



An Garda Síochána
Monthly Report to the Policing Authority

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

November 2020

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
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Luaigh an uimhir tharaghta seo
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Ms. Helen Hall
Chief Executive
Policing Authority

Dear Helen

Re: Commissioner's Monthly Report to the Policing Authority

I am pleased to provide the 11th monthly report submitted during 2020, outlining the key aspects of the administration and operation of An Garda Síochána for the month of October 2020, in accordance with Section 41A of the Garda Síochána Act 2005, as amended.

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

Yours sincerely

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

November 2020

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Message from the Commissioner

As I write, the country is hopefully moving towards the final weeks of Level 5 under the Government's Framework for Living with COVID-19. Over the last month, An Garda Síochána has engaged in a major mobilisation of resources to support public health measures through high visibility patrols, a significant number of static and rolling checkpoints, visits to retail premises, and support for the vulnerable.

In line with our tradition of policing by consent, we have continued our '4 Es' approach, to engage, educate and encourage, and only where provided for and as a last resort, enforcement. As was the case during initial restrictions, we have experienced a very high level of compliance from the public to date.

In addition, during a very difficult and stressful time for people, we have seen many examples of public support and appreciation for the work of Gardaí, particularly those at the front-line. This positive assessment by the public, communities and NGOs of our work was also reflected in the latest report by the Policing Authority on how we are policing COVID-19, and I would like to thank you for your similarly affirmative and encouraging comments.

It was also welcome to receive, on behalf of the organisation, a special award as part of the Entrepreneur of the Year Awards in recognition of the work of An Garda Síochána. A critical element in this has been the very valuable efforts by Gardaí across the country in supporting the vulnerable and those feeling isolated. In particular, this month saw the launch of the third phase of Operation Faoiseamh. This will once again see An Garda Síochána prioritise citizens vulnerable to, and victims of, domestic abuse. Our work in keeping people safe through preventing and detecting crime has also been maintained.

In the last month alone, drugs valued at €17m were seized, as well as significant seizures of cash and firearms from organised crime gangs. There was also great work at local level in preventing and detecting crimes such as burglary, fraud and assault.

Throughout the pandemic, Garda personnel have shown strong professionalism and dedication in keeping people safe, particularly the most vulnerable. This commitment and focus will be maintained as An Garda Síochána plays its role in supporting society's efforts to reduce the spread of COVID-19.

J A HARRIS
Commissioner

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

On 22 October 2020, An Garda Síochána introduced a range of measures to ensure compliance with public health guidelines and regulations, in support of the Government's decision to move to Level 5 under the Framework for Living with COVID-19. From 19 November 2020, An Garda Síochána is increasing patrols and community engagement, particularly in relation to social distancing and gathering in large groups at amenities and open spaces. This will see increased Garda activity on foot, mountain bikes and vehicle patrols in identified public spaces. An Garda Síochána continues to maintain a significant presence on roads, with static and rolling checkpoints, established as part of Operation Fanacht. The focus of An Garda Síochána continues to be keeping people safe by supporting public health measures to further reduce the spread of COVID-19 in our communities.

Operation Treoraím

Under Operation Treoraím, An Garda Síochána has been conducting checks of retail premises across the country to ensure compliance with public health regulations. The vast majority of retail premises were compliant or came into compliance, when requested to do so. Since the commencement of Operation Treoraím on 25 October 2020, there have been thirty-seven (37) potential breaches by Retail Premises and in each case, files will be submitted to the Law Officers.

Operation Faoiseamh

As part of Operation Faoiseamh (Phase III), launched on 28 October 2020, the Garda National Protective Services Bureau and the Divisional Protective Services Units will continue to provide an enhanced level of support, protection and reassurance to victims of domestic abuse, during the Covid-19 pandemic.

Operation Navigation

Operation Navigation which commenced on 3 July 2020, ensures that all licensed premises are visited by uniformed personnel to ensure compliance with public health regulations. From 1 November 2020 to 14 November 2020, there have been eight (8) potential breaches by licensed Premises and in each case files will be submitted to the Law Officers.

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

It should be noted that all data provided is provisional, operational and liable to change.

2. Finance

The overall financial position at the end of October shows a total net expenditure of €1,453.6m, which is €25.3m less than the profiled spend of €1,478.9m. The under spend is due to a combination of a capital underspend of €26.4m and additional Appropriations of €18.4m offset by other net current overspends of €19.5m.

Of the year to date Capital underspend, almost €17m relates to ICT, however this is due to timing issues as the subhead is fully committed and the budget will be expended in the coming weeks. The remaining €9m of the Capital underspend which primarily relates to Building Capital will be used to offset a projected year end overspend on vehicle purchases and, subject to Department of Public Expenditure and Reform approval, the remainder used in conjunction with a requested capital carryover in unspent capital from 2020 to 2021 under the Capital Carryover provisions.

As the COVID-19 pandemic remains, it has been necessary to continue with a series of measures and investments in certain areas of the Vote. Non-pay expenditure in relation to COVID-19 as at 31 October 2020 stands at €19.2m. This includes spend on areas including ICT, communications equipment, PPE and cleaning.

The expenditure on overtime for the year to date (including the Garda College) is €77.6m, which is €2.9m or 3.6% under the profiled budget. The expenditure on the salaries element in October 2020 was €102.3m and a year to date spend of €938.7m, which results in a year to date overspend of €17.4m. This is primarily due to increased allowance payments and to the reallocation of staff from the College to operational duty. Taking in to account the under spend on overtime, the combined overspend on the Salaries and Overtime subhead is €14.8m. As there is an offsetting saving of €6.5m for the Garda College payroll costs, the net payroll overrun is €8.3m.

The contingency roster of four units working 12 hour shifts, designed to meet necessary demands, was implemented in March 2020 and revised in June 2020 and has resulted in additional payments for unsocial hour allowances due to the increased tour lengths, additional hours on a Sunday and additional night duty etc. It has been decided to continue the revised contingency roster until 31 March 2021, therefore an additional two rosters under these arrangements will fall for payment in 2020. It is anticipated that the continuation of the contingency roster will not have a further cost increasing effect on the payroll cost projection for the remainder of the year, as there are compensating payroll savings that mitigate any additional payroll costs associated with the continuation of the revised roster.

Overtime expenditure has increased for the roster ending, 4 October 2020, in comparison with the previous four rosters. However, this was to be expected as a number of counties moved to Level 3 of the Government's Plan for Living with COVID-19 during this time period and it necessitated an increase in Garda checkpoints and visibility in certain areas.

3. Human Resources and People Development (HRPD)

- The Garda strength as at 31 October 2020 stood at 14,548 (14,497.5 WTE) and the Garda Staff strength was 3,361 (3,118.3 WTE). A full breakdown by rank, grade and gender is outlined below. This report also provides information in respect of family friendly arrangements, sick leave and suspensions.
- As advised in previous reports, a total of 82 Garda Trainees were offered a place for the Intake on 25 May 2020 and 75 accepted. A further 79 Garda Trainees were offered a place on the Intake for 22 June 2020 and 75 accepted. These trainees were the first to commence the new process, detailed as follows:

Phase I of the Training Programme is divided into a three stage blended phase, which consists of:

1. Three weeks online learning, consisting of self-directed eLearning lessons, supported each day by live online tutorial sessions and one week residence at the Garda College.
2. A minimum of 12 weeks at a designated Garda Station.
3. 16 weeks residence in the Garda College.

- Work continues on resourcing additional and new Garda Staff posts based upon prior sanctions for recruitment received from the Policing Authority.
- The Workforce Plan is continuing to be refined and revised in consultation with the Policing Authority and Departments of Justice & Equality and Public Expenditure & Reform who are anxious to ensure the visibility of the Garda Reassignment Initiative and progress on the workforce modernisation agenda.

Garda Strengths

Rank	At 31 Oct 2020	Male	%	Female	%	WTE
Commissioner	1	1	100%		0%	1
Deputy Commissioner	1	1	100%		0%	1
Assistant Commissioner	9	5	56%	4	44%	9
Chief Superintendent	46	37	80%	9	20%	46
Superintendent	167	148	89%	19	11%	167
Inspector	375	306	82%	69	18%	375
Sergeant	2,061	1,594	77%	467	23%	2,058.5
Garda	11,888	8,467	71%	3,421	29%	11,840
Total	14,548	10,559	73%	3,989	27%	14,497.5

Of which		Male	%	Female	%
Career Breaks (incl. ICB)	58	26	45%	32	55%
Work-sharing	50.5	1.5	3%	49	97%
Secondments (Overseas etc.)	14	11	79%	3	21%
Maternity Leave	80	N/A	0%	80	100%
Unpaid Maternity Leave	41	N/A	0%	41	100%
Paternity Leave	1	1	100%	N/A	N/A
Available Strength	14,303.5	10,519.5	74%	3,784	26%

Garda Reserve Strengths

Garda Reserves Strength as at 31 October 2020	Total	Male	%	Female	%
	416	315	76%	101	24%

Garda Staff Strengths

	Total	WTE*	Male	%	Female	%
Professional / Technical (including Chief Medical Officer)	59	58.4	36	61%	23	39%
Administrative **	2,921	2,822.2	781	27%	2,140	73%
Industrial / Non Industrial	381	237.7	117	31%	264	69%
Total	3,361	3,118.3	934	28%	2,427	72%

Of which	Total	Male	%	Female	%
Maternity Leave	26	N/A	0%	26	100%
Unpaid Maternity Leave	14	N/A	0%	14	100%
Paternity Leave	0	0	100%	N/A	0%
Available Total	3,321	934	28%	2,387	72%

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

** Civil service grades and other administrative posts.

Work Sharing ***	Total	Male	%	Female	%
	338	8	2%	330	98%

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

Career Breaks****	Total	Male	%	Female	%
	24	5	21%	19	79%

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

Garda members reassigned to operational duties as at 31 October 2020

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
2018	0.5	4.5	15	39	199	258
2019	0	6	8	47	283	344
2020	0	0	1	19	90	110
Total	0.5	10.5	24	105	572	712

Administrative and Civil Service (and Chief Medical Officer)

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	4	4	3	75%	1	25%
Chief Medical Officer	1	1	1	100%	0	0%
Director	1	1	1	100%	0	0%
PO	21	21	10	48%	11	52%
AP	69	69	30	43%	39	57%
HEO	125	124	51	41%	74	59%
AO	14	14	6	43%	8	57%
EO	750	740.2	200	27%	550	73%
CO	1,936	1,848	479	25%	1,457	75%
Total	2,922	2,823.2	782	27%	2,140	73%

Parental Leave

01.10.2020 – 31.10.2020	Garda Members	Garda Staff
	110	95

Suspensions: Persons suspended from An Garda Síochána as at 10 November 2020

Total*	Male	%	Female	%
67	60	90%	7	10%

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

4. Information and Communications Technology (ICT)

With the introduction of COVID-19 Level 5 restrictions, announced by the Government recently, ICT has experienced a huge increase in demand for remote working solutions from personnel across the organisation. We are continuing to deliver solutions and support personnel throughout the organisation as quickly as possible to enable accessing Garda information systems remotely in a secure manner.

