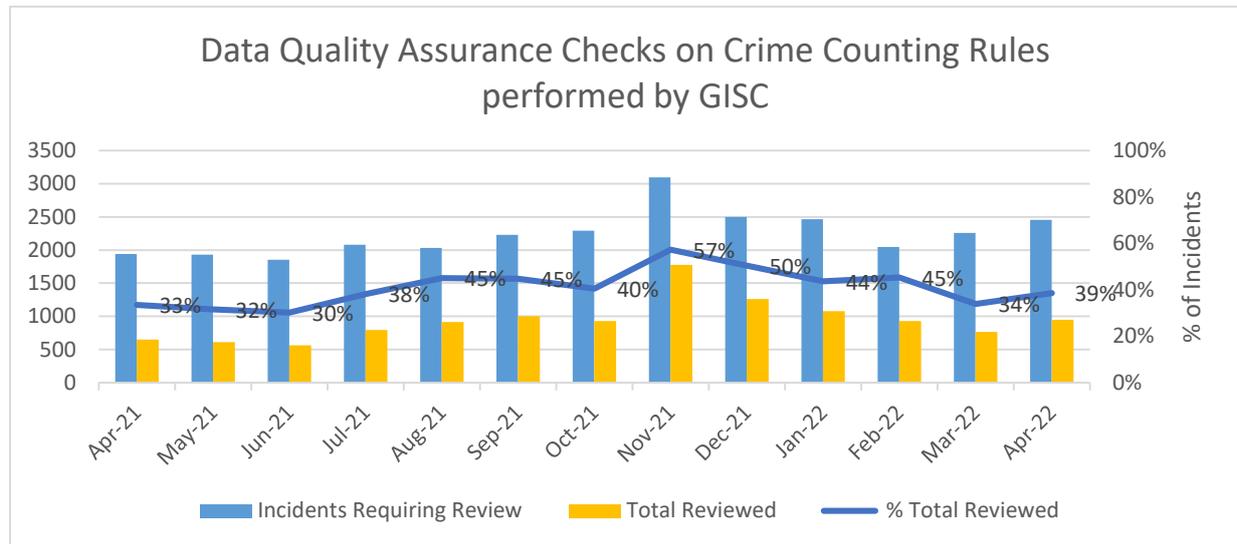
## 3. Crime Incidents Invalidation

Incidents are invalidated on PULSE when they are no longer valid incidents after investigation in line with the crime counting rules. The organisational goal is for GISC to invalidate all crime incidents. The crime counting rules are not applied to these figures. As per graph 3, GISC is currently invalidating on average 56% of incidents.



#### 4. Data Quality Assurance Checks on Crime Counting Rules

As outlined in previous reports, GISC implemented a data quality check on sexual offences and fraud incidents to ensure the correct application of crime counting rules in 2018. This data quality assurance check reviews sexual and fraud incidents to ensure the correct application of the crime counting rules and also reviews possible incidents that should have the crime counting rules applied. The crime counting rules are not applied to these figures. As per graph 4, GISC is currently performing this data quality assurance check for on average 41% of incidents which require this assurance check.



## 10. Policing Successes

Throughout the month of April 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 1 April 2022, in the course of an ongoing intelligence led operation targeting the activities of an organised criminal group (OCG) believed to be operating within the Eastern and Dublin Metropolitan Regions, personnel from the Garda National Drugs and Organised Crime Bureau (GNDOCB) coordinated an operation, which resulted in a targeted stop and search of two vehicles in the Eastern Region, resulting in the recovery of 100kg of cannabis resin. A follow-up search was subsequently conducted at a premises in the DMR, resulting in the recovery of a further 110kg of cannabis resin. The total cannabis resin seized was 210kg valued at €1,260,000. Two suspected offenders were arrested under the provisions of the Misuse of Drugs Act and detained under Section 2 of the Criminal Justice (Drug Trafficking Act), 1996, and charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act. They remain in custody, pending relevant court proceedings.

