



**An Garda Síochána**

**Monthly Report to the Policing Authority**

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

**August 2021**

# An Garda Síochána

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Gnóthaí Corparáideacha  
An Garda Síochána  
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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 eighth monthly report submitted in 2021, outlining the key aspects of the administration and operation of An Garda Síochána for the month of July 2021, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

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

At Section 10, a report is provided regarding the implementation of the Sex Offender Management System (SOMS), which went live on 11 July 2021. At Section 11, this month's report again provides an update regarding complaints received following the publication of the Final Report of the Commission of Investigation into Mother and Baby Homes.

Yours sincerely,

**JOHN DOLLARD**  
**CHIEF SUPERINTENDENT**  
**OFFICE OF THE COMMISSIONER**

**August 2021**

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

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## Message from the Commissioner

There is still much to be studied and learned about the broader impact of COVID-19 on criminal behaviour. The national overview of crime trends recently indicated sustained downward and stabilised rates across a range of offences, such as criminal damage, public order and sexual offences. However, it is clear that the illegal drug trade never waned, despite widespread international restrictions.

In parallel to our work in supporting the Government's response to COVID-19, An Garda Síochána has established dedicated Drug Units in every Garda Division. As of 31 May 2021, there are 321 members of An Garda Síochána assigned full time to Divisional Drug Units across every Garda Division nationwide. To compliment this, our enhanced National Anti-Drugs Strategy, Operation Tara, commenced on Thursday, 1 July 2021, with a view to protecting communities from the scourge of illegal drugs and in particular, street level dealing.

During July 2021, Gardaí in the Cork City Division also renewed their commitment to the cross agency initiative, Coastal Watch, to help stop illegal imported drugs reaching vulnerable communities. As an island nation, we are potentially exposed to illegal drug importation, and Coastal Watch assists with detecting and preventing this criminality.

In recent weeks, Mr. Justice Sean Ryan published the latest report of the Disclosures Tribunal. An Garda Síochána welcomes its findings and a review of its recommendations regarding disciplinary processes and procedures, as well as work place stress and alcohol, is now underway. As part of our commitment to ensuring that those within our organisation who report wrong-doing are fully supported, we are introducing a range of measures to enhance the assistance that is available to Garda personnel. We are also currently revising disciplinary processes and procedures to ensure that any matters raised through disclosure are taken seriously in every instance.

This month, the Garda National Diversity and Integration Unit launched a new non-emergency online hate crime reporting mechanism, which can be accessed via [www.garda.ie](http://www.garda.ie). Hate crime is significantly under reported in Ireland and we are hopeful that this new service will increase accessibility for victims of hate crime who may have previously been reluctant to contact to An Garda Síochána.

As Ireland's vaccination programme gathered significant pace throughout July 2021, An Garda Síochána has continued to focus on keeping people safe from the spread of COVID-19. With the emergence of new highly transmittable variants, Gardaí nationwide have been reiterating the importance of following public health guidelines through a range of high visibility activities. Following the relaxation of public health restrictions, we are aware of the issues surrounding reported assaults and incidents of anti-social behaviour, as Dublin City Centre experiences increased socialisation. Comprehensive policing plans are in place, with particular emphasis on weekend and night time activities. These remain under constant review and policing resources are regularly adapted to meet the required response. Regrettably, once again this month, members of An Garda Síochána were subject to unprovoked attacks and in one instance, shots were fired at unarmed Gardaí while on routine patrol in Dublin. This, and other recent attacks on Gardaí nationwide, further emphasise the inherent risks involved in modern policing.

My message is very clear. Our members will never be deterred by those intent on displaying violence towards them and they have my full and constant support in this regard.

**DREW HARRIS**  
**COMMISSIONER**

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

As restrictions ease throughout the country, the focus of An Garda Síochána remains to keep people safe by supporting public health measures to further reduce the spread of COVID-19 in our communities. Members of An Garda Síochána will continue to implement a graduated policing response during the Government's evolving response to COVID-19.

The operational policing response to the COVID-19 pandemic continues through roads policing patrols, community engagement patrols, crime prevention and detection patrols, and uniformed beats and patrols. Rolling checkpoints for the purpose of crime prevention and detection will also continue, preventing access and use of the road networks by criminals and other organised crime groups. In addition, members of An Garda Síochána continue to build upon the excellent community engagement that has taken place by ensuring ongoing contact with the elderly and vulnerable in local communities. This work is valued by the public and will continue to form part of our overall policing approach.

An Garda Síochána continues to appeal to the public to support the public health guidelines, to avoid crowded spaces and to take personal responsibility to protect yourself and others, wear face coverings in closed spaces and maintain social distancing. The COVID-19 pandemic remains a public health crisis and An Garda Síochána continues to appeal to all citizens to demonstrate personal and social responsibility to comply with public health guidelines and regulations, in order to continue to save lives.

### **Operation Faoiseamh**

As detailed in previous reports, the Garda National Protective Services Bureau and Divisional Protective Service Units are continuing to provide an enhanced level of support, protection and reassurance to victims of domestic abuse. A number of victims have used the opportunity presented by the proactive contact to request further assistance from An Garda Síochána. Appeals continue to be made to anyone who may have been the victim of an incident of sexual or domestic crime, to report the incident to An Garda Síochána.

## 2. Finance

### Financial Expenditure and Receipts

	2021 Allocation €'000	Expenditure/Receipts end July €'000	Remaining Aug-Dec €'000	%
<b>Gross Total</b>	1,952,163	1,123,450	828,713	42%
<b>Appropriation in Aid (receipts)</b>	95,988	69,209	26,779	28%
<b>Net Total</b>	1,856,175	1,054,241	801,934	
<b>Deferred Capital Surrender</b>	12,750	10,666	2,084	

The total gross 2021 allocation for An Garda Síochána is €1.95b and net allocation is €1.86b. At the end of July 2021, the total combined gross expenditure is €1.12b (58% of allocation), which is less than the end of July 2021 profiled spend by €4.2m, with further detail below on specific areas of over/under profile.

#### Current Allocation and Expenditure

The gross current allocation for 2021 is €1.837b and pay of €1.25bn (including pay for the Garda College). Expenditure on pay in July 2021 was €129.08m and year to date is €759.64m. Expenditure on the salaries pay element to the end of July 2021 was €688.56m, which is €1.8m over profile. Expenditure on the overtime element was €71.08m, which is €12.4m over profile. This is due in the main to the continued response to the COVID-19 pandemic. Overall, pay and overtime is over profiled spend at the end of July 2021 by €14.2m.

In respect of the superannuation allocation for 2021 of €364.95m, the expenditure in July 2021 was €30.31m and year to date is €209.40m. Of the non-pay allocation of €222.57m (including for the Garda College), expenditure for July 2021 was €13.39m and year to date is €102.70m. Overall, non-pay expenditure is €16.08m under profile at the end of July 2021. Non-pay expenditure in relation to COVID-19 at the end of July 2021 is reported at almost €2.3m.

#### Capital Allocation and Expenditure

The gross capital allocation for 2021 is €114.659m. Expenditure on capital (including the Garda College) in July 2021 was €7.22m and year to date is €51.71m. The capital subheads have a combined under profile spend of €1.17m to the end of July 2021. Expenditure on IT capital (including communications capital) to the end of July 2021 was €44.04m, which is ahead of profile by €0.85m. The variance at the end of July 2021 is a reduction of €1.1m on the June 2021 variance (€1.95m) and is anticipated to come back within the 2021 allocation by year end. In addition to the 2021 allocation is €12.750m of a capital carryover from 2020 into 2021, to be utilised in capital works, of which €10.666m was utilised to date.

#### Appropriations in Aid

Appropriations in Aid are €69.2m at the end of July 2021, €12.4m ahead of the estimated profiled receipts.

#### Estate Management July 2021 - Development of the new purpose built Garda facility at Military Road

The OPW continues to manage this build and has indicated that the project remains on target. As reported previously, the OPW has stated that the project has entered a phase where substantial visible progress will be made, with the shell of each floor being constructed every four weeks (currently at 3<sup>rd</sup> floor).

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

- The Garda strength at 31 July 2021 stood at 14,412 (14,369 WTE) and the Garda staff strength stood at 3,379 (3,151.5 WTE). A full breakdown by rank, grade and gender is outlined below.
- Intake 21.2 commenced on 19 July 2021, meeting the target of 75 Garda Trainees entering the Garda College.
- There are currently approximately 100 Garda member recruitment competitions in progress across the organisation and 22 recruitment competitions for Garda staff.
- The Sergeants promotion competition is to be advertised at the end of August 2021 and communication will issue to all staff shortly. Work continues on the Inspectors promotion competition.
- Work also continues on resourcing additional and new Garda staff posts, based upon prior sanctions for recruitment received from the Policing Authority.
- A total of 37 HEOs have been promoted from the internal HEO panel to date. Staff competitions are proceeding with batch 2 of the HEO competition in order to fulfil the remaining vacancies.

#### Garda Strengths

Rank	As at 31 July 2021	Male	%	Female	%	WTE
Commissioner	1	1	100%	0	0%	1
Deputy Commissioner	2	0	0%	2	100%	2
Assistant Commissioner	8	5	62%	3	37%	8
Chief Superintendent	47	38	81%	9	19%	47
Superintendent	162	140	86%	22	14%	162
Inspector	424	346	82%	78	18%	424
Sergeant	1,933	1,484	77%	449	23%	1,931
Garda	11,835	8,416	71%	3,419	29%	11,794
<b>Total</b>	<b>14,412</b>	<b>10,430</b>	<b>72%</b>	<b>3,982</b>	<b>28%</b>	<b>14,369</b>

Of which	As at 31 July 2021	Male	%	Female	%
Career Breaks (incl. ICB)	49	22	45%	27	55%
Work-sharing	43	1.5	3%	41.5	97%
Secondments (Overseas etc.)	13	9	69%	4	31%
Maternity Leave	80	N/A	0%	80	100%
Unpaid Maternity Leave	34	N/A	0%	34	100%
Paternity Leave	12	12	100%	N/A	N/A
<b>Available Strength</b>	<b>14,181</b>	<b>10,385.5</b>	<b>73%</b>	<b>3,795.5</b>	<b>27%</b>

*\*Equates to 86 full-time members*

Garda Reserves Strength as at 31 July 2021	Total*	Male	%	Female	%
	452	332	73%	120	27%

## Garda members reassigned to operational duties as at 31 July 2021

	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	10	52	69
<b>Total</b>	<b>0.05</b>	<b>11.5</b>	<b>32</b>	<b>118</b>	<b>653</b>	<b>815</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	0	0	0	0%	0	0%
PO	23	23	11	48%	12	52%
AP	69	69	31	45%	38	55%
HEO	161	160	62	39%	99	61%
AO	20	20	10	50%	10	50%
EO	733	723.6	195	27%	538	73%
CO	1,945	1,861.4	474	24%	1,471	76%
<b>Total</b>	<b>2,957</b>	<b>2,863</b>	<b>787</b>	<b>27%</b>	<b>2,170</b>	<b>73%</b>

	Total	WTE*	Male	%	Female	%
Professional/Technical (including Chief Medical Officer)	61	60.4	37	61%	24	39%
Administrative **	2,956	2,862.1	786	27%	2,170	73%
Industrial/Non Industrial	362	229.1	117	32%	245	68%
<b>Total</b>	<b>3,379</b>	<b>3,151.6</b>	<b>940</b>	<b>28%</b>	<b>2,439</b>	<b>72%</b>

Of which	Total	WTE*	Male	%	Female	%
Maternity Leave	32	32	N/A	0%	32	100%
Unpaid Maternity Leave	12	12	N/A	0%	12	100%
Paternity Leave	1	1	1	100%	N/A	0%
<b>Available Total</b>	<b>3,334</b>	<b>3106.6</b>	<b>939</b>	<b>28%</b>	<b>2,395</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	%
	313	218.5	10	3%	303	97%

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



Career Breaks****	<b>Total</b>	<b>WTE</b>	<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>
	<b>28</b>	28	5	18%	23	82%

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

#### Parental Leave

01.07.2021 – 31.07.21	<b>Garda Members</b>	<b>Garda Staff</b>
	109	76

#### Garda staff assigned and commenced – as at 31 July 2021

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Total number of vacancies filled since 01/01/2021	40	20	27	31	49	48	62						277

These include: backfills, new, reassignments, fractional reassignments.