Schengen (SIS II): The deployment date indicated by the EU Commission is 15 March 2021. The Formal Council Implementing Decision is subject to approval at the Council of Ministers. Deployment planning is in progress targeting this date. SIS Communications and training plans are under review and analysis of design for the next iteration of SIS (Recast) is in progress in parallel.

CAD 2: Detailed planning and design workshops are ongoing with the preferred supplier with a view to completing requisite documentation and Contract Award by 7 December 2020.

RDMS Deployment: RDMS was deployed to DMR South Central in October 2020 and the rollout team is in place to provide support. Implementation in Cork City is on course for Q4 with planners go-live scheduled for 9 November 2020 and members go-live scheduled for 30 November 2020. Initial planning and design is to be completed for Limerick Division by year end 2020.

IMS / PEMS Deployment: A decision to resume Continuing Professional Development (CPD) training in Clare is awaited. Rollout dates for Phase 3 are currently scheduled for 1 December 2020 in Clare and 3 December 2020 in Wicklow. Phase 4 hardware rollout planning is underway.

Mobile Device Deployment: Initial deployment of 100 devices to Community Policing has been completed. Community Policing has reached out to the divisions for the remaining 300 nominations and these nominations are awaited. Current COVID-19 restrictions will pose some challenges for the next roll-out.

Operating Model: Mid-October deployment of Operating Model Release 1 (prioritised applications) is completed. A centralised STO team will roll out Business Services Functional Areas from 5 October 2020. Further Operating Model releases are being planned/designed which will require ICT alignment and ICT releases. As a result of indicative ICT budget cuts for 2021, the ability to adapt systems as required may be impacted.

ICT Capacity: Recruitment for vacancies at PO level is ongoing. Sanctioned vacancies at APO, HEO and EO level will be filled by utilising open competitions advertised by PAS and coordinated by OGCIO. An Garda Síochána will support these campaigns by sitting on shortlist and interview boards. There is ongoing engagement with Estate Management regarding new ICT accommodation in Phoenix House and the requirement for residual accommodation in Garda Headquarters.

Cloud Strategy: All feedback has now been collected and tracked and updates to the Cloud Strategy document have been completed. An ICT Management Session has been organised to go review the document, answer questions and provide an opportunity for final feedback.

5. Corporate Communications

Engagements

During October 2020, the Office of Corporate Communications published significant content highlighting varied policing activities through a range of measures including press releases, interviews, media queries, internal weekly Newsbeat publications and social media posts. These reached a significant milestone of 500K followers on the @GardaTraffic Twitter account.

Following the Government decision to move to Level 3 and subsequently to Level 5, under the Framework for Living with COVID-19, the Office of Corporate Communications continued to engage with our external and internal audiences to provide key messaging on a range of activities to keep people safe by supporting public health measures to reduce the spread of COVID-19.

Other high level communications during the month of October have focused on issues such as:

- Drug Seizures: Numerous press releases issued on drug seizures with a combined value of almost €17m for the month of October 2020. This included a significant seizure of Cannabis, with an estimated value in excess of €7m by Revenue Customs Officers and members of An Garda Síochána attached to the Garda National Drugs and Organised Crime Bureau (GNDOCB).
- The Garda Public Attitudes Survey: The Survey for 2019 found that over 90% of people trust An Garda Síochána.

Media Briefings and Interviews

Media briefings and interviews for the month of October 2020, included:

- Media briefing by the Commissioner on the Policing Plan in response to Level 5.
- Press briefing and media appeal at DunLaoghaire Garda Station in relation to the Murder of Baby Noleen Murphy.
- Press briefing and media appeal at Kanturk Garda Station in relation to the Critical firearms incident and discovery of three bodies in Kanturk.
- Press briefing and media appeal in relation to the discovery of three bodies at a property in Ballinteer.
- Media briefing by the Commissioner and Deputy Commissioner Policing and Security on Operation Fanacht in response to Level 3.
- Assistant Commissioner John O'Driscoll, Organised and Serious Crime (OSC) provided a number of media interviews on Operation Thor and achievements by the Organised and Serious Crime Unit.
- Detective Chief Superintendent Declan Daly of the Garda National Protective Services Bureau (GNPSB) facilitated various media Interviews in relation to Operation Faoiseamh Phase 3.
- Detective Chief Superintendent Paul Cleary of the Garda National Cyber Crime Bureau (GNCCB) facilitated a number of interviews in relation to the work of GNCCB.
- Detective Superintendent Desmond McTiernan provided an interview to the Irish Independent on the work of the Serious Crime Review Team.

Launches & Initiatives

Launches and initiatives during the month of October 2020, included:

- Launch of Operation Faoiseamh (Phase 3): An Garda Síochána continues to support victims of Domestic Abuse.
- Commencement of 'Operation Thor' nationwide and the 'Lock Up/Light Up' campaign.

- European Union Crime Prevention Network (EUCPN) European Wide Burglary Campaign Focus Day: Infographics and short videos were shared on social media with a reach of 216K / Video Views 29.3K.
- European Cyber Security Month with weekly cyber security themed infographics posted across social media channels with a reach of 352K / Video Views 17.5K.
- Halloween safety awareness campaign.
- Numerous Roads Policing campaigns, as detailed in the Corporate Communications section below.

Press Office

- Weekly press release updates were provided on key data under Level 3 and Level 5 restrictions in support of public health measures to reduce the spread of COVID-19.
- Approximately 200 press releases were issued by the Press Office and hundreds of press queries were handled during the month of October 2020 on a range of criminal justice issues.

Internal Communications

Communicate Magazine Awards 2020

An Garda Síochána has been shortlisted for “Best Internal Communications during COVID-19” by Communicate Magazine in the UK. There were 27 entries for this award category and the shortlist comprised of only four organisations.

The winner will be announced in November 2020.

COVID-19 focus for Level 5

In response to the national move to Level 5 COVID-19 restrictions, the Internal Communications Unit reintroduced COVID-19 updates for all personnel. These are issued twice per week as follows:

- Newsbeat is issued each Tuesday and comprises COVID-19 updates and other news from across the organisation. Newsbeat currently has a readership of over 13,000.
- A dedicated COVID-19 update is issued each Thursday.

Both of these communications are issued directly to all personnel, rather than cascaded through the ranks, which means all personnel receive the updates with no delay.

In October 2020, these updates were issued on nine occasions. Key topics included an explanation of the updated Government Regulations (enforceable / unenforceable areas), advice on when personnel should not report to work, explanations of close contact versus casual contact, advice on the wearing of face coverings, instructions on holding meetings online and more.

Leadership communications with Dr. Oghuvbu, Chief Medical Officer

In October 2020, the Internal Communications Unit launched a series of communications with our Chief Medical Officer which provided COVID-19 advice. In a series of three videos, Dr. Oghuvbu answered frequently asked questions, providing answers to personnel regarding when to self-isolate and how to prevent COVID transmission. In addition to this, a Newsbeat feature sought the submission of COVID-19 related health questions for Dr. Oghuvbu to answer. These initiatives were accessed widely by personnel throughout the organisation, with Internal Communications noting a significant increase in views.

Other channels: Portal, screensavers

The Garda Portal continues to be updated regularly with COVID-19 information and screensavers continue to be refreshed with key messages on COVID-19. Work is commencing with ICT on a proposal for a Portal upgrade project to commence in 2021, which is a project outlined in APSFF.

6. Progress update on embedding the Code of Ethics

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

As reported previously, no Code of Ethics workshops have been held since March 2020 and this is likely to continue for the remainder of the year. Sign up to the Code of Ethics declaration, however, continues to be captured at various points by personnel within the Organisation. Most initiatives on the plan for the continued embedding of the Code of Ethics in 2020 are progressing, but some have been affected by cancellation of face-to-face training. An Ethics awareness video has been recorded by the Garda Ethics and Culture Bureau (GECB) at the Digital Hub in the Garda College, for inclusion in the Garda Staff Induction eLearning programme.

The governance and communications related activities are continuing. Lanyards depicting the nine ethical standards and commitments included in the Code of Ethics are currently being disseminated throughout the Organisation to non-frontline personnel.

The GECB has engaged positively with 62 Divisions and Sections in relation to the statistical data and returns are being collated, analysed and reconciled with the validated database. While all Divisions have provided initial responses, the GECB continues to engage with the final nine Divisions/Sections in relation to their returns.