On 7 April 2022, Gardaí in the North Western Region received a call reporting that an elderly person was trapped under a tree. The caller was unable to give the Eircode or directions to where they were. Gardaí made contact with the person and obtained their exact location, including their medical condition. On arrival at this location, the person was trapped in a drain. They were unable to get out due to a large volume of trees blocking them and their condition was deteriorating due to the length of time they were trapped. Gardaí requested an ambulance but removed the person from the drain prior to its arrival, due to their deteriorating condition. Due to the location of the incident, Gardaí, assisted by family members, carried the person on a stretcher through a number of fields to the ambulance. The injured person was very fortunate that they had their mobile phone with them and was in a position to contact 999. The swift actions of Gardaí contributed to the successful location and rescue of the person on this occasion.

On 8 April 2022, a suspect was convicted before Cloverhill District Court for committing offences contrary to Sections 6 and 8 of the Criminal Justice (Smuggling of Persons) Act, 2021 and received a sentence of seven months imprisonment, suspended for 2 years. The suspect is the first person in the state to be convicted under the new Criminal Justice (Smuggling of Persons) Act, 2021, which came into law on 1 January 2022. The suspect was subsequently brought to Dublin Airport, departed the State and must remain outside this jurisdiction for a period of 3 years.

On 9 April 2022, a masked suspect carrying a revolver type handgun entered a bookmaker's premises in the Eastern Region. The suspect pointed the revolver at the teller and demanded to fill a bag with cash. The teller filled the bag with cash and the suspect left the scene on foot with a considerable amount of money. A suspected offender was identified and a search warrant was issued under the provisions of Section 48 of the Criminal Justice (Theft and Fraud Offences) Act, 2001. During the course of the search, the proceeds of the robbery and the firearm used were recovered. The suspect was arrested and detained at an Eastern Region Garda Station, where they were interviewed on two occasions and made a number of admissions. On 11 April 2022, the suspect was charged with the offence of robbery, contrary to Section 14 of the Criminal Justice (Theft and Fraud Offences) Act, 2001. The case is currently before the courts and the suspected offender is on bail with strict conditions.

On 11 April 2022, Gardaí received a call to report that a person was threatening to slit their wrists. Members of the Armed Support Unit (ASU) were dispatched and arrived at the scene. The person was engaging with local Gardaí but was becoming more irate and refusing to cooperate. They barricaded their door and negotiations continued without success. Members of ASU and a National Negotiator

arrived at the location and continued to negotiate with the person. After lengthy negotiations, the person agreed to exit the apartment with the members and go to a Dublin Metropolitan Region Garda Station. No force was used and no intervention was required. Where appropriate, medical assistance was sought.

On 12 April 2022, personnel attached to the Garda National Immigration Bureau (GNIB) removed a non-Irish suspect from the custody of the Irish Prison Service, who is subject to a 3-year removal/exclusion order issued by the Minister for Justice. This suspect is subject to a conviction before the courts, having been sentenced to a term of imprisonment of 9 months in respect of alleged breaches of Section 12 of the Criminal Justice (Theft & Fraud Offences) Act 2001 – trespass and burglary offences.

On 12 April 2022, Gardaí in the DMR conducted a search following an intelligence led operation, where 3kg of heroin with a value of €420,000 were recovered. Gardaí arrested a suspect and they were conveyed to a Garda station in the DMR. They were detained for offences contrary to Section 2 of the Drug Trafficking Act, 1996, and charged with offences contrary to Sections 3, 5 and 15 of the Misuse of Drugs Act, 1984, and were remanded on court bail. During subsequent enquires, Gardaí identified another suspect as being in possession of the drugs prior to the first suspect's possession. On 13 April 2022, Gardaí arrested a suspect and they were detained at a Garda station in the DMR for offences contrary to Section 2 of the Drug Trafficking Act, 1996. This suspect was charged with offences contrary to Sections 3, 5 and 15 of the Misuse of Drugs Act, 1984 and was remanded on court bail.

On 12 April 2022, as part of a multi-agency corroborative engagement and criminal justice initiative by An Garda Síochána, the US Office of Federal Assets Control issued sanctions on key personnel and companies of an Irish organised crime gang (OCG) believed to be operating at an international level. As a direct result of a dedicated and protracted investigation, and liaison between officers from the Garda National Drugs and Organised Crime Bureau and international colleagues from a number of jurisdictions, in particular the United States of America and the United Kingdom, the actions undertaken are assessed to have had a destabilising effect on the OCG, and their capabilities and plans for future enterprises.