#### Persons suspended from An Garda Síochána

<b>Total*</b>	<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>
<b>79</b>	70	89%	9	11%

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

## 4. Information and Communications Technology (ICT)

Under current COVID-19 restrictions, Government advice remains that people should continue to work from home unless necessary to attend in person. ICT continues to deliver solutions to support personnel throughout the organisation to enable accessing Garda information systems remotely in a secure manner.

**Schengen Information System (SIS Recast) - also known as SIS III:** Development work is ongoing. This is progressing in parallel with SIS II business as usual support activities. The IE (Ireland) SIS II Evaluation Report was published on 16 July 2021. Feedback was very positive; it found that the Schengen Information System (SIS) is functioning properly in Ireland and the Decision 20007/533/JHA is being applied correctly. Whilst some areas of non-compliance were detected and need to be addressed, it was noted that several of the weaknesses related to lack of experience and practice that has to be gained through everyday system usage. Efforts made by Ireland to achieve this encouraging result were acknowledged, especially taking into consideration the short time elapsed from the start of operation.

**Computer Aided Dispatch 2 (CAD 2):** A backlog prioritisation workshop was held and items on the backlog have been ranked in priority of importance. The vendor will focus on these areas over the next few weeks. A delay of six weeks in the delivery of the main system hardware has been identified and the vendor is now required to produce a detailed plan to absorb these six weeks, so that the planned initial go-live date of November 2022 will not be affected.

**Roster Duty Management System Deployment (RDMS Deployment):** RDMS deployment to DMR North Central (NC) went live on 9 August 2021. DMR NC Telecoms team installed the hardware. PCs for planners have been delivered and data upload has been complete. The collection and distribution of hardware is to be confirmed by the RDMS Regional Team. The next location identified for rollout is Kerry.

**Investigation Management System Deployment (IMS Deployment):** This remains unchanged from the June update. Current COVID-19 restrictions have paused the rollout of IMS. Once restrictions allow, training will recommence and the rollout can continue.

### Mobile Device Deployment:

- The evaluation report of the Phase 1 rollout is complete and approved by external stakeholders, including the Department of Justice and the Office of the Government Chief Information Officer (OGCIO). Learnings have been incorporated into the current rollout phase.
- A bulk deployment of 170 frontline devices was completed across the country to Garda National Immigration Bureau (GNIB) members, to facilitate the new Digital COVID-19 Certificates (DCC) Verifier App at ports and airports. Devices were deployed using the low-touch model due to continuing COVID-19 restrictions.
- The replacement of the existing unmanaged mobile devices (State/official mobiles) has commenced. A total of 612 Active Mobility Devices were prepared for delivery to the Divisions, so all unmanaged mobiles can be replaced. These devices were pushed out to all Divisions in mid-July and have to be enrolled by the members by mid-August, at the latest.
- As reported last month, work on the next bulk list is ongoing. The focus will be on members with the most fixed charge notice (FCN) send backs.
- Replacement of broken/damaged existing state mobiles is ongoing.
- As reported previously, a full complement of frontline devices for 2021 has been acquired and the target of 5,000 has been met.
- 1,129 frontline devices have been deployed so far in 2021 (bulk deployments).

- Ongoing investment is required to support devices that have been deployed, including significant licencing renewal costs and investment in backend infrastructure.
- As outlined last month, the demand for app development to expand operational benefits of the mobility programme is far greater than capacity to deliver at pace. Continued and sustained investment in development capacity across ICT is required. Apps for current and future development include Fixed Charge Notice (FCN), Person Lookup, Passport App, CAD2, LMS, RDMS and ECM integration.

**Overall Device Deployment Figures**

As of 29.07.21	Frontline Active Mobility Devices	Standard Active Mobility Devices	Tablet Active Mobility Devices	Total Devices
Enrolled in MDM*	3581	3734	61	<b>7376</b>

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

**Benefits of the new version of the Fixed Charge Notice App**

Garda Jay O’Neill from Howth Garda Station provided an interview to Internal Communications for inclusion in Newsbeat on 5 August 2021.

***"Being given the extra tools to carry out the job is absolutely brilliant"***

A new version of the Fixed Charge Notice app has been released on the mobility devices. This update means that Gardaí on the frontline can now issue Fixed Charge Notices to cyclists and adult passengers in vehicles.

Garda Jay O’Neill from Howth Garda Station was one of the first to trial the mobility device and some of its apps, which have since been rolled out extensively to frontline members.

He tells us that the apps make the world of difference to the job; they save him time and have reduced the amount of administration he needs to do.



### **ICT Accommodation Plan**

Works are ongoing in Phoenix House for new office space to become available in Q4. A site visit has been conducted and works are progressing well, and are on track. Discussions are ongoing regarding residual accommodation needs in Garda Headquarters and requirements for a consolidated ICT hardware hub have been drafted to deliver accommodation and resourcing efficiencies. The main An Garda Síochána data centre (Garda HQ, J Block) will be vacated to support the Harcourt Square decant. The location of the secondary data centre has been confirmed and plans for relocation are in progress.

### **Information and Technology Vision**

Prioritisation of business and technology demands on ICT are required to support the effective delivery of the transformation programme. The budget deficit in 2021 will likely require some expenditure to be deferred to 2022. Early indication is that the 2022 ICT budget will be on a par with 2021. The lack of increased investment will result in very little, if any, scope for new change initiatives, given committed expenditure from ongoing projects and increased BAU (business as usual) demands. Plans for cross-organisational prioritisation of ICT demands for 2022 have commenced.

### **Operating Model**

Geographical amalgamations (District Model): Analysis and preparation of data migration scripts are being prepared across multiple systems. ICT activities will be part of the wider amalgamation work stream under the central Operating Model team. Policing functional areas (crime and community engagement) are currently under analysis and design by the central team, and workshops to review functionality within PULSE 7.6. are scheduled to be held in August 2021.

### **PULSE Development**

PULSE R7.7 went live on 11 July 2021. This included an upgrade to victim, domestic violence, sex offender management and incident data quality functionality. PULSE R7.8 will implement the new Schengen III solution. Development is progressing and will commence test phases in late August 2021.

### **Cloud Strategy**

As reported last month, the Cloud Strategy has been approved by the Chief Information Officer and incorporates the Term 2 APSFF deliverable of a review of the cloud computing landscape, in the context of current and future An Garda Síochána needs. The wraparound document to close out on the Term 2 deliverable has been drafted.

As outlined previously, this provides a basis for the cautious but progressive adoption of cloud hosting by An Garda Síochána, balancing access to cost effective, scalable resources against perceived security and control risks. The Cloud Strategy will be further complemented by An Garda Síochána data classification, which defines the data considered suitable for cloud hosting. This will provide a framework for data hosting decisions but is not necessary to progress individual hosting decisions.

The appointment of a Chief Records Officer to support data classification is required to advance cloud adoption in earnest. The head of ICT Technical Architecture has been appointed to assist in determining the appropriate technologies and solutions for all new business requirements/systems. For all new systems, cloud architecture will be considered as part of the solution delivery. This will be applied on a case-by-case system for the delivery of new systems. Systems under consideration for cloud adoption include the Electronic Training Records Management System and a new enterprise HR Information System.

## 5. Corporate Communications

### Engagements

There was significant engagement during July 2021 by the Office of Corporate Communications with external and internal audiences, through the publication of content and information across our varied media platforms. These highlighted our wide range of nationwide policing activities. An Garda Síochána continues to support the Government's plan for reopening Ireland's economy and society in a safe and phased manner, with a focus, as always, on keeping people safe.

### High-level communications during July 2021 have focused on:

- The commencement of Operation Tara, the national Garda anti-drugs operation.
- The launch of the Cavan/Monaghan Community Engagement Unit.
- Further arrests as part of the investigation into the murder of a 17-year-old male in Drogheda in January 2020.
- Organised Crime: There were multiple press releases published on various types of organised crime, including drug and cash seizures with a combined value of approximately €38m for the month of July 2021. This total included a significant seizure of suspected cocaine, with an estimated value of approximately €35m, by officers from the Garda National Drugs and Organised Crime Bureau, with assistance from other state agencies and international partners.
- The arrest of a male in relation to the robbery of Lordship Credit Union on 25 January 2013.
- Internal Communications: Newsbeat was published twice weekly, focusing on critical organisational messaging and attracted a readership of over 13k personnel in An Garda Síochána.

### Media Briefings and Interviews

Several interviews were facilitated with national and local media on a range of topics, and some of the high-level interviews conducted this month are highlighted below;

- Assistant Commissioner Paula Hilman, Roads Policing and Community Engagement provided an interview to RTÉ on the launch of the online hate crime reporting facility and a media briefing was facilitated by the Garda Press Office.
- Assistant Commissioner John O'Driscoll, Organised and Serious Crime provided an interview to Newstalk on the estimated €35m drug seizure by the Garda National Drugs and Organised Crime Bureau.
- Chief Superintendent Pat Lordan, Garda National Economic Crime Bureau provided an interview to Newstalk on Operation Skein and money laundering.
- Community Gardaí in Galway provided interviews to Nuacht, TG4 and other local stations on crime prevention advice surrounding the annual Galway Races.

### Launches and Initiatives

- An Garda Síochána launched the online hate crime reporting facility.
- An Garda Síochána Park Smart Appeal focused on issuing advice to motorists to park smart when visiting coastal and scenic locations, and to caravan and campervan owners urging them to park smart following recent thefts.
- An Garda Síochána published advice from the Garda National Economic Crime Bureau warning the public of a recent smishing scam from fraudsters purporting to be from Permanent TSB.
- An Garda Síochána shared a video containing prevention advice on World Drowning Prevention Day across social media.

## Press Office

- Approximately 40 nationwide interview requests on national and local issues were facilitated through the Garda Press Office during July 2021.
- In excess of 140 press releases were issued by the Garda Press Office and hundreds of press queries were handled during the month of July 2021, on a range of criminal justice issues.

## Corporate Communications

Each month, the Corporate Communications team supports An Garda Síochána in its graduated policing response, encouraging public support with public health measures and highlighting government advice to reduce the spread of COVID-19. Engaging with communities nationwide and our 1.6m social media followers, An Garda Síochána continues to promote the advice of the HSE and demonstrate examples of good practice by Gardaí.

Communications during the month of July 2021 included;

- The sharing of regular updates on our social and digital media channels, including various public health measures to increase awareness of the need for social distancing and face coverings.
- Sharing images of members of An Garda Síochána involved in a range of community engagement activities.
- As outlined in recent months, supporting the HSE, County Councils and Government of Ireland campaigns, to deliver key messages relating to COVID-19. In the last month, this has included sharing advice regarding international travel after 19 July 2021.