Garda Decision Making Model (GDMM)

The GECB has supplied the Garda College with ethics content for GDMM eLearning training, which includes a video recorded in the Digital Hub in Garda College. The first draft of the eLearning has been reviewed and feedback provided to the Garda College. A communication approach document to support the roll out of the eLearning content has been developed. The rollout of GDMM eLearning will be affected by the current pause in training as part of the Level 5 COVID-19 restrictions.

7. Implementation of Cultural Change

The GECB has commenced gathering statistical data around culture change, including data on suspensions, dismissal and complaints. Following consideration of the review by senior management, three initiatives will continue in the present format with supplementary communications required for a further five. Additional research is required for the remaining four initiatives. Work on these initiatives will continue through 2021.

An Garda Síochána will proceed with a mini-tender competition (valued at under €25,000) for the second Cultural Audit. The Request for Tender documentation has been drafted and circulated for views.

8. Risk Management

An Garda Síochána Corporate Risk Register captures 11 principal risks currently facing the organisation. An Garda Síochána corporate risks are being managed effectively by their assigned Corporate Risk Owners, overseen by the Risk & Policy Governance Board, and supported by the Garda Risk Management Unit (GRMU).

During October 2020, the following initiatives took place:

- Superintendent GRMU held meetings via video conference with Corporate Risk support staff assisting in the review of their risks, an initiative introduced to improve the administration of risk.
- GRMU received a demonstration of an e-Risk IT System by the Office of the Government Chief Information Officer (OGCIO), an initiative of APSFF.
- A Key Governance Stakeholder Group Meeting was held.
- The GRMU, in collaboration with the Garda College, is developing virtual development programmes for risk management training and briefings.

Compliance rates for Q3, 2020 are currently being collated. Compliance rates from Q1 and Q2, 2020, remained consistently high, averaging 93%. Overall compliance for Q2 2020 was 87%.

9. Use of Force

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

The Chief Information Officer in An Garda Síochána advises that the data included in this section is self-contained and prepared from a very small data set covering only two months. It should not be linked with or compared to other sources. The figures provided are provisional, operational and subject to change.

A new automated system has been introduced as part of the PULSE update in October 2020. It is anticipated that the data collected will be used to report trends in the future.

Comparison of data for September and October 2020

- There has been a decrease in recorded incidents of uses of force from 95 Incidents in September 2020 to 78 Incidents in October 2020.
- There has been an almost 50% increase in baton usage from 11 uses in September 2020 to 20 uses in October 2020.
- The usage of Incapacitant Spray has reduced from 79 uses in September 2020 to 54 uses in October 2020.
- Taser usage has remained consistent with 5 uses in September 2020 and 4 uses in October 2020.
- The use of Firearms has remained at zero incidents for September 2020 and October 2020.
- There has been a decrease of 20% in the number of Public Order incidents from 71% in September 2020 to 51% in October 2020.
- Regarding the days of the week in which force was used; Saturday has seen an increase of 10% from last month and Tuesday has remained high and consistent with both 19% in September 2020 and October 2020.
- The DMR South Central Division has consistently remained the Division that has the highest level of force uses month on month. Cork City Division has seen an 8% increase when compared with last month. Limerick Division has seen a decrease of 6% compared with last month.

10. Crime Trends

National Overview

Long term Property Crime, Burglary and Criminal Damage plateaued in 2019 following a sustained downward trend from 2015 – 2018. This reduction has resumed in 2020, largely due to the COVID-19 pandemic. Crimes against the Person and Sexual Offences, for which continuous upward trends have been observed in recent years, have stabilised in 2020. Public Order incidents have increased consecutively in 2018 and 2019 and although also affected by COVID-19, have not seen as great a reduction when compared with Property Crime or Criminal Damage.

COVID-19: Since March 2020, government measures to inhibit the transmission of Coronavirus have been in place, which included closure of schools and (subsequently) ceased operation of all non-essential services and prohibition of all non-essential travel. This has had a significant effect on crime, with most crime types reporting significant reductions since mid-March 2020. April and May 2020 were complete months of COVID-19 restrictions, allowing for comparison with last year and an *approximation* of the impact that COVID-19 has had on various types of crime. Although some restrictions were lifted in June/July 2020, many remain in place and continue to have an effect on the rate of crime. Furthermore, the introduction of the Plan for Living with COVID¹ and subsequent movement to Level 5 of this plan in late October 2020 brought about the reintroduction of ‘lockdown level’ restrictions that were seen in April 2020.

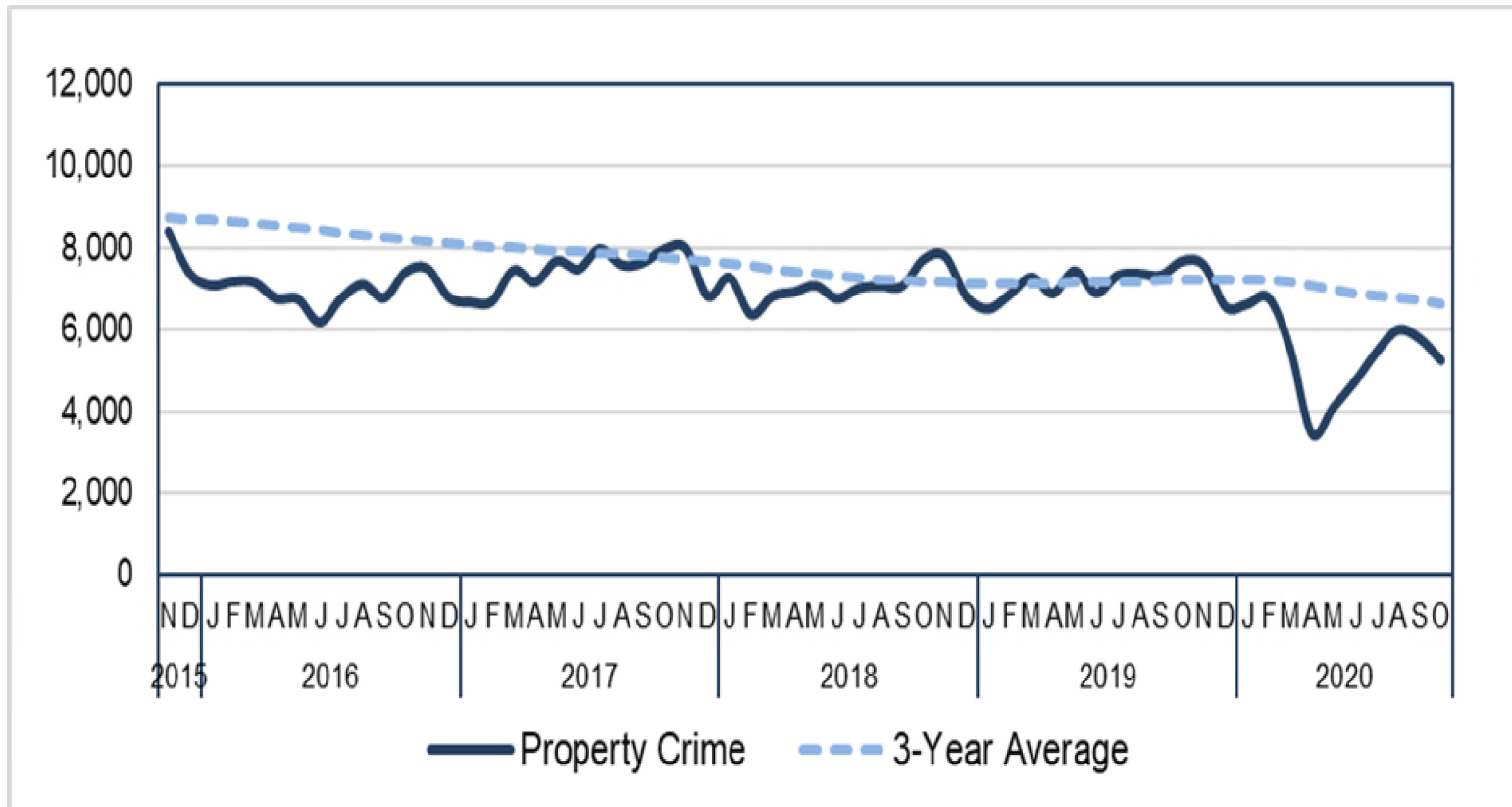
Comparisons of April-October 2020 with April-October 2019 are provided to follow.