On 29 April 2022, members from the Human Trafficking Investigation and Co-ordination Unit (HTICU) at the Garda National Protective Services Bureau arrested a suspected offender on suspicion of being a member of an OCG involved in human trafficking for sexual exploitation. The suspected offender was detained at a Dublin Garda Station on suspicion of committing an offence contrary to Section 72 of the Criminal Justice Act, 2006, as amended by Section 5 of the Criminal Justice (Amendment) Act 2009, to wit, enhancing the ability of a criminal organisation to commit a serious offence, namely:

- Human trafficking for the purpose of sexual exploitation, contrary to Section 4 of the Criminal Law (Human Trafficking) Act, 2008, as amended;
- Organisation of prostitution, contrary to Section 9 of the Criminal Law (Sexual Offences) Act, 1993, as amended;
- Brothel keeping and habitual prostitution, contrary to Section 11 of the Criminal Law (Sexual Offences) Act, 1993, as amended;
- Trafficking in illegal immigrants, contrary to Section 2 of the Illegal Immigrants (Trafficking) Act, 2000, as amended;
- Money laundering, contrary to Section 7 of the Criminal Justice (Money Laundering and Terrorist Financing) Act, 2010 and offences contrary to the Criminal Justice (Theft and Fraud Offences) Act, 2001.

Following the arrest, the suspected offender was detained under the provisions of Section 50 of the Criminal Justice Act, 2007 and was released from custody for preparation of a file to the Director of Public Prosecutions. This arrest is part of a larger operation being conducted by HTICU at the Garda

National Protective Services Bureau, targeting an OCG believed to be operating in the State and suspected to be involved in human trafficking for the purpose of sexual exploitation.

During the month of April 2022, the Garda Air Support Unit (GASU) assisted in the apprehension of a criminal gang that have been extremely active in recent weeks across the midlands. GASU was deployed to assist ground units following the ramming of a patrol car in the Eastern Region and were instrumental in locating the suspect vehicle, resulting in the arrest of five suspected offenders. The suspect vehicle is believed to have been stolen from the United Kingdom and had been involved in numerous serious criminal incidents in this jurisdiction, and in Northern Ireland. Its whereabouts had been sought by investigating Gardaí for a number of weeks.

The National Negotiation Unit (NNU) provided assistance to the Department of Foreign Affairs with a consular case in returning an Irish citizen to Ireland. The Irish citizen was being held against their will in Libya by their family for 18 months. Members of NNU travelled to the Irish Embassy in Spain, then onto Tunisia to assist in the repatriation. The citizen was met by the mission team and given travel documents to assist their departure. Members of NNU received regular updates while the citizen made their way to Dublin Airport. The citizen arrived safely into Dublin Airport on Friday, 1 April 2022.

Members of the Garda Emergency Response Unit (ERU) provided close protection for the Minister for Foreign Affairs and Defence, Mr. Simon Convey, on his visit to Kyiv, Ukraine from 13 April to 16 April 2022. Minister Convey attended various meetings with his Ukrainian counterparts and visited the town of Bucha, and other areas directly affected by the Russian invasion. Representatives of ERU attended numerous operational planning meetings in preparation for this high-risk VIP escort.

### **Criminal Assets Bureau**

On 5 April 2022, the Criminal Assets Bureau (CAB) obtained an order under Section 3 and 4A of the Proceeds of Crime Act, 1996, as amended, relating to €53,700 in cash, seized as part of the bureau's investigation into the assets of an international organised criminal group involved in large scale importation of controlled drugs and money laundering.

On 29 April 2022, CAB obtained an order under Section 3 and 4A of the Proceeds of Crime Act, 1996, as amended, relating to €209,000 held in financial accounts, €7,430 in cash, a Rolex watch and a 172 Mercedes motor vehicle, as part of the bureau's investigation into the assets of an individual involved in large scale drug trafficking and money laundering.