Throughout July 2021, our social media audience was kept informed of the ongoing efforts by Gardaí to detect crime, preserve the peace and reduce road traffic collision fatalities and injuries, including:

- Continued fraud prevention advice, particularly around people purporting to be from a Government body, HSE (vaccination appointment scam), state agency or financial institution (bank account unusual activity scam), by phone call, online or text message.
- Advice for attendees of the pilot music festival in Kilmainham.
- Details of initiatives nationally in collaboration with Irish Rail to tackle anti-social behaviour.
- Notices of cancellation of horse fairs during July 2021 due to COVID-19 restrictions.
- Awareness raising in conjunction with the PSNI to never drink and drive, and always rest before travelling back from cross border socialising.
- The launch of the online hate crime reporting facility #LetsStopHateTogether, information video produced and shared on 21 July 2021.
- The online hate crime reporting video was issued in Irish on 22 July 2021 for the European Action Day for Victims of Hate Crime.



## **Portal upgrade**

The e-tender was completed and has been submitted to Procurement for approval. This is a collaborative effort between ICT and the Office of Internal Communications.

## **Internal Communications**

The Office of Internal Communications issued Newsbeat twice a week during the month of July 2021. Readership has stayed consistently high at approximately 13,000 personnel per edition. The portal and screensavers continued to be updated with new content on a regular basis. Key updates delivered to personnel included:

- Code of Ethics interviews with personnel,
- An interview with Deputy Commissioner Shawna Coxon,
- COVID-19 safety reminders and information on the Delta variant,
- Fingerprinting procedures,
- Recording domestic abuse orders on PULSE,
- Health and wellbeing,
- The launch of the hate crime reporting tool, and
- Updates on the progress of the new strategy statement.

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

Current figures indicate that 95.75% of all personnel have signed the Code of Ethics declaration. Divisions and sections continue to encourage personnel to sign the Code of Ethics declaration or provide the Garda Ethics and Culture Bureau with their reason for not wishing to sign. As of 10 August 2021, 31 Divisions within An Garda Síochána have 100% sign up rate.

A further five Newsbeat articles were published during July 2021, communicating the relevance of each of the nine ethical standards in the context of policing during COVID-19. A further Newsbeat article is currently being prepared to highlight the importance of ethical behaviour and the use of discretion by Garda personnel. This will be published in Newsbeat in the coming weeks.

### **Garda Decision-Making Model (GDMM)**

As of 6 August 2021, 77.62% of personnel have completed the GDMM e-learning module. A further article was published in Newsbeat encouraging participation in the GDMM module on LMS. GDMM has been included on An Garda Síochána Section 12 Child Care Act, 1991 information card for dissemination within the organisation.

## **7. Implementation of Cultural Change**

### **Culture Reform Programme**

The infographic for the staff cultural engagement initiative was approved for publication in NewsBeat in the coming weeks. As reported previously, the contract for the second Cultural Audit of An Garda Síochána was forwarded to the successful vendor on 13 May 2021. Vetting applications have been completed and the contract is currently awaited.

## **8. Risk Management**

As reported previously, the 12 principal risks currently included on An Garda Síochána Corporate Risk Register are being managed by assigned Corporate Risk Owners, overseen by the Risk and Policy Governance Board (RPGB), and supported by the Garda Risk Management Unit (GRMU). A meeting of the RPGB is scheduled to take place on 8 September 2021.

GRMU held meetings via video conference throughout July 2021 with all Corporate Risk Owners/support staff, to assist in the review and update of their risk registers. Compliance rates for Q2, 2021 are currently being collated and compliance rates for Q1, 2021 remained consistently high at 92%.

GRMU met with IT Operations and Security in relation to reviewing and progressing the risk management IT system project initiation document on 1 July and 28 July 2021. GRMU continues to engage with the Strategic Transformation Office (STO) surrounding the implementation of recommendations to enhance the risk management framework (following the Mazars Review 2020). GRMU is engaging with STO in terms of Governance and Accountability design blueprints for the Operating Model. An 'as-is' blueprint is completed and was submitted to the Operating Model team. A risk appetite statement for An Garda Síochána is currently under development.



## 9. Use of Force

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

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

### Comparison of data for June 2021 and July 2021:

- The use of force has seen an increase in July 2021 when compared with June 2021. There were 102 recorded uses of force in July 2021, compared with 81 recorded incidents in June 2021.
- The use of incapacitant spray has seen an increase, with 82 uses in July 2021, compared with 57 uses in June 2021.
- The use of batons has increased with 17 uses in July 2021, compared with 16 uses in June 2021.
- There was a decrease in the use of Taser in July 2021, with two discharges in July 2021 compared with five discharges in June 2021.
- There was a decrease in the use of firearms. There was one discharge of a firearm in July 2021 (MP7 submachine gun), compared with three discharges in June 2021.
- Types of incidents in which force was used: Public order offences have remained steady at approximately 50%. Drugs offences have seen a small increase from 16% to 18%. Mental health incidents in which there was a use of force have reduced by 2% from 7% in June 2021 to 5% in July 2021. Assault related offences again accounted for the third highest number of incidents in which there was a use of force.
- The Cork City and Louth Divisions recorded the highest levels of use of force reported. The DMR South Central has seen its lowest levels of recorded use of force in the last twelve months.

## 10. Implementation of the Sex Offender Management System (SOMS)

The Sex Offender Management and Intelligence Unit, Garda National Protective Services Bureau, is tasked with maintaining an accurate record of convicted sex offenders residing within the State, who are subject to the requirements of the Sex Offender Act, 2001.

This includes ensuring the efficient recording and transfer of information to Divisional Sex Offender Monitoring Inspectors nominated under policy, who in turn arrange local management/monitoring of convicted sex offenders in their respective Divisions. An Garda Síochána Policy on the Investigation of Sexual Crime, Crimes Against Children and Child Welfare 2<sup>nd</sup> Edition 2013, provides instruction to members of An Garda Síochána engaged in the assessment and management of the risk posed to the community by convicted sex offenders.

An analysis of the current sex offender management system highlighted, in some cases, a non-standardised system of management, relating to sex offender monitoring. As a result of the analysis, a business case was forwarded to ICT requesting that a number of new sex offender management screens be incorporated into PULSE, to allow for the effective management and accurate recording of sex offender monitoring, to include visits, meetings, risk levels etc.

In February 2021, the business owner approved the project functional design document for the Sex Offender Management System project and the relevant build commenced within ICT. The changes and additions to the PULSE system require An Garda Síochána to provide training to all members actively involved in the monitoring of sex offenders. The target audiences for the relevant training are the Sex Offender Management and Intelligence Unit, Divisional Sex Offender Monitoring Inspectors and Sex Offender Monitoring Gardaí/Sergeants. The number of those who require training is limited to approximately 400-450 Garda members. On 11 July 2021, the Sex Offender Management System (SOMS) went live and the training, which incorporates six (6) modules, is currently available to the relevant members on the Garda LMS.

The implementation of the new Sex Offender Management System will lead to the improvement in governance and data retention. Furthermore, the system for the management and recording of data of convicted sex offenders subject to the Act is now standardised and more efficient. It will allow for greater oversight with regard to the appropriate visit consistency, according to the risk assessment level and accurate recording in accordance with An Garda Síochána policy.

## 11. Final Report of the Commission of Investigation into Mother and Baby Homes

As outlined last month, An Garda Síochána has examined the Final Report of the Commission of Investigation into Mother and Baby Homes, published on 12 January 2021. This judicial commission of investigation was established in 2015 to investigate mother and baby homes, where unwed women were sent to deliver their babies.

The report is anonymised and any proper investigation would be impracticable without identification of individual parties affected by specific occurrences. Notwithstanding this, there is an obligation on An Garda Síochána to ensure that a policing service is available to all persons affected by the mother and baby homes. This is particularly so in regard to reporting any relevant concerns to An Garda Síochána.

On 29 April 2021, An Garda Síochána launched an appeal to anyone who wishes to report a crime relating to a pregnancy and/or abuse involving their stay at a mother and baby home. The Sexual Crime Management Unit (SCMU) at the Garda National Protective Services Bureau (GNPSB) is regularly a first point of contact for victims and/or external police services to report incidents of sexual offending to An Garda Síochána, and it has an oversight role in respect of all complaints received in relation to a mother and baby home.

**As of 5pm on 3 August 2021, the following reports have been received by GNPSB:**

Number of Complaints received at GNPSB (all sources):	67
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**Breakdown of complaints received through three specified pathways:**

CSAR – Child Sexual Abuse Reporting	21
Direct Emails: (21 from persons directly affected plus 19 from third parties e.g. designated liaison person for a religious institution or solicitor.	40
Report to station (notified to GNPSB or identifiable by GNPSB from PULSE)	6

Every person who has reported an allegation and provided contact details has been contacted by an experienced member of An Garda Síochána within the Garda National Protective Services Bureau, to identify what it is these victims are alleging and whether or not they wished to pursue a criminal complaint. Based on the information received, the table below broadly details the nature of the alleged occurrence. However, as outlined previously, exact categorisation remains fluid and is subject to change as victim engagement continues.

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

1	Emotional abuse	17
2	Sexual abuse	10
3	Physical abuse / mistreatment	6
4	Legality of adoption / Birth-Cert falsified	10
5	No offence disclosed	6
6	Medical treatments / vaccine trials	10
7	Other crimes (i.e. theft / State corruption)	4
8	Baby deaths / burial	4

## **Overview of Follow-up Actions in Respect of Reports Received**

Of the 67 reports received to date, 42 remain open and are subject to further engagement and investigation where warranted. The remaining 25 have been closed. There are limitations as to the action that can be taken due to one or more of the following situations applying in specific cases:

- suspects and/or witnesses being deceased;
- witnesses having sufficient recall to enable Gardaí to obtain detailed accounts of knowledge;
- certain avenues of investigation no longer being available as the offence complained of no longer exists in statute or being statute barred;

However, engagement will continue until each report has been brought to a conclusion, with a full explanation of the actions possible/undertaken furnished to affected parties. No evidence has been found in the cases reported to date that identifies multiple offenders working together in consort, however, all of the Sexual Crime Management Unit (SCMU) members involved in interacting with victims have been briefed to remain open and alert to such a possibility.

## 12. 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. This downward trend 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. So far in 2021, there have been upward trends in crimes against the person, criminal damage, public order and sexual offences, while property crime has remained low compared to pre-pandemic levels.

### COVID-19

Again, to provide context, since 12 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, late October to the end of November 2020 and the 'Level 5' restrictions (Late December 2020 – May 2021), have had a large impact on many types of crime.

### Data Quality Assurance

Detailed data collection, analysis and reporting on COVID-19 policing continued to take place during July 2021. Detailed data on quarantine enforcement continues to be provided weekly to stakeholders. As outlined in previous monthly reports, the two main priority data quality actions for 2021 are:

- (i) a move towards outcomes (vs. detection) based reporting on PULSE, and
- (ii) the implementation of the recording of victim:offender relationships on PULSE, with associated validation to further enhance the early identification of domestic abuse cases.

Work on the first of these priority actions will continue during the coming months. As reported last month, the second priority action was implemented in PULSE Release 7.7 on 11 July 2021. Victim:offender relationships are now being recorded as part of the victim assessment for all crime incidents and one non-crime incident type (domestic abuse cases where no offence was disclosed).