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

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

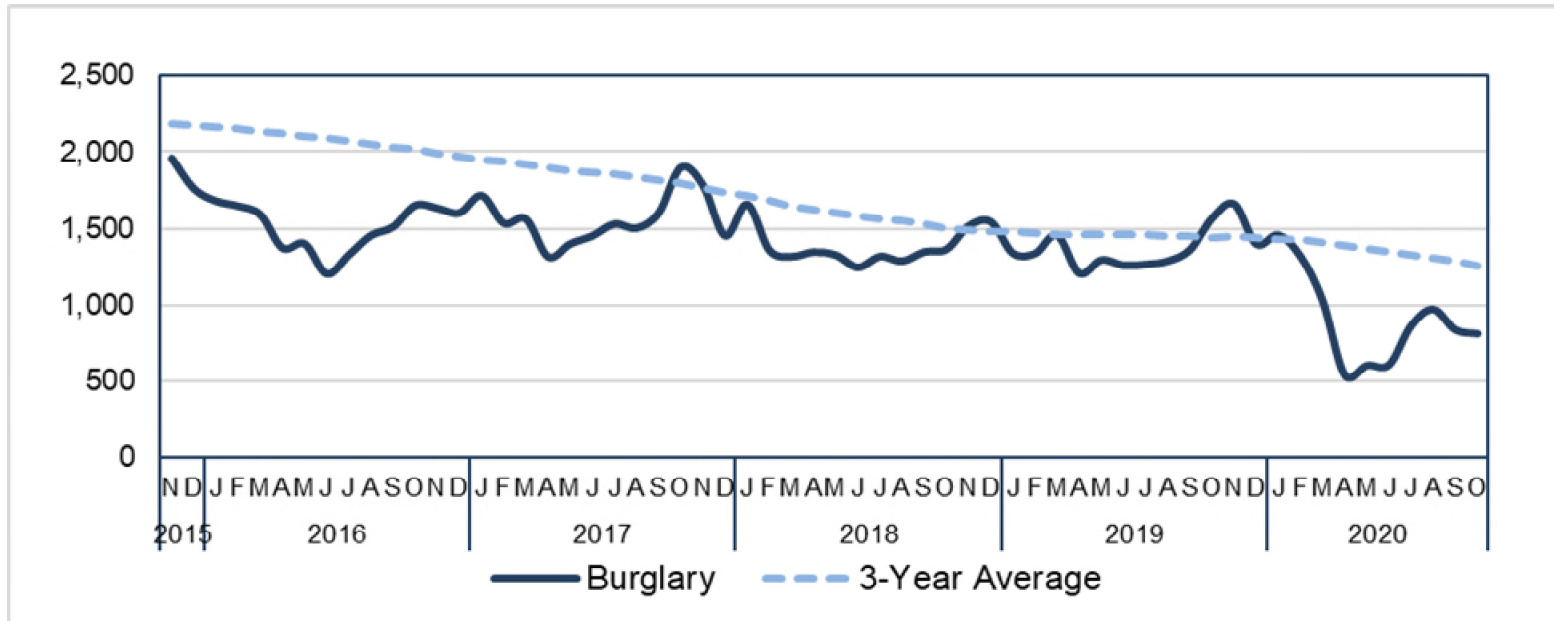
Property Crime had been trending downwards since the end of 2015. This trend flattened in 2019, but has taken a further downward turn in 2020. Levels are down 21.2% in the 12 months to October 2020, as compared with the 12 months prior. COVID-19 has resulted in a lot of business premises being shut and with more people staying at home, there is a reduction in the number of residences left vacant. As a result, offenders are presented with less opportunity to commit Property Crime offences. In 2020, Property Crime was lowest in April when lockdown conditions were in effect. When April-October 2020 is compared with April-October 2019, there has been a reduction in Property Crime of 31.5%. The introduction of nationwide Level 5 restrictions towards the end of October 2020 has likely had an effect on property crime and the downward trend in the figure below is likely to continue into November 2020.

Chart 1: Total Property Crime - 5 Year Trend



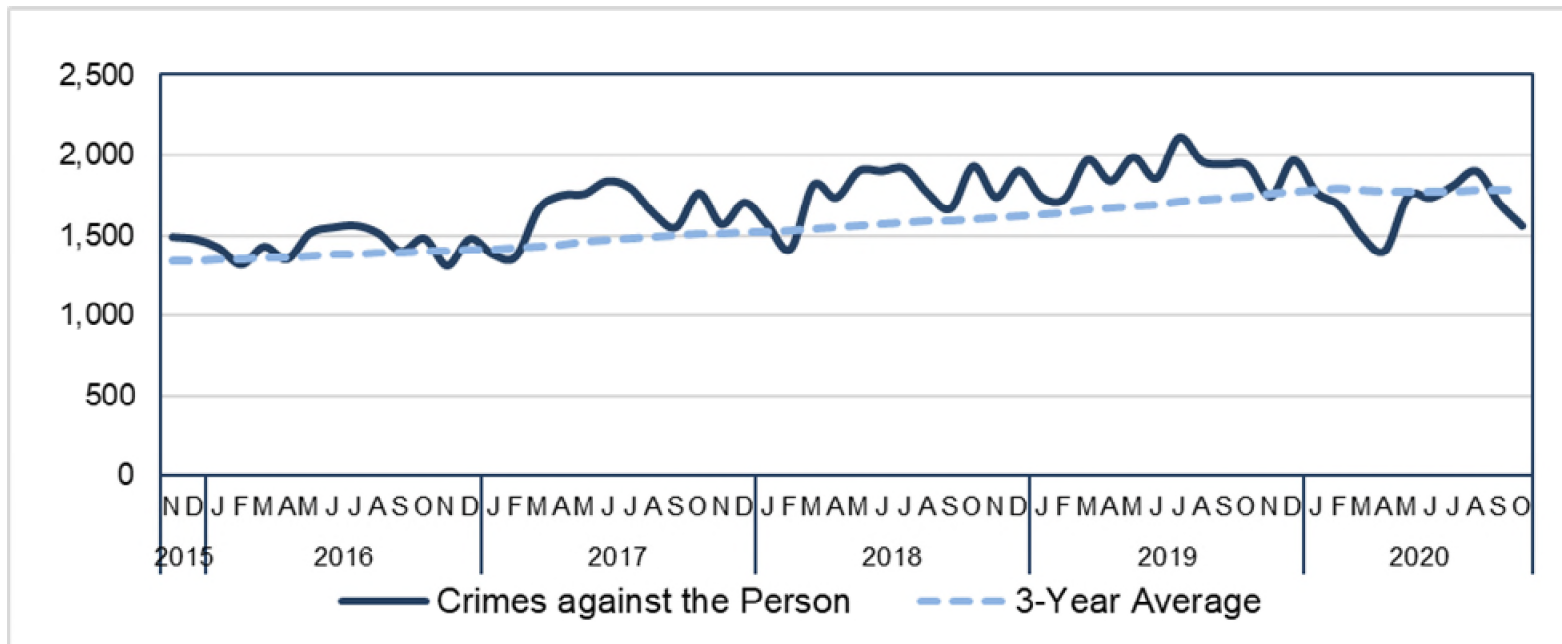
Burglary has been trending downwards, particularly since the commencement of Operation Thor, on 2 November 2015. Residential burglary was down 18.9% and burglary occurring elsewhere down 25.9% in the 12 months to October 2020. When compared with April-October 2019, residential burglary has decreased by 44% and burglary elsewhere has decreased by 42.3%. Residential burglary tends to peak in October and November each year, however, this is not likely to be the case in 2020 due to COVID-19 (for reasons described under Property Crime).

Chart 2: Burglary - 5 Year Trend



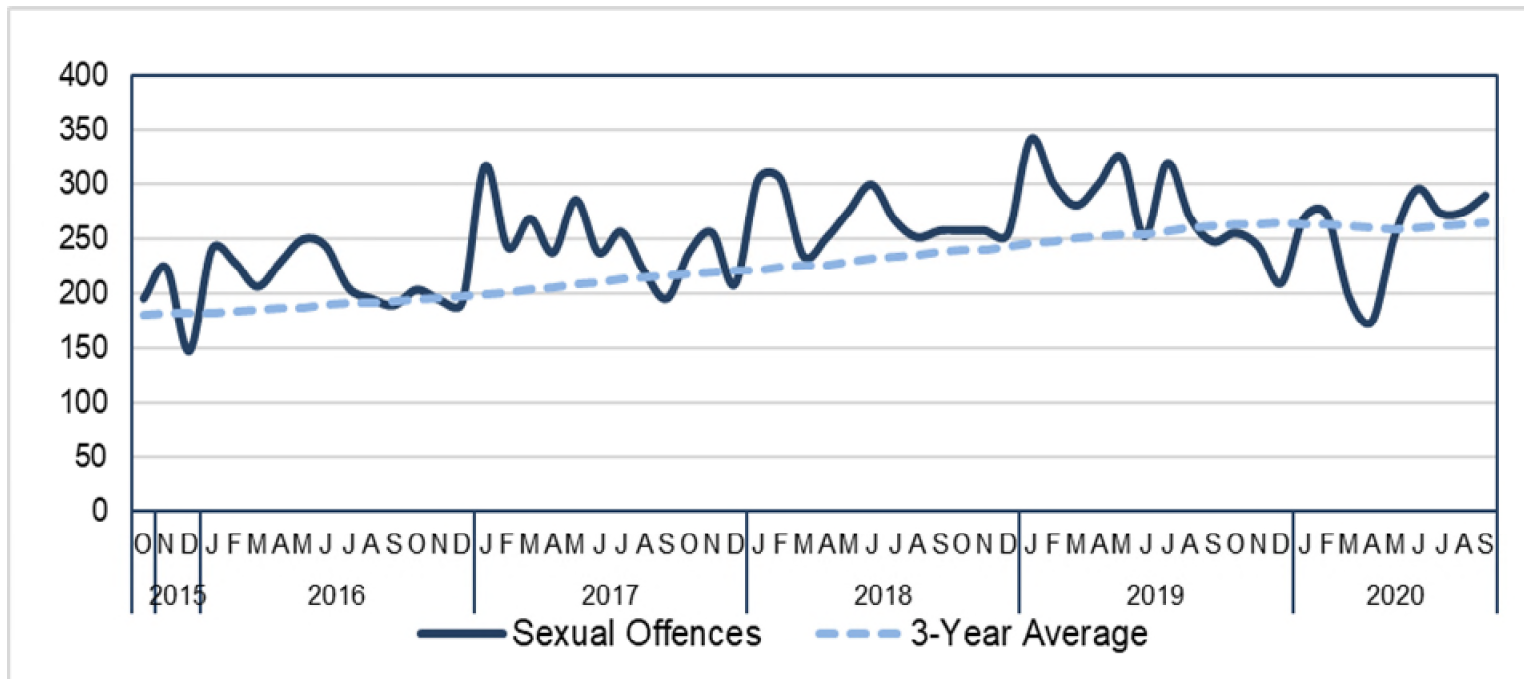
Crimes against the Person have plateaued in 2020 following a gradual rise over the past three years. In the year to October 2020, there has been a decrease of 9.7%. There has been an overall reduction during COVID-19 which is likely to be linked to decreased public mobility and closure of licensed establishments. In April-October 2020, Crimes against the Person were 12.9% lower than those reported in April-October 2019. The most common offence in this category is assault. While most assault typically occurs in public locations, and public assault has decreased by 34% in April-October compared to 2019, assault in residences has increased by 11.6% during this period.