## 11. Community Engagement and Organisational Initiatives

### Park Run for Barretstown

On 2 April 2022, Gardaí from Swords joined the 250<sup>th</sup> Park Run in Donabate to raise much needed funds for Barretstown Children's Charity. Gardaí participated in the 5km race in full uniform and got great support from everyone. Special thanks to all volunteers who assist in these weekly fun events across the country.



### Transition Year Students

A group of transition year students completed a three-day placement in Ballymun Garda Station in April 2022. This programme was set up by Juvenile Liaison Officer, Garda Brendan Twyford, in 2012, with assistance from Community Gardaí due to the demand from schools for work experience placements for transition year. Approximately 150 students per year participate in the DMR North TY Programme. Prior to COVID restrictions, the programme involved a four-day week where the students would receive orientation and presentations from guest speakers on the role of the Gardaí. Given the increasing demand for this programme, Garda Twyford has assisted in the training of Community Gardaí from the Balbriggan 'Y' District on the TY programme. The Y District now has its own independent TY programme and there are plans in the Raheny District to run a similar programme. Feedback from students, their parents and TY school coordinators is very positive. The dedication of Garda members to the programme has strengthened relationships between Gardaí and young people, while complementing the daily work of JLOs.

### **National Meeting of Crime Prevention Officers**

On 8 April 2022, a national meeting of Crime Prevention Officers (CPO) was held in Athlone. Principal Officer Rose Sweeney of the Garda National Community Engagement Bureau opened the meeting and with Superintendent Barry Doyle, Garda National Crime Prevention Unit, discussed the ongoing actions to be implemented from the Garda Crime Prevention and Reduction Strategy with CPOs. The meeting was also attended by Mr. Michael Armstrong, Data Protection Officer for An Garda Síochána and Inspector Sean Earley, Garda National Crime Prevention Unit, who gave a presentation on the correct processes and procedures concerning Garda and community based CCTV schemes. The meeting allows Divisional CPOs to engage with colleagues around the country to discuss emerging crime trends and best methods to reduce or eliminate them. See [www.garda.ie](http://www.garda.ie) for crime prevention advice and contact details for your local Crime Prevention Officer.



### **Garda Traveller Advisory Group Meeting**

On 20 April 2022, the Garda National Diversity and Integration Unit attended a Garda Traveller Advisory Group meeting. Topics discussed in the meeting included men's mental health and Traveller Culture Awareness Training (TCAT). The discussion of the policing of planned sulky races over the summer months was also raised by the Garda National Diversity and Integration Unit. The next meeting is planned to be held in person on Wednesday, 8 June 2022.

## Road Safety

On 13 April 2022, An Garda Síochána and the Road Safety Authority launched an appeal for all road users to slow down, wear seatbelts, not to drive impaired or distracted or when tired, and to watch out for vulnerable road users over the Easter Bank Holiday weekend. While all road users were urged to take extra care on the road, there was a specific focus on targeting those who drive under the influence of drugs. The joint photo call and 'doorstep' event took place at Store Street Garda Station. It was attended by Assistant Commissioner Paula Hilman, Roads Policing and Community Engagement, Mr. Sam Waide, CEO of the Road Safety Authority and Professor Denis Cusack from the Medical Bureau of Road Safety.



## Road Safety Advice on Crimecall

On 25 April 2022, Garda Adrian Corcoran delivered an in-studio item on Crimecall offering advice to motorists in relation to the dangers of mobile phone use and other distractions while driving. This item was prepared in response to recent trends, which indicate that poor concentration and distraction while driving are contributing significantly to serious and fatal road traffic collisions. Crimecall has an approximate average viewership of 400,000 per episode.

### Multicultural Event at the Gurdwara Guru Nanak Darbar in Dublin

On 24 April 2022, the Garda National Diversity and Integration Unit, together with Assistant Commissioner, Roads Policing and Community Engagement, were present at a multicultural event at the Gurdwara Guru Nanak Darbar in Dublin to mark the celebration of Vaisakhi, together with members of the Sikh community in Ireland.



## Crime Prevention

The Garda National Community Policing Unit and the Garda National Crime Prevention Unit hosted a Garda stand at the Senior Times Expo at the RDS Dublin, where crime prevention advice and material was given to older people and related community groups. It provided an excellent opportunity for engagement with older people from various communities around Ireland and to answer any questions they had on personal and home security.