As indicated, significant changes to PULSE to meet additional Schengen Information System (Phase III) requirements may impact on the ability to deliver on other data quality improvements during the remainder of 2021. As noted in July 2021, the list of PULSE change requests for policy and data quality related improvements now extends into 2023.

Garda Vetting turnaround times remain at 4-5 days, as they have throughout 2020 and 2021, with no delays.

***Crime trends are set out to follow. It should be noted that 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.***

***Crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.***

***The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.***

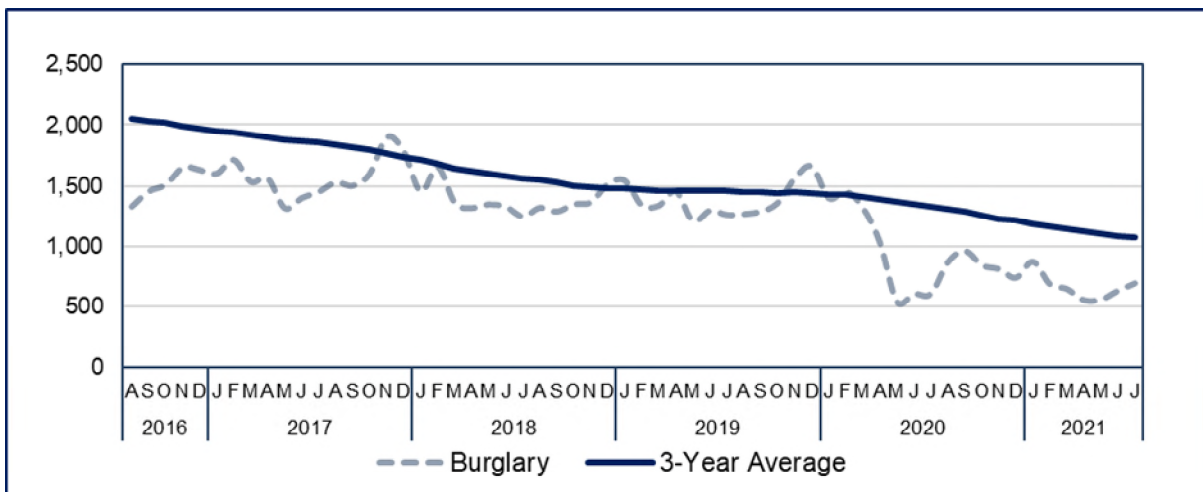
**Chart 1: Total Property Crime - 5 Year Trend**

Property crime had been trending downwards since the end of 2015. This trend flattened in 2019 but has taken a further downward turn in 2020. A reduction of 23.7% was observed in the 12 months to July 2021, as compared with the 12 months prior. COVID-19 has resulted in a lot of business premises being shut, fewer residences left vacant (due to working from home arrangements) and fewer people in public places that could be targeted for theft. During the pandemic, property crime was lowest in April 2020 and during early 2021, due to the higher level of restrictions during those times. With plans to reopen retail and services over the coming months, it is likely that an increase in property crime will follow, as was observed during the summer months of 2020.



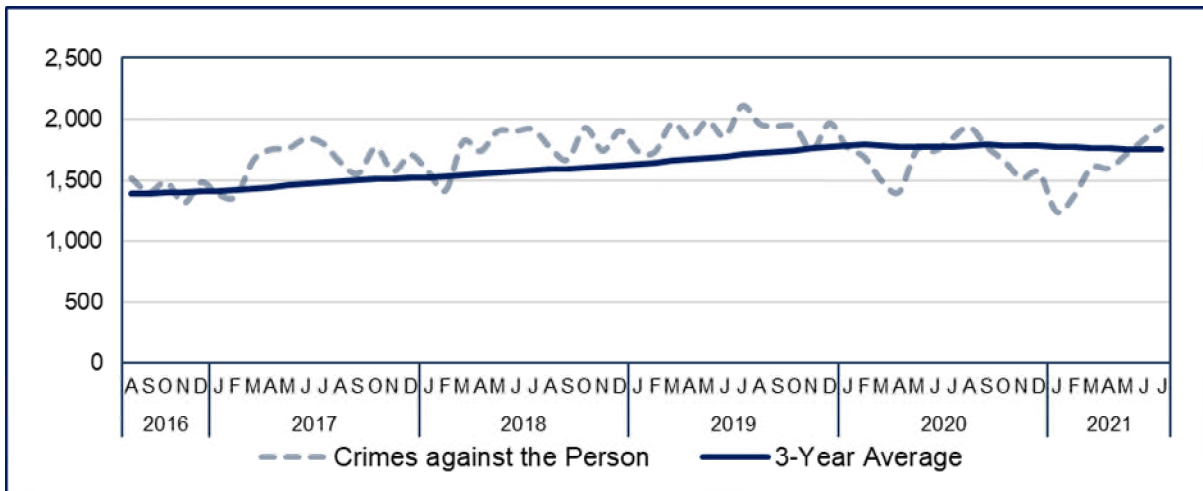
**Chart 2: Burglary - 5 Year Trend**

Burglary has been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015. Residential burglary was down 36.3% and burglary occurring elsewhere down 37.7% in the 12 months to July 2021, as compared with the 12 months prior. Residential burglary tends to peak in October and November each year, however, this was not the case in 2020 due to COVID-19 (for reasons described under property crime). In June/July 2020 when the lockdown conditions were relaxed and in December when restrictions were relaxed briefly, levels of burglary increased. Burglary has remained at low levels in 2021 due to ongoing COVID-19 restrictions, however, as with property crime, it is likely to increase over the coming months as the economy reopens.



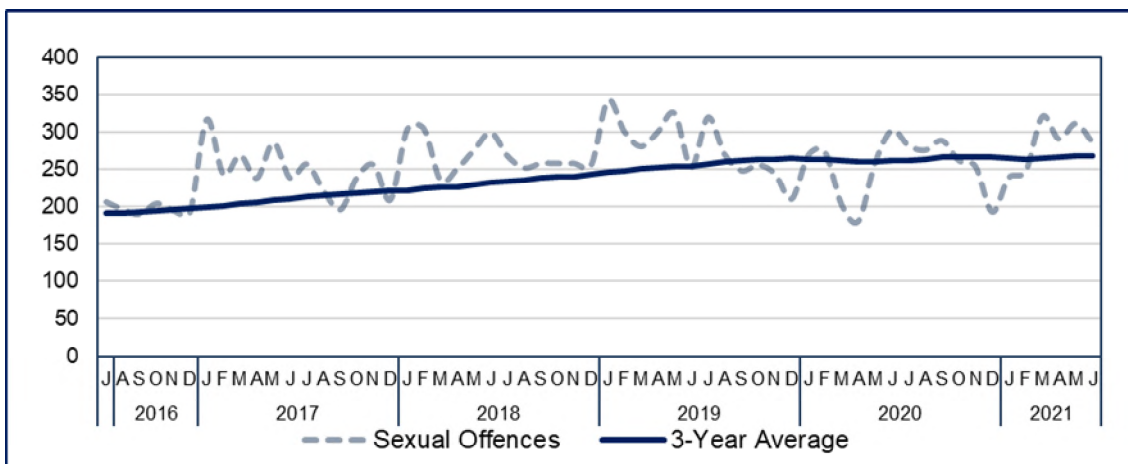
**Chart 3: Crimes against the Person - 5 Year Trend**

Crimes against the person plateaued in 2020 following a gradual rise over the preceding 3 years. There was a decrease of 6.8% in the 12 months to July 2021, as compared with the 12 months prior. There has been an overall reduction during COVID-19, which is likely to be linked to decreased public mobility and closure of licensed establishments, however, a steady increase in 2021 has coincided with the gradual easing of restrictions. The most common offences in this category are minor assault and assault causing harm. Approximately 66% of assault typically occurs in public locations. Throughout the pandemic, changes in overall assault levels have been driven primarily by changes in assault in public places, which have increased or decreased in line with the level of COVID restrictions.



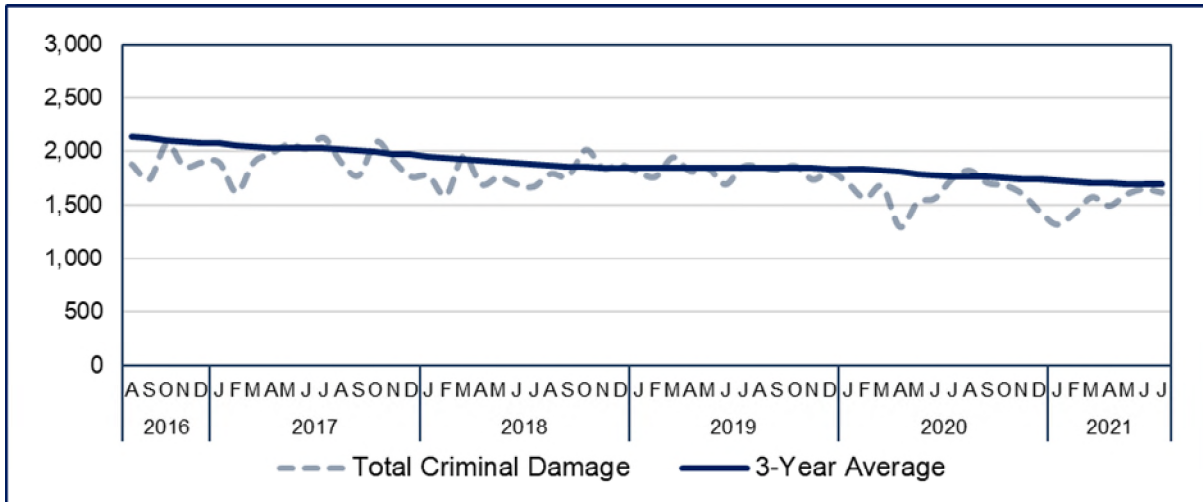
**Chart 4: Sexual Offences - 5 Year Trend (to May 2021)**

As outlined in previous reports, the Garda Information Services Centre (GISC) has implemented a batch data quality check on sexual offences to ensure the correct application of crime counting rules and as such, this data can be reported on with a one-month time lag. Sexual offences have been increasing since early 2015, however, this has plateaued in 2020. In the 12 months to June 2021, there has been an increase in reported sexual offences of 8.0%. The general increase in sexual offences in recent years may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. Furthermore, ongoing efforts by An Garda Síochána regarding improvement of data quality and recording may be a contributing factor to the upward trend in recorded incidents of both sexual offences and crimes against the person in recent years. It therefore cannot be concluded that the increase in sexual offences (in recent years) is solely due to an increased level of incidents occurring.