Chart 3: Crimes against the Person - 5 Year Trend



The Garda Information Services Centre (GISC) has implemented a batch data quality check on **Sexual Offences** to ensure the correct application of crime counting rules and as such this data can be reported on with a one month time lag. Sexual offences have been increasing since early 2015, however, this has plateaued in the last 12 months. In the 12 months *to September 2020*, there has been a decrease in reported Sexual Offences of 11.9%. The general increase in sexual offences in recent years is not unique to Ireland² and may be partially attributable to a change in reporting behaviour whereby victims are increasingly likely to report sexual crime. Ongoing efforts by An Garda Síochána regarding the 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 precluded that the increase in Sexual Offences (in recent years) is solely due to an increased level of incidents occurring. In April-September 2020, reported Sexual Offences were 9.0% lower than in April-September 2019. However, given the low volume (compared to other crime) and high monthly fluctuation this cannot yet be taken as an approximation of the impact of COVID-19 on reported Sexual Offences.

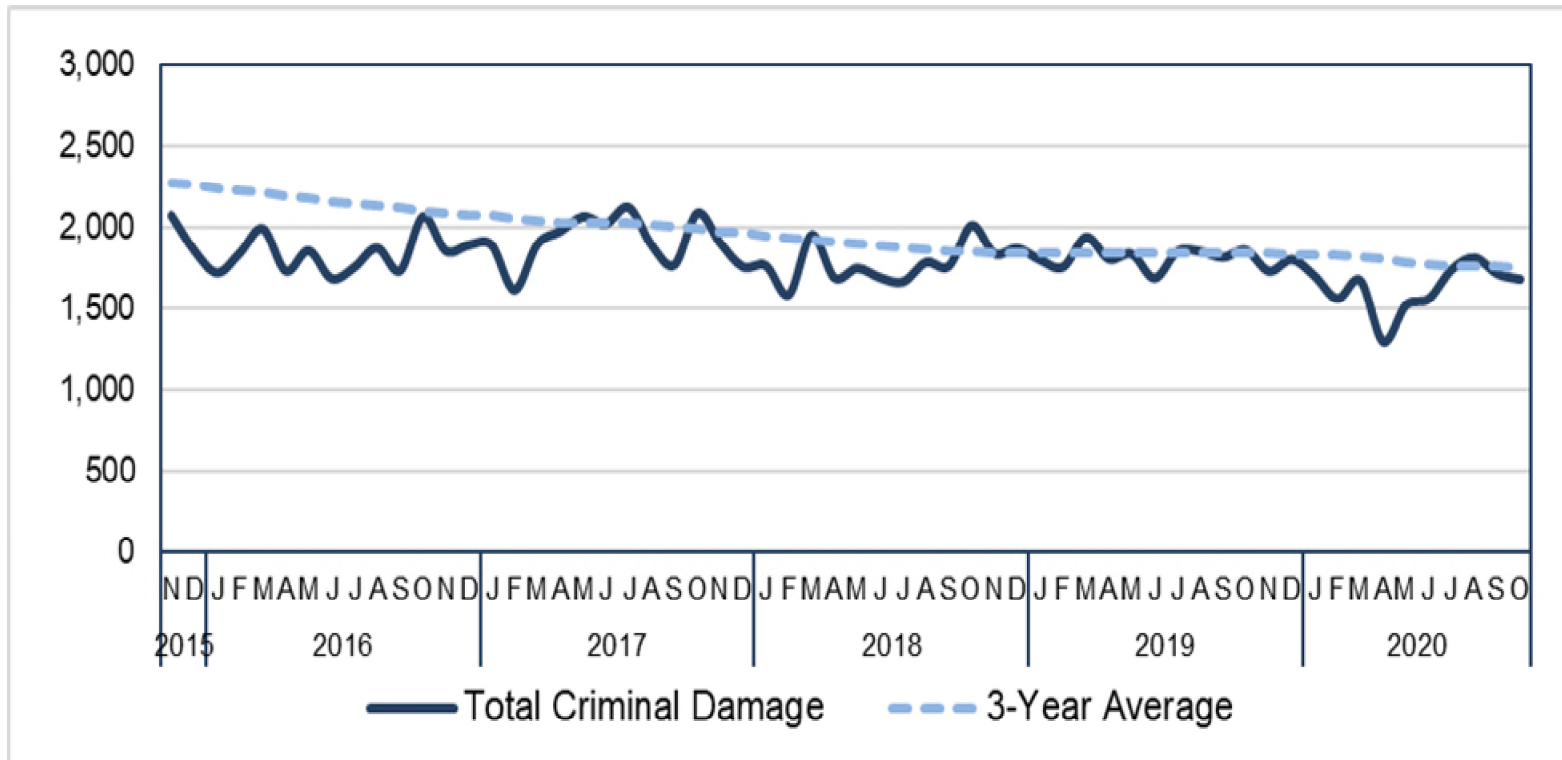
Chart 4: Sexual Offences - 5 Year Trend (to September 2020)



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

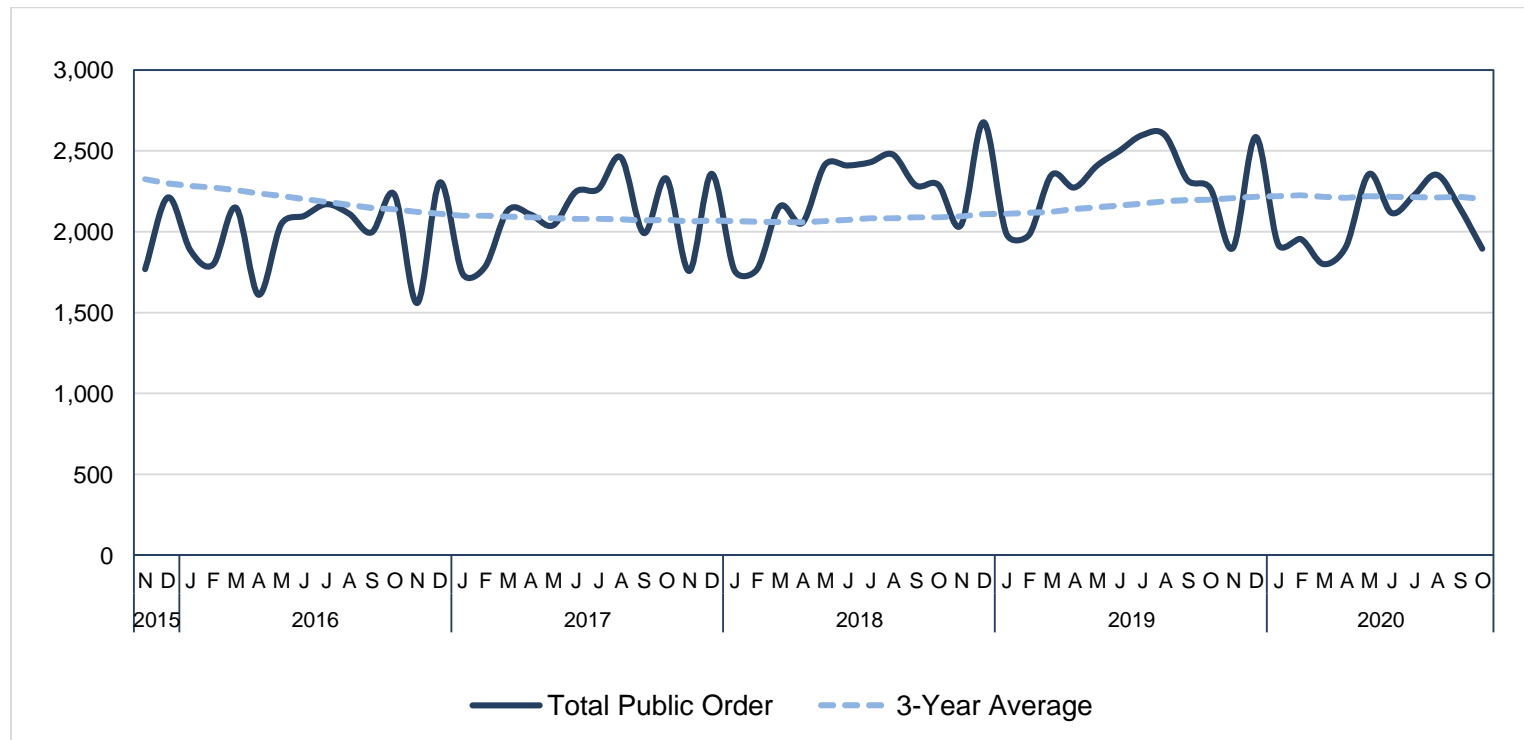
Criminal Damage incidents trended downwards from 2015 to 2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis, there were signs of resumption of this downward trend. There was a decrease of 9.7% in the 12 months to October 2020 as compared with the 12 months prior to this. In April-October 2020, there were 10.8% fewer reported Criminal Damage incidents compared to April-October 2019.

Chart 5: Total Criminal Damage - 5 Year Trend



Total **Public Order** incidents showed a gradual upwards trend starting in mid-2018 and finishing at the beginning of 2020. Just prior to the COVID-19 crisis, there were signs of this trend coming to a plateau. There has been a decrease of 10.1% in the 12 months to October 2020. Total Public Order (Public Order and Drunkenness) tends to spike in December and increase gradually throughout the year into summer. Public Order offences for April-October 2020 are down 7.9% while Drunkenness offences are down 18.3% when compared with the same period last year.