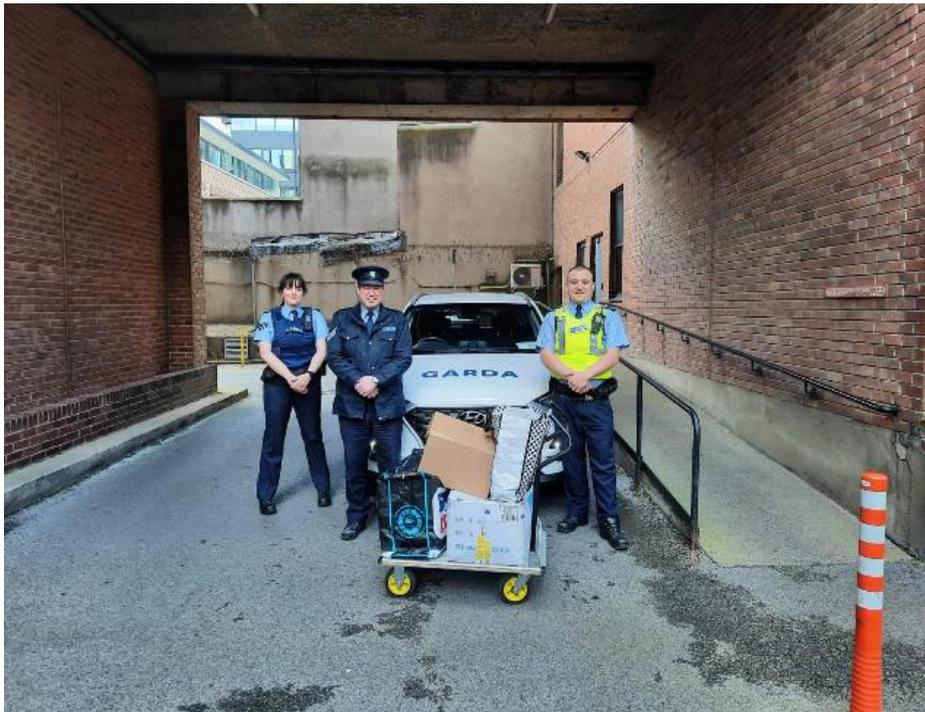
## National Community Engagement Day

On 27 April 2022, members of the public were invited to over 300 venues throughout the country to get to know their local Gardaí and community representatives. IFA branch representatives and representatives from community groups involved in the National Rural Safety Forum were present at the venues, with community Gardaí on hand to provide attendees with important crime prevention advice. The collective objective of National Community Engagement Day 2022 led by the Garda National Community Engagement Bureau, supported by the Garda National Community Policing Unit and its key national stakeholders from the National Rural Safety Forum, is to help increase community engagement and community reassurance throughout Ireland. The National Community Engagement Day provided an opportunity for people from all our communities, both rural and urban, to meet with their local Gardaí.



## Appeal for toys and clothing for Ukrainian families

The Garda National Community Policing Unit answered the call for an appeal for children's toys and clothing to be delivered to Dublin Port, where Ukrainian families have arrived into Ireland seeking refuge. Most of the families consist of women and children, and as a distraction for the children on their arrival, the toys and clothing are provided while supports are being put in place. The Garda National Community Policing Unit arranged for €500 worth of toys and clothing to be donated to the frontline care/health staff at Dublin Port, to assist them with supporting the families and children. With the assistance of Mountjoy Community Policing Unit, the supply of toys and clothing were delivered.