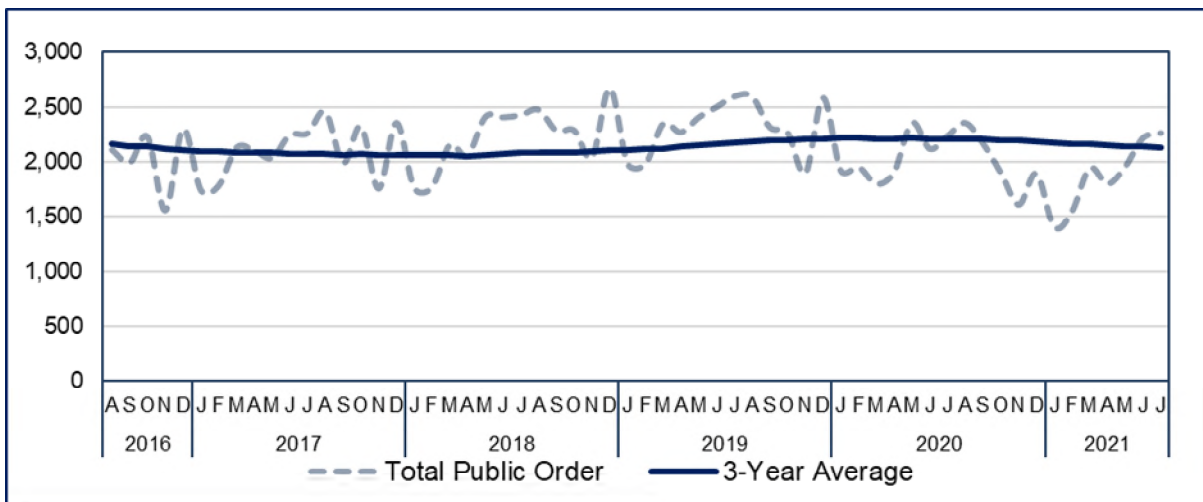
**Chart 5: Total Criminal Damage - 5 Year Trend**

Criminal damage incidents trended downwards from 2015 to 2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis, there were signs of resumption of this downward trend. There was a decrease of 6.0% in the 12 months to July 2021, as compared with the 12 months prior. While there was proportionally less change in reported criminal damage during COVID-19 (compared to other types of crime), levels have followed a similar pattern (reported incidents being lowest during periods of heightened restrictions: April 2020 and early 2021).



**Chart 6: Total Public Order - 5 Year Trend**

Total public order (public order and drunkenness) incidents showed a gradual upwards trend starting in mid-2018 and, like other types of crime, has seen a reduction in 2020, which has caused this trend to plateau. There was a decrease of 11.1% in the 12 months to July 2021, compared with the 12 months prior. Public order offences for the 12 months to July 2021 were down 10.1%, while drunkenness offences over the same period are down 13.0%. Public order tends to be higher in summer and also tends to spike at Christmas time. Public order has increased in recent months and levels are expected to remain high during August 2021, as restrictions ease. In addition, more people are likely to remain in Ireland for holidays (due to ongoing restrictions on international travel), which could potentially contribute to an increase in public order.





## 13. Policing Successes

Throughout the month of July 2021, there have been various incidents of notable police work performed by members of An Garda Síochána in the course of their routine operational policing duties, supported by specialist personnel from units under the remit of Assistant Commissioners Organised and Serious Crime, Garda National Crime and Security Intelligence Service, and Roads Policing and Community Engagement. An overview of some of those incidents which occurred during July 2021 is provided below.

On 4 July 2021, Gardaí in the Southern Region responded to reports that a high risk person was missing from her home and there were grave concerns for their safety and welfare. Gardaí, in co-operation with the Civil Defence Unit and local volunteers, immediately conducted coordinated searches of the area. Following a media appeal, a witness provided a possible sighting of the missing person at a local soccer grounds. CCTV analysis showed the missing person entering the soccer grounds which focused the search. Garda Air Support arrived shortly after and began a systemic search for the missing person utilising the Electro-Optical (EO) sensors. The crew was successful in locating the missing person within minutes of its arrival. As a result of the extensive efforts made, the missing person was found in rough terrain at the rear of a soccer pitch, lying amidst dense undergrowth, with their feet tangled in a green netting from the goal posts. Paramedics attended at the scene, where they received the necessary treatment.

On 7 July 2021, on foot of an alarm call, Gardaí in the North Western Region attended a burglary at an agricultural store. Upon arrival, Gardaí discovered a ladder against the front of the building used to gain access to the alarm for the purposes of disarming it and spraying over the external CCTV cameras. CCTV enquiries revealed that the suspects carried a large number of gardening power tools across the shop floor out to a van, which had been stolen previously in the North Western Region on 5 July 2021. The suspects fled on foot approximately 1-2 minutes prior to the arrival of Gardaí. A search of the adjoining area was conducted with negative results. During a search of the vehicle, a substantial amount of petrol and electric power tools from the store, worth an estimated €30k, were found. In addition, keys and a facemask, with the potential to identify the culprits, were recovered. The vehicle and contents were seized for a technical examination, and the investigation remains ongoing.

On 9 July 2021, during the course of an ongoing intelligence led operation targeting serious organised crime, personnel from the Garda National Drugs and Organised Crime Bureau (GNDOCB), assisted by the Revenue and Customs Service, effected a controlled delivery of a consignment containing 72kg of cannabis herb to a premises in Dublin. A follow up search of a business premises in the DMR was subsequently undertaken and a further 72kg of cannabis herb, with a total value of €1.4m, was recovered. One suspect was arrested, detained and subsequently charged in respect of alleged drug related offences. The accused person remains in custody, pending future court proceedings.

On 12 July 2021, the Emergency Response Unit (ERU), responded to an incident at a HSE vaccination centre in the Eastern Region. A subject in a vehicle had allegedly doused themselves in petrol and was threatening self-immolation. Following receipt of information indicating that the vehicle had left the vaccination centre and was heading southbound, with further suggestion that the subject may self-harm, a plan to intercept this vehicle was put in place. Upon arrival of the ERU, Gardaí observed that the subject had crashed the vehicle on a slip road and had locked themselves in the car, and refused to get out. As ERU members prepared a glass-breaking tool, the subject unlocked the car, allowing members to extract them from the vehicle. Paramedics immediately attended the scene and dealt with the risk posed by the fuel laden vehicle. The subject was subsequently detained under Section 12 of the Mental Health Act, 2001.

Also on 12 July 2021, a Trade and Co-operation Agreement Arrest Warrant was issued by the High Court, following a request for an extradition warrant under the Agreement from the incident room currently investigating an armed robbery, which resulted in the murder of Detective Garda Adrian Donohoe. Personnel attached to the Extradition Unit, Garda National Bureau of Criminal Investigation (GNBCI) expedited the warrant through the relevant channels, with the assistance of personnel from the office of the Director of Public Prosecutions. The warrant was transmitted to the UK, resulting in the successful arrest and subsequent extradition of the suspected offender.

On 14 July 2021, personnel attached to the Garda National Immigration Bureau (GNIB) removed a Romanian national from the State, following a Removal/Exclusion Order, which was issued by the Minister for Justice. The person was is subject of a conviction in respect of a term of imprisonment of three years, relating to offences contrary to the provisions of Section 7 of the Criminal Justice (Money Laundering & Terrorist Financing) Act, 2010.

On 19 July 2021, a suspect appeared before the Circuit Court relating to an investigation in respect of deception offences under Section 6, Criminal Justice (Theft & Fraud Offences) Act, 2001, whereby, the suspect represented themselves as an immigration officer for financial reward. The accused pleaded guilty to 10 counts of deception and one count of money laundering. The matters are adjourned to 26 October 2021 for a probation report and compensation to be paid.

On 22 July 2021, as a result of an ongoing joint operation targeting the criminal activities of a foreign based Organised Crime Group (OCG), who are operating in Ireland and in other European jurisdictions, one suspect was extradited from the UK to Ireland and charged with the following offences:

- 20 counts of ‘money laundering’ contrary to Section 7 of the Criminal Justice (Money Laundering & Terrorist Financing) Act, 2010, for the sum of circa €560k.
- 17 counts of ‘using a false instrument’ contrary to Section 26 of the Criminal Justice (Theft & Fraud Offences) Act, 2001, in relation to opening bank accounts using false documentation.

As part of this investigation, personnel attached to the Payment Crime and Counterfeit Currency Unit, Garda National Economic Crime Bureau (GNECB) are cooperating with law enforcement in other EU countries and coordination meetings have been held at Europol and Eurojust in The Hague. To date, 15 individuals have been arrested, of which, seven (7) were arrested for organised crime offences.

On 23 July 2021, in the course of an ongoing local operation into suspicious activity and drug dealing, personnel in the DMR, while monitoring CCTV, observed two suspects known to be involved in the sale and supply of drugs, exit a vehicle and leave a suspicious package at an address. Gardaí subsequently obtained a search warrant under Section 26 of the Misuse of Drugs Act. During a search of the property, Gardaí retrieved the suspicious package which contained two double barrel shot guns. Further inquiries revealed the shot guns had been stolen during burglaries earlier this year. On 28 July 2021, having established the identity of the two suspects, both suspects were arrested under Section 30 of the Offences of the State Act 1939/98 and later released without charge, pending the submission of an investigation file to the Office of the Director of Public Prosecutions (DPP).

On 28 July 2021, as a result of an ongoing operation into a large number of thefts from unlocked motor propelled vehicles (MPVs), Gardaí in the Eastern Region conducted a co-ordinated search of a residential property. During the search, a large quantity of stolen goods was recovered. Investigations established that the crimes were committed over a number of weeks previous, during which the suspect checked unlocked vehicles in peoples’ driveways, in various residential areas, for items of value. Following the search, a suspect was arrested, detained and subsequently charged with 20 counts of theft related offences. On 29 July 2021, the suspect appeared before the courts where he was granted bail with strict conditions, pending further court appearances. Almost all of the property stolen in the course of these thefts was recovered and successfully returned to the injured parties. In

addition, a number of members of the public have come forward to report thefts not previously reported as a result of the local media campaign to try to identify the owners of property recovered. This aspect of the investigation is ongoing.

Also on 28 July 2021, the Armed Support Unit (ASU) responded to a call indicating that a subject had been injured in a domestic incident and the suspected offender was in possession of knives and a Taser, and had barricaded themselves into an upstairs bedroom. Upon arrival, ASU members entered the house and identified themselves to the suspect, who was abusive towards them. ASU members engaged with the suspect, resulting in the suspect proceeding onto the landing in an agitated manner. As the suspect continued to behave confrontationally, ASU members challenged them. The suspect complied with their requests and was subsequently detained. Upon searching the suspect, a utility belt was located around their waist that contained a number of knives and blades. During further searches of the bedroom, a Taser, imitation pistol, pepper spray, assortment of hammers, knives, handcuffs and a police style truncheon were recovered. The injured party was removed to hospital and is receiving treatment for serious but non-life threatening injuries.

On 31 July 2021, during the course of an intelligence led operation targeting the money laundering activities of an organised crime group, personnel from GNDOCB, supported by the Special Crime Task Force, intercepted a UK registered vehicle in Dublin. Following the search of the vehicle, cash totalling €105k was located. Two suspects were arrested, detained and subsequently charged in respect of money laundering offences. One suspect was subsequently charged and remanded in custody, pending future court proceedings. The second suspect was released pending the submission of an investigation file to the Office of the DPP.

#### **Extradition Unit**

The COVID-19 related pandemic poses particular challenges with regard to engaging in the extradition process, however, the Extradition Unit within GNBCI has continued to ensure that the process of extradition of fugitives is undertaken, where appropriate. Activity undertaken in the relevant period, includes:

- (i) 31 persons subject of extradition related proceedings, arrested;
- (ii) 6 repatriations undertaken;
- (iii) 26 persons subject of extradition related proceedings, surrendered.

#### **Criminal Assets Bureau**

During the month of July 2021, the Criminal Assets Bureau (CAB) undertook a number of search operations, targeting the assets and activities of persons believed to be involved in criminal activity, which resulted in the seizure of €26,245 cash, three Rolex watches, two motor vehicles and a quantity of designer goods. €705,800 was also restrained in financial accounts by way of Section 17 (2) of the Criminal Justice (Money Laundering & Terrorist Financing) Act, 2010.