Chart 6: Total Public Order - 5 Year Trend



GSAS closely monitors crime trends and disseminates analysis on a regional and divisional basis. This feeds directly into planning operational activities aimed at reducing and preventing crime. **Note: Crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports. The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.**

Data Quality Assurance

Monthly meetings continue between An Garda Síochána and the CSO on data matters. The most recent meeting was held on 5 November 2020. The CSO has provided positive feedback on data quality progress to date. The three priority data quality actions for 2020 discussed with the Policing Authority on 5 March 2020 are still in progress.

- (1) Crime recording rules were published in August 2020 with positive feedback from the CSO in their 29 September release on Recorded Crime Q2 2020.
- (2) Eircode capture was implemented in PULSE 7.6 on 18 October 2020. This is complemented by the ongoing Eircode matching project to automatically associate Eircodes with existing addresses in PULSE. This is expected to be completed in early December 2020. The initial results are very promising and indicate that a match rate of approximately 40% is attainable. Achieving this level of good Eircode coverage will improve the precision of address recording and also improve the ability to search for records.
- (3) The robust PULSE data review process operating by GISC and essential to maintaining quality, continues to function well and has been an essential enabler in the production of verifiable external reports and addressing concerns about the quality of individual records. This will be further validated by an internal and external audit of the review process, to be coordinated initially by the Garda Professional Standards Unit.

The ongoing shortage of data collection capacity (GISC), analytics capacity (GSAS) and data science technology is a barrier to increasing both the quality and value of data to An Garda Síochána. The 2020 reduction in staffing is against a backdrop of the need to implement the data quality strategy and increasing demands for data and information both internally and externally. These are the subject of ongoing business case approvals.

11. Policing Successes

Throughout the month of October 2020, there have been numerous incidents of excellent police work performed by members of An Garda Síochána in the course of their routine operational policing duties, supported by specialist personnel from units under the remit of Assistant Commissioners Organised & Serious Crime, Garda National Crime & Security Intelligence Service and Roads Policing and Community Engagement. An overview of some of those incidents is provided to follow:

On 30 September 2020, as part of an intelligence led operation targeting the supply of unlawful firearms, personnel from the Emergency Response Unit intercepted a vehicle in Castlerea, Co. Roscommon. A bag containing three suspected firearms and a quantity of ammunition was recovered. The sole occupant was arrested and detained at Castlerea Garda Station, pursuant to the provisions of Section 30 of the Offences Against the State Act 1939-98, where he was subsequently charged with unlawful possession of firearms and ammunition, contrary to Section 27(a), Firearms Act 1964 and is currently remanded on bail.

On 1 October 2020, an agricultural tractor was reported stolen from a property in Ballina, Co. Mayo. An immediate investigation commenced and details of the vehicle were circulated. On 15 October 2020, Gardaí on patrol intercepted a vehicle towing a trailer in Crossmolina. The driver and passenger were arrested at the scene and detained under the provisions of Section 4, Criminal Justice Act 1984 at Ballina Garda Station. Investigations into this matter remain ongoing and a comprehensive file will be submitted to the Law Officers. The vehicle has been returned to its registered owner.

On 2 October 2020, The Active Mobility Team, led by Assistant Commissioner Eastern Region, delivered Fixed Charge Notice (FCN) training to members of Kerry's Roads Policing Unit. Following the presentation, an Automatic Number Plate Recognition (ANPR) Mobility Checkpoint was set up at the Killarney bypass, which resulted in the detection of road traffic offences via ANPR hits, achieved through Active Mobility Phones. Four vehicles were seized under Section 41, Roads Traffic Act, while figures to date indicate that over 60 offences were detected in a two-hour period, two thirds of which were inputted via Mobility FCN for immediate processing.

On 9 October 2020, as part of an ongoing intelligence led operation targeting serious organised criminal activity and the importation of controlled drugs, personnel from the Garda National Drugs & Organised Crime Bureau (GNDOCB), in liaison with Revenue personnel conducted a controlled delivery in Dublin, resulting in the seizure of 70 kilograms of Cannabis Herb, with an approximate value of €1.4m. On 22 October 2020, the suspect was arrested and detained at Swords Garda Station, pursuant to the provisions of Section 2, Criminal Justice (Drug Trafficking) Act 1996 and subsequently released without charge, pending submission of an investigation file to the Law Officers.

On 14 October 2020, as part of an ongoing investigation into suspected organised criminal activity, three planned and coordinated search operations were undertaken in Dublin, Dundalk and Tralee. Two suspected offenders were arrested on suspicion of involvement in an offence contrary to Section 72, Criminal Justice Act 2006, as amended, and detained pursuant to Section 50, Criminal Justice Act 2007, as amended. Following consultation with the DPP, one suspected offender was subsequently charged in respect of alleged money laundering offences, while the second suspected offender was released from custody, pending submission of an investigation file. On 29 October 2020, a third suspected offender was arrested and detained, arising from his suspected involvement in a criminal organisation and alleged money laundering. This person was subsequently charged in respect of three sample counts of money laundering, relating to the sum of €179,613.16, contrary to the provisions of Section 7, Criminal Justice (Money Laundering & Terrorist Financing) Act 2010. Following objections by An Garda Síochána, bail was refused.

On 17 October 2020, Gardaí attended at a residence in Waterford where it was reported that two men had broken into a house armed with a bar and a hammer and made threats to the homeowner. An immediate investigation commenced and a description of the suspects was circulated. A short time later, Gardaí intercepted a vehicle, travelling towards the M7 Motorway exit. The three occupants were arrested and detained at Waterford Garda Station pursuant to the provisions of Section 4, Criminal Justice Act, 1984. Two of the three occupants were subsequently charged with Burglary and Theft related Offences and on 18 October 2020, they were brought before a special sitting of Waterford District Court, where one person was remanded in custody. A comprehensive file will be prepared for the DPP.

On 20 October 2020, in the course of an ongoing intelligence led operation targeting serious organised crime activity and the importation of controlled drugs, personnel from the Garda National Drugs & Organised Crime Bureau (GNDOCB) effected the coordinated stop and search of a vehicle and conducted a search in the West Dublin area. Forty kilograms of Cannabis Herb, with an estimated value of €800,000 and €79,500 in cash was seized. One male was arrested and charged with offences contrary to the Misuse of Drugs Act 1977/84 and is currently on bail to appear before the courts.

The Payment Crime Unit attached to the Garda National Economic Crime Bureau has undertaken a number of planned and coordinated searches in the course of an ongoing investigation relating to a suspected Organised Crime Group (OCG) operating in Ireland. It is suspected that Irish bank accounts have been opened, using false personal and business names and false documentation, for the suspected purpose of laundering the proceeds of crime. In total, it is believed that sums of money, in excess of €1.5m have been laundered through such accounts. On 21 October 2020, one of the suspected offenders was charged, as directed by the DPP and remains in custody in respect of the following offences;

- (i) one count contrary to the provisions of section 72 of the Criminal Justice Act 2006 as amended;
- (ii) one count of using a False Instrument contrary to the provisions of section 9 of the Criminal Justice (Corruption Offences) Act 2018;
- (iii) 14 counts contrary to the provisions of section 7 of the Criminal Justice (Money Laundering & Terrorist Financing) Act 2010;
- (iv) 21 counts of 'Using a False Instrument' to open bank accounts contrary to the provisions of section 26 of the Criminal Justice (Theft & Fraud Offences) Act 2001.

On 23 October 2020, as part of an ongoing intelligence led operation in liaison with Revenue personnel targeting serious organised crime activity and the importation of controlled drugs, personnel from the Garda National Drugs & Organised Crime Bureau (GNDOCB) intercepted a vehicle in North Dublin. During the course of the search, 352 kilograms of Cannabis Herb, with an approximate value of €7m was seized. Three suspected offenders were arrested and detained at separate Garda Stations in Dublin, pursuant to the provisions of Section 2, Criminal Justice (Drug Trafficking) Act 1996. Two persons were subsequently charged with offences, pursuant to the provisions of the Misuse of Drugs Act 1977/84 and were brought before the Courts, where they were remanded in custody. The third person was released without charge, pending the submission of an investigation file to the DPP.

On 29 October 2020, while executing a search warrant in the DMR West Division, as part of an intelligence led operation into the sale and supply of drugs, Gardaí observed two suspicious vehicles in the area. Both vehicles were seized and technically examined, resulting in the recovery of four suspected firearms, a quantity of ammunition, cartridges and suspected Cocaine worth approximately €18,640. Investigations into this matter remain ongoing.

On 30 October 2020, as part of an ongoing investigation into the sale and supply of drugs in the Tipperary Division, an operation was conducted at a remote location, resulting in the seizure of Cocaine, with an approximate value of €647,500 and €377,000 in cash. One male was arrested at the scene and detained at Templemore Garda Station, under the provisions of Section 2, Criminal Justice Drug Trafficking Act 1996 and subsequently charged with drug related offences, contrary to Sections 3 and 15, Misuse of Drugs Act 1977/84. On 2 November 2020, a man appeared before Limerick District Court, where he was remanded in custody.

During the month of October 2020, the Criminal Assets Bureau conducted searches in counties Dublin, Cork, Limerick, Wicklow, Kerry and Waterford, assisted by local Gardaí, targeting the assets of Organised Crime Groups suspected of being involved in the sale and supply of controlled drugs, money laundering and the provision of suspected substandard repairs. Orders were subsequently granted, pursuant to section 17, Criminal Justice (Money Laundering & Terrorist Financing) Act 2010, in respect of 18 vehicles, four high-end designer watches, designer clothing, documentation in relation to the ownership of assets, €41,600 and \$4,000 Australian Dollars, and suspected Cocaine valued at approximately €10,000. In addition, €265,000 was restrained in financial accounts.

Also during October 2020, the Criminal Assets Bureau secured Orders, pursuant to Section 3, Proceeds of Crime Act 1996, as amended, over a 1.2 hectare site, €31,650 in cash, £160 sterling in cash and \$400 dollars in cash.