## Listen, Hear, Act – Safe Ireland and An Garda Síochána

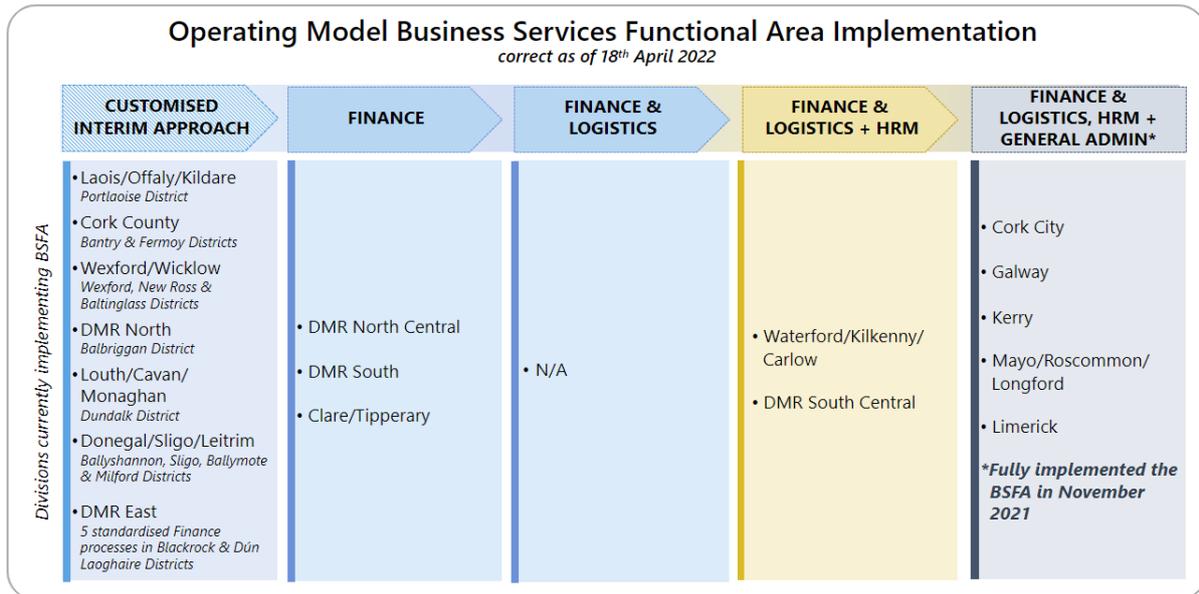
A resource pack entitled Domestic Abuse Publication – *'Listen, Hear, Act - Understanding and Responding to Children and Young People's Lived Experience of Domestic Abuse - County Clare Resource Pack'*, was created by a Sergeant in the Southern Region. It is envisaged the resource pack will be provided to all front line supervisors within the Southern Region, to use this resource pack to:

- Create awareness and understanding of the impact and harm caused by living with domestic abuse on a child's/young person's physical, emotional, mental and social development.
- Support enhanced knowledge for Gardaí from the child/young person's perspective.
- Provide a road map to services in County Clare for children and young people.

This was a joint initiative between Safe Ireland and An Garda Síochána to raise awareness about domestic abuse and to encourage An Garda Síochána to reach out to other agencies in their community that can offer support to those living with, or trying to leave, domestic abuse. Safe Ireland and An Garda Síochána ran a campaign to promote Purple Day by putting a purple candle in their window, placing purple flowers to the front of their homes or to bake something purple, in solidarity with those living with domestic abuse.

## 12. Operating Model

The rollout of the Divisional Business Services Functional Area (BSFA) has continued across the organisation. As of 18 April 2022, 17 Divisions continue to implement the standardised business services processes.



As Divisions conclude business services implementation, the performance assurance functional area standardised processes will be implemented in those Divisions on a phased basis. The Kerry Division commenced implementation of the standardised performance assurance processes on 25 April 2022, followed by Galway and Cork City on 9 May 2022. Planning continues with Mayo/Roscommon/Longford and Limerick to confirm go-live dates.

**Appendix A – Schedule of Expected Vacancies for period to end April 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	
<b>Assistant Commissioner</b>	0	0	1	0	1	1	0	1	0	2	0	0	<b>6</b>
<b>Chief Superintendent</b>	0	0	1	0	0	0	1	0	1	1	1	1	<b>6</b>
<b>Superintendent</b>	3	2	2	1	0	3	2	1	0	0	0	1	<b>15</b>
<b>Total</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>27</b>