Additionally, during July 2021, CAB secured three orders pursuant to Section 2 of the Proceeds of Crime Act, 1996, as amended, in respect of €19,710 in cash, £5,350 in sterling cash, three vehicles, four properties and €13,935 held in financial accounts. CAB also obtained four orders pursuant to the provisions of Section 3 of the Proceeds of Crime Act, 1996, as amended, in respect of €42,530 in cash, two properties, 84 vehicles, a trailer, €298,096 held in financial accounts, and a quantity of designer goods and accessories.

## 14. Community Engagement and Organisational Initiatives

### Online Hate Crime Reporting - Garda National Diversity and Integration Unit

On 21 July 2021, a press conference was held to launch a new, non-emergency online hate crime reporting mechanism, developed by the Garda National Diversity and Integration Unit (GNDIU), which can be accessed via [www.garda.ie](http://www.garda.ie). Hate crime can be reported to An Garda Síochána in a safe and secure way, and will allow for the appropriate response and support to be provided. This service will provide increased accessibility to the Garda service, particularly for victims of hate crime, who may have previously been reluctant to report to An Garda Síochána.



GNDIU ran an external publicity campaign, which included the publication of an instructional video on the use of the new online hate crime recording system and a promotional video, developed in conjunction with our diverse/minority partners. The scripts of both these videos are available in 19 languages. Both videos were publicised on social media and are available on the Garda website and portal.

### Online Hate Crime Reporting – Internal Communication Campaign

GNDIU also carried out an internal communication campaign to coincide with the public campaign. This included correspondence to all Divisional Officers and Principal Officers, an article on Newsbeat, messages on the Garda Portal and a PULSE screensaver (for the month of August 2021). A hate crime information leaflet was also launched and is available on the Garda website. The leaflet contains information on Identifying hate crime, hate crime definitions, victims of hate crime, the role of An Garda Síochána and how to report hate crime. They are being distributed around the country, to be available in the public area of Garda stations, and via non-governmental organisation (NGOs) and civil society organisations (CSOs).

**The information leaflet is set out on the next page:**



#### Hate Crime Definition

*Any criminal offence which is perceived, by the victim or any other person to, in whole or in part, be motivated by hostility or prejudice, based on actual or perceived age, disability, race, colour, nationality, ethnicity, religion, sexual orientation or gender.*

If you've experienced an act of violence, intimidation or hostility because of who you are, you may have been the victim of a Hate Crime. Hate Crime can include verbal abuse, intimidation, threats, harassment, assault or criminal damage to your property and can impact individuals, families and communities. An Garda Síochána takes Hate Crime very seriously. We will investigate all reports of Hate Crime thoroughly and sensitively.

Report Hate Crime at your local Garda Station.

For a full Garda Station directory: [www.garda.ie](http://www.garda.ie)  
 Find your local Garda Diversity Officer: [www.garda.ie](http://www.garda.ie)  
 Contact the Garda Confidential Line: **1800 666111**  
 Garda Diversity & Integration Strategy: [www.garda.ie](http://www.garda.ie)  
 Have online hate speech / abuse removed: [www.hotline.ie](http://www.hotline.ie)

Garda National Diversity & Integration Unit  
 Garda Community Relations Bureau  
 Harcourt Square  
 Dublin 2 D02 DH42  
 (01)6663150  
[diversity@garda.ie](mailto:diversity@garda.ie)



**An Garda Síochána**  
**Keeping People Safe**

Also available to download at [www.garda.ie](http://www.garda.ie) in the following languages: English, Irish, French, German, Spanish, Portuguese, Polish, Lithuanian, Latvian, Romanian, Arabic, Mandarin and Russian.



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### Garda National Crime Prevention Unit - Garda National Community Policing Unit

On 6 July 2021, in order to keep up-to-date with the most recent developments in the area of crime prevention through environmental design, the Garda National Community Policing Unit and the Garda National Crime Prevention Unit attended an online conference hosted by Secured by Design. The conference covered external lighting systems and the recommended levels of illumination used to combat crime, the fear of crime and antisocial behaviour.

## Bicycle Security Day



On 17 July 2021, the Garda National Community Policing Unit supported and provided material to Blanchardstown, Finglas and Cabra Community Policing Units in hosting their bicycle security day. Members of An Garda Síochána provided local communities with a free property marking service for bicycles and crime prevention advice as part of a crime prevention initiative against bicycle theft. The service was provided to three locations at the Phoenix Park Visitor Centre, Phoenix Park from 9.30am to 11am, Ongar Community Centre, Ongar Village from 12 noon to 2pm and Charlestown Shopping Centre, St. Margaret's Road from 3pm to 4.30pm.

## Road Safety

On 26 July 2021, An Garda Síochána, in conjunction with the Road Safety Authority (RSA), held a joint photo call and media doorstep at Dublin Fire Brigade Headquarters in Townsend Street, to highlight the publishing of a provisional review of road safety up to 15 July 2021. Presentations were given by the Minister of State at the Department of Transport, Ms. Hildegard Naughton, Chief Superintendent Michael Hennebry, Garda National Roads Policing Bureau and Sam Waide, CEO of the RSA, which highlighted detection and enforcement trends across the lifesaver offences. The media briefing also focused on the key August Bank Holiday message to motorists, which consisted of safety advice when taking staycations.



## Crime Prevention

During July 2021, the Garda National Community Policing Unit, in liaison with the Garda National Crime Prevention Unit, launched An Garda Síochána crime prevention campaign on theft from vehicles. COVID-19 restrictions over the last year saw the majority of thefts from vehicles occur at residential locations. As restrictions lift, the campaign advises the public to take care of their property when parking in remote, unguarded locations. To support the campaign, a crime prevention poster with tips and advice was designed and was used extensively across all social media accounts of An Garda Síochána, in relation to 'Park Smart' at coastal and scenic locations.

**PARK SMART**  
**SECURE YOUR VEHICLE**  
**AT COASTAL & SCENIC LOCATIONS**

MILLIONS OF EUROS WORTH OF PROPERTY ARE STOLEN FROM VEHICLES EACH YEAR

ITEMS MOST COMMONLY STOLEN FROM VEHICLES:

- TOOLS
- CASH
- JEWELLERY
- ELECTRONICS
- HANDBAGS
- EYEWEAR

**→ TIPS TO PREVENT THEFT ←**

- ✓ TAKE YOUR KEYS
- ✓ SECURE YOUR VALUABLES
- ✓ LOCK YOUR VEHICLE
- ✓ CALL 999 / 112 TO REPORT A CRIME OR SUSPICIOUS ACTIVITY

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AN GARDA SÍOCHÁNA | [WWW.GARDA.IE](http://WWW.GARDA.IE)

## **TAG (Teenagers and the Guards) Programme**

During the month of July 2021, Juvenile Liaison Officers and other members of An Garda Síochána attended the TAG (Teenagers and the Guards) Programme in their local Garda Youth Diversion Project. Seven young people were involved in this 6 week programme aimed at improving relationships between teenagers and local Gardaí. This event was organised in a socially distanced manner and remained compliant with the relevant COVID-19 regulations and guidelines. The TAG Programme aims to promote a positive relationship between young people and Gardaí. It creates a space for open conversations between teenagers and Gardaí, and allows for discussion on issues that occur in their community. This programme was facilitated by the local Irish Youth Justice Service (IYJS) workers and it was the first of its kind held in this area. The programme looked at the role of Gardaí, public order, drug misuse and the impact of drug related crime, victim empathy and victims' rights.



*Boyne Garda Youth Diversion Project in St Finnian's Park, Drogheda.*



Policing Plan RAG rating	
On target	Green
At risk of missing target	Yellow
Off target	Red
Quarterly Verbal Update	Blue
Delayed due to Covid-19	Grey
Reported to DOJ	Dark Blue

Priority 1. Community Policing

<b>1.1 Enhance community engagement and public safety</b>	<b>1.1.1</b> Identify risk and the vulnerable in the community	Green
	<b>1.1.2</b> Rolling out the Community Policing Framework in a further 8 Divisions	Green
	<b>1.1.3</b> Piloting Local Community Safety Partnerships in 3 Divisions	Green
<b>1.2 Enhance our proactive engagement with local communities</b>	<b>1.2.1</b> Engagement in the community, and Diversity Forum in relation to policing of Covid-19	Green
	<b>1.2.2</b> Implementing the Diversity and Integration Strategy 2019-2021	Yellow
<b>1.3 Maintain or Increase the level of trust local communities place in An Garda Síochána as measured by the Public Attitudes Survey.</b>	<b>1.3.1</b> Maintaining and building on positive results in respect of the following– <ul style="list-style-type: none"> <li>An Garda Síochána is trusted by the local community</li> <li>The local community are listened to by An Garda Síochána</li> <li>An Garda Síochána prioritises issues that matter to people in the local community</li> <li>Community relations are central to the work of Garda Síochána</li> <li>An Garda Síochána organisation is community focused</li> <li>Number of victims reporting their most recent crime incident</li> <li>Number of victims that felt that the right amount of information had been provided to them</li> </ul>	Grey
<b>1.4 Maintain or Increase the level of satisfaction with An Garda Síochána as measured by the Public Attitudes Survey.</b>	<b>1.4.1</b> Maintaining and building on positive results in respect of the following- <ul style="list-style-type: none"> <li>The local community is consistently satisfied with the service from An Garda Síochána</li> <li>The right level of Garda presence is established in local areas</li> <li>Victims are satisfied with the service provided by An Garda Síochána</li> <li>An Garda Síochána is seen as a friendly and helpful service</li> </ul>	Grey
<b>1.5 Maintain or Increase the number of people in local communities who feel safe by taking actions aimed at</b>	<b>1.5.1</b> Maintaining and building on positive results in respect of the following- <ul style="list-style-type: none"> <li>The perceptions of crime in local areas as a serious problem is reduced</li> <li>Awareness of Garda patrols in local areas</li> </ul>	Grey

<b>controlling the level of assaults in public and domestic burglaries.</b>	<ul style="list-style-type: none"> <li>• Garda members in the area can be relied upon to be there when you need them</li> <li>• Level of Domestic Burglaries</li> <li>• Incidents of Assaults in Public</li> </ul>	
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## Priority 2. Protecting People

<b>2.1 Maintain a high level of engagement with victims of domestic abuse.</b>	<b>2.1.1</b> Continuing pro-active Contacts with victims of Domestic Abuse (Operation Faoiseamh).	
	<b>2.1.2</b> Maintaining the level of Domestic Abuse victims contacted within 7 days of reporting an incident	
	<b>2.1.3</b> Domestic Abuse Risk Assessment Tool	
<b>2.2 Enhance our capabilities to keep people safe in both the digital and physical world through the strengthening of specialist capacity and capability.</b>	<b>2.2.1</b> Reducing the backlog for the examination of seized electronic devices to below 12 months.	
	<b>2.2.2</b> Implementing a plan to respond to the Garda Inspectorate Report – Responding to Child Sexual Abuse.	
	<b>2.2.3</b> Increasing the quality and quantity of information on economic crime provided to Divisions	
<b>2.3 Enhance the quality of the service we provide to the victims of sexual offences and our capacity to detect the perpetrators of such crime through developing a better understanding of the victim experience.</b>	<b>2.3.1</b> Developing and implementing a system of outcomes-based measurement for sexual offences, in addition to standard statistical reporting of detection rates.	
	<b>2.3.2</b> Conducting a post-implementation review of the operation of the Divisional Protective Services Units.	
<b>2.4 Continue to combat drug dealing and the effects of drug dealing in communities</b>	<b>2.4.1</b> Continuing to disrupt local drug dealing through the activities of Divisional Drug Units.	
	<b>2.4.2</b> Engaging with the National Family Support Network and community organisations to help address drug-related intimidation of drug users and their families.	
<b>2.5 Prioritise the service provided to vulnerable people, including victims of hate crime</b>	<b>2.5.1</b> Rolling-out Hate Crime training	
	<b>2.5.2</b> Building up baseline data on Hate Crime and non-crime Hate incidents in 2021 to facilitate greater monitoring capability and reporting of trend information from 2022 onwards.	
<b>2.6 Maintain or Reduce the perception of the seriousness of crime and fear of crime as</b>	<b>2.6.1</b> Maintaining and building on positive results in respect of the following - <ul style="list-style-type: none"> <li>• Fear of crime has no impact on quality of life</li> <li>• People do not worry about becoming a victim of crime</li> <li>• People have no fear of crime in general</li> </ul>	