12. Community Engagement and Organisational Initiatives

Road Safety Week

During Road Safety Week which ran from 5-11 October 2020, An Garda Síochána participated with the Road Safety Authority (RSA) and the Irish Tyre Industry Association (ITIA) on a joint campaign to remind all road users to check their tyres. On Tyre Safety Day, 7 October 2020, in conjunction with Roads Safety Authority Vehicle Inspectors, members of Roads Policing Units across the country carried out roadside checks, where they examined tyres on vehicles at the roadside and provided general advice on tyre safety. 43 Fixed Charge Notices were issued for suspected tyre offences on the day.



An Garda Síochána @G... · 07 Oct ✓

Gardaí, the RSA and ITIA have teamed up for **Tyre Safety Day** today to remind all road users to check their tyres.

[#KeepingPeopleSafe](#) [#TyreSafetyDay](#)



Recording of Hate Crime

On 18 October 2020, following ongoing collaboration with Garda National Diversity and Integration Unit and IT Planners, PULSE Release 7.6 was deployed, which incorporated a number of changes, to improve the recording of Hate Crime, including:

- A Hate-Related tick box that must be applied to all Hate Crime and Non-Crime Hate Incidents;
- The mandatory selection of discriminatory motives (aligned with Hate Crime Definition);
- The addition of a “H” identifier to easily identify all Hate-Related Crimes and Non-Crime Hate Incidents;
- The repositioning of Discriminatory Motives to ensure correct allocation.

Information leaflets outlining the key changes to PULSE were circulated to all Garda personnel, published on the Garda Portal and featured in Newsbeat.

European Focus Day on Prevention of Domestic Burglary

On 21 October 2020, the Garda National Crime Prevention Unit, Garda Press Office and the Department of Justice in conjunction with the European Union Crime Prevention Network (EUCPN) promoted a pan European focus day on the prevention of domestic burglary. The campaign provided home security and burglary prevention advice.

Dangers of Quad Bikes and Scramblers

An Garda Síochána and the Road Safety Authority (RSA) launched a public awareness campaign in October 2020 to highlight the dangers of quad bikes and scramblers. The campaign, which included National and Local radio, appeals to parents who may be considering gifting quadbikes or scramblers this Christmas, to be aware that when used on a public road they are subject to the same rules as other mechanically propelled vehicles. The launch highlighted that it is an offence for these vehicles to be used in public places, such as parks and public areas.



Operation 'Tombola'

As in previous years during the run-up to Halloween, An Garda Síochána and other emergency services issued warnings and awareness campaigns concerning the serious dangers associated with fireworks, as part of Operation 'Tombola'. An Garda Síochána reminded the public that the sale, possession or use of fireworks in this country is illegal. In partnership with the Garda National Crime Prevention Unit, Garda Press Office, Dublin Fire Brigade and Temple St Children's Hospital, the Garda National Community Policing Unit developed a short video to emphasise the dangers of bonfires and fireworks and the consequences of anti-social behaviour during Halloween.

Halloween Safety Posters and PowerPoint presentations for schools were also designed by the Garda National Community Policing Unit and included a QR code with a link to the video making the posters interactive with users of smartphones. The Halloween Safety material was also issued to all children's hospitals nationally.



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

Priority 1. Community Policing

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

Priority 2. Protecting People

14	COVID-19 Response Coordination	Green	33	Homicide Review Recommendations	Green
15	Data Analysis Support	Green	34	Divisional Protective Services Units	Green
16	Public Health Operations	Green	35	Domestic Abuse Risk Assessment Tool	Yellow
17	National Coordination & Tasking Functions	Green	36	Domestic Abuse Operations	Green
18	OCG Threat Assessment Matrix	Green	37	Call-backs to Domestic Abuse Victims	Green
19	Cyber-crime Hubs	Yellow	38	Victim Assessments	Green
20	Crime Prevention Advice	Green	39	Victim Support Training	Green
21	Assaults in Public Reduction Strategy	Green	40	3 rd Party Hate Crime Reporting	Green
22	Crime Prevention Strategy	Yellow	41	Minority Crime prevention Advice	Green
23	Drugs Awareness Campaign	Green	42	Online Hate Crime Reporting	Green
24	Social Media Campaign	Green	43	Hate Crime Training	Green
25	Metal, & Retail Theft Forum	Green	44	Lifesaver Offences	Green
26	Youth Referral Recommendations	Green	45	Intoxicated Driving Testing	Green
27	Drug-related Crime Review	Green	46	Unaccompanied Driver Detections	Green
28	Reporting on OCGs to Policing Authority	Green	47	Crowe Horwath Recommendations	Green
29	IMS	Green	48	Major Event Management Unit	Red
30	Schengen Information Connection	Green	49	Operation Páistí	Green
31	Schengen Training	Green	50	Roads Intel Gathering	Green
32	Schengen Phase III	Green	51	Disqualified/Fail to Surrender Drivers	Green

Priority 3. A Secure Ireland

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

Priority 4. A Human Rights Foundation

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

Priority 5. Our People – Our Greatest Resource

73	Probationer Training (COVID-19)	96	Industrial Relations Structures
74	Training in Pandemics	97	Staff Cultural Engagement
75	Garda Staff Training	98	Cultural Audit Roadmap
76	Garda Probationer Monitoring	99	Cultural Audit Process
77	Garda Probationer Training	100	Innovation Programme
78	Garda Staff Induction Training	101	PALF Usage Review
79	Learning & Development Director	102	PALF Usage
80	Learning & Development Reporting	103	Performance Management for Garda Staff
81	Learning & Development Strategy	104	Attested Probationer Supervision
82	Electronic Training Management System	105	Guidance & Support for Attested Probationers
83	New Uniform Procurement	106	Frontline Policing Recognition
84	Property & Exhibit Management System eLearning	107	Discipline Regulation Statutes
85	Gardaí Recruitment	108	Anti-Corruption Unit

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

Priority 6. Transforming our Service

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

Appendix B

Schedule of Expected Vacancies													
Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2020												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2020
Assistant Commissioner			1				1						2
Chief Superintendent		1		1			4		3				9
Superintendent		1	1	7			7		15	3	2		36
Total	0	2	2	8	0	0	12	0	18	3	2	0	47

Appendix C

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

Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	9	9									0	9	0
Chief Superintendent	47	44	2								2	46	1
Superintendent	168	152	20				1	2		2	15	167	1
Total	224	205	22	0	0	0	1	2	0	2	17	222	2

Appendix D

Breakdown of Leave – Garda Members

As at 31.10.2020	Gender	Work Share	% Garda Rank	% by Gender	Career Break	% Garda Member	% by Gender	Maternity Leave	% Garda Member	% by Gender	Unpaid Maternity	% Garda Member	% by Gender	Paternity Leave	% Garda Member	% by Gender	Parental Leave	% Garda Member	% by Gender
Garda	Male	2	0.02%	0.02%	24	0.20%	0.28%							11	0.09%	0.13%	14	0.12%	0.17%
	Female	94	0.79%	2.75%	31	0.26%	0.91%	69	0.58%	2.02%	35	0.29%	1.02%				87	0.73%	2.54%
Sergeant	Male	1	0.05%	0.06%	2	0.10%	0.13%										7	0.34%	0.44%
	Female	4	0.19%	0.86%	1	0.05%	0.21%	11	0.53%	2.36%	6	0.29%	1.28%				2	0.10%	0.43%
Inspector	Male																		
	Female																		
Superintendent	Male																		
	Female																		
	Total Male	3	0.02%	0.03%	26	0.18%	0.25%							11	0.08%	0.10%	21	0.14%	0.20%
	Total Female	98	0.67%	2.46%	32	0.22%	0.80%	80	0.55%	2.01%	41	0.28%	1.03%				89	0.61%	2.23%
	Total	101	0.69%		58	0.40%		80	0.55%		41	0.28%		11	0.08%		110	0.76%	

Appendix E

Breakdown of Leave – Garda Staff																			
As at 31.10.20		Work Share	% Total Staff	% by Gender	Career Break	% Total Staff	% by Gender	Mat Leave	% Total Staff	% by Gender	Unpaid Maternity	% Total Staff	% by Gender	Paternity Leave	% Total Staff	% by Gender	Parental Leave	% Total Staff	% by Gender
CO	Male	8	0.41%	1.67%	3	0.15%	0.63%							1	0.05%	0.21%	5	0.26%	1.04%
	Female	267	13.79%	18.33%	13	0.67%	0.89%	16	0.83%	1.10%	2	0.10%	0.14%				52	2.69%	3.57%
EO	Male																4	3.20%	7.84%
	Female	43	5.73%	7.82%	8	1.07%	1.45%	10	1.33%	1.82%	3	0.40%	0.55%				26	3.47%	4.73%
HEO	Male				2	1.60%	3.92%												
	Female	4	3.20%	5.41%	2	1.60%	3.92%	1	0.80%	1.35%	1	0.80%	1.35%				6	4.80%	8.11%
AP	Male																		
	Female																2	2.90%	5.13%
Chef de Partie	Male																		
	Female	1	4.35%	4.76%															
Teacher	Male																		
	Female	2	17.65%	33.33%															
Cleaner	Male																		
	Female	3	0.43%	0.46%	1	0.00%	0.00%	2	0.87%	0.92%									
Accountant	Male																		
	Female	1	14.29%	33.33%															
	Total Male	8	0.24%	0.86%	5	0.15%	0.54%							1	0.3%	0.11%	9	0.27%	0.96%
	Total Female	321	9.55%	13.23%	24	0.71%	0.99%	29	0.86%	1.19%	6	0.18%	0.25%				86	2.56%	3.54%
	Total	329	9.79%		29	0.86%		29	0.86%		6	0.18%		1	0.03%		95	2.83%	