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

<i>Data as at the end of April 2022</i>													
Rank	ECF	Position at end of last month – March 2022	Appointed in Month – April 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					
<b>Assistant Commissioner</b>	8	8	0	0	0	0	0	0	0	0	0	<b>8</b>	<b>0</b>
<b>Chief Superintendent</b>	47	47	0	0	0	0	0	0	0	0	0	<b>47</b>	<b>0</b>
<b>Superintendent</b>	168	166	3	0	0	0	0	1	0	0	2	<b>168</b>	<b>0</b>
<b>Total</b>	<b>223</b>	<b>221</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>223</b>	<b>0</b>

**Appendix C – Breakdown of Garda Leave – Garda Members**

As at 30.04.22	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Paternity Leave	Parental Leave	SWY	Carers
Garda	Male	2	20	0	0	10	18	3	1
	Female	84	20	41	41	0	68	1	6
Sergeant	Male	1	2	0	0	2	4	0	0
	Female	1	0	3	5	0	4	0	2
Inspector	Male	0	0	0	0	1	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
	<b>Total Male</b>	<b>3</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>22</b>	<b>3</b>	<b>1</b>
	<b>Total Female</b>	<b>85</b>	<b>20</b>	<b>44</b>	<b>46</b>	<b>0</b>	<b>72</b>	<b>1</b>	<b>8</b>
	<b>Total</b>	<b>88</b>	<b>42</b>	<b>44</b>	<b>46</b>	<b>13</b>	<b>94</b>	<b>4</b>	<b>9</b>

**Appendix D – Breakdown of Garda Leave – Garda Staff**

As at 30.04.22	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Parental Leave	Paternity Leave	SWY	Carers
CO	Male	8	3	0	0	4	1	0	0
	Female	250	14	22	4	51	0	2	5
EO	Male	0	0	0	0	2	0	0	0
	Female	36	13	7	1	27	0	0	2
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	0	0	0
	Female	5	2	2	0	6	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	0	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	0	0	0	0
	Female	1	0	0	0	1	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
	<b>Total Male</b>	<b>8</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>0</b>
	<b>Total Female</b>	<b>300</b>	<b>30</b>	<b>32</b>	<b>5</b>	<b>86</b>	<b>0</b>	<b>2</b>	<b>8</b>
	<b>Total</b>	<b>308</b>	<b>33</b>	<b>32</b>	<b>5</b>	<b>93</b>	<b>1</b>	<b>2</b>	<b>8</b>

## 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
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
Apr 2021	1,041	168	92	10	6	0	1,139	178

### Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
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

<b>July 2021</b>	1,518	170	94	12	6	1	<b>1,618</b>	<b>183</b>
<b>Jun 2021</b>	1,451	179	121	12	8	1	<b>1,580</b>	<b>192</b>
<b>May 2021</b>	1,226	163	128	11	6	1	<b>1,360</b>	<b>175</b>
<b>Apr 2021</b>	1,095	171	96	10	6	0	<b>1,197</b>	<b>181</b>

#### Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
<b>Apr 2022</b>	<b>13,185.5</b>	<b>5,108</b>	<b>1,185</b>	<b>335</b>	<b>241</b>	<b>30</b>	<b>14,611.5</b>	<b>5,473</b>
<b>Mar 2022</b>	13,719.5	5,220	1,282	370.5	193.5	31	<b>15,195</b>	<b>5,621.5</b>
<b>Feb 2022</b>	11,239	4,990	1,106.5	393	196	28	<b>12,541.5</b>	<b>5,411</b>
<b>Jan 2022</b>	11,109	5,519.5	1,083.5	446	147	31	<b>12,339.5</b>	<b>5,996.5</b>
<b>Dec 2021</b>	13,453.5	5,546.5	1,498	504	213	31	<b>15,164.5</b>	<b>6,081.5</b>
<b>Nov 2021</b>	13,390	5,059	1,319	451	131	30	<b>14,840</b>	<b>5,540</b>
<b>Oct 2021</b>	13,511	4,828	1,374	465	134	62	<b>15,019</b>	<b>5,355</b>
<b>Sept 2021</b>	11,986.5	4,654.5	1,221.5	446	111.5	30	<b>13,319.5</b>	<b>5,130.5</b>
<b>Aug 2021</b>	12,279.5	4,719	1,091.5	403	86	31	<b>13,457</b>	<b>5,153</b>
<b>July 2021</b>	13,056	4,794.5	1,159.5	346	104	31	<b>14,319.5</b>	<b>5,171.5</b>
<b>Jun 2021</b>	11,038	4,879	1,088.5	312	95.5	30	<b>12,222</b>	<b>5,221</b>
<b>May 2021</b>	9,996	4,526.5	1,235	310.5	72	31	<b>11,303</b>	<b>4,868</b>
<b>Apr 2021</b>	9,011	4,332.5	1,019.5	295	106	0	<b>10,136.5</b>	<b>4,627.5</b>

#### Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
<b>Apr 2022</b>	<b>14,611.50</b>	<b>-583.50</b>	<b>-3.84%</b>
<b>Mar 2022</b>	15,195.00	2,653.50	21.15%
<b>Feb 2022</b>	12,541.50	202.00	1.63%
<b>Jan 2022</b>	12,339.50	-2,825.00	-18.63%
<b>Dec 2021</b>	15,164.50	324.50	2.19%
<b>Nov 2021</b>	14,840.00	-179.00	-1.19%
<b>Oct 2021</b>	15,019.00	1,699.50	12.76%
<b>Sept 2021</b>	13,319.50	-137.50	-1.02%
<b>Aug 2021</b>	13,457.00	-862.50	-6.02%
<b>July 2021</b>	14,319.50	2,097.50	17.16%
<b>Jun 2021</b>	12,222.00	919.00	8.13%

May 2021	11,303.00	1166.50	11.51%
Apr 2021	10,136.50	-150.00	-1.46%

#### Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
Apr 2022	<b>5,473.00</b>	<b>-148.50</b>	<b>-2.64%</b>
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%
Apr 2021	4,627.50	-352.00	-7.07%

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

Month	No. of Days Absent	LTR
Apr 2022	<b>14,611.50</b>	<b>3.84%</b>
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%
Apr 2021	10,136.50	2.61%

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

Date	No.
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
Apr 2021	261

#### Garda Staff - Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
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
Apr 2021	267	4	271

### Garda Staff - Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
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%
Apr 2021	2,851	120	2,971.00	-208.50	-6.56%

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

Date	Days Absent	LTR
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%
Apr 2021	2,971.00	3.56%

### 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
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 – April 2022**

Sick absence days for Garda members reflect a slight decrease in the last month, however, for Garda Staff, the figures show that there has been an increase. Instances and numbers availing of sick absence leave also display a decrease for both Garda members and Garda Staff, in comparison to the previous month. Comparing April 2022 to April 2021, year on year ordinary illness days have significantly increased for both Garda members by 44.15% and for Garda Staff by 25.51%. The COVID-19 effect contributes to the variances, however, when compared to April 2020 sick absence days for Garda members, it shows a substantial increase of 39.6% and Garda Staff sick absence also shows an increase of 13.10%.

Injury on duty sick absence shows a decrease month on month. Comparing April 2022 to April 2021, year on year injury on duty has increased by 18.27%. When compared to April 2020 pandemic sick absences for Garda members, it shows a substantial increase of 23.49%. The number of days in the respective months is a contributory factor in variances, month on month. The figures are correct at the time each monthly report is run. If sick absence is recorded for the period in a subsequent month, this variance will be captured in the annual report. Sick absence is broadly categorised as injury on duty (members only) and ordinary illness (members and Garda Staff).

### **Injury on Duty**

Overall, injury on duty for Garda members shows a decrease in the last month over the number of sick absence days at 2.64%. Instances of sick absence also reflect a decrease of 4.9%. Likewise, the number of Garda members availing of sick absence leave, month on month, displays a decrease of 3.98%.

### **Ordinary Illness**

The number of sick absence days, month on month, shows a slight decrease of 3.84% for Garda members and a 1.82 % increase for Garda Staff. The instances of sick absence, month on month, also show a decrease for both Garda members at 7.47% and for Garda Staff at 12.28%. 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 a 6.23% decrease for Garda members and a 9.09% decrease for Garda Staff.

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 18, which reflects no difference from March 2022. However, the number of sick day absences for Garda members in April 2022 was 497 days, which shows a 4.97% decrease from March 2022.

### **COVID-19 Pandemic**

As outlined in previous reports, 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.