<b>measured by the Public Attitudes Survey where appropriate.</b>	<ul style="list-style-type: none"> <li>• Proportion of people who said they were victims of crime</li> <li>• Awareness of Garda patrols in local areas</li> </ul>	
<b>2.7 Implement appropriate operations to support any measures arising from Covid-19.</b>	<b>2.7.1</b> Operations and activities to respond to Covid-19	
<b>2.8 Continue to target Organised Crime Groups through targeted activities including measures aimed at degrading their capacity.</b>	<b>2.8.1</b> Continuing to take action targeting organised crime groups.	
	<b>2.8.2</b> Implementing and reviewing the OCG threat assessment matrix.	
	<b>2.8.3</b> Monitoring the level of seizures of firearms, drugs and currency.	
<b>2.9 Continue to improve road safety and reduce deaths and serious injuries as measured.</b>	<b>2.9.1</b> Continuing to implement Crowe Horwarth recommendations	
	Enhancing mobility access for Roads Policing	
	Increasing the proportion of FCNs issued through the use of mobility devices	
	<b>2.9.2</b> Developing and implementing a Road Safety Campaign in partnership with the Road Safety Authority	
	<b>2.9.3</b> Monitoring Road deaths / serious injuries	
	<b>2.9.4</b> Monitoring Lifesaver offences	
	<b>2.9.5</b> Continuing to liaise with the Department of Transport and other partner agencies to progress data sharing in respect of those driving without a licence	

### Priority 3. A Secure Ireland

<b>3.1 Continue to enhance the security of the State, managing all possible threats and challenges</b>	<p><b>3.1.1</b></p> <ul style="list-style-type: none"> <li>• Conducting Intelligence-led operations with our domestic and international partner agencies.</li> <li>• Continuing to monitor threats posed by extremists</li> <li>• Identifying, targeting and disrupting terrorist linked activities and support network.</li> <li>• Conducting intelligence-led operations to identify, target and seize finances to be utilised for terrorism.</li> </ul> <p><b>DOJ</b></p>	
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<b>3.2 Enhance our intelligence capacity/capability.</b>	<b>3.2.1</b> <ul style="list-style-type: none"> <li>Seeking out new opportunities to further enhance the capacity and capability of Security and Intelligence.</li> </ul> <b>DOJ</b>	
<b>3.3 Collaborate with our partners, contributing to national and international security</b>	<b>3.3.1</b> Continuing to participate in Major Emergency Management interagency structures, including meetings, working groups, training opportunities and exercises.	
	<b>3.3.2</b> Promoting awareness of Major Emergency Management amongst senior management in An Garda Síochána	

#### Priority 4. A Human Rights Foundation

<b>4.1 Ensure that human rights considerations are integral to policing and services provided by An Garda Síochána</b>	<b>4.1.1</b> Putting in place appropriate arrangements to communicate, monitor and provide assurance in relation to the use of additional powers related to Covid-19	
	<b>4.1.2</b> Rolling-out human rights training	
	<b>4.1.3</b> Implementing a plan to respond to the Garda Inspectorate Report in relation to Custody.	
	<b>4.1.4</b> Maintaining or increasing, as measured by the Public Attitudes Survey, the degree to which the public believes that An Garda Síochána would treat both themselves and all members of the community fairly	
	<b>4.1.5</b> Maintaining or increasing, as measured by the Public Attitudes Survey, the level of respondents that say that Gardaí treat people with respect if they had contact with them for any reason	
	<b>4.1.6</b> Building up baseline data on all Use of Force options in 2021 to facilitate greater monitoring capability and reporting of trend information from 2022 onwards.	
	<b>4.1.7</b> Continuing to review key policies through the lens of the Human Rights Screening Tool	
<b>4.2 Ensure that ethical considerations are integral to policing and inform the actions of every Garda member and</b>	<b>4.2.1</b> Developing and implementing further measures to continue to embed the Code of Ethics in the organisation	
	<b>4.2.2</b> Commencing Anti-Corruption Unit activities	




staff across the organisation.		
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### Priority 5. Our People

5.1 Ensure that An Garda Síochána can attract, retain and develop a diverse and inclusive workforce	5.1.1 Implementing key actions from the Equality, Diversity and Inclusion Strategy 2020-2021	
	5.1.2 Developing a diversity recruitment roadmap	
5.2 Enhance our strategic workforce plan and resource management capabilities to ensure that the right people are in place at the right time.	5.2.1 Strategic workforce planning	
	5.2.2 Continuing to roll-out the HR Operating Model	
	5.2.3 Maintaining or increasing, as measured by the Public Attitudes Survey, the level of Respondents who feel An Garda Síochána is well managed	
5.3 Prioritise the wellbeing of our people.	5.3.1 Commencing implementation of the Health and Wellbeing Strategy.	
5.4 Ensure that our people are supported through a positive working environment as measured by the findings of a Cultural Audit.	5.4.1 Conducting a second Garda Cultural Audit, including interrogation of subsequent findings the development of an appropriate response	

### Priority 6. Transforming our Service

6.1 Ensure that An Garda Síochána is adaptable and prepared for future challenges	6.1.1 Roll-out of the Operating Model	
	6.1.2 Enhance our Finance Function	
	6.1.3 Progressing the enhancement of corporate functions	
	6.1.4 Maintaining or increasing, as measured by the Public Attitudes Survey, the level of Respondents who feel that An Garda Síochána is modern and progressive	

<b>6.2 Enhance our digital capabilities to ensure that policing is supported through the appropriate technology and tools.</b>	<b>6.2.1</b> Continuing the roll-out of the Digital Strategy	
	<b>6.2.2</b> Roll-out of the Investigation Management System	
	<b>6.2.3</b> Roll-out of the Rosters and Duty Management System	

**Appendix B – Schedule of Expected Vacancies**

Rank	Forecast of total number of vacancies based on compulsory retirements and other known leavers, including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2021												
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec	<i>Total to end 2021</i>
<b>Assistant Commissioner</b>	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>Chief Superintendent</b>	0	0	0	0	0	2	1	0	0	1	0	0	<b>4</b>
<b>Superintendent</b>	0	0	1	0	1	1	2	1	1	1	1	0	<b>9</b>
<b>Total</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>13</b>

**Appendix C – Return to the Policing Authority in relation to numbers and vacancies in the specified ranks data as at the end of July 2021**

<i>Data as at the end of July 2021</i>													
Rank	ECF	Position at end of last month - June	Appointed in Month - July	Career Break		Resignations	Retirements		Demotions	Con sequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
<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	1	0	0	0	1	0	0	0	0	<b>47</b>	<b>0</b>
<b>Superintendent</b>	168	165	0	0	0	0	2	0	0	1	0	<b>162</b>	<b>6</b>
<b>Total</b>	<b>223</b>	<b>220</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>217</b>	<b>6</b>



## Appendix D – Breakdown of Garda Leave – Garda Members

As at 31.07.2021	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
<b>Garda</b>	<b>Male</b>	2	0.02%	0.02%	20	0.17%	0.24%	0	0.00%	0.00%	0	0.00%	0.00%	11	0.09%	0.13%	19	0.16%	0.23%
	<b>Female</b>	80	0.68%	2.34%	27	0.23%	0.79%	73	0.62%	2.14%	33	0.28%	0.97%	0	0.00%	0.00%	82	0.69%	2.40%
<b>Sergeant</b>	<b>Male</b>	1	0.05%	0.07%	2	0.10%	0.13%	0	0.00%	0.00%	0	0.00%	0.00%	1	0.05%	0.07%	6	0.31%	0.40%
	<b>Female</b>	3	0.16%	0.67%	0	0.00%	0.00%	6	0.31%	1.34%	1	0.05%	0.22%	0	0.00%	0.00%	2	0.10%	0.44%
<b>Inspector</b>	<b>Male</b>	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	<b>Female</b>	0	0.00%	0.00%	0	0.00%	0.00%	1	0.24%	1.28%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
<b>Superintendent</b>	<b>Male</b>	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	<b>Female</b>	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	<b>Total Male</b>	3	0.02%	0.03%	22	0.15%	0.21%	0	0.00%	0.00%	0	0.00%	0.00%	12	0.08%	0.12%	25	0.17%	0.24%
	<b>Total Female</b>	83	0.58%	2.08%	27	0.19%	0.68%	80	0.56%	2.01%	34	0.24%	0.85%	0	0.00%	0.00%	84	0.58%	2.11%
	<b>Total</b>	<b>86</b>	<b>0.60%</b>		<b>49</b>	<b>0.34%</b>		<b>80</b>	<b>0.56%</b>		<b>34</b>	<b>0.24%</b>		<b>12</b>	<b>0.08%</b>		<b>109</b>	<b>0.76%</b>	

## Appendix E – Breakdown of Garda Leave – Garda Staff

As at 31.07.21	Gender	Work Share	% Total Staff	% by Gender	Career Break	% Total Staff	% by Gender	Maternity Leave	% Total Staff	% by Gender	Unpaid Maternity	% Total Staff	% by Gender	Parental Leave	% Total Staff	% by Gender	Paternity Leave	% Total Staff	% by Gender
CO	Male	10	0.51%	2.11%	4	0.21%	0.84%	0	0.00%	0.00%	0	0.00%	0.00%	3	0.15%	0.63%	1	0.05%	0.21%
	Female	257	13.21%	17.47%	12	0.62%	0.82%	16	0.82%	1.09%	7	0.36%	0.48%	45	2.31%	3.06%	0	0.00%	0.00%
EO	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	1	0.14%	0.51%	0	0.00%	0.00%
	Female	39	5.32%	7.25%	7	0.94%	1.30%	14	1.91%	2.60%	3	0.41%	0.56%	18	2.46%	3.35%	0	0.00%	0.00%
AO	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	1	5.00%	10.00%	0	0.00%	0.00%	0	0.00%	0.00%
HEO	Male	0	0.00%	0.00%	1	0.62%	1.61%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	8	4.97%	8.08%	2	1.24%	2.02%	2	1.24%	2.02%	0	0.00%	0.00%	7	4.35%	7.07%	0	0.00%	0.00%
AP	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	1	1.45%	2.63%	0	0.00%	0.00%	0	0.00%	0.00%	1	1.45%	2.63%	0	0.00%	0.00%
Teacher	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	2	12.50%	22.22%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	1	6.25%	11.11%	0	0.00%	0.00%
Cleaner	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	2	0.84%	0.93%	1	0.42%	0.47%	1	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Accountant	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	1	12.50%	25.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Legal Professional	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	1	25.00%	100.00%	0	0.00%	0.00%	0	0.00%	0.00%
Chef	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Catering Manager	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	1	4.55%	5.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	<b>Total Male</b>	10	0.30%	1.06%	5	0.15%	0.53%	0	0.00%	0.00%	0	0.00%	0.00%	4	0.12%	0.43%	1	0.03%	0.11%
	<b>Total Female</b>	310	9.06%	12.55%	23	0.68%	0.94%	33	0.95%	1.31%	12	0.36%	0.49%	72	2.13%	2.95%	0	0.00%	0.00%
	<b>Total</b>	<b>320</b>	<b>9.35%</b>		<b>28</b>	<b>0.86%</b>		<b>33</b>	<b>0.95%</b>		<b>12</b>	<b>0.36%</b>		<b>76</b>	<b>2.25%</b>		<b>1</b>	<b>0.03%</b>	