Appendix F - HR and Trend Data on Sick Leave

Garda Members - Unavailable for duty due to sick leave

	Garda		Sergeant		Inspector and above		Total	
	*OI	**IOD	OI	IOD	OI	IOD	OI	IOD
October 2020	1086	151	94	9	2	0	1182	160
September 2020	1242	155	104	9	8	0	1354	164
August 2020	1095	144	83	10	11	1	1189	155
July 2020	1076	145	92	8	7	1	1175	154
June 2020	924	144	65	9	4	1	993	154
May 2020	785	144	58	10	3	1	846	155
April 2020	768	150	76	9	9	1	853	160
March 2020	1215	159	103	10	12	0	1330	169
February 2020	1511	151	124	11	10	0	1645	162
January 2020	1774	154	170	11	17	0	1961	165
December 2019	1708	154	159	12	17	0	1884	166
November 2019	1593	154	135	11	8	0	1736	165

Ordinary Illness **Injury on Duty

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
October 2020	1158	152	97	9	2	0	1257	161
September 2020	1303	156	108	9	8	0	1419	165
August 2020	1149	145	84	10	11	1	1244	156
July 2020	1133	145	96	8	7	1	1236	154
June 2020	960	146	67	9	4	1	1031	156
May 2020	809	145	60	10	3	1	872	156
April 2020	795	150	78	9	9	1	882	160

March 2020	1284	161	108	10	12	0	1404	171
February 2020	1628	151	132	11	11	0	1771	162
January 2020	1938	156	182	11	17	0	2137	167
December 2019	1842	154	167	12	17	0	2026	166
November 2019	1723	158	145	11	8	0	1876	169

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
October 2020	10946	4331	1128.5	277	25	0	12099.5	4608
September 2020	11307	4067	1043.5	244	151	0	12501.5	4311
August 2020	10731.5	4108	1000	298	161	17	11892.5	4423
July 2020	9804	4174.5	963.5	248	114	31	10881.5	4453.5
June 2020	8629	4103.5	608.5	263	92	30	9329.5	4396.5
May 2020	8855.5	4164.5	764.5	304	53	31	9673	4499.5
April 2020	9459.5	4132	898	270	109	30	10466.5	4432
March 2020	12851	4372	1140	292	190.5	0	14181.5	4664
February 2020	12584.5	3985	1150	292	138.5	0	13873	4277
January 2020	14190.5	4245	1452	292	207	0	15849.5	4537
December 2019	14120.5	4224.5	1254	339	274.5	0	15649	4563.5
November 2019	12548.5	4198.5	989	310	138	0	13675.5	4508.5
October 2019	13541.5	4301.5	823.5	321	117	1	14482	4623.5

Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
October 2020	12099.50	-402	-3.22%
September 2020	12501.50	609	5.12%
August 2020	11892.50	1011	9.29%

July 2020	10881.50	1552	16.64%
June 2020	9329.50	-343.50	-3.55%
May 2020	9673	-793.5	-7.58%
April 2020	10466.50	-3715.00	-26.20%
March 2020	14181.50	308.50	2.18%
February 2020	13873.00	-1976.50	-14.25%
January 2020	15849.50	200.50	1.27%
December 2019	15649.00	1973.50	12.61%
November 2019	13675.50	-806.50	-5.90%

Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
October 2020	4608.00	297	6.89%
September 2020	4311.00	-112	-2.53%
August 2020	4423.00	-30.50	-0.68%
July 2020	4453.50	57	1.30%
June 2020	4396.5	-103	-2.29%
May 2020	4499.50	67.50	1.52%
April 2020	4432.00	-232.00	-4.97%
March 2020	4664.00	387.00	2.18%
February 2020	4277.00	-260.00	-14.25%
January 2020	4537.00	-26.50	1.27%
December 2019	4563.50	55.00	12.61%
November 2019	4508.50	-115.00	-5.90%

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

Month	No. of Days Absent	LTR	Commentary
October 2020	12099.50	3.12%	The Lost Time Rate for 2018 as calculated by DPER was 3.2%. DPER Statistics for 2019 are not yet published.
September 2020	12501.50	3.21%	
August 2020	11892.50	3.05%	
July 2020	10881.50	2.79%	
June 2020	9329.50	2.38%	

May 2020	9673	2.46%	
April 2020	10,466.50	2.67%	
March 2020	14181.50	3.61%	
February 2020	13873.00	3.61%	
January 2020	15849.50	4.17%	
December 2019	15649.00	4.11%	
November 2019	13675.50	3.59%	

Garda Staff - Numbers who availed of sick leave

Date	No.
October 2020	271
September 2020	290
August 2020	206
July 2020	236
June 2020	211
May 2020	198
April 2020	199
March 2020	321
February 2020	435
January 2020	515
December 2019	407
November 2019	396

Garda Staff - Instances of Absence

	Administrative Grades	Technical and Professional	Total
October 2020	277	4	281
September 2020	300	2	302
August 2020	213	1	214
July 2020	251	1	252
June 2020	221	0	221
May 2020	196	2	198
April 2020	203	0	203
March 2020	341	5	346
February 2020	478	8	486
January 2020	577	3	580
December 2019	434	6	440
November 2019	435	7	442

Garda Staff - Number of days absent

	Administrative Grades	Technical and Professional	Total
October 2020	2966.5	41	3007.5
September 2020	3008	31	3039
August 2020	2654	31	2685
July 2020	2688.5	19	2707.5

June 2020	2633.5	0	2633.5
May 2020	2810	12	2822
April 2020	3297	0	3297
March 2020	3638.5	65	3703.5
February 2020	3500.5	73	3573.5
January 2020	3792	62	3854
December 2019	3559.5	70	3629.5
November 2019	3148	78	3226

Garda Staff – Number of Days Absent

Month	No. of Days Absent	Monthly Variance	% Variance
October 2020	3007.5	-31.5	-1.03%
September 2020	3039.00	354	13.18%
August 2020	2685.00	-22.50	-0.83%
July 2020	2707.50	74.00	2.81%
June 2020	2633.50	-188.50	-6.68%
May 2020	2822.00	-475.00	-14.41%
April 2020	3297.00	-406.50	-10.98%
March 2020	3703.50	130.00	3.51%
February 2020	3573.50	-280.50	-7.85%
January 2020	3854.00	224.50	5.83%
December 2019	2629.50	403.50	11.12%
November 2019	3226.00	-27.00	-0.84%
October 2019	3253.00	92.50	2.84%

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

Month	No. of Days Absent	LTR	Commentary
October 2020	3007.50	3.61%	The Lost Time Rate for 2018 as calculated by DPER was 5.2%. DPER Statistics for 2019 are not yet published.
September 2020	3039.00	3.66%	
August 2020	2685.00	3.25%	
July 2020	2707.50	3.32%	
June 2020	2633.50	3.25%	
May 2020	2822.00	3.50%	
April 2020	3297.00	4.09%	
March 2020	3703.50	4.58%	
February 2020	3573.50	4.47%	
January 2020	3854.00	4.85%	
December 2019	2629.50	4.61%	
November 2019	3226.00	4.11%	

- Sick Absence for members is recorded as the number of calendar days that a member is absent and may include weekend or/and rest days. In order to estimate the working days lost, the number of sick leave days recorded are adjusted by a factor of 5/7.
- Standard Working Year = 229 days (365 – weekends - public holiday - 22 days annual leave).
- Standard Working Month = 229 days/12 = 19.08.
- Whole Time Equivalent does not factor other leave types, such as Maternity, Career Break etc.
- The total number of sick days recorded on SAMS (Sickness Absence Management System) is the number of calendar days that Garda members and Garda Staff are absent. This includes absences due to injury on duty / occupational injury and may also include weekends and rest days.
- Sick leave is recorded and classified as Ordinary Illness. However, if a member is maliciously injured in the course of duty, without wilful default or negligence on their part and a certificate in accordance with Garda Code 11.37 is issued, the absence may be reclassified as injury on duty.

- Where a member is attributing a subsequent absence to a previous injury sustained on duty, the advices of the Chief Medical Officer are sought to confirm the classification of the absence. The absence remains treated as “Ordinary Illness” until the Chief Medical Officer confirms otherwise.
- Statistics provided are by rank/grade only, as SAMS reporting does not breakdown by gender.

Commentary on Sick Absence in October 2020

Sick Absence for both Garda Members and Garda Staff has seen a reduction in Ordinary Illness sick absence in the month of October 2020. Instances and numbers availing of sick absence leave show substantial decreases for both Garda Members and Garda Staff. Comparing October 2020 to October 2019, year on year Ordinary Illness days have significantly decreased for Garda Members by 16.45% and also notably decreased for Garda Staff by 7.55%.

Unlike Ordinary Illness, Injury on Duty sick absence shows an increase month on month; however, comparing October 2020 to October 2019, year on year Injury on Duty has decreased marginally by 0.34%. The number of days in the respective months is a contributory factor in variances month on month. Sick Absence is broadly categorized 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 increase in the last month over the number of sick absence days (6.89%), while showing a marginal decrease of 2.4% in the instances of both sick absence and the number of Garda Members availing of this sick absence leave.

Ordinary Illness

The number of sick absence days month on month, shows a slight decrease of 3.22% for Garda Members and 1.03% for Garda Staff. The instances of sick absence month on month, for Garda Members show a substantial decrease at 11.42%, while for Garda Staff, the decrease can be seen at 6.95%.

In regard to the number of members availing of sick absence leave, the figures show a similar trajectory to that of the sick absence instances; a 12.70% decrease for Garda Members and a 6.55% decrease for Garda Staff.

COVID-19 Pandemic

The Department of Public Expenditure and Reform has issued guidance on the recording of absence as a result of the COVID–19 pandemic. Absence will not be recorded as Sick Absence, but recorded 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.