## Appendix F – Garda Members and Garda Staff unavailable for duty due to sick leave

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

\*OI = Ordinary injury \*\*IOD = Injury on duty

	Garda		Sergeant		Inspector and above		Total	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
July 2021	1424	170	91	12	6	1	1521	183
Jun 2021	1,372	176	114	12	8	1	1,494	189
May 2021	1,161	163	123	10	6	1	1,290	174
Apr 2021	1,041	168	92	10	6	0	1,139	178
Mar 2021	988	163	82	11	8	0	1,078	174
Feb 2021	904	164	86	11	10	1	1,000	176
Jan 2021	863	160	79	12	9	0	951	172
Dec 2020	1,032	155	83	9	4	0	1,119	164
Nov 2020	1,060	162	77	8	2	0	1,139	170
Oct 2020	1,086	151	94	9	2	0	1,182	160
Sept 2020	1,242	155	104	9	8	0	1,354	164
Aug 2020	1,095	144	83	10	11	1	1,189	155
Jul 2020	1,076	145	92	8	7	1	1,175	154

### Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
July 2021	1518	170	94	12	6	1	1618	183
Jun 2021	1,451	179	121	12	8	1	1,580	192
May 2021	1,226	163	128	11	6	1	1,360	175
Apr 2021	1,095	171	96	10	6	0	1,197	181
Mar 2021	1,040	163	84	11	9	0	1,133	174
Feb 2021	941	168	89	11	10	1	1,040	180
Jan 2021	904	160	81	12	10	0	995	172

<b>Dec 2020</b>	1,084	157	85	9	4	0	<b>1,173</b>	<b>166</b>
<b>Nov 2020</b>	1,107	162	81	8	2	0	<b>1,190</b>	<b>170</b>
<b>Oct 2020</b>	1,158	152	97	9	2	0	<b>1,257</b>	<b>161</b>
<b>Sept 2020</b>	1,303	156	108	9	8	0	<b>1,419</b>	<b>165</b>
<b>Aug 2020</b>	1,149	145	84	10	11	1	<b>1,244</b>	<b>156</b>
<b>Jul 2020</b>	1,133	145	96	8	7	1	<b>1,236</b>	<b>154</b>

#### Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
<b>July 2021</b>	<b>13056</b>	<b>4794.5</b>	<b>1159.5</b>	<b>346</b>	<b>104</b>	<b>31</b>	<b>14319.5</b>	<b>5171.5</b>
<b>Jun 2021</b>	11038	4879	1088.5	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>
<b>Mar 2021</b>	9,200	4,662.5	962	317	124.5	0	<b>10,286.5</b>	<b>4,979.5</b>
<b>Feb 2021</b>	8,569.5	4,113	893	281	216	7	<b>9,678.5</b>	<b>4,401</b>
<b>Jan 2021</b>	9,865	4,667	900	281	120	0	<b>10,885</b>	<b>4,948</b>
<b>Dec 2020</b>	10,546	4,449	1,058	279	88	0	<b>11,692</b>	<b>4,728</b>
<b>Nov 2020</b>	10,087.5	4,338	1,004	240	44	0	<b>11,135.5</b>	<b>4,578</b>
<b>Oct 2020</b>	10,946	4,331	1,128.5	277	25	0	<b>12,099.5</b>	<b>4,608</b>
<b>Sept 2020</b>	11,307	4,067	1,043.5	244	151	0	<b>12,501.5</b>	<b>4,311</b>
<b>Aug 2020</b>	10,731.5	4,108	1,000	298	161	17	<b>11,892.5</b>	<b>4,423</b>
<b>Jul 2020</b>	9,804	4,174.5	963.5	248	114	31	<b>10,881.5</b>	<b>4,453.5</b>

#### Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
<b>July 2021</b>	<b>14,319.50</b>	<b>2,097.50</b>	<b>17.16%</b>
<b>Jun 2021</b>	12,222.00	919.00	8.13%
<b>May 2021</b>	11,303.00	1166.50	11.51%
<b>Apr 2021</b>	10,136.50	-150.00	-1.46%
<b>Mar 2021</b>	10,286.50	608.00	6.28%
<b>Feb 2021</b>	9,678.50	-1,206.50	-11.08%
<b>Jan 2021</b>	10,885.00	-807.00	-6.90%
<b>Dec 2020</b>	11,692.00	556.50	5.00%
<b>Nov 2020</b>	11,135.50	-964	-7.97%

Oct 2020	12,099.50	-402	-3.22%
Sept 2020	12,501.50	609	5.12%
Aug 2020	11,892.50	1011	9.29%
Jul 2020	10,881.50	1552	16.64%

#### Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
July 2021	5,171.50	-49.50	-0.95%
Jun 2021	5,221.00	353.00	7.25%
May 2021	4,868.00	240.50	5.20%
Apr 2021	4,627.50	-352.00	-7.07%
Mar 2021	4,979.50	578.50	13.14%
Feb 2021	4,401.00	-547.00	-11.05%
Jan 2021	4,948.00	220.00	4.65%
Dec 2020	4,728.00	150.00	3.28%
Nov 2020	4,578.00	-30.00	-0.65%
Oct 2020	4,608.00	297	6.89%
Sept 2020	4,311.00	-112	-2.53%
Aug 2020	4,423.00	-30.50	-0.68%
Jul 2020	4,453.50	57	1.30%

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

Month	No. of Days Absent	LTR	Commentary
July 2021	14,319.50	3.72%	The Lost Time Rate (LTR) for 2018, as calculated by DPER, was 3.2%.
Jun 2021	12,222.00	3.17%	
May 2021	11,303.00	2.90%	
Apr 2021	10,136.50	2.61%	
Mar 2021	10,286.50	2.65%	
Feb 2021	9,678.50	2.50%	
Jan 2021	10,885.00	2.81%	
Dec 2020	11,692.00	3.03%	
Nov 2020	11,135.50	2.87%	
Oct 2020	12,099.50	3.12%	
Sept 2020	12,501.50	3.21%	
Aug 2020	11,892.50	3.05%	
Jul 2020	10,881.50	2.79%	

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

Date	No.
July 2021	320
Jun 2021	301
May 2021	299
Apr 2021	261
Mar 2021	260
Feb 2021	244
Jan 2021	239
Dec 2020	271
Nov 2020	244
Oct 2020	271
Sept 2020	290
Aug 2020	206
Jul 2020	236

#### Garda Staff - Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
July 2021	337	5	342
Jun 2021	316	6	322
May 2021	312	5	317
Apr 2021	267	4	271
Mar 2021	270	3	273
Feb 2021	251	5	256
Jan 2021	248	5	253
Dec 2020	276	7	283
Nov 2020	256	4	260
Oct 2020	277	4	281
Sept 2020	300	2	302
Aug 2020	213	1	214
Jul 2020	251	1	252

#### Garda Staff - Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
July 2021	3636	94	3,730.00	477.00	14.66%
Jun 2021	3,102	151	3,253.00	-275.50	-7.81%
May 2021	3,404.5	124	3,528.50	557.50	18.76%
Apr 2021	2,851	120	2,971.00	-208.50	-6.56%
Mar 2021	3,086.5	93	3,179.50	76.00	2.45%
Feb 2021	3,014.5	89	3,103.50	-112.50	-3.50%
Jan 2021	3,102	114	3,216.00	42.00	1.32%

Dec 2020	3,000	174	3,174.00	517.50	19.48%
Nov 2020	2,622.5	34	2,656.50	-351.00	-11.67%
Oct 2020	2,966.5	41	3,007.50	-31.5	-1.04%
Sept 2020	3,008	31	3,039.00	354	13.18%
Aug 2020	2,654	31	2,685.00	-22.50	-0.83%
Jul 2020	2,688.5	19	2,707.50	74.00	2.81%

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

Date	Days Absent	LTR	Commentary
July 2021	3,730.00	4.43%	The Lost Time Rate (LTR) for 2018, as calculated by DPER, was 5.2%.
June 2021	3,253.00	3.89%	
May 2021	3,528.50	4.20%	
Apr 2021	2,971.00	3.56%	
Mar 2021	3,179.50	3.81%	
Feb 2021	3,103.50	3.72%	
Jan 2021	3,216.00	3.85%	
Dec 2020	3,174.00	3.82%	
Nov 2020	2,656.50	3.19%	
Oct 2020	3,007.50	3.61%	
Sept 2020	3,039.00	3.66%	
Aug 2020	2,685.00	3.25%	
Jul 2020	2,707.50	3.32%	

#### 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
July 2021	16	461
Jun 2021	14	380
May 2021	16	413
Apr 2021	13	350
Mar 2021	17	407
Feb 2021	17	399
Jan 2021	16	399
Dec 2020	16	433
Nov 2020	20	549
Oct 2020	18	486
Sept 2020	13	354
Aug 2020	10	293
Jul 2020	14	383

*Sick leave statistics as recorded on SAMS and reported @ 3.08.2021. 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 – July 2021**

Sick absence for both Garda members and Garda staff has seen an increase in ordinary illness sick absence in the last month. Instances and numbers availing of sick absence leave reflect an increase for both Garda members and Garda staff, in comparison to the previous month. Comparing July 2021 to July 2020, year on year ordinary illness days have significantly increased for Garda members by 31.6% and for Garda staff by 37.77%. There is no specific factor identified to explain the monthly or the yearly increase. Injury on duty sick absence shows a decrease month on month, however, comparing July 2021 to July 2020, year on year injury on duty has increased by 16.12%.

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 staff).

### **Injury on duty**

Overall, injury on duty for Garda members shows a slight decrease in the last month over the number of sick absence days at 0.95%. Instances of sick absence reflects a decrease at 4.69% and the number of Garda members availing of sick absence leave month on month also displays a decrease of 3.17%.

### **Ordinary illness**

The number of sick absence days, month on month, shows an increase of 17.16% for Garda members and a 14.66% increase for Garda staff. The instances of sick absence month on month show a minimal increase for Garda members at 2.41%, and for Garda staff, the increase can be seen at 6.21%. In regard to the number of members availing of sick absence leave, the figures show a similar trajectory to that of the sick absence instances for Garda members, reflecting a 1.8% increase and a 6.31% increase for Garda staff.

As mentioned in previous reports, since November 2020, we are including an extract from the ordinary illness category, specific to mental health for Garda members. The number of members reporting illness in this category this month is 16, which reflects a 14.29% increase from June 2021. The number of sick day absences for Garda members in July 2021 was 461 days, which shows a 21.32% increase from June 2021. While the figures themselves are not significant, we receive a high number of Freedom of Information (FOI) requests in this regard. It is therefore considered appropriate to make these figures available and include them in our monthly reporting.

### **COVID-19 Pandemic**

As outlined previously, 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.